City of NORFOLK

Compensation Plan 2004

Staying the Course - Charting the Future

Form CCO-003

6/16/03 sb RAP
Form and Correctness Approved:
By Office of the City Attorney

Contents Approved:
By DEPT.

NORFOLK, VIRGINIA

ORDINANCE No. 41,070

R-11

AN ORDINANCE APPROVING AND ADOPTING NINE JULY 1, 2003 COMPENSATION PLANS FOR OFFICERS AND EMPLOYEES OF THE CITY, AMENDING THE NORFOLK CITY CODE, 1979, SO AS TO REVISE THE PROCESS OF MODIFYING VACANT POSITIONS AND TO AUTHORIZE BONUSES, APPROVING CRITERIA AND PROCEDURES FOR PAY SUPPLEMENTS FOR CERTAIN CONSTITUTIONAL OFFICERS AND THEIR EMPLOYEES, AND APPROPRIATING FUNDS THEREFOR.

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BE IT ORDAINED by the Council of the City of Norfolk:

Section 1:- That effective on and after July 1, 2003, and until otherwise changed by the Council, the pay ranges of various Constitutional officers and their employees and officers and employees of the City, as set forth in this ordinance, its attachments, the July 1, 2003 General Compensation Plan of the City of Norfolk, a copy of which is attached hereto, and the regulations for the administration of the plan, as set forth therein, are hereby approved, and said plan is hereby adopted. Such plan, as to the positions included, shall supersede and replace the July 1, 2002 General Compensation Plan of the City of Norfolk, approved and adopted by Ordinance No. 40,723, enacted May 21, 2002.

Section 2:- That, effective on and after July 1, 2003, and until otherwise changed by the Council, the pay ranges of various officers and employees of the City, as set forth in the July 1, 2003 Senior Management Compensation Plan of the City of Norfolk, a copy of which is attached hereto, and the regulations for the administration of the plan, as set forth therein, are hereby approved, and said plan is hereby adopted. Such plan, as to the positions included, shall supersede and replace the July 1, 2002 Senior Management Compensation Plan of the City of Norfolk, approved and adopted by Ordinance No. 40,723 enacted May 21, 2002.

Section 3:- That effective on and after July 1, 2003, and until otherwise changed by the Council, the pay ranges of various officers and employees of the City, as set forth in the July 1, 2003 Executive Compensation Plan of the City of Norfolk, a copy of which is attached hereto, and the regulations for the

administration of the plan, as set forth therein, are hereby approved, and said plan is hereby adopted. Such plan, as to the positions included, shall supersede and replace the July 1, 2002 Executive Compensation Plan of the City of Norfolk, approved and adopted by Ordinance No. 40,723, enacted May 21, 2002.

Section 4:- That effective on and after July 1, 2003, and until otherwise changed by the Council, the pay ranges of various officers and employees of the City, as set forth in the July 1, 2003 Law Compensation Plan of the City of Norfolk, a copy of which is attached hereto, and the regulations for the administration of the plan, as set forth therein, are hereby approved, and said plan is hereby adopted. Such plan, as to the positions included, shall supersede and replace the July 1, 2002 Law Compensation Plan of the City of Norfolk, approved and adopted by Ordinance No. 40,723, enacted May 21, 2002.

Section 5:- That effective on and after July 1, 2003, and until otherwise changed by the Council, the pay ranges of various officers of the City, as set forth in the July 1, 2003 Council Appointee Compensation Plan of the City of Norfolk, a copy of which is attached hereto, and the regulations for the administration of the plan, as set forth therein, are hereby approved, and said plan is hereby adopted. Such plan, as to the positions included, shall supersede and replace the July 1, 2002 Council Appointee Compensation Plan of the City of Norfolk, approved and adopted by Ordinance No. 40,723, enacted May 21, 2002.

Section 6:- That effective on and after July 1, 2003, and until otherwise changed by the Council, the pay ranges of various officers and employees of the City, as set forth in the July 1, 2003, Fire Compensation Plan A of the City of Norfolk, a copy of which is attached hereto, and the regulations for the administration of said supplemental plan, as set forth therein, are hereby approved, and said supplemental plan is hereby adopted.

Section 7:- That effective on and after July 1, 2003, and until otherwise changed by the Council, the pay ranges of various officers and employees of the City, as set forth in the July 1, 2003 Fire Compensation Plan B of the City of Norfolk, a copy of which is attached hereto, and the regulations for the administration of said plan, as set forth therein, are hereby approved, and said plan is hereby adopted.

Section 8 - That effective on and after July 1, 2003, and until otherwise changed by the Council, the pay ranges of various officers and employees of the City, as set forth in the July 1, 2003, Police Compensation Plan A of the City of Norfolk, a copy of which is attached hereto, and the regulations for the administration of said supplemental plan, as set forth therein, are hereby approved, and said plan is hereby adopted.

Section 9: - That effective on and after July 1, 2003, and until otherwise changed by the Council, the pay ranges of various officers and employees of the City, as set forth in the July 1, 2003 Police Compensation Plan B of the City of Norfolk, a copy of which is attached hereto, and the regulations for the administration of said plan, as set forth therein, are hereby approved, and said plan is hereby adopted.

Section 10:- That nothing contained in this ordinance is intended to or shall alter the employment status of any persons who are not employees or officers of the City who have attained such status through the usual employment procedures of the City, or confer any rights or benefits applicable through or because of City employment status.

Section 11:- That the Council shall have the right at any time to change the pay ranges, rates of pay and regulations set forth in the compensation plans adopted in Sections 1, 2, 3, 4, and 5, 6, 7, 8, and 9 of this ordinance.

Section 12:- That the City Clerk is hereby directed to file copies of said plans with the records of his office.

Section 13:- That Chapter 2.1 of the Norfolk City Code, 1979, is hereby amended and reordained so as to amend Article II and add a new Article IV, both numbered and reading in their entirety as follows:

CHAPTER 2.1
PERSONNEL SYSTEMS

ARTICLE II.
CREATION AND DELETION OF VACANT POSITIONS BY THE CITY MANAGER

Sec. 2.1-2. In general.

(a) The city manager or the council may create and delete positions. The city manager shall create and delete vacant positions only under the circumstances and after satisfying the requirements described in this article.

(b) The city manager shall act pursuant to this article only through regulations and instruments consistent with this chapter and this article and certified as required by this article.

(c) At the end of each quarter of the fiscal year, the Director of Human Resources shall provide a report to the City Manager identifying each position and stating the total number of positions that the City Manager has created or deleted during the quarter.

(d) On or before the end of each fiscal year, the Director of Human Resources shall report in writing to the city manager certifying the total number of positions at that time, and reconciling that number with the number of positions initially set forth by council in the annual compensation plan ordinance as of the start of the fiscal year. The director shall explain in her report any difference between the two (2) numbers.

(e) The provisions of this article shall apply to sworn law enforcement officers in the department of police and sworn members of the department of fire and paramedical services.

Sec. 2.1-3. Creation of vacant positions by the city manager.

(a) The city manager may only create vacant positions through a written instrument executed by the city manager after the availability of the funds is certified on the face of the instrument by the director of finance or his designee, pursuant to Charter section 72. The regulations and the form of the instrument to be used for creating positions shall be approved as to form and correctness by the city attorney or his designee pursuant to Charter section 53.

(b) The city manager shall not create a new position within a department if the creation of a new position will: (i) require the expenditure of funds from that department's personal services account in excess of the total sum appropriated for personal services within that department for the fiscal year; or (ii) require the expenditure of funds from the city manager's staffing and organizational redesign reserve account in excess of the total sum approved therefor by the council at the start of the fiscal year.

Sec. 2.1-4. Deletion of vacant positions by the city manager.

(a) The city manager may only delete existing vacant positions pursuant to this article through a written instrument executed by the city manager. The regulations and the form of the written instrument to be used for deleting existing vacant positions shall be approved as to form and correctness by the city attorney or his designee pursuant to Charter section 53.

(b) The city manager's deletion of vacant existing positions from a department shall not exceed ten (10) percent of the total positions authorized for that department at the beginning of the fiscal year, unless first approved by the council through a resolution or ordinance.

(c) Whenever, during the fiscal year, the city manager deletes a vacant position from a department without the prior approval of the council, the director of finance or his designee shall certify on the instrument deleting the position that the cumulative percentage of all deleted positions from

that department does not exceed ten (10) percent of that department's total positions at the start of the fiscal year.

ARTICLE IV.
BONUSES

Sec. 2.1-8. Authority.

The city manager is authorized to approve compensatory bonuses, pursuant to promulgated regulations.

Sec.2.1-9. Limits upon Bonuses.

The yearly limits upon compensatory bonuses shall be stated explicitly in each year's compensation plan. Each year's compensation plan shall limit individual bonuses paid in the form of additional salary by a figure representing an exact percentage of that employee's current salary. Each year's compensation plan shall limit total bonuses paid in the form of additional salary for each department by an exact figure representing a percentage of that department's total salaries. Each year's compensation plan shall limit individual bonuses paid in the form of additional leave to a specific number of work days.

Section 14:- Whereas, it is the desire of the Council of the City of Norfolk and of the Commonwealth's Attorney of the City of Norfolk that the Compensation of certain employees of the Commonwealth's Attorney which are fixed by the Compensation Board of the Commonwealth of Virginia pursuant to Virginia Code §15.2-1627.1 be supplemented, and

Whereas, Virginia Code §15.2-1605.1 authorizes the Council, in its discretion, to supplement the compensation of Constitutional Officers and their employees in such amounts as it may deem expedient; and

Whereas, the supplementation of the compensation of employees of the Commonwealth's Attorney is not intended to and shall not constitute them employees of the City for any purpose and shall not authorize the application to them of any personnel policies of the City; and

Whereas, the Council deems it appropriate and necessary to establish specific criteria and procedures for the supplementation of the compensation of the Commonwealth's Attorney and certain of his employees; now, therefore, the Council ordains as follows:

The compensation of employees of the Commonwealth's Attorney employed in positions designated by the job titles identified in Attachment A to this ordinance, titled Commonwealth Attorney's Pay Schedule, shall be supplemented by the payment to them of compensation within the pay ranges set opposite each job title, established in the Commonwealth's Attorney's Pay Schedule attached hereto as Attachment A:

(B) The Commonwealth's Attorney shall receive a July 1, 2003 wage increase of 4%.

(C) Every employee of the Commonwealth's Attorney whose compensation is fixed by the Compensation Board of the Commonwealth of Virginia shall in no event receive any lesser compensation than that fixed by said Board.

(D) The Commonwealth's Attorney, whenever the compensation of an employee of the Commonwealth's Attorney is increased by the Compensation Board of the Commonwealth of Virginia to a sum exceeding the supplemented salary, shall take immediate action to adjust the compensation payable to such employee so that it is not less than that fixed by the Compensation Board.

(E) Any compensation paid in accordance with this ordinance to an employee of the Commonwealth's Attorney in excess of the sum fixed by the Compensation Board shall constitute a local supplement, to be wholly payable from the funds of the City from the aggregate sum authorized in Section 14 (H) for the fiscal year 2003-2004.

(F) The administration and computation of supplements pursuant to this ordinance shall be governed by and be subject to the following regulations:

(1) The increment date for the Commonwealth's Attorney and each employee of the Commonwealth's Attorney for purposes of the supplements under this ordinance will be July 1st.

(2) Employees of the Commonwealth's Attorney whose job titles are identified in Attachment A to this

ordinance, titled Commonwealth's Attorney's Pay Schedule, shall be eligible to receive an increase in salary within the pay grade to which their position title is assigned, at the discretion of the Commonwealth's Attorney, subject to the availability of funds appropriated by this ordinance for such purpose.

(3) No salary increase under Section 14(E) shall exceed the maximum rate of an employee's pay grade.

(4) When an employee of the Commonwealth's Attorney whose title is listed in this ordinance has rendered exceptionally meritorious service, the Commonwealth's Attorney, in his best judgment, may authorize a monetary exemplary performance award that is in addition to any other salary increase which the employee may receive during the course of a fiscal year, based upon the availability of funds, provided, however, that not more than one such award may be authorized during any one fiscal year. No such award may be authorized unless funds for that purpose are available within the appropriation made by this ordinance.

(5) The Commonwealth's Attorney shall provide to the City's Director of Human Resources, on or before June 1, 2003 a list of all employees occupying positions with job titles identified in Attachment A to this ordinance, titled Commonwealth's Attorney's Pay Schedule, by name, job title and salary. The appropriation made by this ordinance and payments made thereunder is conditioned upon the maximum number of positions within each job title not being increased without prior approval by the City Manager.

(G) The purpose of this ordinance and of the criteria and procedures it establishes is solely to supplement the compensation of employees of the Commonwealth's Attorney's Office, as authorized by Virginia Code §15.2-1605.1. Nothing contained herein or in any City Compensation Plan shall alter the status of such persons as employees of the Commonwealth's Attorney, and not of the City of Norfolk, and any references to and/or applications of any City Compensation Plan are solely for the purpose of administrative convenience in computing the amount of authorized supplements.

(H) In order to provide funds for the payment of an increase to the compensation supplements of the employees of the Commonwealth's Attorney affected by this ordinance, the sum of $103,300 is hereby authorized to be expended from funds heretofore appropriated for general government in the general appropriations ordinance for the fiscal year 2003-2004.

(I) The compensation of employees of the City, if any, assigned to the supervision of the Commonwealth's Attorney shall be governed solely by the applicable City Compensation Plan.

Section 15:- Whereas, it is the desire of the Council of the City of Norfolk and of the Commissioner of the Revenue that the compensation of the Commissioner of the Revenue and certain of her employees which are fixed by the Compensation Board of the Commonwealth of Virginia pursuant to Virginia Code §15.3-1636.1 be supplemented; and

Whereas, Virginia Code §15.2-1605.1 authorizes the Council, in its discretion, to supplement the compensation of Constitutional Officers and their employees in such amounts as it may deem expedient; and

Whereas, the Council deems it appropriate and necessary to establish specific criteria and procedures for the supplementation of the compensation of the Commissioner of Revenue and of certain employees of the Commissioner of the Revenue; now, therefore, the Council ordains as follows:

(A) Every employee of the Commissioner of Revenue whose compensation is fixed by the Compensation Board of the Commonwealth of Virginia shall in no event receive any lesser compensation than that fixed by said Board.

(B) Every employee of the Commissioner of the Revenue whose compensation is fixed by the Compensation Board at a sum higher than that fixed in accordance with the regulations for the administration of the applicable City Compensation Plan for a City employee assigned to a classification with the same job title, (or, in the case of such Constitutional Officers' employees whose classifications do not correspond to City class titles, at a sum higher than the compensation to which they would otherwise be entitled through the normal application of the applicable City Compensation Plan regulations), shall be paid only the compensation fixed by the Compensation Board.

(C) Every employee of the Commissioner of the Revenue whose compensation is fixed by the Compensation Board at a sum less than that fixed in accordance with the regulations for the administration of the applicable City Compensation Plan for a City employee assigned to a classification with the same job title, (or, in the case of such Constitutional Officers' employees whose classifications do not correspond to City class titles, a sum less than the compensation which they would otherwise receive through the normal application of the applicable City Compensation Plan regulations), shall be paid the same compensation as said City employee (or, in the case of a Constitutional Officer's employee whose classification does not correspond to a City class title, shall receive the compensation payable through the normal application of the applicable City Compensation Plan regulation).

(D) The compensation of the Commissioner of the Revenue as of June 30, 2003 shall be supplemented by a July 1, 2003 wage increase of 4%. Supplementation for the Commissioner of the Revenue shall be within the pay range specified as COF 017 in Attachment C to this ordinance, titled Constitutional Officers' Pay Schedules.

(E) The Director of Human Resources, whenever the compensation of an employee of the Commissioner of the Revenue is increased by the Compensation Board of the Commonwealth of Virginia to a sum exceeding the amount payable under Section 15 of this ordinance, shall take immediate action to adjust the compensation payable to such employee so that it is not less than that fixed by the Compensation Board. Said Director also shall periodically review the compensation of employees of the Commissioner of the Revenue and shall bring to the attention of the City Manager any increases required by Section 15, to be made effective on the date as determined in accordance with Section 15 (G) of this ordinance.

(F) Any compensation paid in accordance with this ordinance to an employee of the Commissioner of the Revenue in excess of the sum fixed by the Compensation Board shall constitute a local supplement, to be wholly payable from the funds of the City.

(G) Annual increment dates for the employees of the Commissioner of the Revenue shall be on their pay increment anniversary date, to be determined as follows: The anniversary date for all such employees hired prior to December 1, 1996 shall be December 1, the first of which December 1 anniversary dates being the December 1 next following their initial employment or

December 1, 1992, whichever date is later, and shall be the first day of the month of initial employment for all such employees hired on or after December 1, 1996, regardless of any putative annual increment date otherwise established by the Compensation Board.

(H) The compensation of employees of the City assigned to the supervision of the Commissioner of the Revenue shall be governed solely by the applicable City Compensation Plan.

(I) The purpose of this ordinance and of the criteria and procedures it establishes is solely to supplement the compensation of certain employees of the Commissioner of the Revenue with funds of the City, as authorized by Virginia Code §15.2-1605.1. Nothing contained herein, or in any City Compensation Plan shall alter the status of such persons as employees of the Commissioner of the Revenue, and not of the City of Norfolk, and any references to and/or applications of any City Compensation Plan are solely for the purpose of administrative convenience in computing the amount of authorized supplements.

Section 16:- Whereas, it is the desire of the Council of the City of Norfolk and of the Sheriff of the City of Norfolk, that the compensation of certain employees of the Sheriff which are fixed by the Compensation Board of the Commonwealth of Virginia pursuant to Virginia Code §15.2-11609.2, be supplemented, and

Whereas, Virginia Code §15.2-1605.1, authorizes the Council, in its discretion, to supplement the compensation of Constitutional Officers and their employees in such amounts as it may deem expedient; and

Whereas, the supplementation of the compensation of employees of the Sheriff is not intended to and shall not constitute them employees of the City for any purpose and shall not authorize the application to them of any personnel policies of the City; and

Whereas, in consideration for such compensation supplementation, the Sheriff has agreed to pay over to the City sufficient revenues received by him from operations of the Jail and inmate service excepting only revenues derived from canteen operations; and

Whereas, the Council deems it appropriate and necessary to establish specific criteria and procedures for the

supplementation of the compensation of certain employees of the Sheriff; now, therefore, the Council ordains as follows:

(A) The compensation of employees of the Sheriff employed in positions designated by the job titles identified in Attachment B to this ordinance, titled Sheriff's Pay Schedule and Pay Structure, shall be supplemented by the payment to them of compensation within the pay ranges set opposite each job title, established in the Sheriff's Pay Schedule attached hereto as Attachment B:

(B) The Sheriff shall receive a July 1, 2003, wage increase of 0%.

(C) That the supplemental compensation of Sheriff's employees holding positions listed in Attachment B of this ordinance shall be determined by the assignment of each such employee of the Sheriff to the pay step in the pay range assigned to his or her job title in Attachment B of this ordinance as of June 30, 2003 provided that in no event shall an employee's supplemented compensation be lower than that fixed by the Compensation Board of the Commonwealth of Virginia.

(D) The administration and computation of supplements pursuant to this ordinance shall be governed by and be subject to the following regulations:

(1) Any employees of the Sheriff hired after July 1, 1999 shall have as their increment date the first day of the month in which they are employed.

(2) For the purposes of making any necessary compensation adjustments occasioned by promotions, demotions, reclassifications, general wage increases and annual increments, the computations prescribed by the regulations in the applicable City's Compensation Plan for City employees which relate to such transactions, and other administrative procedures generally applicable to the compensation of City employees, shall be utilized.

(3) The compensation of employees of the City, if any, assigned to the supervision of the Sheriff shall be governed solely by the applicable City Compensation Plan.

(E) The purpose of this ordinance and of the criteria and procedures it establishes is to supplement the compensation of certain employees of the Sheriff, as authorized by Virginia Code §15.2-1605.1. Nothing contained herein, or in any City Compensation Plan, shall alter the status of such persons as employees of the Sheriff and not of the City of Norfolk, and any references to and/or applications of any City Compensation Plan are solely for the purpose of administrative convenience in computing the amount of authorized supplements.

(F) In order to provide funds for the payment of the compensation supplements of the employees of the Sheriff affected by this ordinance, funds are heretofore appropriated for general government in the ordinance approving the general operating budget of the city for the fiscal year 2003-2004.

Section 17:- That the pay ranges for the General Registrar and her employees shall be placed within the Compensation Plan where appropriate to their pay rates, which are set by the State Electoral Board. Nothing contained herein or elsewhere within this ordinance, the Compensation Plan or its Regulations, shall alter the status of the General Registrar and her employees, and their inclusion herein is solely for administrative convenience.

Section 18: - That the City Treasurer as of June 30, 2003 shall be supplemented by a July 1, 2003 wage increase of 0%. Supplementation for the City Treasurer shall be within the pay range specified as COF 017 in Attachment C to this ordinance, titled Constitutional Officers' Pay Schedules.

Section 19:- That the right is reserved to amend this ordinance and the attached Compensation Plans with their Regulations, in whole or in part, at any time.

Section 20:- That this ordinance shall be in effect from and after July 1, 2003.

Adopted by Council June 17, 2003
Effective July 1, 2003

TRUE COPY
TESTE:

R. BRECKENRIDGE DAUGHTREY, CITY CLERK

BY: _____
DEPUTY CITY CLERK

ATTACHMENT A

COMMONWEALTH ATTORNEY'S PAY SYSTEM					
Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
100188	Assistant Commonwealth's Attorney I	COF	008	$47,307.66	$75,219.08
100189	Assistant Commonwealth's Attorney II	COF	011	$55,408.85	$88,099.03
100190	Assistant Commonwealth's Attorney III	COF	014	$64,951.72	$103,273.73
100220	Chief Deputy Commonwealth's Attorney	COF	019	$84,808.99	$134,846.32
000053	Commonwealth's Attorney	COF	020	$119,581.71	$190,134.95
800100	CWA Administrative Assistant II	COF	002	$29,705.42	$47,486.43
800110	CWA Legal Administrator	COF	007	$48,571.61	$77,649.75
800115	CWA Legal Assistant	COF	005	$35,260.94	$56,367.53
800120	CWA Legal Secretary I	COF	001	$25,584.25	$40,899.05
800125	CWA Legal Secretary II	COF	003	$29,980.37	$47,486.43
800130	CWA Paralegal	COF	003	$29,980.37	$47,486.43
100287	CWA Victim/Witness Program Assistant Director	COF	004	$33,438.72	$53,458.04
100271	CWA Victim/Witness Program Director	COF	006	$40,165.14	$64,207.36
100280	Deputy Commonwealth's Attorney	COF	017	$76,203.90	$121,164.52

ATTACHMENT B

Sheriff's Pay Schedule					
Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
S00083	Assistant Procurement Specialist	SHF	008	$30,791.94	$48,948.17
S00090	Assistant Inmate Classification Manager	SHF	011	$37,428.27	$59,496.29
S00098	Corrections Director	SHF	015	$45,493.02	$72,319.33
S00070	Deputy Sheriff	SHF	005	$26,599.16	$42,282.58
S00075	Deputy Sheriff (Captain)	SHF	013	$41,263.95	$65,595.18
S00078	Deputy Sheriff (Colonel)	SHF	017	$52,664.43	$83,718.63
S00072	Deputy Sheriff (Corporal)	SHF	007	$29,326.05	$46,617.03
S00077	Deputy Sheriff (Lieutenant Colonel)	SHF	016	$50,156.48	$79,731.91
S00074	Deputy Sheriff (Lieutenant)	SHF	010	$35,646.26	$56,662.84
S00076	Deputy Sheriff (Major)	SHF	014	$43,326.97	$68,875.90
S00071	Deputy Sheriff (Master)	SHF	005	$26,599.16	$42,282.58
S00073	Deputy Sheriff (Sergeant)	SHF	009	$33,948.53	$53,965.22
S00091	Education Program Manager	SHF	011	$37,428.27	$59,496.29
S00086	Education Programs Specialist	SHF	009	$33,948.53	$53,965.22
S00067	Electronic Surveillance Counselor	SHF	004	$25,332.31	$40,269.91
S00082	Electronic Surveillance Supervisor	SHF	007	$29,326.05	$46,617.03
S00068	Fleet Coordinator	SHF	004	$25,332.31	$40,269.91
S00087	Grievance Coordinator	SHF	009	$33,948.53	$53,965.22
S00096	Human Resources & Budget Director	SHF	014	$43,326.97	$68,875.90
S00088	Inmate Classification Specialist	SHF	009	$33,948.53	$53,965.22
S00093	Inmate Classification Manager	SHF	013	$41,263.95	$65,595.18
S00092	Inmate Rehabilitation Coordinator	SHF	012	$39,299.27	$62,471.39
S00097	Investigations Director	SHF	014	$43,326.97	$68,875.90
S00080	Jury Administrator	SHF	006	$27,929.24	$44,397.12

S00094	Legal Counsel	SHF	013	$41,263.95	$65,595.18
S00069	Maintenance Mechanic	SHF	004	$25,332.31	$40,269.91
S00056	Maintenance Mechanic I	SHF	004	$25,332.31	$40,269.91

Sheriff's Pay Schedule (Continued)					
Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
S00084	Payroll & Benefits Coordinator	SHF	008	$30,791.94	$48,948.17
S00089	Procurement Specialist	SHF	009	$33,948.53	$53,965.22
S00085	Public Affairs Officer	SHF	011	$37,428.27	$59,496.29
S00006	Receptionist	SHF	002	$21,883.00	$34,786.86
S00065	Records Clerk	SHF	002	$21,883.00	$34,786.86
S00081	Secretary to the Sheriff	SHF	006	$27,929.24	$44,397.12
S00064	Secretary I	SHF	003	$24,126.35	$38,352.06
S00079	Secretary II	SHF	005	$26,599.16	$42,282.58
S00001	Sheriff	SHF	018	$70,575.94	$112,191.14
S00100	Staff Accountant	SHF	009	$33,948.53	$53,965.22
S00095	Systems Administrator	SHF	013	$41,263.95	$65,595.18
S00062	Van Driver	SHF	001	$17,145.79	$27,256.00
S00066	Work Release Crew Supervisor	SHF	005	$26,599.16	$42,282.58

City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	1	1	$8.24	$1,428.82	$17,145.79
SHF	1	2	$8.45	$1,464.14	$17,569.63
SHF	1	3	$8.66	$1,500.24	$18,002.86
SHF	1	4	$8.87	$1,537.31	$18,447.76
SHF	1	5	$9.09	$1,575.27	$18,903.23
SHF	1	6	$9.31	$1,614.20	$19,370.40
SHF	1	7	$9.54	$1,654.01	$19,848.09
SHF	1	8	$9.78	$1,694.89	$20,338.67
SHF	1	9	$9.72	$1,685.26	$20,223.11
SHF	1	10	$10.27	$1,779.68	$21,356.13
SHF	1	11	$10.52	$1,823.58	$21,883.00
SHF	1	12	$10.78	$1,868.66	$22,423.94
SHF	1	13	$11.05	$1,914.81	$22,977.75
SHF	1	14	$11.32	$1,962.13	$23,545.61
SHF	1	15	$11.60	$2,010.53	$24,126.35
SHF	1	16	$11.89	$2,060.19	$24,722.31
SHF	1	17	$12.18	$2,111.03	$25,332.31
SHF	1	18	$12.48	$2,163.13	$25,957.54
SHF	1	19	$12.79	$2,216.60	$26,599.16
SHF	1	20	$13.10	$2,271.33	$27,256.00
SHF	2	1	$10.52	$1,823.58	$21,883.00
SHF	2	2	$10.78	$1,868.66	$22,423.94
SHF	2	3	$11.05	$1,914.81	$22,977.75
SHF	2	4	$11.32	$1,962.13	$23,545.61
SHF	2	5	$11.60	$2,010.53	$24,126.35
SHF	2	6	$11.89	$2,060.19	$24,722.31
SHF	2	7	$12.18	$2,111.03	$25,332.31
SHF	2	8	$12.48	$2,163.13	$25,957.54
SHF	2	9	$12.79	$2,216.60	$26,599.16
SHF	2	10	$13.10	$2,271.33	$27,256.00
SHF	2	11	$13.43	$2,327.44	$27,929.24
SHF	2	12	$13.76	$2,384.91	$28,618.87
SHF	2	13	$14.10	$2,443.84	$29,326.05

City of Norfolk – Sheriff Pay Structure					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	2	14	$14.45	$2,504.23	$30,050.80
SHF	2	15	$14.80	$2,566.00	$30,791.94
SHF	2	16	$15.17	$2,629.32	$31,551.81
SHF	2	17	$15.54	$2,694.30	$32,331.60
SHF	2	18	$15.93	$2,760.84	$33,130.11
SHF	2	19	$16.32	$2,829.04	$33,948.53
SHF	2	20	$16.72	$2,898.91	$34,786.86
SHF	3	1	$11.60	$2,010.53	$24,126.35
SHF	3	2	$11.89	$2,060.19	$24,722.31
SHF	3	3	$12.18	$2,111.03	$25,332.31
SHF	3	4	$12.48	$2,163.13	$25,957.54
SHF	3	5	$12.79	$2,216.60	$26,599.16
SHF	3	6	$13.10	$2,271.33	$27,256.00
SHF	3	7	$13.43	$2,327.44	$27,929.24
SHF	3	8	$13.76	$2,384.91	$28,618.87
SHF	3	9	$14.10	$2,443.84	$29,326.05
SHF	3	10	$14.45	$2,504.23	$30,050.80
SHF	3	11	$14.80	$2,566.00	$30,791.94
SHF	3	12	$15.17	$2,629.32	$31,551.81
SHF	3	13	$15.54	$2,694.30	$32,331.60
SHF	3	14	$15.93	$2,760.84	$33,130.11
SHF	3	15	$16.32	$2,829.04	$33,948.53
SHF	3	16	$16.72	$2,898.91	$34,786.86
SHF	3	17	$17.14	$2,970.52	$35,646.26
SHF	3	18	$17.56	$3,043.89	$36,526.72
SHF	3	19	$17.99	$3,119.02	$37,428.27
SHF	3	20	$18.44	$3,196.01	$38,352.06
SHF	4	1	$12.18	$2,111.03	$25,332.31
SHF	4	2	$12.48	$2,163.13	$25,957.54
SHF	4	3	$12.79	$2,216.59	$26,599.13
SHF	4	4	$13.10	$2,271.33	$27,256.00
SHF	4	5	$13.43	$2,327.44	$27,929.24
SHF	4	6	$13.76	$2,384.91	$28,618.87

City of Norfolk – Sheriff Pay Structure					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	4	7	$14.10	$2,443.84	$29,326.05
SHF	4	8	$14.45	$2,504.23	$30,050.80
SHF	4	9	$14.80	$2,566.00	$30,791.94
SHF	4	10	$15.17	$2,629.32	$31,551.81
SHF	4	11	$15.54	$2,694.30	$32,331.60
SHF	4	12	$15.93	$2,760.84	$33,130.11
SHF	4	13	$16.32	$2,829.04	$33,948.53
SHF	4	14	$16.72	$2,898.91	$34,786.86
SHF	4	15	$17.14	$2,970.52	$35,646.26
SHF	4	16	$17.56	$3,043.89	$36,526.72
SHF	4	17	$17.99	$3,119.02	$37,428.27
SHF	4	18	$18.44	$3,196.01	$38,352.06
SHF	4	19	$18.89	$3,274.94	$39,299.27
SHF	4	20	$19.36	$3,355.83	$40,269.91
SHF	5	1	$12.79	$2,216.60	$26,599.16
SHF	5	2	$13.10	$2,271.33	$27,256.00
SHF	5	3	$13.43	$2,327.44	$27,929.24
SHF	5	4	$13.76	$2,384.91	$28,618.87
SHF	5	5	$14.10	$2,443.84	$29,326.05
SHF	5	6	$14.45	$2,504.23	$30,050.80
SHF	5	7	$14.80	$2,566.00	$30,791.94
SHF	5	8	$15.17	$2,629.32	$31,551.81
SHF	5	9	$15.54	$2,694.30	$32,331.60
SHF	5	10	$15.93	$2,760.84	$33,130.11
SHF	5	11	$16.32	$2,829.04	$33,948.53
SHF	5	12	$16.72	$2,898.90	$34,786.84
SHF	5	13	$17.14	$2,970.52	$35,646.26
SHF	5	14	$17.56	$3,043.89	$36,526.72
SHF	5	15	$17.99	$3,119.02	$37,428.27
SHF	5	16	$18.44	$3,196.01	$38,352.06
SHF	5	17	$18.89	$3,274.94	$39,299.27
SHF	5	18	$19.36	$3,355.83	$40,269.91
SHF	5	19	$19.84	$3,438.66	$41,263.95
SHF	5	20	$20.33	$3,523.55	$42,282.58

City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	6	1	$13.43	$2,327.44	$27,929.24
SHF	6	2	$13.76	$2,384.91	$28,618.87
SHF	6	3	$14.10	$2,443.84	$29,326.05
SHF	6	4	$14.45	$2,504.23	$30,050.80
SHF	6	5	$14.80	$2,566.00	$30,791.94
SHF	6	6	$15.17	$2,629.32	$31,551.81
SHF	6	7	$15.54	$2,694.30	$32,331.60
SHF	6	8	$15.93	$2,760.84	$33,130.11
SHF	6	9	$16.32	$2,829.04	$33,948.53
SHF	6	10	$16.72	$2,898.91	$34,786.86
SHF	6	11	$17.14	$2,970.52	$35,646.26
SHF	6	12	$17.56	$3,043.89	$36,526.72
SHF	6	13	$17.99	$3,119.02	$37,428.27
SHF	6	14	$18.44	$3,196.01	$38,352.06
SHF	6	15	$18.89	$3,274.94	$39,299.27
SHF	6	16	$19.36	$3,355.83	$40,269.91
SHF	6	17	$19.84	$3,438.66	$41,263.95
SHF	6	18	$20.33	$3,523.55	$42,282.58
SHF	6	19	$20.83	$3,610.58	$43,326.97
SHF	6	20	$21.34	$3,699.76	$44,397.12
SHF	7	1	$14.10	$2,443.84	$29,326.05
SHF	7	2	$14.45	$2,504.23	$30,050.80
SHF	7	3	$14.80	$2,566.00	$30,791.94
SHF	7	4	$15.17	$2,629.32	$31,551.81
SHF	7	5	$15.54	$2,694.30	$32,331.60
SHF	7	6	$15.93	$2,760.82	$33,129.80
SHF	7	7	$16.32	$2,829.04	$33,948.53
SHF	7	8	$16.72	$2,898.91	$34,786.86
SHF	7	9	$17.14	$2,970.52	$35,646.26
SHF	7	10	$17.56	$3,043.89	$36,526.72
SHF	7	11	$17.99	$3,119.02	$37,428.27
SHF	7	12	$18.44	$3,196.01	$38,352.06
SHF	7	13	$18.89	$3,274.94	$39,299.27
SHF	7	14	$19.36	$3,355.83	$40,269.91

City of Norfolk – Sheriff Pay Structure					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	7	15	$19.84	$3,438.66	$41,263.95
SHF	7	16	$20.33	$3,523.55	$42,282.58
SHF	7	17	$20.83	$3,610.58	$43,326.97
SHF	7	18	$21.34	$3,699.76	$44,397.12
SHF	7	19	$21.87	$3,791.09	$45,493.02
SHF	7	20	$22.41	$3,884.75	$46,617.03
SHF	8	1	$14.80	$2,566.00	$30,791.94
SHF	8	2	$15.17	$2,629.32	$31,551.81
SHF	8	3	$15.54	$2,694.30	$32,331.60
SHF	8	4	$15.93	$2,760.84	$33,130.11
SHF	8	5	$16.32	$2,829.04	$33,948.53
SHF	8	6	$16.72	$2,898.91	$34,786.86
SHF	8	7	$17.14	$2,970.52	$35,646.26
SHF	8	8	$17.56	$3,043.89	$36,526.72
SHF	8	9	$17.99	$3,119.02	$37,428.27
SHF	8	10	$18.44	$3,196.01	$38,352.06
SHF	8	11	$18.89	$3,274.94	$39,299.27
SHF	8	12	$19.36	$3,355.83	$40,269.91
SHF	8	13	$19.84	$3,438.66	$41,263.95
SHF	8	14	$20.33	$3,523.55	$42,282.58
SHF	8	15	$20.83	$3,610.58	$43,326.97
SHF	8	16	$21.34	$3,699.76	$44,397.12
SHF	8	17	$21.87	$3,791.09	$45,493.02
SHF	8	18	$22.41	$3,884.75	$46,617.03
SHF	8	19	$22.97	$3,980.66	$47,767.97
SHF	8	20	$23.53	$4,079.01	$48,948.17
SHF	9	1	$16.32	$2,829.04	$33,948.53
SHF	9	2	$16.72	$2,898.91	$34,786.86
SHF	9	3	$17.14	$2,970.52	$35,646.26
SHF	9	4	$17.56	$3,043.89	$36,526.72
SHF	9	5	$17.99	$3,119.02	$37,428.27
SHF	9	6	$18.44	$3,196.01	$38,352.06

City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	9	7	$18.89	$3,274.94	$39,299.27
SHF	9	8	$19.36	$3,355.83	$40,269.91
SHF	9	9	$19.84	$3,438.66	$41,263.95
SHF	9	10	$20.33	$3,523.55	$42,282.58
SHF	9	11	$20.83	$3,610.58	$43,326.97
SHF	9	12	$21.34	$3,699.76	$44,397.12
SHF	9	13	$21.87	$3,791.09	$45,493.02
SHF	9	14	$22.41	$3,884.75	$46,617.03
SHF	9	15	$22.97	$3,980.66	$47,767.97
SHF	9	16	$23.53	$4,079.01	$48,948.17
SHF	9	17	$24.11	$4,179.71	$50,156.48
SHF	9	18	$24.71	$4,282.94	$51,395.24
SHF	9	19	$25.32	$4,388.70	$52,664.43
SHF	9	20	$25.94	$4,497.10	$53,965.22
SHF	10	1	$17.14	$2,970.52	$35,646.26
SHF	10	2	$17.56	$3,043.89	$36,526.72
SHF	10	3	$17.99	$3,119.02	$37,428.27
SHF	10	4	$18.44	$3,196.01	$38,352.06
SHF	10	5	$18.89	$3,274.94	$39,299.27
SHF	10	6	$19.36	$3,355.83	$40,269.91
SHF	10	7	$19.84	$3,438.66	$41,263.95
SHF	10	8	$20.33	$3,523.55	$42,282.58
SHF	10	9	$20.83	$3,610.58	$43,326.97
SHF	10	10	$21.34	$3,699.76	$44,397.12
SHF	10	11	$21.87	$3,791.09	$45,493.02
SHF	10	12	$22.41	$3,884.75	$46,617.03
SHF	10	13	$22.97	$3,980.66	$47,767.97
SHF	10	14	$23.53	$4,079.01	$48,948.17
SHF	10	15	$24.11	$4,179.71	$50,156.48
SHF	10	16	$24.71	$4,282.94	$51,395.24
SHF	10	17	$25.32	$4,388.70	$52,664.43
SHF	10	18	$25.94	$4,497.10	$53,965.22
SHF	10	19	$26.59	$4,608.14	$55,297.65
SHF	10	20	$27.24	$4,721.90	$56,662.84

City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	11	1	$17.99	$3,119.02	$37,428.27
SHF	11	2	$18.44	$3,196.01	$38,352.06
SHF	11	3	$18.89	$3,274.94	$39,299.27
SHF	11	4	$19.36	$3,355.83	$40,269.91
SHF	11	5	$19.84	$3,438.66	$41,263.95
SHF	11	6	$20.33	$3,523.55	$42,282.58
SHF	11	7	$20.83	$3,610.58	$43,326.97
SHF	11	8	$21.34	$3,699.76	$44,397.12
SHF	11	9	$21.87	$3,791.09	$45,493.02
SHF	11	10	$22.41	$3,884.75	$46,617.03
SHF	11	11	$22.97	$3,980.66	$47,767.97
SHF	11	12	$23.53	$4,079.01	$48,948.17
SHF	11	13	$24.11	$4,179.71	$50,156.48
SHF	11	14	$24.71	$4,282.94	$51,395.24
SHF	11	15	$25.32	$4,388.70	$52,664.43
SHF	11	16	$25.94	$4,497.10	$53,965.22
SHF	11	17	$26.59	$4,608.14	$55,297.65
SHF	11	18	$27.24	$4,721.90	$56,662.84
SHF	11	19	$27.91	$4,838.50	$58,061.99
SHF	11	20	$28.60	$4,958.02	$59,496.29
SHF	12	1	$18.89	$3,274.94	$39,299.27
SHF	12	2	$19.36	$3,355.83	$40,269.91
SHF	12	3	$19.84	$3,438.66	$41,263.95
SHF	12	4	$20.33	$3,523.55	$42,282.58
SHF	12	5	$20.83	$3,610.58	$43,326.97
SHF	12	6	$21.34	$3,699.76	$44,397.12
SHF	12	7	$21.87	$3,791.09	$45,493.02
SHF	12	8	$22.41	$3,884.75	$46,617.03
SHF	12	9	$22.97	$3,980.66	$47,767.97
SHF	12	10	$23.53	$4,079.01	$48,948.17
SHF	12	11	$24.11	$4,179.71	$50,156.48
SHF	12	12	$24.71	$4,282.94	$51,395.24
SHF	12	13	$25.32	$4,388.70	$52,664.43
SHF	12	14	$25.94	$4,497.10	$53,965.22

City of Norfolk – Sheriff Pay Structure					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	12	15	$26.59	$4,608.14	$55,297.65
SHF	12	16	$27.24	$4,721.90	$56,662.84
SHF	12	17	$27.91	$4,838.50	$58,061.99
SHF	12	18	$28.60	$4,958.02	$59,496.29
SHF	12	19	$29.31	$5,080.47	$60,965.68
SHF	12	20	$30.03	$5,205.95	$62,471.39
SHF	13	1	$19.84	$3,438.66	$41,263.95
SHF	13	2	$20.33	$3,523.55	$42,282.58
SHF	13	3	$20.83	$3,610.58	$43,326.97
SHF	13	4	$21.34	$3,699.76	$44,397.12
SHF	13	5	$21.87	$3,791.09	$45,493.02
SHF	13	6	$22.41	$3,884.75	$46,617.03
SHF	13	7	$22.97	$3,980.66	$47,767.97
SHF	13	8	$23.53	$4,079.01	$48,948.17
SHF	13	9	$24.11	$4,179.71	$50,156.48
SHF	13	10	$24.71	$4,282.94	$51,395.24
SHF	13	11	$25.32	$4,388.70	$52,664.43
SHF	13	12	$25.94	$4,497.10	$53,965.22
SHF	13	13	$26.59	$4,608.14	$55,297.65
SHF	13	14	$27.24	$4,721.90	$56,662.84
SHF	13	15	$27.91	$4,838.50	$58,061.99
SHF	13	16	$28.60	$4,958.02	$59,496.29
SHF	13	17	$29.31	$5,080.47	$60,965.68
SHF	13	18	$30.03	$5,205.95	$62,471.39
SHF	13	19	$30.78	$5,334.55	$64,014.55
SHF	13	20	$31.54	$5,466.27	$65,595.18
SHF	14	1	$20.83	$3,610.58	$43,326.97
SHF	14	2	$21.34	$3,699.76	$44,397.12
SHF	14	3	$21.87	$3,791.09	$45,493.02
SHF	14	4	$22.41	$3,884.75	$46,617.03
SHF	14	5	$22.97	$3,980.66	$47,767.97
SHF	14	6	$23.53	$4,079.01	$48,948.17
SHF	14	7	$24.11	$4,179.71	$50,156.48
SHF	14	8	$24.71	$4,282.94	$51,395.24

City of Norfolk – Sheriff Pay Structure					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	14	9	$25.32	$4,388.70	$52,664.43
SHF	14	10	$25.94	$4,497.10	$53,965.22
SHF	14	11	$26.59	$4,608.14	$55,297.65
SHF	14	12	$27.24	$4,721.90	$56,662.84
SHF	14	13	$27.91	$4,838.50	$58,061.99
SHF	14	14	$28.60	$4,958.02	$59,496.29
SHF	14	15	$29.31	$5,080.47	$60,965.68
SHF	14	16	$30.03	$5,205.95	$62,471.39
SHF	14	17	$30.78	$5,334.55	$64,014.55
SHF	14	18	$31.54	$5,466.27	$65,595.18
SHF	14	19	$32.32	$5,601.30	$67,215.62
SHF	14	20	$33.11	$5,739.66	$68,875.90
SHF	15	1	$21.87	$3,791.09	$45,493.02
SHF	15	2	$22.41	$3,884.75	$46,617.03
SHF	15	3	$22.97	$3,980.66	$47,767.97
SHF	15	4	$23.53	$4,079.01	$48,948.17
SHF	15	5	$24.11	$4,179.71	$50,156.48
SHF	15	6	$24.71	$4,282.94	$51,395.24
SHF	15	7	$25.32	$4,388.70	$52,664.43
SHF	15	8	$25.94	$4,497.10	$53,965.22
SHF	15	9	$26.59	$4,608.14	$55,297.65
SHF	15	10	$27.24	$4,721.90	$56,662.84
SHF	15	11	$27.91	$4,838.50	$58,061.99
SHF	15	12	$28.60	$4,958.02	$59,496.29
SHF	15	13	$29.31	$5,080.47	$60,965.68
SHF	15	14	$30.03	$5,205.95	$62,471.39
SHF	15	15	$30.78	$5,334.55	$64,014.55
SHF	15	16	$31.54	$5,466.27	$65,595.18
SHF	15	17	$32.32	$5,601.30	$67,215.62
SHF	15	18	$33.11	$5,739.66	$68,875.90
SHF	15	19	$33.93	$5,881.33	$70,575.94
SHF	15	20	$34.77	$6,026.61	$72,319.33
SHF	16	1	$24.11	$4,179.71	$50,156.48
SHF	16	2	$24.71	$4,282.94	$51,395.24

City of Norfolk – Sheriff Pay Structure					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	16	3	$25.32	$4,388.70	$52,664.43
SHF	16	4	$25.94	$4,497.10	$53,965.22
SHF	16	5	$26.59	$4,608.14	$55,297.65
SHF	16	6	$27.24	$4,721.90	$56,662.84
SHF	16	7	$27.91	$4,838.50	$58,061.99
SHF	16	8	$28.60	$4,958.02	$59,496.29
SHF	16	9	$29.31	$5,080.47	$60,965.68
SHF	16	10	$30.03	$5,205.95	$62,471.39
SHF	16	11	$30.78	$5,334.55	$64,014.55
SHF	16	12	$31.54	$5,466.27	$65,595.18
SHF	16	13	$32.32	$5,601.30	$67,215.62
SHF	16	14	$33.11	$5,739.66	$68,875.90
SHF	16	15	$33.93	$5,881.33	$70,575.94
SHF	16	16	$34.77	$6,026.61	$72,319.33
SHF	16	17	$35.63	$6,175.41	$74,104.87
SHF	16	18	$36.51	$6,327.91	$75,934.88
SHF	16	19	$37.41	$6,484.21	$77,810.56
SHF	16	20	$38.33	$6,644.33	$79,731.91
SHF	17	1	$25.32	$4,388.70	$52,664.43
SHF	17	2	$25.94	$4,497.10	$53,965.22
SHF	17	3	$26.59	$4,608.14	$55,297.65
SHF	17	4	$27.24	$4,721.90	$56,662.84
SHF	17	5	$27.91	$4,838.50	$58,061.99
SHF	17	6	$28.60	$4,958.02	$59,496.29
SHF	17	7	$29.31	$5,080.47	$60,965.68
SHF	17	8	$30.03	$5,205.95	$62,471.39
SHF	17	9	$30.78	$5,334.55	$64,014.55
SHF	17	10	$31.54	$5,466.27	$65,595.18
SHF	17	11	$32.32	$5,601.30	$67,215.62
SHF	17	12	$33.11	$5,739.66	$68,875.90
SHF	17	13	$33.93	$5,881.33	$70,575.94
SHF	17	14	$34.77	$6,026.61	$72,319.33
SHF	17	15	$35.63	$6,175.41	$74,104.87
SHF	17	16	$36.51	$6,327.91	$75,934.88
SHF	17	17	$37.41	$6,484.21	$77,810.56

City of Norfolk – Sheriff Pay Structure					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	17	18	$38.33	$6,644.33	$79,731.94
SHF	17	19	$39.28	$6,808.44	$81,701.28
SHF	17	20	$40.25	$6,976.55	$83,718.63
SHF	18	1	$33.93	$5,881.33	$70,575.94
SHF	18	2	$34.77	$6,026.61	$72,319.33
SHF	18	3	$35.63	$6,175.41	$74,104.87
SHF	18	4	$36.51	$6,327.91	$75,934.88
SHF	18	5	$37.41	$6,484.21	$77,810.56
SHF	18	6	$38.33	$6,644.33	$79,731.91
SHF	18	7	$39.28	$6,808.44	$81,701.28
SHF	18	8	$40.25	$6,976.55	$83,718.63
SHF	18	9	$41.24	$7,148.86	$85,786.34
SHF	18	10	$42.26	$7,325.37	$87,904.38
SHF	18	11	$43.31	$7,506.26	$90,075.14
SHF	18	12	$44.37	$7,691.64	$92,299.73
SHF	18	13	$45.47	$7,881.61	$94,579.35
SHF	18	14	$46.59	$8,076.27	$96,915.18
SHF	18	15	$47.74	$8,275.70	$99,308.37
SHF	18	16	$48.92	$8,480.11	$101,761.29
SHF	18	17	$50.13	$8,689.49	$104,273.91
SHF	18	18	$51.37	$8,904.05	$106,848.58
SHF	18	19	$52.64	$9,123.97	$109,487.66
SHF	18	20	$53.94	$9,349.26	$112,191.14

ATTACHMENT C

Constitutional Officers Pay Schedules				
Plan	Grade	Minimum Annual Salary	Midpoint Annual	Maximum Annual Salary
COF	001	$25,584.25	$33,241.65	$40,899.05
COF	002	$29,705.42	$38,595.93	$47,486.43
COF	003	$29,980.37	$38,733.40	$47,486.43
COF	004	$33,438.72	$43,448.38	$53,458.04
COF	005	$35,260.94	$45,814.24	$56,367.53
COF	006	$40,165.14	$52,186.25	$64,207.36
COF	007	$48,571.61	$63,110.68	$77,649.75
COF	008	$47,307.66	$61,263.37	$75,219.08
COF	011	$55,408.85	$71,753.94	$88,099.03
COF	014	$64,951.72	$84,112.73	$103,273.73
COF	017	$76,203.90	$98,684.21	$121,164.52
COF	019	$84,808.99	$109,827.66	$134,846.32
COF	020	$119,581.71	$154,858.33	$190,134.95

General Pay Plan

City of NORFOLK

Compensation Plan 2004

Staying the Course - Charting the Future

REGULATIONS FOR THE ADMINISTRATION OF THE JULY 1, 2003 GENERAL COMPENSATION PLAN

Section 1. Administrative Adjustments

(1) Whenever it is brought to the attention of the City Manager by a Department Head or other staff, and verified by the Director of Human Resources, that an error or mistake has been made in the application of the Compensation Plan with respect to an officer or employee, the City Manager shall take appropriate corrective action. Pending the approval of the City Manager of corrective action, the Director of Human Resources shall take immediate action to prevent any continued overpayment or underpayment of any salary.

(2) Whenever it is brought to the attention of the City Manager, and verified by the Director of Human Resources, that, for instances initially arising after July 1, 1993, the neutral application of the Compensation Plan, in accordance with prescribed regulations for the administration of such plan, has resulted in a pay disparity with respect to an officer or employee, in relation to another similarly situated (i.e., employed within one year of another employee, and who was promoted at all levels within six months of another employee, and whose salary level would not be equivalent within a one year period) officer or employee included within the Compensation Plan, the City Manager shall take such corrective action as she deems appropriate in regard to such situation.

Section 2. Alternative Placement & Training (APT) Appointments

When, because of the abolition of an employee's position, the employee is lawfully appointed to a position in a different job class, the employee's salary shall be placed at any pay rate within the pay grade for the job class to which he or she is appointed, at the discretion of the City Manager.

Section 3. Anniversary Dates

(1) Every person initially employed on or after October 1, 1974 shall have the first day of the month in which he or she was employed as an anniversary date for all annual pay increments, when such increments are authorized by City Council. The anniversary date of each person employed prior to October 1, 1974, shall be that held on October 1, 1974. The anniversary date of an employee who is reemployed after a separation from the service of the City shall be the first day of the month in which he or she is reemployed.

(2) In no event shall reclassification, promotion, transfer, merit pay increase or demotion alter any employee's anniversary date for the purpose of determining his or her entitlement to annual pay increments.

(3) (a) In the event that any promotion becomes effective on an employee's anniversary date, such employee, if otherwise eligible, shall be entitled to both the promotion and the annual increment; provided, however, that in such instances, the employee shall be credited with his or her annual increment prior to the recognition of his or her promotion.

(b) In the event that any reclassification or regrade becomes effective on an employee's anniversary date, such employee, if otherwise eligible, shall be entitled to both the reclassification or regrade action and the annual increment; provided, however, that in such instances, the employee shall be credited with his or her annual increment after the recognition of his or her reclassification or regrade.

(4) An employee's anniversary date shall be deferred one calendar month for each period of thirty (30) consecutive calendar days he or she is absent from the service of the City on leave without full pay; provided, however, that periods of absence resulting from disability for which an employee is entitled to worker's compensation and periods of leave without pay for military duty to the extent required by Federal law, shall not be counted for this purpose.

(5) Any employee initially employed in a Temporary status who is appointed to a position in a Permanent Full Time or Permanent Part-Time status, with no break in service, will retain the anniversary date established when hired as a Temporary employee.

Section 4. <u>Annual Increments</u>

(1) Effective July 1, 2003 each employee whose position is included within a classification listed in this Compensation Plan shall be eligible to receive, on his or her anniversary date, an annual increment, i.e., a salary increase of one pay rate, provided that work performance has been rated as "Competent" or higher through the City's Performance Management System, until he or she reaches the maximum pay rate of the pay grade assigned to his or her classification. Although an employee must receive a "Competent" or higher rating to be eligible for an increment, such rating does not guarantee an increment. The Performance Management Rating System is just one tool to be used by Department directors to determine if the increment should be awarded.

(2) In the event an employee's work performance has been rated through the City's Performance Management System as "Needs Improvement" or "Unsatisfactory," or is otherwise of unsatisfactory quality, the Department Director shall delay or deny any increment the employee might otherwise receive under this section. The Department Director shall promptly report such action to the Department of Human Resources. The Performance Management Rating System is just one tool to be used by Department directors to determine if the increment should be awarded.

(3) "Temporary," "intermittent part-time," casual part-time," and "periodic part-time" employees shall not be entitled to receive an annual increment.

(4) Effective July 1, 2003 employees whose pay rate upon transition to a new pay structure is above pay range maximum for their assigned pay grade will be allowed to continue at that rate. They will receive no additional pay changes until their pay rate is equal to or below the pay range maximum.

Section 5. <u>Application to Non-City Employees</u>

This Compensation Plan assigns pay grades to certain class titles applicable only to persons who are not employees of the City, but who are employed by other governmental officials, such as those of the General Registrar. In addition, certain class titles listed in this Compensation Plan may be assigned not only to persons who are City employees, but also to certain other persons not employed by the City. Nothing in this Compensation Plan is intended to alter the employment status of persons employed by officials or entities other than the City of Norfolk, and

inclusion of class titles applicable to such persons in this Plan shall not have that result. Although the pay grades, pay rates and regulations contained in this Plan may be used by governmental officials and entities other than the City, at their sole option, with respect to the compensation of their employees, no such application shall be deemed to render such persons City employees, or to grant them any rights applicable to City employees.

Section 6. Definitions

"Classification" - A group of positions or other employments authorized by ordinance, i.e., special projects, which are sufficiently alike in duties and responsibilities that they are described by the same title and are assigned to the same pay grade in this Compensation Plan.

Compensation Schedules

"MAP (Management, Administrative, Professional)" – Includes classified, FLSA exempt positions and unclassified, exempt support staff of Council appointees, except positions in the ITMAP, Police, and Fire Compensation Schedules

"OPS (Operations, Paraprofessional, Support)" - Includes classified, FLSA non-exempt positions and unclassified, non-exempt support staff of Council appointees, except those in the ITOPS, Police, and Fire Compensation Schedules.

"ITMAP (Information Technology MAP)" – Includes classified, FLSA exempt positions in the Department of Information Technology.

"ITOPS (Information Technology OPS)" – Includes classified, FLSA non-exempt positions in the Department of Information Technology.

"Employee" - As used in these regulations, includes employees and officers of the City whose compensation is specified in this Compensation Plan.

"FLSA" - The Fair Labor Standards Act.

"Exempt Employees" - Employees who are not covered by or are exempted from the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Nonexempt Employees" - Employees who are subject to the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Pay Grade" - A series of specific pay rates assigned to a classification as the compensation for that classification.

"Pay Rate" - A specific dollar amount, expressed as either an annual, monthly, or hourly rate as shown in the Compensation Plan schedules.

"Regular Rate of Pay" - An hourly rate for nonexempt employees determined by dividing total remuneration for employment (calculated in accordance with the FLSA) in any work week by 40, or, in the case of fire protection, law enforcement, or emergency medical service employees, by the number of hours in the applicable declared work period established pursuant to Section 7(k) of the FLSA.

"Red-Circle Rate" - A designation indicating that an employee's pay rate is above the maximum rate of the pay range to which his/her classification is assigned, and that the employee is not eligible for pay increases until the maximum rate of the pay range is higher than his/her rate.

Section 7. Demotions

(1) When an employee not serving a promotional probationary period is demoted, his or her salary shall be placed at any pay rate within the pay grade in the classification to which he or she is demoted, at the discretion of the City Manager. The employee's pay rate after demotion shall not exceed that formerly received in the classification from which he or she was demoted.

(2) When an employee is demoted during a promotional probationary period, his or her salary shall be reduced to the pay rate he or she was formerly receiving in the pay grade of the classification in which such employee was serving at the time of promotion.

Section 8. Employee Recognition and Initiatives

(1) In accordance with criteria and parameters specified under Policy and Administrative Regulation 2-016, General Employee Bonus Program, employee bonuses up to 5% of an employee's current annual salary may be authorized as follows:

(a) Department Heads -may authorize bonuses not exceeding 0.25% of total salaries for their department, if funds are available within their budget.
(b) The Directors of Human Resources and Budget may approve bonuses not exceeding 0.5% of total salaries for a department, if funds are available.
(c) The City Manager may authorize any employee bonuses exceeding 0.5% of total departmental salaries, if funds are available.
(d) A bonus is in addition to any other salary increase the employee receives during the course of a fiscal year.
(e) Not more than one bonus may be authorized during the fiscal year.
(f) The bonus shall not be included in an employee's base wages or retirement calculations.
(g) Funds for authorized bonuses must be available in a department's personal services account.
(h) Bonuses may also be authorized for non-permanent employees, provided that the criteria and guidelines under Policy and Administrative Regulation 2-016 have been met.

(2) When recommended by a Department Head, endorsed by the Director of Human Resources, and demonstrated in writing to the satisfaction of the City Manager, that an employee has rendered continuing, exceptionally meritorious service, the City Manager may authorize one administrative pay advancement per fiscal year.

(3) Departments may establish employee recognition programs and/or provide various monetary or other non-monetary rewards as productivity incentives. Departments must submit proposals specifying criteria for the administration of these programs and the funding source. Human Resources shall prepare regulations to be promulgated by the City Manager for the operation of these programs.

Section 9. Inclusiveness of Specified Compensation

The rates of compensation specified in this Compensation Plan for the classifications listed constitute the total monetary compensation of the employees and officers holding positions or employed by other authorization of the Council to perform duties, i.e., special projects, included within such classifications, with the exception of allowances for actual and necessary travel expenses authorized in advance and incurred as an incident of employment.

No other or additional monetary compensation shall in any event be payable unless specifically authorized by these regulations or by other ordinance.

Section 10. New Appointees

(1) Upon the initial employment of every person whose position or other authorized employment, i.e., special projects, is included within a classification listed in this Compensation Plan, his or her initial salary shall be that specified for the minimum rate of the pay grade established for the classification, except as otherwise provided herein. In the case of a new appointee whose experience and qualifications exceed the minimum qualifications for the position, a department director is authorized to recommend an initial salary up to step2 of the pay grade for the position and the Director of Human Resources an initial salary up to step 4, subject to authorization of employment by the City Manager. The City Manager may, in her discretion, and when funds are available, authorize the employment of a new appointee at any rate in such pay grade. The City Council, in cases of persons whose appointments it confirms, and when funds are available, may authorize employment at any rate in such pay grade.

(2) Persons employed as temporary employees to perform the same work as that performed by an employee in a classification for which a pay grade is set forth in this Compensation Plan shall receive compensation at a rate within such pay grade to be determined by the City Manager. Persons employed to render hourly service as periodic part-time or casual part-time employees, as provided in Sections 2-112 through 2-114 of the City Code, to perform the same work as that performed by an employee in a classification for which a pay grade is set forth in this Compensation Plan, shall receive hourly compensation at a rate within such pay grade to be determined by the City Manager, such hourly rate to be determined from the "Pay Schedules" contained in this plan. Persons employed as temporary employees, intermittent part-time employees, periodic part-time employees, or for hourly service as casual part-time employees to perform work which is not the same as that performed by an employee in a classification for which a pay grade is set forth in this plan, shall receive compensation as specifically provided for in these plans in the schedule entitled "Temporary and Part-Time Rate Schedule," provided, however, that no person employed as a temporary, intermittent part-time, periodic part-time, or casual part-time employee shall be paid less than the applicable minimum wage established by law for such employment.

(3) When the minimum pay rate in a pay grade is below the minimum wage rate then specified by the FLSA, the initial salary of a new appointee shall be that specified by the first pay rate in the pay grade which is higher than such minimum wage rate.

(4) When the minimum pay rate in a pay grade for any classification of positions assigned to the Division of Social Services is below the minimum salary mandated for that classification by the Commonwealth of Virginia, the City Manager shall increase the compensation of said classification to the minimum salary mandated by the Commonwealth of Virginia.

Section 11. Overtime

(A) Authorization

(1) A nonexempt employee may accrue not more than 240 hours of compensatory time (160 hours of actual overtime worked) for hours worked on or after April 15, 1986. Any such employee who, after April 15, 1986 has accrued 240 hours of compensatory time off, shall, for additional overtime hours of work, be paid monetary overtime compensation. A nonexempt employee who has accumulated overtime may request compensatory time off and such compensatory time off shall be granted within a reasonable period of time, so long as it does not unduly disrupt the affected Department's operation.

(2) Accrued balances of unused compensatory time off, granted pursuant to the overtime requirements of the FLSA, at the termination of employment of nonexempt employees shall be paid at a rate not less than the average regular rate received by such employee during the last 3 years of employment or the final regular rate received by such employee, whichever is higher.

(3) In no event shall a Department Head be authorized to convert any allowance of compensatory time off earned by exempt employees prior to July 1, 1992 to monetary overtime compensation, unless said conversion is expressly approved, in writing, by the City Manager. Upon request by a Department Head, the City Manager may authorize payment of monetary overtime compensation in such amounts as she determines are reasonable, not to exceed the prorated hourly equivalent of the employee's pay rate multiplied by the number of overtime hours worked by an exempt employee prior to July 1, 1992, if she determines that an allowance of compensatory time off would adversely affect the operations of the City, and when funds are available. Allowances of compensatory time off shall not be convertible to monetary overtime compensation except as specifically provided in this policy.

(4) All compensatory time off granted prior to April 15, 1986 shall be administered, regulated and used in accordance with the relevant regulations contained in the City's Compensation Plan in effect at the time of accrual.

(B) General Provisions

(1) No employee shall be entitled to or shall receive any additional monetary compensation or shall be granted any compensatory time off for hours of work in excess of the standard work day, as defined in Section 2-47 of the City Code, except as provided herein.

(2) For the purposes of determining eligibility for compensation for overtime work, City employees are assigned to two eligibility categories:

I. Employees who under the FLSA are required to receive monetary compensation or compensatory time for overtime work in accordance with the FLSA (nonexempt employees), at the rate of one and one-half times their regular rate of pay, or compensatory time equal to one and one-half times the number of hours actually worked in excess of 40 hours in a work week.

II. Employees who are exempt from the FLSA and are not eligible to receive either monetary overtime compensation or compensatory time off for overtime work.

The job classifications assigned to each of the two foregoing categories are listed respectively in the FLSA Non-Exempt Job Class Listing and Section 18, "Temporary and Part-Time Rate Schedule"; and the FLSA Exempt Job Class Listing. These lists are current as of the effective date of these regulations and will be amended promptly whenever changes are determined to be appropriate. A change in overtime category for a position will not become effective until the applicable appendix or schedule is amended by ordinance.

(3) Nonexempt employees whose classifications are listed in the FLSA Non-Exempt Job Class Listing or Section 18 shall be eligible for monetary overtime compensation or compensatory time off when, by reason of necessity or emergency, they are required to work in excess of 40 hours per week, provided, however, that periods of sick leave, compensatory leave, emergency leave, civil leave, funeral leave, or periods of absence from duty due to a disability for which worker's compensation benefits have been approved, shall not be counted as hours worked toward achieving eligibility for overtime status. Department Heads or their designees are authorized to approve overtime work by employees holding positions in classifications listed in the FLSA Non-Exempt Job Class Listing or Section 18, without prior written approval of the City Manager, provided that the total amount required to be paid as overtime compensation does not exceed the budgetary appropriation for their department for that purpose. Agreement between Department Heads or their designees and the individual employee must be reached prior to performance of overtime work, if compensatory time is to be given in lieu of monetary overtime compensation.

(4) Actual service of the full number of regularly scheduled work hours for a position, whether the schedule be standard or non-standard, must be documented before any employee will be considered to have worked overtime.

(5) Exempt employees whose classifications are listed in the FLSA Exempt Job Class Listing shall not be eligible for either compensatory leave or monetary overtime pay.

(6) Nonexempt employees assigned to a designated task system of operation are ineligible for overtime during the performance of their designated tasks unless: (a) the designated task requires more than 8 hours of work in any one day or more than 10 hours of work in any one work day for employees assigned to a 4 day, 10 hour per day work week; or (b) employees have completed their designated tasks for the day and are assigned additional tasks; or (c) they are required to work in excess of 40 hours in a work week. The designated tasks for each employee operating under a task system of operation shall be set forth in writing by the Department Head. Employees performing overtime work as defined in this paragraph shall be entitled to monetary overtime compensation or compensatory time off for each hour they are required to perform such work, in accordance with the regulations governing the FLSA Non-Exempt Job Class Listing, as set forth in this plan.

(7) When state and/or federally mandated recertification training requirements cannot be accommodated during scheduled work periods, and when this circumstance has been certified, in writing, by the Director of Human Resources, employees may be granted compensatory time off only, on an hour for hour basis, for such training, including the taking of the final examination, that can only be offered to them by management during off-duty hours. The provisions of this section shall supersede the generally controlling nature of the FLSA Non-Exempt and Exempt Job Class Listings. Such compensatory time will not be extended to include travel time.

(8) Training required by the employer as part of an employee's normal assignments, other than training required for state and/or federal recertification, shall be considered as hours worked, and any overtime hours necessitated by such requirement shall be paid for in accordance with the FLSA and regulations herein.

(C) Holidays

In all cases where employees are required to work on any designated holiday, the following provisions will apply.

(1) Employees whose job classifications are listed in the FLSA Non-Exempt Job Class Listing shall receive monetary compensation equal to one and one-half times the hourly pay rate established for their classification (except for the birthday holiday and floating holiday). In addition, these employees will be granted one (1) compensatory day off, consisting of the same number of hours that would have been granted had they not been required to work on the holiday, in lieu of the holiday. The extra half-time payment for holiday work shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. Employees required to work on their birthday holiday and/or the floating holiday shall be compensated at the pay rate established for their classification.

(2) Employees whose job classifications are listed in the FLSA Exempt Job Class Listing shall be compensated at the pay rate established for their classification. In addition, these employees will be granted one (1) compensatory day off in lieu of the holiday (except for the birthday holiday and floating holiday), for the same number of hours as they would have been granted had they not been required to work on the holiday

(3) Compensatory time for holiday service must be used within twelve (12) months from the holiday for which it is granted. Upon the request of a Department Head, and when it appears that the monetary payment for such compensatory time would be economically beneficial to the City, and/or necessary to the provision of City services, and/or would enhance the provision of City services, and when funds are available, the City Manager may authorize monetary payment for compensatory time accrued in accordance with Section 11. (C) (1) for persons holding positions in job classifications listed in the FLSA Non-Exempt Job Class Listing. In no event shall a Department Head be authorized to convert any allowance of compensatory time off earned by nonexempt employees in lieu of a holiday to monetary overtime compensation, unless the conversion is expressly approved, in writing, by the City Manager, and funding is available within applicable departmental accounts for implementation of the request.

(4) When an employee's normal weekly work schedule includes a Saturday or a Sunday, and a designated holiday falls on a scheduled weekend work day, the holiday shall be observed by such employee on the actual work day on which it occurs, rather than on the preceding Friday or the Monday thereafter.

(5) When an employee is not scheduled to work on a holiday, or on the day preceding a holiday which falls on a Saturday, or on the day following a holiday which falls on a Sunday, such employee shall work his or her normal work schedule for the week the holiday is observed, and shall be granted in lieu of a holiday, compensatory time off equivalent in hours to the number of hours such employee would have accrued in accordance with Section 2-48 of the City Code if he or she had been scheduled to work on the holiday.

(6) Compensatory time off earned in accordance with these regulations pertaining to holidays may only be used after the occurrence of the holiday.

(D) Special Provisions for Emergency Declarations

If the City Manager determines that an emergency situation merits the modification or suspension of basic City services, she is authorized to take such action and provide paid emergency leave to non-essential personnel and additional appropriate compensation or leave to employees required to work during this period. Any such declarations made by the City Manager shall be immediately shared with the City Council.

(E) Special Provisions for Specific Job Classifications

(1) Certain employees of the Division of Social Services from time to time may be assigned to perform as protective services workers. When so assigned, when not working a regular tour of duty and when required to appear in a civil or criminal court, or to give a deposition in lieu of appearing in civil or criminal court to testify to the facts which arise within the scope of his or her employment with the City of Norfolk, such employees shall receive monetary overtime compensation equal to one and one-half times the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. The minimum time for which such overtime compensation shall be payable will be one hour and payment after the first hour will be computed in increments of 15 minutes. The extra half-time payment for such appearances shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. Such employees of the Division of Social Services who are required to appear for any of the above purposes who are on sick leave or receiving worker's compensation because of a work related disability shall not be entitled to such overtime compensation.

(2) Whenever any employee, not working a regular tour of duty, is required to appear in a civil or criminal court, or to give a deposition in lieu of appearing in civil or criminal court to testify to the facts which arise within the scope of his or her employment with the City of Norfolk, such employee shall receive monetary overtime compensation equal to one and one-half times the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. The minimum time for which such overtime compensation shall be payable will be one hour and payment after the first hour will be computed in increments of 15 minutes. The extra half-time payment for such appearances shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. Such employees who are required to appear for any of the above purposes who are on sick leave or receiving worker's compensation because of a work related disability shall not be entitled to such overtime compensation.

(3) Whenever an employee who is absent from duty on leave without pay status, or is on suspension without pay, is required by the City to appear in a civil or criminal court, or at a hearing before the Division of Motor Vehicles or the Alcoholic Beverage Control Board, or some other administrative tribunal, or to give a deposition in lieu of appearing, to testify to facts which arise within the scope of his or her employment with the City of Norfolk, such employees shall receive compensation equal to the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. Such employees shall not be entitled to overtime compensation for such appearances.

(4) Whenever a former employee of the City is required by the City to appear in a civil or criminal court, or at a hearing before the Division of Motor Vehicles, the Alcoholic Beverage Control Board, or some other administrative tribunal, or to give a deposition in lieu of appearing or for discovery purposes, by subpoena or otherwise, to testify to facts which arose within the scope of his or her employment with the City, such former employee shall receive an hourly stipend of ten dollars ($10.00) for every hour or any part thereof that he or she is required to appear.

Section 12. Part-Time Employment

The pay rates specified in these Compensation Plans for the classifications listed constitute the compensation for full-time employment. Employees holding positions within such classifications who work fewer hours than full-time employees shall receive compensation in the proportion which their hours of work bear to those of full-time employees in such classifications.

Section 13. Promotions and Reclassifications

(1) (a) When an employee under this plan is promoted to a position where the minimum pay rate of the new grade is 15% or greater than the minimum pay rate of the former grade, the employee's salary shall be increased to the minimum rate of the new pay grade, or to a pay rate which is closest to 10% above the employee's former salary, whichever is greater.

(b) When an employee under this plan is promoted to a position where the minimum pay rate of the new pay grade is less than 15% greater than the minimum of the former pay grade, the employee's salary shall be increased to the minimum pay rate of the new grade, or to a pay rate in the new grade which is closest to, but not lower than, 5% above the employee's former salary, whichever is greater.

(c) In no event shall a promoted employee's salary exceed the maximum of the new pay grade. The City Manager, may, in her discretion, authorize a higher promotional percentage, in cases of business necessity, where an employee's experience and qualifications exceed the minimum qualifications of the position, and when funds are available.

(2) When an employee is reclassified to a position in a higher classification, the employee's salary shall be increased to the minimum pay rate of the pay grade assigned to that classification to which he or she is reclassified, and, if the employee's salary, at the time of reclassification, exceeds the minimum rate of the higher classification, the employee's salary shall be increased to the pay rate which is closest to but not lower than the former salary.

(3) Reclassifications within the following job class series shall be treated (for pay purposes) as promotions, in accordance with regulations specified in Section 13. (1): Public Safety Telecommunicator Trainee through Public Safety Telecommunicator II; Environmental Specialist I to Environmental Specialist II; Waterworks Operator I through Waterworks Operator IV, Civil Engineer I through Civil Engineer III; and Real Estate Appraiser I through Real Estate Appraiser III.

Section 14. Regrading of Job Classes

When an employee's classification is assigned to a higher pay grade (regrade), the employee's salary shall be increased to the minimum pay rate of the pay grade assigned to the classification to which he or she is regraded; and, if the employee's salary, at the time of pay grade regrading, exceeds the minimum rate of the classification to which he or she is regraded, the employee's salary shall be increased to the pay rate which is closest to but not less than the former salary.

Section 15. Reinstatement

An employee reappointed to a position in the same classification after a separation of not more than one year, which separation was not the result of discharge or resignation pending disciplinary action, shall constitute a reinstatement. The pay rate for such a reinstated employee shall be fixed by the City Manager in the pay grade assigned to the classification.

Section 16. Special Duty Supplements

(1) Supplemental compensation authorized by this section will be included in calculating the regular rate of pay of nonexempt employees, as required by the FLSA.

(2) During any part of a month when an employee is absent from duty on leave without pay status, or is on suspension without pay, such employee shall not be entitled to be credited with or to receive any special duty pay authorized herein for the portion of the month for which the employee is not receiving pay as noted above.

(3) In no event shall any special duty pay be considered in the computation of salary increases to which an employee may become entitled by virtue of promotion, reclassification, annual increments, or merit pay adjustments.

(4) In no event shall the receipt of any special duty pay be considered as a promotion or reclassification, nor shall the receipt of any pay alter an employee's classification or the pay grade to which it is assigned.

(5) Employees in the Department of Human Services, Division of Youth Services classified as Child Counselor or Security Counselor who work the 2:30 p.m. to 10:30 p.m. shift, the 3:00 p.m. to 11:00 p.m. shift, the 10:30 p.m. to 6:30 a.m. shift, or the 11:00 p.m. to 7:00 a.m. shift, and those classified as Child Counselor or Security Counselor who work the 3:00 p.m. to 11:00 p.m. shift or the 11:00 p.m. to 7:00 a.m. shift during their regularly scheduled work week, shall receive, in addition to their regular pay rate, a sum equal to ten percent of such pay rate as established by this Compensation Plan, for any such shifts worked.

(6) Employees in the Department of Human Services, Division of Social Services, classified as Social Worker I, Social Worker II, Social Worker III, and Social Work Supervisor I, and who are assigned to provide mandated child protective services, shall receive, in addition to their regular pay rates, the sum of $150.00 per month for the duration of such assignments.

(7) Employees of the Bureau of Parks and Forestry classified as Maintenance Mechanic II or III, and those classified as Automotive Repair Technician and Senior Automotive Repair Technician; Autobody Repair Mechanic and Senior Autobody Repair Mechanic; and Automotive Machinist in the Division of Fleet Maintenance, will receive a tool allowance of $25 per month.

(8) Employees in the Department of Utilities who are assigned to perform wet well cleaning and maintenance shall receive, in addition to their regular pay rates, an amount equal to five percent of Step 11 of the pay range assigned to their job classification, for each full day of duty during which they are assigned to such service.

(9) Employees in the Division of Fleet Maintenance classified as Automotive Maintenance Operations Manager, Automotive Repair Technician, Senior Automotive Repair Technician, Storekeeper I, Storekeeper II, and Welder who work the 3:30 p.m. to 12 midnight shift, and employees classified as Automotive Service Attendant who work the 11:30 p.m. to 7:30 a.m. shift during their regularly scheduled work week shall receive, in addition to their regular pay rate, a sum equal to ten percent of such pay rate as established by this Compensation Plan for any such shifts worked.

(10) The Electrician and Plumber positions in the Bureau of Facility Maintenance permanently assigned to perform maintenance functions at the City Jail shall receive, in addition to their regular pay rate, an amount equal to fifteen percent of such pay rate, during the duration of such assignment.

(11) Division of Parking part-time and permanent parking attendant staff who work non-special event shifts from 6:00 p.m. until closing on Thursday, Friday, or Saturday, at facilities or lots designated by the division shall receive, in addition to their regular pay rates, a $25.00 incentive for each such shift.

(12) Employees of the Recreation Bureau of the Department of Neighborhood and Leisure Services classified as Lifeguards, who are assigned to supervise seasonal part-time Lifeguards in the Aquatics Program from May until Labor Day of each year as acting Pool Managers, Chief Lifeguards, or Head Lifeguards, will be paid at the beginning hourly rate for Pool Manager, Chief Lifeguard/Aquatics Supervisor or Head Lifeguard, depending upon the individual's assignment, during such assignments.

(13) Bureau of Recreation seasonal Lifeguards who work at least 20 hours per week shall receive, in addition to their regular pay rates, an incentive of $4.00/day for each full day of duty during which they are assigned to beaches or seasonal pools, for the period from August 1 through Labor Day.

(14) Nonexempt Operations and Engineering staff in the Department of Civic Facilities who work a full shift for seven consecutive days to assist with changeovers or other operational requirements for events or shows, shall receive, in addition to their regular pay rates, a $25.00 incentive for each consecutive day worked beyond the initial seven-day period.

(15) Employees assigned to the classifications of Refuse Collector I and Refuse Collector II who are temporarily assigned to operate refuse packers which are designed for crews of less than three persons, shall receive, in addition to their regular pay rates the sum of $32.00 per week for the duration of such assignments.

(16) Employees in the Department of Public Works, Division of Streets and Bridges, who are classified as Street Maintenance Supervisor, Equipment Operator III, Equipment Operator II, Maintenance Worker II, and Maintenance Worker I, and who work a shift between 7:30 p.m. and 6:00 a.m. during their regularly scheduled work week, for a continuous period of not less than 90 calendar days, shall receive, in addition to their regular pay rates, a sum equal to ten percent of such pay rates as established by this Compensation Plan.

(17) Employees in the Division of Towing classified as Accounting Technician and Administrative Assistant II who work the 3:30 p.m. to 12 midnight shift or the 12 midnight to 8:00 a.m. shift during their regularly scheduled work week shall receive, in addition to their regular pay rates, a sum equal to ten percent of such pay rates, as established by this Compensation Plan.

(18) Employees of the Department of Public Works, Division of Environmental Stormwater Management classified as Equipment Operator III, who are assigned to street cleaning in the downtown business district during the 11:00 p.m. to 7:00 a.m. shift, shall receive, in addition to their regular pay rate, a sum equal to ten percent of such rate, as established by this Compensation Plan.
Adopted by Ordinance

(19) Employees in the Department of Information Technology classified as Computer Operator II who work the 4:00 p.m. to 12:00 midnight shift or the 12:00 midnight to 8:00 a.m. shift during their regularly scheduled work week shall receive, in addition to their regular pay rates, a sum equal to ten percent of such pay rates as established by this Compensation Plan.

(20) Standby and On-Call Duty

On-call status applies to all hours other than an employee's regularly scheduled work hours on weekdays and 24 hours on Saturday and on Sunday.

Non-exempt employees whose positions are approved by the City Manager for additional compensation for serving in an on-call status will be paid, in addition to their regular pay rates, as follows:

$112.00 for each full weekly period of assigned on-call duty; or

$137.00 for each full weekly period of assigned on-call duty, if any holiday designated in City Code Section 2-48 occurs within that week; or

$16.00 for each full day of on-call duty; or

$40.00 for any holiday designated in City Code Section 2-48.

Section 17. Temporary Acting Service

(1) Whenever an employee is legally assigned to serve in a temporary acting capacity in a higher classification in the classified service, or to a higher ranking or higher compensated position in the unclassified service, such employee, during the period of such service, shall be compensated at the minimum rate of the new classification, or as follows:

(2) If the employee's salary in his/her permanent classification exceeds the minimum rate of the temporary classification, he/she shall be compensated as follows:

a) When an employee is assigned to serve in temporary acting capacity in a position where the minimum pay rate of the new pay grade is 15% or greater than the minimum rate of the former pay grade, the employee's salary shall be increased to the greater of the minimum rate of the new pay grade or the pay rate which is closest to 10% above the former salary.

(b) When an employee is assigned to serve in temporary acting capacity in a position where the minimum pay rate of the new pay grade is less than 15% greater than the minimum pay rate of the former pay grade, the employee's salary shall be increased to the greater of the minimum rate of the new grade or the pay rate which is closest to 5% above the former salary.

(3) When temporary acting service is discontinued, an employee's compensation shall revert to that which would have been paid if the employee had not been assigned to serve in a temporary acting capacity.

TEMPORARY, INTERMITTENT PART-TIME, PERIODIC PART-TIME, AND CASUAL PART-TIME RATES

Job Code	Class Title	Hourly Compensation
H00007	Audio Reinforcement Supervisor	$13.00
H00021	Chief Lifeguard/Aquatics Supervisor	$11.52
H00012	Duty Manager	$9.00
H00004	Election Assistant Based on criteria established by the Department of Elections.	$6.00 / $6.50 / $7.00 $7.80 / $9.00
H00020	Head Lifeguard	$10.45
H00036	Head Stage Carpenter	$14.50
H00043	Industrial Hygiene Technician I	$9.50
H00045	Industrial Hygiene Technician II	$10.50
H00019	Information Technology Business Analyst Based on complexity of project, qualifications of individual employed, as recommended by the Director of Information Technology	$15.00 - $60.00
H00037	Information Technology Assistant Based on complexity of project, qualifications of individual employed, as recommended by the Director of Information Technology	$10.00 - $50.00
H00026	Information Technology Technician Based on complexity of project, qualifications of individual employed, as recommended by the Director of Information Technology	$7.00 - $25.00
H00018	Law Intern	$13.00 - $15.00
H00030	Legislative Services Aide	$9.00 - $11.50
H00025	Library Aide (< 5 years) (5 to 10 years) (10 to 15 years (15 or more years)	$6.75 $7.15 $7.58 $8.00
H00046	Literacy Instructor	$16.50
H00013	Municipal Intern I	$8.00
H00014	Municipal Intern II	$10.00
H00027	Nauticus Services Assistant I	$5.30 – $5.99
H00028	Nauticus Services Assistant II	$6.00 – $6.99
H00029	Nauticus Services Assistant III	$7.00 – $7.99
H00032	Nauticus Services Specialist	$8.00 – $15.00

TEMPORARY, INTERMITTENT PART-TIME, PERIODIC PART-TIME AND CASUAL PART-TIME RATES

Job Code	Class Title	Hourly Compensation
	Park Ranger	$8.00-$15.00
H00035	Parking Attendant (<5 years) (5 to 10 years) (10 to 15 years) (15 or more years)	$6.90 $7.07 $7.25 $7.43
H00040	Parking Operations Supervisor (<5 years) (5 to 10 Years) (10 to 15 years) (15 or more years)	 $10.86 $11.13 $11.41 $11.70
H00023	Police Cadet I	$5.75 / $6.25
H00024	Police Cadet II	$9.50
H00016	Recreation Aide	$7.10
H00015	Recreation Activities Instructor Based on criteria established by the Department of Neighborhood and Leisure Services.	$8.00 / $10.00 $12.00 / $15.00 $18.00 / $25.00
H00022	School Crossing Guard (< than 10 years) (10-15 years) (15 or more years)	$10.05 $11.40 $12.75
H00011	Stage Hand	$9.30
H00008	Stage Lighting Supervisor	$12.85
H00009	Stage Rigging Supervisor	$15.00
H00003	Ticket Sales Supervisor	$11.00 - $12.50
H00010	Ticket Seller	$6.40- $7.75
H00006	Tour / Information Assistant Based on experience, demonstrated knowledge of work, and length of service.	$5.50 – $6.20 $6.20 – $6.80 $6.80 – $7.50
H00001	Traffic Counter	$5.75
H00002	Traffic Director	$10.20
H00031	Wardrobe Supervisor (Seamstress)	$12.50
H00034	Wardrobe Worker	$9.30
H00005	Youth Service Worker	$5.25 – $6.30

Section 19. Transfers

When an employee is transferred to another position in a classification assigned to the same pay grade as that assigned to the classification in which his or her former position was included, there shall be no change in such employee's compensation, unless a higher pay rate is authorized by the City Manager, based on factors such as significant additional inconvenience or expense to the employee, other identifiable differences in circumstances, or a clearly identified business necessity.

INFORMATION TECHNOLOGY - OPERATIONS PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
200430	Computer Operator I	ITO	001	$23,880.17	$38,175.65
200431	Computer Operator II	ITO	004	$28,449.83	$45,482.30
800040	GIS Specialist I	ITO	006	$32,077.54	$51,282.46
200501	Information Systems Trainer	ITO	009	$38,594.88	$61,699.32
200551	Information Technology Telecommunications Technician	ITO	007	$34,095.26	$54,507.67
800021	Information Technology Trainer	ITO	009	$38,594.88	$61,699.32
800449	Microcomputer Systems Analyst	ITO	005	$30,198.87	$48,275.74
800024	Radio Communications Systems Analyst	ITO	005	$30,198.87	$48,275.74
600876	Radio Communications Systems Supervisor	ITO	011	$43,803.31	$70,026.33
800025	Radio Communications Systems Technician	ITO	003	$26,818.93	$42,873.90
600875	Senior Radio Communications Systems Analyst	ITO	008	$36,263.52	$57,973.34
200414	Technical Systems Administrator	ITO	006	$32,077.54	$51,282.46

INFORMATION TECHNOLOGY - OPERATIONS PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
ITO	001	1	$11.48	$1,990.01	$23,880.17
ITO	001	2	$11.77	$2,039.76	$24,477.12
ITO	001	3	$12.06	$2,090.73	$25,088.71
ITO	001	4	$12.36	$2,143.00	$25,715.98
ITO	001	5	$12.67	$2,196.58	$26,358.93
ITO	001	6	$12.99	$2,251.46	$27,017.56
ITO	001	7	$13.31	$2,307.74	$27,692.93
ITO	001	8	$13.65	$2,365.42	$28,385.01
ITO	001	9	$13.99	$2,424.57	$29,094.87
ITO	001	10	$14.34	$2,485.21	$29,822.51
ITO	001	11	$14.70	$2,547.33	$30,567.91
ITO	001	12	$15.06	$2,611.01	$31,332.14
ITO	001	13	$15.44	$2,676.27	$32,115.18
ITO	001	14	$15.83	$2,743.17	$32,918.08
ITO	001	15	$16.22	$2,811.74	$33,740.85
ITO	001	16	$16.63	$2,882.04	$34,584.53
ITO	001	17	$17.04	$2,954.09	$35,449.12
ITO	001	18	$17.47	$3,027.97	$36,335.66
ITO	001	19	$17.91	$3,103.68	$37,244.16
ITO	001	20	$18.35	$3,181.30	$38,175.65

INFORMATION TECHNOLOGY - OPERATIONS PAY SCHEDULE					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
ITO	002	1	$12.16	$2,108.24	$25,298.84
ITO	002	2	$12.47	$2,160.95	$25,931.34
ITO	002	3	$12.78	$2,214.96	$26,579.52
ITO	002	4	$13.10	$2,270.37	$27,244.43
ITO	002	5	$13.43	$2,327.17	$27,926.06
ITO	002	6	$13.76	$2,385.37	$28,624.42
ITO	002	7	$14.11	$2,445.05	$29,340.55
ITO	002	8	$14.46	$2,506.21	$30,074.46
ITO	002	9	$14.82	$2,568.85	$30,826.14
ITO	002	10	$15.19	$2,633.05	$31,596.64
ITO	002	11	$15.57	$2,698.92	$32,387.00
ITO	002	12	$15.96	$2,766.35	$33,196.17
ITO	002	13	$16.36	$2,835.52	$34,026.26
ITO	002	14	$16.77	$2,906.44	$34,877.26
ITO	002	15	$17.19	$2,979.10	$35,749.16
ITO	002	16	$17.62	$3,053.59	$36,643.02
ITO	002	17	$18.06	$3,129.90	$37,558.84
ITO	002	18	$18.51	$3,208.14	$38,497.65
ITO	002	19	$18.97	$3,288.38	$39,460.51
ITO	002	20	$19.45	$3,370.62	$40,447.42
ITO	003	1	$12.89	$2,234.91	$26,818.93
ITO	003	2	$13.22	$2,290.76	$27,489.06
ITO	003	3	$13.55	$2,347.99	$28,175.92
ITO	003	4	$13.88	$2,406.71	$28,880.56
ITO	003	5	$14.23	$2,466.91	$29,602.96
ITO	003	6	$14.59	$2,528.60	$30,343.14
ITO	003	7	$14.95	$2,591.85	$31,102.14
ITO	003	8	$15.33	$2,656.66	$31,879.95
ITO	003	9	$15.71	$2,723.05	$32,676.59
ITO	003	10	$16.10	$2,791.09	$33,493.08
ITO	003	11	$16.51	$2,860.87	$34,330.49
ITO	003	12	$16.92	$2,932.40	$35,188.80
ITO	003	13	$17.34	$3,005.67	$36,068.03
ITO	003	14	$17.77	$3,080.85	$36,970.25
ITO	003	15	$18.22	$3,157.87	$37,894.43
ITO	003	16	$18.67	$3,236.80	$38,841.60
ITO	003	17	$19.14	$3,317.74	$39,812.83
ITO	003	18	$19.62	$3,400.68	$40,808.10
ITO	003	19	$20.11	$3,485.70	$41,828.45
ITO	003	20	$20.61	$3,572.83	$42,873.90

INFORMATION TECHNOLOGY - OPERATIONS PAY SCHEDULE					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
ITO	004	1	$13.68	$2,370.82	$28,449.83
ITO	004	2	$14.02	$2,430.06	$29,160.74
ITO	004	3	$14.37	$2,490.79	$29,889.42
ITO	004	4	$14.73	$2,553.08	$30,636.91
ITO	004	5	$15.10	$2,616.94	$31,403.23
ITO	004	6	$15.48	$2,682.36	$32,188.36
ITO	004	7	$15.86	$2,749.45	$32,993.36
ITO	004	8	$16.26	$2,818.19	$33,818.22
ITO	004	9	$16.67	$2,888.67	$34,663.99
ITO	004	10	$17.08	$2,960.89	$35,530.66
ITO	004	11	$17.51	$3,034.94	$36,419.30
ITO	004	12	$17.95	$3,110.82	$37,329.88
ITO	004	13	$18.40	$3,188.62	$38,263.47
ITO	004	14	$18.86	$3,268.34	$39,220.06
ITO	004	15	$19.33	$3,350.06	$40,200.69
ITO	004	16	$19.81	$3,433.78	$41,205.37
ITO	004	17	$20.31	$3,519.59	$42,235.13
ITO	004	18	$20.81	$3,607.59	$43,291.04
ITO	004	19	$21.33	$3,697.76	$44,373.08
ITO	004	20	$21.87	$3,790.19	$45,482.30
ITO	005	1	$14.52	$2,516.57	$30,198.87
ITO	005	2	$14.88	$2,579.47	$30,953.68
ITO	005	3	$15.25	$2,643.94	$31,727.32
ITO	005	4	$15.64	$2,710.07	$32,520.81
ITO	005	5	$16.03	$2,777.85	$33,334.17
ITO	005	6	$16.43	$2,847.28	$34,167.40
ITO	005	7	$16.84	$2,918.46	$35,021.53
ITO	005	8	$17.26	$2,991.38	$35,896.57
ITO	005	9	$17.69	$3,066.13	$36,793.57
ITO	005	10	$18.13	$3,142.80	$37,713.56
ITO	005	11	$18.58	$3,221.38	$38,656.56
ITO	005	12	$19.05	$3,301.88	$39,622.56
ITO	005	13	$19.53	$3,384.47	$40,613.64
ITO	005	14	$20.01	$3,469.06	$41,628.77
ITO	005	15	$20.51	$3,555.75	$42,669.00
ITO	005	16	$21.03	$3,644.61	$43,735.36
ITO	005	17	$21.55	$3,735.74	$44,828.90
ITO	005	18	$22.09	$3,829.14	$45,949.62
ITO	005	19	$22.64	$3,924.88	$47,098.57
ITO	005	20	$23.21	$4,022.98	$48,275.74

INFORMATION TECHNOLOGY - OPERATIONS PAY SCHEDULE					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
ITO	006	1	$15.42	$2,673.13	$32,077.54
ITO	006	2	$15.81	$2,739.95	$32,879.40
ITO	006	3	$16.20	$2,808.43	$33,701.13
ITO	006	4	$16.61	$2,878.65	$34,543.76
ITO	006	5	$17.02	$2,950.61	$35,407.30
ITO	006	6	$17.45	$3,024.40	$36,292.80
ITO	006	7	$17.88	$3,100.02	$37,200.25
ITO	006	8	$18.33	$3,177.56	$38,130.70
ITO	006	9	$18.79	$3,257.01	$39,084.15
ITO	006	10	$19.26	$3,338.47	$40,061.64
ITO	006	11	$19.74	$3,421.93	$41,063.19
ITO	006	12	$20.24	$3,507.49	$42,089.82
ITO	006	13	$20.74	$3,595.22	$43,142.59
ITO	006	14	$21.26	$3,685.12	$44,221.49
ITO	006	15	$21.79	$3,777.21	$45,326.53
ITO	006	16	$22.34	$3,871.65	$46,459.80
ITO	006	17	$22.89	$3,968.44	$47,621.29
ITO	006	18	$23.47	$4,067.67	$48,812.06
ITO	006	19	$24.05	$4,169.34	$50,032.10
ITO	006	20	$24.66	$4,273.54	$51,282.46
ITO	007	1	$16.39	$2,841.27	$34,095.26
ITO	007	2	$16.80	$2,912.28	$34,947.30
ITO	007	3	$17.22	$2,985.11	$35,821.30
ITO	007	4	$17.65	$3,059.77	$36,717.25
ITO	007	5	$18.09	$3,136.26	$37,635.15
ITO	007	6	$18.55	$3,214.67	$38,576.06
ITO	007	7	$19.01	$3,295.00	$39,539.96
ITO	007	8	$19.49	$3,377.41	$40,528.96
ITO	007	9	$19.97	$3,461.83	$41,542.00
ITO	007	10	$20.47	$3,548.34	$42,580.13
ITO	007	11	$20.98	$3,637.03	$43,644.40
ITO	007	12	$21.51	$3,727.99	$44,735.85
ITO	007	13	$22.05	$3,821.21	$45,854.48
ITO	007	14	$22.60	$3,916.78	$47,001.34
ITO	007	15	$23.16	$4,014.70	$48,176.43
ITO	007	16	$23.74	$4,115.07	$49,380.79
ITO	007	17	$24.33	$4,217.96	$50,615.46
ITO	007	18	$24.94	$4,323.37	$51,880.46
ITO	007	19	$25.57	$4,431.49	$53,177.86
ITO	007	20	$26.21	$4,542.31	$54,507.67

INFORMATION TECHNOLOGY - OPERATIONS PAY SCHEDULE					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
ITO	008	1	$17.43	$3,021.96	$36,263.52
ITO	008	2	$17.87	$3,097.49	$37,169.93
ITO	008	3	$18.32	$3,174.94	$38,099.33
ITO	008	4	$18.77	$3,254.31	$39,051.74
ITO	008	5	$19.24	$3,335.68	$40,028.19
ITO	008	6	$19.73	$3,419.06	$41,028.69
ITO	008	7	$20.22	$3,504.52	$42,054.27
ITO	008	8	$20.72	$3,592.17	$43,105.99
ITO	008	9	$21.24	$3,681.99	$44,183.85
ITO	008	10	$21.77	$3,774.07	$45,288.89
ITO	008	11	$22.32	$3,868.43	$46,421.12
ITO	008	12	$22.88	$3,965.13	$47,581.57
ITO	008	13	$23.45	$4,064.27	$48,771.29
ITO	008	14	$24.03	$4,165.86	$49,990.28
ITO	008	15	$24.63	$4,269.97	$51,239.60
ITO	008	16	$25.25	$4,376.69	$52,520.27
ITO	008	17	$25.88	$4,486.11	$53,833.36
ITO	008	18	$26.53	$4,598.24	$55,178.85
ITO	008	19	$27.19	$4,713.24	$56,558.85
ITO	008	20	$27.87	$4,831.11	$57,973.34
ITO	009	1	$18.56	$3,216.24	$38,594.88
ITO	009	2	$19.02	$3,296.65	$39,559.83
ITO	009	3	$19.49	$3,379.07	$40,548.82
ITO	009	4	$19.98	$3,463.58	$41,562.91
ITO	009	5	$20.48	$3,550.17	$42,602.09
ITO	009	6	$20.99	$3,638.95	$43,667.40
ITO	009	7	$21.52	$3,729.90	$44,758.85
ITO	009	8	$22.06	$3,823.12	$45,877.48
ITO	009	9	$22.61	$3,918.70	$47,024.34
ITO	009	10	$23.17	$4,016.71	$48,200.47
ITO	009	11	$23.75	$4,117.16	$49,405.88
ITO	009	12	$24.35	$4,220.05	$50,640.55
ITO	009	13	$24.96	$4,325.55	$51,906.59
ITO	009	14	$25.58	$4,433.67	$53,204.00
ITO	009	15	$26.22	$4,544.48	$54,533.81
ITO	009	16	$26.87	$4,658.09	$55,897.08
ITO	009	17	$27.55	$4,774.57	$57,294.84
ITO	009	18	$28.23	$4,893.93	$58,727.11
ITO	009	19	$28.94	$5,016.24	$60,194.92
ITO	009	20	$29.66	$5,141.61	$61,699.32

INFORMATION TECHNOLOGY - OPERATIONS PAY SCHEDULE					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
ITO	010	1	$19.76	$3,425.33	$41,103.96
ITO	010	2	$20.26	$3,510.97	$42,131.64
ITO	010	3	$20.76	$3,598.79	$43,185.45
ITO	010	4	$21.28	$3,688.78	$44,265.40
ITO	010	5	$21.81	$3,781.04	$45,372.53
ITO	010	6	$22.36	$3,875.57	$46,506.84
ITO	010	7	$22.92	$3,972.45	$47,669.38
ITO	010	8	$23.49	$4,071.77	$48,861.20
ITO	010	9	$24.08	$4,173.52	$50,082.28
ITO	010	10	$24.68	$4,277.89	$51,334.73
ITO	010	11	$25.30	$4,384.88	$52,618.54
ITO	010	12	$25.93	$4,494.48	$53,933.72
ITO	010	13	$26.58	$4,606.86	$55,282.35
ITO	010	14	$27.24	$4,722.04	$56,664.44
ITO	010	15	$27.92	$4,840.09	$58,081.02
ITO	010	16	$28.62	$4,961.10	$59,533.15
ITO	010	17	$29.34	$5,085.16	$61,021.87
ITO	010	18	$30.07	$5,212.27	$62,547.18
ITO	010	19	$30.82	$5,342.60	$64,111.18
ITO	010	20	$31.59	$5,476.15	$65,713.85
ITO	011	1	$21.06	$3,650.28	$43,803.31
ITO	011	2	$21.59	$3,741.49	$44,897.90
ITO	011	3	$22.13	$3,835.06	$46,020.71
ITO	011	4	$22.68	$3,930.98	$47,171.75
ITO	011	5	$23.25	$4,029.25	$48,351.02
ITO	011	6	$23.83	$4,129.96	$49,559.56
ITO	011	7	$24.42	$4,233.20	$50,798.42
ITO	011	8	$25.03	$4,339.05	$52,068.64
ITO	011	9	$25.66	$4,447.52	$53,370.22
ITO	011	10	$26.30	$4,558.69	$54,704.22
ITO	011	11	$26.96	$4,672.64	$56,071.67
ITO	011	12	$27.63	$4,789.47	$57,473.61
ITO	011	13	$28.32	$4,909.17	$58,910.06
ITO	011	14	$29.03	$5,031.93	$60,383.10
ITO	011	15	$29.76	$5,157.73	$61,892.73
ITO	011	16	$30.50	$5,286.67	$63,440.00
ITO	011	17	$31.26	$5,418.83	$65,025.94
ITO	011	18	$32.04	$5,554.30	$66,651.62
ITO	011	19	$32.85	$5,693.17	$68,318.07
ITO	011	20	$33.67	$5,835.53	$70,026.33

INFORMATION TECHNOLOGY - MAP PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
800505	Applications Analyst	ITM	004	$45,916.16	$73,404.18
200546	Applications Development Team Supervisor	ITM	006	$52,349.86	$83,688.27
200432	Computer Operations Supervisor	ITM	002	$40,350.19	$64,505.31
100273	Database Administrator	ITM	006	$52,349.86	$83,688.27
000270	Database Manager	ITM	008	$59,796.60	$95,592.81
100167	Fiscal Systems Analyst	ITM	004	$45,916.16	$73,404.18
800555	GIS Specialist II	ITM	001	$37,851.56	$60,512.74
800556	GIS Specialist III	ITM	003	$43,032.81	$68,793.75
800557	GIS Team Supervisor	ITM	005	$49,015.92	$78,356.48
100168	Information Technology Planner	ITM	004	$45,916.16	$73,404.18
100166	Information Technology Senior Planner	ITM	008	$59,796.60	$95,592.81
200401	Information Technology Telecommunications Analyst II	ITM	002	$40,350.19	$64,505.31
200402	Information Technology Telecommunications Analyst III	ITM	006	$52,349.86	$83,688.27
800020	Information Technology Training Coordinator	ITM	002	$40,350.19	$64,505.31
200451	Microcomputer Systems Team Supervisor	ITM	005	$49,015.92	$78,356.48
800546	Network Engineer II	ITM	004	$45,916.16	$73,404.18
800545	Network Engineer III	ITM	006	$52,349.86	$83,688.27
200403	Network Engineer IV	ITM	008	$59,796.60	$95,592.81
800547	Network Security Engineer	ITM	006	$52,349.86	$83,688.27
200516	Programmer/Analyst II	ITM	001	$37,851.56	$60,512.74
200517	Programmer/Analyst III	ITM	002	$40,350.19	$64,505.31
200518	Programmer/Analyst IV	ITM	003	$43,032.81	$68,793.75
200519	Programmer/Analyst V	ITM	005	$49,015.92	$78,356.48
200450	Senior Microcomputer Systems Analyst	ITM	001	$37,851.56	$60,512.74
800506	Software Analyst	ITM	002	$40,350.19	$64,505.31
200549	Systems Programmer	ITM	006	$52,349.86	$83,688.27

INFORMATION TECHNOLOGY - MAP PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
ITM	001	1	$18.20	$3,154.30	$37,851.56
ITM	001	2	$18.65	$3,233.14	$38,797.69
ITM	001	3	$19.12	$3,313.99	$39,767.87
ITM	001	4	$19.60	$3,396.84	$40,762.10
ITM	001	5	$20.09	$3,481.78	$41,781.41
ITM	001	6	$20.59	$3,568.82	$42,825.81
ITM	001	7	$21.10	$3,658.03	$43,896.35
ITM	001	8	$21.63	$3,749.51	$44,994.08
ITM	001	9	$22.17	$3,843.25	$46,118.98
ITM	001	10	$22.73	$3,939.34	$47,272.11
ITM	001	11	$23.29	$4,037.79	$48,453.47
ITM	001	12	$23.88	$4,138.76	$49,665.15
ITM	001	13	$24.47	$4,242.26	$50,907.14
ITM	001	14	$25.09	$4,348.29	$52,179.45
ITM	001	15	$25.71	$4,457.02	$53,484.18
ITM	001	16	$26.36	$4,568.44	$54,821.31
ITM	001	17	$27.02	$4,682.66	$56,191.89
ITM	001	18	$27.69	$4,799.75	$57,596.98
ITM	001	19	$28.38	$4,919.71	$59,036.56
ITM	001	20	$29.09	$5,042.73	$60,512.74
ITM	002	1	$19.40	$3,362.52	$40,350.19
ITM	002	2	$19.88	$3,446.59	$41,359.05
ITM	002	3	$20.38	$3,532.75	$42,393.00
ITM	002	4	$20.89	$3,621.09	$43,453.08
ITM	002	5	$21.41	$3,711.61	$44,539.31
ITM	002	6	$21.95	$3,804.39	$45,652.71
ITM	002	7	$22.50	$3,899.53	$46,794.34
ITM	002	8	$23.06	$3,997.02	$47,964.20
ITM	002	9	$23.64	$4,096.94	$49,163.33
ITM	002	10	$24.23	$4,199.40	$50,392.78
ITM	002	11	$24.83	$4,304.38	$51,652.55
ITM	002	12	$25.45	$4,411.97	$52,943.68
ITM	002	13	$26.09	$4,522.27	$54,267.22
ITM	002	14	$26.74	$4,635.35	$55,624.21
ITM	002	15	$27.41	$4,751.22	$57,014.66
ITM	002	16	$28.10	$4,869.97	$58,439.61
ITM	002	17	$28.80	$4,991.68	$59,900.10
ITM	002	18	$29.52	$5,116.43	$61,397.19
ITM	002	19	$30.26	$5,244.33	$62,931.91
ITM	002	20	$31.01	$5,375.44	$64,505.31

INFORMATION TECHNOLOGY - MAP PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
ITM	003	1	$20.69	$3,586.07	$43,032.81
ITM	003	2	$21.21	$3,675.72	$44,108.58
ITM	003	3	$21.74	$3,767.63	$45,211.53
ITM	003	4	$22.28	$3,861.81	$46,341.66
ITM	003	5	$22.84	$3,958.34	$47,500.02
ITM	003	6	$23.41	$4,057.30	$48,687.65
ITM	003	7	$23.99	$4,158.71	$49,904.56
ITM	003	8	$24.59	$4,262.65	$51,151.78
ITM	003	9	$25.21	$4,369.20	$52,430.36
ITM	003	10	$25.84	$4,478.45	$53,741.36
ITM	003	11	$26.48	$4,590.40	$55,084.76
ITM	003	12	$27.15	$4,705.14	$56,461.62
ITM	003	13	$27.82	$4,822.75	$57,872.98
ITM	003	14	$28.52	$4,943.32	$59,319.88
ITM	003	15	$29.23	$5,066.95	$60,803.37
ITM	003	16	$29.96	$5,193.62	$62,323.46
ITM	003	17	$30.71	$5,323.43	$63,881.18
ITM	003	18	$31.48	$5,456.55	$65,478.62
ITM	003	19	$32.27	$5,592.98	$67,115.80
ITM	003	20	$33.07	$5,732.81	$68,793.75
ITM	004	1	$22.08	$3,826.35	$45,916.16
ITM	004	2	$22.63	$3,922.01	$47,064.07
ITM	004	3	$23.19	$4,020.02	$48,240.20
ITM	004	4	$23.77	$4,120.55	$49,446.65
ITM	004	5	$24.37	$4,223.53	$50,682.37
ITM	004	6	$24.98	$4,329.12	$51,949.46
ITM	004	7	$25.60	$4,437.33	$53,247.90
ITM	004	8	$26.24	$4,548.23	$54,578.76
ITM	004	9	$26.90	$4,661.92	$55,943.07
ITM	004	10	$27.57	$4,778.49	$57,341.89
ITM	004	11	$28.26	$4,897.93	$58,775.20
ITM	004	12	$28.96	$5,020.43	$60,245.10
ITM	004	13	$29.69	$5,145.97	$61,751.60
ITM	004	14	$30.43	$5,274.64	$63,295.72
ITM	004	15	$31.19	$5,406.55	$64,878.54
ITM	004	16	$31.97	$5,541.67	$66,500.03
ITM	004	17	$32.77	$5,680.19	$68,162.29
ITM	004	18	$33.59	$5,822.20	$69,866.38
ITM	004	19	$34.43	$5,967.78	$71,613.33
ITM	004	20	$35.29	$6,117.02	$73,404.18

INFORMATION TECHNOLOGY - MAP PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
ITM	005	1	$23.57	$4,084.66	$49,015.92
ITM	005	2	$24.15	$4,186.77	$50,241.19
ITM	005	3	$24.76	$4,291.40	$51,496.78
ITM	005	4	$25.38	$4,398.64	$52,783.73
ITM	005	5	$26.01	$4,508.59	$54,103.08
ITM	005	6	$26.66	$4,621.33	$55,455.90
ITM	005	7	$27.33	$4,736.85	$56,842.16
ITM	005	8	$28.01	$4,855.24	$58,262.93
ITM	005	9	$28.71	$4,976.60	$59,719.24
ITM	005	10	$29.43	$5,101.01	$61,212.14
ITM	005	11	$30.16	$5,228.56	$62,742.68
ITM	005	12	$30.92	$5,359.24	$64,310.86
ITM	005	13	$31.69	$5,493.23	$65,918.76
ITM	005	14	$32.48	$5,630.53	$67,566.39
ITM	005	15	$33.30	$5,771.32	$69,255.84
ITM	005	16	$34.13	$5,915.59	$70,987.10
ITM	005	17	$34.98	$6,063.52	$72,762.27
ITM	005	18	$35.86	$6,215.11	$74,581.36
ITM	005	19	$36.75	$6,370.45	$76,445.39
ITM	005	20	$37.67	$6,529.71	$78,356.48
ITM	006	1	$25.17	$4,362.49	$52,349.86
ITM	006	2	$25.80	$4,471.56	$53,658.77
ITM	006	3	$26.44	$4,583.34	$55,000.08
ITM	006	4	$27.10	$4,697.90	$56,374.85
ITM	006	5	$27.78	$4,815.34	$57,784.11
ITM	006	6	$28.48	$4,935.74	$59,228.92
ITM	006	7	$29.19	$5,059.11	$60,709.28
ITM	006	8	$29.92	$5,185.61	$62,227.27
ITM	006	9	$30.66	$5,315.24	$63,782.90
ITM	006	10	$31.43	$5,448.10	$65,377.22
ITM	006	11	$32.22	$5,584.27	$67,011.25
ITM	006	12	$33.02	$5,723.84	$68,686.07
ITM	006	13	$33.85	$5,866.98	$70,403.74
ITM	006	14	$34.69	$6,013.69	$72,164.28
ITM	006	15	$35.56	$6,164.06	$73,968.72
ITM	006	16	$36.45	$6,318.18	$75,818.12
ITM	006	17	$37.36	$6,476.13	$77,713.53
ITM	006	18	$38.30	$6,638.00	$79,655.97
ITM	006	19	$39.25	$6,803.96	$81,647.55
ITM	006	20	$40.23	$6,974.02	$83,688.27

INFORMATION TECHNOLOGY - MAP PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
ITM	007	1	$26.89	$4,661.31	$55,935.76
ITM	007	2	$27.56	$4,777.88	$57,334.57
ITM	007	3	$28.25	$4,897.32	$58,767.88
ITM	007	4	$28.96	$5,019.73	$60,236.74
ITM	007	5	$29.68	$5,145.18	$61,742.19
ITM	007	6	$30.43	$5,273.77	$63,285.27
ITM	007	7	$31.19	$5,405.59	$64,867.04
ITM	007	8	$31.97	$5,540.71	$66,488.53
ITM	007	9	$32.76	$5,679.23	$68,150.79
ITM	007	10	$33.58	$5,821.24	$69,854.88
ITM	007	11	$34.42	$5,966.73	$71,600.78
ITM	007	12	$35.28	$6,115.88	$73,390.59
ITM	007	13	$36.17	$6,268.78	$75,225.35
ITM	007	14	$37.07	$6,425.51	$77,106.12
ITM	007	15	$38.00	$6,586.16	$79,033.93
ITM	007	16	$38.95	$6,750.82	$81,009.83
ITM	007	17	$39.92	$6,919.57	$83,034.87
ITM	007	18	$40.92	$7,092.59	$85,111.13
ITM	007	19	$41.94	$7,269.89	$87,238.62
ITM	007	20	$42.99	$7,451.62	$89,419.43
ITM	008	1	$28.75	$4,983.05	$59,796.60
ITM	008	2	$29.47	$5,107.63	$61,291.60
ITM	008	3	$30.20	$5,235.35	$62,824.23
ITM	008	4	$30.96	$5,366.21	$64,394.49
ITM	008	5	$31.73	$5,500.37	$66,004.49
ITM	008	6	$32.53	$5,637.85	$67,654.21
ITM	008	7	$33.34	$5,778.81	$69,345.74
ITM	008	8	$34.17	$5,923.26	$71,079.10
ITM	008	9	$35.03	$6,071.36	$72,856.37
ITM	008	10	$35.90	$6,223.13	$74,677.54
ITM	008	11	$36.80	$6,378.73	$76,544.71
ITM	008	12	$37.72	$6,538.16	$78,457.89
ITM	008	13	$38.66	$6,701.60	$80,419.15
ITM	008	14	$39.63	$6,869.13	$82,429.55
ITM	008	15	$40.62	$7,040.84	$84,490.13
ITM	008	16	$41.64	$7,216.83	$86,601.94
ITM	008	17	$42.68	$7,397.26	$88,767.07
ITM	008	18	$43.74	$7,582.21	$90,986.56
ITM	008	19	$44.84	$7,771.79	$93,261.46
ITM	008	20	$45.96	$7,966.07	$95,592.81

OPS PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
100151	Accountant I	OPS	010	$29,980.37	$47,925.52
100152	Accountant II	OPS	011	$32,498.86	$51,956.77
800019	Accounting Technician	OPS	007	$23,667.94	$37,839.02
800027	Administrative Secretary	OPS	009	$27,682.47	$44,258.08
800001	Administrative Technician	OPS	008	$25,584.25	$40,899.05
300620	Animal Caretaker	OPS	003	$17,494.56	$27,969.97
700902	Animal Registrar	OPS	010	$29,980.37	$47,925.52
600801	Asphalt Plant Operator	OPS	009	$27,682.47	$44,258.08
600802	Asphalt Plant Operator II	OPS	010	$29,980.37	$47,925.52
700901	Assistant Supervisor of Animal Services	OPS	013	$38,292.74	$61,218.42
600807	Autobody Repair Mechanic	OPS	008	$25,584.25	$40,899.05
600810	Automotive Machinist	OPS	010	$29,980.37	$47,925.52
600817	Automotive Mechanic	OPS	009	$27,682.47	$44,258.08
800044	Automotive Repair Technician	OPS	009	$27,682.47	$44,258.08
600821	Automotive Service Attendant	OPS	006	$21,914.72	$35,033.03
500713	Benefits Specialist	OPS	008	$25,584.25	$40,899.05
600822	Bricklayer	OPS	008	$25,584.25	$40,899.05
200454	Bridge Inspection Supervisor	OPS	012	$35,260.94	$56,367.53
700905	Bridge Maintenance Supervisor	OPS	011	$32,498.86	$51,956.77
800033	Broadcast Production Assistant	OPS	006	$21,914.72	$35,033.03
700903	Building/Equip Maintenance Supervisor	OPS	011	$32,498.86	$51,956.77
100209	Buyer I	OPS	010	$29,980.37	$47,925.52
100210	Buyer II	OPS	013	$38,292.74	$61,218.42
600824	Carpenter I	OPS	008	$25,584.25	$40,899.05
600825	Carpenter II	OPS	009	$27,682.47	$44,258.08
100199	Case Management Specialist	OPS	011	$32,498.86	$51,956.77
700906	Cemetery Manager I	OPS	007	$23,667.94	$37,839.02
700907	Cemetery Manager II	OPS	010	$29,980.37	$47,925.52
800028	Chief Waterworks Operator	OPS	012	$35,260.94	$56,367.53
100237	Child Counselor I	OPS	009	$27,682.47	$44,258.08
100238	Child Counselor II	OPS	010	$29,980.37	$47,925.52
100239	Child Counselor III	OPS	012	$35,260.94	$56,367.53
200425	City Planning Technician	OPS	010	$29,980.37	$47,925.52
200427	Claims Adjuster I	OPS	010	$29,980.37	$47,925.52
800006	Codes Specialist	OPS	010	$29,980.37	$47,925.52
200460	Combination Inspector	OPS	012	$35,260.94	$56,367.53
200552	Compliance Inspector	OPS	011	$32,498.86	$51,956.77
100213	Concrete Finisher	OPS	007	$23,667.94	$37,839.02

OPS PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
200461	Construction Inspector I	OPS	009	$27,682.47	$44,258.08
200462	Construction Inspector II	OPS	011	$32,498.86	$51,956.77
700912	Cook	OPS	003	$17,494.56	$27,969.97
400651	Creative Designer & Production Manager	OPS	013	$38,292.74	$61,218.42
700914	Crew Leader I	OPS	008	$25,584.25	$40,899.05
700915	Crew Leader II	OPS	009	$27,682.47	$44,258.08
200531	Cross Connection Specialist	OPS	009	$27,682.47	$44,258.08
700920	Custodian	OPS	002	$16,258.84	$25,994.07
800018	Customer Service Representative	OPS	004	$18,841.10	$30,123.60
500717	Data Processing Assistant I	OPS	004	$18,841.10	$30,123.60
500718	Data Processing Assistant II	OPS	005	$20,309.96	$32,469.59
500719	Data Processing Assistant III	OPS	006	$21,914.72	$35,033.03
200445	Data Quality Control Analyst	OPS	008	$25,584.25	$40,899.05
200443	Data Quality Control Manager	OPS	010	$29,980.37	$47,925.52
500773	Deputy City Clerk/Secretary	OPS	009	$27,682.47	$44,258.08
500768	Deputy City Clerk/Secretary to the Mayor	OPS	011	$32,498.86	$51,956.77
500772	Deputy City Clerk/Stenographic Reporter	OPS	008	$25,584.25	$40,899.05
800010	Education Specialist	OPS	008	$25,584.25	$40,899.05
800011	Election Assistant I	OPS	003	$17,494.56	$27,969.97
500759	Election Assistant II	OPS	005	$20,309.96	$32,469.59
800009	Election Assistant III	OPS	006	$21,914.72	$35,033.03
600834	Electrician I	OPS	007	$23,667.94	$37,839.02
600835	Electrician II	OPS	009	$27,682.47	$44,258.08
600836	Electrician III	OPS	010	$29,980.37	$47,925.52
600837	Electrician IV	OPS	011	$32,498.86	$51,956.77
600840	Electronics Technician I	OPS	009	$27,682.47	$44,258.08
600841	Electronics Technician II	OPS	010	$29,980.37	$47,925.52
700990	Elephant Manager	OPS	012	$35,260.94	$56,367.53
800403	Elevator Inspector	OPS	011	$32,498.86	$51,956.77
800015	Eligibility Worker	OPS	009	$27,682.47	$44,258.08
100290	Employment Investigator	OPS	010	$29,980.37	$47,925.52
100294	Employment Services Worker II	OPS	012	$35,260.94	$56,367.53
700922	Engineering Aide	OPS	005	$20,309.96	$32,469.59
200437	Engineering Technician I	OPS	009	$27,682.47	$44,258.08
200438	Engineering Technician II	OPS	010	$29,980.37	$47,925.52
200439	Engineering Technician III	OPS	011	$32,498.86	$51,956.77
200440	Engineering Technician IV	OPS	012	$35,260.94	$56,367.53
700991	Environmental Health Assistant I	OPS	004	$18,841.10	$30,123.60

OPS PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
700992	Environmental Health Assistant II	OPS	005	$20,309.96	$32,469.59
200452	Environmental Specialist I	OPS	010	$29,980.37	$47,925.52
200453	Environmental Specialist II	OPS	012	$35,260.94	$56,367.53
700925	Equipment Operator II	OPS	006	$21,914.72	$35,033.03
700926	Equipment Operator III	OPS	008	$25,584.25	$40,899.05
700927	Equipment Operator IV	OPS	009	$27,682.47	$44,258.08
700911	Food Service Manager	OPS	012	$35,260.94	$56,367.53
700929	Forestry Crew Leader	OPS	010	$29,980.37	$47,925.52
100314	Fraud Investigator	OPS	010	$29,980.37	$47,925.52
700933	Groundskeeper	OPS	004	$18,841.10	$30,123.60
700931	Groundskeeper Crew Leader	OPS	008	$25,584.25	$40,899.05
200418	GIS Technician	OPS	010	$29,980.37	$47,925.52
900006	Highway Operations Technician	OPS	010	$29,980.37	$47,925.52
700935	Horticulture Technician	OPS	006	$21,914.72	$35,033.03
200446	Human Services Aide	OPS	006	$21,914.72	$35,033.03
300618	Humane Officer I	OPS	008	$25,584.25	$40,899.05
300619	Humane Officer II	OPS	011	$32,498.86	$51,956.77
100310	Income Tax Auditor	OPS	010	$29,980.37	$47,925.52
700939	Instrument Technician	OPS	009	$27,682.47	$44,258.08
100405	Judicial Executive Assistant	OPS	012	$35,260.94	$56,367.53
300626	Kennel Supervisor	OPS	009	$27,682.47	$44,258.08
200498	Landscape Coordinator I	OPS	011	$32,498.86	$51,956.77
200499	Landscape Coordinator II	OPS	012	$35,260.94	$56,367.53
700913	Laundry Worker	OPS	002	$16,258.84	$25,994.07
100316	Law Clerk	OPS	009	$27,682.47	$44,258.08
500735	Legal Assistant	OPS	012	$35,260.94	$56,367.53
500740	Legal Secretary I	OPS	008	$25,584.25	$40,899.05
500741	Legal Secretary II	OPS	010	$29,980.37	$47,925.52
800999	Library Aide	OPS	002	$16,258.84	$25,994.07
400665	Library Assistant I	OPS	004	$18,841.10	$30,123.60
400666	Library Assistant II	OPS	005	$20,309.96	$32,469.59
400660	Library Associate I	OPS	009	$27,682.47	$44,258.08
400661	Library Associate II	OPS	010	$29,980.37	$47,925.52
200474	License Inspector I	OPS	009	$27,682.47	$44,258.08
200475	License Inspector II	OPS	010	$29,980.37	$47,925.52
700941	Lifeguard	OPS	005	$20,309.96	$32,469.59
700942	Maintenance Mechanic I	OPS	007	$23,667.94	$37,839.02
700943	Maintenance Mechanic II	OPS	008	$25,584.25	$40,899.05
700944	Maintenance Mechanic III	OPS	010	$29,980.37	$47,925.52
700949	Maintenance Worker I	OPS	003	$17,494.56	$27,969.97
700950	Maintenance Worker II	OPS	004	$18,841.10	$30,123.60

OPS PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
800032	Marine Life Specialist	OPS	008	$25,584.25	$40,899.05
700952	Messenger/Driver	OPS	003	$17,494.56	$27,969.97
300621	Meter Monitor	OPS	004	$18,841.10	$30,123.60
500745	Micrographics Technician	OPS	005	$20,309.96	$32,469.59
300640	Museum Attendant	OPS	005	$20,309.96	$32,469.59
200482	Neighborhood Development Specialist	OPS	010	$29,980.37	$47,925.52
500748	Office Aide	OPS	001	$15,124.53	$24,180.21
500750	Office Assistant	OPS	003	$17,494.56	$27,969.97
600852	Operating Engineer I	OPS	007	$23,667.94	$37,839.02
600853	Operating Engineer II	OPS	010	$29,980.37	$47,925.52
300638	Operations Officer	OPS	006	$21,914.72	$35,033.03
600855	Painter I	OPS	007	$23,667.94	$37,839.02
600856	Painter II	OPS	009	$27,682.47	$44,258.08
400670	Paralegal	OPS	010	$29,980.37	$47,925.52
400671	Paralegal Claims Investigator	OPS	012	$35,260.94	$56,367.53
200511	Permits Specialist	OPS	011	$32,498.86	$51,956.77
200509	Photographic Lab Technician	OPS	008	$25,584.25	$40,899.05
600860	Plumber II	OPS	008	$25,584.25	$40,899.05
600861	Plumber III	OPS	009	$27,682.47	$44,258.08
400672	Police Identification Clerk	OPS	006	$21,914.72	$35,033.03
700951	Pool Manager	OPS	011	$32,498.86	$51,956.77
400675	Public Health Aide	OPS	004	$18,841.10	$30,123.60
800034	Public Relations Assistant	OPS	007	$23,667.94	$37,839.02
200554	Public Safety Telecommunicator I	OPS	008	$25,584.25	$40,899.05
200555	Public Safety Telecommunicator II	OPS	010	$29,980.37	$47,925.52
200556	Public Safety Telecommunicator III	OPS	013	$38,292.74	$61,218.42
200553	Public Safety Telecommunicator Trainee	OPS	007	$23,667.94	$37,839.02
200525	Real Estate Appraiser I	OPS	010	$29,980.37	$47,925.52
200526	Real Estate Appraiser II	OPS	011	$32,498.86	$51,956.77
200527	Real Estate Appraiser III	OPS	013	$38,292.74	$61,218.42
500756	Records & Information Clerk	OPS	005	$20,309.96	$32,469.59
800026	Recreation Specialist	OPS	009	$27,682.47	$44,258.08
700969	Refuse Collection Supervisor	OPS	010	$29,980.37	$47,925.52
700966	Refuse Collector I	OPS	003	$17,494.56	$27,969.97
700967	Refuse Collector II	OPS	005	$20,309.96	$32,469.59
700970	Refuse Collector, Lead	OPS	008	$25,584.25	$40,899.05
700968	Refuse Collector, Senior	OPS	007	$23,667.94	$37,839.02
200484	Refuse Inspector	OPS	009	$27,682.47	$44,258.08
200528	Safety Specialist	OPS	011	$32,498.86	$51,956.77
500769	Secretary to the City Manager	OPS	011	$32,498.86	$51,956.77

OPS PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
800050	Security Counselor II	OPS	010	$29,980.37	$47,925.52
800051	Security Counselor III	OPS	012	$35,260.94	$56,367.53
300639	Security Officer	OPS	007	$23,667.94	$37,839.02
600818	Senior Automotive Mechanic	OPS	010	$29,980.37	$47,925.52
800045	Senior Automotive Repair Technician	OPS	011	$32,498.86	$51,956.77
200426	Senior City Planning Technician	OPS	011	$32,498.86	$51,956.77
800489	Senior Codes Specialist	OPS	012	$35,260.94	$56,367.53
200532	Senior Cross-Connection Specialist	OPS	011	$32,498.86	$51,956.77
700919	Senior Custodian	OPS	003	$17,494.56	$27,969.97
500760	Senior Election Assistant	OPS	008	$25,584.25	$40,899.05
200512	Senior Permits Specialist	OPS	013	$38,292.74	$61,218.42
700987	Senior Utility Maintenance Supervisor	OPS	012	$35,260.94	$56,367.53
600808	Senior Autobody Repair Mechanic	OPS	010	$29,980.37	$47,925.52
700975	Sign Manufacturing Technician	OPS	007	$23,667.94	$37,839.02
800052	Social Work Associate	OPS	008	$25,584.25	$40,899.05
100366	Social Worker I	OPS	010	$29,980.37	$47,925.52
100367	Social Worker II	OPS	012	$35,260.94	$56,367.53
500700	Staff Technician I	OPS	008	$25,584.25	$40,899.05
500701	Staff Technician II	OPS	009	$27,682.47	$44,258.08
100427	Stage Crew Chief	OPS	012	$35,260.94	$56,367.53
500771	Stenographic Reporter II	OPS	008	$25,584.25	$40,899.05
600883	Storekeeper I	OPS	005	$20,309.96	$32,469.59
600884	Storekeeper II	OPS	007	$23,667.94	$37,839.02
600885	Storekeeper III	OPS	008	$25,584.25	$40,899.05
700976	Street Maintenance Supervisor	OPS	010	$29,980.37	$47,925.52
800022	Support Technician	OPS	006	$21,914.72	$35,033.03
200544	Survey Party Chief	OPS	010	$29,980.37	$47,925.52
100430	Therapeutic Recreation Specialist	OPS	010	$29,980.37	$47,925.52
200495	Traffic Investigator	OPS	008	$25,584.25	$40,899.05
800981	Traffic Maintenance Technician I	OPS	004	$18,841.10	$30,123.60
700981	Traffic Maintenance Technician II	OPS	007	$23,667.94	$37,839.02
700983	Traffic Maintenance Technician III	OPS	009	$27,682.47	$44,258.08
700982	Traffic Sign Fabricator	OPS	005	$20,309.96	$32,469.59
800012	Traffic Signal Technician I	OPS	007	$23,667.94	$37,839.02

OPS PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
800013	Traffic Signal Technician II	OPS	008	$25,584.25	$40,899.05
800016	Traffic Signal Technician III	OPS	009	$27,682.47	$44,258.08
800014	Traffic Signal Technician IV	OPS	010	$29,980.37	$47,925.52
900007	Traffic Systems Engineering Technician I	OPS	011	$32,498.86	$51,956.77
900008	Traffic Systems Engineering Technician II	OPS	012	$35,260.94	$56,367.53
700984	Tree Trimmer	OPS	008	$25,584.25	$40,899.05
800035	Utility Construction Inspector	OPS	011	$32,498.86	$51,956.77
600892	Utility Maintenance Mechanic I	OPS	007	$23,667.94	$37,839.02
600893	Utility Maintenance Mechanic II	OPS	008	$25,584.25	$40,899.05
600894	Utility Maintenance Mechanic III	OPS	009	$27,682.47	$44,258.08
700986	Utility Maintenance Supervisor	OPS	011	$32,498.86	$51,956.77
800029	Visitor Services Assistant	OPS	006	$21,914.72	$35,033.03
800036	Visitor Services Coordinator	OPS	009	$27,682.47	$44,258.08
800041	Wage & Salary Technician	OPS	008	$25,584.25	$40,899.05
800043	Water Treatment Plant Maintenance Technician	OPS	008	$25,584.25	$40,899.05
200565	Waterworks Operator I	OPS	006	$21,914.72	$35,033.03
200566	Waterworks Operator II	OPS	008	$25,584.25	$40,899.05
200567	Waterworks Operator III	OPS	010	$29,980.37	$47,925.52
200568	Waterworks Operator IV	OPS	011	$32,498.86	$51,956.77
600897	Welder	OPS	009	$27,682.47	$44,258.08
200490	Zoning Enforcement Specialist I	OPS	010	$29,980.37	$47,925.52
200491	Zoning Enforcement Specialist II	OPS	011	$32,498.86	$51,956.77
200492	Zoning Enforcement Specialist III	OPS	013	$38,292.74	$61,218.42
700998	Zookeeper	OPS	008	$25,584.25	$40,899.05

OPS PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
OPS	001	1	$7.27	$1,260.38	$15,124.53
OPS	001	2	$7.45	$1,291.92	$15,502.98
OPS	001	3	$7.64	$1,324.24	$15,890.84
OPS	001	4	$7.83	$1,357.34	$16,288.11
OPS	001	5	$8.03	$1,391.32	$16,695.84
OPS	001	6	$8.23	$1,426.08	$17,112.97
OPS	001	7	$8.43	$1,461.71	$17,540.56
OPS	001	8	$8.64	$1,498.22	$17,978.60
OPS	001	9	$8.86	$1,535.68	$18,428.15
OPS	001	10	$9.08	$1,574.10	$18,889.19
OPS	001	11	$9.31	$1,613.48	$19,361.73
OPS	001	12	$9.54	$1,653.82	$19,845.78
OPS	001	13	$9.78	$1,695.20	$20,342.37
OPS	001	14	$10.02	$1,737.54	$20,850.45
OPS	001	15	$10.28	$1,781.01	$21,372.13
OPS	001	16	$10.53	$1,825.53	$21,906.36
OPS	001	17	$10.80	$1,871.18	$22,454.18
OPS	001	18	$11.07	$1,917.97	$23,015.58
OPS	001	19	$11.34	$1,965.88	$23,590.58
OPS	001	20	$11.63	$2,015.02	$24,180.21
OPS	002	1	$7.82	$1,354.90	$16,258.84
OPS	002	2	$8.01	$1,388.79	$16,665.52
OPS	002	3	$8.21	$1,423.55	$17,082.65
OPS	002	4	$8.42	$1,459.19	$17,510.24
OPS	002	5	$8.63	$1,495.69	$17,948.29
OPS	002	6	$8.84	$1,533.07	$18,396.78
OPS	002	7	$9.07	$1,571.40	$18,856.78
OPS	002	8	$9.29	$1,610.69	$19,328.28
OPS	002	9	$9.52	$1,650.94	$19,811.28
OPS	002	10	$9.76	$1,692.24	$20,306.82
OPS	002	11	$10.01	$1,734.58	$20,814.91
OPS	002	12	$10.26	$1,777.96	$21,335.54
OPS	002	13	$10.51	$1,822.39	$21,868.72
OPS	002	14	$10.78	$1,867.96	$22,415.49
OPS	002	15	$11.05	$1,914.65	$22,975.85
OPS	002	16	$11.32	$1,962.48	$23,549.81
OPS	002	17	$11.61	$2,011.53	$24,138.40
OPS	002	18	$11.90	$2,061.80	$24,741.62
OPS	002	19	$12.19	$2,113.38	$25,360.53
OPS	002	20	$12.50	$2,166.17	$25,994.07

OPS PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
OPS	003	1	$8.41	$1,457.88	$17,494.56
OPS	003	2	$8.62	$1,494.30	$17,931.56
OPS	003	3	$8.84	$1,531.67	$18,380.06
OPS	003	4	$9.06	$1,570.00	$18,840.05
OPS	003	5	$9.28	$1,609.30	$19,311.55
OPS	003	6	$9.52	$1,649.55	$19,794.55
OPS	003	7	$9.75	$1,690.75	$20,289.05
OPS	003	8	$10.00	$1,733.01	$20,796.09
OPS	003	9	$10.25	$1,776.31	$21,315.68
OPS	003	10	$10.50	$1,820.74	$21,848.86
OPS	003	11	$10.77	$1,866.22	$22,394.58
OPS	003	12	$11.04	$1,912.91	$22,954.95
OPS	003	13	$11.31	$1,960.74	$23,528.90
OPS	003	14	$11.59	$2,009.79	$24,117.49
OPS	003	15	$11.88	$2,060.06	$24,720.71
OPS	003	16	$12.18	$2,111.55	$25,338.57
OPS	003	17	$12.49	$2,164.34	$25,972.11
OPS	003	18	$12.80	$2,218.45	$26,621.34
OPS	003	19	$13.12	$2,273.94	$27,287.29
OPS	003	20	$13.45	$2,330.83	$27,969.97
OPS	004	1	$9.06	$1,570.09	$18,841.10
OPS	004	2	$9.28	$1,609.38	$19,312.60
OPS	004	3	$9.52	$1,649.63	$19,795.60
OPS	004	4	$9.75	$1,690.84	$20,290.09
OPS	004	5	$10.00	$1,733.10	$20,797.14
OPS	004	6	$10.25	$1,776.39	$21,316.73
OPS	004	7	$10.50	$1,820.83	$21,849.91
OPS	004	8	$10.77	$1,866.39	$22,396.68
OPS	004	9	$11.04	$1,913.09	$22,957.04
OPS	004	10	$11.31	$1,960.92	$23,530.99
OPS	004	11	$11.60	$2,009.97	$24,119.58
OPS	004	12	$11.89	$2,060.23	$24,722.80
OPS	004	13	$12.18	$2,111.72	$25,340.66
OPS	004	14	$12.49	$2,164.52	$25,974.21
OPS	004	15	$12.80	$2,218.62	$26,623.43
OPS	004	16	$13.12	$2,274.12	$27,289.38
OPS	004	17	$13.45	$2,331.01	$27,972.06
OPS	004	18	$13.78	$2,389.29	$28,671.47
OPS	004	19	$14.13	$2,449.05	$29,388.64
OPS	004	20	$14.48	$2,510.30	$30,123.60

OPS PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
OPS	005	1	$9.76	$1,692.50	$20,309.96
OPS	005	2	$10.01	$1,734.84	$20,818.05
OPS	005	3	$10.26	$1,778.22	$21,338.68
OPS	005	4	$10.52	$1,822.66	$21,871.86
OPS	005	5	$10.78	$1,868.22	$22,418.63
OPS	005	6	$11.05	$1,914.92	$22,978.99
OPS	005	7	$11.32	$1,962.83	$23,553.99
OPS	005	8	$11.61	$2,011.88	$24,142.58
OPS	005	9	$11.90	$2,062.15	$24,745.80
OPS	005	10	$12.19	$2,113.73	$25,364.71
OPS	005	11	$12.50	$2,166.61	$25,999.30
OPS	005	12	$12.81	$2,220.80	$26,649.57
OPS	005	13	$13.13	$2,276.29	$27,315.52
OPS	005	14	$13.46	$2,333.18	$27,998.20
OPS	005	15	$13.80	$2,391.55	$28,698.65
OPS	005	16	$14.14	$2,451.32	$29,415.83
OPS	005	17	$14.50	$2,512.57	$30,150.78
OPS	005	18	$14.86	$2,575.38	$30,904.55
OPS	005	19	$15.23	$2,639.76	$31,677.14
OPS	005	20	$15.61	$2,705.80	$32,469.59
OPS	006	1	$10.54	$1,826.23	$21,914.72
OPS	006	2	$10.80	$1,871.88	$22,462.54
OPS	006	3	$11.07	$1,918.66	$23,023.95
OPS	006	4	$11.35	$1,966.67	$23,599.99
OPS	006	5	$11.63	$2,015.80	$24,189.62
OPS	006	6	$11.92	$2,066.16	$24,793.89
OPS	006	7	$12.22	$2,117.82	$25,413.84
OPS	006	8	$12.52	$2,170.79	$26,049.48
OPS	006	9	$12.84	$2,225.07	$26,700.79
OPS	006	10	$13.16	$2,280.74	$27,368.84
OPS	006	11	$13.49	$2,337.71	$28,052.56
OPS	006	12	$13.82	$2,396.17	$28,754.06
OPS	006	13	$14.17	$2,456.11	$29,473.33
OPS	006	14	$14.52	$2,517.53	$30,210.37
OPS	006	15	$14.89	$2,580.43	$30,965.18
OPS	006	16	$15.26	$2,644.90	$31,738.82
OPS	006	17	$15.64	$2,711.03	$32,532.31
OPS	006	18	$16.03	$2,778.81	$33,345.67
OPS	006	19	$16.43	$2,848.24	$34,178.90
OPS	006	20	$16.84	$2,919.42	$35,033.03

OPS PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
OPS	007	1	$11.38	$1,972.33	$23,667.94
OPS	007	2	$11.66	$2,021.64	$24,259.67
OPS	007	3	$11.95	$2,072.17	$24,866.03
OPS	007	4	$12.25	$2,124.01	$25,488.07
OPS	007	5	$12.56	$2,177.15	$26,125.80
OPS	007	6	$12.87	$2,231.60	$26,779.20
OPS	007	7	$13.20	$2,287.36	$27,448.29
OPS	007	8	$13.53	$2,344.51	$28,134.10
OPS	007	9	$13.86	$2,403.14	$28,837.69
OPS	007	10	$14.21	$2,463.25	$29,559.05
OPS	007	11	$14.57	$2,524.85	$30,298.19
OPS	007	12	$14.93	$2,588.01	$31,056.14
OPS	007	13	$15.30	$2,652.74	$31,832.91
OPS	007	14	$15.69	$2,719.04	$32,628.49
OPS	007	15	$16.08	$2,787.00	$33,443.95
OPS	007	16	$16.48	$2,856.69	$34,280.31
OPS	007	17	$16.89	$2,928.13	$35,137.57
OPS	007	18	$17.32	$3,001.31	$36,015.75
OPS	007	19	$17.75	$3,076.32	$36,915.88
OPS	007	20	$18.19	$3,153.25	$37,839.02
OPS	008	1	$12.30	$2,132.02	$25,584.25
OPS	008	2	$12.61	$2,185.34	$26,224.07
OPS	008	3	$12.92	$2,239.96	$26,879.56
OPS	008	4	$13.25	$2,295.98	$27,551.79
OPS	008	5	$13.58	$2,353.40	$28,240.74
OPS	008	6	$13.92	$2,412.20	$28,946.42
OPS	008	7	$14.26	$2,472.49	$29,669.87
OPS	008	8	$14.62	$2,534.35	$30,412.14
OPS	008	9	$14.99	$2,597.68	$31,172.18
OPS	008	10	$15.36	$2,662.59	$31,951.04
OPS	008	11	$15.75	$2,729.15	$32,749.77
OPS	008	12	$16.14	$2,797.36	$33,568.35
OPS	008	13	$16.54	$2,867.32	$34,407.85
OPS	008	14	$16.96	$2,939.02	$35,268.26
OPS	008	15	$17.38	$3,012.46	$36,149.57
OPS	008	16	$17.81	$3,087.74	$37,052.84
OPS	008	17	$18.26	$3,164.93	$37,979.11
OPS	008	18	$18.72	$3,244.03	$38,928.38
OPS	008	19	$19.18	$3,325.14	$39,901.69
OPS	008	20	$19.66	$3,408.25	$40,899.05

OPS PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
OPS	009	1	$13.31	$2,306.87	$27,682.47
OPS	009	2	$13.64	$2,364.55	$28,374.56
OPS	009	3	$13.98	$2,423.70	$29,084.42
OPS	009	4	$14.33	$2,484.34	$29,812.05
OPS	009	5	$14.69	$2,546.46	$30,557.46
OPS	009	6	$15.06	$2,610.14	$31,321.68
OPS	009	7	$15.43	$2,675.39	$32,104.72
OPS	009	8	$15.82	$2,742.30	$32,907.63
OPS	009	9	$16.22	$2,810.87	$33,730.40
OPS	009	10	$16.62	$2,881.17	$34,574.08
OPS	009	11	$17.04	$2,953.22	$35,438.66
OPS	009	12	$17.46	$3,027.01	$36,324.16
OPS	009	13	$17.90	$3,102.72	$37,232.66
OPS	009	14	$18.35	$3,180.26	$38,163.11
OPS	009	15	$18.81	$3,259.80	$39,117.60
OPS	009	16	$19.28	$3,341.26	$40,095.10
OPS	009	17	$19.76	$3,424.81	$41,097.68
OPS	009	18	$20.25	$3,510.45	$42,125.36
OPS	009	19	$20.76	$3,598.18	$43,178.13
OPS	009	20	$21.28	$3,688.17	$44,258.08
OPS	010	1	$14.41	$2,498.36	$29,980.37
OPS	010	2	$14.77	$2,560.83	$30,729.96
OPS	010	3	$15.14	$2,624.86	$31,498.36
OPS	010	4	$15.52	$2,690.47	$32,285.59
OPS	010	5	$15.91	$2,757.72	$33,092.67
OPS	010	6	$16.31	$2,826.64	$33,919.63
OPS	010	7	$16.72	$2,897.29	$34,767.49
OPS	010	8	$17.13	$2,969.69	$35,636.25
OPS	010	9	$17.56	$3,043.92	$36,526.98
OPS	010	10	$18.00	$3,119.97	$37,439.66
OPS	010	11	$18.45	$3,197.94	$38,375.33
OPS	010	12	$18.91	$3,277.92	$39,335.06
OPS	010	13	$19.38	$3,359.90	$40,318.82
OPS	010	14	$19.87	$3,443.89	$41,326.64
OPS	010	15	$20.37	$3,529.96	$42,359.54
OPS	010	16	$20.87	$3,618.22	$43,418.58
OPS	010	17	$21.40	$3,708.65	$44,503.76
OPS	010	18	$21.93	$3,801.34	$45,616.12
OPS	010	19	$22.48	$3,896.39	$46,756.71
OPS	010	20	$23.04	$3,993.79	$47,925.52

OPS PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
OPS	011	1	$15.62	$2,708.24	$32,498.86
OPS	011	2	$16.01	$2,775.93	$33,311.17
OPS	011	3	$16.42	$2,845.37	$34,144.40
OPS	011	4	$16.83	$2,916.54	$34,998.53
OPS	011	5	$17.25	$2,989.46	$35,873.57
OPS	011	6	$17.68	$3,064.21	$36,770.57
OPS	011	7	$18.12	$3,140.79	$37,689.52
OPS	011	8	$18.57	$3,219.29	$38,631.47
OPS	011	9	$19.04	$3,299.79	$39,597.46
OPS	011	10	$19.51	$3,382.29	$40,587.51
OPS	011	11	$20.00	$3,466.89	$41,602.64
OPS	011	12	$20.50	$3,553.57	$42,642.86
OPS	011	13	$21.01	$3,642.44	$43,709.22
OPS	011	14	$21.54	$3,733.48	$44,801.71
OPS	011	15	$22.08	$3,826.78	$45,921.39
OPS	011	16	$22.63	$3,922.44	$47,069.30
OPS	011	17	$23.20	$4,020.54	$48,246.47
OPS	011	18	$23.78	$4,121.08	$49,452.92
OPS	011	19	$24.37	$4,224.14	$50,689.69
OPS	011	20	$24.98	$4,329.73	$51,956.77
OPS	012	1	$16.95	$2,938.41	$35,260.94
OPS	012	2	$17.38	$3,011.85	$36,142.25
OPS	012	3	$17.81	$3,087.13	$37,045.52
OPS	012	4	$18.26	$3,164.32	$37,971.79
OPS	012	5	$18.71	$3,243.42	$38,921.06
OPS	012	6	$19.18	$3,324.53	$39,894.37
OPS	012	7	$19.66	$3,407.64	$40,891.73
OPS	012	8	$20.15	$3,492.85	$41,914.18
OPS	012	9	$20.65	$3,580.14	$42,961.72
OPS	012	10	$21.17	$3,669.62	$44,035.40
OPS	012	11	$21.70	$3,761.36	$45,136.26
OPS	012	12	$22.24	$3,855.36	$46,264.30
OPS	012	13	$22.80	$3,951.71	$47,420.57
OPS	012	14	$23.37	$4,050.51	$48,606.11
OPS	012	15	$23.95	$4,151.74	$49,820.92
OPS	012	16	$24.55	$4,255.50	$51,066.05
OPS	012	17	$25.16	$4,361.88	$52,342.55
OPS	012	18	$25.79	$4,470.95	$53,651.45
OPS	012	19	$26.44	$4,582.73	$54,992.76
OPS	012	20	$27.10	$4,697.29	$56,367.53

OPS PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
OPS	013	1	$18.41	$3,191.06	$38,292.74
OPS	013	2	$18.87	$3,270.86	$39,250.37
OPS	013	3	$19.34	$3,352.67	$40,232.05
OPS	013	4	$19.83	$3,436.48	$41,237.78
OPS	013	5	$20.32	$3,522.38	$42,268.59
OPS	013	6	$20.83	$3,610.46	$43,325.54
OPS	013	7	$21.35	$3,700.72	$44,408.63
OPS	013	8	$21.88	$3,793.24	$45,518.89
OPS	013	9	$22.43	$3,888.12	$46,657.39
OPS	013	10	$22.99	$3,985.34	$47,824.11
OPS	013	11	$23.57	$4,085.01	$49,020.11
OPS	013	12	$24.16	$4,187.11	$50,245.37
OPS	013	13	$24.76	$4,291.83	$51,502.00
OPS	013	14	$25.38	$4,399.17	$52,790.00
OPS	013	15	$26.01	$4,509.11	$54,109.36
OPS	013	16	$26.66	$4,621.85	$55,462.17
OPS	013	17	$27.33	$4,737.37	$56,848.43
OPS	013	18	$28.01	$4,855.77	$58,269.20
OPS	013	19	$28.71	$4,977.13	$59,725.51
OPS	013	20	$29.43	$5,101.54	$61,218.42
OPS	014	1	$20.01	$3,468.72	$41,624.59
OPS	014	2	$20.51	$3,555.40	$42,664.81
OPS	014	3	$21.02	$3,644.26	$43,731.17
OPS	014	4	$21.55	$3,735.39	$44,824.71
OPS	014	5	$22.09	$3,828.79	$45,945.44
OPS	014	6	$22.64	$3,924.53	$47,094.39
OPS	014	7	$23.21	$4,022.63	$48,271.56
OPS	014	8	$23.79	$4,123.17	$49,478.01
OPS	014	9	$24.38	$4,226.23	$50,714.78
OPS	014	10	$24.99	$4,331.91	$51,982.91
OPS	014	11	$25.62	$4,440.20	$53,282.40
OPS	014	12	$26.26	$4,551.19	$54,614.31
OPS	014	13	$26.91	$4,664.97	$55,979.67
OPS	014	14	$27.59	$4,781.63	$57,379.52
OPS	014	15	$28.28	$4,901.16	$58,813.88
OPS	014	16	$28.98	$5,023.65	$60,283.78
OPS	014	17	$29.71	$5,149.28	$61,791.32
OPS	014	18	$30.45	$5,278.04	$63,336.50
OPS	014	19	$31.21	$5,410.03	$64,920.35
OPS	014	20	$31.99	$5,545.24	$66,542.89

OPS PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
OPS	015	1	$21.77	$3,773.90	$45,286.80
OPS	015	2	$22.32	$3,868.25	$46,419.03
OPS	015	3	$22.87	$3,964.96	$47,579.47
OPS	015	4	$23.45	$4,064.10	$48,769.20
OPS	015	5	$24.03	$4,165.68	$49,988.19
OPS	015	6	$24.63	$4,269.79	$51,237.50
OPS	015	7	$25.25	$4,376.52	$52,518.18
OPS	015	8	$25.88	$4,485.94	$53,831.27
OPS	015	9	$26.53	$4,598.06	$55,176.76
OPS	015	10	$27.19	$4,712.98	$56,555.71
OPS	015	11	$27.87	$4,830.76	$57,969.16
OPS	015	12	$28.57	$4,951.51	$59,418.15
OPS	015	13	$29.28	$5,075.31	$60,903.74
OPS	015	14	$30.01	$5,202.16	$62,425.91
OPS	015	15	$30.76	$5,332.23	$63,986.77
OPS	015	16	$31.53	$5,465.53	$65,586.31
OPS	015	17	$32.32	$5,602.13	$67,225.57
OPS	015	18	$33.13	$5,742.22	$68,906.65
OPS	015	19	$33.96	$5,885.80	$70,629.56
OPS	015	20	$34.81	$6,032.94	$72,395.32

MAP PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
100153	Accountant III	MAP	006	$35,519.16	$56,782.57
100154	Accountant IV	MAP	009	$42,758.91	$68,358.84
100186	Accounting Manager	MAP	012	$51,827.14	$82,851.91
800515	Accounting Supervisor	MAP	009	$42,758.91	$68,358.84
100197	Administrative Analyst	MAP	008	$40,165.14	$64,207.36
500706	Administrative Assistant II	MAP	003	$29,705.42	$47,486.43
700978	Animal Services Supervisor	MAP	010	$45,555.48	$72,826.05
900005	Architect I	MAP	007	$37,756.43	$60,361.15
100174	Architect II	MAP	011	$48,571.61	$77,649.75
100175	Architect III	MAP	012	$51,827.14	$82,851.91
100177	Archivist	MAP	006	$35,519.16	$56,782.57
100415	Assistant City Auditor I	MAP	004	$31,504.64	$50,365.60
100416	Assistant City Auditor II	MAP	007	$37,756.43	$60,361.15
000088	Assistant City Engineer	MAP	014	$59,139.02	$94,543.18
000034	Assistant City Surveyor	MAP	011	$48,571.61	$77,649.75
000804	Assistant Facilities Maintenance Manager	MAP	012	$51,827.14	$82,851.91
000020	Assistant Fleet Maintenance Manager	MAP	011	$48,571.61	$77,649.75
000027	Assistant Streets Engineer	MAP	011	$48,571.61	$77,649.75
000023	Assistant Superintendent of Cemeteries	MAP	011	$48,571.61	$77,649.75
000024	Assistant Superintendent of Parks/Forestry	MAP	011	$48,571.61	$77,649.75
000029	Assistant Superintendent of Utility Division	MAP	012	$51,827.14	$82,851.91
000026	Assistant Superintendent of Waste Management	MAP	012	$51,827.14	$82,851.91
100200	Auditor I	MAP	007	$37,756.43	$60,361.15
100201	Auditor II	MAP	009	$42,758.91	$68,358.84
100202	Auditor Supervisor	MAP	010	$45,555.48	$72,826.05
600813	Automotive Maintenance Operations Manager	MAP	007	$37,756.43	$60,361.15
600815	Automotive Parts Operations Manager	MAP	007	$37,756.43	$60,361.15
100159	Box Office Manager	MAP	008	$40,165.14	$64,207.36
100205	Box Office Supervisor	MAP	003	$29,705.42	$47,486.43
100323	Business Manager	MAP	008	$40,165.14	$64,207.36
800512	Business Research Analyst	MAP	008	$40,165.14	$64,207.36
100169	Cash & Investments Analyst	MAP	008	$40,165.14	$64,207.36
800702	Chief of Construction Inspections	MAP	012	$51,827.14	$82,851.91

MAP PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
800701	Chief of Construction Operations	MAP	012	$51,827.14	$82,851.91
100278	Chief Deputy City Clerk	MAP	008	$40,165.14	$64,207.36
200421	Chief Deputy Real Estate Assessor	MAP	012	$51,827.14	$82,851.91
100222	Chief Deputy I COR	MAP	009	$42,758.91	$68,358.84
100223	Chief Deputy II COR	MAP	010	$45,555.48	$72,826.05
600830	Chief Operating Engineer HVAC	MAP	010	$45,555.48	$72,826.05
100234	Chief Training Officer-CES	MAP	007	$37,756.43	$60,361.15
100242	Child Facility Administrator I	MAP	007	$37,756.43	$60,361.15
100243	Child Facility Administrator II	MAP	009	$42,758.91	$68,358.84
700910	City Forester	MAP	010	$45,555.48	$72,826.05
100311	City Historian	MAP	007	$37,756.43	$60,361.15
100248	City Planner I	MAP	006	$35,519.16	$56,782.57
100249	City Planner II	MAP	008	$40,165.14	$64,207.36
100379	City Safety Officer	MAP	009	$42,758.91	$68,358.84
100162	City Wellness Coordinator	MAP	008	$40,165.14	$64,207.36
100255	Civil Engineer I	MAP	007	$37,756.43	$60,361.15
100256	Civil Engineer II	MAP	010	$45,555.48	$72,826.05
100257	Civil Engineer III	MAP	011	$48,571.61	$77,649.75
100258	Civil Engineer IV	MAP	012	$51,827.14	$82,851.91
100259	Civil Engineer V	MAP	013	$55,341.94	$88,471.21
200428	Claims Adjuster II	MAP	008	$40,165.14	$64,207.36
200485	Codes Enforcement Team Leader	MAP	008	$40,165.14	$64,207.36
800046	Codes Records & Research Manager	MAP	010	$45,555.48	$72,826.05
100262	Collection Coordinator	MAP	005	$33,438.72	$53,458.04
000116	Community Assessment Team Coordinator	MAP	006	$35,519.16	$56,782.57
200463	Construction Inspector III	MAP	007	$37,756.43	$60,361.15
000805	Contract Administrator	MAP	010	$45,555.48	$72,826.05
100370	Contract Monitoring Specialist	MAP	005	$33,438.72	$53,458.04
100272	Curator	MAP	007	$37,756.43	$60,361.15
100417	Deputy City Auditor	MAP	010	$45,555.48	$72,826.05
100425	Deputy City Clerk/Administrative Analyst I	MAP	008	$40,165.14	$64,207.36
100420	Deputy City Clerk/Executive Assistant I	MAP	005	$33,438.72	$53,458.04
000055	Deputy City Clerk/Media Relation Manager	MAP	008	$40,165.14	$64,207.36
000092	Deputy Code Official	MAP	011	$48,571.61	$77,649.75

MAP PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
000058	Deputy Emergency Services Coordinator	MAP	012	$51,827.14	$82,851.91
100203	Deputy Registrar/Elections Administrator	MAP	006	$35,519.16	$56,782.57
800049	Detention Center Assistant Superintendent	MAP	009	$42,758.91	$68,358.84
800048	Detention Center Supervisor	MAP	007	$37,756.43	$60,361.15
100244	Detention Center Superintendent	MAP	011	$48,571.61	$77,649.75
100295	Disability Case Manager	MAP	007	$37,756.43	$60,361.15
100449	Economic Forecast Specialist	MAP	010	$45,555.48	$72,826.05
100245	Education Manager	MAP	009	$42,758.91	$68,358.84
200540	Eligibility Supervisor	MAP	007	$37,756.43	$60,361.15
100315	Employee Benefits Manager	MAP	011	$48,571.61	$77,649.75
100266	Energy Conservation Coordinator	MAP	010	$45,555.48	$72,826.05
100297	Enterprise Controller	MAP	012	$51,827.14	$82,851.91
100299	Environmental Engineer	MAP	009	$42,758.91	$68,358.84
800402	Event Coordinator	MAP	007	$37,756.43	$60,361.15
000082	Event Manager	MAP	009	$42,758.91	$68,358.84
800521	Facilities Manager	MAP	008	$40,165.14	$64,207.36
000047	Financial Operations Manager	MAP	011	$48,571.61	$77,649.75
000090	Fiscal Manager I	MAP	008	$40,165.14	$64,207.36
800504	Fiscal Manager II	MAP	010	$45,555.48	$72,826.05
100371	Fiscal Monitoring Specialist I	MAP	006	$35,519.16	$56,782.57
100372	Fiscal Monitoring Specialist II	MAP	008	$40,165.14	$64,207.36
600819	Fleet Coordinator	MAP	006	$35,519.16	$56,782.57
700930	Forestry Supervisor	MAP	008	$40,165.14	$64,207.36
200542	Fraud Supervisor	MAP	007	$37,756.43	$60,361.15
700988	General Utility Maintenance Supervisor	MAP	008	$40,165.14	$64,207.36
100423	GIS Technician II	MAP	006	$35,519.16	$56,782.57
200419	Grant & Development Coordinator	MAP	009	$42,758.91	$68,358.84
100450	Grants Management Assistant	MAP	007	$37,756.43	$60,361.15
100451	Grants Management Administrator	MAP	009	$42,758.91	$68,358.84
100164	Health & Fitness Facilitator	MAP	004	$31,504.64	$50,365.60
700937	Horticulturist	MAP	007	$37,756.43	$60,361.15
100309	Human Resources Coordinator	MAP	009	$42,758.91	$68,358.84
100307	Human Resources Team Leader	MAP	010	$45,555.48	$72,826.05
100385	Information Management Supervisor	MAP	008	$40,165.14	$64,207.36
100318	Legal Administrator	MAP	011	$48,571.61	$77,649.75

MAP PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
400655	Legal Executive Coordinator	MAP	009	$42,758.91	$68,358.84
100320	Librarian I	MAP	005	$33,438.72	$53,458.04
100321	Librarian II	MAP	008	$40,165.14	$64,207.36
100322	Librarian III	MAP	009	$42,758.91	$68,358.84
600846	Maintenance Shop Manager	MAP	008	$40,165.14	$64,207.36
700946	Maintenance Supervisor I	MAP	005	$33,438.72	$53,458.04
700947	Maintenance Supervisor II	MAP	007	$37,756.43	$60,361.15
100171	Management Analyst I	MAP	006	$35,519.16	$56,782.57
100172	Management Analyst II	MAP	008	$40,165.14	$64,207.36
100173	Management Analyst III	MAP	009	$42,758.91	$68,358.84
800047	Manager of Legislative Research & Administration	MAP	009	$42,758.91	$68,358.84
000297	Manager of Neighborhoods	MAP	011	$48,571.61	$77,649.75
700955	Manager of Operations & Engineering	MAP	010	$45,555.48	$72,826.05
100247	Manager of Visitor Marketing	MAP	010	$45,555.48	$72,826.05
100265	Manager of Visitor Services	MAP	007	$37,756.43	$60,361.15
800518	Maritime Operations Manager	MAP	010	$45,555.48	$72,826.05
600849	Materials Manager	MAP	011	$48,571.61	$77,649.75
100343	Media & Promotions Manager	MAP	008	$40,165.14	$64,207.36
100251	Municipal Debt Administrator	MAP	012	$51,827.14	$82,851.91
500755	Office Manager	MAP	003	$29,705.42	$47,486.43
000113	Operations Manager	MAP	010	$45,555.48	$72,826.05
800537	Organizational Development Specialist	MAP	008	$40,165.14	$64,207.36
000107	Parking Administrator	MAP	009	$42,758.91	$68,358.84
100340	Parking Manager	MAP	007	$37,756.43	$60,361.15
100387	Parking Supervisor	MAP	002	$28,029.56	$44,807.99
100155	Payroll Accountant	MAP	006	$35,519.16	$56,782.57
800042	Payroll Specialist	MAP	006	$35,519.16	$56,782.57
100157	Payroll Team Leader	MAP	009	$42,758.91	$68,358.84
800349	Personnel Analyst	MAP	007	$37,756.43	$60,361.15
800347	Personnel Specialist	MAP	005	$33,438.72	$53,458.04
100170	Police Program Policy Spec	MAP	006	$35,519.16	$56,782.57
100305	Police Records & ID Section Supervisor	MAP	007	$37,756.43	$60,361.15
100317	Police Training and Development Manager	MAP	007	$37,756.43	$60,361.15
100351	Program Administrator	MAP	008	$40,165.14	$64,207.36
800523	Program Supervisor	MAP	008	$40,165.14	$64,207.36
800570	Programs Manager	MAP	011	$48,571.61	$77,649.75
100268	Project Coordinator	MAP	008	$40,165.14	$64,207.36

MAP PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
100375	Public Information Specialist I	MAP	004	$31,504.64	$50,365.60
100376	Public Information Specialist II	MAP	006	$35,519.16	$56,782.57
100410	Public Relations Specialist	MAP	007	$37,756.43	$60,361.15
100269	Public Services Coordinator I	MAP	006	$35,519.16	$56,782.57
100453	Quality & Finance Analyst	MAP	008	$40,165.14	$64,207.36
100176	Real Estate Analyst	MAP	006	$35,519.16	$56,782.57
200434	Real Estate Appraisal Team Leader	MAP	009	$42,758.91	$68,358.84
800517	Real Estate Coordinator	MAP	007	$37,756.43	$60,361.15
100341	Records Administrator	MAP	008	$40,165.14	$64,207.36
100355	Recreation Supervisor	MAP	005	$33,438.72	$53,458.04
800522	Recycling Coordinator	MAP	010	$45,555.48	$72,826.05
100358	Registered Nurse	MAP	005	$33,438.72	$53,458.04
100360	Reservoir Manager	MAP	005	$33,438.72	$53,458.04
900004	Right of Way Permit Supervisor	MAP	009	$42,758.91	$68,358.84
800514	Right of Way Program Manager	MAP	010	$45,555.48	$72,826.05
000112	Risk Manager	MAP	011	$48,571.61	$77,649.75
100217	Sales Representative	MAP	006	$35,519.16	$56,782.57
600877	Security Manager	MAP	008	$40,165.14	$64,207.36
100253	Senior Exhibits Manager/Designer	MAP	008	$40,165.14	$64,207.36
800550	Senior Network Analyst	MAP	009	$42,758.91	$68,358.84
100452	Senior Quality & Finance Analyst	MAP	009	$42,758.91	$68,358.84
100356	Senior Recreation Supervisor I	MAP	006	$35,519.16	$56,782.57
100357	Senior Recreation Supervisor II	MAP	008	$40,165.14	$64,207.36
100392	Senior Traffic Engineer	MAP	010	$45,555.48	$72,826.05
100391	Senior Transportation Engineer	MAP	010	$45,555.48	$72,826.05
100398	Senior Water Chemist	MAP	007	$37,756.43	$60,361.15
100364	Social Work Supervisor I	MAP	009	$42,758.91	$68,358.84
200404	Social Worker III	MAP	007	$37,756.43	$60,361.15
800401	Stage Production Manager	MAP	007	$37,756.43	$60,361.15
800513	Storm Water Assistant Superintendent	MAP	009	$42,758.91	$68,358.84
000031	Storm Water Operations Manager	MAP	011	$48,571.61	$77,649.75
600890	Supervising Operating Engineer, HVAC	MAP	007	$37,756.43	$60,361.15
000136	Superintendent of Traffic Operations	MAP	011	$48,571.61	$77,649.75
100346	Systems Manager	MAP	009	$42,758.91	$68,358.84
100389	Traffic Engineering Assistant	MAP	009	$42,758.91	$68,358.84

MAP PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
700980	Traffic Maintenance Supervisor	MAP	006	$35,519.16	$56,782.57
600842	Traffic Signal Technician V	MAP	007	$37,756.43	$60,361.15
000139	Utility Customer Service Manager	MAP	010	$45,555.48	$72,826.05
100394	Utility Planner	MAP	006	$35,519.16	$56,782.57
100395	Utility Supervisor Accountant	MAP	009	$42,758.91	$68,358.84
100246	Visitor Services Specialist	MAP	004	$31,504.64	$50,365.60
800520	Volunteer Services Coordinator	MAP	006	$35,519.16	$56,782.57
800500	Wage & Salary Team Leader	MAP	006	$35,519.16	$56,782.57
100397	Water Chemist	MAP	005	$33,438.72	$53,458.04
200543	Water Treatment Supervisor	MAP	011	$48,571.61	$77,649.75
800519	Webmaster	MAP	006	$35,519.16	$56,782.57
100386	Youth Development Manager	MAP	010	$45,555.48	$72,826.05
000096	Youth Services Superintendent	MAP	013	$55,341.94	$88,471.21
200459	Zoning Enforcement Coordinator	MAP	009	$42,758.91	$68,358.84

MAP PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
MAP	001	1	$12.72	$2,205.64	$26,467.66
MAP	001	2	$13.04	$2,260.79	$27,129.43
MAP	001	3	$13.37	$2,317.33	$27,807.92
MAP	001	4	$13.70	$2,375.26	$28,503.15
MAP	001	5	$14.05	$2,434.68	$29,216.15
MAP	001	6	$14.40	$2,495.58	$29,946.92
MAP	001	7	$14.76	$2,557.96	$30,695.46
MAP	001	8	$15.13	$2,621.90	$31,462.82
MAP	001	9	$15.50	$2,687.42	$32,249.00
MAP	001	10	$15.89	$2,754.59	$33,055.04
MAP	001	11	$16.29	$2,823.41	$33,880.94
MAP	001	12	$16.70	$2,893.98	$34,727.76
MAP	001	13	$17.11	$2,966.29	$35,595.48
MAP	001	14	$17.54	$3,040.43	$36,485.16
MAP	001	15	$17.98	$3,116.40	$37,396.79
MAP	001	16	$18.43	$3,194.29	$38,331.42
MAP	001	17	$18.89	$3,274.18	$39,290.10
MAP	001	18	$19.36	$3,356.07	$40,272.82
MAP	001	19	$19.85	$3,439.97	$41,279.59
MAP	001	20	$20.34	$3,525.95	$42,311.45
MAP	002	1	$13.48	$2,335.80	$28,029.56
MAP	002	2	$13.81	$2,394.17	$28,730.01
MAP	002	3	$14.16	$2,454.02	$29,448.24
MAP	002	4	$14.51	$2,515.35	$30,184.23
MAP	002	5	$14.87	$2,578.25	$30,939.05
MAP	002	6	$15.25	$2,642.72	$31,712.68
MAP	002	7	$15.63	$2,708.76	$32,505.13
MAP	002	8	$16.02	$2,776.45	$33,317.45
MAP	002	9	$16.42	$2,845.89	$34,150.67
MAP	002	10	$16.83	$2,917.07	$35,004.80
MAP	002	11	$17.25	$2,989.99	$35,879.84
MAP	002	12	$17.68	$3,064.74	$36,776.84
MAP	002	13	$18.12	$3,141.32	$37,695.79
MAP	002	14	$18.58	$3,219.81	$38,637.74
MAP	002	15	$19.04	$3,300.31	$39,603.74
MAP	002	16	$19.52	$3,382.82	$40,593.78
MAP	002	17	$20.00	$3,467.41	$41,608.91
MAP	002	18	$20.50	$3,554.09	$42,649.13
MAP	002	19	$21.02	$3,642.96	$43,715.49
MAP	002	20	$21.54	$3,734.00	$44,807.99

MAP PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
MAP	003	1	$14.28	$2,475.45	$29,705.42
MAP	003	2	$14.64	$2,537.31	$30,447.69
MAP	003	3	$15.00	$2,600.73	$31,208.77
MAP	003	4	$15.38	$2,665.72	$31,988.68
MAP	003	5	$15.76	$2,732.37	$32,788.45
MAP	003	6	$16.16	$2,800.67	$33,608.08
MAP	003	7	$16.56	$2,870.72	$34,448.62
MAP	003	8	$16.98	$2,942.51	$35,310.07
MAP	003	9	$17.40	$3,016.04	$36,192.43
MAP	003	10	$17.83	$3,091.40	$37,096.75
MAP	003	11	$18.28	$3,168.67	$38,024.06
MAP	003	12	$18.74	$3,247.87	$38,974.38
MAP	003	13	$19.21	$3,329.06	$39,948.74
MAP	003	14	$19.69	$3,412.26	$40,947.14
MAP	003	15	$20.18	$3,497.55	$41,970.64
MAP	003	16	$20.68	$3,585.02	$43,020.27
MAP	003	17	$21.20	$3,674.67	$44,096.04
MAP	003	18	$21.73	$3,766.50	$45,197.94
MAP	003	19	$22.27	$3,860.67	$46,328.07
MAP	003	20	$22.83	$3,957.20	$47,486.43
MAP	004	1	$15.15	$2,625.39	$31,504.64
MAP	004	2	$15.52	$2,690.99	$32,291.86
MAP	004	3	$15.91	$2,758.25	$33,098.95
MAP	004	4	$16.31	$2,827.25	$33,926.94
MAP	004	5	$16.72	$2,897.90	$34,774.80
MAP	004	6	$17.14	$2,970.39	$35,644.62
MAP	004	7	$17.57	$3,044.61	$36,535.34
MAP	004	8	$18.00	$3,120.76	$37,449.06
MAP	004	9	$18.45	$3,198.82	$38,385.79
MAP	004	10	$18.92	$3,278.79	$39,345.51
MAP	004	11	$19.39	$3,360.77	$40,329.28
MAP	004	12	$19.87	$3,444.76	$41,337.09
MAP	004	13	$20.37	$3,530.92	$42,371.04
MAP	004	14	$20.88	$3,619.17	$43,430.08
MAP	004	15	$21.40	$3,709.69	$44,516.31
MAP	004	16	$21.94	$3,802.48	$45,629.71
MAP	004	17	$22.49	$3,897.53	$46,770.30
MAP	004	18	$23.05	$3,994.93	$47,939.11
MAP	004	19	$23.62	$4,094.77	$49,137.20
MAP	004	20	$24.21	$4,197.13	$50,365.60

MAP PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
MAP	005	1	$16.08	$2,786.56	$33,438.72
MAP	005	2	$16.48	$2,856.26	$34,275.08
MAP	005	3	$16.89	$2,927.70	$35,132.35
MAP	005	4	$17.31	$3,000.88	$36,010.53
MAP	005	5	$17.75	$3,075.89	$36,910.66
MAP	005	6	$18.19	$3,152.82	$37,833.79
MAP	005	7	$18.64	$3,231.66	$38,779.92
MAP	005	8	$19.11	$3,312.42	$39,749.05
MAP	005	9	$19.59	$3,395.27	$40,743.28
MAP	005	10	$20.08	$3,480.13	$41,761.55
MAP	005	11	$20.58	$3,567.16	$42,805.95
MAP	005	12	$21.09	$3,656.37	$43,876.49
MAP	005	13	$21.62	$3,747.76	$44,973.17
MAP	005	14	$22.16	$3,841.42	$46,097.03
MAP	005	15	$22.72	$3,937.43	$47,249.11
MAP	005	16	$23.28	$4,035.87	$48,430.47
MAP	005	17	$23.87	$4,136.76	$49,641.10
MAP	005	18	$24.46	$4,240.17	$50,882.05
MAP	005	19	$25.07	$4,346.20	$52,154.36
MAP	005	20	$25.70	$4,454.84	$53,458.04
MAP	006	1	$17.08	$2,959.93	$35,519.16
MAP	006	2	$17.50	$3,033.90	$36,406.75
MAP	006	3	$17.94	$3,109.78	$37,317.34
MAP	006	4	$18.39	$3,187.49	$38,249.88
MAP	006	5	$18.85	$3,267.21	$39,206.47
MAP	006	6	$19.32	$3,348.93	$40,187.10
MAP	006	7	$19.80	$3,432.65	$41,191.78
MAP	006	8	$20.30	$3,518.46	$42,221.54
MAP	006	9	$20.81	$3,606.45	$43,277.45
MAP	006	10	$21.33	$3,696.62	$44,359.49
MAP	006	11	$21.86	$3,789.06	$45,468.71
MAP	006	12	$22.41	$3,883.76	$46,605.12
MAP	006	13	$22.97	$3,980.81	$47,769.75
MAP	006	14	$23.54	$4,080.30	$48,963.65
MAP	006	15	$24.13	$4,182.32	$50,187.87
MAP	006	16	$24.73	$4,286.87	$51,442.41
MAP	006	17	$25.35	$4,394.03	$52,728.32
MAP	006	18	$25.98	$4,503.89	$54,046.63
MAP	006	19	$26.63	$4,616.45	$55,397.35
MAP	006	20	$27.30	$4,731.88	$56,782.57

MAP PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
MAP	007	1	$18.15	$3,146.37	$37,756.43
MAP	007	2	$18.61	$3,225.04	$38,700.47
MAP	007	3	$19.07	$3,305.63	$39,667.51
MAP	007	4	$19.55	$3,388.30	$40,659.64
MAP	007	5	$20.04	$3,472.99	$41,675.82
MAP	007	6	$20.54	$3,559.84	$42,718.13
MAP	007	7	$21.05	$3,648.88	$43,786.58
MAP	007	8	$21.58	$3,740.10	$44,881.17
MAP	007	9	$22.12	$3,833.58	$46,002.94
MAP	007	10	$22.67	$3,929.41	$47,152.93
MAP	007	11	$23.24	$4,027.68	$48,332.20
MAP	007	12	$23.82	$4,128.40	$49,540.74
MAP	007	13	$24.41	$4,231.63	$50,779.60
MAP	007	14	$25.02	$4,337.40	$52,048.77
MAP	007	15	$25.65	$4,445.86	$53,350.36
MAP	007	16	$26.29	$4,557.03	$54,684.35
MAP	007	17	$26.95	$4,670.98	$56,051.80
MAP	007	18	$27.62	$4,787.73	$57,452.70
MAP	007	19	$28.31	$4,907.43	$58,889.15
MAP	007	20	$29.02	$5,030.10	$60,361.15
MAP	008	1	$19.31	$3,347.10	$40,165.14
MAP	008	2	$19.79	$3,430.73	$41,168.78
MAP	008	3	$20.29	$3,516.46	$42,197.50
MAP	008	4	$20.79	$3,604.36	$43,252.36
MAP	008	5	$21.31	$3,694.45	$44,333.35
MAP	008	6	$21.85	$3,786.79	$45,441.53
MAP	008	7	$22.39	$3,881.49	$46,577.93
MAP	008	8	$22.95	$3,978.55	$47,742.57
MAP	008	9	$23.53	$4,078.04	$48,936.47
MAP	008	10	$24.12	$4,179.97	$50,159.65
MAP	008	11	$24.72	$4,284.43	$51,413.14
MAP	008	12	$25.34	$4,391.50	$52,698.00
MAP	008	13	$25.97	$4,501.27	$54,015.27
MAP	008	14	$26.62	$4,613.83	$55,365.99
MAP	008	15	$27.28	$4,729.18	$56,750.16
MAP	008	16	$27.97	$4,847.40	$58,168.84
MAP	008	17	$28.66	$4,968.59	$59,623.06
MAP	008	18	$29.38	$5,092.82	$61,113.87
MAP	008	19	$30.12	$5,220.11	$62,641.27
MAP	008	20	$30.87	$5,350.61	$64,207.36

MAP PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
MAP	009	1	$20.56	$3,563.24	$42,758.91
MAP	009	2	$21.07	$3,652.37	$43,828.40
MAP	009	3	$21.60	$3,743.67	$44,924.03
MAP	009	4	$22.14	$3,837.24	$46,046.85
MAP	009	5	$22.69	$3,933.16	$47,197.89
MAP	009	6	$23.26	$4,031.52	$48,378.20
MAP	009	7	$23.84	$4,132.32	$49,587.78
MAP	009	8	$24.44	$4,235.64	$50,827.69
MAP	009	9	$25.05	$4,341.49	$52,097.91
MAP	009	10	$25.67	$4,450.05	$53,400.54
MAP	009	11	$26.32	$4,561.30	$54,735.58
MAP	009	12	$26.97	$4,675.34	$56,104.07
MAP	009	13	$27.65	$4,792.26	$57,507.07
MAP	009	14	$28.34	$4,912.05	$58,944.56
MAP	009	15	$29.05	$5,034.89	$60,418.65
MAP	009	16	$29.77	$5,160.78	$61,929.32
MAP	009	17	$30.52	$5,289.80	$63,477.63
MAP	009	18	$31.28	$5,422.05	$65,064.63
MAP	009	19	$32.06	$5,557.61	$66,691.35
MAP	009	20	$32.86	$5,696.57	$68,358.84
MAP	010	1	$21.90	$3,796.29	$45,555.48
MAP	010	2	$22.45	$3,891.17	$46,693.98
MAP	010	3	$23.01	$3,988.48	$47,861.75
MAP	010	4	$23.59	$4,088.23	$49,058.79
MAP	010	5	$24.18	$4,190.43	$50,285.10
MAP	010	6	$24.78	$4,295.14	$51,541.73
MAP	010	7	$25.40	$4,402.56	$52,830.77
MAP	010	8	$26.03	$4,512.60	$54,151.17
MAP	010	9	$26.69	$4,625.42	$55,505.03
MAP	010	10	$27.35	$4,741.03	$56,892.34
MAP	010	11	$28.04	$4,859.51	$58,314.16
MAP	010	12	$28.74	$4,980.96	$59,771.51
MAP	010	13	$29.45	$5,105.46	$61,265.46
MAP	010	14	$30.19	$5,233.09	$62,797.05
MAP	010	15	$30.95	$5,363.94	$64,367.31
MAP	010	16	$31.72	$5,498.02	$65,976.26
MAP	010	17	$32.51	$5,635.50	$67,625.98
MAP	010	18	$33.33	$5,776.37	$69,316.47
MAP	010	19	$34.16	$5,920.82	$71,049.83
MAP	010	20	$35.01	$6,068.84	$72,826.05

MAP PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
MAP	011	1	$23.35	$4,047.63	$48,571.61
MAP	011	2	$23.94	$4,148.87	$49,786.42
MAP	011	3	$24.53	$4,252.63	$51,031.55
MAP	011	4	$25.15	$4,358.92	$52,307.00
MAP	011	5	$25.78	$4,467.91	$53,614.86
MAP	011	6	$26.42	$4,579.59	$54,955.12
MAP	011	7	$27.08	$4,694.07	$56,328.85
MAP	011	8	$27.76	$4,811.42	$57,737.07
MAP	011	9	$28.45	$4,931.74	$59,180.83
MAP	011	10	$29.16	$5,055.01	$60,660.15
MAP	011	11	$29.89	$5,181.42	$62,177.09
MAP	011	12	$30.64	$5,310.97	$63,731.68
MAP	011	13	$31.41	$5,443.75	$65,324.94
MAP	011	14	$32.19	$5,579.83	$66,957.94
MAP	011	15	$33.00	$5,719.31	$68,631.70
MAP	011	16	$33.82	$5,862.27	$70,347.29
MAP	011	17	$34.67	$6,008.81	$72,105.73
MAP	011	18	$35.53	$6,159.01	$73,908.09
MAP	011	19	$36.42	$6,312.95	$75,755.40
MAP	011	20	$37.33	$6,470.81	$77,649.75
MAP	012	1	$24.92	$4,318.93	$51,827.14
MAP	012	2	$25.54	$4,426.87	$53,122.45
MAP	012	3	$26.18	$4,537.51	$54,450.17
MAP	012	4	$26.83	$4,650.95	$55,811.35
MAP	012	5	$27.50	$4,767.25	$57,207.02
MAP	012	6	$28.19	$4,886.43	$58,637.20
MAP	012	7	$28.90	$5,008.58	$60,102.92
MAP	012	8	$29.62	$5,133.77	$61,605.23
MAP	012	9	$30.36	$5,262.10	$63,145.18
MAP	012	10	$31.12	$5,393.65	$64,723.81
MAP	012	11	$31.90	$5,528.51	$66,342.17
MAP	012	12	$32.69	$5,666.69	$68,000.25
MAP	012	13	$33.51	$5,808.35	$69,700.15
MAP	012	14	$34.35	$5,953.58	$71,442.92
MAP	012	15	$35.21	$6,102.38	$73,228.55
MAP	012	16	$36.09	$6,254.93	$75,059.13
MAP	012	17	$36.99	$6,411.31	$76,935.71
MAP	012	18	$37.91	$6,571.61	$78,859.34
MAP	012	19	$38.86	$6,735.92	$80,831.06
MAP	012	20	$39.83	$6,904.33	$82,851.91

MAP PAY SCHEDULE

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
MAP	013	1	$26.61	$4,611.83	$55,341.94
MAP	013	2	$27.27	$4,727.09	$56,725.07
MAP	013	3	$27.95	$4,845.23	$58,142.70
MAP	013	4	$28.65	$4,966.32	$59,595.88
MAP	013	5	$29.37	$5,090.47	$61,085.64
MAP	013	6	$30.10	$5,217.75	$62,613.05
MAP	013	7	$30.85	$5,348.17	$64,178.08
MAP	013	8	$31.63	$5,481.90	$65,782.85
MAP	013	9	$32.42	$5,618.95	$67,427.34
MAP	013	10	$33.23	$5,759.38	$69,112.61
MAP	013	11	$34.06	$5,903.40	$70,840.74
MAP	013	12	$34.91	$6,050.98	$72,611.73
MAP	013	13	$35.78	$6,202.22	$74,426.63
MAP	013	14	$36.68	$6,357.29	$76,287.53
MAP	013	15	$37.59	$6,516.20	$78,194.43
MAP	013	16	$38.53	$6,679.12	$80,149.42
MAP	013	17	$39.50	$6,846.13	$82,153.55
MAP	013	18	$40.48	$7,017.32	$84,207.86
MAP	013	19	$41.50	$7,192.78	$86,313.40
MAP	013	20	$42.53	$7,372.60	$88,471.21
MAP	014	1	$28.43	$4,928.25	$59,139.02
MAP	014	2	$29.14	$5,051.44	$60,617.28
MAP	014	3	$29.87	$5,177.77	$62,133.18
MAP	014	4	$30.62	$5,307.23	$63,686.72
MAP	014	5	$31.38	$5,439.91	$65,278.94
MAP	014	6	$32.17	$5,575.91	$66,910.89
MAP	014	7	$32.97	$5,715.30	$68,583.61
MAP	014	8	$33.80	$5,858.18	$70,298.15
MAP	014	9	$34.64	$6,004.63	$72,055.55
MAP	014	10	$35.51	$6,154.74	$73,856.86
MAP	014	11	$36.40	$6,308.59	$75,703.13
MAP	014	12	$37.31	$6,466.28	$77,595.39
MAP	014	13	$38.24	$6,627.98	$79,535.75
MAP	014	14	$39.19	$6,793.68	$81,524.19
MAP	014	15	$40.17	$6,963.57	$83,562.82
MAP	014	16	$41.18	$7,137.64	$85,651.63
MAP	014	17	$42.21	$7,316.06	$87,792.71
MAP	014	18	$43.26	$7,498.93	$89,987.11
MAP	014	19	$44.34	$7,686.41	$92,236.92
MAP	014	20	$45.45	$7,878.60	$94,543.18

COMMONWEALTH ATTORNEY'S PAY SYSTEM					
Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
100188	Assistant Commonwealth's Attorney I	COF	008	$47,307.66	$75,219.08
100189	Assistant Commonwealth's Attorney II	COF	011	$55,408.85	$88,099.03
100190	Assistant Commonwealth's Attorney III	COF	014	$64,951.72	$103,273.73
100220	Chief Deputy Commonwealth's Attorney	COF	019	$84,808.99	$134,846.32
000053	Commonwealth's Attorney	COF	020	$119,581.71	$190,134.95
800100	CWA Administrative Assistant II	COF	002	$29,705.42	$47,486.43
800110	CWA Legal Administrator	COF	007	$48,571.61	$77,649.75
800115	CWA Legal Assistant	COF	005	$35,260.94	$56,367.53
800120	CWA Legal Secretary I	COF	001	$25,584.25	$40,899.05
800125	CWA Legal Secretary II	COF	003	$29,980.37	$47,486.43
800130	CWA Paralegal	COF	003	$29,980.37	$47,486.43
100287	CWA Victim/Witness Program Assistant Director	COF	004	$33,438.72	$53,458.04
100271	CWA Victim/Witness Program Director	COF	006	$40,165.14	$64,207.36
100280	Deputy Commonwealth's Attorney	COF	017	$76,203.90	$121,164.52

Constitutional Officers Pay Schedules				
Plan	Grade	Minimum Annual Salary	Midpoint Annual	Maximum Annual Salary
COF	001	$25,584.25	$33,241.65	$40,899.05
COF	002	$29,705.42	$38,595.93	$47,486.43
COF	003	$29,980.37	$38,733.40	$47,486.43
COF	004	$33,438.72	$43,448.38	$53,458.04
COF	005	$35,260.94	$45,814.24	$56,367.53
COF	006	$40,165.14	$52,186.25	$64,207.36
COF	007	$48,571.61	$63,110.68	$77,649.75
COF	008	$47,307.66	$61,263.37	$75,219.08
COF	011	$55,408.85	$71,753.94	$88,099.03
COF	014	$64,951.72	$84,112.73	$103,273.73
COF	017	$76,203.90	$98,684.21	$121,164.52
COF	019	$84,808.99	$109,827.66	$134,846.32
COF	020	$119,581.71	$154,858.33	$190,134.95

Sheriff's Pay Schedule					
Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
S00083	Assistant Procurement Specialist	SHF	008	$30,791.94	$48,948.17
S00090	Assistant Inmate Classification Manager	SHF	011	$37,428.27	$59,496.29
S00098	Corrections Director	SHF	015	$45,493.02	$72,319.33
S00070	Deputy Sheriff	SHF	005	$26,599.16	$42,282.58
S00075	Deputy Sheriff (Captain)	SHF	013	$41,263.95	$65,595.18
S00078	Deputy Sheriff (Colonel)	SHF	017	$52,664.43	$83,718.63
S00072	Deputy Sheriff (Corporal)	SHF	007	$29,326.05	$46,617.03
S00077	Deputy Sheriff (Lieutenant Colonel)	SHF	016	$50,156.48	$79,731.91
S00074	Deputy Sheriff (Lieutenant)	SHF	010	$35,646.26	$56,662.84
S00076	Deputy Sheriff (Major)	SHF	014	$43,326.97	$68,875.90
S00071	Deputy Sheriff (Master)	SHF	005	$26,599.16	$42,282.58
S00073	Deputy Sheriff (Sergeant)	SHF	009	$33,948.53	$53,965.22
S00091	Education Program Manager	SHF	011	$37,428.27	$59,496.29
S00086	Education Programs Specialist	SHF	009	$33,948.53	$53,965.22
S00067	Electronic Surveillance Counselor	SHF	004	$25,332.31	$40,269.91
S00082	Electronic Surveillance Supervisor	SHF	007	$29,326.05	$46,617.03
S00068	Fleet Coordinator	SHF	004	$25,332.31	$40,269.91
S00087	Grievance Coordinator	SHF	009	$33,948.53	$53,965.22
S00096	Human Resources & Budget Director	SHF	014	$43,326.97	$68,875.90
S00088	Inmate Classification Specialist	SHF	009	$33,948.53	$53,965.22
S00093	Inmate Classification Manager	SHF	013	$41,263.95	$65,595.18
S00092	Inmate Rehabilitation Coordinator	SHF	012	$39,299.27	$62,471.39
S00097	Investigations Director	SHF	014	$43,326.97	$68,875.90
S00080	Jury Administrator	SHF	006	$27,929.24	$44,397.12
S00094	Legal Counsel	SHF	013	$41,263.95	$65,595.18
S00069	Maintenance Mechanic	SHF	004	$25,332.31	$40,269.91
S00056	Maintenance Mechanic I	SHF	004	$25,332.31	$40,269.91

Sheriff's Pay Schedule (Continued)					
Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
S00084	Payroll & Benefits Coordinator	SHF	008	$30,791.94	$48,948.17
S00089	Procurement Specialist	SHF	009	$33,948.53	$53,965.22
S00085	Public Affairs Officer	SHF	011	$37,428.27	$59,496.29
S00006	Receptionist	SHF	002	$21,883.00	$34,786.86
S00065	Records Clerk	SHF	002	$21,883.00	$34,786.86
S00081	Secretary to the Sheriff	SHF	006	$27,929.24	$44,397.12
S00064	Secretary I	SHF	003	$24,126.35	$38,352.06
S00079	Secretary II	SHF	005	$26,599.16	$42,282.58
S00001	Sheriff	SHF	018	$70,575.94	$112,191.14
S00100	Staff Accountant	SHF	009	$33,948.53	$53,965.22
S00095	Systems Administrator	SHF	013	$41,263.95	$65,595.18
S00062	Van Driver	SHF	001	$17,145.79	$27,256.00
S00066	Work Release Crew Supervisor	SHF	005	$26,599.16	$42,282.58

City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	1	1	$8.24	$1,428.82	$17,145.79
SHF	1	2	$8.45	$1,464.14	$17,569.63
SHF	1	3	$8.66	$1,500.24	$18,002.86
SHF	1	4	$8.87	$1,537.31	$18,447.76
SHF	1	5	$9.09	$1,575.27	$18,903.23
SHF	1	6	$9.31	$1,614.20	$19,370.40
SHF	1	7	$9.54	$1,654.01	$19,848.09
SHF	1	8	$9.78	$1,694.89	$20,338.67
SHF	1	9	$9.72	$1,685.26	$20,223.11
SHF	1	10	$10.27	$1,779.68	$21,356.13
SHF	1	11	$10.52	$1,823.58	$21,883.00
SHF	1	12	$10.78	$1,868.66	$22,423.94
SHF	1	13	$11.05	$1,914.81	$22,977.75
SHF	1	14	$11.32	$1,962.13	$23,545.61
SHF	1	15	$11.60	$2,010.53	$24,126.35
SHF	1	16	$11.89	$2,060.19	$24,722.31
SHF	1	17	$12.18	$2,111.03	$25,332.31
SHF	1	18	$12.48	$2,163.13	$25,957.54
SHF	1	19	$12.79	$2,216.60	$26,599.16
SHF	1	20	$13.10	$2,271.33	$27,256.00
SHF	2	1	$10.52	$1,823.58	$21,883.00
SHF	2	2	$10.78	$1,868.66	$22,423.94
SHF	2	3	$11.05	$1,914.81	$22,977.75
SHF	2	4	$11.32	$1,962.13	$23,545.61
SHF	2	5	$11.60	$2,010.53	$24,126.35
SHF	2	6	$11.89	$2,060.19	$24,722.31
SHF	2	7	$12.18	$2,111.03	$25,332.31
SHF	2	8	$12.48	$2,163.13	$25,957.54
SHF	2	9	$12.79	$2,216.60	$26,599.16
SHF	2	10	$13.10	$2,271.33	$27,256.00
SHF	2	11	$13.43	$2,327.44	$27,929.24
SHF	2	12	$13.76	$2,384.91	$28,618.87
SHF	2	13	$14.10	$2,443.84	$29,326.05
SHF	2	14	$14.45	$2,504.23	$30,050.80
SHF	2	15	$14.80	$2,566.00	$30,791.94
SHF	2	16	$15.17	$2,629.32	$31,551.81
SHF	2	17	$15.54	$2,694.30	$32,331.60
SHF	2	18	$15.93	$2,760.84	$33,130.11
SHF	2	19	$16.32	$2,829.04	$33,948.53
SHF	2	20	$16.72	$2,898.91	$34,786.86

City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	3	1	$11.60	$2,010.53	$24,126.35
SHF	3	2	$11.89	$2,060.19	$24,722.31
SHF	3	3	$12.18	$2,111.03	$25,332.31
SHF	3	4	$12.48	$2,163.13	$25,957.54
SHF	3	5	$12.79	$2,216.60	$26,599.16
SHF	3	6	$13.10	$2,271.33	$27,256.00
SHF	3	7	$13.43	$2,327.44	$27,929.24
SHF	3	8	$13.76	$2,384.91	$28,618.87
SHF	3	9	$14.10	$2,443.84	$29,326.05
SHF	3	10	$14.45	$2,504.23	$30,050.80
SHF	3	11	$14.80	$2,566.00	$30,791.94
SHF	3	12	$15.17	$2,629.32	$31,551.81
SHF	3	13	$15.54	$2,694.30	$32,331.60
SHF	3	14	$15.93	$2,760.84	$33,130.11
SHF	3	15	$16.32	$2,829.04	$33,948.53
SHF	3	16	$16.72	$2,898.91	$34,786.86
SHF	3	17	$17.14	$2,970.52	$35,646.26
SHF	3	18	$17.56	$3,043.89	$36,526.72
SHF	3	19	$17.99	$3,119.02	$37,428.27
SHF	3	20	$18.44	$3,196.01	$38,352.06
SHF	4	1	$12.18	$2,111.03	$25,332.31
SHF	4	2	$12.48	$2,163.13	$25,957.54
SHF	4	3	$12.79	$2,216.59	$26,599.13
SHF	4	4	$13.10	$2,271.33	$27,256.00
SHF	4	5	$13.43	$2,327.44	$27,929.24
SHF	4	6	$13.76	$2,384.91	$28,618.87
SHF	4	7	$14.10	$2,443.84	$29,326.05
SHF	4	8	$14.45	$2,504.23	$30,050.80
SHF	4	9	$14.80	$2,566.00	$30,791.94
SHF	4	10	$15.17	$2,629.32	$31,551.81
SHF	4	11	$15.54	$2,694.30	$32,331.60
SHF	4	12	$15.93	$2,760.84	$33,130.11
SHF	4	13	$16.32	$2,829.04	$33,948.53
SHF	4	14	$16.72	$2,898.91	$34,786.86
SHF	4	15	$17.14	$2,970.52	$35,646.26
SHF	4	16	$17.56	$3,043.89	$36,526.72
SHF	4	17	$17.99	$3,119.02	$37,428.27
SHF	4	18	$18.44	$3,196.01	$38,352.06
SHF	4	19	$18.89	$3,274.94	$39,299.27
SHF	4	20	$19.36	$3,355.83	$40,269.91

City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	5	1	$12.79	$2,216.60	$26,599.16
SHF	5	2	$13.10	$2,271.33	$27,256.00
SHF	5	3	$13.43	$2,327.44	$27,929.24
SHF	5	4	$13.76	$2,384.91	$28,618.87
SHF	5	5	$14.10	$2,443.84	$29,326.05
SHF	5	6	$14.45	$2,504.23	$30,050.80
SHF	5	7	$14.80	$2,566.00	$30,791.94
SHF	5	8	$15.17	$2,629.32	$31,551.81
SHF	5	9	$15.54	$2,694.30	$32,331.60
SHF	5	10	$15.93	$2,760.84	$33,130.11
SHF	5	11	$16.32	$2,829.04	$33,948.53
SHF	5	12	$16.72	$2,898.90	$34,786.84
SHF	5	13	$17.14	$2,970.52	$35,646.26
SHF	5	14	$17.56	$3,043.89	$36,526.72
SHF	5	15	$17.99	$3,119.02	$37,428.27
SHF	5	16	$18.44	$3,196.01	$38,352.06
SHF	5	17	$18.89	$3,274.94	$39,299.27
SHF	5	18	$19.36	$3,355.83	$40,269.91
SHF	5	19	$19.84	$3,438.66	$41,263.95
SHF	5	20	$20.33	$3,523.55	$42,282.58
SHF	6	1	$13.43	$2,327.44	$27,929.24
SHF	6	2	$13.76	$2,384.91	$28,618.87
SHF	6	3	$14.10	$2,443.84	$29,326.05
SHF	6	4	$14.45	$2,504.23	$30,050.80
SHF	6	5	$14.80	$2,566.00	$30,791.94
SHF	6	6	$15.17	$2,629.32	$31,551.81
SHF	6	7	$15.54	$2,694.30	$32,331.60
SHF	6	8	$15.93	$2,760.84	$33,130.11
SHF	6	9	$16.32	$2,829.04	$33,948.53
SHF	6	10	$16.72	$2,898.91	$34,786.86
SHF	6	11	$17.14	$2,970.52	$35,646.26
SHF	6	12	$17.56	$3,043.89	$36,526.72
SHF	6	13	$17.99	$3,119.02	$37,428.27
SHF	6	14	$18.44	$3,196.01	$38,352.06
SHF	6	15	$18.89	$3,274.94	$39,299.27
SHF	6	16	$19.36	$3,355.83	$40,269.91
SHF	6	17	$19.84	$3,438.66	$41,263.95
SHF	6	18	$20.33	$3,523.55	$42,282.58
SHF	6	19	$20.83	$3,610.58	$43,326.97
SHF	6	20	$21.34	$3,699.76	$44,397.12

City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	7	1	$14.10	$2,443.84	$29,326.05
SHF	7	2	$14.45	$2,504.23	$30,050.80
SHF	7	3	$14.80	$2,566.00	$30,791.94
SHF	7	4	$15.17	$2,629.32	$31,551.81
SHF	7	5	$15.54	$2,694.30	$32,331.60
SHF	7	6	$15.93	$2,760.82	$33,129.80
SHF	7	7	$16.32	$2,829.04	$33,948.53
SHF	7	8	$16.72	$2,898.91	$34,786.86
SHF	7	9	$17.14	$2,970.52	$35,646.26
SHF	7	10	$17.56	$3,043.89	$36,526.72
SHF	7	11	$17.99	$3,119.02	$37,428.27
SHF	7	12	$18.44	$3,196.01	$38,352.06
SHF	7	13	$18.89	$3,274.94	$39,299.27
SHF	7	14	$19.36	$3,355.83	$40,269.91
SHF	7	15	$19.84	$3,438.66	$41,263.95
SHF	7	16	$20.33	$3,523.55	$42,282.58
SHF	7	17	$20.83	$3,610.58	$43,326.97
SHF	7	18	$21.34	$3,699.76	$44,397.12
SHF	7	19	$21.87	$3,791.09	$45,493.02
SHF	7	20	$22.41	$3,884.75	$46,617.03
SHF	8	1	$14.80	$2,566.00	$30,791.94
SHF	8	2	$15.17	$2,629.32	$31,551.81
SHF	8	3	$15.54	$2,694.30	$32,331.60
SHF	8	4	$15.93	$2,760.84	$33,130.11
SHF	8	5	$16.32	$2,829.04	$33,948.53
SHF	8	6	$16.72	$2,898.91	$34,786.86
SHF	8	7	$17.14	$2,970.52	$35,646.26
SHF	8	8	$17.56	$3,043.89	$36,526.72
SHF	8	9	$17.99	$3,119.02	$37,428.27
SHF	8	10	$18.44	$3,196.01	$38,352.06
SHF	8	11	$18.89	$3,274.94	$39,299.27
SHF	8	12	$19.36	$3,355.83	$40,269.91
SHF	8	13	$19.84	$3,438.66	$41,263.95
SHF	8	14	$20.33	$3,523.55	$42,282.58
SHF	8	15	$20.83	$3,610.58	$43,326.97
SHF	8	16	$21.34	$3,699.76	$44,397.12
SHF	8	17	$21.87	$3,791.09	$45,493.02
SHF	8	18	$22.41	$3,884.75	$46,617.03
SHF	8	19	$22.97	$3,980.66	$47,767.97
SHF	8	20	$23.53	$4,079.01	$48,948.17

City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	9	1	$16.32	$2,829.04	$33,948.53
SHF	9	2	$16.72	$2,898.91	$34,786.86
SHF	9	3	$17.14	$2,970.52	$35,646.26
SHF	9	4	$17.56	$3,043.89	$36,526.72
SHF	9	5	$17.99	$3,119.02	$37,428.27
SHF	9	6	$18.44	$3,196.01	$38,352.06
SHF	9	7	$18.89	$3,274.94	$39,299.27
SHF	9	8	$19.36	$3,355.83	$40,269.91
SHF	9	9	$19.84	$3,438.66	$41,263.95
SHF	9	10	$20.33	$3,523.55	$42,282.58
SHF	9	11	$20.83	$3,610.58	$43,326.97
SHF	9	12	$21.34	$3,699.76	$44,397.12
SHF	9	13	$21.87	$3,791.09	$45,493.02
SHF	9	14	$22.41	$3,884.75	$46,617.03
SHF	9	15	$22.97	$3,980.66	$47,767.97
SHF	9	16	$23.53	$4,079.01	$48,948.17
SHF	9	17	$24.11	$4,179.71	$50,156.48
SHF	9	18	$24.71	$4,282.94	$51,395.24
SHF	9	19	$25.32	$4,388.70	$52,664.43
SHF	9	20	$25.94	$4,497.10	$53,965.22
SHF	10	1	$17.14	$2,970.52	$35,646.26
SHF	10	2	$17.56	$3,043.89	$36,526.72
SHF	10	3	$17.99	$3,119.02	$37,428.27
SHF	10	4	$18.44	$3,196.01	$38,352.06
SHF	10	5	$18.89	$3,274.94	$39,299.27
SHF	10	6	$19.36	$3,355.83	$40,269.91
SHF	10	7	$19.84	$3,438.66	$41,263.95
SHF	10	8	$20.33	$3,523.55	$42,282.58
SHF	10	9	$20.83	$3,610.58	$43,326.97
SHF	10	10	$21.34	$3,699.76	$44,397.12
SHF	10	11	$21.87	$3,791.09	$45,493.02
SHF	10	12	$22.41	$3,884.75	$46,617.03
SHF	10	13	$22.97	$3,980.66	$47,767.97
SHF	10	14	$23.53	$4,079.01	$48,948.17
SHF	10	15	$24.11	$4,179.71	$50,156.48
SHF	10	16	$24.71	$4,282.94	$51,395.24
SHF	10	17	$25.32	$4,388.70	$52,664.43
SHF	10	18	$25.94	$4,497.10	$53,965.22
SHF	10	19	$26.59	$4,608.14	$55,297.65
SHF	10	20	$27.24	$4,721.90	$56,662.84

City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	11	1	$17.99	$3,119.02	$37,428.27
SHF	11	2	$18.44	$3,196.01	$38,352.06
SHF	11	3	$18.89	$3,274.94	$39,299.27
SHF	11	4	$19.36	$3,355.83	$40,269.91
SHF	11	5	$19.84	$3,438.66	$41,263.95
SHF	11	6	$20.33	$3,523.55	$42,282.58
SHF	11	7	$20.83	$3,610.58	$43,326.97
SHF	11	8	$21.34	$3,699.76	$44,397.12
SHF	11	9	$21.87	$3,791.09	$45,493.02
SHF	11	10	$22.41	$3,884.75	$46,617.03
SHF	11	11	$22.97	$3,980.66	$47,767.97
SHF	11	12	$23.53	$4,079.01	$48,948.17
SHF	11	13	$24.11	$4,179.71	$50,156.48
SHF	11	14	$24.71	$4,282.94	$51,395.24
SHF	11	15	$25.32	$4,388.70	$52,664.43
SHF	11	16	$25.94	$4,497.10	$53,965.22
SHF	11	17	$26.59	$4,608.14	$55,297.65
SHF	11	18	$27.24	$4,721.90	$56,662.84
SHF	11	19	$27.91	$4,838.50	$58,061.99
SHF	11	20	$28.60	$4,958.02	$59,496.29
SHF	12	1	$18.89	$3,274.94	$39,299.27
SHF	12	2	$19.36	$3,355.83	$40,269.91
SHF	12	3	$19.84	$3,438.66	$41,263.95
SHF	12	4	$20.33	$3,523.55	$42,282.58
SHF	12	5	$20.83	$3,610.58	$43,326.97
SHF	12	6	$21.34	$3,699.76	$44,397.12
SHF	12	7	$21.87	$3,791.09	$45,493.02
SHF	12	8	$22.41	$3,884.75	$46,617.03
SHF	12	9	$22.97	$3,980.66	$47,767.97
SHF	12	10	$23.53	$4,079.01	$48,948.17
SHF	12	11	$24.11	$4,179.71	$50,156.48
SHF	12	12	$24.71	$4,282.94	$51,395.24
SHF	12	13	$25.32	$4,388.70	$52,664.43
SHF	12	14	$25.94	$4,497.10	$53,965.22
SHF	12	15	$26.59	$4,608.14	$55,297.65
SHF	12	16	$27.24	$4,721.90	$56,662.84
SHF	12	17	$27.91	$4,838.50	$58,061.99
SHF	12	18	$28.60	$4,958.02	$59,496.29
SHF	12	19	$29.31	$5,080.47	$60,965.68
SHF	12	20	$30.03	$5,205.95	$62,471.39

City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	13	1	$19.84	$3,438.66	$41,263.95
SHF	13	2	$20.33	$3,523.55	$42,282.58
SHF	13	3	$20.83	$3,610.58	$43,326.97
SHF	13	4	$21.34	$3,699.76	$44,397.12
SHF	13	5	$21.87	$3,791.09	$45,493.02
SHF	13	6	$22.41	$3,884.75	$46,617.03
SHF	13	7	$22.97	$3,980.66	$47,767.97
SHF	13	8	$23.53	$4,079.01	$48,948.17
SHF	13	9	$24.11	$4,179.71	$50,156.48
SHF	13	10	$24.71	$4,282.94	$51,395.24
SHF	13	11	$25.32	$4,388.70	$52,664.43
SHF	13	12	$25.94	$4,497.10	$53,965.22
SHF	13	13	$26.59	$4,608.14	$55,297.65
SHF	13	14	$27.24	$4,721.90	$56,662.84
SHF	13	15	$27.91	$4,838.50	$58,061.99
SHF	13	16	$28.60	$4,958.02	$59,496.29
SHF	13	17	$29.31	$5,080.47	$60,965.68
SHF	13	18	$30.03	$5,205.95	$62,471.39
SHF	13	19	$30.78	$5,334.55	$64,014.55
SHF	13	20	$31.54	$5,466.27	$65,595.18
SHF	14	1	$20.83	$3,610.58	$43,326.97
SHF	14	2	$21.34	$3,699.76	$44,397.12
SHF	14	3	$21.87	$3,791.09	$45,493.02
SHF	14	4	$22.41	$3,884.75	$46,617.03
SHF	14	5	$22.97	$3,980.66	$47,767.97
SHF	14	6	$23.53	$4,079.01	$48,948.17
SHF	14	7	$24.11	$4,179.71	$50,156.48
SHF	14	8	$24.71	$4,282.94	$51,395.24
SHF	14	9	$25.32	$4,388.70	$52,664.43
SHF	14	10	$25.94	$4,497.10	$53,965.22
SHF	14	11	$26.59	$4,608.14	$55,297.65
SHF	14	12	$27.24	$4,721.90	$56,662.84
SHF	14	13	$27.91	$4,838.50	$58,061.99
SHF	14	14	$28.60	$4,958.02	$59,496.29
SHF	14	15	$29.31	$5,080.47	$60,965.68
SHF	14	16	$30.03	$5,205.95	$62,471.39
SHF	14	17	$30.78	$5,334.55	$64,014.55
SHF	14	18	$31.54	$5,466.27	$65,595.18
SHF	14	19	$32.32	$5,601.30	$67,215.62
SHF	14	20	$33.11	$5,739.66	$68,875.90

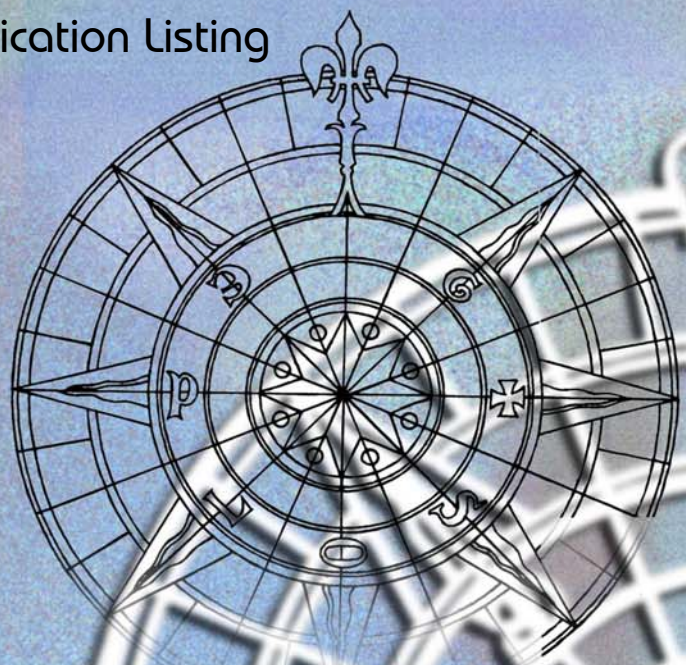
City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	15	1	$21.87	$3,791.09	$45,493.02
SHF	15	2	$22.41	$3,884.75	$46,617.03
SHF	15	3	$22.97	$3,980.66	$47,767.97
SHF	15	4	$23.53	$4,079.01	$48,948.17
SHF	15	5	$24.11	$4,179.71	$50,156.48
SHF	15	6	$24.71	$4,282.94	$51,395.24
SHF	15	7	$25.32	$4,388.70	$52,664.43
SHF	15	8	$25.94	$4,497.10	$53,965.22
SHF	15	9	$26.59	$4,608.14	$55,297.65
SHF	15	10	$27.24	$4,721.90	$56,662.84
SHF	15	11	$27.91	$4,838.50	$58,061.99
SHF	15	12	$28.60	$4,958.02	$59,496.29
SHF	15	13	$29.31	$5,080.47	$60,965.68
SHF	15	14	$30.03	$5,205.95	$62,471.39
SHF	15	15	$30.78	$5,334.55	$64,014.55
SHF	15	16	$31.54	$5,466.27	$65,595.18
SHF	15	17	$32.32	$5,601.30	$67,215.62
SHF	15	18	$33.11	$5,739.66	$68,875.90
SHF	15	19	$33.93	$5,881.33	$70,575.94
SHF	15	20	$34.77	$6,026.61	$72,319.33
SHF	16	1	$24.11	$4,179.71	$50,156.48
SHF	16	2	$24.71	$4,282.94	$51,395.24
SHF	16	3	$25.32	$4,388.70	$52,664.43
SHF	16	4	$25.94	$4,497.10	$53,965.22
SHF	16	5	$26.59	$4,608.14	$55,297.65
SHF	16	6	$27.24	$4,721.90	$56,662.84
SHF	16	7	$27.91	$4,838.50	$58,061.99
SHF	16	8	$28.60	$4,958.02	$59,496.29
SHF	16	9	$29.31	$5,080.47	$60,965.68
SHF	16	10	$30.03	$5,205.95	$62,471.39
SHF	16	11	$30.78	$5,334.55	$64,014.55
SHF	16	12	$31.54	$5,466.27	$65,595.18
SHF	16	13	$32.32	$5,601.30	$67,215.62
SHF	16	14	$33.11	$5,739.66	$68,875.90
SHF	16	15	$33.93	$5,881.33	$70,575.94
SHF	16	16	$34.77	$6,026.61	$72,319.33
SHF	16	17	$35.63	$6,175.41	$74,104.87
SHF	16	18	$36.51	$6,327.91	$75,934.88
SHF	16	19	$37.41	$6,484.21	$77,810.56
SHF	16	20	$38.33	$6,644.33	$79,731.91

City of Norfolk – Sheriff Pay Structure

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
SHF	17	1	$25.32	$4,388.70	$52,664.43
SHF	17	2	$25.94	$4,497.10	$53,965.22
SHF	17	3	$26.59	$4,608.14	$55,297.65
SHF	17	4	$27.24	$4,721.90	$56,662.84
SHF	17	5	$27.91	$4,838.50	$58,061.99
SHF	17	6	$28.60	$4,958.02	$59,496.29
SHF	17	7	$29.31	$5,080.47	$60,965.68
SHF	17	8	$30.03	$5,205.95	$62,471.39
SHF	17	9	$30.78	$5,334.55	$64,014.55
SHF	17	10	$31.54	$5,466.27	$65,595.18
SHF	17	11	$32.32	$5,601.30	$67,215.62
SHF	17	12	$33.11	$5,739.66	$68,875.90
SHF	17	13	$33.93	$5,881.33	$70,575.94
SHF	17	14	$34.77	$6,026.61	$72,319.33
SHF	17	15	$35.63	$6,175.41	$74,104.87
SHF	17	16	$36.51	$6,327.91	$75,934.88
SHF	17	17	$37.41	$6,484.21	$77,810.56
SHF	17	18	$38.33	$6,644.33	$79,731.94
SHF	17	19	$39.28	$6,808.44	$81,701.28
SHF	17	20	$40.25	$6,976.55	$83,718.63
SHF	18	1	$33.93	$5,881.33	$70,575.94
SHF	18	2	$34.77	$6,026.61	$72,319.33
SHF	18	3	$35.63	$6,175.41	$74,104.87
SHF	18	4	$36.51	$6,327.91	$75,934.88
SHF	18	5	$37.41	$6,484.21	$77,810.56
SHF	18	6	$38.33	$6,644.33	$79,731.91
SHF	18	7	$39.28	$6,808.44	$81,701.28
SHF	18	8	$40.25	$6,976.55	$83,718.63
SHF	18	9	$41.24	$7,148.86	$85,786.34
SHF	18	10	$42.26	$7,325.37	$87,904.38
SHF	18	11	$43.31	$7,506.26	$90,075.14
SHF	18	12	$44.37	$7,691.64	$92,299.73
SHF	18	13	$45.47	$7,881.61	$94,579.35
SHF	18	14	$46.59	$8,076.27	$96,915.18
SHF	18	15	$47.74	$8,275.70	$99,308.37
SHF	18	16	$48.92	$8,480.11	$101,761.29
SHF	18	17	$50.13	$8,689.49	$104,273.91
SHF	18	18	$51.37	$8,904.05	$106,848.58
SHF	18	19	$52.64	$9,123.97	$109,487.66
SHF	18	20	$53.94	$9,349.26	$112,191.14

Alphabetical Classification Listing



City of NORFOLK

Compensation Plan 2004

Staying the Course - Charting the Future

Alphabetical Listing of Pay Plan Classifications

Job Code	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
100151	Accountant I	OPS	010	$29,980.37	$38,952.95	$47,925.52
100152	Accountant II	OPS	011	$32,498.86	$42,227.82	$51,956.77
100153	Accountant III	MAP	006	$35,519.16	$46,150.87	$56,782.57
100154	Accountant IV	MAP	009	$42,758.91	$55,558.88	$68,358.84
100186	Accounting Manager	MAP	012	$51,827.14	$67,339.53	$82,851.91
800515	Accounting Supervisor	MAP	009	$42,758.91	$55,558.88	$68,358.84
800019	Accounting Technician	OPS	007	$23,667.94	$30,753.48	$37,839.02
100197	Administrative Analyst	MAP	008	$40,165.14	$52,186.25	$64,207.36
500706	Administrative Assistant II	MAP	003	$29,705.42	$38,595.93	$47,486.43
800100	Administrative Assistant II CWA	COF	002	$29,705.42	$38,595.93	$47,486.43
800027	Administrative Secretary	OPS	009	$27,682.47	$35,970.28	$44,258.08
000123	Administrative Services Manager	SRM	005	$48,746.20	$67,269.48	$85,792.76
800001	Administrative Technician	OPS	008	$25,584.25	$33,241.65	$40,899.05
300620	Animal Caretaker	OPS	003	$17,494.56	$22,732.27	$27,969.97
700902	Animal Registrar	OPS	010	$29,980.37	$38,952.95	$47,925.52
700978	Animal Services Supervisor	MAP	010	$45,555.48	$59,190.77	$72,826.05
800505	Applications Analyst	ITM	004	$45,916.16	$59,660.17	$73,404.18
200546	Applications Development Team Supervisor	ITM	006	$52,349.86	$68,019.07	$83,688.27
900005	Architect I	MAP	007	$37,756.43	$49,058.79	$60,361.15
100174	Architect II	MAP	011	$48,571.61	$63,110.68	$77,649.75
100175	Architect III	MAP	012	$51,827.14	$67,339.53	$82,851.91
100177	Archivist	MAP	006	$35,519.16	$46,150.87	$56,782.57
100284	Arts Manager	SRM	003	$43,486.54	$60,011.45	$76,536.35
600801	Asphalt Plant Operator	OPS	009	$27,682.47	$35,970.28	$44,258.08
600802	Asphalt Plant Operator II	OPS	010	$29,980.37	$38,952.95	$47,925.52
000059	Assistant Chief of Police	POL	008	$92,264.10	$99,630.34	$106,996.58
100181	Assistant City Attorney I	LAW	001	$47,307.66	$61,263.37	$75,219.08
100182	Assistant City Attorney II	LAW	004	$55,408.85	$71,753.94	$88,099.03
100183	Assistant City Attorney III	LAW	007	$64,951.72	$70,410.23	$103,273.73
100415	Assistant City Auditor I	MAP	004	$31,504.64	$40,935.12	$50,365.60
100416	Assistant City Auditor II	MAP	007	$37,756.43	$49,058.79	$60,361.15
000088	Assistant City Engineer	MAP	014	$59,139.02	$76,841.10	$94,543.18
000002	Assistant City Manager	EXE	004	$86,838.21	$112,889.78	$138,941.35
000034	Assistant City Surveyor	MAP	011	$48,571.61	$63,110.68	$77,649.75
100188	Assistant Commonwealth's Attorney I	COF	008	$47,307.66	$61,263.37	$75,219.08
100189	Assistant Commonwealth's Attorney II	COF	011	$55,408.85	$71,753.94	$88,099.03

Alphabetical Listing of Pay Plan Classifications

Job Code	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
100190	Assistant Commonwealth's Attorney III	COF	014	$64,951.72	$84,112.73	$103,273.73
000006	Assistant Director of Civic Facilities	SRM	008	$58,468.88	$80,687.31	$102,905.73
000039	Assistant Director of Customer Services & Management	SRM	009	$62,298.37	$85,972.06	$109,645.75
000005	Assistant Director of Development	SRM	008	$58,468.88	$80,687.31	$102,905.73
000048	Assistant Director of Finance/City Controller	SRM	008	$58,468.88	$80,687.31	$102,905.73
000008	Assistant Director of Human Resources	SRM	008	$58,468.88	$80,687.31	$102,905.73
000078	Assistant Director of Human Services	SRM	008	$58,468.88	$80,687.31	$102,905.73
000017	Assistant Director of Information Technology	SRM	009	$62,298.37	$85,972.06	$109,645.75
800700	Assistant Director of Maritime Center	SRM	007	$54,951.99	$75,833.81	$96,715.62
000018	Assistant Director of Neighborhood & Leisure Services	SRM	008	$58,468.88	$80,687.31	$102,905.73
000325	Assistant Director of Planning	SRM	008	$58,468.88	$80,687.31	$102,905.73
000013	Assistant Director of Public Works	SRM	009	$62,298.37	$85,972.06	$109,645.75
000014	Assistant Director of Utilities	SRM	009	$62,298.37	$85,972.06	$109,645.75
000324	Assistant Director, Marketing	SRM	006	$51,719.46	$71,372.88	$91,026.29
000804	Assistant Facilities Maintenance Manager	MAP	012	$51,827.14	$67,339.53	$82,851.91
300601	Assistant Fire Chief	FRS	010	$77,676.94	$86,159.72	$94,642.50
200407	Assistant Fire Marshal	FRS	006	$44,429.53	$54,387.97	$64,346.40
000020	Assistant Fleet Maintenance Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
000027	Assistant Streets Engineer	MAP	011	$48,571.61	$63,110.68	$77,649.75
700901	Assistant Superintendent of Animal Services	OPS	013	$38,292.74	$49,755.58	$61,218.42
000023	Assistant Superintendent of Cemeteries	MAP	011	$48,571.61	$63,110.68	$77,649.75
000024	Assistant Superintendent of Parks & Forestry	MAP	011	$48,571.61	$63,110.68	$77,649.75
000029	Assistant Superintendent of Utility Division	MAP	012	$51,827.14	$67,339.53	$82,851.91
000026	Assistant Superintendent of Waste Management	MAP	012	$51,827.14	$67,339.53	$82,851.91
100426	Assistant to the City Manager	EXE	001	$59,005.20	$80,457.31	$101,909.42
100200	Auditor I	MAP	007	$37,756.43	$49,058.79	$60,361.15

Alphabetical Listing of Pay Plan Classifications

Job Code	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
100201	Auditor II	MAP	009	$42,758.91	$55,558.88	$68,358.84
100202	Auditor Supervisor	MAP	010	$45,555.48	$59,190.77	$72,826.05
600807	Autobody Repair Mechanic	OPS	008	$25,584.25	$33,241.65	$40,899.05
600810	Automotive Machinist	OPS	010	$29,980.37	$38,952.95	$47,925.52
600813	Automotive Maintenance Operations Manager	MAP	007	$37,756.43	$49,058.79	$60,361.15
600817	Automotive Mechanic	OPS	009	$27,682.47	$35,970.28	$44,258.08
600815	Automotive Parts Operations Manager	MAP	007	$37,756.43	$49,058.79	$60,361.15
800044	Automotive Repair Technician	OPS	009	$27,682.47	$35,970.28	$44,258.08
600821	Automotive Service Attendant	OPS	006	$21,914.72	$28,473.88	$35,033.03
300609	Battalion Fire Chief	FRS	009	$63,931.36	$74,956.15	$85,980.94
500713	Benefits Specialist	OPS	008	$25,584.25	$33,241.65	$40,899.05
100159	Box Office Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
100205	Box Office Supervisor	MAP	003	$29,705.42	$38,595.93	$47,486.43
600822	Bricklayer	OPS	008	$25,584.25	$33,241.65	$40,899.05
200454	Bridge Inspection Supervisor	OPS	012	$35,260.94	$45,814.24	$56,367.53
700905	Bridge Maintenance Supervisor	OPS	011	$32,498.86	$42,227.82	$51,956.77
800033	Broadcast Production Assistant	OPS	006	$21,914.72	$28,473.88	$35,033.03
100215	Budget Team Leader	SRM	006	$51,719.46	$71,372.88	$91,026.29
700903	Building/Equipment Maintenance Supervisor	OPS	011	$32,498.86	$42,227.82	$51,956.77
100192	Business Development Manager	SRM	004	$46,008.16	$63,491.75	$80,975.33
100323	Business Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
800512	Business Research Analyst	MAP	008	$40,165.14	$52,186.25	$64,207.36
100209	Buyer I	OPS	010	$29,980.37	$38,952.95	$47,925.52
100210	Buyer II	OPS	013	$38,292.74	$49,755.58	$61,218.42
600824	Carpenter I	OPS	008	$25,584.25	$33,241.65	$40,899.05
600825	Carpenter II	OPS	009	$27,682.47	$35,970.28	$44,258.08
100199	Case Management Specialist	OPS	011	$32,498.86	$42,227.82	$51,956.77
100169	Cash & Investments Analyst	MAP	008	$40,165.14	$52,186.25	$64,207.36
700906	Cemetery Manager I	OPS	007	$23,667.94	$30,753.48	$37,839.02
700907	Cemetery Manager II	OPS	010	$29,980.37	$38,952.95	$47,925.52
100282	Chief Deputy City Attorney	LAW	012	$84,808.99	$109,827.66	$134,846.32
100278	Chief Deputy City Clerk	MAP	008	$40,165.14	$52,186.25	$64,207.36
100220	Chief Deputy Commonwealth's Attorney	COF	019	$84,808.99	$109,827.66	$134,846.32
100222	Chief Deputy I COR	MAP	009	$42,758.91	$55,558.88	$68,358.84
100223	Chief Deputy II COR	MAP	010	$45,555.48	$59,190.77	$72,826.05

Alphabetical Listing of Pay Plan Classifications

Job Code	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
200421	Chief Deputy Real Estate Assessor	MAP	012	$51,827.14	$67,339.53	$82,851.91
800702	Chief of Construction Inspections	MAP	012	$51,827.14	$67,339.53	$82,851.91
800701	Chief of Construction Operations	MAP	012	$51,827.14	$67,339.53	$82,851.91
000066	Chief of Fire & Rescue Services	EXE	003	$74,308.50	$101,404.47	$128,500.44
200420	Chief of Neighborhood Preservation	SRM	005	$48,746.20	$67,269.48	$85,792.76
000040	Chief of Police	EXE	003	$74,308.50	$101,404.47	$128,500.44
600830	Chief Operating Engineer HVAC	MAP	010	$45,555.48	$59,190.77	$72,826.05
100234	Chief Training Officer-CES	MAP	007	$37,756.43	$49,058.79	$60,361.15
800028	Chief Waterworks Operator	OPS	012	$35,260.94	$45,814.24	$56,367.53
100237	Child Counselor I	OPS	009	$27,682.47	$35,970.28	$44,258.08
100238	Child Counselor II	OPS	010	$29,980.37	$38,952.95	$47,925.52
100239	Child Counselor III	OPS	012	$35,260.94	$45,814.24	$56,367.53
100242	Child Facility Administrator I	MAP	007	$37,756.43	$49,058.79	$60,361.15
100243	Child Facility Administrator II	MAP	009	$42,758.91	$55,558.88	$68,358.84
000110	City Assessor	CCA	002	$66,472.85	$91,732.49	$116,992.13
000042	City Attorney	CCA	003	$119,581.71	$154,858.33	$190,134.95
000044	City Auditor	CCA	001	$58,468.88	$80,687.31	$102,905.73
000046	City Clerk	CCA	001	$58,468.88	$80,687.31	$102,905.73
000049	City Engineer	SRM	009	$62,298.37	$85,972.06	$109,645.75
700910	City Forester	MAP	010	$45,555.48	$59,190.77	$72,826.05
100311	City Historian	MAP	007	$37,756.43	$49,058.79	$60,361.15
100248	City Planner I	MAP	006	$35,519.16	$46,150.87	$56,782.57
100249	City Planner II	MAP	008	$40,165.14	$52,186.25	$64,207.36
100250	City Planning Manager	SRM	005	$48,746.20	$67,269.48	$85,792.76
200425	City Planning Technician	OPS	010	$29,980.37	$38,952.95	$47,925.52
100379	City Safety Officer	MAP	009	$42,758.91	$55,558.88	$68,358.84
100252	City Surveyor	SRM	006	$51,719.46	$71,372.88	$91,026.29
100233	City Transportation Engineer	SRM	008	$58,468.88	$80,687.31	$102,905.73
100162	City Wellness Coordinator	MAP	008	$40,165.14	$52,186.25	$64,207.36
000056	Civil Emergency Services Coordinator	EXE	001	$59,005.20	$80,457.31	$101,909.42
100255	Civil Engineer I	MAP	007	$37,756.43	$49,058.79	$60,361.15
100256	Civil Engineer II	MAP	010	$45,555.48	$59,190.77	$72,826.05
100257	Civil Engineer III	MAP	011	$48,571.61	$63,110.68	$77,649.75
100258	Civil Engineer IV	MAP	012	$51,827.14	$67,339.53	$82,851.91
100259	Civil Engineer V	MAP	013	$55,341.94	$71,906.58	$88,471.21
200427	Claims Adjuster I	OPS	010	$29,980.37	$38,952.95	$47,925.52

Alphabetical Listing of Pay Plan Classifications

Job Code	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
200428	Claims Adjuster II	MAP	008	$40,165.14	$52,186.25	$64,207.36
000095	Code Official	SRM	008	$58,468.88	$80,687.31	$102,905.73
200485	Codes Enforcement Team Leader	MAP	008	$40,165.14	$52,186.25	$64,207.36
800046	Codes Records & Research Manager	MAP	010	$45,555.48	$59,190.77	$72,826.05
800006	Codes Specialist	OPS	010	$29,980.37	$38,952.95	$47,925.52
100262	Collection Coordinator	MAP	005	$33,438.72	$43,448.38	$53,458.04
200460	Combination Inspector	OPS	012	$35,260.94	$45,814.24	$56,367.53
000052	Commissioner of the Revenue	COF	017	$76,203.90	$98,684.21	$121,164.52
000053	Commonwealth's Attorney	COF	020	$119,581.71	$154,858.33	$190,134.95
000116	Community Assessment Team Coordinator	MAP	006	$35,519.16	$46,150.87	$56,782.57
200552	Compliance Inspector	OPS	011	$32,498.86	$42,227.82	$51,956.77
200432	Computer Operations Supervisor	ITM	002	$40,350.19	$52,427.75	$64,505.31
200430	Computer Operator I	ITO	001	$23,880.17	$31,027.91	$38,175.65
200431	Computer Operator II	ITO	004	$28,449.83	$36,966.07	$45,482.30
100213	Concrete Finisher	OPS	007	$23,667.94	$30,753.48	$37,839.02
200461	Construction Inspector I	OPS	009	$27,682.47	$35,970.28	$44,258.08
200462	Construction Inspector II	OPS	011	$32,498.86	$42,227.82	$51,956.77
200463	Construction Inspector III	MAP	007	$37,756.43	$49,058.79	$60,361.15
000805	Contract Administrator	MAP	010	$45,555.48	$59,190.77	$72,826.05
100370	Contract Monitoring Specialist	MAP	005	$33,438.72	$43,448.38	$53,458.04
700912	Cook	OPS	003	$17,494.56	$22,732.27	$27,969.97
400651	Creative Designer & Production Manager	OPS	013	$38,292.74	$49,755.58	$61,218.42
700914	Crew Leader I	OPS	008	$25,584.25	$33,241.65	$40,899.05
700915	Crew Leader II	OPS	009	$27,682.47	$35,970.28	$44,258.08
200531	Cross Connection Specialist	OPS	009	$27,682.47	$35,970.28	$44,258.08
100272	Curator	MAP	007	$37,756.43	$49,058.79	$60,361.15
700920	Custodian	OPS	002	$16,258.84	$21,126.46	$25,994.07
800018	Customer Service Representative	OPS	004	$18,841.10	$24,482.35	$30,123.60
500717	Data Processing Assistant I	OPS	004	$18,841.10	$24,482.35	$30,123.60
500718	Data Processing Assistant II	OPS	005	$20,309.96	$26,389.78	$32,469.59
500719	Data Processing Assistant III	OPS	006	$21,914.72	$28,473.88	$35,033.03
200445	Data Quality Control Analyst	OPS	008	$25,584.25	$33,241.65	$40,899.05
200443	Data Quality Control Manager	OPS	010	$29,980.37	$38,952.95	$47,925.52
100273	Database Administrator	ITM	006	$52,349.86	$68,019.07	$83,688.27
000270	Database Manager	ITM	008	$59,796.60	$77,694.71	$95,592.81

Alphabetical Listing of Pay Plan Classifications

Job Code	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
300606	Deputy Chief of Fire & Rescue Services	FRS	011	$81,545.10	$90,449.72	$99,354.34
100275	Deputy City Attorney I	LAW	009	$72,244.78	$93,557.32	$114,869.86
100276	Deputy City Attorney II	LAW	010	$76,203.90	$98,684.21	$121,164.52
100417	Deputy City Auditor	MAP	010	$45,555.48	$59,190.77	$72,826.05
100425	Deputy City Clerk / Administrative Analyst I	MAP	008	$40,165.14	$52,186.25	$64,207.36
100420	Deputy City Clerk / Executive Assistant I	MAP	005	$33,438.72	$43,448.38	$53,458.04
000055	Deputy City Clerk / Media Relation Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
500773	Deputy City Clerk / Secretary	OPS	009	$27,682.47	$35,970.28	$44,258.08
500768	Deputy City Clerk / Secretary to the Mayor	OPS	011	$32,498.86	$42,227.82	$51,956.77
500772	Deputy City Clerk / Stenographic Reporter	OPS	008	$25,584.25	$33,241.65	$40,899.05
000092	Deputy Code Official	MAP	011	$48,571.61	$63,110.68	$77,649.75
100280	Deputy Commonwealth's Attorney	COF	017	$76,203.90	$98,684.21	$121,164.52
000058	Deputy Emergency Services Coordinator	MAP	012	$51,827.14	$67,339.53	$82,851.91
200470	Deputy Fire Marshal	FRS	008	$51,010.64	$62,445.25	$73,879.86
100203	Deputy Registrar / Elections Administrator	MAP	006	$35,519.16	$46,150.87	$56,782.57
800049	Detention Center Assistant Superintendent	MAP	009	$42,758.91	$55,558.88	$68,358.84
100244	Detention Center Superintendent	MAP	011	$48,571.61	$63,110.68	$77,649.75
800048	Detention Center Supervisor	MAP	007	$37,756.43	$49,058.79	$60,361.15
000072	Director of Information Technology	EXE	003	$74,308.50	$101,404.47	$128,500.44
000575	Director of Budget & Management	EXE	003	$74,308.50	$101,404.47	$128,500.44
000065	Director of Civic Facilities	EXE	003	$74,308.50	$101,404.47	$128,500.44
000054	Director of Communications	EXE	001	$59,005.20	$80,457.31	$101,909.42
000067	Director of Development	EXE	003	$74,308.50	$101,404.47	$128,500.44
000069	Director of Facilities & Enterprise Management	EXE	003	$74,308.50	$101,404.47	$128,500.44
000068	Director of Finance	EXE	003	$74,308.50	$101,404.47	$128,500.44
000070	Director of Human Resources	EXE	003	$74,308.50	$101,404.47	$128,500.44
000071	Director of Human Services	EXE	003	$74,308.50	$101,404.47	$128,500.44
000003	Director of Intergovernmental Relations	EXE	001	$59,005.20	$80,457.31	$101,909.42
000073	Director of Libraries	EXE	003	$74,308.50	$101,404.47	$128,500.44

Alphabetical Listing of Pay Plan Classifications

Job Code	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
000084	Director of Maritime Center	EXE	003	$74,308.50	$101,404.47	$128,500.44
000081	Director of Neighborhood & Leisure Services	EXE	003	$74,308.50	$101,404.47	$128,500.44
000075	Director of Planning	EXE	003	$74,308.50	$101,404.47	$128,500.44
000076	Director of Public Works	EXE	003	$74,308.50	$101,404.47	$128,500.44
000142	Director of the Virginia Zoological Park	EXE	002	$68,782.25	$89,416.82	$110,051.39
000077	Director of Utilities	EXE	003	$74,308.50	$101,404.47	$128,500.44
100295	Disability Case Manager	MAP	007	$37,756.43	$49,058.79	$60,361.15
100449	Economic Forecast Specialist	MAP	010	$45,555.48	$59,190.77	$72,826.05
100245	Education Manager	MAP	009	$42,758.91	$55,558.88	$68,358.84
800010	Education Specialist	OPS	008	$25,584.25	$33,241.65	$40,899.05
800011	Election Assistant I	OPS	003	$17,494.56	$22,732.27	$27,969.97
500759	Election Assistant II	OPS	005	$20,309.96	$26,389.78	$32,469.59
800009	Election Assistant III	OPS	006	$21,914.72	$28,473.88	$35,033.03
600834	Electrician I	OPS	007	$23,667.94	$30,753.48	$37,839.02
600835	Electrician II	OPS	009	$27,682.47	$35,970.28	$44,258.08
600836	Electrician III	OPS	010	$29,980.37	$38,952.95	$47,925.52
600837	Electrician IV	OPS	011	$32,498.86	$42,227.82	$51,956.77
600840	Electronics Technician I	OPS	009	$27,682.47	$35,970.28	$44,258.08
600841	Electronics Technician II	OPS	010	$29,980.37	$38,952.95	$47,925.52
700990	Elephant Manager	OPS	012	$35,260.94	$45,814.24	$56,367.53
800403	Elevator Inspector	OPS	011	$32,498.86	$42,227.82	$51,956.77
200540	Eligibility Supervisor	MAP	007	$37,756.43	$49,058.79	$60,361.15
800015	Eligibility Worker	OPS	009	$27,682.47	$35,970.28	$44,258.08
100315	Employee Benefits Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
100290	Employment Investigator	OPS	010	$29,980.37	$38,952.95	$47,925.52
100294	Employment Services Worker II	OPS	012	$35,260.94	$45,814.24	$56,367.53
100266	Energy Conservation Coordinator	MAP	010	$45,555.48	$59,190.77	$72,826.05
700922	Engineering Aide	OPS	005	$20,309.96	$26,389.78	$32,469.59
000085	Engineering Manager	SRM	008	$58,468.88	$80,687.31	$102,905.73
200437	Engineering Technician I	OPS	009	$27,682.47	$35,970.28	$44,258.08
200438	Engineering Technician II	OPS	010	$29,980.37	$38,952.95	$47,925.52
200439	Engineering Technician III	OPS	011	$32,498.86	$42,227.82	$51,956.77
200440	Engineering Technician IV	OPS	012	$35,260.94	$45,814.24	$56,367.53
100297	Enterprise Controller	MAP	012	$51,827.14	$67,339.53	$82,851.91
100299	Environmental Engineer	MAP	009	$42,758.91	$55,558.88	$68,358.84
700991	Environmental Health Assistant I	OPS	004	$18,841.10	$24,482.35	$30,123.60
700992	Environmental Health Assistant II	OPS	005	$20,309.96	$26,389.78	$32,469.59

Alphabetical Listing of Pay Plan Classifications

Job Code	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
000100	Environmental Services Manager	SRM	007	$54,951.99	$75,833.81	$96,715.62
200452	Environmental Specialist I	OPS	010	$29,980.37	$38,952.95	$47,925.52
200453	Environmental Specialist II	OPS	012	$35,260.94	$45,814.24	$56,367.53
700925	Equipment Operator II	OPS	006	$21,914.72	$28,473.88	$35,033.03
700926	Equipment Operator III	OPS	008	$25,584.25	$33,241.65	$40,899.05
700927	Equipment Operator IV	OPS	009	$27,682.47	$35,970.28	$44,258.08
800402	Event Coordinator	MAP	007	$37,756.43	$49,058.79	$60,361.15
000082	Event Manager	MAP	009	$42,758.91	$55,558.88	$68,358.84
000032	Executive Assistant	EXE	001	$59,005.20	$80,457.31	$101,909.42
000087	Executive Manager of Retirement Systems	SRM	008	$58,468.88	$80,687.31	$102,905.73
100871	Facilities Maintenance Manager	SRM	007	$54,951.99	$75,833.81	$96,715.62
800521	Facilities Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
000047	Financial Operations Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
200493	Fire Arson Investigator	FRS	008	$51,010.64	$62,445.25	$73,879.86
300611	Fire Captain	FRS	008	$51,010.64	$62,445.25	$73,879.86
200471	Fire Inspector	FRS	005	$40,090.92	$50,547.51	$61,004.10
300612	Fire Lieutenant	FRS	006	$44,429.53	$54,387.97	$64,346.40
200444	Fire Marshal	FRS	009	$63,931.36	$74,956.15	$85,980.94
300602	Fire/Paramedic Lieutenant	FRS	007	$46,681.43	$57,144.82	$67,608.21
300614	Firefighter EMT	FRS	002	$36,373.30	$40,900.10	$45,426.89
300615	Firefighter EMT-C	FRS	004	$34,708.94	$43,762.02	$52,815.09
300616	Firefighter EMT-P	FRS	005	$40,090.92	$50,547.51	$61,004.10
300617	Firefighter EMT-ST	FRS	003	$32,951.54	$41,546.71	$50,141.87
300604	Firefighter Recruit	FRS	001	$29,500.00	$29,500.00	$29,500.00
000090	Fiscal Manager I	MAP	008	$40,165.14	$52,186.25	$64,207.36
800504	Fiscal Manager II	MAP	010	$45,555.48	$59,190.77	$72,826.05
100371	Fiscal Monitoring Specialist I	MAP	006	$35,519.16	$46,150.87	$56,782.57
100372	Fiscal Monitoring Specialist II	MAP	008	$40,165.14	$52,186.25	$64,207.36
100167	Fiscal Systems Analyst	ITM	004	$45,916.16	$59,660.17	$73,404.18
600819	Fleet Coordinator	MAP	006	$35,519.16	$46,150.87	$56,782.57
000091	Fleet Maintenance Manager	SRM	007	$54,951.99	$75,833.81	$96,715.62
700911	Food Service Manager	OPS	012	$35,260.94	$45,814.24	$56,367.53
700929	Forestry Crew Leader	OPS	010	$29,980.37	$38,952.95	$47,925.52
700930	Forestry Supervisor	MAP	008	$40,165.14	$52,186.25	$64,207.36
100314	Fraud Investigator	OPS	010	$29,980.37	$38,952.95	$47,925.52
200542	Fraud Supervisor	MAP	007	$37,756.43	$49,058.79	$60,361.15
700988	General Utility Maintenance Supervisor	MAP	008	$40,165.14	$52,186.25	$64,207.36

Alphabetical Listing of Pay Plan Classifications

Job Class	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
800040	GIS Specialist I	ITO	006	$32,077.54	$41,680.00	$51,282.46
800555	GIS Specialist II	ITM	001	$37,851.56	$49,182.15	$60,512.74
800556	GIS Specialist III	ITM	003	$43,032.81	$55,913.28	$68,793.75
800557	GIS Team Supervisor	ITM	005	$49,015.92	$63,686.20	$78,356.48
200418	GIS Technician	OPS	010	$29,980.37	$38,952.95	$47,925.52
100423	GIS Technician II	MAP	006	$35,519.16	$46,150.87	$56,782.57
200419	Grant & Development Coordinator	MAP	009	$42,758.91	$55,558.88	$68,358.84
100451	Grants Management Administrator	MAP	009	$42,758.91	$55,558.88	$68,358.84
100450	Grants Management Assistant	MAP	007	$37,756.43	$49,058.79	$60,361.15
700933	Groundskeeper	OPS	004	$18,841.10	$24,482.35	$30,123.60
700931	Groundskeeper Crew Leader	OPS	008	$25,584.25	$33,241.65	$40,899.05
100164	Health & Fitness Facilitator	MAP	004	$31,504.64	$40,935.12	$50,365.60
900006	Highway Operations Technician	OPS	010	$29,980.37	$38,952.95	$47,925.52
700935	Horticulture Technician	OPS	006	$21,914.72	$28,473.88	$35,033.03
700937	Horticulturist	MAP	007	$37,756.43	$49,058.79	$60,361.15
100309	Human Resources Coordinator	MAP	009	$42,758.91	$55,558.88	$68,358.84
100307	Human Resources Team Leader	MAP	010	$45,555.48	$59,190.77	$72,826.05
200446	Human Services Aide	OPS	006	$21,914.72	$28,473.88	$35,033.03
300618	Humane Officer I	OPS	008	$25,584.25	$33,241.65	$40,899.05
300619	Humane Officer II	OPS	011	$32,498.86	$42,227.82	$51,956.77
100310	Income Tax Auditor	OPS	010	$29,980.37	$38,952.95	$47,925.52
100385	Information Management Supervisor	MAP	008	$40,165.14	$52,186.25	$64,207.36
200501	Information Systems Trainer	ITO	009	$38,594.88	$50,147.10	$61,699.32
100168	Information Technology Planner	ITM	004	$45,916.16	$59,660.17	$73,404.18
200401	Information Technology Telecommunications Analyst II	ITM	002	$40,350.19	$52,427.75	$64,505.31
200402	Information Technology Telecommunications Analyst III	ITM	006	$52,349.86	$68,019.07	$83,688.27
200551	Information Technology Telecommunications Technician	ITO	007	$34,095.26	$44,301.47	$54,507.67
800021	Information Technology Trainer	ITO	009	$38,594.88	$50,147.10	$61,699.32
800020	Information Technology Training Coordinator	ITM	002	$40,350.19	$52,427.75	$64,505.31
700939	Instrument Technician	OPS	009	$27,682.47	$35,970.28	$44,258.08
100405	Judicial Executive Assistant	OPS	012	$35,260.94	$45,814.24	$56,367.53
300626	Kennel Supervisor	OPS	009	$27,682.47	$35,970.28	$44,258.08
200498	Landscape Coordinator I	OPS	011	$32,498.86	$42,227.82	$51,956.77

Alphabetical Listing of Pay Plan Classifications

Job Class	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
200499	Landscape Coordinator II	OPS	012	$35,260.94	$45,814.24	$56,367.53
700913	Laundry Worker	OPS	002	$16,258.84	$21,126.46	$25,994.07
100316	Law Clerk	OPS	009	$27,682.47	$35,970.28	$44,258.08
100318	Legal Administrator	MAP	011	$48,571.61	$63,110.68	$77,649.75
800110	Legal Administrator CWA	COF	007	$48,571.61	$63,110.68	$77,649.75
500735	Legal Assistant	OPS	012	$35,260.94	$45,814.24	$56,367.53
800115	Legal Assistant CWA	COF	005	$35,260.94	$45,814.24	$56,367.53
400655	Legal Executive Coordinator	MAP	009	$42,758.91	$55,558.88	$68,358.84
500740	Legal Secretary I	OPS	008	$25,584.25	$33,241.65	$40,899.05
800120	Legal Secretary I CWA	COF	001	$25,584.25	$33,241.65	$40,899.05
500741	Legal Secretary II	OPS	010	$29,980.37	$38,952.95	$47,925.52
800125	Legal Secretary II CWA	COF	003	$29,980.37	$38,733.40	$47,486.43
100320	Librarian I	MAP	005	$33,438.72	$43,448.38	$53,458.04
100321	Librarian II	MAP	008	$40,165.14	$52,186.25	$64,207.36
100322	Librarian III	MAP	009	$42,758.91	$55,558.88	$68,358.84
800999	Library Aide	OPS	002	$16,258.84	$21,126.46	$25,994.07
400665	Library Assistant I	OPS	004	$18,841.10	$24,482.35	$30,123.60
400666	Library Assistant II	OPS	005	$20,309.96	$26,389.78	$32,469.59
400660	Library Associate I	OPS	009	$27,682.47	$35,970.28	$44,258.08
400661	Library Associate II	OPS	010	$29,980.37	$38,952.95	$47,925.52
100327	Library Public Services Administrator	SRM	008	$58,468.88	$80,687.31	$102,905.73
000009	Library Support Services Administrator	SRM	008	$58,468.88	$80,687.31	$102,905.73
200474	License Inspector I	OPS	009	$27,682.47	$35,970.28	$44,258.08
200475	License Inspector II	OPS	010	$29,980.37	$38,952.95	$47,925.52
700941	Lifeguard	OPS	005	$20,309.96	$26,389.78	$32,469.59
000097	MacArthur Memorial Director	SRM	006	$51,719.46	$71,372.88	$91,026.29
700942	Maintenance Mechanic I	OPS	007	$23,667.94	$30,753.48	$37,839.02
700943	Maintenance Mechanic II	OPS	008	$25,584.25	$33,241.65	$40,899.05
700944	Maintenance Mechanic III	OPS	010	$29,980.37	$38,952.95	$47,925.52
600846	Maintenance Shop Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
700946	Maintenance Supervisor I	MAP	005	$33,438.72	$43,448.38	$53,458.04
700947	Maintenance Supervisor II	MAP	007	$37,756.43	$49,058.79	$60,361.15
700949	Maintenance Worker I	OPS	003	$17,494.56	$22,732.27	$27,969.97
700950	Maintenance Worker II	OPS	004	$18,841.10	$24,482.35	$30,123.60
100171	Management Analyst I	MAP	006	$35,519.16	$46,150.87	$56,782.57
100172	Management Analyst II	MAP	008	$40,165.14	$52,186.25	$64,207.36
100173	Management Analyst III	MAP	009	$42,758.91	$55,558.88	$68,358.84

Alphabetical Listing of Pay Plan Classifications

Job Class	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
100319	Management Services Administrator	SRM	006	$51,719.46	$71,372.88	$91,026.29
000103	Manager of Application Development	SRM	008	$58,468.88	$80,687.31	$102,905.73
000251	Manager of Broadcast Services	SRM	004	$46,008.16	$63,491.75	$80,975.33
100875	Manager of Budget & Accounting	SRM	006	$51,719.46	$71,372.88	$91,026.29
100409	Manager of Cruise Operations & Marketing	SRM	004	$46,008.16	$63,491.75	$80,975.33
100302	Manager of Geographic Information Technology Planning	SRM	007	$54,951.99	$75,833.81	$96,715.62
800047	Manager of Legislative Research & Administration	MAP	009	$42,758.91	$55,558.88	$68,358.84
000101	Manager of Microcomputer & Radio Communication Systems	SRM	008	$58,468.88	$80,687.31	$102,905.73
000297	Manager of Neighborhoods	MAP	011	$48,571.61	$63,110.68	$77,649.75
700955	Manager of Operations & Engineering	MAP	010	$45,555.48	$59,190.77	$72,826.05
000157	Manager of Public Relations	SRM	004	$46,008.16	$63,491.75	$80,975.33
000252	Manager of Publications & Direct Communication	SRM	004	$46,008.16	$63,491.75	$80,975.33
100193	Manager of Real Estate	SRM	004	$46,008.16	$63,491.75	$80,975.33
000104	Manager of Technical Support & Operations	SRM	008	$58,468.88	$80,687.31	$102,905.73
100247	Manager of Visitor Marketing	MAP	010	$45,555.48	$59,190.77	$72,826.05
100265	Manager of Visitor Services	MAP	007	$37,756.43	$49,058.79	$60,361.15
000099	Manager of Voice Communications	SRM	007	$54,951.99	$75,833.81	$96,715.62
100191	Manger of Special Districts & Programs	SRM	003	$43,486.54	$60,011.45	$76,536.35
800032	Marine Life Specialist	OPS	008	$25,584.25	$33,241.65	$40,899.05
800518	Maritime Operations Manager	MAP	010	$45,555.48	$59,190.77	$72,826.05
600849	Materials Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
100343	Media & Promotions Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
700952	Messenger/Driver	OPS	003	$17,494.56	$22,732.27	$27,969.97
300621	Meter Monitor	OPS	004	$18,841.10	$24,482.35	$30,123.60
800449	Microcomputer Systems Analyst	ITO	005	$30,198.87	$39,237.31	$48,275.74
200451	Microcomputer Systems Team Supervisor	ITM	005	$49,015.92	$63,686.20	$78,356.48
500745	Micrographics Technician	OPS	005	$20,309.96	$26,389.78	$32,469.59
100251	Municipal Debt Administrator	MAP	012	$51,827.14	$67,339.53	$82,851.91
300640	Museum Attendant	OPS	005	$20,309.96	$26,389.78	$32,469.59

Alphabetical Listing of Pay Plan Classifications

Job Class	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
200482	Neighborhood Development Specialist	OPS	010	$29,980.37	$38,952.95	$47,925.52
800546	Network Engineer II	ITM	004	$45,916.16	$59,660.17	$73,404.18
800545	Network Engineer III	ITM	006	$52,349.86	$68,019.07	$83,688.27
200403	Network Engineer IV	ITM	008	$59,796.60	$77,694.71	$95,592.81
800547	Network Security Engineer	ITM	006	$52,349.86	$68,019.07	$83,688.27
500748	Office Aide	OPS	001	$15,124.53	$19,652.37	$24,180.21
500750	Office Assistant	OPS	003	$17,494.56	$22,732.27	$27,969.97
500755	Office Manager	MAP	003	$29,705.42	$38,595.93	$47,486.43
600852	Operating Engineer I	OPS	007	$23,667.94	$30,753.48	$37,839.02
600853	Operating Engineer II	OPS	010	$29,980.37	$38,952.95	$47,925.52
000113	Operations Manager	MAP	010	$45,555.48	$59,190.77	$72,826.05
300638	Operations Officer	OPS	006	$21,914.72	$28,473.88	$35,033.03
800537	Organizational Development Specialist	MAP	008	$40,165.14	$52,186.25	$64,207.36
600855	Painter I	OPS	007	$23,667.94	$30,753.48	$37,839.02
600856	Painter II	OPS	009	$27,682.47	$35,970.28	$44,258.08
400670	Paralegal	OPS	010	$29,980.37	$38,952.95	$47,925.52
400671	Paralegal Claims Investigator	OPS	012	$35,260.94	$45,814.24	$56,367.53
800130	Paralegal CWA	COF	003	$29,980.37	$38,733.40	$47,486.43
000107	Parking Administrator	MAP	009	$42,758.91	$55,558.88	$68,358.84
000010	Parking Director	SRM	006	$51,719.46	$71,372.88	$91,026.29
100340	Parking Manager	MAP	007	$37,756.43	$49,058.79	$60,361.15
100387	Parking Supervisor	MAP	002	$28,029.56	$36,418.78	$44,807.99
100155	Payroll Accountant	MAP	006	$35,519.16	$46,150.87	$56,782.57
800042	Payroll Specialist	MAP	006	$35,519.16	$46,150.87	$56,782.57
100157	Payroll Team Leader	MAP	009	$42,758.91	$55,558.88	$68,358.84
200511	Permits Specialist	OPS	011	$32,498.86	$42,227.82	$51,956.77
800349	Personnel Analyst	MAP	007	$37,756.43	$49,058.79	$60,361.15
800347	Personnel Specialist	MAP	005	$33,438.72	$43,448.38	$53,458.04
200509	Photographic Lab Technician	OPS	008	$25,584.25	$33,241.65	$40,899.05
600860	Plumber II	OPS	008	$25,584.25	$33,241.65	$40,899.05
600861	Plumber III	OPS	009	$27,682.47	$35,970.28	$44,258.08
300623	Police Captain	POL	007	$74,141.22	$80,061.08	$85,980.94
300624	Police Corporal	POL	004	$42,936.63	$50,341.03	$57,745.43
400672	Police Identification Clerk	OPS	006	$21,914.72	$28,473.88	$35,033.03
300625	Police Lieutenant	POL	006	$63,705.54	$68,792.70	$73,879.86
300629	Police Officer I	POL	002	$31,363.50	$31,363.50	$31,363.50
300630	Police Officer II	POL	003	$36,466.34	$44,640.72	$52,815.09

Alphabetical Listing of Pay Plan Classifications

Job Class	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
000122	Police Planning Manager	SRM	005	$48,746.20	$67,269.48	$85,792.76
100170	Police Program Policy Specialist	MAP	006	$35,519.16	$46,150.87	$56,782.57
100305	Police Records & Identification Section Supervisor	MAP	007	$37,756.43	$49,058.79	$60,361.15
300632	Police Recruit	POL	001	$29,500.00	$29,500.00	$29,500.00
300635	Police Sergeant	POL	005	$50,270.46	$58,939.34	$67,608.21
100317	Police Training and Development Manager	MAP	007	$37,756.43	$49,058.79	$60,361.15
700951	Pool Manager	OPS	011	$32,498.86	$42,227.82	$51,956.77
000041	Principal Analyst	SRM	007	$54,951.99	$75,833.81	$96,715.62
100351	Program Administrator	MAP	008	$40,165.14	$52,186.25	$64,207.36
800523	Program Supervisor	MAP	008	$40,165.14	$52,186.25	$64,207.36
200516	Programmer/Analyst II	ITM	001	$37,851.56	$49,182.15	$60,512.74
200517	Programmer/Analyst III	ITM	002	$40,350.19	$52,427.75	$64,505.31
200518	Programmer/Analyst IV	ITM	003	$43,032.81	$55,913.28	$68,793.75
200519	Programmer/Analyst V	ITM	005	$49,015.92	$63,686.20	$78,356.48
800570	Programs Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
100268	Project Coordinator	MAP	008	$40,165.14	$52,186.25	$64,207.36
400675	Public Health Aide	OPS	004	$18,841.10	$24,482.35	$30,123.60
100375	Public Information Specialist I	MAP	004	$31,504.64	$40,935.12	$50,365.60
100376	Public Information Specialist II	MAP	006	$35,519.16	$46,150.87	$56,782.57
800034	Public Relations Assistant	OPS	007	$23,667.94	$30,753.48	$37,839.02
100410	Public Relations Specialist	MAP	007	$37,756.43	$49,058.79	$60,361.15
200554	Public Safety Telecommunicator I	OPS	008	$25,584.25	$33,241.65	$40,899.05
200555	Public Safety Telecommunicator II	OPS	010	$29,980.37	$38,952.95	$47,925.52
200556	Public Safety Telecommunicator III	OPS	013	$38,292.74	$49,755.58	$61,218.42
200553	Public Safety Telecommunicator Trainee	OPS	007	$23,667.94	$30,753.48	$37,839.02
100269	Public Services Coordinator I	MAP	006	$35,519.16	$46,150.87	$56,782.57
000109	Purchasing Agent	SRM	007	$54,951.99	$75,833.81	$96,715.62
100453	Quality & Finance Analyst	MAP	008	$40,165.14	$52,186.25	$64,207.36
800024	Radio Communications Systems Analyst	ITO	005	$30,198.87	$39,237.31	$48,275.74
600876	Radio Communications Systems Supervisor	ITO	011	$43,803.31	$56,914.82	$70,026.33
800025	Radio Communications Systems Technician	ITO	003	$26,818.93	$34,846.42	$42,873.90
100176	Real Estate Analyst	MAP	006	$35,519.16	$46,150.87	$56,782.57

Alphabetical Listing of Pay Plan Classifications

Job Class	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
200434	Real Estate Appraisal Team Leader	MAP	009	$42,758.91	$55,558.88	$68,358.84
200525	Real Estate Appraiser I	OPS	010	$29,980.37	$38,952.95	$47,925.52
200526	Real Estate Appraiser II	OPS	011	$32,498.86	$42,227.82	$51,956.77
200527	Real Estate Appraiser III	OPS	013	$38,292.74	$49,755.58	$61,218.42
800517	Real Estate Coordinator	MAP	007	$37,756.43	$49,058.79	$60,361.15
500756	Records & Information Clerk	OPS	005	$20,309.96	$26,389.78	$32,469.59
100341	Records Administrator	MAP	008	$40,165.14	$52,186.25	$64,207.36
800026	Recreation Specialist	OPS	009	$27,682.47	$35,970.28	$44,258.08
100355	Recreation Supervisor	MAP	005	$33,438.72	$43,448.38	$53,458.04
800522	Recycling Coordinator	MAP	010	$45,555.48	$59,190.77	$72,826.05
700969	Refuse Collection Supervisor	OPS	010	$29,980.37	$38,952.95	$47,925.52
700966	Refuse Collector I	OPS	003	$17,494.56	$22,732.27	$27,969.97
700967	Refuse Collector II	OPS	005	$20,309.96	$26,389.78	$32,469.59
700970	Refuse Collector, Lead	OPS	008	$25,584.25	$33,241.65	$40,899.05
700968	Refuse Collector, Senior	OPS	007	$23,667.94	$30,753.48	$37,839.02
200484	Refuse Inspector	OPS	009	$27,682.47	$35,970.28	$44,258.08
100358	Registered Nurse	MAP	005	$33,438.72	$43,448.38	$53,458.04
100360	Reservoir Manager	MAP	005	$33,438.72	$43,448.38	$53,458.04
900004	Right of Way Permit Supervisor	MAP	009	$42,758.91	$55,558.88	$68,358.84
800514	Right of Way Program Manager	MAP	010	$45,555.48	$59,190.77	$72,826.05
000112	Risk Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
200528	Safety Specialist	OPS	011	$32,498.86	$42,227.82	$51,956.77
100217	Sales Representative	MAP	006	$35,519.16	$46,150.87	$56,782.57
500769	Secretary to the City Manager	OPS	011	$32,498.86	$42,227.82	$51,956.77
800050	Security Counselor II	OPS	010	$29,980.37	$38,952.95	$47,925.52
800051	Security Counselor III	OPS	012	$35,260.94	$45,814.24	$56,367.53
600877	Security Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
300639	Security Officer	OPS	007	$23,667.94	$30,753.48	$37,839.02
600808	Senior Autobody Repair Mechanic	OPS	010	$29,980.37	$38,952.95	$47,925.52
600818	Senior Automotive Mechanic	OPS	010	$29,980.37	$38,952.95	$47,925.52
800045	Senior Automotive Repair Technician	OPS	011	$32,498.86	$42,227.82	$51,956.77
100402	Senior Business Development Manager-Commercial	SRM	004	$46,008.16	$63,491.75	$80,975.33
100324	Senior Business Development Manager-Finance	SRM	005	$48,746.20	$67,269.48	$85,792.76
100401	Senior Business Development Manager-Maritime	SRM	004	$46,008.16	$63,491.75	$80,975.33

Alphabetical Listing of Pay Plan Classifications

Job Class	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
200426	Senior City Planning Technician	OPS	011	$32,498.86	$42,227.82	$51,956.77
800489	Senior Codes Specialist	OPS	012	$35,260.94	$45,814.24	$56,367.53
200532	Senior Cross-Connection Specialist	OPS	011	$32,498.86	$42,227.82	$51,956.77
700919	Senior Custodian	OPS	003	$17,494.56	$22,732.27	$27,969.97
100279	Senior Deputy City Attorney	LAW	011	$80,387.79	$104,102.26	$127,816.72
500760	Senior Election Assistant	OPS	008	$25,584.25	$33,241.65	$40,899.05
100253	Senior Exhibits Manager & Designer	MAP	008	$40,165.14	$52,186.25	$64,207.36
100166	Senior Information Technology Planner	ITM	008	$59,796.60	$77,694.71	$95,592.81
200450	Senior Micro Computer Systems Analyst	ITM	001	$37,851.56	$49,182.15	$60,512.74
800550	Senior Network Analyst	MAP	009	$42,758.91	$55,558.88	$68,358.84
200512	Senior Permits Specialist	OPS	013	$38,292.74	$49,755.58	$61,218.42
100404	Senior Projects Manager	SRM	003	$43,486.54	$60,011.45	$76,536.35
100452	Senior Quality & Finance Analyst	MAP	009	$42,758.91	$55,558.88	$68,358.84
600875	Senior Radio Communications System Analyst	ITO	008	$36,263.52	$47,118.43	$57,973.34
100356	Senior Recreation Supervisor I	MAP	006	$35,519.16	$46,150.87	$56,782.57
100357	Senior Recreation Supervisor II	MAP	008	$40,165.14	$52,186.25	$64,207.36
100392	Senior Traffic Engineer	MAP	010	$45,555.48	$59,190.77	$72,826.05
100391	Senior Transportation Engineer	MAP	010	$45,555.48	$59,190.77	$72,826.05
700987	Senior Utility Maintenance Supervisor	OPS	012	$35,260.94	$45,814.24	$56,367.53
100398	Senior Water Chemist	MAP	007	$37,756.43	$49,058.79	$60,361.15
700975	Sign Manufacturing Technician	OPS	007	$23,667.94	$30,753.48	$37,839.02
800052	Social Work Associate	OPS	008	$25,584.25	$33,241.65	$40,899.05
100364	Social Work Supervisor I	MAP	009	$42,758.91	$55,558.88	$68,358.84
100366	Social Worker I	OPS	010	$29,980.37	$38,952.95	$47,925.52
100367	Social Worker II	OPS	012	$35,260.94	$45,814.24	$56,367.53
200404	Social Worker III	MAP	007	$37,756.43	$49,058.79	$60,361.15
800506	Software Analyst	ITM	002	$40,350.19	$52,427.75	$64,505.31
500700	Staff Technician I	OPS	008	$25,584.25	$33,241.65	$40,899.05
500701	Staff Technician II	OPS	009	$27,682.47	$35,970.28	$44,258.08
100427	Stage Crew Chief	OPS	012	$35,260.94	$45,814.24	$56,367.53
800401	Stage Production Manager	MAP	007	$37,756.43	$49,058.79	$60,361.15
500771	Stenographic Reporter II	OPS	008	$25,584.25	$33,241.65	$40,899.05
600883	Storekeeper I	OPS	005	$20,309.96	$26,389.78	$32,469.59
600884	Storekeeper II	OPS	007	$23,667.94	$30,753.48	$37,839.02

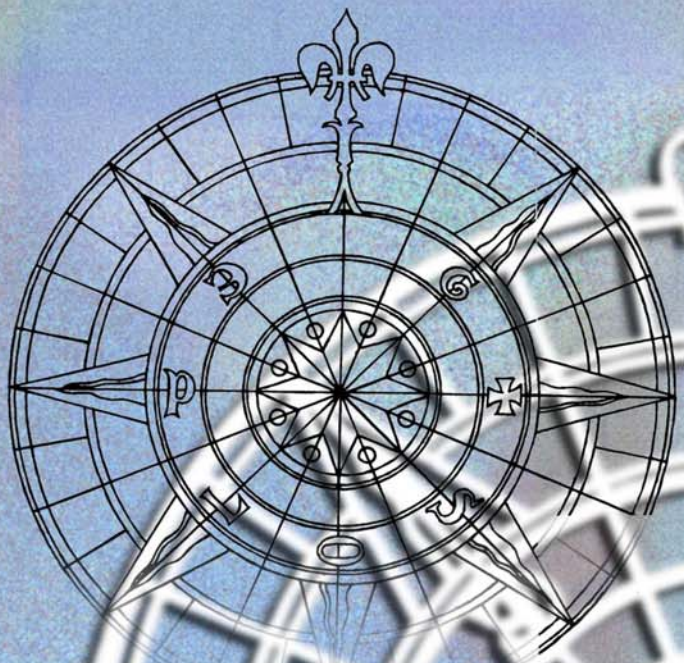
Alphabetical Listing of Pay Plan Classifications

Job Class	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
600885	Storekeeper III	OPS	008	$25,584.25	$33,241.65	$40,899.05
800513	Storm Water Assistant Superintendent	MAP	009	$42,758.91	$55,558.88	$68,358.84
000125	Storm Water Engineer	SRM	007	$54,951.99	$75,833.81	$96,715.62
000031	Storm Water Operations Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
700976	Street Maintenance Supervisor	OPS	010	$29,980.37	$38,952.95	$47,925.52
000141	Streets Engineer	SRM	007	$54,951.99	$75,833.81	$96,715.62
000127	Superintendent of Cemeteries	SRM	006	$51,719.46	$71,372.88	$91,026.29
000130	Superintendent of Parks and Forestry	SRM	006	$51,719.46	$71,372.88	$91,026.29
000132	Superintendent of Recreation	SRM	005	$48,746.20	$67,269.48	$85,792.76
000136	Superintendent of Traffic Operations	MAP	011	$48,571.61	$63,110.68	$77,649.75
000138	Superintendent of Virginia Zoological Park	SRM	008	$58,468.88	$80,687.31	$102,905.73
000134	Superintendent of Waste Management	SRM	007	$54,951.99	$75,833.81	$96,715.62
600890	Supervising Operating Engineer, HVAC	MAP	007	$37,756.43	$49,058.79	$60,361.15
800022	Support Technician	OPS	006	$21,914.72	$28,473.88	$35,033.03
200544	Survey Party Chief	OPS	010	$29,980.37	$38,952.95	$47,925.52
100346	Systems Manager	MAP	009	$42,758.91	$55,558.88	$68,358.84
200549	Systems Programmer	ITM	006	$52,349.86	$68,019.07	$83,688.27
200414	Technical Systems Administrator	ITO	006	$32,077.54	$41,680.00	$51,282.46
100430	Therapeutic Recreation Specialist	OPS	010	$29,980.37	$38,952.95	$47,925.52
800510	Towing Operations Manager	SRM	003	$43,486.54	$60,011.45	$76,536.35
100389	Traffic Engineering Assistant	MAP	009	$42,758.91	$55,558.88	$68,358.84
200495	Traffic Investigator	OPS	008	$25,584.25	$33,241.65	$40,899.05
700980	Traffic Maintenance Supervisor	MAP	006	$35,519.16	$46,150.87	$56,782.57
800981	Traffic Maintenance Technician I	OPS	004	$18,841.10	$24,482.35	$30,123.60
700981	Traffic Maintenance Technician II	OPS	007	$23,667.94	$30,753.48	$37,839.02
700983	Traffic Maintenance Technician III	OPS	009	$27,682.47	$35,970.28	$44,258.08
700982	Traffic Sign Fabricator	OPS	005	$20,309.96	$26,389.78	$32,469.59
800012	Traffic Signal Technician I	OPS	007	$23,667.94	$30,753.48	$37,839.02
800013	Traffic Signal Technician II	OPS	008	$25,584.25	$33,241.65	$40,899.05
800016	Traffic Signal Technician III	OPS	009	$27,682.47	$35,970.28	$44,258.08
800014	Traffic Signal Technician IV	OPS	010	$29,980.37	$38,952.95	$47,925.52
600842	Traffic Signal Technician V	MAP	007	$37,756.43	$49,058.79	$60,361.15
900007	Traffic Systems Engineering Technician I	OPS	011	$32,498.86	$42,227.82	$51,956.77

Alphabetical Listing of Pay Plan Classifications

Job Class	Classification	Salary Plan	Grade	Minimum-Annual	Midpoint	Maximum-Annual
900008	Traffic Systems Engineering Technician II	OPS	012	$35,260.94	$45,814.24	$56,367.53
700984	Tree Trimmer	OPS	008	$25,584.25	$33,241.65	$40,899.05
800035	Utility Construction Inspector	OPS	011	$32,498.86	$42,227.82	$51,956.77
800610	Utility Customer Service Manager	SRM	006	$51,719.46	$71,372.88	$91,026.29
600892	Utility Maintenance Mechanic I	OPS	007	$23,667.94	$30,753.48	$37,839.02
600893	Utility Maintenance Mechanic II	OPS	008	$25,584.25	$33,241.65	$40,899.05
600894	Utility Maintenance Mechanic III	OPS	009	$27,682.47	$35,970.28	$44,258.08
700986	Utility Maintenance Supervisor	OPS	011	$32,498.86	$42,227.82	$51,956.77
100332	Utility Operations Manager	SRM	007	$54,951.99	$75,833.81	$96,715.62
100394	Utility Planner	MAP	006	$35,519.16	$46,150.87	$56,782.57
100395	Utility Supervising Accountant	MAP	009	$42,758.91	$55,558.88	$68,358.84
100287	Victim/Witness Program Assistant Director	COF	004	$33,438.72	$43,448.38	$53,458.04
100271	Victim/Witness Program Director	COF	006	$40,165.14	$52,186.25	$64,207.36
800029	Visitor Services Assistant	OPS	006	$21,914.72	$28,473.88	$35,033.03
800036	Visitor Services Coordinator	OPS	009	$27,682.47	$35,970.28	$44,258.08
100246	Visitor Services Specialist	MAP	004	$31,504.64	$40,935.12	$50,365.60
800036	Visitor Services Coordinator	MAP	006	$35,519.16	$46,150.87	$56,782.57
800500	Wage & Salary Team Leader	MAP	006	$35,519.16	$46,150.87	$56,782.57
800041	Wage & Salary Technician	OPS	008	$25,584.25	$33,241.65	$40,899.05
100397	Water Chemist	MAP	005	$33,438.72	$43,448.38	$53,458.04
100399	Water Production Manager	SRM	007	$54,951.99	$75,833.81	$96,715.62
100333	Water Quality Manager	SRM	005	$48,746.20	$67,269.48	$85,792.76
800043	Water Treatment Plant Maintenance Technician	OPS	008	$25,584.25	$33,241.65	$40,899.05
200543	Water Treatment Supervisor	MAP	011	$48,571.61	$63,110.68	$77,649.75
200565	Waterworks Operator I	OPS	006	$21,914.72	$28,473.88	$35,033.03
200566	Waterworks Operator II	OPS	008	$25,584.25	$33,241.65	$40,899.05
200567	Waterworks Operator III	OPS	010	$29,980.37	$38,952.95	$47,925.52
200568	Waterworks Operator IV	OPS	011	$32,498.86	$42,227.82	$51,956.77
800519	Webmaster	MAP	006	$35,519.16	$46,150.87	$56,782.57
600897	Welder	OPS	009	$27,682.47	$35,970.28	$44,258.08
100386	Youth Development Manager	MAP	010	$45,555.48	$59,190.77	$72,826.05
000096	Youth Services Superintendent	MAP	013	$55,341.94	$71,906.58	$88,471.21
200459	Zoning Enforcement Coordinator	MAP	009	$42,758.91	$55,558.88	$68,358.84
200490	Zoning Enforcement Specialist I	OPS	010	$29,980.37	$38,952.95	$47,925.52
200491	Zoning Enforcement Specialist II	OPS	011	$32,498.86	$42,227.82	$51,956.77
200492	Zoning Enforcement Specialist III	OPS	013	$38,292.74	$49,755.58	$61,218.42
700998	Zookeeper	OPS	008	$25,584.25	$33,241.65	$40,899.05

FLSA



City of NORFOLK

Compensation Plan 2004

Staying the Course - Charting the Future

FLSA EXEMPT JOB CLASSIFICATIONS

Job Code	Classification Title	Job Code	Classification Title
100153	Accountant III	100190	Assistant Commonwealth's Attorney III
100154	Accountant IV	000006	Assistant Director of Civic Facilities
100186	Accounting Manager	000039	Assistant Director of Customer Services & Management
800515	Accounting Supervisor	000005	Assistant Director of Development
100156	Accounts Payable Manager	000048	Assistant Director of Finance /City Controller
100197	Administrative Analyst	000008	Assistant Director of Human Resources
500706	Administrative Assistant II	000078	Assistant Director of Human Services
000123	Administrative Services Manager	000017	Assistant Director of Information Technology
700978	Animal Services Supervisor	800700	Assistant Director of Maritime Center
800505	Applications Analyst	000018	Assistant Director of Neighborhood & Leisure Services
200546	Applications Development Team Supervisor	000325	Assistant Director of Planning
900005	Architect I	000013	Assistant Director of Public Works
100174	Architect II	000014	Assistant Director Utilities
100175	Architect III	000324	Assistant Director, Marketing
100177	Archivist	000804	Assistant Facilities Maintenance Manager
100284	Arts Manager	300601	Assistant Fire Chief
000059	Assistant Chief Of Police	200407	Assistant Fire Marshal
100181	Assistant City Attorney I	000020	Assistant Fleet Maintenance Manager
100182	Assistant City Attorney II	000023	Assistant Superintendent of Cemeteries
100183	Assistant City Attorney III	000024	Assistant Superintendent of Parks /Forestry
100415	Assistant City Auditor I	000026	Assistant Superintendent of Waste Management
100416	Assistant City Auditor II	000027	Assistant Superintendent of Streets /Bridges
000088	Assistant City Engineer	000029	Assistant Superintendent of Utility Division
000002	Assistant City Manager	100426	Assistant to the City Manager
000034	Assistant City Surveyor	100200	Auditor I
100188	Assistant Commonwealth's Attorney I	100201	Auditor II
100189	Assistant Commonwealth's Attorney II	100202	Auditor Supervisor

FLSA EXEMPT JOB CLASSIFICATIONS

Job Code	Classification Title	Job Code	Classification Title
600813	Automotive Maintenance Operations Manager	000046	City Clerk
600815	Automotive Parts Operations Manager	000049	City Engineer
300609	Battalion Fire Chief	700910	City Forester
000033	Benefits Program Manager	100311	City Historian
100159	Box Office Manager	000050	City Manager
100205	Box Office Supervisor	100248	City Planner I
000035	Budget & Management Director	100249	City Planner II
100206	Budget Supervisor	100250	City Planning Manager
100215	Budget Team Leader	100379	City Safety Officer
100207	Building Systems Engineer	100252	City Surveyor
100192	Business Development Manager	100233	City Transportation Engineer
100323	Business Manager	000051	City Treasurer
100208	Case Manager	100162	City Wellness Coordinator
100169	Cash & Investments Analyst	000056	Civil Emergency Services Coordinator
100282	Chief Deputy City Attorney	100255	Civil Engineer I
100278	Chief Deputy City Clerk	100256	Civil Engineer II
100220	Chief Deputy Commonwealth's Attorney	100257	Civil Engineer III
100222	Chief Deputy I COR	100258	Civil Engineer IV
100223	Chief Deputy II COR	100259	Civil Engineer V
200421	Chief Deputy Real Estate Assessor	200428	Claims Adjuster II
800702	Chief of Construction Inspections	000095	Code Official
800701	Chief of Construction Operations	200485	Codes Enforcement Team Leader
000066	Chief of Fire Rescue Services	800046	Codes Records & Research Manager
200420	Chief of Neighborhood Preservation	100262	Collection Coordinator
000040	Chief of Police	000052	Commissioner of the Revenue
600830	Chief Operating Engineer HVAC	000053	Commonwealth's Attorney
100227	Chief Safety / Maintenance Bureau	000116	Community Assessment Team Coordinator
100234	Chief Training Officer-Civil Emergency Services	100263	Community Services Program Coordinator
100242	Child Facility Administrator I	200463	Construction Inspector III
100243	Child Facility Administrator II	100264	Consumer Affairs Coordinator
000110	City Assessor	000805	Contract Administrator
000042	City Attorney	100370	Contract Monitoring Specialist
000044	City Auditor	100272	Curator

FLSA EXEMPT JOB CLASSIFICATIONS

Job Code	Classification Title	Job Code	Classification Title
700918	Custodial Supervisor II	000084	Director of Maritime Center
100273	Database Administrator	000094	Director of Marketing & Communications
000270	Database Manager	000081	Director of Neighborhood & Leisure Services
300606	Deputy Chief of Fire & Rescue Services	000075	Director of Planning
100275	Deputy City Attorney I	000076	Director of Public Works
100276	Deputy City Attorney II	000077	Director of Utilities
100417	Deputy City Auditor	100295	Disability Case Manager
100425	Deputy City Clerk /Administrative Analyst I	100449	Economic Forecast Specialist
100420	Deputy City Clerk /Executive Assistant I	100245	Education Manager
000055	Deputy City Clerk /Media Relations Manager	200540	Eligibility Supervisor
000004	Deputy City Manager	100315	Employee Benefits Manager
000092	Deputy Code Official	100292	Employment Services Supervisor
100280	Deputy Commonwealth's Attorney	100266	Energy Conservation Coordinator
000058	Deputy Emergency Services Coordinator	000085	Engineering Manager
000062	Deputy Fire Chief	100297	Enterprise Controller
200470	Deputy Fire Marshal	100299	Environmental Engineer
100203	Deputy Registrar/Elections Administrator	000100	Environmental Services Manager
800049	Detention Center Assistant Superintendent	100298	Event Coordinator
100244	Detention Center Superintendent	000082	Event Manager
800048	Detention Center Supervisor	000142	Executive Director, Virginia Zoological Park
000575	Director of Budget & Management	000087	Executive Manager of Retirement Systems
000065	Director of Civic Facilities	100871	Facilities Maintenance Manager
000054	Director of Communications	800521	Facilities Manager
000067	Director of Development	000047	Financial Operations Manager
000069	Director of Facility & Enterprise Management	200493	Fire Arson Investigator
000068	Director of Finance	300611	Fire Captain
000070	Director of Human Resources	300612	Fire Lieutenant
000071	Director of Human Services	200444	Fire Marshal
000072	Director of Information Technology	300602	Fire/Paramedic Lieutenant
000003	Director of Intergovernmental Relations	000090	Fiscal Manager I
000073	Director of Libraries	800504	Fiscal Manager II

FLSA EXEMPT JOB CLASSIFICATIONS

Job Code	Classification Title	Job Code	Classification Title
100371	Fiscal Monitoring Specialist I	400655	Legal Executive Coordinator
100372	Fiscal Monitoring Specialist II	100320	Librarian I
100167	Fiscal Systems Analyst	100321	Librarian II
600819	Fleet Coordinator	100322	Librarian III
000091	Fleet Maintenance Manager	100327	Library Public Services Administrator
700930	Forestry Supervisor	000009	Library Support Services Administrator
200542	Fraud Supervisor	000097	MacArthur Memorial Director
700988	General Utility Supervisor	600846	Maintenance Shop Manager
800555	GIS Specialist II	600847	Maintenance Shop Supervisor
800556	GIS Specialist III	700946	Maintenance Supervisor I
800557	GIS Team Supervisor	700947	Maintenance Supervisor II
100423	GIS Technician	100171	Management Analyst I
200419	Grant & Development Coordinator	100172	Management Analyst II
100451	Grants Management Administrator	100173	Management Analyst III
100450	Grants Management Assistant	100319	Management Services Administrator
700932	Groundskeeper Supervisor	000103	Manager of Application Development
100164	Health & Fitness Facilitator	000251	Manager of Broadcast Services
700937	Horticulturist	100875	Manager of Budget & Accounting
100306	Housing Financial Advisor	100409	Manager of Cruise Operations & Marketing
100309	Human Resources Coordinator	100302	Manager of Geographic Information & Technology Planning
100307	Human Resources Team Leader	800047	Manager of Legislative Research & Administration
100385	Information Management Supervisor	000101	Manager of Microcomputer & Radio Communications Systems
200400	Information Technology Telecommunications Analyst I	000297	Manager of Neighborhoods
200448	Information Technology Telecommunications Engineer	700955	Manager of Operations & Engineering
100168	Information Technology Planner	000252	Manager of Publications & Direct Communications
100166	Information Technology Senior Planner	000157	Manager of Public Relations
200401	Information Technology Telecommunications Analyst II	100193	Manager of Real Estate
200402	Information Technology Telecommunications Analyst III	100191	Manager of Special Districts & Programs
800020	Information Technology Training Coordinator	000104	Manager of Technical Support & Operations
100318	Legal Administrator	100247	Manager of Visitor Marketing
800110	Legal Administrator CWA		

FLSA EXEMPT JOB CLASSIFICATIONS

Job Code	Classification Title	Job Code	Classification Title
100265	Manager of Visitor Services	200516	Programmer/Analyst II
000099	Manager of Voice Communications	200517	Programmer/Analyst III
800518	Maritime Operations Manager	200518	Programmer/Analyst IV
600849	Materials Manager	200519	Programmer/Analyst V
100343	Media & Promotions Manager	800570	Programs Manager
200451	Microcomputer Systems Team Supervisor	100268	Project Coordinator
100251	Municipal Debt Administrator	100375	Public Information Specialist I
800546	Network Engineer II	100376	Public Information Specialist II
800545	Network Engineer III	100410	Public Relations Specialist
200403	Network Engineer IV	100269	Public Services Coordinator I
800547	Network Security Engineer	100270	Public Services Coordinator II
500755	Office Manager	000109	Purchasing Agent
000113	Operations Manager	100453	Quality & Finance Analyst
800537	Organizational Development Specialist	100176	Real Estate Analyst
000107	Parking Administrator	200434	Real Estate Appraisal Team Leader
000010	Parking Director	200527	Real Estate Appraiser III
100340	Parking Manager	800517	Real Estate Coordinator
100387	Parking Supervisor	100341	Records Administrator
100155	Payroll Accountant	100355	Recreation Supervisor
800042	Payroll Specialist	800522	Recycling Coordinator
100157	Payroll Team Leader	100358	Registered Nurse
800349	Personnel Analyst	000111	Registrar/Election Administrator
300623	Police Captain	100360	Reservoir Manager
300625	Police Lieutenant	900004	Right of Way Permit Supervisor
000122	Police Planning Manager	800514	Right of Way Program Manager
100170	Police Program Policy Specialist	000112	Risk Manager
100305	Police Records & Identification Section Supervisor	100217	Sales Representative
300635	Police Sergeant	600877	Security Manager
100317	Police Training and Development Manager	100403	Senior Business Development Manager -Sports
000041	Principal Analyst	100402	Senior Business Development Manager-Commercial
100351	Program Administrator	100324	Senior Business Development Manager-Finance
000117	Program Coordinator	100400	Senior Business Development Manager-Information Technology
800523	Program Supervisor	100401	Senior Business Development Manager-Maritime

FLSA EXEMPT JOB CLASSIFICATIONS			
Job Code	Classification Title	Job Code	Classification Title
100279	Senior Deputy City Attorney	000134	Superintendent of Waste Management
200450	Senior Microcomputer Systems Analyst	600890	Supervising Operating Engineer, HVAC
800550	Senior Network Analyst	100346	Systems Manager
100404	Senior Projects Manager	200549	Systems Programmer
100452	Senior Quality & Finance Analyst	800510	Towing Operations Manager
100356	Senior Recreation Supervisor I	100389	Traffic Engineering Assistant
100357	Senior Recreation Supervisor II	700980	Traffic Maintenance Supervisor
100392	Senior Traffic Engineer	600842	Traffic Signal Technician V
100391	Senior Transportation Engineer	800610	Utility Customer Service Manager
100398	Senior Water Chemist	100332	Utility Operations Manager
100345	Service Programs Manager	100394	Utility Planner
100364	Social Work Supervisor I	100287	Victim/Witness Program Assistant Director CWA
200404	Social Worker III	100271	Victim/Witness Program Director CWA
800506	Software Analyst	100246	Visitor Services Specialist
100363	Stage/Production Manager	800036	Visitor Services Coordinator
800513	Storm Water Assistant Superintendent	800500	Wage & Salary Team Leader
000125	Storm Water Engineer	100397	Water Chemist
000031	Storm Water Operations Manager	100399	Water Production Manager
000141	Streets Engineer	100333	Water Quality Manager
000127	Superintendent of Cemeteries	100874	Water Resources Manager
000130	Superintendent of Parks and Forestry	200543	Water Treatment Supervisor
000132	Superintendent of Recreation	800519	Webmaster
000136	Superintendent of Traffic Operations	100386	Youth Development Manager
000137	Superintendent of Utility Division	200459	Zoning Enforcement Coordinator
000138	Superintendent of Virginia Zoological Park		

FLSA NON-EXEMPT JOB CLASSIFICATIONS

Job Code	Classification Title	Job Code	Classification Title
100151	Accountant I	100237	Child Counselor I
100152	Accountant II	100238	Child Counselor II
800019	Accounting Technician	100239	Child Counselor III
800027	Administrative Secretary	200425	City Planning Technician
800001	Administrative Technician	200427	Claims Adjuster I
300620	Animal Caretaker	800006	Codes Specialist
700902	Animal Registrar	200552	Compliance Inspector
500710	Archives Assistant	200432	Computer Operations Supervisor
600801	Asphalt Plant Operator	200430	Computer Operator I
600802	Asphalt Plant Operator II	200431	Computer Operator II
700901	Assistant Supervisor of Animal Services	200500	Computer Support Specialist
600807	Autobody Repair Mechanic	200505	Computer Support Technician
600806	Autobody Repair Mechanic I	100213	Concrete Finisher
600810	Automotive Machinist	200461	Construction Inspector I
600817	Automotive Mechanic	200462	Construction Inspector II
600816	Automotive Mechanic I	700912	Cook
800044	Automotive Repair Technician	400651	Creative Designer & Production Manager
600821	Automotive Service Attendant	700914	Crew Leader I
600820	Automotive Service Attendant I	700915	Crew Leader II
500713	Benefits Specialist	200531	Cross Connection Specialist
600822	Bricklayer	700917	Custodial Supervisor I
200454	Bridge Inspection Supervisor	700920	Custodian
700905	Bridge Maintenance Supervisor	700921	Custodian II
800033	Broadcast Production Assistant	800018	Customer Service Representative
700903	Building/Equipment Maintenance Supervisor	500717	Data Processing Assistant I
100209	Buyer I	500718	Data Processing Assistant II
100210	Buyer II	500719	Data Processing Assistant III
600824	Carpenter I	200445	Data Quality Control Analyst
600825	Carpenter II	200443	Data Quality Control Manager
100199	Case Management Specialist	500773	Deputy City Clerk /Secretary
700906	Cemetery Manager I	500768	Deputy City Clerk /Secretary to Mayor
700907	Cemetery Manager II	500772	Deputy City Clerk /Stenographic Reporter
800028	Chief Waterworks Operator	800010	Education Specialist

FLSA NON-EXEMPT JOB CLASSIFICATIONS

Job Code	Classification Title	Job Code	Classification Title
800011	Election Assistant I	300617	Firefighter EMT-ST
500759	Election Assistant II	300604	Firefighter Recruit
800009	Election Assistant III	700911	Food Service Manager
600834	Electrician I	700929	Forestry Crew Leader
600835	Electrician II	100314	Fraud Investigator
600836	Electrician III	800040	GIS Specialist I
600837	Electrician IV	200418	GIS Technician
600840	Electronics Technician I	700933	Groundskeeper
600841	Electronics Technician II	700931	Groundskeeper Crew Leader
700990	Elephant Manager	900006	Highway Operations Technician
800015	Eligibility Worker	700935	Horticulture Technician
200435	Eligibility Worker I	700936	Horticulture Technician II
200436	Eligibility Worker II	100304	Housing Counselor
100290	Employment Investigator	200446	Human Services Aide
100293	Employment Services Worker I	300618	Humane Officer I
100294	Employment Services Worker II	300619	Humane Officer II
700922	Engineering Aide	600845	HVAC Mechanic
200437	Engineering Technician I	100310	Income Tax Auditor
200438	Engineering Technician II	800021	Information Technology Trainer
200439	Engineering Technician III	200551	Information Telecommunications Technician
200440	Engineering Technician IV	700939	Instrument Technician
700991	Environmental Health Assistant I	100405	Judicial Executive Assistant
700992	Environmental Health Assistant II	300626	Kennel Supervisor
200452	Environmental Specialist I	200498	Landscape Coordinator I
200453	Environmental Specialist II	200499	Landscape Coordinator II
700924	Equipment Operator I	700913	Laundry Worker
700925	Equipment Operator II	100316	Law Clerk
700926	Equipment Operator III	500735	Legal Assistant
700927	Equipment Operator IV	800115	Legal Assistant CWA
800402	Event Coordinator	500740	Legal Secretary I
200471	Fire Inspector	800120	Legal Secretary I CWA
300614	Firefighter EMT	500741	Legal Secretary II
300615	Firefighter EMT-C	800125	Legal Secretary II CWA
300616	Firefighter EMT-P	800999	Library Aide

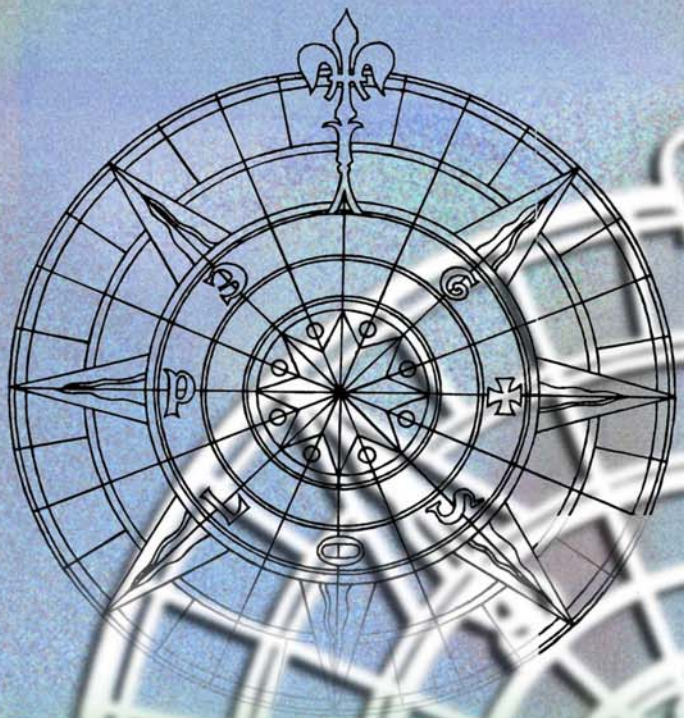
FLSA NON-EXEMPT JOB CLASSIFICATIONS

Job Code	Classification Title	Job Code	Classification Title
400665	Library Assistant I	300624	Police Corporal
400666	Library Assistant II	400672	Police Identification Clerk
400660	Library Associate I	300629	Police Officer I
400661	Library Associate II	300630	Police Officer II
200474	License Inspector I	300632	Police Recruit
200475	License Inspector II	700959	Pool Attendant
700941	Lifeguard	600863	Pool Maintenance Engineer
700942	Maintenance Mechanic I	700951	Pool Manager
700943	Maintenance Mechanic II	200515	Programmer/Analyst I
700944	Maintenance Mechanic III	400675	Public Health Aide
700949	Maintenance Worker I	800034	Public Relations Assistant
700950	Maintenance Worker II	200554	Public Safety Telecommunicator I
800032	Marine Life Specialist	200555	Public Safety Telecommunicator II
700952	Messenger/Driver	200556	Public Safety Telecommunicator III
300621	Meter Monitor	200553	Public Safety Telecommunicator Trainee
700953	Meter Reader	700961	Pump Technician
800449	Microcomputer Systems Analyst	800024	Radio Communications Systems Analyst
500745	Micrographics Technician	600876	Radio Communications Systems Supervisor
300640	Museum Attendant	800025	Radio Communications Systems Technician
200482	Neighborhood Development Specialist	200525	Real Estate Appraiser I
500748	Office Aide	200526	Real Estate Appraiser II
500750	Office Assistant	500757	Receptionist
600852	Operating Engineer I	500756	Records & Information Clerk
600853	Operating Engineer II	800026	Recreation Specialist
300638	Operations Officer	700969	Refuse Collection Supervisor
600855	Painter I	700966	Refuse Collector I
600856	Painter II	700967	Refuse Collector II
400670	Paralegal	700970	Refuse Collector, Lead
400671	Paralegal Claims Investigator	700968	Refuse Collector, Senior
800130	Paralegal CWA	200484	Refuse Inspector
200511	Permits Specialist	200528	Safety Specialist
200509	Photographic Lab Technician	500774	Secretary to the City Attorney
600859	Plumber I	500769	Secretary to the City Manager
600860	Plumber II	800050	Security Counselor II
600861	Plumber III	800051	Security Counselor III
300633	Police Cadet II	300639	Security Officer

FLSA NON-EXEMPT JOB CLASSIFICATIONS

Job Code	Classification Title	Job Code	Classification Title
600808	Senior Autobody Repair Mechanic	200495	Traffic Investigator
800045	Senior Automotive Repair Technician	800981	Traffic Maintenance Technician I
200426	Senior City Planning Technician	700981	Traffic Maintenance Technician II
800489	Senior Codes Specialist	700983	Traffic Maintenance Technician III
200532	Senior Cross-Connection Specialist	700982	Traffic Sign Fabricator
700919	Senior Custodian	800012	Traffic Signal Technician I
500760	Senior Election Assistant	800013	Traffic Signal Technician II
400669	Senior Paralegal Assistant	800016	Traffic Signal Technician III
200512	Senior Permits Specialist	800014	Traffic Signal Technician IV
600875	Senior Radio Communication System Analyst	900007	Traffic Systems Engineering Technician I
700987	Senior Utility Maintenance Supervisor	900008	Traffic Systems Engineering Technician II
700975	Sign Manufacturing Technician	700984	Tree Trimmer
600880	Skilled Trades Helper	800035	Utility Construction Inspector
800052	Social Work Associate	600892	Utility Maintenance Mechanic I
100366	Social Worker I	600893	Utility Maintenance Mechanic II
100367	Social Worker II	600894	Utility Maintenance Mechanic III
500700	Staff Technician I	700986	Utility Maintenance Supervisor
500701	Staff Technician II	700985	Utility Maintenance Supervisor I
100427	Stage Crew Chief	800029	Visitor Services Assistant
800401	Stage Production Manager	800036	Visitor Services Coordinator
500770	Stenographic Reporter I	800041	Wage & Salary Technician
500771	Stenographic Reporter II	800043	Water Treatment Plant Maintenance Technician
600883	Storekeeper I	200565	Waterworks Operator I
600884	Storekeeper II	200566	Waterworks Operator II
600885	Storekeeper III	200567	Waterworks Operator III
700976	Street Maintenance Supervisor	200568	Waterworks Operator IV
800022	Support Technician	600897	Welder
200544	Survey Party Chief	200490	Zoning Enforcement Specialist I
200414	Technical Systems Administrator	200491	Zoning Enforcement Specialist II
100430	Therapeutic Recreation Specialist	200492	Zoning Enforcement Specialist III

Pay Grade Listing



City of NORFOLK

Compensation Plan 2004

Staying the Course - Charting the Future

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
500748	Office Aide	OPS	001	$15,124.53	$19,652.37	$24,180.21
700920	Custodian	OPS	002	$16,258.84	$21,126.46	$25,994.07
700913	Laundry Worker	OPS	002	$16,258.84	$21,126.46	$25,994.07
800999	Library Aide	OPS	002	$16,258.84	$21,126.46	$25,994.07
300620	Animal Caretaker	OPS	003	$17,494.56	$22,732.27	$27,969.97
700912	Cook	OPS	003	$17,494.56	$22,732.27	$27,969.97
800011	Election Assistant I	OPS	003	$17,494.56	$22,732.27	$27,969.97
700949	Maintenance Worker I	OPS	003	$17,494.56	$22,732.27	$27,969.97
700952	Messenger/Driver	OPS	003	$17,494.56	$22,732.27	$27,969.97
500750	Office Assistant	OPS	003	$17,494.56	$22,732.27	$27,969.97
700966	Refuse Collector I	OPS	003	$17,494.56	$22,732.27	$27,969.97
700919	Senior Custodian	OPS	003	$17,494.56	$22,732.27	$27,969.97
800018	Customer Service Representative	OPS	004	$18,841.10	$24,482.35	$30,123.60
500717	Data Processing Assistant I	OPS	004	$18,841.10	$24,482.35	$30,123.60
700991	Environmental Health Asst I	OPS	004	$18,841.10	$24,482.35	$30,123.60
700933	Groundskeeper	OPS	004	$18,841.10	$24,482.35	$30,123.60
400665	Library Assistant I	OPS	004	$18,841.10	$24,482.35	$30,123.60
700950	Maintenance Worker II	OPS	004	$18,841.10	$24,482.35	$30,123.60
300621	Meter Monitor	OPS	004	$18,841.10	$24,482.35	$30,123.60
400675	Public Health Aide	OPS	004	$18,841.10	$24,482.35	$30,123.60
800981	Traffic Maintenance Technician I	OPS	004	$18,841.10	$24,482.35	$30,123.60
500718	Data Processing Assistant II	OPS	005	$20,309.96	$26,389.78	$32,469.59
500759	Election Assistant II	OPS	005	$20,309.96	$26,389.78	$32,469.59
700922	Engineering Aide	OPS	005	$20,309.96	$26,389.78	$32,469.59
700992	Environmental Health Asst II	OPS	005	$20,309.96	$26,389.78	$32,469.59
400666	Library Assistant II	OPS	005	$20,309.96	$26,389.78	$32,469.59
700941	Lifeguard	OPS	005	$20,309.96	$26,389.78	$32,469.59
500745	Micrographics Technician	OPS	005	$20,309.96	$26,389.78	$32,469.59
300640	Museum Attendant	OPS	005	$20,309.96	$26,389.78	$32,469.59
500756	Records & Information Clerk	OPS	005	$20,309.96	$26,389.78	$32,469.59
700967	Refuse Collector II	OPS	005	$20,309.96	$26,389.78	$32,469.59
600883	Storekeeper I	OPS	005	$20,309.96	$26,389.78	$32,469.59
700982	Traffic Sign Fabricator	OPS	005	$20,309.96	$26,389.78	$32,469.59
600821	Automotive Service Attendant	OPS	006	$21,914.72	$28,473.88	$35,033.03
800033	Broadcast Production Assistant	OPS	006	$21,914.72	$28,473.88	$35,033.03
500719	Data Processing Assistant III	OPS	006	$21,914.72	$28,473.88	$35,033.03
800009	Election Assistant III	OPS	006	$21,914.72	$28,473.88	$35,033.03
700925	Equipment Operator II	OPS	006	$21,914.72	$28,473.88	$35,033.03

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
700935	Horticulture Technician	OPS	006	$21,914.72	$28,473.88	$35,033.03
200446	Human Services Aide	OPS	006	$21,914.72	$28,473.88	$35,033.03
300638	Operations Officer	OPS	006	$21,914.72	$28,473.88	$35,033.03
400672	Police Identification Clerk	OPS	006	$21,914.72	$28,473.88	$35,033.03
800022	Support Technician	OPS	006	$21,914.72	$28,473.88	$35,033.03
800029	Visitor Services Assistant	OPS	006	$21,914.72	$28,473.88	$35,033.03
200565	Waterworks Operator I	OPS	006	$21,914.72	$28,473.88	$35,033.03
800019	Accounting Technician	OPS	007	$23,667.94	$30,753.48	$37,839.02
700906	Cemetery Manager I	OPS	007	$23,667.94	$30,753.48	$37,839.02
100213	Concrete Finisher	OPS	007	$23,667.94	$30,753.48	$37,839.02
600834	Electrician I	OPS	007	$23,667.94	$30,753.48	$37,839.02
700942	Maintenance Mechanic I	OPS	007	$23,667.94	$30,753.48	$37,839.02
600852	Operating Engineer I	OPS	007	$23,667.94	$30,753.48	$37,839.02
600855	Painter I	OPS	007	$23,667.94	$30,753.48	$37,839.02
800034	Public Relations Assistant	OPS	007	$23,667.94	$30,753.48	$37,839.02
200553	Public Safety Telecommunicator Trainee	OPS	007	$23,667.94	$30,753.48	$37,839.02
700968	Refuse Collector, Senior	OPS	007	$23,667.94	$30,753.48	$37,839.02
300639	Security Officer	OPS	007	$23,667.94	$30,753.48	$37,839.02
700975	Sign Manufacturing Technician	OPS	007	$23,667.94	$30,753.48	$37,839.02
600884	Storekeeper II	OPS	007	$23,667.94	$30,753.48	$37,839.02
700981	Traffic Maintenance Technician II	OPS	007	$23,667.94	$30,753.48	$37,839.02
800012	Traffic Signal Technician I	OPS	007	$23,667.94	$30,753.48	$37,839.02
600892	Utility Maintenance Mechanic I	OPS	007	$23,667.94	$30,753.48	$37,839.02
200430	Computer Operator I	ITO	001	$23,880.17	$31,027.91	$38,175.65
800001	Administrative Technician	OPS	008	$25,584.25	$33,241.65	$40,899.05
600807	Autobody Repair Mechanic	OPS	008	$25,584.25	$33,241.65	$40,899.05
500713	Benefits Specialist	OPS	008	$25,584.25	$33,241.65	$40,899.05
600822	Bricklayer	OPS	008	$25,584.25	$33,241.65	$40,899.05
600824	Carpenter I	OPS	008	$25,584.25	$33,241.65	$40,899.05
700914	Crew Leader I	OPS	008	$25,584.25	$33,241.65	$40,899.05
200445	Data Quality Control Analyst	OPS	008	$25,584.25	$33,241.65	$40,899.05
500772	Deputy City Clerk / Stenographic Reporter	OPS	008	$25,584.25	$33,241.65	$40,899.05
800010	Education Specialist	OPS	008	$25,584.25	$33,241.65	$40,899.05
700926	Equipment Operator III	OPS	008	$25,584.25	$33,241.65	$40,899.05
700931	Groundskeeper Crew Leader	OPS	008	$25,584.25	$33,241.65	$40,899.05
300618	Humane Officer I	OPS	008	$25,584.25	$33,241.65	$40,899.05
500740	Legal Secretary I	OPS	008	$25,584.25	$33,241.65	$40,899.05

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
800120	Legal Secretary I CWA	COF	001	$25,584.25	$33,241.65	$40,899.05
700943	Maintenance Mechanic II	OPS	008	$25,584.25	$33,241.65	$40,899.05
800032	Marine Life Specialist	OPS	008	$25,584.25	$33,241.65	$40,899.05
200509	Photographic Lab Technician	OPS	008	$25,584.25	$33,241.65	$40,899.05
600860	Plumber II	OPS	008	$25,584.25	$33,241.65	$40,899.05
200554	Public Safety Telecommunicator I	OPS	008	$25,584.25	$33,241.65	$40,899.05
700970	Refuse Collector, Lead	OPS	008	$25,584.25	$33,241.65	$40,899.05
500760	Senior Election Assistant	OPS	008	$25,584.25	$33,241.65	$40,899.05
800052	Social Work Associate	OPS	008	$25,584.25	$33,241.65	$40,899.05
500700	Staff Technician I	OPS	008	$25,584.25	$33,241.65	$40,899.05
500771	Stenographic Reporter II	OPS	008	$25,584.25	$33,241.65	$40,899.05
600885	Storekeeper III	OPS	008	$25,584.25	$33,241.65	$40,899.05
200495	Traffic Investigator	OPS	008	$25,584.25	$33,241.65	$40,899.05
800013	Traffic Signal Technician II	OPS	008	$25,584.25	$33,241.65	$40,899.05
700984	Tree Trimmer	OPS	008	$25,584.25	$33,241.65	$40,899.05
600893	Utility Maintenance Mechanic II	OPS	008	$25,584.25	$33,241.65	$40,899.05
800041	Wage & Salary Technician	OPS	008	$25,584.25	$33,241.65	$40,899.05
800043	Water Treatment Plant Maintenance Technician	OPS	008	$25,584.25	$33,241.65	$40,899.05
200566	Waterworks Operator II	OPS	008	$25,584.25	$33,241.65	$40,899.05
700998	Zookeeper	OPS	008	$25,584.25	$33,241.65	$40,899.05
800025	Radio Communications Systems Technician	ITO	003	$26,818.93	$34,846.42	$42,873.90
800027	Administrative Secretary	OPS	009	$27,682.47	$35,970.28	$44,258.08
600801	Asphalt Plant Operator	OPS	009	$27,682.47	$35,970.28	$44,258.08
600817	Automotive Mechanic	OPS	009	$27,682.47	$35,970.28	$44,258.08
800044	Automotive Repair Technician	OPS	009	$27,682.47	$35,970.28	$44,258.08
600825	Carpenter II	OPS	009	$27,682.47	$35,970.28	$44,258.08
100237	Child Counselor I	OPS	009	$27,682.47	$35,970.28	$44,258.08
200461	Construction Inspector I	OPS	009	$27,682.47	$35,970.28	$44,258.08
700915	Crew Leader II	OPS	009	$27,682.47	$35,970.28	$44,258.08
200531	Cross Connection Specialist	OPS	009	$27,682.47	$35,970.28	$44,258.08
500773	Deputy City Clerk / Secretary	OPS	009	$27,682.47	$35,970.28	$44,258.08
600835	Electrician II	OPS	009	$27,682.47	$35,970.28	$44,258.08
600840	Electronics Technician I	OPS	009	$27,682.47	$35,970.28	$44,258.08
800015	Eligibility Worker	OPS	009	$27,682.47	$35,970.28	$44,258.08
200437	Engineering Technician I	OPS	009	$27,682.47	$35,970.28	$44,258.08
700927	Equipment Operator IV	OPS	009	$27,682.47	$35,970.28	$44,258.08
700939	Instrument Technician	OPS	009	$27,682.47	$35,970.28	$44,258.08

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
300626	Kennel Supervisor	OPS	009	$27,682.47	$35,970.28	$44,258.08
100316	Law Clerk	OPS	009	$27,682.47	$35,970.28	$44,258.08
400660	Library Associate I	OPS	009	$27,682.47	$35,970.28	$44,258.08
200474	License Inspector I	OPS	009	$27,682.47	$35,970.28	$44,258.08
600856	Painter II	OPS	009	$27,682.47	$35,970.28	$44,258.08
600861	Plumber III	OPS	009	$27,682.47	$35,970.28	$44,258.08
800026	Recreation Specialist	OPS	009	$27,682.47	$35,970.28	$44,258.08
200484	Refuse Inspector	OPS	009	$27,682.47	$35,970.28	$44,258.08
500701	Staff Technician II	OPS	009	$27,682.47	$35,970.28	$44,258.08
700983	Traffic Maintenance Technician III	OPS	009	$27,682.47	$35,970.28	$44,258.08
800016	Traffic Signal Technician III	OPS	009	$27,682.47	$35,970.28	$44,258.08
600894	Utility Maintenance Mechanic III	OPS	009	$27,682.47	$35,970.28	$44,258.08
800036	Visitor Services Coordinator	OPS	009	$27,682.47	$35,970.28	$44,258.08
600897	Welder	OPS	009	$27,682.47	$35,970.28	$44,258.08
100387	Parking Supervisor	MAP	002	$28,029.56	$36,418.78	$44,807.99
200431	Computer Operator II	ITO	004	$28,449.83	$36,966.07	$45,482.30
300604	Firefighter Recruit	FRS	001	$29,500.00	$29,500.00	$29,500.00
300632	Police Recruit	POL	001	$29,500.00	$29,500.00	$29,500.00
500706	Administrative Assistant II	MAP	003	$29,705.42	$38,595.93	$47,486.43
800100	Administrative Assistant II CWA	COF	002	$29,705.42	$38,595.93	$47,486.43
100205	Box Office Supervisor	MAP	003	$29,705.42	$38,595.93	$47,486.43
500755	Office Manager	MAP	003	$29,705.42	$38,595.93	$47,486.43
100151	Accountant I	OPS	010	$29,980.37	$38,952.95	$47,925.52
700902	Animal Registrar	OPS	010	$29,980.37	$38,952.95	$47,925.52
600802	Asphalt Plant Operator II	OPS	010	$29,980.37	$38,952.95	$47,925.52
600810	Automotive Machinist	OPS	010	$29,980.37	$38,952.95	$47,925.52
100209	Buyer I	OPS	010	$29,980.37	$38,952.95	$47,925.52
700907	Cemetery Manager II	OPS	010	$29,980.37	$38,952.95	$47,925.52
100238	Child Counselor II	OPS	010	$29,980.37	$38,952.95	$47,925.52
200425	City Planning Technician	OPS	010	$29,980.37	$38,952.95	$47,925.52
200427	Claims Adjuster I	OPS	010	$29,980.37	$38,952.95	$47,925.52
800006	Codes Specialist	OPS	010	$29,980.37	$38,952.95	$47,925.52
200443	Data Quality Control Manager	OPS	010	$29,980.37	$38,952.95	$47,925.52
600836	Electrician III	OPS	010	$29,980.37	$38,952.95	$47,925.52
600841	Electronics Technician II	OPS	010	$29,980.37	$38,952.95	$47,925.52
100290	Employment Investigator	OPS	010	$29,980.37	$38,952.95	$47,925.52
200438	Engineering Technician II	OPS	010	$29,980.37	$38,952.95	$47,925.52
200452	Environmental Specialist I	OPS	010	$29,980.37	$38,952.95	$47,925.52
700929	Forestry Crew Leader	OPS	010	$29,980.37	$38,952.95	$47,925.52

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
100314	Fraud Investigator	OPS	010	$29,980.37	$38,952.95	$47,925.52
200418	GIS Technician	OPS	010	$29,980.37	$38,952.95	$47,925.52
900006	Highway Operations Technician	OPS	010	$29,980.37	$38,952.95	$47,925.52
100310	Income Tax Auditor	OPS	010	$29,980.37	$38,952.95	$47,925.52
500741	Legal Secretary II	OPS	010	$29,980.37	$38,952.95	$47,925.52
800125	Legal Secretary II CWA	COF	003	$29,980.37	$38,733.40	$47,486.43
400661	Library Associate II	OPS	010	$29,980.37	$38,952.95	$47,925.52
200475	License Inspector II	OPS	010	$29,980.37	$38,952.95	$47,925.52
700944	Maintenance Mechanic III	OPS	010	$29,980.37	$38,952.95	$47,925.52
200482	Neighborhood Development Specialist	OPS	010	$29,980.37	$38,952.95	$47,925.52
600853	Operating Engineer II	OPS	010	$29,980.37	$38,952.95	$47,925.52
400670	Paralegal	OPS	010	$29,980.37	$38,952.95	$47,925.52
800130	Paralegal CWA	COF	003	$29,980.37	$38,733.40	$47,486.43
200555	Public Safety Telecommunicator II	OPS	010	$29,980.37	$38,952.95	$47,925.52
200525	Real Estate Appraiser I	OPS	010	$29,980.37	$38,952.95	$47,925.52
700969	Refuse Collection Supervisor	OPS	010	$29,980.37	$38,952.95	$47,925.52
800050	Security Counselor II	OPS	010	$29,980.37	$38,952.95	$47,925.52
600808	Senior Autobody Repair Mechanic	OPS	010	$29,980.37	$38,952.95	$47,925.52
600818	Senior Automotive Mechanic	OPS	010	$29,980.37	$38,952.95	$47,925.52
100366	Social Worker I	OPS	010	$29,980.37	$38,952.95	$47,925.52
700976	Street Maintenance Supervisor	OPS	010	$29,980.37	$38,952.95	$47,925.52
200544	Survey Party Chief	OPS	010	$29,980.37	$38,952.95	$47,925.52
100430	Therapeutic Recreation Specialist	OPS	010	$29,980.37	$38,952.95	$47,925.52
800014	Traffic Signal Technician IV	OPS	010	$29,980.37	$38,952.95	$47,925.52
200567	Waterworks Operator III	OPS	010	$29,980.37	$38,952.95	$47,925.52
200490	Zoning Enforcement Specialist I	OPS	010	$29,980.37	$38,952.95	$47,925.52
800449	Microcomputer Systems Analyst	ITO	005	$30,198.87	$39,237.31	$48,275.74
800024	Radio Communications Systems Analyst	ITO	005	$30,198.87	$39,237.31	$48,275.74
300629	Police Officer I	POL	002	$31,363.50	$31,363.50	$31,363.50
100415	Assistant City Auditor I	MAP	004	$31,504.64	$40,935.12	$50,365.60
100164	Health & Fitness Facilitator	MAP	004	$31,504.64	$40,935.12	$50,365.60
100375	Public Information Specialist I	MAP	004	$31,504.64	$40,935.12	$50,365.60
100246	Visitor Services Specialist	MAP	004	$31,504.64	$40,935.12	$50,365.60
800040	GIS Specialist I	ITO	006	$32,077.54	$41,680.00	$51,282.46
200414	Technical Systems Administrator	ITO	006	$32,077.54	$41,680.00	$51,282.46
100152	Accountant II	OPS	011	$32,498.86	$42,227.82	$51,956.77
700905	Bridge Maintenance Supervisor	OPS	011	$32,498.86	$42,227.82	$51,956.77

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
700903	Building/Equipment Maintenance Supervisor	OPS	011	$32,498.86	$42,227.82	$51,956.77
100199	Case Management Specialist	OPS	011	$32,498.86	$42,227.82	$51,956.77
200552	Compliance Inspector	OPS	011	$32,498.86	$42,227.82	$51,956.77
200462	Construction Inspector II	OPS	011	$32,498.86	$42,227.82	$51,956.77
500768	Deputy City Clerk / Secretary to the Mayor	OPS	011	$32,498.86	$42,227.82	$51,956.77
600837	Electrician IV	OPS	011	$32,498.86	$42,227.82	$51,956.77
800403	Elevator Inspector	OPS	011	$32,498.86	$42,227.82	$51,956.77
200439	Engineering Technician III	OPS	011	$32,498.86	$42,227.82	$51,956.77
300619	Humane Officer II	OPS	011	$32,498.86	$42,227.82	$51,956.77
200498	Landscape Coordinator I	OPS	011	$32,498.86	$42,227.82	$51,956.77
200511	Permits Specialist	OPS	011	$32,498.86	$42,227.82	$51,956.77
700951	Pool Manager	OPS	011	$32,498.86	$42,227.82	$51,956.77
200526	Real Estate Appraiser II	OPS	011	$32,498.86	$42,227.82	$51,956.77
200528	Safety Specialist	OPS	011	$32,498.86	$42,227.82	$51,956.77
500769	Secretary to the City Manager	OPS	011	$32,498.86	$42,227.82	$51,956.77
800045	Senior Automotive Repair Technician	OPS	011	$32,498.86	$42,227.82	$51,956.77
200426	Senior City Planning Technician	OPS	011	$32,498.86	$42,227.82	$51,956.77
200532	Senior Cross-Connection Specialist	OPS	011	$32,498.86	$42,227.82	$51,956.77
900007	Traffic Systems Engineering Technician I	OPS	011	$32,498.86	$42,227.82	$51,956.77
800035	Utility Construction Inspector	OPS	011	$32,498.86	$42,227.82	$51,956.77
700986	Utility Maintenance Supervisor	OPS	011	$32,498.86	$42,227.82	$51,956.77
200568	Waterworks Operator IV	OPS	011	$32,498.86	$42,227.82	$51,956.77
200491	Zoning Enforcement Specialist II	OPS	011	$32,498.86	$42,227.82	$51,956.77
300617	Firefighter EMT-ST	FRS	003	$32,951.54	$41,546.71	$50,141.87
100262	Collection Coordinator	MAP	005	$33,438.72	$43,448.38	$53,458.04
100370	Contract Monitoring Specialist	MAP	005	$33,438.72	$43,448.38	$53,458.04
100420	Deputy City Clerk / Executive Assistant I	MAP	005	$33,438.72	$43,448.38	$53,458.04
100320	Librarian I	MAP	005	$33,438.72	$43,448.38	$53,458.04
700946	Maintenance Supervisor I	MAP	005	$33,438.72	$43,448.38	$53,458.04
800347	Personnel Specialist	MAP	005	$33,438.72	$43,448.38	$53,458.04
100355	Recreation Supervisor	MAP	005	$33,438.72	$43,448.38	$53,458.04
100358	Registered Nurse	MAP	005	$33,438.72	$43,448.38	$53,458.04
100360	Reservoir Manager	MAP	005	$33,438.72	$43,448.38	$53,458.04
100287	Victim/Witness Program Assistant Director	COF	004	$33,438.72	$43,448.38	$53,458.04

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
100397	Water Chemist	MAP	005	$33,438.72	$43,448.38	$53,458.04
200551	Information Technology Telecommunications Technician	ITO	007	$34,095.26	$44,301.47	$54,507.67
300615	Firefighter EMT-C	FRS	004	$34,708.94	$43,762.02	$52,815.09
200454	Bridge Inspection Supervisor	OPS	012	$35,260.94	$45,814.24	$56,367.53
800028	Chief Waterworks Operator	OPS	012	$35,260.94	$45,814.24	$56,367.53
100239	Child Counselor III	OPS	012	$35,260.94	$45,814.24	$56,367.53
200460	Combination Inspector	OPS	012	$35,260.94	$45,814.24	$56,367.53
700990	Elephant Manager	OPS	012	$35,260.94	$45,814.24	$56,367.53
100294	Employment Services Worker II	OPS	012	$35,260.94	$45,814.24	$56,367.53
200440	Engineering Technician IV	OPS	012	$35,260.94	$45,814.24	$56,367.53
200453	Environmental Specialist II	OPS	012	$35,260.94	$45,814.24	$56,367.53
700911	Food Service Manager	OPS	012	$35,260.94	$45,814.24	$56,367.53
100405	Judicial Executive Assistant	OPS	012	$35,260.94	$45,814.24	$56,367.53
200499	Landscape Coordinator II	OPS	012	$35,260.94	$45,814.24	$56,367.53
500735	Legal Assistant	OPS	012	$35,260.94	$45,814.24	$56,367.53
800115	Legal Assistant CWA	COF	005	$35,260.94	$45,814.24	$56,367.53
400671	Paralegal Claims Investigator	OPS	012	$35,260.94	$45,814.24	$56,367.53
800051	Security Counselor III	OPS	012	$35,260.94	$45,814.24	$56,367.53
800489	Senior Codes Specialist	OPS	012	$35,260.94	$45,814.24	$56,367.53
700987	Senior Utility Maintenance Supervisor	OPS	012	$35,260.94	$45,814.24	$56,367.53
100367	Social Worker II	OPS	012	$35,260.94	$45,814.24	$56,367.53
100427	Stage Crew Chief	OPS	012	$35,260.94	$45,814.24	$56,367.53
900008	Traffic Systems Engineering Technician II	OPS	012	$35,260.94	$45,814.24	$56,367.53
100153	Accountant III	MAP	006	$35,519.16	$46,150.87	$56,782.57
100177	Archivist	MAP	006	$35,519.16	$46,150.87	$56,782.57
100248	City Planner I	MAP	006	$35,519.16	$46,150.87	$56,782.57
000116	Community Assessment Team Coordinator	MAP	006	$35,519.16	$46,150.87	$56,782.57
100203	Deputy Registrar / Elections Administrator	MAP	006	$35,519.16	$46,150.87	$56,782.57
100371	Fiscal Monitoring Specialist I	MAP	006	$35,519.16	$46,150.87	$56,782.57
600819	Fleet Coordinator	MAP	006	$35,519.16	$46,150.87	$56,782.57
100423	GIS Technician II	MAP	006	$35,519.16	$46,150.87	$56,782.57
100171	Management Analyst I	MAP	006	$35,519.16	$46,150.87	$56,782.57
100155	Payroll Accountant	MAP	006	$35,519.16	$46,150.87	$56,782.57
800042	Payroll Specialist	MAP	006	$35,519.16	$46,150.87	$56,782.57
100170	Police Program Policy Specialist	MAP	006	$35,519.16	$46,150.87	$56,782.57

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
100376	Public Information Specialist II	MAP	006	$35,519.16	$46,150.87	$56,782.57
100269	Public Services Coordinator I	MAP	006	$35,519.16	$46,150.87	$56,782.57
100176	Real Estate Analyst	MAP	006	$35,519.16	$46,150.87	$56,782.57
100217	Sales Representative	MAP	006	$35,519.16	$46,150.87	$56,782.57
100356	Senior Recreation Supervisor I	MAP	006	$35,519.16	$46,150.87	$56,782.57
700980	Traffic Maintenance Supervisor	MAP	006	$35,519.16	$46,150.87	$56,782.57
100394	Utility Planner	MAP	006	$35,519.16	$46,150.87	$56,782.57
800036	Visitor Services Coordinator	MAP	006	$35,519.16	$46,150.87	$56,782.57
800500	Wage & Salary Team Leader	MAP	006	$35,519.16	$46,150.87	$56,782.57
800519	Webmaster	MAP	006	$35,519.16	$46,150.87	$56,782.57
600875	Senior Radio Communications System Analyst	ITO	008	$36,263.52	$47,118.43	$57,973.34
300614	Firefighter EMT	FRS	002	$36,373.30	$40,900.10	$45,426.89
300630	Police Officer II	POL	003	$36,466.34	$44,640.72	$52,815.09
100183	Assistant City Attorney III	LAW	007	$37,546.72	$70,410.23	$103,273.73
900005	Architect I	MAP	007	$37,756.43	$49,058.79	$60,361.15
100416	Assistant City Auditor II	MAP	007	$37,756.43	$49,058.79	$60,361.15
100200	Auditor I	MAP	007	$37,756.43	$49,058.79	$60,361.15
600813	Automotive Maintenance Operations Manager	MAP	007	$37,756.43	$49,058.79	$60,361.15
600815	Automotive Parts Operations Manager	MAP	007	$37,756.43	$49,058.79	$60,361.15
100234	Chief Training Officer-CES	MAP	007	$37,756.43	$49,058.79	$60,361.15
100242	Child Facility Administrator I	MAP	007	$37,756.43	$49,058.79	$60,361.15
100311	City Historian	MAP	007	$37,756.43	$49,058.79	$60,361.15
100255	Civil Engineer I	MAP	007	$37,756.43	$49,058.79	$60,361.15
200463	Construction Inspector III	MAP	007	$37,756.43	$49,058.79	$60,361.15
100272	Curator	MAP	007	$37,756.43	$49,058.79	$60,361.15
800048	Detention Center Supervisor	MAP	007	$37,756.43	$49,058.79	$60,361.15
100295	Disability Case Manager	MAP	007	$37,756.43	$49,058.79	$60,361.15
200540	Eligibility Supervisor	MAP	007	$37,756.43	$49,058.79	$60,361.15
800402	Event Coordinator	MAP	007	$37,756.43	$49,058.79	$60,361.15
200542	Fraud Supervisor	MAP	007	$37,756.43	$49,058.79	$60,361.15
100450	Grants Management Assistant	MAP	007	$37,756.43	$49,058.79	$60,361.15
700937	Horticulturist	MAP	007	$37,756.43	$49,058.79	$60,361.15
700947	Maintenance Supervisor II	MAP	007	$37,756.43	$49,058.79	$60,361.15
100265	Manager of Visitor Services	MAP	007	$37,756.43	$49,058.79	$60,361.15
100340	Parking Manager	MAP	007	$37,756.43	$49,058.79	$60,361.15
800349	Personnel Analyst	MAP	007	$37,756.43	$49,058.79	$60,361.15

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
100305	Police Records & Identification Section Supervisor	MAP	007	$37,756.43	$49,058.79	$60,361.15
100317	Police Training and Development Manager	MAP	007	$37,756.43	$49,058.79	$60,361.15
100410	Public Relations Specialist	MAP	007	$37,756.43	$49,058.79	$60,361.15
800517	Real Estate Coordinator	MAP	007	$37,756.43	$49,058.79	$60,361.15
100398	Senior Water Chemist	MAP	007	$37,756.43	$49,058.79	$60,361.15
200404	Social Worker III	MAP	007	$37,756.43	$49,058.79	$60,361.15
800401	Stage Production Manager	MAP	007	$37,756.43	$49,058.79	$60,361.15
600890	Supervising Operating Engineer, HVAC	MAP	007	$37,756.43	$49,058.79	$60,361.15
600842	Traffic Signal Technician V	MAP	007	$37,756.43	$49,058.79	$60,361.15
800555	GIS Specialist II	ITM	001	$37,851.56	$49,182.15	$60,512.74
200516	Programmer/Analyst II	ITM	001	$37,851.56	$49,182.15	$60,512.74
200450	Senior Micro Computer Systems Analyst	ITM	001	$37,851.56	$49,182.15	$60,512.74
700901	Assistant Superintendent of Animal Services	OPS	013	$38,292.74	$49,755.58	$61,218.42
100210	Buyer II	OPS	013	$38,292.74	$49,755.58	$61,218.42
400651	Creative Designer & Production Manager	OPS	013	$38,292.74	$49,755.58	$61,218.42
200556	Public Safety Telecommunicator III	OPS	013	$38,292.74	$49,755.58	$61,218.42
200527	Real Estate Appraiser III	OPS	013	$38,292.74	$49,755.58	$61,218.42
200512	Senior Permits Specialist	OPS	013	$38,292.74	$49,755.58	$61,218.42
200492	Zoning Enforcement Specialist III	OPS	013	$38,292.74	$49,755.58	$61,218.42
200501	Information Systems Trainer	ITO	009	$38,594.88	$50,147.10	$61,699.32
800021	Information Technology Trainer	ITO	009	$38,594.88	$50,147.10	$61,699.32
200471	Fire Inspector	FRS	005	$40,090.92	$50,547.51	$61,004.10
300616	Firefighter EMT-P	FRS	005	$40,090.92	$50,547.51	$61,004.10
100197	Administrative Analyst	MAP	008	$40,165.14	$52,186.25	$64,207.36
100159	Box Office Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
100323	Business Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
800512	Business Research Analyst	MAP	008	$40,165.14	$52,186.25	$64,207.36
100169	Cash & Investments Analyst	MAP	008	$40,165.14	$52,186.25	$64,207.36
100278	Chief Deputy City Clerk	MAP	008	$40,165.14	$52,186.25	$64,207.36
100249	City Planner II	MAP	008	$40,165.14	$52,186.25	$64,207.36
100162	City Wellness Coordinator	MAP	008	$40,165.14	$52,186.25	$64,207.36
200428	Claims Adjuster II	MAP	008	$40,165.14	$52,186.25	$64,207.36
200485	Codes Enforcement Team Leader	MAP	008	$40,165.14	$52,186.25	$64,207.36

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
100425	Deputy City Clerk / Administrative Analyst I	MAP	008	$40,165.14	$52,186.25	$64,207.36
000055	Deputy City Clerk / Media Relation Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
800521	Facilities Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
000090	Fiscal Manager I	MAP	008	$40,165.14	$52,186.25	$64,207.36
100372	Fiscal Monitoring Specialist II	MAP	008	$40,165.14	$52,186.25	$64,207.36
700930	Forestry Supervisor	MAP	008	$40,165.14	$52,186.25	$64,207.36
700988	General Utility Maintenance Supervisor	MAP	008	$40,165.14	$52,186.25	$64,207.36
100385	Information Management Supervisor	MAP	008	$40,165.14	$52,186.25	$64,207.36
100321	Librarian II	MAP	008	$40,165.14	$52,186.25	$64,207.36
600846	Maintenance Shop Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
100172	Management Analyst II	MAP	008	$40,165.14	$52,186.25	$64,207.36
100343	Media & Promotions Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
800537	Organizational Development Specialist	MAP	008	$40,165.14	$52,186.25	$64,207.36
100351	Program Administrator	MAP	008	$40,165.14	$52,186.25	$64,207.36
800523	Program Supervisor	MAP	008	$40,165.14	$52,186.25	$64,207.36
100268	Project Coordinator	MAP	008	$40,165.14	$52,186.25	$64,207.36
100453	Quality & Finance Analyst	MAP	008	$40,165.14	$52,186.25	$64,207.36
100341	Records Administrator	MAP	008	$40,165.14	$52,186.25	$64,207.36
600877	Security Manager	MAP	008	$40,165.14	$52,186.25	$64,207.36
100253	Senior Exhibits Manager & Designer	MAP	008	$40,165.14	$52,186.25	$64,207.36
100357	Senior Recreation Supervisor II	MAP	008	$40,165.14	$52,186.25	$64,207.36
100271	Victim/Witness Program Director	COF	006	$40,165.14	$52,186.25	$64,207.36
200432	Computer Operations Supervisor	ITM	002	$40,350.19	$52,427.75	$64,505.31
200401	Information Technology Telecommunications Analyst II	ITM	002	$40,350.19	$52,427.75	$64,505.31
800020	Information Technology Training Coordinator	ITM	002	$40,350.19	$52,427.75	$64,505.31
200517	Programmer/Analyst III	ITM	002	$40,350.19	$52,427.75	$64,505.31
800506	Software Analyst	ITM	002	$40,350.19	$52,427.75	$64,505.31
100154	Accountant IV	MAP	009	$42,758.91	$55,558.88	$68,358.84
800515	Accounting Supervisor	MAP	009	$42,758.91	$55,558.88	$68,358.84
100201	Auditor II	MAP	009	$42,758.91	$55,558.88	$68,358.84
100222	Chief Deputy I COR	MAP	009	$42,758.91	$55,558.88	$68,358.84
100243	Child Facility Administrator II	MAP	009	$42,758.91	$55,558.88	$68,358.84
100379	City Safety Officer	MAP	009	$42,758.91	$55,558.88	$68,358.84

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
800049	Detention Center Assistant Superintendent	MAP	009	$42,758.91	$55,558.88	$68,358.84
100245	Education Manager	MAP	009	$42,758.91	$55,558.88	$68,358.84
100299	Environmental Engineer	MAP	009	$42,758.91	$55,558.88	$68,358.84
000082	Event Manager	MAP	009	$42,758.91	$55,558.88	$68,358.84
200419	Grant & Development Coordinator	MAP	009	$42,758.91	$55,558.88	$68,358.84
100451	Grants Management Administrator	MAP	009	$42,758.91	$55,558.88	$68,358.84
100309	Human Resources Coordinator	MAP	009	$42,758.91	$55,558.88	$68,358.84
400655	Legal Executive Coordinator	MAP	009	$42,758.91	$55,558.88	$68,358.84
100322	Librarian III	MAP	009	$42,758.91	$55,558.88	$68,358.84
100173	Management Analyst III	MAP	009	$42,758.91	$55,558.88	$68,358.84
800047	Manager of Legislative Research & Administration	MAP	009	$42,758.91	$55,558.88	$68,358.84
000107	Parking Administrator	MAP	009	$42,758.91	$55,558.88	$68,358.84
100157	Payroll Team Leader	MAP	009	$42,758.91	$55,558.88	$68,358.84
200434	Real Estate Appraisal Team Leader	MAP	009	$42,758.91	$55,558.88	$68,358.84
900004	Right of Way Permit Supervisor	MAP	009	$42,758.91	$55,558.88	$68,358.84
800550	Senior Network Analyst	MAP	009	$42,758.91	$55,558.88	$68,358.84
100452	Senior Quality & Finance Analyst	MAP	009	$42,758.91	$55,558.88	$68,358.84
100364	Social Work Supervisor I	MAP	009	$42,758.91	$55,558.88	$68,358.84
800513	Storm Water Assistant Superintendent	MAP	009	$42,758.91	$55,558.88	$68,358.84
100346	Systems Manager	MAP	009	$42,758.91	$55,558.88	$68,358.84
100389	Traffic Engineering Assistant	MAP	009	$42,758.91	$55,558.88	$68,358.84
100395	Utility Supervising Accountant	MAP	009	$42,758.91	$55,558.88	$68,358.84
200459	Zoning Enforcement Coordinator	MAP	009	$42,758.91	$55,558.88	$68,358.84
300624	Police Corporal	POL	004	$42,936.63	$50,341.03	$57,745.43
800556	GIS Specialist III	ITM	003	$43,032.81	$55,913.28	$68,793.75
200518	Programmer/Analyst IV	ITM	003	$43,032.81	$55,913.28	$68,793.75
100284	Arts Manager	SRM	003	$43,486.54	$60,011.45	$76,536.35
100191	Manger of Special Districts & Programs	SRM	003	$43,486.54	$60,011.45	$76,536.35
100404	Senior Projects Manager	SRM	003	$43,486.54	$60,011.45	$76,536.35
800510	Towing Operations Manager	SRM	003	$43,486.54	$60,011.45	$76,536.35
600876	Radio Communications Systems Supervisor	ITO	011	$43,803.31	$56,914.82	$70,026.33
200407	Assistant Fire Marshal	FRS	006	$44,429.53	$54,387.97	$64,346.40
300612	Fire Lieutenant	FRS	006	$44,429.53	$54,387.97	$64,346.40
700978	Animal Services Supervisor	MAP	010	$45,555.48	$59,190.77	$72,826.05
100202	Auditor Supervisor	MAP	010	$45,555.48	$59,190.77	$72,826.05

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
100223	Chief Deputy II COR	MAP	010	$45,555.48	$59,190.77	$72,826.05
600830	Chief Operating Engineer HVAC	MAP	010	$45,555.48	$59,190.77	$72,826.05
700910	City Forester	MAP	010	$45,555.48	$59,190.77	$72,826.05
100256	Civil Engineer II	MAP	010	$45,555.48	$59,190.77	$72,826.05
800046	Codes Records & Research Manager	MAP	010	$45,555.48	$59,190.77	$72,826.05
000805	Contract Administrator	MAP	010	$45,555.48	$59,190.77	$72,826.05
100417	Deputy City Auditor	MAP	010	$45,555.48	$59,190.77	$72,826.05
100449	Economic Forecast Specialist	MAP	010	$45,555.48	$59,190.77	$72,826.05
100266	Energy Conservation Coordinator	MAP	010	$45,555.48	$59,190.77	$72,826.05
800504	Fiscal Manager II	MAP	010	$45,555.48	$59,190.77	$72,826.05
100307	Human Resources Team Leader	MAP	010	$45,555.48	$59,190.77	$72,826.05
700955	Manager of Operations & Engineering	MAP	010	$45,555.48	$59,190.77	$72,826.05
100247	Manager of Visitor Marketing	MAP	010	$45,555.48	$59,190.77	$72,826.05
800518	Maritime Operations Manager	MAP	010	$45,555.48	$59,190.77	$72,826.05
000113	Operations Manager	MAP	010	$45,555.48	$59,190.77	$72,826.05
800522	Recycling Coordinator	MAP	010	$45,555.48	$59,190.77	$72,826.05
800514	Right of Way Program Manager	MAP	010	$45,555.48	$59,190.77	$72,826.05
100392	Senior Traffic Engineer	MAP	010	$45,555.48	$59,190.77	$72,826.05
100391	Senior Transportation Engineer	MAP	010	$45,555.48	$59,190.77	$72,826.05
100386	Youth Development Manager	MAP	010	$45,555.48	$59,190.77	$72,826.05
800505	Applications Analyst	ITM	004	$45,916.16	$59,660.17	$73,404.18
100167	Fiscal Systems Analyst	ITM	004	$45,916.16	$59,660.17	$73,404.18
100168	Information Technology Planner	ITM	004	$45,916.16	$59,660.17	$73,404.18
800546	Network Engineer II	ITM	004	$45,916.16	$59,660.17	$73,404.18
100192	Business Development Manager	SRM	004	$46,008.16	$63,491.75	$80,975.33
000251	Manager of Broadcast Services	SRM	004	$46,008.16	$63,491.75	$80,975.33
100409	Manager of Cruise Operations & Marketing	SRM	004	$46,008.16	$63,491.75	$80,975.33
000157	Manager of Public Relations	SRM	004	$46,008.16	$63,491.75	$80,975.33
000252	Manager of Publications & Direct Communication	SRM	004	$46,008.16	$63,491.75	$80,975.33
100193	Manager of Real Estate	SRM	004	$46,008.16	$63,491.75	$80,975.33
100402	Senior Business Development Manager-Commercial	SRM	004	$46,008.16	$63,491.75	$80,975.33
100401	Senior Business Development Manager-Maritime	SRM	004	$46,008.16	$63,491.75	$80,975.33
300602	Fire/Paramedic Lieutenant	FRS	007	$46,681.43	$57,144.82	$67,608.21
100181	Assistant City Attorney I	LAW	001	$47,307.66	$61,263.37	$75,219.08

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
100188	Assistant Commonwealth's Attorney I	COF	008	$47,307.66	$61,263.37	$75,219.08
100174	Architect II	MAP	011	$48,571.61	$63,110.68	$77,649.75
000034	Assistant City Surveyor	MAP	011	$48,571.61	$63,110.68	$77,649.75
000020	Assistant Fleet Maintenance Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
000027	Assistant Streets Engineer	MAP	011	$48,571.61	$63,110.68	$77,649.75
000023	Assistant Superintendent of Cemeteries	MAP	011	$48,571.61	$63,110.68	$77,649.75
000024	Assistant Superintendent of Parks & Forestry	MAP	011	$48,571.61	$63,110.68	$77,649.75
100257	Civil Engineer III	MAP	011	$48,571.61	$63,110.68	$77,649.75
000092	Deputy Code Official	MAP	011	$48,571.61	$63,110.68	$77,649.75
100244	Detention Center Superintendent	MAP	011	$48,571.61	$63,110.68	$77,649.75
100315	Employee Benefits Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
000047	Financial Operations Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
100318	Legal Administrator	MAP	011	$48,571.61	$63,110.68	$77,649.75
800110	Legal Administrator CWA	COF	007	$48,571.61	$63,110.68	$77,649.75
000297	Manager of Neighborhoods	MAP	011	$48,571.61	$63,110.68	$77,649.75
600849	Materials Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
800570	Programs Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
000112	Risk Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
000031	Storm Water Operations Manager	MAP	011	$48,571.61	$63,110.68	$77,649.75
000136	Superintendent of Traffic Operations	MAP	011	$48,571.61	$63,110.68	$77,649.75
200543	Water Treatment Supervisor	MAP	011	$48,571.61	$63,110.68	$77,649.75
000123	Administrative Services Manager	SRM	005	$48,746.20	$67,269.48	$85,792.76
200420	Chief of Neighborhood Preservation	SRM	005	$48,746.20	$67,269.48	$85,792.76
100250	City Planning Manager	SRM	005	$48,746.20	$67,269.48	$85,792.76
000122	Police Planning Manager	SRM	005	$48,746.20	$67,269.48	$85,792.76
100324	Senior Business Development Manager-Finance	SRM	005	$48,746.20	$67,269.48	$85,792.76
000132	Superintendent of Recreation	SRM	005	$48,746.20	$67,269.48	$85,792.76
100333	Water Quality Manager	SRM	005	$48,746.20	$67,269.48	$85,792.76
800557	GIS Team Supervisor	ITM	005	$49,015.92	$63,686.20	$78,356.48
200451	Microcomputer Systems Team Supervisor	ITM	005	$49,015.92	$63,686.20	$78,356.48
200519	Programmer/Analyst V	ITM	005	$49,015.92	$63,686.20	$78,356.48
300635	Police Sergeant	POL	005	$50,270.46	$58,939.34	$67,608.21
200470	Deputy Fire Marshal	FRS	008	$51,010.64	$62,445.25	$73,879.86

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
200493	Fire Arson Investigator	FRS	008	$51,010.64	$62,445.25	$73,879.86
300611	Fire Captain	FRS	008	$51,010.64	$62,445.25	$73,879.86
000324	Assistant Director, Marketing	SRM	006	$51,719.46	$71,372.88	$91,026.29
100215	Budget Team Leader	SRM	006	$51,719.46	$71,372.88	$91,026.29
100252	City Surveyor	SRM	006	$51,719.46	$71,372.88	$91,026.29
000097	MacArthur Memorial Director	SRM	006	$51,719.46	$71,372.88	$91,026.29
100319	Management Services Administrator	SRM	006	$51,719.46	$71,372.88	$91,026.29
100875	Manager of Budget & Accounting	SRM	006	$51,719.46	$71,372.88	$91,026.29
000010	Parking Director	SRM	006	$51,719.46	$71,372.88	$91,026.29
000127	Superintendent of Cemeteries	SRM	006	$51,719.46	$71,372.88	$91,026.29
000130	Superintendent of Parks and Forestry	SRM	006	$51,719.46	$71,372.88	$91,026.29
800610	Utility Customer Service Manager	SRM	006	$51,719.46	$71,372.88	$91,026.29
100186	Accounting Manager	MAP	012	$51,827.14	$67,339.53	$82,851.91
100175	Architect III	MAP	012	$51,827.14	$67,339.53	$82,851.91
000804	Assistant Facilities Maintenance Manager	MAP	012	$51,827.14	$67,339.53	$82,851.91
000029	Assistant Superintendent of Utility Division	MAP	012	$51,827.14	$67,339.53	$82,851.91
000026	Assistant Superintendent of Waste Management	MAP	012	$51,827.14	$67,339.53	$82,851.91
200421	Chief Deputy Real Estate Assessor	MAP	012	$51,827.14	$67,339.53	$82,851.91
800702	Chief of Construction Inspections	MAP	012	$51,827.14	$67,339.53	$82,851.91
800701	Chief of Construction Operations	MAP	012	$51,827.14	$67,339.53	$82,851.91
100258	Civil Engineer IV	MAP	012	$51,827.14	$67,339.53	$82,851.91
000058	Deputy Emergency Services Coordinator	MAP	012	$51,827.14	$67,339.53	$82,851.91
100297	Enterprise Controller	MAP	012	$51,827.14	$67,339.53	$82,851.91
100251	Municipal Debt Administrator	MAP	012	$51,827.14	$67,339.53	$82,851.91
200546	Applications Development Team Supervisor	ITM	006	$52,349.86	$68,019.07	$83,688.27
100273	Database Administrator	ITM	006	$52,349.86	$68,019.07	$83,688.27
200402	Information Technology Telecommunications Analyst III	ITM	006	$52,349.86	$68,019.07	$83,688.27
800545	Network Engineer III	ITM	006	$52,349.86	$68,019.07	$83,688.27
800547	Network Security Engineer	ITM	006	$52,349.86	$68,019.07	$83,688.27
200549	Systems Programmer	ITM	006	$52,349.86	$68,019.07	$83,688.27
800700	Assistant Director of Maritime Center	SRM	007	$54,951.99	$75,833.81	$96,715.62
000100	Environmental Services Manager	SRM	007	$54,951.99	$75,833.81	$96,715.62

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
100871	Facilities Maintenance Manager	SRM	007	$54,951.99	$75,833.81	$96,715.62
000091	Fleet Maintenance Manager	SRM	007	$54,951.99	$75,833.81	$96,715.62
100302	Manager of Geographic Information Technology Planning	SRM	007	$54,951.99	$75,833.81	$96,715.62
000099	Manager of Voice Communications	SRM	007	$54,951.99	$75,833.81	$96,715.62
000041	Principal Analyst	SRM	007	$54,951.99	$75,833.81	$96,715.62
000109	Purchasing Agent	SRM	007	$54,951.99	$75,833.81	$96,715.62
000125	Storm Water Engineer	SRM	007	$54,951.99	$75,833.81	$96,715.62
000141	Streets Engineer	SRM	007	$54,951.99	$75,833.81	$96,715.62
000134	Superintendent of Waste Management	SRM	007	$54,951.99	$75,833.81	$96,715.62
100332	Utility Operations Manager	SRM	007	$54,951.99	$75,833.81	$96,715.62
100399	Water Production Manager	SRM	007	$54,951.99	$75,833.81	$96,715.62
100259	Civil Engineer V	MAP	013	$55,341.94	$71,906.58	$88,471.21
000096	Youth Services Superintendent	MAP	013	$55,341.94	$71,906.58	$88,471.21
100182	Assistant City Attorney II	LAW	004	$55,408.85	$71,753.94	$88,099.03
100189	Assistant Commonwealth's Attorney II	COF	011	$55,408.85	$71,753.94	$88,099.03
000006	Assistant Director of Civic Facilities	SRM	008	$58,468.88	$80,687.31	$102,905.73
000005	Assistant Director of Development	SRM	008	$58,468.88	$80,687.31	$102,905.73
000048	Assistant Director of Finance/City Controller	SRM	008	$58,468.88	$80,687.31	$102,905.73
000008	Assistant Director of Human Resources	SRM	008	$58,468.88	$80,687.31	$102,905.73
000078	Assistant Director of Human Services	SRM	008	$58,468.88	$80,687.31	$102,905.73
000018	Assistant Director of Neighborhood & Leisure Services	SRM	008	$58,468.88	$80,687.31	$102,905.73
000325	Assistant Director of Planning	SRM	008	$58,468.88	$80,687.31	$102,905.73
000044	City Auditor	CCA	001	$58,468.88	$80,687.31	$102,905.73
000046	City Clerk	CCA	001	$58,468.88	$80,687.31	$102,905.73
100233	City Transportation Engineer	SRM	008	$58,468.88	$80,687.31	$102,905.73
000095	Code Official	SRM	008	$58,468.88	$80,687.31	$102,905.73
000085	Engineering Manager	SRM	008	$58,468.88	$80,687.31	$102,905.73
000087	Executive Manager of Retirement Systems	SRM	008	$58,468.88	$80,687.31	$102,905.73
100327	Library Public Services Administrator	SRM	008	$58,468.88	$80,687.31	$102,905.73
000009	Library Support Services Administrator	SRM	008	$58,468.88	$80,687.31	$102,905.73

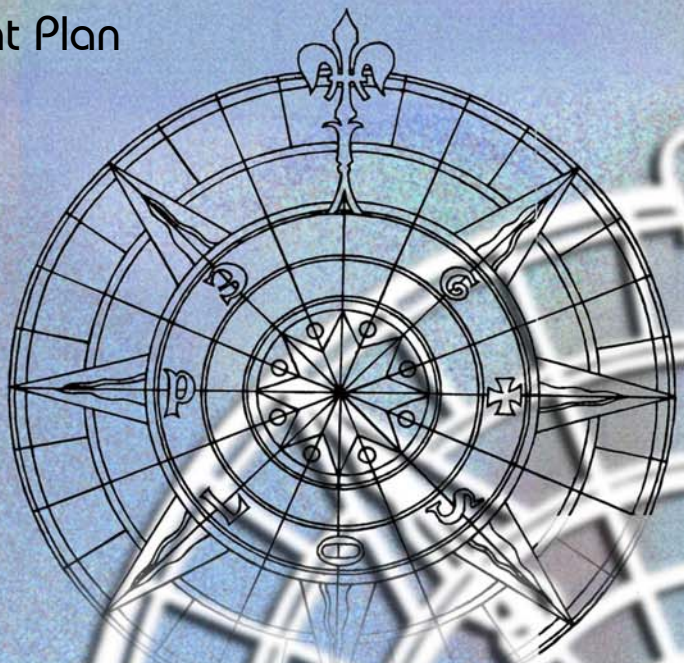
PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
000103	Manager of Application Development	SRM	008	$58,468.88	$80,687.31	$102,905.73
000101	Manager of Microcomputer & Radio Communication Systems	SRM	008	$58,468.88	$80,687.31	$102,905.73
000104	Manager of Technical Support & Operations	SRM	008	$58,468.88	$80,687.31	$102,905.73
000138	Superintendent of Virginia Zoological Park	SRM	008	$58,468.88	$80,687.31	$102,905.73
100426	Assistant to the City Manager	EXE	001	$59,005.20	$80,457.31	$101,909.42
000056	Civil Emergency Services Coordinator	EXE	001	$59,005.20	$80,457.31	$101,909.42
000054	Director of Communications	EXE	001	$59,005.20	$80,457.31	$101,909.42
000003	Director of Intergovernmental Relations	EXE	001	$59,005.20	$80,457.31	$101,909.42
000032	Executive Assistant	EXE	001	$59,005.20	$80,457.31	$101,909.42
000088	Assistant City Engineer	MAP	014	$59,139.02	$76,841.10	$94,543.18
000270	Database Manager	ITM	008	$59,796.60	$77,694.71	$95,592.81
200403	Network Engineer IV	ITM	008	$59,796.60	$77,694.71	$95,592.81
100166	Senior Information Technology Planner	ITM	008	$59,796.60	$77,694.71	$95,592.81
000039	Assistant Director of Customer Services & Management	SRM	009	$62,298.37	$85,972.06	$109,645.75
000017	Assistant Director of Information Technology	SRM	009	$62,298.37	$85,972.06	$109,645.75
000013	Assistant Director of Public Works	SRM	009	$62,298.37	$85,972.06	$109,645.75
000014	Assistant Director of Utilities	SRM	009	$62,298.37	$85,972.06	$109,645.75
000049	City Engineer	SRM	009	$62,298.37	$85,972.06	$109,645.75
300625	Police Lieutenant	POL	006	$63,705.54	$68,792.70	$73,879.86
300609	Battalion Fire Chief	FRS	009	$63,931.36	$74,956.15	$85,980.94
200444	Fire Marshal	FRS	009	$63,931.36	$74,956.15	$85,980.94
100190	Assistant Commonwealth's Attorney III	COF	014	$64,951.72	$84,112.73	$103,273.73
000110	City Assessor	CCA	002	$66,472.85	$91,732.49	$116,992.13
000142	Director of the Virginia Zoological Park	EXE	002	$68,782.25	$89,416.82	$110,051.39
100275	Deputy City Attorney I	LAW	009	$72,244.78	$93,557.32	$114,869.86
300623	Police Captain	POL	007	$74,141.22	$80,061.08	$85,980.94
000066	Chief of Fire & Rescue Services	EXE	003	$74,308.50	$101,404.47	$128,500.44
000040	Chief of Police	EXE	003	$74,308.50	$101,404.47	$128,500.44
000072	Director of Information Technology	EXE	003	$74,308.50	$101,404.47	$128,500.44
000575	Director of Budget & Management	EXE	003	$74,308.50	$101,404.47	$128,500.44

PAY GRADE LISTING OF ALL COMPENSATION PLANS

Job Class	Classification	Pay Plan	Grade	Minimum Salary	Midpoint	Maximum Salary
000065	Director of Civic Facilities	EXE	003	$74,308.50	$101,404.47	$128,500.44
000067	Director of Development	EXE	003	$74,308.50	$101,404.47	$128,500.44
000069	Director of Facilities & Enterprise Management	EXE	003	$74,308.50	$101,404.47	$128,500.44
000068	Director of Finance	EXE	003	$74,308.50	$101,404.47	$128,500.44
000070	Director of Human Resources	EXE	003	$74,308.50	$101,404.47	$128,500.44
000071	Director of Human Services	EXE	003	$74,308.50	$101,404.47	$128,500.44
000073	Director of Libraries	EXE	003	$74,308.50	$101,404.47	$128,500.44
000084	Director of Maritime Center	EXE	003	$74,308.50	$101,404.47	$128,500.44
000081	Director of Neighborhood & Leisure Services	EXE	003	$74,308.50	$101,404.47	$128,500.44
000075	Director of Planning	EXE	003	$74,308.50	$101,404.47	$128,500.44
000076	Director of Public Works	EXE	003	$74,308.50	$101,404.47	$128,500.44
000077	Director of Utilities	EXE	003	$74,308.50	$101,404.47	$128,500.44
000052	Commissioner of the Revenue	COF	017	$76,203.90	$98,684.21	$121,164.52
100276	Deputy City Attorney II	LAW	010	$76,203.90	$98,684.21	$121,164.52
100280	Deputy Commonwealth's Attorney	COF	017	$76,203.90	$98,684.21	$121,164.52
300601	Assistant Fire Chief	FRS	010	$77,676.94	$86,159.72	$94,642.50
100279	Senior Deputy City Attorney	LAW	011	$80,387.79	$104,102.26	$127,816.72
300606	Deputy Chief of Fire & Rescue Services	FRS	011	$81,545.10	$90,449.72	$99,354.34
100282	Chief Deputy City Attorney	LAW	012	$84,808.99	$109,827.66	$134,846.32
100220	Chief Deputy Commonwealth's Attorney	COF	019	$84,808.99	$109,827.66	$134,846.32
000002	Assistant City Manager	EXE	004	$86,838.21	$112,889.78	$138,941.35
000059	Assistant Chief of Police	POL	008	$92,264.10	$99,630.34	$106,996.58
000042	City Attorney	CCA	003	$119,581.71	$154,858.33	$190,134.95
000053	Commonwealth's Attorney	COF	020	$119,581.71	$154,858.33	$190,134.95

Senior Management Plan



City of NORFOLK

Compensation Plan 2004

Staying the Course - Charting the Future

Regulations for the Administration of the Senior Management Compensation Plan

Effective July 1, 2003

Section 1. **Administrative Leave**

The City Manager is authorized, in her sole discretion, to grant a period of leave with pay not exceeding one work week to a new appointee for the purpose of facilitating relocation and transition. This leave must be taken within one year of being granted. Unused leave will not be paid out upon termination.

Section 2. Administrative Salary Adjustments

(A) Whenever it is brought to the attention of the City Manager by a Department Head or other staff, and verified by the Director of Human Resources, that an error or mistake has been made in the application of the Senior Management Compensation Plan, the City Manager shall take the appropriate corrective action. Pending the approval of the City Manager of corrective action, the Director of Human Resources shall take immediate action to prevent any continued overpayment or underpayment of any salary.

(B) When recommended by a Department Head, together with the endorsement of the Director of Human Resources, when it is demonstrated in writing to the satisfaction of the City Manager that an employee has rendered continuing, exceptionally meritorious service, the City Manager may authorize one pay advancement per fiscal year. No such award may be authorized unless funds for that purpose are available in the personal services account of the department of the affected employee.

Section 3. Definitions

"Pay Grade" - The compensation limits authorized for a specific classification shown as minimum and maximum rates.

"Salary" - A specific dollar amount paid as annual compensation which is no less than the minimum limit of a pay grade and no greater than the maximum limit of the pay grade.

"Employee" - Employees and officers of the City whose compensation is governed by this Senior Management Compensation Plan, i.e., whose job titles are listed herein.

Section 4. Demotions

When an employee whose position is included in this Plan is demoted due to inadequate performance or for disciplinary reasons, his or her salary shall be reduced to any specific dollar amount within the pay grade assigned to the position to which he or she is demoted, at the discretion of the City Manager.

Section 5. Inclusiveness of Specified Compensation

The compensation specified in the Senior Management Compensation Plan constitutes the total monetary compensation of persons holding positions included in this Plan, with the exceptions of allowances for actual and necessary travel expenses authorized in advance and as an incident of employment. No other or additional monetary compensation shall in any event be payable unless specifically authorized by these regulations or by other ordinance. When authorized in advance by the City Manager, reasonable and necessary expenses actually incurred for applicant interviewing, for moving expenses for the transportation to Norfolk of personal household goods, and for temporary housing of newly hired employees governed by this Plan, for up to six months, may be authorized by the City Manager to be reimbursed, to the extent the sums authorized do not exceed the appropriation for recruitment expenses.

Section 6. New Appointees

The City Manager, at her discretion, may authorize the employment of a new appointee to a position whose title is included in this Plan at a salary within the pay grade assigned to the position. Employment at a salary higher than the minimum limit of a pay grade is to be based on the qualifications of the candidate for the position (i.e., the candidate's education and relevant work experience), the market conditions which affect the availability of highly qualified candidates for the position, the assessment of the ability of the candidate to perform the duties required of the position, the necessity to offer a higher salary to employ the person, and other relevant factors which should be considered. Notwithstanding any provisions contained in this Section or Sections 4, 9, 10, or 11 of these rules, no employee whose position is included within this Plan shall be paid a salary which exceeds the maximum limit of the highest pay grade authorized in this Plan, except as may specifically be authorized by ordinance.

Section 7. Overtime Eligibility

Employees occupying positions whose titles are listed in this Plan shall not be eligible for monetary overtime compensation or compensatory time off for hours worked beyond the normal workweek.

Section 8. Progression Within Pay Grades

A) Employees whose positions are listed in this Senior Management Compensation Plan, shall be eligible to receive, on July 1, 2003, an increase of up to 4% within the pay grade assigned as listed in this plan, if rated at a "Competent" level on the City's Senior Management Performance Management System which is to be completed by June 30, 2003, and such rating is approved by the City Manager. The actual percentage granted will be based on the employee's placement in the "Competent" category as determined by the evaluation of the employee using the City's Performance Management System. In the event an employee's current pay rate is near or at the maximum of the assigned pay grade of his or her position classification, and the employee receives a "Competent" rating, the employee shall receive any increase in salary as specified above which does not exceed the maximum rate of the pay grade. If an employee's current pay rate is at or above the maximum rate of the pay grade assigned, no increase will be granted.

Employees whose positions are listed in this Senior Management Compensation Plan, shall be eligible to receive, on July 1, 2003, a 3.5% to 5% increase within the pay grade assigned as listed in this plan, if rated at a “Commendable” level on the City's Senior Management Performance Management System, and such rating is approved by the City Manager. The actual percentage granted will be based on the employee's placement in the “Commendable” category, as determined by the evaluation of the employee using the City's Senior Management Performance Management

System. In the event an employee's current pay rate is near or at the maximum of the assigned pay grade of his or her position classification, and the employee receives a “Commendable” rating, the employee shall receive any increase in salary as specified above, which does not exceed the maximum rate of the pay grade. If an employee's current pay rate is at or above the maximum rate of the pay grade assigned, no increase will be granted.

Employees whose positions are listed in this Senior Management Compensation Plan, shall be eligible to receive, on July 1, 2003, a 4% to 6% increase within the pay grade assigned as listed in this plan if rated at an “Outstanding” level on the City’s Performance Management System, and such rating is approved by the City Manager. The actual percentage granted will be based on the employee's placement in the “Outstanding” category, as determined by the evaluation of the employee using the City's Performance Management System. In the event an employee's current pay rate is near or at the maximum of the assigned pay grade of his or her position classification, and the employee receives an “Outstanding” rating, the employee shall receive any increase in salary as specified above, which does not exceed the maximum rate of the pay grade. If an employee's current pay rate is at or above the maximum rate of the pay grade assigned, no increase will be granted.

(1) All pay rate increases within each pay grade, to the extent authorized by City Council, will be effective on July 1st of each year and will be based on performance ratings obtained through the City's Performance Management System process, except as specified in paragraph B) below.

(2) In no event shall the aggregate amount of salary increases within a department exceed the equivalent of what it would cost for each member of this plan to receive a 1.5% general wage increase and a 2.5% step increase, unless approved by the City Manager.

B) The compensation of any employee whose position is listed in this plan who fails to obtain a "Competent", “Commendable” or “Outstanding” rating on the City's Senior Management Performance Management system shall remain fixed at the employee's rate of compensation immediately prior to the effective date of this plan. At any time during the operative duration of this plan, the City Manager may reevaluate such employee, using the City's Senior Management Performance Management System. If upon reevaluation, the employee receives a "Competent", “Commendable” or “Outstanding” rating on the City's Senior Management Performance Management System, his or her salary shall be adjusted at that time in accordance with the provisions contained in paragraph A of this section, except that any change shall be effective as of the date of the reevaluation. Department directors who rate a senior manager's performance below “Competent” must state the reasons for this rating. The performance management form is just one of a number of tools used to determine if performance is satisfactory and the increment should be awarded.

C) When an employee whose position is listed in this plan has rendered exceptionally meritorious service, the City Manager, in her best judgment, may authorize a monetary exemplary performance award that is in addition to any other salary increase which the employee receives during the course of a fiscal year, not exceeding 5% of the employee's salary at that time; provided, however, that not more than one such award may be authorized during any one fiscal year. In no case shall the exemplary performance award be included in an employee's base wages or in an individual's retirement calculation. No such award may be authorized unless funds for that purpose are available in the personal services account of the department of the affected employee.

Section 9. Promotions and Regrades

(1) When an employee is promoted to a position where the minimum pay rate of the new pay grade is 15% or greater than the minimum rate of the former pay grade, the employee's salary shall be increased to the minimum pay rate of the new grade or at a pay rate which is 10% above the employee's former salary.

(2) When an employee is promoted to a position where the minimum pay rate of the new pay grade is less than 15% greater than the minimum pay rate of the former pay grade, the employee's salary shall be increased to the minimum pay rate of the new grade or at a pay rate which is 5% above the employee's former salary.

(3) When an employee's classification is assigned to a higher pay grade (regrade), the employee's salary shall be increased to the minimum pay rate of the pay grade assigned to the classification to which he or she is regraded; and, if the employee's former salary exceeds the minimum rate of the classification to which he or she is regraded, the employee's salary shall stay the same.

(4) The City Manager may authorize, in her best judgment, based on the qualifications of the employee, (i.e., the employee's education and relevant work experience), the market conditions which affect the availability of highly qualified candidates for the position, the assessment of the ability of the employee to perform the duties required of the position, and other relevant factors which should be considered, the salary of an employee to be at any specific dollar amount within the pay grade assigned to the classification to which the promotion is made, subject to the availability of funds for that purpose.

(5) Notwithstanding any provisions contained in this Section or Sections 4, 9, 10, or 11 of these rules, no employee whose position is included within this Plan shall be paid a salary which exceeds the maximum limit of the highest pay grade authorized in this Plan, except as may specifically be authorized by ordinance.

Section 10. Temporary Acting Service

A) (1) Whenever an employee is legally assigned to serve in a temporary acting capacity in a position included in this Plan, such employee, during the period of such service, shall be compensated at the minimum salary of the pay grade of the position in this Plan, or as provided under item A) (2).

(2) If the employee's salary in his/her permanent classification exceeds the minimum rate of the temporary classification, he/she shall be compensated as follows:

(a) When an employee is assigned to serve in temporary acting capacity in a position where the minimum pay rate of the new pay grade is 15% or greater than the minimum rate of the former pay grade, the employee's salary shall be increased by 10% above the former salary.

(b) When an employee is assigned to serve in temporary acting capacity in a position where the minimum pay rate of the new pay grade is less than 15% greater than the minimum pay rate of the former pay grade, the employee's salary shall be increased to 5% above the former salary.

B) In the event such employee, during the period of temporary acting service in a position included in this Plan, becomes entitled to an increase in compensation under the regulations of the compensation plan in which the employee's permanent position is included, the employee's compensation shall be increased by the same percentage as the increase authorized by the regulations of the compensation plan in which the employee's permanent position is included. Any special duty and education supplements authorized under the regulations of the compensation plan in which the employee's permanent position is included, shall be continued during the employee's term of temporary acting service, to the extent that they continue to be authorized for the employee's permanent position.

C) When temporary acting service is discontinued, an employee's compensation shall revert to the salary previously paid prior to such service.

Section 11. <u>Transfers and Reassignments</u>

When a person occupying a position whose classification is included in this Plan is transferred or reassigned to a position in a different pay grade, when the transfer is of a permanent nature, is for the purpose of career advancement of the employee, or is for the purpose of enhancing the operational effectiveness of the city government, the salary of the affected employee may be adjusted by the City Manager to any specific dollar amount in the new pay grade, based upon the best judgment of the City Manager as to the duties and responsibilities of the new position, the employee's qualifications and the pay grade of the position to which the assignment is made. Should the salary of an employee prior to a transfer or reassignment exceed the maximum limit of the pay grade of the position to which the transfer or reassignment is made, the City Manager may continue the employee's salary prior to transfer or reassignment, except that in such circumstance, the salary shall be no higher than 5% above the maximum limit of the pay grade to which the transfer or reassignment is made. Any employee whose salary exceeds the maximum limit of a pay grade shall not receive any pay adjustments until the maximum limit of the pay grade of the position exceeds the salary established by this provision.

Employees transferred or reassigned for temporary periods, shall receive such compensation as is specified by Section 10.

SENIOR MANAGEMENT PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
000123	Administrative Services Manager	SRM	005	$48,746.20	$85,792.76
100284	Arts Manager	SRM	003	$43,486.54	$76,536.35
000006	Assistant Director of Civic Facilities	SRM	008	$58,468.88	$102,905.73
000039	Assistant Director of Customer Services & Management	SRM	009	$62,298.37	$109,645.75
000005	Assistant Director of Development	SRM	008	$58,468.88	$102,905.73
000008	Assistant Director of Human Resources	SRM	008	$58,468.88	$102,905.73
000078	Assistant Director of Human Services	SRM	008	$58,468.88	$102,905.73
000017	Assistant Director of Information Technology	SRM	009	$62,298.37	$109,645.75
800700	Assistant Director of Maritime Center	SRM	007	$54,951.99	$96,715.62
000018	Assistant Director of Neighborhood & Leisure Services	SRM	008	$58,468.88	$102,905.73
000325	Assistant Director of Planning	SRM	008	$58,468.88	$102,905.73
000013	Assistant Director of Public Works	SRM	009	$62,298.37	$109,645.75
000014	Assistant Director of Utilities	SRM	009	$62,298.37	$109,645.75
000324	Assistant Director, Marketing	SRM	006	$51,719.46	$91,026.29
000048	Assistant Director/City Controller	SRM	008	$58,468.88	$102,905.73
100215	Budget Team Leader	SRM	006	$51,719.46	$91,026.29
100192	Business Development Manager	SRM	004	$46,008.16	$80,975.33
200420	Chief of Neighborhood Preservation	SRM	005	$48,746.20	$85,792.76
000049	City Engineer	SRM	009	$62,298.37	$109,645.75
100250	City Planning Manager	SRM	005	$48,746.20	$85,792.76
100252	City Surveyor	SRM	006	$51,719.46	$91,026.29
100233	City Transportation Engineer	SRM	008	$58,468.88	$102,905.73
000095	Code Official	SRM	008	$58,468.88	$102,905.73
000085	Engineering Manager	SRM	008	$58,468.88	$102,905.73
000100	Environmental Services Manager	SRM	007	$54,951.99	$96,715.62
000087	Executive Manager of Retirement Systems	SRM	008	$58,468.88	$102,905.73
100871	Facilities Maintenance Manager	SRM	007	$54,951.99	$96,715.62
000091	Fleet Maintenance Manager	SRM	007	$54,951.99	$96,715.62

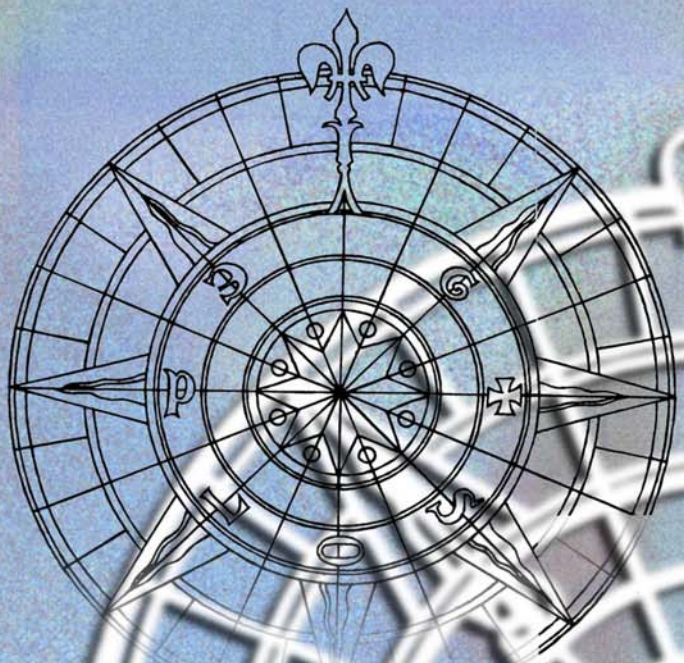
SENIOR MANAGEMENT PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum	Maximum
100327	Library Public Services Administrator	SRM	008	$58,468.88	$102,905.73
000009	Library Support Services Administrator	SRM	008	$58,468.88	$102,905.73
000097	MacArthur Memorial Director	SRM	006	$51,719.46	$91,026.29
100319	Management Services Administrator	SRM	006	$51,719.46	$91,026.29
000103	Manager of Application Development	SRM	008	$58,468.88	$102,905.73
000251	Manager of Broadcast Services	SRM	004	$46,008.16	$80,975.33
100875	Manager of Budget & Accounting	SRM	006	$51,719.46	$91,026.29
100409	Manager of Cruise Operations & Marketing	SRM	004	$46,008.16	$80,975.33
100302	Manager of Geographic Information &Technology Planning	SRM	007	$54,951.99	$96,715.62
000101	Manager of Microcomputers & Radio Communication Systems	SRM	008	$58,468.88	$102,905.73
000157	Manager of Public Relations	SRM	004	$46,008.16	$80,975.33
000252	Manager of Publications & Direct Communications	SRM	004	$46,008.16	$80,975.33
100193	Manager of Real Estate	SRM	004	$46,008.16	$80,975.33
000104	Manager of Technical Support & Operations	SRM	008	$58,468.88	$102,905.73
000099	Manager of Voice Communications	SRM	007	$54,951.99	$96,715.62
100191	Manger of Special Districts & Programs	SRM	003	$43,486.54	$76,536.35
000010	Parking Director	SRM	006	$51,719.46	$91,026.29
000122	Police Planning Manager	SRM	005	$48,746.20	$85,792.76
000041	Principal Analyst	SRM	007	$54,951.99	$96,715.62
000109	Purchasing Agent	SRM	007	$54,951.99	$96,715.62
100402	Senior Business Development Manager-Commercial	SRM	004	$46,008.16	$80,975.33
100324	Senior Business Development Manager-Finance	SRM	005	$48,746.20	$85,792.76
100401	Senior Business Development Manager-Maritime	SRM	004	$46,008.16	$80,975.33
100404	Senior Projects Manager	SRM	003	$43,486.54	$76,536.35
000125	Storm Water Engineer	SRM	007	$54,951.99	$96,715.62
000141	Streets Engineer	SRM	007	$54,951.99	$96,715.62
000127	Superintendent of Cemeteries	SRM	006	$51,719.46	$91,026.29

SENIOR MANAGEMENT PAY SYSTEM					
Job Code	Classification	Plan	Grade	Minimum	Maximum
000130	Superintendent of Parks and Forestry	SRM	006	$51,719.46	$91,026.29
000132	Superintendent of Recreation	SRM	005	$48,746.20	$85,792.76
000138	Superintendent of Virginia Zoological Park	SRM	008	$58,468.88	$102,905.73
000134	Superintendent of Waste Management	SRM	007	$54,951.99	$96,715.62
800510	Towing Operations Manager	SRM	003	$43,486.54	$76,536.35
800610	Utility Customer Service Manager	SRM	006	$51,719.46	$91,026.29
100332	Utility Operations Manager	SRM	007	$54,951.99	$96,715.62
100399	Water Production Manager	SRM	007	$54,951.99	$96,715.62
100333	Water Quality Manager	SRM	005	$48,746.20	$85,792.76

SENIOR MANAGEMENT PAY SCHEDULE				
Plan	Grade	Minimum Annual	Midpoint	Maximum Annual
SRM	1	$39,015.15	$53,840.68	$68,666.20
SRM	2	$41,160.41	$58,801.91	$72,443.41
SRM	3	$43,486.54	$60,011.45	$76,536.35
SRM	4	$46,008.16	$63,491.75	$80,975.33
SRM	5	$48,746.20	$67,269.48	$85,792.76
SRM	6	$51,719.46	$71,372.88	$91,026.29
SRM	7	$54,951.99	$75,833.81	$96,715.62
SRM	8	$58,468.88	$80,687.31	$102,905.73
SRM	9	$62,298.37	$85,972.06	$109,645.75

Law Plan



City of NORFOLK

Compensation Plan 2004

Staying the Course - Charting the Future

Regulations for the Administration of the Law Compensation Plan

Effective July 1, 2003

Section 1. Administrative Salary Adjustments

Whenever it is brought to the attention of the City Attorney that an error or mistake has been made in the application of the FY-2004 Law Compensation Plan, the City Attorney shall initiate its immediate correction by notifying the Director of Human Resources. Pending the City Manager's approval of this corrective action, the Director of Human Resources shall immediately act to correct any such error or mistake.

Section 2. Definitions

"Pay Grade" - The compensation limits authorized for a specific classification shown as minimum and maximum rates.

"Salary" - A specific dollar amount paid as annual compensation which is no less than the minimum limit of a pay grade and no greater than the maximum limit of the pay grade.

"Employee" - Employees of the City whose compensation is governed by this Law Compensation Plan, i.e., whose job titles are listed herein.

Section 3. Demotions

When an employee whose position is included in this Plan is demoted due to inadequate performance or for disciplinary reasons, his or her salary shall be reduced to any specific dollar amount within the pay grade assigned to the position to which he or she is demoted, at the discretion of the City Attorney.

Section 4. Executive Leave

Anything to the contrary in this Plan or any other ordinance to the contrary notwithstanding, the City Attorney is authorized, in his sole discretion, to grant a period of leave with pay not exceeding two work weeks to a new appointee for the purpose of facilitating relocation and transition. This leave must be taken within one year of being granted. Unused leave of this type will not be paid out upon termination.

Section 5. Inclusiveness of Specified Compensation

The compensation specified in the Law Compensation Plan constitutes the total monetary compensation of persons holding positions included in this Plan, with the exceptions of allowances for actual and necessary travel expenses authorized in advance and as an incident of employment. No other or additional monetary compensation shall in any event be payable unless specifically authorized by these regulations or by other ordinance. When authorized in advance by the City Attorney, reasonable and necessary expenses actually incurred for applicant interviewing, for moving expenses for the transportation to Norfolk of personal household goods, and for temporary housing of newly hired employees governed by this Plan, for not more than six months may be authorized by the City Manager to be reimbursed, to the extent the sums authorized do not exceed the appropriation for recruitment expenses.

Section 6. New Appointees

The City Attorney, at his discretion, may authorize the employment of a new appointee to a position whose title is included in this Plan at a salary within the pay grade assigned to the title. Employment at a salary higher than the minimum limit of a pay grade is to be based on the qualifications of the candidate for the position (i.e., the candidate's education and relevant work experience), the market conditions which affect the availability of highly qualified candidates for the position, the assessment of the ability of the candidate to perform the duties required of the position, the necessity to offer a higher salary to employ the person, and other relevant factors which should be considered. Notwithstanding any provisions contained in this Section or Sections 4, 5, 6 or 9 of these rules, no employee whose position is included within this Plan shall be paid a salary which exceeds the maximum limit of the highest pay grade authorized in this Plan, except as may specifically be authorized by ordinance.

Section 7. Overtime Eligibility

Employees occupying positions whose titles are listed in this Plan shall not be eligible for monetary overtime compensation or compensatory time off for hours worked beyond the normal workweek.

Section 8. Progression Within Pay Grades

A) Employees whose titles are listed in this Plan shall be eligible to receive an increase in salary within the pay grade to which their position title is assigned, at the discretion of the City Attorney, not exceeding 12% of their current salary, subject to the availability of funds appropriated for that purpose. In no event shall the aggregate amount of salary increases under this subsection for members within this plan exceed an amount equal to the cost of giving each member a 4% increase pursuant to this subsection. Any such increase, which shall not exceed the maximum rate of the pay range, shall be based upon performance, as determined by such means and criteria as the City Attorney deems appropriate. No increase will be granted to an employee whose current salary is at or above the maximum rate of their current pay range.

B) All pay increases within each pay grade under this section will be effective on July 1st.

C) The compensation of any employee whose title is listed in this plan who fails to perform satisfactory work shall remain fixed at the employee's rate of compensation immediately prior to the effective date of this plan. At any time during the operative duration of this plan, the City Attorney may reevaluate such employee. If upon reevaluation, the employee's work is satisfactory, his or her salary may, at the discretion of the City Attorney, be adjusted at that time in accordance with the provisions contained in paragraph A of this section, except that any change shall be effective as of the date of the reevaluation. The City Attorney shall utilize means deemed appropriate to determine if performance is satisfactory and whether an increment should be awarded.

D) When an employee whose title is listed in this plan has rendered exceptionally meritorious service, the City Attorney in his best judgment, may authorize a monetary exemplary performance award that is in addition to any other salary increase which the employee may receive during the course of a fiscal year, based upon the availability of funds, not exceeding 5% of the employee's salary; provided, however, that not more than one such award may be authorized during any one fiscal year. In no case shall the exemplary performance award be included in an employee's base wages or in an individual's retirement calculation. No such award may be authorized unless funds for that purpose are available in the personal services account of the Department of Law

Section 9. <u>Promotions</u>

The City Attorney shall have the authority to make promotions. When an employee is promoted, the employee's salary shall be increased to the minimum pay rate of the new classification, or the City Attorney may authorize, in his best judgment, based on the qualifications of the employee, (i.e., the employee's education and relevant work experience), the market conditions which affect the availability of highly qualified candidates for the position, the assessment of the ability of the employee to perform the duties required of the position, and other relevant factors which should be considered, the salary of the employee at any specific dollar amount within the pay grade assigned to the classification to which the promotion is made, subject to the availability of funds for that purpose.

Section 10 <u>Salary Reductions</u>

When it is determined by the City Attorney, in his sole discretion, that the salary of an employee whose title is included in this Plan should be reduced, his or her salary shall be reduced by the City Attorney to any specific dollar amount within the pay grade assigned to the position which he or she holds.

LAW PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
100181	Assistant City Attorney I	LAW	1	$47,307.66	$75,219.08
100182	Assistant City Attorney II	LAW	4	$55,408.85	$88,099.03
100183	Assistant City Attorney III	LAW	7	$63,991.84	$103,273.73
100282	Chief Deputy City Attorney	LAW	12	$84,808.99	$134,846.32
100275	Deputy City Attorney I	LAW	9	$72,244.78	$114,869.86
100276	Deputy City Attorney II	LAW	10	$76,203.90	$121,164.52
100279	Senior Deputy City Attorney	LAW	11	$80,387.79	$127,816.72

LAW PAY SCHEDULE

Plan	Grade	Minimum Annual	Midpoint	Maximum Annual
LAW	001	$47,307.66	$61,263.37	$75,219.08
LAW	002	$49,862.74	$64,571.70	$79,280.66
LAW	003	$52,560.00	$68,065.07	$83,570.14
LAW	004	$55,408.85	$71,753.94	$88,099.03
LAW	005	$58,417.66	$75,650.34	$92,883.01
LAW	006	$61,594.78	$79,918.00	$98,241.21
LAW	007	$63,991.84	$70,410.23	$103,273.73
LAW	008	$68,498.93	$88,705.91	$108,912.89
LAW	009	$72,244.78	$93,557.32	$114,869.86
LAW	010	$76,203.90	$98,684.21	$121,164.52
LAW	011	$80,387.79	$104,102.26	$127,816.72
LAW	012	$84,808.99	$109,827.66	$134,846.32

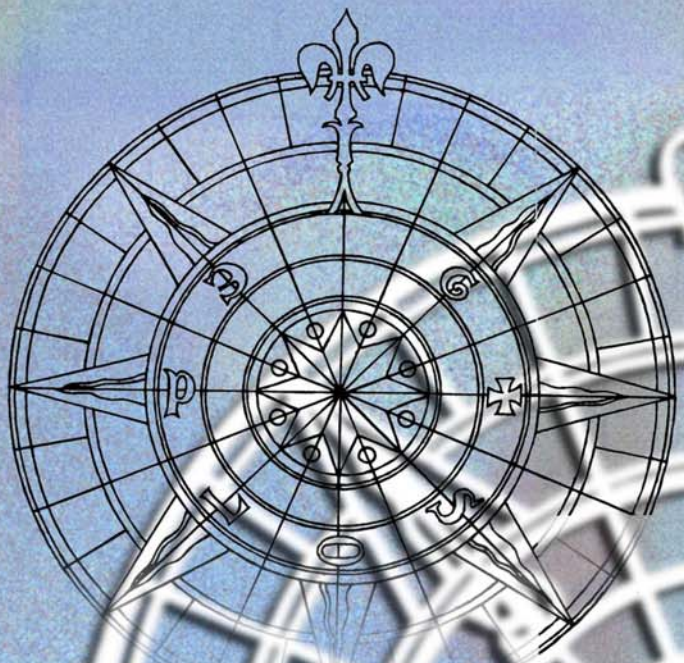
Public Safety Plans

City of NORFOLK

Compensation Plan 2004

Staying the Course - Charting the Future

Fire Plan



City of NORFOLK

Compensation Plan 2004

Staying the Course - Charting the Future

REGULATIONS FOR THE ADMINISTRATION OF THE JULY 1, 2003 FIRE COMPENSATION PLAN A

Section 1. Administrative Adjustments

(1) Whenever it is brought to the attention of the City Manager by a Department Head or other staff, and verified by the Director of Human Resources, that an error or mistake has been made in the application of the Compensation Plan with respect to an officer or employee, the City Manager shall take appropriate corrective action. Pending the approval of the City Manager of corrective action, the Director of Human Resources shall take immediate action to prevent any continued overpayment or underpayment of any salary.

(2) Whenever it is brought to the attention of the City Manager, and verified by the Director of Human Resources, that, for instances initially arising after July 1, 1993, the neutral application of the Compensation Plan, in accordance with prescribed regulations for the administration of such plan, has resulted in a pay disparity with respect to an officer or employee, in relation to another similarly situated (i.e., employed within one year of another employee, and who was promoted at all levels within six months of another employee, and whose salary level would not be equivalent within a one year period) officer or employee included within the Compensation Plan, the City Manager shall take such corrective action as she deems appropriate in regard to such situation.

Section 2. Alternative Placement & Training (APT) Appointments

When, because of the abolition of an employee's position, the employee is lawfully appointed to a position in a different job class, the employee's salary shall be placed at any pay rate within the pay grade for the job class to which he or she is appointed, at the discretion of the City Manager.

Section 3. Anniversary Dates

(1) Every person initially employed on or after October 1, 1974 shall have the first day of the month in which he or she was employed as an anniversary date for all annual pay increments, when such increments are authorized by City Council. The anniversary date of each person employed prior to October 1, 1974, shall be that held on October 1, 1974. The anniversary date of employees transitioning from classifications specified in the July 1, 2002 General Compensation Plan to the minimum pay rate of a grade in the new, separate Fire Compensation Plan A shall be June 1, 2003. The anniversary date of an employee who is reemployed after a separation from the service of the City shall be the first day of the month in which he or she is reemployed.

(2) In no event shall reclassification, regrade, promotion, transfer, merit pay increase or demotion alter any employee's anniversary date for the purpose of determining his or her entitlement to annual pay increments.

(3) (a) If any promotion becomes effective on an employee's anniversary date, such employee, if otherwise eligible, shall be entitled to both the promotion and the annual increment.

The employee shall be credited with his or her annual increment prior to the recognition of his or her promotion.

(b) If any reclassification or regrade becomes effective on an employee's anniversary date, such employee, if otherwise eligible, shall be entitled to both the reclassification or regrade action and the annual increment. The employee shall be credited with his or her annual increment after the recognition of his or her reclassification or regrade.

(4) An employee's anniversary date shall be deferred one calendar month for each period of thirty (30) consecutive calendar days he or she is absent from the service of the City on leave without full pay. Periods of absence resulting from disability for which an employee is entitled to worker's compensation and periods of leave without pay for military duty to the extent required by Federal law, shall not be counted for this purpose.

(5) Any employee initially employed in a Temporary status who is appointed to a position in a Permanent Full Time or Permanent Part-Time status, with no break in service, will retain the anniversary date established when hired as a Temporary employee.

Section 4. Annual Increments

(1) No increments are authorized for members of this plan.

(2) All employees whose pay rate upon transition to this new pay structure is above pay range maximum for their assigned grade will be allowed to continue at that rate under this plan. They will receive no additional pay changes under this plan until their pay rate is equal to or below the pay range maximum.

Section 5. Definitions

"Classification" - A group of positions or other employments authorized by ordinance, i.e., special projects, which are sufficiently alike in duties and responsibilities that they are described by the same title and are assigned to the same pay grade in this Compensation Plan.

"Employee" - As used in these regulations, includes employees and officers of the City whose compensation is specified in this Compensation Plan.

"FLSA" - The Fair Labor Standards Act.

"Exempt Employees" - Employees who are not covered by or are exempted from the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Nonexempt Employees" - Employees who are subject to the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Pay Grade" - A series of specific pay rates assigned to a classification as the compensation for that classification.

"Pay Rate" - A specific dollar amount, expressed as either an annual, monthly, or hourly rate as shown in the Compensation Plan schedules.

"**Regular Rate of Pay" -** An hourly rate for nonexempt employees determined by dividing total remuneration for employment (calculated in accordance with the FLSA) in any work week by 40, or, in the case of fire protection, law enforcement, or emergency medical service employees, by the number of hours in the applicable declared work period established pursuant to Section 7(k) of the FLSA.

"Red-Circle Rate" - A designation indicating that an employee's pay rate is above the maximum rate of the pay range to which his/her classification is assigned, and that the employee is not eligible for pay increases until the maximum rate of the pay range is higher than his/her rate.

Section 6. Demotions

(1) When an employee not serving a promotional probationary period is demoted, his or her salary shall be placed at any pay rate within the pay grade in the classification to which he or she is demoted, at the discretion of the City Manager. However, the employee's pay rate after demotion shall not exceed that formerly received in the classification from which he or she was demoted.

(2) When an employee is demoted during a promotional probationary period, his or her salary shall be reduced to the pay rate he or she was formerly receiving in the pay grade of the classification in which such employee was serving at the time of promotion.

Section 7. Employee Recognition and Initiatives

(1) In accordance with criteria and parameters specified under Policy and Administrative Regulation 2-016, General Employee Bonus Program, employee bonuses up to 5% of an employee's current annual salary may be authorized as follows:

(a) Department Heads -may authorize bonuses not exceeding 0.25% of total salaries for their department, if funds are available within their budget
(b) The Directors of Human Resources and Budget may approve bonuses not exceeding 0.5% of total salaries for a department, if funds are available.
(c) The City Manager may authorize any employee bonuses exceeding 0.5% of total departmental salaries, if funds are available.
(d) A bonus is in addition to any other salary increase the employee receives during the course of a fiscal year.
(e) Not more than one bonus may be authorized during the fiscal year.
(f) The bonus shall not be included in an employee's base wages or retirement calculations.
(g) Funds for authorized bonuses must be available in a department's personal services account.
(h) Bonuses may also be authorized for non-permanent employees, provided that the criteria and guidelines under Policy and Administrative Regulation 2-016 have been met.

(2) When recommended by a Department Head, endorsed by the Director of Human Resources, and demonstrated in writing to the satisfaction of the City Manager, that an employee has rendered continuing, exceptionally meritorious service, the City Manager may authorize one administrative pay advancement per fiscal year.

Section 8. Inclusiveness of Specified Compensation

The members of this Fire Compensation Plan A are those officers and employees of the City in the various pay ranges set forth in the July 1, 2003 Fire Compensation Plan B who were actively serving as members of the Division of Fire on and before July 1, 2003. The compensation provided to the members of this plan is separate from the compensation provided them in the July 1, 2003 Fire Compensation Plan B. The specific amount of this separate compensation, if any, owed and paid to each member of this plan shall be calculated based on the application of this plan and its regulations to each member, as though this plan had been effective beginning on February 1, 2003 and ending on June 30, 2003. The separate compensation for each member shall be paid in a lump sum determined by this calculation. As used hereafter in these regulations, the terms "compensation," "compensation plan," monetary compensation," and "pay" shall refer to separate compensation paid in addition to that paid to members of this plan under the July 1, 2003 Fire Compensation Plan B, unless the context clearly indicates otherwise.

The rates of compensation specified in this Compensation Plan for the classifications listed constitute the total monetary compensation of the employees and officers holding positions or employed by other authorization of the Council to perform duties, i.e., special projects, included within such classifications, with the exception of allowances for actual and necessary travel expenses authorized in advance and incurred as an incident of employment.

No other or additional monetary compensation shall in any event be payable unless specifically authorized by these regulations or by other ordinance.

Section 9. New Appointees

Effective July 1, 2003 employees transitioning from classifications specified in the July 1, 2002 General Compensation Plan into the new, separate Fire Compensation Plan A shall be moved to the minimum of their new pay grade or, if above the minimum, to the pay rate which equals the same dollar amount as their salary in the General Compensation Plan. Following this initial placement and the calculations it entails, employees within this plan shall be governed by the July 1, 2003 Fire Compensation Plan B.

Section 10. Overtime

(A) General Provisions

(1) No employee shall be entitled to or shall receive any additional monetary compensation or shall be granted any compensatory time off for hours of work in excess of the standard work day, as defined in Section 2-47 of the City Code, except as provided herein.

(2) For the purposes of determining eligibility for compensation for overtime work, employees are assigned to the two eligibility categories in subsection (B). The job classifications assigned to each category are listed respectively in the FLSA Nonexempt Job Class Listing and the FLSA Exempt Job Class Listing. These lists are current as of the effective date of these regulations and will be amended promptly whenever changes are determined to be appropriate. A change in overtime category for a position will not become effective until the applicable appendix is amended by ordinance.

(3) Actual service of the full number of regularly scheduled work hours for a position, whether the schedule be standard or non-standard, must be documented before any employee will be considered to have worked overtime.

(B) <u>Eligibility Categories</u>

1. Nonexempt employees- fire protection and emergency medical service employees who under the FLSA are required to receive monetary compensation of one and one-half times their regular rate of pay, or compensatory time equal to one and one-half times the number of hours actually worked in excess of the number of hours in the applicable declared work period established pursuant to Section 7(k) of the FLSA.

(a) Non-exempt fire protection and emergency medical service employees in this category are eligible to receive, in addition to the overtime described in the preceding sentence, compensation for hours worked beyond an employee's normal work schedule as established by his/her department until reaching the maximum number of hours in the applicable declared 7(k) work period, at the rate of the hourly equivalent of the employee's pay rate; or, at the discretion of the Department Head or his/her designee, compensatory time off in an amount equal to the number of hours actually worked in excess of his/her normal work schedule.

(B) Periods of compensatory leave, emergency leave, civil leave, funeral leave, or periods of absence from duty due to a disability for which worker's compensation benefits have been approved, shall not be counted as hours worked toward achieving eligibility for overtime status.

(c) Department Heads or their designees are authorized to approve overtime work by employees holding positions in classifications listed in FLSA Appendix 4A, without prior written approval of the City Manager, provided that the total amount required to be paid as overtime compensation does not exceed the budgetary appropriation for their department for that purpose.

Agreement between Department Heads or their designees and the individual employee must be reached prior to performance of overtime work, if compensatory time is to be given in lieu of monetary overtime compensation.

2. Exempt employees – employees exempt from the FLSA who are not eligible to receive either monetary overtime compensation or compensatory time off for overtime work.

(C) Training

(1) Nonexempt employees in the Department of Fire-Rescue Services who are required to participate in state-mandated Advanced Life Support (ALS) recertification training programs (including the taking of the final examination) outside of regularly scheduled work periods will be granted monetary compensation on an hour-for-hour basis, at the rate of the hourly equivalent of the employee's pay rate, when this circumstance has been certified in writing by the Director of Human Resources. Nonexempt employees will only be eligible to receive this compensation once every three years, in accordance with Virginia Department of Health, Office of Emergency Medical Services recertification periods. The provisions of this paragraph shall supersede the generally controlling nature of the FLSA Nonexempt Job Class Listing. Such compensation or related compensatory time will not be extended to include travel time.

(2) When state and/or federally mandated recertification training requirements cannot be accommodated during scheduled work periods, and when this circumstance has been certified, in writing, by the Director of Human Resources, employees may be granted compensatory time off only, on an hour for hour basis, for such training, including the taking of the final examination, that can only be offered to them by management during off-duty hours. The provisions of this section shall supersede the generally controlling nature of the FLSA Nonexempt and Exempt Job Class Listings. Such compensatory time will not be extended to include travel time.

(3) Training required by the employer as part of an employee's normal assignments, other than training required for state and/or federal recertification, shall be considered as hours worked, and any overtime hours necessitated by such requirement shall be paid for in accordance with the FLSA and regulations herein.

(D) Authorization

(1) If the work of a nonexempt employee eligible for compensatory time regularly includes work in public safety, emergency response, or seasonal activities, the employee engaged in such work may accrue not more than 480 hours of compensatory time (i.e., 320 hours of actual overtime worked) for hours worked in excess of the number of hours in the applicable 7(k) work period on of after April 15, 1986. Any such employee who, after April 15, 1986, has accrued 480 hours of compensatory time, shall be paid monetary compensation for any additional overtime hours. A nonexempt employee who has accumulated overtime may request compensatory time off and such time off shall be granted within a reasonable period of time, so long as it does not unduly disrupt departmental operations.

(2) At termination of employment nonexempt employees shall be paid for accrued balances of unused compensatory time off, granted pursuant to the overtime requirements of the FLSA. Payment shall be at a rate not less than the average regular rate they received during the last 3 years of employment, or the final regular rate received by such employee, whichever is higher.

(3) Unless approved in writing by the City Manager, Department Heads may not convert any allowance of compensatory time earned by exempt employees prior to July 1, 1992 to monetary overtime. Upon request by a Department Head, if the City Manager determines that the allowance of compensatory time off would adversely affect the operations of the City, and when funds are available, she may authorize payment of monetary overtime compensation in amounts as she determines reasonable. Such amounts will not exceed the prorated hourly equivalent of the employee's pay multiplied by the number of overtime hours worked by an exempt employee prior to July 1, 1992. Allowances of compensatory time off shall not be convertible to monetary overtime, except as specifically provided in this policy.

(4) All compensatory time off granted prior to April 15, 1986 shall be administered, regulated, and used in accordance with the relevant regulations contained in the City's Compensation Plan in effect at the time of accrual.

(E) <u>Holidays</u>

In all cases where employees are required to work on any designated holiday, the following provisions will apply:

(1) Nonexempt employees whose job classifications are listed in the FLSA Nonexempt Job Class Listing shall receive monetary compensation equal to one and one-half times the hourly pay rate for their classification. In addition, they will be granted one (1) compensatory day off, in lieu of the holiday. The compensatory day will consist of the same number of hours that would have been granted, if they had not been required to work on the holiday. The extra half-time payment for holiday work shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA.

(2) Exempt employees whose job classifications are listed in the FLSA Exempt Job Class Listing shall be compensated at the pay rate established for their classification. In addition, they will be granted one (1) compensatory day, in lieu of the holiday. The compensatory day will consist of the same number of hours that would have been granted, if they had not been required to work on the holiday.

(3) Compensatory time for holiday service must be used within twelve (12) months from the holiday for which it is granted. Upon the request of a Department Head, the City Manager may authorize monetary payment for compensatory time accrued in accordance with Section 10. (E) (1) for persons holding positions in job classifications listed in the FLSA Nonexempt Job Class Listing when it appears that the monetary payment for such compensatory time would be economically beneficial to the City, and/or necessary to the provision of City services, and/or would enhance the provision of City services, and when funds are available in departmental accounts. In no event shall a Department Head be authorized to convert any allowance of compensatory time off earned by nonexempt employees in lieu of a holiday to monetary overtime compensation, unless the conversion is expressly approved, in writing, by the City Manager.

(4) When an employee's normal weekly work schedule includes a Saturday or a Sunday, and a designated holiday falls on a scheduled weekend work day, the holiday shall be observed by such employee on the actual work day on which it occurs, rather than on the preceding Friday or the Monday thereafter.

(5) When an employee is not scheduled to work on a holiday, or on the day preceding a Saturday holiday, or on the day following a Sunday holiday, such employee shall work his or her normal work schedule for the week the holiday is observed. In lieu of a holiday the employee shall be granted compensatory time off equivalent to the number of hours such employee would have accrued in accordance with Section 2-48 of the City Code, if he or she had been scheduled to work on the holiday.

(6) Compensatory time off earned in accordance with these regulations pertaining to holidays may only be used after the occurrence of the holiday.

(F) <u>Special Provisions for Emergency Declarations</u>

If the City Manager determines that an emergency situation merits the modification or suspension of basic City services, she is authorized to take such action and provide paid emergency leave to non-essential personnel and additional appropriate compensation or leave to employees required to work during this period. Any such declarations made by the City Manager shall be immediately shared with the City Council.

(G) <u>Special Provisions for Specific Job Classifications</u>

(1) Whenever a Fire Investigator or person assigned to duty as an Assistant Fire Investigator, pursuant to Sections 17.1-31 through 17.1-37 of the City Code, not working a regular tour of duty, is required to appear in civil or criminal court or to give a deposition in lieu of appearing in civil or criminal court to testify to the facts which arise within the scope of his or her employment with the City of Norfolk, such Fire Investigator or Assistant Fire Investigator shall receive monetary overtime compensation equal to one and one-half times the hourly pay rate established for such classifications for each hour he or she is required to be present in such court or at such proceeding. The minimum time for which such overtime compensation shall be payable will be one hour and payment after the first hour will be computed in increments of 15 minutes. The extra half-time payment for such appearances shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. A Fire Investigator or Assistant Fire Investigator who is required to appear for any of the above purposes who is receiving worker's compensation because of a work related disability shall not be entitled to such overtime compensation.

(2) Whenever a member of the Department of Fire-Rescue Services, not working a regular tour of duty, is required to appear in a civil or criminal court, or to give a deposition in lieu of appearing in civil or criminal court to testify to the facts which arise within the scope of his or her employment with the City of Norfolk, such employee shall receive monetary overtime compensation equal to one and one-half times the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. The minimum time for which such overtime compensation shall be payable will be one hour and payment after the first hour will be computed in increments of 15 minutes. The extra half-time payment for such appearances shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. A member of the department who is required to appear for any of the above purposes who is receiving worker's compensation because of a work related disability shall not be entitled to such overtime compensation.

(3) Whenever an employee who is absent from duty on leave without pay status, or is on suspension without pay, is required by the City to appear in a civil or criminal court, or at a hearing before the Division of Motor Vehicles or the Alcoholic Beverage Control Board, or some other administrative tribunal, or to give a deposition in lieu of appearing, to testify to facts which arise within the scope of his or her employment with the City of Norfolk, such employees shall receive compensation equal to the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. Such employees shall not be entitled to overtime compensation for such appearances.

(4) Whenever a former employee of the City is required by the City to appear in a civil or criminal court, or at a hearing before the Division of Motor Vehicles, the Alcoholic Beverage Control Board, or some other administrative tribunal, or to give a deposition in lieu of appearing or for discovery purposes, by subpoena or otherwise, to testify to facts which arose within the scope of his or her employment with the City, such former employee shall receive an hourly stipend of ten dollars ($10.00) for every hour or any part thereof that he or she is required to appear.

Section 11. <u>Part-Time Employment</u>

The pay rates specified in this compensation plan for the classifications listed constitute the compensation for full-time employment. Employees holding positions within such classifications who work fewer hours than full-time employees shall receive compensation in the proportion which their hours of work bear to those of full-time employees in such classifications.

Section 12. <u>Promotions and Reclassifications</u>

(1) When an employee under this plan is promoted to a position where the minimum pay rate of the new grade is 15% or greater than the minimum pay rate of the former grade, the employee's salary shall be increased to the greater of the minimum of the new pay grade, or the pay rate which is closest to but not lower than 10% above the employee's former salary.

(2) When an employee under this plan is promoted to a position where the minimum rate of the new pay grade is less than 15% greater than the minimum of the former pay grade, the employee's salary shall be increased to the greater of the minimum of the new pay grade, or to the pay rate which is closest to but not lower than 5% above the employee's former salary.

(3) When a employee under this plan is reclassified or automatically reclassified to a position in a higher classification, the employee's salary shall be increased to the minimum pay rate of the pay grade assigned to the new classification. If the employee's salary, at the time of reclassification, exceeds the minimum rate of the higher classification, the employee's salary shall be increased to the pay rate which is closest to but not lower than the employee's former salary.

(4) In no event will a promoted or reclassified employee's salary exceed the maximum of the new pay grade. The City Manager, may, in her discretion, authorize a higher promotional percentage, in cases of business necessity, where an employee's experience and qualifications exceed the minimum qualifications of the position, and when funds are available.

Section 13. Regrading of Job Classes

(1) When an employee's classification is assigned to a higher pay grade (regrade), the employee's salary shall be increased to the minimum pay rate of the new pay grade; or

(2) if an employee's salary exceeds the minimum rate of the new pay grade, the employee's salary shall be increased to the pay rate which is closest to but not less than the former salary.

Section 14. Reinstatement

An employee reappointed to a position in the same classification after a separation of not more than one year, which separation was not the result of discharge or resignation pending disciplinary action, shall constitute a reinstatement. The pay rate for such a reinstated employee shall be fixed by the City Manager in the pay grade assigned to the classification.

Section 15. Special Duty and Education Supplements

(1) Supplemental compensation authorized by this section will be included in calculating the regular rate of pay of nonexempt employees, as required by the FLSA.

(2) Fire-Rescue Services staff assigned to the following special duties shall receive, in addition to their regular pay rates, the following sums for the duration of such assignments:

(a) Fire Apparatus Operator	$80.00 per month
(b) Battalion Chief Aide	$80.00 per month
(c) Equipment Service Technician	$80.00 per month
(d) Fire Training Instructor	3% of minimum pay rate for pay grade
(e) Field Training Instructor	3% of minimum pay rate for pay grade

(3) (a) Members of the Department of Fire-Rescue Services assigned on a special duty basis to perform duties which require them to act temporarily outside of their regular job capacity as Fire Lieutenant, Fire Captain, Battalion Chief, or Assistant Chief, shall receive, in addition to their regular pay rate, the sum of $1.00 for each hour actually served in such special duty status.

(b) Firefighters temporarily assigned on a special duty basis to perform the responsibilities of Firefighters regularly assigned to duty as Fire Apparatus Operators shall receive, in addition to their regular pay rate, the sum of $4.00 for each service of that part of a 24-hour tour of duty known as a "trick" and consisting of either 12 day time hours or 12 night time hours.

(c) Employees classified as Firefighter-EMT who are certified by the State as EMT-Shock Trauma Technicians, EMT-Cardiac Technicians, or EMT-Paramedic Technicians and sanctioned to practice at their respective certification level by the City of Norfolk Medical Director shall receive, in addition to their regular pay rate, a sum equal to five (5%) percent of such pay rate, for any periods of assignment to duties on an ambulance.

(4) Employees in the following positions or assignments shall receive $100 per month, in addition to their regular pay rates, for being required to carry a firearm on their persons when off duty, for the duration of such assignments:

(a) Fire Marshal
(b) Fire Investigator
(c) Firefighters certified as law enforcement officers and assigned as Assistant Fire Investigators
(d) Hazardous material inspectors certified as law enforcement officers
(e) Assistant Fire Marshals certified as law enforcement officers

(5) Sworn employees of the Department of Fire-Rescue Services assigned as Fire Investigators or Assistant Fire Investigators shall receive a clothing allowance of $50 per month.

(6) Employees in the Department of Fire-Rescue Services, who successfully complete technical rescue and hazardous materials training and are formally assigned to a squad to perform hazardous materials (HAZMAT) and technical rescue duties, shall receive, in addition to their regular pay rates, five percent of such pay rates as established by this Compensation Plan for the duration of such assignment.

(7) (a) Upon joint approval of the Chief of Fire-Rescue Services and the Director of Human Resources, Fire Lieutenants, Fire Captains, and Battalion Fire Chiefs who possess current Virginia certification as EMT-Cardiac, are sanctioned by the City of Norfolk Medical Director to practice as such; and who are directly involved in: 1) providing “hands-on” emergency medical care to patients; 2) direct supervision of certified emergency medical services staff involved in the delivery of patient care; or 3) providing classroom or practical instruction in Virginia Health Department curricula for emergency medical certification or recertification training shall receive $117 per month, in addition to their regular pay rates.

(b) Upon joint approval of the Chief of Fire-Rescue Services and the Director of Human Resources, Fire Lieutenants, Fire Captains, and Battalion Fire Chiefs who possess current Virginia certification as EMT-Paramedic; are sanctioned by the City of Norfolk Medical Director to practice as such; and who are directly involved in: 1) providing “hands-on” emergency medical care to patients; 2) direct supervision of certified emergency medical services staff involved in the delivery of patient care; or 3) providing classroom or practical instruction in Virginia Health Department curricula for emergency medical certification or recertification training shall receive $292 per month, in addition to their regular pay rates.

(8) Fire Officers holding the rank of Assistant Fire Chief or a lower rank who have been awarded an Associate's or Bachelor's Degree in any program certified by the Chief of Fire-Rescue Services as relevant to the performance of the employee's position, shall receive a salary supplement of $42.00 per month. No such Fire Officer shall receive more than one supplement, regardless of the number or level of academic degrees he or she acquires, and this supplement shall not be payable to any Officer promoted to a higher rank than Assistant Fire Chief.

(9) During any part of a month when an employee is absent from duty on leave without pay status, or is on suspension without pay, such employee shall not be entitled to be credited with or to receive any special duty pay authorized herein for the portion of the month for which the employee is not receiving pay as noted above.

(10) In no event shall any special duty pay or education supplement be considered in the computation of salary increases to which an employee may become entitled by virtue of promotion, reclassification, annual increments, or merit pay adjustments.

(11) In no event shall the receipt of any special duty pay be considered as a promotion or reclassification, nor shall the receipt of any pay alter an employee's classification or the pay grade to which it is assigned.

(12) The following supplements shall be included as "earnable compensation" for the calculation of retirement pension contributions:

(a) education pay
(b) gun allowance

(13) Standby and On-Call Duty

Non-exempt employees who are approved by the City Manager for additional compensation for serving in an on-call status will be paid, in addition to their regular pay rates, the sum of $75.00 for each full weekly period of on-call duty during which they are assigned to such service; ($100.00 if any holiday designated in City Code Section 2-48 falls during such week); or $10.71 for each full day of on-call duty ($25.00 for any holiday designated in City Code Section 2-48), constituting all hours outside their regularly scheduled work hours on week days, and 24 hours on Saturday and on Sunday.

Section 16. Temporary Acting Service

(1) Whenever an employee is legally assigned to serve in a temporary acting capacity in a higher classification in the classified service, or to a higher ranking or higher compensated position in the unclassified service, such employee, during the period of such service, shall be compensated at the minimum rate of the new classification, or as follows:

(2) If the employee's salary in his/her permanent classification exceeds the minimum rate of the temporary classification, he/she shall be compensated as follows:

(a) When an employee is assigned to serve in temporary acting capacity in a position where the minimum pay rate of the new pay grade is 15% or greater than the minimum rate of the former pay grade, the employee's salary shall be increased to the pay rate which is closest to 10% above the former salary.

(b) When an employee is assigned to serve in temporary acting capacity in a position where the minimum pay rate of the new pay grade is less than 15% greater than the minimum pay rate of the former pay grade, the employee's salary shall be increased to the pay rate which is closest to 5% above the former salary.

(3) When temporary acting service is discontinued, an employee's compensation shall revert to that which would have been paid if the employee had not been assigned to serve in a temporary acting capacity.

Section 17. Transfers

When an employee is transferred to another position in a classification assigned to the same pay grade as that assigned to the classification in which his or her former position was included, there shall be no change in such employee's compensation, unless a higher pay rate is authorized by the City Manager, based on factors such as significant additional inconvenience or expense to the employee, other identifiable differences in circumstances, or a clearly identified business necessity.

CITY OF NORFOLK
FIRE-RESCUE SERVICES
FY2003/4 PLAN A
CLASSIFICATIONS

Job Code	Classification Title	Plan	Grade	Minimum	Maximum
300604	Firefighter Recruit	FRS	001	$28,840.00	$28,840.00
300614	Firefighter EMT	FRS	002	$30,900.00	$44,755.56
300617	Firefighter EMT-ST	FRS	003	$32,464.57	$49,400.86
300615	Firefighter EMT-C	FRS	004	$34,196.00	$52,034.57
300616	Firefighter EMT-P	FRS	005	$39,498.44	$60,102.56
200471	Fire Inspector	FRS	005	$39,498.44	$60,102.56
300612	Fire Lieutenant	FRS	006	$43,772.94	$63,395.47
200407	Assistant Fire Marshal	FRS	006	$43,772.94	$63,395.47
300602	Fire Paramedic Lieutenant	FRS	007	$45,991.56	$66,609.07
300611	Fire Captain	FRS	008	$50,256.79	$72,788.04
200470	Deputy Fire Marshal	FRS	008	$50,256.79	$72,788.04
200493	Fire Arson Investigator	FRS	008	$50,256.79	$72,788.04
300609	Battalion Fire Chief	FRS	009	$62,986.56	$84,710.29
200444	Fire Marshal	FRS	009	$62,986.56	$84,710.29
300601	Assistant Fire Chief	FRS	010	$76,529.00	$93,243.84
300606	Deputy Chief of Fire & Rescue Services	FRS	011	$80,340.00	$97,886.05
000066	Chief of Fire-Rescue Services	EXE	003	$73,210.34	$126,601.42

Fire & Rescue Plan A					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
FRS	001	1	$13.87	$2,403.33	$28,840.00
FRS	002	1	$14.86	$2,575.00	$30,900.00
FRS	002	2	$15.23	$2,639.38	$31,672.50
FRS	002	3	$15.61	$2,705.38	$32,464.57
FRS	002	4	$16.00	$2,773.02	$33,276.21
FRS	002	5	$16.40	$2,842.37	$34,108.45
FRS	002	6	$16.81	$2,913.44	$34,961.29
FRS	002	7	$17.23	$2,986.31	$35,835.76
FRS	002	8	$17.66	$3,060.99	$36,731.86
FRS	002	9	$18.10	$3,137.55	$37,650.62
FRS	002	10	$18.55	$3,216.00	$38,592.04
FRS	002	11	$19.02	$3,296.43	$39,557.15
FRS	002	12	$19.49	$3,378.83	$40,545.95
FRS	002	13	$19.98	$3,463.29	$41,559.47
FRS	002	14	$20.48	$3,549.90	$42,598.74
FRS	002	15	$20.99	$3,638.65	$43,663.76
FRS	002	16	$21.52	$3,729.63	$44,755.56
FRS	003	1	$15.61	$2,705.38	$32,464.57
FRS	003	2	$16.00	$2,773.02	$33,276.21
FRS	003	3	$16.40	$2,842.37	$34,108.45
FRS	003	4	$16.81	$2,913.44	$34,961.29
FRS	003	5	$17.23	$2,986.31	$35,835.76
FRS	003	6	$17.66	$3,060.99	$36,731.86
FRS	003	7	$18.10	$3,137.55	$37,650.62
FRS	003	8	$18.55	$3,216.00	$38,592.04
FRS	003	9	$19.02	$3,296.43	$39,557.15
FRS	003	10	$19.49	$3,378.83	$40,545.95
FRS	003	11	$19.98	$3,463.29	$41,559.47
FRS	003	12	$20.48	$3,549.90	$42,598.74
FRS	003	13	$20.99	$3,638.65	$43,663.76
FRS	003	14	$21.52	$3,729.63	$44,755.56
FRS	003	15	$22.05	$3,822.85	$45,874.14
FRS	003	16	$22.61	$3,918.38	$47,020.53
FRS	003	17	$23.17	$4,016.31	$48,195.76
FRS	003	18	$23.75	$4,116.74	$49,400.86

Fire & Rescue Plan A

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
FRS	004	1	$16.44	$2,849.67	$34,196.00
FRS	004	2	$16.85	$2,920.91	$35,050.90
FRS	004	3	$17.27	$2,993.95	$35,927.43
FRS	004	4	$17.70	$3,068.80	$36,825.59
FRS	004	5	$18.15	$3,145.53	$37,746.41
FRS	004	6	$18.60	$3,224.16	$38,689.89
FRS	004	7	$19.07	$3,304.76	$39,657.06
FRS	004	8	$19.54	$3,387.41	$40,648.95
FRS	004	9	$20.03	$3,472.13	$41,665.56
FRS	004	10	$20.53	$3,558.91	$42,706.89
FRS	004	11	$21.05	$3,647.92	$43,775.00
FRS	004	12	$21.57	$3,739.16	$44,869.89
FRS	004	13	$22.11	$3,832.63	$45,991.56
FRS	004	14	$22.66	$3,928.42	$47,141.04
FRS	004	15	$23.23	$4,026.61	$48,319.36
FRS	004	16	$23.81	$4,127.30	$49,527.55
FRS	004	17	$24.41	$4,230.47	$50,765.61
FRS	004	18	$25.02	$4,336.21	$52,034.57
FRS	005	1	$18.99	$3,291.54	$39,498.44
FRS	005	2	$19.46	$3,373.85	$40,486.21
FRS	005	3	$19.95	$3,458.23	$41,498.70
FRS	005	4	$20.45	$3,544.66	$42,535.91
FRS	005	5	$20.96	$3,633.24	$43,598.87
FRS	005	6	$21.48	$3,724.05	$44,688.61
FRS	005	7	$22.02	$3,817.18	$45,806.16
FRS	005	8	$22.57	$3,912.63	$46,951.52
FRS	005	9	$23.14	$4,010.48	$48,125.72
FRS	005	10	$23.72	$4,110.73	$49,328.76
FRS	005	11	$24.31	$4,213.47	$50,561.67
FRS	005	12	$24.92	$4,318.79	$51,825.48
FRS	005	13	$25.54	$4,426.77	$53,121.22
FRS	005	14	$26.18	$4,537.41	$54,448.89
FRS	005	15	$26.83	$4,650.88	$55,810.55
FRS	005	16	$27.50	$4,767.18	$57,206.20
FRS	005	17	$28.19	$4,886.41	$58,636.87
FRS	005	18	$28.90	$5,008.55	$60,102.56

Fire & Rescue Plan A					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
FRS	006	1	$21.04	$3,647.75	$43,772.94
FRS	006	2	$21.57	$3,738.90	$44,866.80
FRS	006	3	$22.11	$3,832.37	$45,988.47
FRS	006	4	$22.66	$3,928.16	$47,137.95
FRS	006	5	$23.23	$4,026.36	$48,316.27
FRS	006	6	$23.81	$4,127.04	$49,524.46
FRS	006	7	$24.41	$4,230.21	$50,762.52
FRS	006	8	$25.02	$4,335.96	$52,031.48
FRS	006	9	$25.64	$4,444.36	$53,332.37
FRS	006	10	$26.28	$4,555.43	$54,665.19
FRS	006	11	$26.94	$4,669.33	$56,032.00
FRS	006	12	$27.61	$4,786.07	$57,432.80
FRS	006	13	$28.30	$4,905.72	$58,868.62
FRS	006	14	$29.01	$5,028.37	$60,340.49
FRS	006	15	$29.74	$5,154.12	$61,849.44
FRS	006	16	$30.48	$5,282.96	$63,395.47
FRS	007	1	$22.11	$3,832.63	$45,991.56
FRS	007	2	$22.66	$3,928.42	$47,141.04
FRS	007	3	$23.23	$4,026.61	$48,319.36
FRS	007	4	$23.81	$4,127.30	$49,527.55
FRS	007	5	$24.41	$4,230.47	$50,765.61
FRS	007	6	$25.02	$4,336.21	$52,034.57
FRS	007	7	$25.64	$4,444.62	$53,335.46
FRS	007	8	$26.28	$4,555.78	$54,669.31
FRS	007	9	$26.94	$4,669.68	$56,036.12
FRS	007	10	$27.61	$4,786.41	$57,436.92
FRS	007	11	$28.30	$4,906.06	$58,872.74
FRS	007	12	$29.01	$5,028.72	$60,344.61
FRS	007	13	$29.74	$5,154.46	$61,853.56
FRS	007	14	$30.48	$5,283.30	$63,399.59
FRS	007	15	$31.24	$5,415.40	$64,984.76
FRS	007	16	$32.02	$5,550.76	$66,609.07

Fire & Rescue Plan A					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
FRS	008	1	$24.16	$4,188.07	$50,256.79
FRS	008	2	$24.77	$4,292.78	$51,513.39
FRS	008	3	$25.39	$4,400.07	$52,800.89
FRS	008	4	$26.02	$4,510.11	$54,121.35
FRS	008	5	$26.67	$4,622.90	$55,474.77
FRS	008	6	$27.34	$4,738.43	$56,861.15
FRS	008	7	$28.02	$4,856.88	$58,282.55
FRS	008	8	$28.72	$4,978.33	$59,740.00
FRS	008	9	$29.44	$5,102.79	$61,233.50
FRS	008	10	$30.18	$5,230.34	$62,764.08
FRS	008	11	$30.93	$5,361.06	$64,332.77
FRS	008	12	$31.70	$5,495.05	$65,940.60
FRS	008	13	$32.50	$5,632.47	$67,589.63
FRS	008	14	$33.31	$5,773.32	$69,279.86
FRS	008	15	$34.14	$5,917.69	$71,012.32
FRS	008	16	$34.99	$6,065.67	$72,788.04
FRS	009	1	$30.28	$5,248.88	$62,986.56
FRS	009	2	$31.04	$5,380.12	$64,561.43
FRS	009	3	$31.82	$5,514.62	$66,175.44
FRS	009	4	$32.61	$5,652.47	$67,829.62
FRS	009	5	$33.43	$5,793.75	$69,525.00
FRS	009	6	$34.26	$5,938.64	$71,263.64
FRS	009	7	$35.12	$6,087.13	$73,045.54
FRS	009	8	$36.00	$6,239.31	$74,871.73
FRS	009	9	$36.90	$6,395.27	$76,743.24
FRS	009	10	$37.82	$6,555.18	$78,662.13
FRS	009	11	$38.76	$6,719.03	$80,628.40
FRS	009	12	$39.73	$6,887.01	$82,644.11
FRS	009	13	$40.73	$7,059.19	$84,710.29

Fire & Rescue Plan A					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
FRS	010	1	$36.79	$6,377.42	$76,529.00
FRS	010	2	$37.71	$6,536.90	$78,442.74
FRS	010	3	$38.66	$6,700.32	$80,403.86
FRS	010	4	$39.62	$6,867.87	$82,414.42
FRS	010	5	$40.61	$7,039.54	$84,474.42
FRS	010	6	$41.63	$7,215.49	$86,585.92
FRS	010	7	$42.67	$7,395.92	$88,750.98
FRS	010	8	$43.74	$7,580.80	$90,969.60
FRS	010	9	$44.83	$7,770.32	$93,243.84
FRS	011	1	$38.63	$6,695.00	$80,340.00
FRS	011	2	$39.59	$6,862.38	$82,348.50
FRS	011	3	$40.58	$7,033.96	$84,407.47
FRS	011	4	$41.60	$7,209.83	$86,517.94
FRS	011	5	$42.64	$7,390.08	$88,680.94
FRS	011	6	$43.70	$7,574.79	$90,897.50
FRS	011	7	$44.79	$7,764.14	$93,169.68
FRS	011	8	$45.91	$7,958.21	$95,498.51
FRS	011	9	$47.06	$8,157.17	$97,886.05

REGULATIONS FOR THE ADMINISTRATION OF THE JULY 1, 2003 FIRE COMPENSATION PLAN B

Section 1. Administrative Adjustments

(1) Whenever it is brought to the attention of the City Manager by a Department Head or other staff, and verified by the Director of Human Resources, that an error or mistake has been made in the application of the Compensation Plan with respect to an officer or employee, the City Manager shall take appropriate corrective action. Pending the approval of the City Manager of corrective action, the Director of Human Resources shall take immediate action to prevent any continued overpayment or underpayment of any salary.

(2) Whenever it is brought to the attention of the City Manager, and verified by the Director of Human Resources, that, for instances initially arising after July 1, 1993, the neutral application of the Compensation Plan, in accordance with prescribed regulations for the administration of such plan, has resulted in a pay disparity with respect to an officer or employee, in relation to another similarly situated (i.e., employed within one year of another employee, and who was promoted at all levels within six months of another employee, and whose salary level would not be equivalent within a one year period) officer or employee included within the Compensation Plan, the City Manager shall take such corrective action as she deems appropriate in regard to such situation.

Section 2. Alternative Placement & Training (APT) Appointments

When, because of the abolition of an employee's position, the employee is lawfully appointed to a position in a different job class, the employee's salary shall be placed at any pay rate within the pay grade for the job class to which he or she is appointed, at the discretion of the City Manager.

Section 3. Anniversary Dates

(1) Every person initially employed on or after October 1, 1974 shall have the first day of the month in which he or she was employed as an anniversary date for all annual pay increments, when such increments are authorized by City Council. The anniversary date of each person employed prior to October 1, 1974, shall be that held on October 1, 1974. The anniversary date of employees transitioning from classifications specified in the July 1, 2002 General Compensation Plan to the minimum pay rate of a grade in the new, separate Fire Compensation Plan A shall be June 1, 2003. The anniversary date of an employee who is reemployed after a separation from the service of the City shall be the first day of the month in which he or she is reemployed.

(2) In no event shall reclassification, regrade, promotion, transfer, merit pay increase or demotion alter any employee's anniversary date for the purpose of determining his or her entitlement to annual pay increments.

(3) (a) If any promotion becomes effective on an employee's anniversary date, such employee, if otherwise eligible, shall be entitled to both the promotion and the annual increment. The employee shall be credited with his or her annual increment prior to the recognition of his or her promotion.

(b) If any reclassification or regrade becomes effective on an employee's anniversary date, such employee, if otherwise eligible, shall be entitled to both the reclassification or regrade action and the annual increment. The employee shall be credited with his or her annual increment after the recognition of his or her reclassification or regrade.

(4) An employee's anniversary date shall be deferred one calendar month for each period of thirty (30) consecutive calendar days he or she is absent from the service of the City on leave without full pay. Periods of absence resulting from disability for which an employee is entitled to worker's compensation and periods of leave without pay for military duty to the extent required by Federal law, shall not be counted for this purpose.

(5) Any employee initially employed in a Temporary status who is appointed to a position in a Permanent Full Time or Permanent Part-Time status, with no break in service, will retain the anniversary date established when hired as a Temporary employee.

Section 4. <u>Annual Increments</u>

(1) Effective July 1, 2003 each employee whose position is included within a classification listed in this Fire Compensation Plan B shall be eligible to receive, on his or her anniversary date, an annual increment i.e., a salary increase of one pay rate, provided that work performance has been rated as "Competent" or higher through the City's Performance Management System, until he or she reaches the maximum pay rate of the pay grade assigned to his or her classification. Although an employee must receive a "Competent" or higher rating to be eligible for an increment, such rating does not guarantee an increment. The Performance Management Rating System is just one tool to be used by Department directors to determine if the increment should be awarded.

(2) In the event an employee's work performance has been rated through the City's Performance Management System as "Needs Improvement" or "Unsatisfactory," or is otherwise of unsatisfactory quality, the Department Director shall delay or deny any increment the employee might otherwise receive under this section. The Department Director shall promptly report such action to the Department of Human Resources. The Performance Management Rating System is just one tool to be used by Department directors to determine if the increment should be awarded.

(3) "Temporary," intermittent part-time," casual part-time," and "periodic part-time" employees are not entitled to receive an annual increment.

(4) Effective July 1, 2003 employees whose pay rate upon transition to a new pay structure is above pay range maximum for their assigned pay grade will be allowed to continue at that rate. They will receive no additional pay changes until their pay rate is equal to or below the pay range maximum.

Section 5. <u>Definitions</u>

"<u>Classification</u>" - A group of positions or other employments authorized by ordinance, i.e., special projects, which are sufficiently alike in duties and responsibilities that they are described by the same title and are assigned to the same pay grade in this Compensation Plan.

"Employee" - As used in these regulations, includes employees and officers of the City whose compensation is specified in this Compensation Plan.

"FLSA" - The Fair Labor Standards Act.

"Exempt Employees" - Employees who are not covered by or are exempted from the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Nonexempt Employees" - Employees who are subject to the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Pay Grade" - A series of specific pay rates assigned to a classification as the compensation for that classification.

"Pay Rate" - A specific dollar amount, expressed as either an annual, monthly, or hourly rate as shown in the Compensation Plan schedules.

"**Regular Rate of Pay" -** An hourly rate for nonexempt employees determined by dividing total remuneration for employment (calculated in accordance with the FLSA) in any work week by 40, or, in the case of fire protection, law enforcement, or emergency medical service employees, by the number of hours in the applicable declared work period established pursuant to Section 7(k) of the FLSA.

"Red-Circle Rate" - A designation indicating that an employee's pay rate is above the maximum rate of the pay range to which his/her classification is assigned, and that the employee is not eligible for pay increases until the maximum rate of the pay range is higher than his/her rate.

Section 6. Demotions

(1) When an employee not serving a promotional probationary period is demoted, his or her salary shall be placed at any pay rate within the pay grade in the classification to which he or she is demoted, at the discretion of the City Manager. However, the employee's pay rate after demotion shall not exceed that formerly received in the classification from which he or she was demoted.

(2) When an employee is demoted during a promotional probationary period, his or her salary shall be reduced to the pay rate he or she was formerly receiving in the pay grade of the classification in which such employee was serving at the time of promotion.

Section 7. Employee Recognition and Initiatives

(1) In accordance with criteria and parameters specified under Policy and Administrative Regulation 2-016, General Employee Bonus Program, employee bonuses up to 5% of an employee's current annual salary may be authorized as follows:

(a) Department Heads -may authorize bonuses not exceeding 0.25% of total salaries for their department, if funds are available within their budget.

(b) The Directors of Human Resources and Budget may approve bonuses not exceeding 0.5% of total salaries for a department, if funds are available.

(c) The City Manager may authorize any employee bonuses exceeding 0.5% of total departmental salaries, if funds are available.
(d) A bonus is in addition to any other salary increase the employee receives during the course of a fiscal year.
(e) Not more than one bonus may be authorized during the fiscal year.
(f) The bonus shall not be included in an employee's base wages or retirement calculations.
(g) Funds for authorized bonuses must be available in a department's personal services account.
(h) Bonuses may also be authorized for non-permanent employees, provided that the criteria and guidelines under Policy and Administrative Regulation 2-016 have been met.

(2) When recommended by a Department Head, endorsed by the Director of Human Resources, and demonstrated in writing to the satisfaction of the City Manager, that an employee has rendered continuing, exceptionally meritorious service, the City Manager may authorize one administrative pay advancement per fiscal year.

(3) Departments may establish employee recognition programs and/or provide various monetary or other non-monetary rewards as productivity incentives. All programs, including budgetary impact, must be approved by the Directors of Human Resources and Budget and Management prior to their implementation.

Section 8. <u>Inclusiveness of Specified Compensation</u>

The rates of compensation specified in this Fire Compensation Plan B for the classifications listed constitute the total monetary compensation included in this plan of the employees and officers holding positions or employed by other authorization of the Council to perform duties, i.e., special projects, included within such classifications, with the exception of allowances for actual and necessary travel expenses authorized in advance and incurred as an incident of employment, and any monetary compensation authorized in the Fire Compensation Plan A.

No other or additional monetary compensation shall in any event be payable unless specifically authorized by these regulations or by other ordinance.

Section 9. <u>New Appointees</u>

Effective following the July 1, 2003 initial placement of employees within the Fire Compensation Plan A for the purpose of calculating that supplement, the initial salary of every person appointed for the first time to the classifications of Firefighter Recruit, Firefighter/EMT-S, Firefighter/EMT-C, or Firefighter/EMT-P within this Fire Compensation Plan B shall be that specified as the minimum rate of the respective pay grades established for those classifications in this Fire Compensation Plan B or in accordance with Section 12 below. The initial salary for those persons who have prior experience in work which is essentially the same as that encompassed by their applicable City position shall be at a pay rate determined by the City Manager, within such pay grade set forth in the Fire-Rescue Services Pay Schedule for the applicable classification.

Section 10. Overtime

(A) General Provisions

(1) No employee shall be entitled to or shall receive any additional monetary compensation or shall be granted any compensatory time off for hours of work in excess of the standard work day, as defined in Section 2-47 of the City Code, except as provided herein.

(2) For the purposes of determining eligibility for compensation for overtime work, employees are assigned to the two eligibility categories in subsection (B). The job classifications assigned to each category are listed respectively in the FLSA Nonexempt Job Class Listing and the FLSA Exempt Job Class Listing. These lists are current as of the effective date of these regulations and will be amended promptly whenever changes are determined to be appropriate. A change in overtime category for a position will not become effective until the applicable appendix is amended by ordinance.

(3) Actual service of the full number of regularly scheduled work hours for a position, whether the schedule be standard or non-standard, must be documented before any employee will be considered to have worked overtime.

(B) Eligibility Categories

1. Nonexempt employees- fire protection and emergency medical service employees who under the FLSA are required to receive monetary compensation of one and one-half times their regular rate of pay, or compensatory time equal to one and one-half times the number of hours actually worked in excess of the number of hours in the applicable declared work period established pursuant to Section 7(k) of the FLSA.

(a) Non-exempt fire protection and emergency medical service employees in this category are eligible to receive, in addition to the overtime described in the preceding sentence, compensation for hours worked beyond an employee's normal work schedule as established by his/her department until reaching the maximum number of hours in the applicable declared 7(k) work period, at the rate of the hourly equivalent of the employee's pay rate; or, at the discretion of the Department Head or his/her designee, compensatory time off in an amount equal to the number of hours actually worked in excess of his/her normal work schedule.

(b) Periods of compensatory leave, emergency leave, civil leave, funeral leave, or periods of absence from duty due to a disability for which worker's compensation benefits have been approved, shall not be counted as hours worked toward achieving eligibility for overtime status.

(c) Department Heads or their designees are authorized to approve overtime work by employees holding positions in classifications listed in the FLSA Nonexempt Job Class Listing without prior written approval of the City Manager, provided that the total amount required to be paid as overtime compensation does not exceed the budgetary appropriation for their department for that purpose. Agreement between Department Heads or their designees and the individual employee must be reached prior to performance of overtime work, if compensatory time is to be given in lieu of monetary overtime compensation.

2. Exempt employees – employees exempt from the FLSA who are not eligible to receive either monetary overtime compensation or compensatory time off for overtime work.

(C) Training

(1) Nonexempt employees in the Department of Fire-Rescue Services who are required to participate in state-mandated Advanced Life Support (ALS) recertification training programs (including the taking of the final examination) outside of regularly scheduled work periods will be granted monetary compensation on an hour-for-hour basis, at the rate of the hourly equivalent of the employee's pay rate, when this circumstance has been certified in writing by the Director of Human Resources. Nonexempt employees will only be eligible to receive this compensation once every three years, in accordance with Virginia Department of Health, Office of Emergency Medical Services recertification periods. The provisions of this paragraph shall supersede the generally controlling nature of the FLSA Nonexempt Job Class Listing. Such compensation or related compensatory time will not be extended to include travel time.

(2) When state and/or federally mandated recertification training requirements cannot be accommodated during scheduled work periods, and when this circumstance has been certified, in writing, by the Director of Human Resources, employees may be granted compensatory time off only, on an hour for hour basis, for such training, including the taking of the final examination, that can only be offered to them by management during off-duty hours. The provisions of this section shall supersede the generally controlling nature of the FLSA Nonexempt and Exempt Job Class Listings. Such compensatory time will not be extended to include travel time.

(3) Training required by the employer as part of an employee's normal assignments, other than training required for state and/or federal recertification, shall be considered as hours worked, and any overtime hours necessitated by such requirement shall be paid for in accordance with the FLSA and regulations herein.

(D) Authorization

(1) If the work of a nonexempt employee eligible for compensatory time regularly includes work in public safety, emergency response, or seasonal activities, the employee engaged in such work may accrue not more than 480 hours of compensatory time (i.e., 320 hours of actual overtime worked) for hours worked in excess of the number of hours in the applicable 7(k) work period on of after April 15, 1986. Any such employee who, after April 15, 1986, has accrued 480 hours of compensatory time, shall be paid monetary compensation for any additional overtime hours. A nonexempt employee who has accumulated overtime may request compensatory time off and such time off shall be granted within a reasonable period of time, so long as it does not unduly disrupt departmental operations.

(2) At termination of employment nonexempt employees shall be paid for accrued balances of unused compensatory time off, granted pursuant to the overtime requirements of the FLSA. Payment shall be at a rate not less than the average regular rate they received during the last 3 years of employment, or the final regular rate received by such employee, whichever is higher.

(3) Unless approved in writing by the City Manager, Department Heads may not convert any allowance of compensatory time earned by exempt employees prior to July 1, 1992 to monetary overtime. Upon request by a Department Head, if the City Manager determines that the allowance of compensatory time off would adversely affect the operations of the City, and when funds are available, she may authorize payment of monetary overtime compensation in amounts as she determines reasonable. Such amounts will not exceed the prorated hourly equivalent of the employee's pay multiplied by the number of overtime hours worked by an exempt employee prior to July 1, 1992. Allowances of compensatory time off shall not be convertible to monetary overtime, except as specifically provided in this policy.

(4) All compensatory time off granted prior to April 15, 1986 shall be administered, regulated, and used in accordance with the relevant regulations contained in the City's Compensation Plan in effect at the time of accrual.

(E) <u>Holidays</u>

In all cases where employees are required to work on any designated holiday, the following provisions will apply:

(1) Nonexempt employees whose job classifications are listed in the FLSA Nonexempt Job Class Listing shall receive monetary compensation equal to one and one-half times the hourly pay rate for their classification (except for the birthday holiday and floating holiday). In addition, they will be granted one (1) compensatory day off, in lieu of the holiday. The compensatory day will consist of the same number of hours that would have been granted, if they had not been required to work on the holiday. The extra half-time payment for holiday work shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. Employees required to work on their birthday holiday and/or the floating holiday shall be compensated at the pay rate established for their classification.

(2) Exempt employees whose job classifications are listed in the FLSA Exempt Job Class Listing shall be compensated at the pay rate established for their classification. In addition, they will be granted one (1) compensatory day, in lieu of the holiday (except for the birthday holiday and floating holiday). The compensatory day will consist of the same number of hours that would have been granted, if they had not been required to work on the holiday.

(3) Compensatory time for holiday service must be used within twelve (12) months from the holiday for which it is granted. Upon the request of a Department Head, the City Manager may authorize monetary payment for compensatory time accrued in accordance with Section 10. (E) (1) for persons holding positions in job classifications listed in the FLSA Nonexempt Job Class Listing, when it appears that the monetary payment for such compensatory time would be economically beneficial to the City, and/or necessary to the provision of City services, and/or would enhance the provision of City services, and when funds are available in departmental accounts. In no event shall a Department Head be authorized to convert any allowance of compensatory time off earned by nonexempt employees in lieu of a holiday to monetary overtime compensation, unless the conversion is expressly approved, in writing, by the City Manager.

(4) When an employee's normal weekly work schedule includes a Saturday or a Sunday, and a designated holiday falls on a scheduled weekend work day, the holiday shall be observed by such employee on the actual work day on which it occurs, rather than on the preceding Friday or the Monday thereafter.

(5) When an employee is not scheduled to work on a holiday, or on the day preceding a Saturday holiday, or on the day following a Sunday holiday, such employee shall work his or her normal work schedule for the week the holiday is observed. In lieu of a holiday the employee shall be granted compensatory time off equivalent to the number of hours such employee would have accrued in accordance with Section 2-48 of the City Code, if he or she had been scheduled to work on the holiday.

(6) Compensatory time off earned in accordance with these regulations pertaining to holidays may only be used after the occurrence of the holiday.

(F) <u>Special Provisions for Emergency Declarations</u>

If the City Manager determines that an emergency situation merits the modification or suspension of basic City services, she is authorized to take such action and provide paid emergency leave to non-essential personnel and additional appropriate compensation or leave to employees required to work during this period. Any such declarations made by the City Manager shall be immediately shared with the City Council.

(G) <u>Special Provision for Specific Job Classifications</u>

(1) Whenever a Fire Investigator or person assigned to duty as an Assistant Fire Investigator, pursuant to Sections 17.1-31 through 17.1-37 of the City Code, not working a regular tour of duty, is required to appear in civil or criminal court or to give a deposition in lieu of appearing in civil or criminal court to testify to the facts which arise within the scope of his or her employment with the City of Norfolk, such Fire Investigator or Assistant Fire Investigator shall receive monetary overtime compensation equal to one and one-half times the hourly pay rate established for such classifications for each hour he or she is required to be present in such court or at such proceeding. The minimum time for which such overtime compensation shall be payable will be one hour and payment after the first hour will be computed in increments of 15 minutes. The extra half-time payment for such appearances shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. A Fire Investigator or Assistant Fire Investigator who is required to appear for any of the above purposes who is receiving worker's compensation because of a work related disability shall not be entitled to such overtime compensation.

(2) Whenever a member of the Department of Fire-Rescue Services, not working a regular tour of duty, is required to appear in a civil or criminal court, or to give a deposition in lieu of appearing in civil or criminal court to testify to the facts which arise within the scope of his or her employment with the City of Norfolk, such employee shall receive monetary overtime compensation equal to one and one-half times the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. The minimum time for which such overtime compensation shall be payable will be one hour and payment after the first hour will be computed in increments of 15 minutes. The extra half-time payment for such appearances shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. A member

of the department who is required to appear for any of the above purposes who is receiving worker's compensation because of a work related disability shall not be entitled to such overtime compensation.

(3) Whenever an employee who is absent from duty on leave without pay status, or is on suspension without pay, is required by the City to appear in a civil or criminal court, or at a hearing before the Division of Motor Vehicles or the Alcoholic Beverage Control Board, or some other administrative tribunal, or to give a deposition in lieu of appearing, to testify to facts which arise within the scope of his or her employment with the City of Norfolk, such employees shall receive compensation equal to the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. Such employees shall not be entitled to overtime compensation for such appearances.

(4) Whenever a former employee of the City is required by the City to appear in a civil or criminal court, or at a hearing before the Division of Motor Vehicles, the Alcoholic Beverage Control Board, or some other administrative tribunal, or to give a deposition in lieu of appearing or for discovery purposes, by subpoena or otherwise, to testify to facts which arose within the scope of his or her employment with the City, such former employee shall receive an hourly stipend of ten dollars ($10.00) for every hour or any part thereof that he or she is required to appear.

Section 11. <u>Part-Time Employment</u>

The pay rates specified in this compensation plan for the classifications listed constitute the compensation for full-time employment. Employees holding positions within such classifications who work fewer hours than full-time employees shall receive compensation in the proportion which their hours of work bear to those of full-time employees in such classifications.

Section 12. <u>Promotions and Reclassifications</u>

(1) When an employee under this plan is promoted to a position where the minimum pay rate of the new grade is 15% or greater than the minimum pay rate of the former grade, the employee's salary shall be increased to the greater of the minimum of the new pay grade, or the pay rate which is closest to but not lower than 10% above the employee's former salary.

(2) When an employee under this plan is promoted to a position where the minimum rate of the new pay grade is less than 15% greater than the minimum of the former pay grade, the employee's salary shall be increased to the greater of the minimum of the new pay grade, or to the pay rate which is closest to but not lower than 5% above the employee's former salary.

(3) When a employee under this plan is reclassified or automatically reclassified to a position in a higher classification, the employee's salary shall be increased to the minimum pay rate of the pay grade assigned to the new classification. If the employee's salary, at the time of reclassification, exceeds the minimum rate of the higher classification, the employee's salary shall be increased to the pay rate which is closest to but not lower than the employee's former salary.

(4) In no event will a promoted or reclassified employee's salary exceed the maximum of the new pay grade. The City Manager, may, in her discretion, authorize a higher promotional percentage, in cases of business necessity, where an employee's experience and qualifications exceed the minimum qualifications of the position, and when funds are available.

Section 13. Regrading of Job Classes

(1) When an employee's classification is assigned to a higher pay grade (regrade), the employee's salary shall be increased to the minimum pay rate of the new pay grade.

(2) If an employee's salary exceeds the minimum rate of the new pay grade, the employee's salary shall be increased to the pay rate which is closest to but not less than the former salary.

Section 14. Reinstatement

An employee reappointed to a position in the same classification after a separation of not more than one year, which separation was not the result of discharge or resignation pending disciplinary action, shall constitute a reinstatement. The pay rate for such a reinstated employee shall be fixed by the City Manager in the pay grade assigned to the classification.

Section 15. Special Duty and Education Supplements

(1) Supplemental compensation authorized by this section will be included in calculating the regular rate of pay of nonexempt employees, as required by the FLSA.

(2) Fire-Rescue Services staff assigned to the following special duties shall receive, in addition to their regular pay rates, the following sums for the duration of such assignments:

(a) Fire Apparatus Operator	$80.00 per month
(b) Battalion Chief Aide	$80.00 per month
(c) Equipment Service Technician	$80.00 per month
(d) Fire Training Instructor	3% of minimum pay rate for pay grade
(e) Field Training Instructor	3% of minimum pay rate for pay grade

(3) (a) Members of the Department of Fire-Rescue Services assigned on a special duty basis to perform duties which require them to act temporarily outside of their regular job capacity as Fire Lieutenant, Fire Captain, Battalion Chief, or Assistant Chief, shall receive, in addition to their regular pay rate, the sum of $1.00 for each hour actually served in such special duty status.

(b) Firefighters temporarily assigned on a special duty basis to perform the responsibilities of Firefighters regularly assigned to duty as Fire Apparatus Operators shall receive, in addition to their regular pay rate, the sum of $4.00 for each service of that part of a 24-hour tour of duty known as a "trick" and consisting of either 12 day time hours or 12 night time hours.

(c) Employees classified as Firefighter-EMT who are certified by the State as EMT-Shock Trauma Technicians, EMT-Cardiac Technicians, or EMT-Paramedic Technicians and sanctioned to practice at their respective certification level by the City of Norfolk Medical Director shall receive, in addition to their regular pay rate, a sum equal to five (5%) percent of such pay rate, for any periods of assignment to duties on an ambulance.

(4) Employees in the following positions or assignments shall receive $100 per month, in addition to their regular pay rates, for being required to carry a firearm on their persons when off duty, for the duration of such assignments:

(f) Fire Marshal
(g) Fire Investigator
(h) Firefighters certified as law enforcement officers and assigned as Assistant Fire Investigators
(i) Hazardous material inspectors certified as law enforcement officers
(j) Assistant Fire Marshals certified as law enforcement officers

(4) Sworn employees of the Department of Fire-Rescue Services assigned as Fire Investigators or Assistant Fire Investigators shall receive a clothing allowance of $50 per month.

(5) Employees in the Department of Fire-Rescue Services, who successfully complete technical rescue and hazardous materials training and are formally assigned to a squad to perform hazardous materials (HAZMAT) and technical rescue duties, shall receive, in addition to their regular pay rates, five percent of such pay rates as established by this Compensation Plan for the duration of such assignment.

(6) (a) Upon joint approval of the Chief of Fire-Rescue Services and the Director of Human Resources, Fire Lieutenants, Fire Captains, and Battalion Fire Chiefs who possess current Virginia certification as EMT-Cardiac, are sanctioned by the City of Norfolk Medical Director to practice as such; and who are directly involved in: 1) providing “hands-on” emergency medical care to patients; 2) direct supervision of certified emergency medical services staff involved in the delivery of patient care; or 3) providing classroom or practical instruction in Virginia Health Department curricula for emergency medical certification or recertification training shall receive $117 per month, in addition to their regular pay rates.

(b) Upon joint approval of the Chief of Fire-Rescue Services and the Director of Human Resources, Fire Lieutenants, Fire Captains, and Battalion Fire Chiefs who possess current Virginia certification as EMT-Paramedic; are sanctioned by the City of Norfolk Medical Director to practice as such; and who are directly involved in: 1) providing “hands-on” emergency medical care to patients; 2) direct supervision of certified emergency medical services staff involved in the delivery of patient care; or 3) providing classroom or practical instruction in Virginia Health Department curricula for emergency medical certification or recertification training shall receive $292 per month, in addition to their regular pay rates.

(7) Fire Officers holding the rank of Assistant Fire Chief or a lower rank who have been awarded an Associate's or Bachelor's Degree in any program certified by the Chief of Fire-Rescue Services as relevant to the performance of the employee's position, shall receive a salary supplement of $42.00 per month. No such Fire Officer shall receive more than one supplement, regardless of the number or level of academic degrees he or she acquires, and this supplement shall not be payable to any Officer promoted to a higher rank than Assistant Fire Chief.

(8) During any part of a month when an employee is absent from duty on leave without pay status, or is on suspension without pay, such employee shall not be entitled to be credited with or to receive any special duty pay authorized herein for the portion of the month for which the employee is not receiving pay as noted above.

(9) In no event shall any special duty pay or education supplement be considered in the computation of salary increases to which an employee may become entitled by virtue of promotion, reclassification, annual increments, or merit pay adjustments.

(10) In no event shall the receipt of any special duty pay be considered as a promotion or reclassification, nor shall the receipt of any pay alter an employee's classification or the pay grade to which it is assigned.

(11) The following supplements shall be included as “earnable compensation” for the calculation of retirement pension contributions:

(a) education pay
(b) gun allowance

(12) Standby and On-Call Duty

On-call status applies to all hours other than an employee’s regularly scheduled work hours on week days and 24 hours on Saturday and on Sunday.

Non-exempt employees whose positions are approved by the City Manager for additional compensation for serving in an on-call status will be paid, in addition to their regular pay rates, as follows:

$112.00 for each full weekly period of assigned on-call duty; or
$137.00 for each full weekly period of assigned on-call duty, if any holiday designated in City Code Section 2-48 occurs within that week; or
$16.00 for each full day of on-call duty; or
$40.00 for any holiday designated in City Code Section 2-48.

Section 16. Temporary Acting Service

(1) Whenever an employee is legally assigned to serve in a temporary acting capacity in a higher classification in the classified service, or to a higher ranking or higher compensated position in the unclassified service, such employee, during the period of such service, shall be compensated at the minimum rate of the new classification, or as follows:

(2) If the employee's salary in his/her permanent classification exceeds the minimum rate of the temporary classification, he/she shall be compensated as follows:

(a) When an employee is assigned to serve in temporary acting capacity in a position where the minimum pay rate of the new pay grade is 15% or greater than the minimum rate of the former pay grade, the employee's salary shall be increased to the pay rate which is closest to 10% above the former salary.

(b) When an employee is assigned to serve in temporary acting capacity in a position where the minimum pay rate of the new pay grade is less than 15% greater than the minimum pay rate of the former pay grade, the employee's salary shall be increased to the pay rate which is closest to 5% above the former salary.

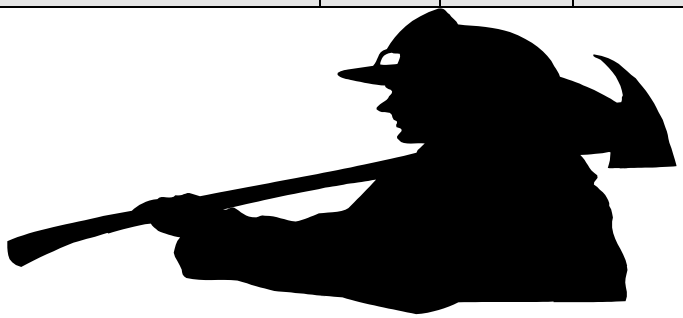
(3) When temporary acting service is discontinued, an employee's compensation shall revert to that which would have been paid if the employee had not been assigned to serve in a temporary acting capacity.

Section 17. Transfers

When an employee is transferred to another position in a classification assigned to the same pay grade as that assigned to the classification in which his or her former position was included, there shall be no change in such employee's compensation, unless a higher pay rate is authorized by the City Manager, based on factors such as significant additional inconvenience or expense to the employee, other identifiable differences in circumstances, or a clearly identified business necessity.

CITY of NORFOLK
FIRE-RESCUE SERVICES
CLASSIFICATIONS
COMPENSATION PLAN B

Job Code	Classification Title	Plan	Grade	Minimum	Maximum
300604	Firefighter Recruit	FRS	001	$29,500.00	$29,500.00
300614	Firefighter EMT	FRS	002	$36,373.30	$45,426.89
300617	Firefighter EMT-ST	FRS	003	$32,951.54	$50,141.87
300615	Firefighter EMT-C	FRS	004	$34,708.94	$52,815.09
300616	Firefighter EMT-P	FRS	005	$40,090.92	$61,004.10
200471	Fire Inspector	FRS	005	$40,090.92	$61,004.10
300612	Fire Lieutenant	FRS	006	$44,429.53	$64,346.40
200407	Assistant Fire Marshal	FRS	006	$44,429.53	$64,346.40
300602	Fire Paramedic Lieutenant	FRS	007	$46,681.43	$67,608.21
300611	Fire Captain	FRS	008	$51,010.64	$73,879.86
200470	Deputy Fire Marshal	FRS	008	$51,010.64	$73,879.86
200493	Fire Arson Investigator	FRS	008	$51,010.64	$73,879.86
300609	Battalion Fire Chief	FRS	009	$63,931.36	$85,980.94
200444	Fire Marshal	FRS	009	$63,931.36	$85,980.94
300601	Assistant Fire Chief	FRS	010	$77,676.94	$94,642.50
300606	Deputy Chief of Fire & Rescue Services	FRS	011	$81,545.10	$99,354.34
000066	Chief of Fire-Rescue Services	EXE	003	$74,308.50	$128,500.44



Fire & Rescue Services Pay Schedule

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
FRS	001	1	$14.18	$2,458.33	$29,500.00
FRS	002	1	$17.49	$3,031.11	$36,373.30
FRS	002	2	$17.92	$3,106.90	$37,282.84
FRS	002	3	$18.37	$3,184.62	$38,215.38
FRS	002	4	$18.83	$3,264.24	$39,170.92
FRS	002	5	$19.30	$3,345.88	$40,150.51
FRS	002	6	$19.79	$3,429.51	$41,154.14
FRS	002	7	$20.28	$3,515.24	$42,182.86
FRS	002	8	$20.79	$3,603.14	$43,237.72
FRS	002	9	$21.31	$3,693.23	$44,318.72
FRS	002	10	$21.84	$3,785.57	$45,426.89
FRS	003	1	$15.84	$2,745.96	$32,951.54
FRS	003	2	$16.24	$2,814.61	$33,775.35
FRS	003	3	$16.64	$2,885.01	$34,620.08
FRS	003	4	$17.06	$2,957.14	$35,485.71
FRS	003	5	$17.49	$3,031.11	$36,373.30
FRS	003	6	$17.92	$3,106.90	$37,282.84
FRS	003	7	$18.37	$3,184.62	$38,215.38
FRS	003	8	$18.83	$3,264.24	$39,170.92
FRS	003	9	$19.30	$3,345.88	$40,150.51
FRS	003	10	$19.79	$3,429.51	$41,154.14
FRS	003	11	$20.28	$3,515.24	$42,182.86
FRS	003	12	$20.79	$3,603.14	$43,237.72
FRS	003	13	$21.31	$3,693.23	$44,318.72
FRS	003	14	$21.84	$3,785.57	$45,426.89
FRS	003	15	$22.39	$3,880.19	$46,562.25
FRS	003	16	$22.95	$3,977.15	$47,725.84
FRS	003	17	$23.52	$4,076.56	$48,918.70
FRS	003	18	$24.11	$4,178.49	$50,141.87

Fire & Rescue Services Pay Schedule

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
FRS	004	1	$16.69	$2,892.41	$34,708.94
FRS	004	2	$17.10	$2,964.72	$35,576.66
FRS	004	3	$17.53	$3,038.86	$36,466.34
FRS	004	4	$17.97	$3,114.83	$37,377.97
FRS	004	5	$18.42	$3,192.72	$38,312.61
FRS	004	6	$18.88	$3,272.52	$39,270.24
FRS	004	7	$19.35	$3,354.33	$40,251.92
FRS	004	8	$19.84	$3,438.22	$41,258.68
FRS	004	9	$20.33	$3,524.21	$42,290.54
FRS	004	10	$20.84	$3,612.29	$43,347.49
FRS	004	11	$21.36	$3,702.64	$44,431.63
FRS	004	12	$21.90	$3,795.25	$45,542.94
FRS	004	13	$22.44	$3,890.12	$46,681.43
FRS	004	14	$23.00	$3,987.35	$47,848.16
FRS	004	15	$23.58	$4,087.01	$49,044.15
FRS	004	16	$24.17	$4,189.21	$50,270.46
FRS	004	17	$24.77	$4,293.92	$51,527.09
FRS	004	18	$25.39	$4,401.26	$52,815.09
FRS	005	1	$19.27	$3,340.91	$40,090.92
FRS	005	2	$19.76	$3,424.46	$41,093.50
FRS	005	3	$20.25	$3,510.10	$42,121.18
FRS	005	4	$20.76	$3,597.83	$43,173.95
FRS	005	5	$21.28	$3,687.74	$44,252.85
FRS	005	6	$21.81	$3,779.91	$45,358.94
FRS	005	7	$22.35	$3,874.44	$46,493.25
FRS	005	8	$22.91	$3,971.32	$47,655.79
FRS	005	9	$23.48	$4,070.63	$48,847.61
FRS	005	10	$24.07	$4,172.39	$50,068.69
FRS	005	11	$24.67	$4,276.68	$51,320.10
FRS	005	12	$25.29	$4,383.57	$52,602.86
FRS	005	13	$25.92	$4,493.17	$53,918.04
FRS	005	14	$26.57	$4,605.47	$55,265.62
FRS	005	15	$27.23	$4,720.64	$56,647.71
FRS	005	16	$27.92	$4,838.69	$58,064.29
FRS	005	17	$28.61	$4,959.70	$59,516.42
FRS	005	18	$29.33	$5,083.68	$61,004.10

Fire & Rescue Services Pay Schedule

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
FRS	006	1	$21.36	$3,702.46	$44,429.53
FRS	006	2	$21.89	$3,794.98	$45,539.80
FRS	006	3	$22.44	$3,889.86	$46,678.30
FRS	006	4	$23.00	$3,987.09	$47,845.02
FRS	006	5	$23.58	$4,086.75	$49,041.01
FRS	006	6	$24.17	$4,188.94	$50,267.33
FRS	006	7	$24.77	$4,293.66	$51,523.96
FRS	006	8	$25.39	$4,401.00	$52,811.95
FRS	006	9	$26.03	$4,511.03	$54,132.36
FRS	006	10	$26.68	$4,623.76	$55,485.17
FRS	006	11	$27.34	$4,739.37	$56,872.48
FRS	006	12	$28.03	$4,857.86	$58,294.29
FRS	006	13	$28.73	$4,979.30	$59,751.65
FRS	006	14	$29.45	$5,103.80	$61,245.60
FRS	006	15	$30.18	$5,231.43	$62,777.18
FRS	006	16	$30.94	$5,362.20	$64,346.40
FRS	007	1	$22.44	$3,890.12	$46,681.43
FRS	007	2	$23.00	$3,987.35	$47,848.16
FRS	007	3	$23.58	$4,087.01	$49,044.15
FRS	007	4	$24.17	$4,189.21	$50,270.46
FRS	007	5	$24.77	$4,293.92	$51,527.09
FRS	007	6	$25.39	$4,401.26	$52,815.09
FRS	007	7	$26.03	$4,511.29	$54,135.49
FRS	007	8	$26.68	$4,624.11	$55,489.35
FRS	007	9	$27.34	$4,739.72	$56,876.66
FRS	007	10	$28.03	$4,858.21	$58,298.47
FRS	007	11	$28.73	$4,979.65	$59,755.83
FRS	007	12	$29.45	$5,104.15	$61,249.78
FRS	007	13	$30.18	$5,231.78	$62,781.36
FRS	007	14	$30.94	$5,362.55	$64,350.58
FRS	007	15	$31.71	$5,496.63	$65,959.53
FRS	007	16	$32.50	$5,634.02	$67,608.21

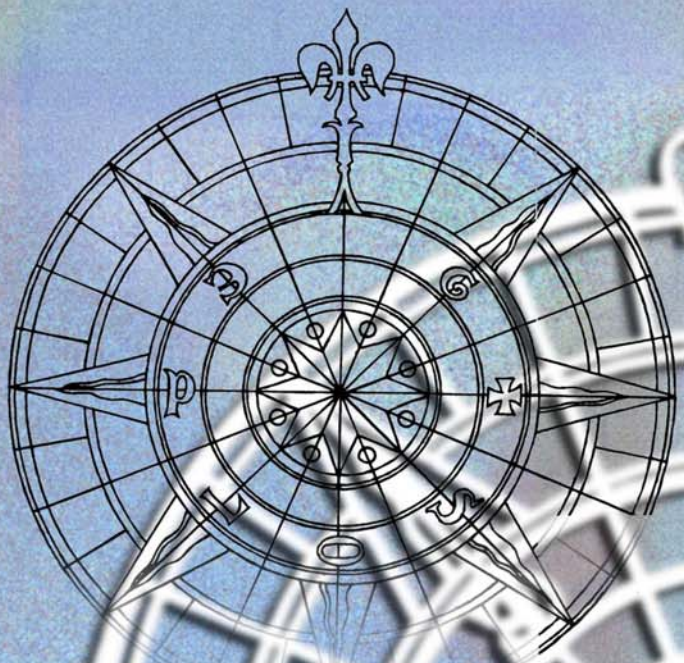
Fire & Rescue Services Pay Schedule

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
FRS	008	1	$24.52	$4,250.89	$51,010.64
FRS	008	2	$25.14	$4,357.17	$52,286.09
FRS	008	3	$25.77	$4,466.08	$53,592.90
FRS	008	4	$26.41	$4,577.76	$54,933.17
FRS	008	5	$27.07	$4,692.24	$56,306.89
FRS	008	6	$27.75	$4,809.51	$57,714.07
FRS	008	7	$28.44	$4,929.73	$59,156.79
FRS	008	8	$29.15	$5,053.01	$60,636.10
FRS	008	9	$29.88	$5,179.33	$62,152.00
FRS	008	10	$30.63	$5,308.80	$63,705.54
FRS	008	11	$31.39	$5,441.48	$65,297.76
FRS	008	12	$32.18	$5,577.48	$66,929.71
FRS	008	13	$32.98	$5,716.96	$68,603.47
FRS	008	14	$33.81	$5,859.92	$70,319.06
FRS	008	15	$34.65	$6,006.46	$72,077.50
FRS	008	16	$35.52	$6,156.66	$73,879.86
FRS	009	1	$30.74	$5,327.61	$63,931.36
FRS	009	2	$31.50	$5,460.82	$65,529.85
FRS	009	3	$32.29	$5,597.34	$67,168.07
FRS	009	4	$33.10	$5,737.26	$68,847.06
FRS	009	5	$33.93	$5,880.66	$70,567.88
FRS	009	6	$34.78	$6,027.72	$72,332.59
FRS	009	7	$35.64	$6,178.44	$74,141.22
FRS	009	8	$36.54	$6,332.90	$75,994.81
FRS	009	9	$37.45	$6,491.20	$77,894.39
FRS	009	10	$38.39	$6,653.51	$79,842.06
FRS	009	11	$39.35	$6,819.82	$81,837.83
FRS	009	12	$40.33	$6,990.31	$83,883.77
FRS	009	13	$41.34	$7,165.08	$85,980.94

Fire & Rescue Services Pay Schedule

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
FRS	010	1	$37.34	$6,473.08	$77,676.94
FRS	010	2	$38.28	$6,634.95	$79,619.38
FRS	010	3	$39.24	$6,800.83	$81,609.92
FRS	010	4	$40.22	$6,970.89	$83,650.64
FRS	010	5	$41.22	$7,145.13	$85,741.54
FRS	010	6	$42.25	$7,323.73	$87,884.71
FRS	010	7	$43.31	$7,506.85	$90,082.24
FRS	010	8	$44.39	$7,694.51	$92,334.14
FRS	010	9	$45.50	$7,886.88	$94,642.50
FRS	011	1	$39.20	$6,795.43	$81,545.10
FRS	011	2	$40.18	$6,965.31	$83,583.73
FRS	011	3	$41.19	$7,139.47	$85,673.58
FRS	011	4	$42.22	$7,317.98	$87,815.71
FRS	011	5	$43.27	$7,500.93	$90,011.15
FRS	011	6	$44.36	$7,688.41	$92,260.96
FRS	011	7	$45.47	$7,880.60	$94,567.23
FRS	011	8	$46.60	$8,077.58	$96,930.99
FRS	011	9	$47.77	$8,279.53	$99,354.34

Police Plan



City of NORFOLK

Compensation Plan 2004

Staying the Course - Charting the Future

REGULATIONS FOR THE ADMINISTRATION OF THE JULY 1, 2003 POLICE COMPENSATION PLAN A

Section 1. Administrative Adjustments

(1) Whenever it is brought to the attention of the City Manager by a Department Head or other staff, and verified by the Director of Human Resources, that an error or mistake has been made in the application of the Compensation Plan with respect to an officer or employee, the City Manager shall take appropriate corrective action. Pending the approval of the City Manager of corrective action, the Director of Human Resources shall take immediate action to prevent any continued overpayment or underpayment of any salary.

(2) Whenever it is brought to the attention of the City Manager, and verified by the Director of Human Resources, that, for instances initially arising after July 1, 1993, the neutral application of the Compensation Plan, in accordance with prescribed regulations for the administration of such plan, has resulted in a pay disparity with respect to an officer or employee, in relation to another similarly situated (i.e., employed within one year of another employee, and who was promoted at all levels within six months of another employee, and whose salary level would not be equivalent within a one year period) officer or employee included within the Compensation Plan, the City Manager shall take such corrective action as she deems appropriate in regard to such situation.

Section 2. Alternative Placement & Training (APT) Appointments

When, because of the abolition of an employee's position, the employee is lawfully appointed to a position in a different job class, the employee's salary shall be placed at any pay rate within the pay grade for the job class to which he or she is appointed, at the discretion of the City Manager.

Section 3. Anniversary Dates

(1) Every person initially employed on or after October 1, 1974 shall have the first day of the month in which he or she was employed as an anniversary date for all annual pay increments, when such increments are authorized by City Council. The anniversary date of each person employed prior to October 1, 1974, shall be that held on October 1, 1974. The anniversary date of employees transitioning from classifications specified in the July 1, 2002 General Compensation Plan to the minimum pay rate of a grade in the new, separate Police Compensation Plan A shall be June 1, 2003. The anniversary date of an employee who is reemployed after a separation from the service of the City shall be the first day of the month in which he or she is reemployed.

(2) In no event shall reclassification, regrade, promotion, transfer, merit pay increase or demotion alter any employee's anniversary date for the purpose of determining his or her entitlement to annual pay increments.

(3) (a) If any promotion becomes effective on an employee's anniversary date, such employee, if otherwise eligible, shall be entitled to both the promotion and the annual increment. The employee shall be credited with his or her annual increment prior to the recognition of his or her promotion.

(b) If any reclassification or regrade becomes effective on an employee's anniversary date, such employee, if otherwise eligible, shall be entitled to both the reclassification or regrade action and the annual increment. The employee shall be credited with his or her annual increment after the recognition of his or her reclassification or regrade.

(4) An employee's anniversary date shall be deferred one calendar month for each period of thirty (30) consecutive calendar days he or she is absent from the service of the City on leave without full pay. Periods of absence resulting from disability for which an employee is entitled to worker's compensation and periods of leave without pay for military duty to the extent required by Federal law, shall not be counted for this purpose.

(5) Any employee initially employed in a Temporary status who is appointed to a position in a Permanent Full Time or Permanent Part-Time status, with no break in service, will retain the anniversary date established when hired as a Temporary employee.

Section 4. Annual Increments

(1) No increments are authorized for members of this plan.

(2) Effective July 1, 2003, employees whose pay rate upon transition to a new pay structure is above pay range maximum for their assigned pay grade will be allowed to continue at that rate. They will receive no additional pay changes until their pay rate is equal to or below the pay range maximum.

Section 5. Definitions

"Classification" - A group of positions or other employments authorized by ordinance, i.e., special projects, which are sufficiently alike in duties and responsibilities that they are described by the same title and are assigned to the same pay grade in this Compensation Plan.

"Employee" - As used in these regulations, includes employees and officers of the City whose compensation is specified in this Compensation Plan.

"FLSA" - The Fair Labor Standards Act.

"Exempt Employees" - Employees who are not covered by or are exempted from the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Nonexempt Employees" - Employees who are subject to the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Pay Grade" - A series of specific pay rates assigned to a classification as the compensation for that classification.

"Pay Rate" - A specific dollar amount, expressed as either an annual, monthly, or hourly rate as shown in the Compensation Plan schedules.

"Regular Rate of Pay" - An hourly rate for nonexempt employees determined by dividing total remuneration for employment (calculated in accordance with the FLSA) in any work week by 40, or, in the case of fire protection, law enforcement, or emergency medical service employees, by the number of hours in the applicable declared work period established pursuant to Section 7(k) of the FLSA.

"Red-Circle Rate" - A designation indicating that an employee's pay rate is above the maximum rate of the pay range to which his/her classification is assigned, and that the employee is not eligible for pay increases until the maximum rate of the pay range is higher than his/her rate.

Section 6. Demotions

(1) When an employee not serving a promotional probationary period is demoted, his or her salary shall be placed at any pay rate within the pay grade in the classification to which he or she is demoted, at the discretion of the City Manager. However, the employee's pay rate after demotion shall not exceed that formerly received in the classification from which he or she was demoted.

(2) When an employee is demoted during a promotional probationary period, his or her salary shall be reduced to the pay rate he or she was formerly receiving in the pay grade of the classification in which such employee was serving at the time of promotion.

Section 7. Employee Recognition and Initiatives

(1) In accordance with criteria and parameters specified under Policy and Administrative Regulation 2-016, General Employee Bonus Program, employee bonuses up to 5% of an employee's current annual salary may be authorized as follows:

(a) Department Heads -may authorize bonuses not exceeding 0.25% of total salaries for their department, if funds are available within their budget.

(b) The Directors of Human Resources and Budget may approve bonuses not exceeding 0.5% of total salaries for a department, if funds are available.

(b) The City Manager may authorize any employee bonuses exceeding 0.5% of total departmental salaries, if funds are available.

(d) A bonus is in addition to any other salary increase the employee receives during the course of a fiscal year.

(c) Not more than one bonus may be authorized during the fiscal year.

(d) The bonus shall not be included in an employee's base wages or retirement calculations.

(e) Funds for authorized bonuses must be available in a department's personal services account.

(f) Bonuses may also be authorized for non-permanent employees, provided that the criteria and guidelines under Policy and Administrative Regulation 2-016 have been met.

(2) When recommended by a Department Head, endorsed by the Director of Human Resources, and demonstrated in writing to the satisfaction of the City Manager, that an employee has rendered continuing, exceptionally meritorious service, the City Manager may authorize one administrative pay advancement per fiscal year.

Section 8. <u>Inclusiveness of Specified Compensation Plan</u>

The members of this Police Compensation Plan A are those officers and employees of the City in the various pay ranges set forth in the July 1, 2003 Police Compensation Plan B who were actively serving as members of the Division of Police on and before July 1, 2003. The compensation provided to the members of this plan is separate from the compensation provided them in the July 1, 2003 Police Compensation Plan B. The specific amount of the supplemental compensation, if any, owed and paid to each member of this plan shall be calculated based on the application of this plan and its regulations to each member as though this plan had been effective beginning on February 1, 2003 and ending on June 30, 2003. The supplemental compensation for each member shall be paid in a lump sum determined by this calculation. As used hereafter in these regulations, the terms "compensation," "compensation plan," "monetary compensation" and "pay" shall refer to separate compensation paid in addition to that paid to the members of this plan under the July 1, 2003 Police Compensation Plan B.

The rates of compensation specified in this Compensation Plan for the classifications listed constitute the total monetary compensation of the employees and officers holding positions or employed by other authorization of the Council to perform duties, i.e., special projects, included within such classifications, with the exception of allowances for actual and necessary travel expenses authorized in advance and incurred as an incident of employment.

No other or additional monetary compensation shall in any event be payable unless specifically authorized by these regulations or by other ordinance.

Section 9. New Appointees

Effective July 1, 2003 employees transitioning from classifications specified in the July 1, 2002 General Compensation Plan into the new, separate Police Compensation Plan A shall be moved to the minimum of their new pay grade or, if above the minimum, to the pay rate which equals the same dollar amount as their salary in the General Compensation Plan. Following this initial placement and the calculations it entails, employees within this plan shall be governed by the July 1, 2003 Police Compensation Plan B.

Section 10. Overtime

(A) General Provisions

(1) No employee shall be entitled to or shall receive any additional monetary compensation or shall be granted any compensatory time off for hours of work in excess of the standard work day, as defined in Section 2-47 of the City Code, except as provided herein.

(2) For the purposes of determining eligibility for compensation for overtime work, employees are assigned to the two eligibility categories in subsection (B). The job classifications assigned to each category are listed respectively in the FLSA Nonexempt Job Class Listing and the FLSA Exempt Job Class Listing. These lists are current as of the effective date of these regulations and will be amended promptly whenever changes are determined to be appropriate. A change in overtime category for a position will not become effective until the applicable appendix is amended by ordinance.

(3) Actual service of the full number of regularly scheduled work hours for a position, whether the schedule be standard or non-standard, must be documented before any employee will be considered to have worked overtime.

(B) Eligibility Categories

1. Nonexempt employees- law enforcement employees who under the FLSA are required to receive monetary compensation of one and one-half times their regular rate of pay, or compensatory time equal to one and one-half times the number of hours actually worked in excess of the number of hours in the applicable declared work period established pursuant to Section 7(k) of the FLSA.

Non-exempt law enforcement employees in this category are eligible to receive, in addition to the overtime described in the preceding sentence, compensation for hours worked beyond an employee's normal work schedule as established by his/her department until reaching the maximum number of hours in the applicable declared 7(k) work period, at the rate of the hourly equivalent of the employee's pay rate; or, at the discretion of the Department Head or his/her

designee, compensatory time off in an amount equal to the number of hours actually worked in excess of his/her normal work schedule.

Periods of sick leave, compensatory leave, emergency leave, civil leave, funeral leave, or periods of absence from duty due to a disability for which worker's compensation benefits have been approved, shall not be counted as hours worked toward achieving eligibility for overtime status.

Department Heads or their designees are authorized to approve overtime work by employees holding positions in classifications listed in the FLSA Nonexempt Job Class Listing, without prior written approval of the City Manager, provided that the total amount required to be paid as overtime compensation does not exceed the budgetary appropriation for their department for that purpose. Agreement between Department Heads or their designees and the individual employee must be reached prior to performance of overtime work, if compensatory time is to be given in lieu of monetary overtime compensation.

2. Exempt employees – employees exempt from the FLSA who are not eligible to receive either monetary overtime compensation or compensatory time off for overtime work.

(C) <u>Training</u>

(1) When state and/or federally mandated recertification training requirements cannot be accommodated during scheduled work periods, and when this circumstance has been certified, in writing, by the Director of Human Resources, employees may be granted compensatory time off only, on an hour for hour basis, for such training, including the taking of the final examination, that can only be offered to them by management during off-duty hours. The provisions of this section shall supersede the generally controlling nature of the FLSA Nonexempt and Exempt Job Class Listings. Such compensatory time will not be extended to include travel time.

(2) Training required by the employer as part of an employee's normal assignments, other than training required for state and/or federal recertification, shall be considered as hours worked, and any overtime hours necessitated by such requirement shall be paid for in accordance with the FLSA and regulations herein.

(D) <u>Authorization</u>

(1) If the work of a nonexempt employee eligible for compensatory time regularly includes work in public safety, emergency response, or seasonal activities, the employee engaged in such work may accrue not more than 480 hours of compensatory time (i.e., 320 hours of actual overtime worked) for hours worked in excess of the number of hours in the applicable 7(k) work period on of after April 15, 1986). Any such employee who, after April 15, 1986, has accrued 480 hours of compensatory time, shall be paid monetary time off for any additional overtime hours. A nonexempt employee who has accumulated overtime may request compensatory time off and such time off shall be granted within a

reasonable period of time, so long as it does not unduly disrupt departmental operations.

(2) At termination of employment, nonexempt employees shall be paid for accrued balances of unused compensatory time off, granted pursuant to the overtime requirements of the FLSA. Payment shall be at a rate not less than the average regular rate they received during the last 3 years of employment, or the final regular rate received by such employee, whichever is higher.

(3) Unless approved in writing by the City Manager, Department Heads may not convert any allowance of compensatory time earned by exempt employees prior to July 1, 1992 to monetary overtime. Upon request by a Department Head, if the City Manager determines that the allowance of compensatory time off would adversely affect the operations of the City, and when funds are available, she may authorize payment of monetary overtime compensation in amounts as she determines reasonable. Such amounts will not exceed the prorated hourly equivalent of the employee's pay multiplied by the number of overtime hours worked by an exempt employee prior to July 1, 1992. Allowances of compensatory time off shall not be convertible to monetary overtime, except as specifically provided in this policy.

(4) All compensatory time off granted prior to April 15, 1986 shall be administered, regulated, and used in accordance with the relevant regulations contained in the City's Compensation Plan in effect at the time of accrual.

(E) <u>Holidays</u>

In all cases where employees are required to work on any designated holiday, the following provisions will apply:

(1) Nonexempt employees whose job classifications are listed in the FLSA Nonexempt Job Class Listing shall receive monetary compensation equal to one and one-half times the hourly pay rate for their classification. In addition, they will be granted one (1) compensatory day off, in lieu of the holiday. The compensatory day will consist of the same number of hours that would have been granted, if they had not been required to work on the holiday. The extra half-time payment for holiday work shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA.

(2) Exempt employees whose job classifications are listed in the FLSA Exempt Job Class Listing shall be compensated at the pay rate established for their classification. In addition, they will be granted one (1) compensatory day, in lieu of the holiday. The compensatory day will consist of the same number of hours that would have been granted, if they had not been required to work on the holiday.

(3) Compensatory time for holiday service must be used within twelve (12) months from the holiday for which it is granted. Upon the request of a Department Head, the City Manager may authorize monetary payment for compensatory time accrued in accordance with Section 10. (E) (1) for persons holding positions in job classifications listed in the FLSA Nonexempt Job Class Listing, when it appears

that the monetary payment for such compensatory time would be economically beneficial to the City, and/or necessary to the provision of City services, and/or would enhance the provision of City services, and when funds are available in departmental accounts. In no event shall a Department Head be authorized to convert any allowance of compensatory time off earned by nonexempt employees in lieu of a holiday to monetary overtime compensation, unless the conversion is expressly approved, in writing, by the City Manager.

(4) When an employee's normal weekly work schedule includes a Saturday or a Sunday, and a designated holiday falls on a scheduled weekend work day, the holiday shall be observed by such employee on the actual work day on which it occurs, rather than on the preceding Friday or the Monday thereafter.

(5) When an employee is not scheduled to work on a holiday, or on the day preceding a Saturday holiday, or on the day following a Sunday holiday, such employee shall work his or her normal work schedule for the week the holiday is observed. In lieu of a holiday the employee shall be granted compensatory time off equivalent to the number of hours such employee would have accrued in accordance with Section 2-48 of the City Code, if he or she had been scheduled to work on the holiday.

(6) Compensatory time off earned in accordance with these regulations pertaining to holidays may only be used after the occurrence of the holiday.

(F) <u>Special Provisions for Emergency Declarations</u>

If the City Manager determines that an emergency situation merits the modification or suspension of basic City services, she is authorized to take such action and provide paid emergency leave to non-essential personnel and additional appropriate compensation or leave to employees required to work during this period. Any such declarations made by the City Manager shall be immediately shared with the City Council.

(G) <u>Special Provision for Specific Job Classifications</u>

(1) Whenever a Police Officer, not working a regular tour of duty, is required to appear in a civil or criminal court, or at a hearing before the Division of Motor Vehicles or the Alcoholic Beverage Control Board, or to give a deposition in lieu of appearing in civil or criminal court to testify to the facts which arise within the scope of his or her employment with the City of Norfolk, such Officer shall receive monetary overtime compensation equal to one and one-half times the hourly pay rate established for such Officer's rank for each hour he or she is required to be present in such court or at such hearing or proceeding. The minimum time for which such overtime compensation shall be payable will be one hour and payment after the first hour will be computed in increments of 15 minutes. The extra half-time payment for such appearances shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. A Police Officer who is required to appear for any of the above purposes who is on sick leave or is receiving worker’s compensation because of a work related disability shall not be entitled to such overtime compensation.

(2) Whenever any employee, not working a regular tour of duty, is required to appear in a civil or criminal court, or to give a deposition in lieu of appearing in civil or criminal court to testify to the facts which arise within the scope of his or her employment with the City of Norfolk, such employee shall receive monetary overtime compensation equal to one and one-half times the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. The minimum time for which such overtime compensation shall be payable will be one hour and payment after the first hour will be computed in increments of 15 minutes. The extra half-time payment for such appearances shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. Such employees who are required to appear for any of the above purposes who are on sick leave or receiving worker's compensation because of a work related disability shall not be entitled to such overtime compensation.

(3) Whenever an employee who is absent from duty on leave without pay status, or is on suspension without pay, is required by the City to appear in a civil or criminal court, or at a hearing before the Division of Motor Vehicles or the Alcoholic Beverage Control Board, or some other administrative tribunal, or to give a deposition in lieu of appearing, to testify to facts which arise within the scope of his or her employment with the City of Norfolk, such employees shall receive compensation equal to the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. Such employees shall not be entitled to overtime compensation for such appearances.

(4) Whenever a former employee of the City is required by the City to appear in a civil or criminal court, or at a hearing before the Division of Motor Vehicles, the Alcoholic Beverage Control Board, or some other administrative tribunal, or to give a deposition in lieu of appearing or for discovery purposes, by subpoena or otherwise, to testify to facts which arose within the scope of his or her employment with the City, such former employee shall receive an hourly stipend of ten dollars ($10.00) for every hour or any part thereof that he or she is required to appear.

Section 11. <u>Part-Time Employment</u>

The pay rates specified in this Compensation Plan for the classifications listed constitute the compensation for full-time employment. Employees holding positions within such classifications who work fewer hours than full-time employees shall receive compensation in the proportion which their hours of work bear to those of full-time employees in such classifications.

Section 12. <u>Promotions and Reclassifications</u>

(1) (a) When an employee is promoted to a position where the minimum pay rate of the new pay grade is 15% or greater than the minimum rate of the former pay grade, the employee's salary shall be increased to the greater of the minimum pay rate of the new pay grade, or a pay rate in the new grade which is closest to, but not lower than, 10% above the former salary.

(b) When an employee is promoted to a position where the minimum pay rate of the new pay grade is less than 15% greater than the minimum rate of the former pay grade, the employee's salary shall be increased to the greater of the minimum pay rate of the new pay grade, or a pay rate in the new grade which is closest to, but not lower than, 5% above the former salary.

(2) When an employee is reclassified to a position in a higher classification, the employee's salary shall be increased to the minimum pay rate of the pay grade assigned to that classification to which he or she is reclassified, and, if the employee's salary, at the time of reclassification, exceeds the minimum rate of the higher classification, the employee's salary shall be increased to the pay rate which is closest to but not lower than the former salary.

(3) The salary of employees reclassified within the Police Recruit through Police Officer II job class series shall be increased to the minimum pay rate of the higher pay grade.

(4) In no event will a promoted employee's salary exceed the maximum of the new pay grade. The City Manager, may, in her discretion, authorize a higher promotional percentage, in cases of business necessity, where an employee's experience and qualifications exceed the minimum qualifications of the position, and when funds are available.

Section 13. <u>Regrading of Job Classes</u>

(1) When an employee's classification is assigned to a higher pay grade (regrade), the employee's salary shall be increased to the minimum pay rate of the new pay grade; or

(2) if an employee's salary exceeds the minimum rate of the new pay grade, the employee's salary shall be increased to the pay rate which is closest to but not less than the former salary.

Section 14. <u>Reinstatement</u>

An employee reappointed to a position in the same classification after a separation of not more than one year, which separation was not the result of discharge or resignation pending disciplinary action, shall constitute a reinstatement. The pay rate for such a reinstated employee shall be fixed by the City Manager in the pay grade assigned to the classification.

Section 15. <u>Special Duty and Education Supplements</u>

(1) Supplemental compensation authorized by this section will be included in calculating the regular rate of pay of nonexempt employees, as required by the FLSA.

(2) Police officers assigned to the following special duties shall receive, in addition to their regular pay rates, the following sums for the duration of such assignments:

Diver	$35.00 per month
Investigator	$60.00 per month
Field Training Instructor	$60.00 per month
Police K-9 Officer	$70.00 per month
Investigator/Drug Dog Handler	$70.00 per month

(3) (a) Police officers designated as Senior Police Officer shall receive, in addition to their regular pay rates, a fixed supplement of $210.50 per month for the duration of such designation.

(b) Police officers designated as Master Police Officer shall received, in addition to their regular pay rates, a fixed supplement of $421 per month for the duration of such designation.

(c) Such supplements shall be discontinued upon promotion to Police Corporal or other higher ranks.

(4) Police officers holding the rank of Police Captain or a lower rank who have been awarded an Associate's or Bachelor's Degree from an accredited college or university in any program certified by the Chief of Police as relevant to the performance of the employee's position, shall receive a salary supplement of $42.00 per month. No such Police Officer shall receive more than one supplement, regardless of the number or level of academic degrees he or she acquires, and this supplement shall not be payable to any Officer promoted to a higher rank than Police Captain.

(5) Sworn employees of the Police Department assigned to the Criminal Investigations Bureau, the Internal Affairs Division, and the Criminal Intelligence Unit, as well as the Commanding Officer of the Criminal Investigations Bureau, and the employee assigned as assistant to the Chief of Police, will receive a clothing allowance of $65 per month.

(6) During any part of a month when an employee is absent from duty on leave without pay status, or is on suspension without pay, such employee shall not be entitled to be credited with or to receive any special duty pay authorized herein for the portion of the month for which the employee is not receiving pay as noted above.

(7) In no event shall any special duty pay or education supplement be considered in the computation of salary increases to which an employee may become entitled by virtue of promotion, reclassification, annual increments, or merit pay adjustments.

(8) In no event shall the receipt of any special duty pay be considered as a promotion or reclassification, nor shall the receipt of any pay alter an employee's classification or the pay grade to which it is assigned.

(9) The following supplements are included in the calculation of retirement credit:

(a) Education pay
(b) Senior and Master Police Officer

(10) Standby and On-Call Duty

Nonexempt employees who are approved by the City Manager for additional compensation for serving in an on-call status will be paid, in addition to their regular pay rates, the sum of $75.00 for each full weekly period of on-call duty during which they are assigned to such service ($100.00 if any holiday designated in City Code Section 2-48 falls during such week); or $10.71 for each full day of on-call duty $25.00 for any holiday designated in City Code Section 2-48), constituting all hours outside their regularly scheduled work hours on week days, and 24 hours on Saturday and on Sunday.

Section 16. Temporary Acting Service

(1) Whenever an employee is legally assigned to serve in a temporary acting capacity in a higher classification in the classified service, or to a higher ranking or higher compensated position in the unclassified service, such employee, during the period of such service, shall be compensated at the minimum rate of the new classification or as follows:

(2) If the employee's salary in his/her permanent classification exceeds the minimum rate of the temporary classification, he/she shall be compensated as follows:

(a) When an employee is assigned to serve in temporary acting capacity in a position where the minimum pay rate of the new pay grade is 15% or greater than the minimum rate of the former pay grade, the employee's salary shall be increased to the pay rate which is closest to 10% above the former salary.

(b) When an employee is assigned to serve in temporary acting capacity in a position where the minimum pay rate of the new pay grade is less than 15% greater than the minimum pay rate of the former pay grade, the employee's salary shall be increased to the pay rate which is closest to 5% above the former salary.

(3) When temporary acting service is discontinued, an employee's compensation shall revert to that which would have been paid if the employee had not been assigned to serve in a temporary acting capacity.

Section 17. Transfers

When an employee is transferred to another position in a classification assigned to the same pay grade as that assigned to the classification in which his or her former position was included, there shall be no change in such employee's compensation, unless a higher pay rate is authorized by the City Manager, based on factors such as significant additional inconvenience or expense to the employee, other identifiable differences in circumstances, or a clearly identified business necessity.

CITY of NORFOLK
POLICE CLASSIFICATIONS
FY-2003/4 PLAN A

Job Code	Classification Title	Plan	Grade	Minimum	Maximum
300632	Police Recruit	POL	001	$28,840.00	$28,840.00
300629	Police Officer I	POL	002	$30,900.00	$30,900.00
300630	Police Officer II	POL	003	$35,927.43	$52,034.57
300624	Police Corporal	POL	004	$42,302.10	$56,892.05
300635	Police Sergeant	POL	005	$49,527.55	$66,609.07
300625	Police Lieutenant	POL	006	$62,764.08	$72,788.04
300623	Police Captain	POL	007	$73,045.54	$84,710.29
000059	Assistant Chief of Police	POL	008	$90,900.59	$105,415.35
000040	Chief of Police	EXE	003	$73,210.34	$126,601.42

Police Pay Plan A

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
POL	001	1	$13.87	$2,403.33	$28,840.00
POL	002	1	$14.86	$2,575.00	$30,900.00
POL	003	1	$17.27	$2,993.95	$35,927.43
POL	003	2	$17.70	$3,068.80	$36,825.59
POL	003	3	$18.15	$3,145.53	$37,746.41
POL	003	4	$18.60	$3,224.16	$38,689.89
POL	003	5	$19.07	$3,304.76	$39,657.06
POL	003	6	$19.54	$3,387.41	$40,648.95
POL	003	7	$20.03	$3,472.13	$41,665.56
POL	003	8	$20.53	$3,558.91	$42,706.89
POL	003	9	$21.05	$3,647.92	$43,775.00
POL	003	10	$21.57	$3,739.16	$44,869.89
POL	003	11	$22.11	$3,832.63	$45,991.56
POL	003	12	$22.66	$3,928.42	$47,141.04
POL	003	13	$23.23	$4,026.61	$48,319.36
POL	003	14	$23.81	$4,127.30	$49,527.55
POL	003	15	$24.41	$4,230.47	$50,765.61
POL	003	16	$25.02	$4,336.21	$52,034.57
POL	004	1	$20.34	$3,525.18	$42,302.10
POL	004	2	$20.85	$3,613.33	$43,359.91
POL	004	3	$21.37	$3,703.62	$44,443.47
POL	004	4	$21.90	$3,796.24	$45,554.84
POL	004	5	$22.45	$3,891.17	$46,694.02
POL	004	6	$23.01	$3,988.42	$47,861.01
POL	004	7	$23.59	$4,088.16	$49,057.87
POL	004	8	$24.18	$4,190.38	$50,284.60
POL	004	9	$24.78	$4,295.19	$51,542.23
POL	004	10	$25.40	$4,402.56	$52,830.76
POL	004	11	$26.03	$4,512.60	$54,151.22
POL	004	12	$26.68	$4,625.39	$55,504.64
POL	004	13	$27.35	$4,741.00	$56,892.05

Police Pay Plan A					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
POL	005	1	$23.81	$4,127.30	$49,527.55
POL	005	2	$24.41	$4,230.47	$50,765.61
POL	005	3	$25.02	$4,336.21	$52,034.57
POL	005	4	$25.64	$4,444.62	$53,335.46
POL	005	5	$26.28	$4,555.78	$54,669.31
POL	005	6	$26.94	$4,669.68	$56,036.12
POL	005	7	$27.61	$4,786.41	$57,436.92
POL	005	8	$28.30	$4,906.06	$58,872.74
POL	005	9	$29.01	$5,028.72	$60,344.61
POL	005	10	$29.74	$5,154.46	$61,853.56
POL	005	11	$30.48	$5,283.30	$63,399.59
POL	005	12	$31.24	$5,415.40	$64,984.76
POL	005	13	$32.02	$5,550.76	$66,609.07
POL	006	1	$30.18	$5,230.34	$62,764.08
POL	006	2	$30.93	$5,361.06	$64,332.77
POL	006	3	$31.70	$5,495.05	$65,940.60
POL	006	4	$32.50	$5,632.47	$67,589.63
POL	006	5	$33.31	$5,773.32	$69,279.86
POL	006	6	$34.14	$5,917.69	$71,012.32
POL	006	7	$34.99	$6,065.67	$72,788.04
POL	007	1	$35.12	$6,087.13	$73,045.54
POL	007	2	$36.00	$6,239.31	$74,871.73
POL	007	3	$36.90	$6,395.27	$76,743.24
POL	007	4	$37.82	$6,555.18	$78,662.13
POL	007	5	$38.76	$6,719.03	$80,628.40
POL	007	6	$39.73	$6,887.01	$82,644.11
POL	007	7	$40.73	$7,059.19	$84,710.29

Police Pay Plan A					
Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
POL	008	1	$43.70	$7,575.05	$90,900.59
POL	008	2	$44.79	$7,764.40	$93,172.77
POL	008	3	$45.91	$7,958.47	$95,501.60
POL	008	4	$47.06	$8,157.43	$97,889.14
POL	008	5	$48.24	$8,361.37	$100,336.42
POL	008	6	$49.44	$8,570.37	$102,844.47
POL	008	7	$50.68	$8,784.61	$105,415.35

REGULATIONS FOR THE ADMINISTRATION OF THE JULY 1, 2003 POLICE COMPENSATION PLAN B

Section 1. Administrative Adjustments

(1) Whenever it is brought to the attention of the City Manager by a Department Head or other staff, and verified by the Director of Human Resources, that an error or mistake has been made in the application of the Compensation Plan with respect to an officer or employee, the City Manager shall take appropriate corrective action. Pending the approval of the City Manager of corrective action, the Director of Human Resources shall take immediate action to prevent any continued overpayment or underpayment of any salary.

(2) Whenever it is brought to the attention of the City Manager, and verified by the Director of Human Resources, that, for instances initially arising after July 1, 1993, the neutral application of the Compensation Plan, in accordance with prescribed regulations for the administration of such plan, has resulted in a pay disparity with respect to an officer or employee, in relation to another similarly situated (i.e., employed within one year of another employee, and who was promoted at all levels within six months of another employee, and whose salary level would not be equivalent within a one year period) officer or employee included within the Compensation Plan, the City Manager shall take such corrective action as she deems appropriate in regard to such situation.

Section 2. Alternative Placement & Training (APT) Appointments

When, because of the abolition of an employee's position, the employee is lawfully appointed to a position in a different job class, the employee's salary shall be placed at any pay rate within the pay grade for the job class to which he or she is appointed, at the discretion of the City Manager.

Section 3. Anniversary Dates

(1) Every person initially employed on or after October 1, 1974 shall have the first day of the month in which he or she was employed as an anniversary date for all annual pay increments, when such increments are authorized by City Council. The anniversary date of each person employed prior to October 1, 1974, shall be that held on October 1, 1974. The anniversary date of employees transitioning from classifications specified in the July 1, 2002 General Compensation Plan to the minimum pay rate of a grade in the new, separate Police Compensation Plan A shall be June 1, 2003 The anniversary date of an employee who is reemployed after a separation from the service of the City shall be the first day of the month in which he or she is reemployed.

(2) In no event shall reclassification, regrade, promotion, transfer, merit pay increase or demotion alter any employee's anniversary date for the purpose of determining his or her entitlement to annual pay increments.

(3) (a) If any promotion becomes effective on an employee's anniversary date, such employee, if otherwise eligible, shall be entitled to both the promotion and the annual increment. The employee shall be credited with his or her annual increment prior to the recognition of his or her promotion.

(b) If any regrade becomes effective on an employee's anniversary date, such employee, if otherwise eligible, shall be entitled to both the regrade action and the annual increment. The employee shall be credited with his or her annual increment after the recognition of his or her regrade.

(4) An employee's anniversary date shall be deferred one calendar month for each period of thirty (30) consecutive calendar days he or she is absent from the service of the City on leave without full pay. Periods of absence resulting from disability for which an employee is entitled to worker's compensation and periods of leave without pay for military duty to the extent required by Federal law, shall not be counted for this purpose.

(5) Any employee initially employed in a Temporary status who is appointed to a position in a Permanent Full Time or Permanent Part-Time status, with no break in service, will retain the anniversary date established when hired as a Temporary employee.

Section 4. <u>Annual Increments</u>

(1) Effective July 1, 2003 each employee whose position is included within a classification listed in this Compensation Plan shall be eligible to receive, on his or her anniversary date, an annual increment, i.e., a salary increase of one pay rate, provided that work performance has been rated as "Competent" or higher through the City's Performance Management System, until he or she reaches the maximum pay rate of the pay grade assigned to his or her classification. Although an employee must receive a "Competent" or higher rating to be eligible for an increment, such rating does not guarantee an increment. The Performance Management Rating System is just one tool to be used by Department directors to determine if the increment should be awarded.

(2) In the event an employee's work performance has been rated through the City's Performance Management System as "Needs Improvement" or "Unsatisfactory," or is otherwise of unsatisfactory quality, the Department Director shall delay or deny any increment the employee might otherwise receive under this section. The Department Director shall promptly report such action to the Department of Human Resources. The Performance Management Rating System is just one tool to be used by Department directors to determine if the increment should be awarded.

(3) "Temporary," "intermittent part-time," casual part-time," and "periodic part-time" employees shall not be entitled to receive an annual increment.

(4) Effective July 1, 2003 employees whose pay rate upon transition to a new pay structure is above pay range maximum for their assigned pay grade will be allowed to continue at that rate. They will receive no additional pay changes until their pay rate is equal to or below the pay range maximum.

Section 5. Definitions

"Classification" - A group of positions or other employments authorized by ordinance, i.e., special projects, which are sufficiently alike in duties and responsibilities that they are described by the same title and are assigned to the same pay grade in this Compensation Plan.

"Employee" - As used in these regulations, includes employees and officers of the City whose compensation is specified in this Compensation Plan.

"FLSA" - The Fair Labor Standards Act.

"Exempt Employees" - Employees who are not covered by or are exempted from the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Nonexempt Employees" - Employees who are subject to the minimum wage and overtime provisions of the Fair Labor Standards Act.

"Pay Grade" - A series of specific pay rates assigned to a classification as the compensation for that classification.

"Pay Rate" - A specific dollar amount, expressed as either an annual, monthly, or hourly rate as shown in the Compensation Plan schedules.

"Regular Rate of Pay" - An hourly rate for nonexempt employees determined by dividing total remuneration for employment (calculated in accordance with the FLSA) in any work week by 40, or, in the case of fire protection, law enforcement, or emergency medical service employees, by the number of hours in the applicable declared work period established pursuant to Section 7(k) of the FLSA.

"Red-Circle Rate" - A designation indicating that an employee's pay rate is above the maximum rate of the pay range to which his/her classification is assigned, and that the employee is not eligible for pay increases until the maximum rate of the pay range is higher than his/her rate.

Section 6. Demotions

(1) When an employee not serving a promotional probationary period is demoted, his or her salary shall be placed at any pay rate within the pay grade in the classification to which he or she is demoted, at the discretion of the City Manager. However, the employee's pay rate after demotion shall not exceed that formerly received in the classification from which he or she was demoted.

(2) When an employee is demoted during a promotional probationary period, his or her salary shall be reduced to the pay rate he or she was formerly receiving in the pay grade of the classification in which such employee was serving at the time of promotion.

Section 7. Employee Recognition and Initiatives

(1) In accordance with criteria and parameters specified under Policy and Administrative Regulation 2-016, General Employee Bonus Program, employee bonuses up to 5% of an employee's current annual salary may be authorized as follows:

(a) Department Heads -may authorize bonuses not exceeding 0.25% of total salaries for their department, if funds are available within their budget.

(b) The Directors of Human Resources and Budget may approve bonuses not exceeding 0.5% of total salaries for a department, if funds are available.

(c) The City Manager may authorize any employee bonuses exceeding 0.5% of total departmental salaries, if funds are available.

(d) A bonus is in addition to any other salary increase the employee receives during the course of a fiscal year.

(e) Not more than one bonus may be authorized during the fiscal year.

(f) The bonus shall not be included in an employee's base wages or retirement calculations.

(g) Funds for authorized bonuses must be available in a department's personal services account.

(g) Bonuses may also be authorized for non-permanent employees, provided that the criteria and guidelines under Policy and Administrative Regulation 2-016 have been met.

(2) When recommended by a Department Head, endorsed by the Director of Human Resources, and demonstrated in writing to the satisfaction of the City Manager, that an employee has rendered continuing, exceptionally meritorious service, the City Manager may authorize one administrative pay advancement per fiscal year.

(3) Departments may establish employee recognition programs and/or provide various monetary or other non-monetary rewards as productivity incentives. Departments must submit proposals specifying criteria for the administration of these programs and the funding source. Human Resources shall prepare regulations to be promulgated by the City Manager for the operation of these programs.

Section 8. Inclusiveness of Specified Compensation Plan

The rates of compensation specified in this Compensation Plan for the classifications listed constitute the total monetary compensation included in this plan of the employees and officers holding positions or employed by other authorization of the Council to perform duties, i.e., special projects, included within such classifications, with the exception of allowances for actual and necessary travel expenses authorized in advance and incurred as an incident of employment and any monetary compensation authorized in the Police Compensation Plan A.

No other or additional monetary compensation shall in any event be payable unless specifically authorized by these regulations or by other ordinance.

Section 9. New Appointees

Effective following the July 1, 2003 initial placement of employees within the Police Compensation Plan A, the initial salary of every person appointed for the first time to the classifications of Police Recruit, Police Officer I, or Police Officer II, shall be that specified as the minimum rate of the respective pay grades established for those classifications in the Police Compensation Plan B, provided, however, that the initial salary for those persons who have prior experience in work which is essentially the same as that encompassed by their applicable City position shall be at a pay rate determined by the City Manager, within such pay grade set forth in the Police Compensation Plan for the applicable classification.

Section 10. Overtime

(A) General Provisions

(1) No employee shall be entitled to or shall receive any additional monetary compensation or shall be granted any compensatory time off for hours of work in excess of the standard work day, as defined in Section 2-47 of the City Code, except as provided herein.

(2) For the purposes of determining eligibility for compensation for overtime work, employees are assigned to the two eligibility categories in subsection (B). The job classifications assigned to each category are listed respectively in the FLSA Nonexempt Job Class Listing and the FLSA Exempt Job Class Listing. These lists are current as of the effective date of these regulations and will be amended promptly whenever changes are determined to be appropriate. A change in overtime category for a position will not become effective until the applicable appendix is amended by ordinance.

(3) Actual service of the full number of regularly scheduled work hours for a position, whether the schedule be standard or non-standard, must be documented before any employee will be considered to have worked overtime.

(B) Eligibility Categories

1. Nonexempt employees- law enforcement employees who under the FLSA are required to receive monetary compensation of one and one-half times their regular rate of pay, or compensatory time equal to one and one-half times the number of hours actually worked in excess of the number of hours in the applicable declared work period established pursuant to Section 7(k) of the FLSA.

Non-exempt law enforcement employees in this category are eligible to receive, in addition to the overtime described in the preceding sentence, compensation for hours worked beyond an employee's normal work schedule as established by his/her department until reaching the maximum number of hours in the applicable declared 7(k) work period, at the rate of the hourly equivalent of the employee's pay rate; or, at the discretion of the Department Head or his/her designee, compensatory time off in an amount equal to the number of hours actually worked in excess of his/her normal work schedule.

Periods of sick leave, compensatory leave, emergency leave, civil leave, funeral leave, or periods of absence from duty due to a disability for which worker's compensation benefits have been approved, shall not be counted as hours worked toward achieving eligibility for overtime status.

Department Heads or their designees are authorized to approve overtime work by employees holding positions in classifications listed in the FLSA Nonexempt Job Class Listing, without prior written approval of the City Manager, provided that the total amount required to be paid as overtime compensation does not exceed the budgetary appropriation for their department for that purpose. Agreement between Department Heads or their designees and the individual employee must be reached prior to performance of overtime work, if compensatory time is to be given in lieu of monetary overtime compensation.

2. Exempt employees – employees exempt from the FLSA who are not eligible to receive either monetary overtime compensation or compensatory time off for overtime work.

(C) <u>Training</u>

(1) When state and/or federally mandated recertification training requirements cannot be accommodated during scheduled work periods, and when this circumstance has been certified, in writing, by the Director of Human Resources, employees may be granted compensatory time off only, on an hour for hour basis, for such training, including the taking of the final examination, that can only be offered to them by management during off-duty hours. The provisions of this section shall supersede the generally controlling nature of the FLSA Nonexempt and Exempt Job Class Listings. Such compensatory time will not be extended to include travel time.

(2) Training required by the employer as part of an employee's normal assignments, other than training required for state and/or federal recertification, shall be considered as hours worked, and any overtime hours necessitated by such requirement shall be paid for in accordance with the FLSA and regulations herein.

(D) Authorization

(1) If the work of a nonexempt employee eligible for compensatory time regularly includes work in public safety, emergency response, or seasonal activities, the employee engaged in such work may accrue not more than 480 hours of compensatory time (i.e., 320 hours of actual overtime worked) for hours worked in excess of the number of hours in the applicable 7(k) work period on of after April 15, 1986). Any such employee who, after April 15, 1986, has accrued 480 hours of compensatory time, shall be paid monetary time off for any additional overtime hours. A nonexempt employee who has accumulated overtime may request compensatory time off and such time off shall be granted within a reasonable period of time, so long as it does not unduly disrupt departmental operations.

(2) At termination of employment, nonexempt employees shall be paid for accrued balances of unused compensatory time off, granted pursuant to the overtime requirements of the FLSA. Payment shall be at a rate not less than the average regular rate they received during the last 3 years of employment, or the final regular rate received by such employee, whichever is higher.

(3) Unless approved in writing by the City Manager, Department Heads may not convert any allowance of compensatory time earned by exempt employees prior to July 1, 1992 to monetary overtime. Upon request by a Department Head, if the City Manager determines that the allowance of compensatory time off would adversely affect the operations of the City, and when funds are available, she may authorize payment of monetary overtime compensation in amounts as she determines reasonable. Such amounts will not exceed the prorated hourly equivalent of the employee's pay multiplied by the number of overtime hours worked by an exempt employee prior to July 1, 1992. Allowances of compensatory time off shall not be convertible to monetary overtime, except as specifically provided in this policy.

(4) All compensatory time off granted prior to April 15, 1986 shall be administered, regulated, and used in accordance with the relevant regulations contained in the City's Compensation Plan in effect at the time of accrual.

(E) Holidays

In all cases where employees are required to work on any designated holiday, the following provisions will apply:

(1) Nonexempt employees whose job classifications are listed in the FLSA Nonexempt Job Class Listing shall receive monetary compensation equal to one and one-half times the hourly pay rate for their classification (except for the birthday holiday and floating holiday). In addition, they will be granted one (1) compensatory day off, in lieu of the holiday. The compensatory day will consist of the same number of hours that would have been granted, if they had not been required to work on the holiday. The extra half-time payment for holiday work shall not be included in computing the employee's regular rate of pay for overtime

computation purposes in accordance with the FLSA. Employees required to work on their birthday holiday and/or the floating holiday shall be compensated at the pay rate established for their classification.

(2) Exempt employees whose job classifications are listed in the FLSA Exempt Job Class Listing shall be compensated at the pay rate established for their classification. In addition, they will be granted one (1) compensatory day, in lieu of the holiday (except for the birthday holiday and floating holiday). The compensatory day will consist of the same number of hours that would have been granted, if they had not been required to work on the holiday.

(3) Compensatory time for holiday service must be used within twelve (12) months from the holiday for which it is granted. Upon the request of a Department Head, the City Manager may authorize monetary payment for compensatory time accrued in accordance with Section 10. (E) (1) for persons holding positions in job classifications listed in the FLSA Nonexempt Job Class Listing, when it appears that the monetary payment for such compensatory time would be economically beneficial to the City, and/or necessary to the provision of City services, and/or would enhance the provision of City services, and when funds are available in departmental accounts. In no event shall a Department Head be authorized to convert any allowance of compensatory time off earned by nonexempt employees in lieu of a holiday to monetary overtime compensation, unless the conversion is expressly approved, in writing, by the City Manager.

(4) When an employee's normal weekly work schedule includes a Saturday or a Sunday, and a designated holiday falls on a scheduled weekend work day, the holiday shall be observed by such employee on the actual work day on which it occurs, rather than on the preceding Friday or the Monday thereafter.

(5) When an employee is not scheduled to work on a holiday, or on the day preceding a Saturday holiday, or on the day following a Sunday holiday, such employee shall work his or her normal work schedule for the week the holiday is observed. In lieu of a holiday the employee shall be granted compensatory time off equivalent to the number of hours such employee would have accrued in accordance with Section 2-48 of the City Code, if he or she had been scheduled to work on the holiday.

(6) Compensatory time off earned in accordance with these regulations pertaining to holidays may only be used after the occurrence of the holiday.

(F) <u>Special Provisions for Emergency Declarations</u>

If the City Manager determines that an emergency situation merits the modification or suspension of basic City services, she is authorized to take such action and provide paid emergency leave to non-essential personnel and additional appropriate compensation or leave to employees required to work during this period. Any such declarations made by the City Manager shall be immediately shared with the City Council.

(G) Special Provision for Specific Job Classifications

(1) Whenever a Police Officer, not working a regular tour of duty, is required to appear in a civil or criminal court, or at a hearing before the Division of Motor Vehicles or the Alcoholic Beverage Control Board, or to give a deposition in lieu of appearing in civil or criminal court to testify to the facts which arise within the scope of his or her employment with the City of Norfolk, such Officer shall receive monetary overtime compensation equal to one and one-half times the hourly pay rate established for such Officer's rank for each hour he or she is required to be present in such court or at such hearing or proceeding. The minimum time for which such overtime compensation shall be payable will be one hour and payment after the first hour will be computed in increments of 15 minutes. The extra half-time payment for such appearances shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. A Police Officer who is required to appear for any of the above purposes who is on sick leave or is receiving worker's compensation because of a work related disability shall not be entitled to such overtime compensation.

(2) Whenever any employee, not working a regular tour of duty, is required to appear in a civil or criminal court, or to give a deposition in lieu of appearing in civil or criminal court to testify to the facts which arise within the scope of his or her employment with the City of Norfolk, such employee shall receive monetary overtime compensation equal to one and one-half times the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. The minimum time for which such overtime compensation shall be payable will be one hour and payment after the first hour will be computed in increments of 15 minutes. The extra half-time payment for such appearances shall not be included in computing the employee's regular rate of pay for overtime computation purposes in accordance with the FLSA. Such employees who are required to appear for any of the above purposes who are on sick leave or receiving worker's compensation because of a work related disability shall not be entitled to such overtime compensation.

(3) Whenever an employee who is absent from duty on leave without pay status, or is on suspension without pay, is required by the City to appear in a civil or criminal court, or at a hearing before the Division of Motor Vehicles or the Alcoholic Beverage Control Board, or some other administrative tribunal, or to give a deposition in lieu of appearing, to testify to facts which arise within the scope of his or her employment with the City of Norfolk, such employees shall receive compensation equal to the hourly rate of pay established for such classifications for each hour he or she is required to be present in such court or at such proceeding. Such employees shall not be entitled to overtime compensation for such appearances.

(4) Whenever a former employee of the City is required by the City to appear in a civil or criminal court, or at a hearing before the Division of Motor Vehicles, the Alcoholic Beverage Control Board, or some other administrative tribunal, or to give a deposition in lieu of appearing or for discovery purposes, by subpoena or otherwise, to testify to facts which arose within the scope of his or her employment with the City, such former employee shall receive an hourly stipend of ten dollars ($10.00) for every hour or any part thereof that he or she is required to appear.

Section 11. <u>Part-Time Employment</u>

The pay rates specified in these Compensation Plans for the classifications listed constitute the compensation for full-time employment. Employees holding positions within such classifications who work fewer hours than full-time employees shall receive compensation in the proportion which their hours of work bear to those of full-time employees in such classifications.

Section 12. <u>Promotions</u>

"Promotion" is an advancement to a higher position in the classified service resulting from a competitive process as delineated in Rule 13 of the Rules of the Civil Service Commission of the City of Norfolk.

(1) The salaries of employees advancing through the Police Recruit through Police Officer II job series will be increased to the minimum pay rate of each higher pay grade.

(2) When an employee is promoted to the ranks of Police Corporal through Assistant Chief of Police, the employee's salary shall be increased to the pay rate which is the greater of the minimum of the new pay grade or the pay rate closet to 5% above the former salary.

(3) In no event will a promoted employee's salary exceed the maximum of the new pay grade. The City Manager, may, in her discretion, authorize a higher promotional percentage, in cases of business necessity, where an employee's experience and qualifications exceed the minimum qualifications of the position, and when funds are available.

Section 13. <u>Regrading of Job Classes</u>

(1) When an employee's classification is assigned to a higher pay grade (regrade), the employee's salary shall be increased to the minimum pay rate of the new pay grade; or

(2) if an employee's salary exceeds the minimum rate of the new pay grade, the employee's salary shall be increased to the pay rate which is closest to but not less than the former salary.

Section 14. Reinstatement

An employee reappointed to a position in the same classification after a separation of not more than one year, which separation was not the result of discharge or resignation pending disciplinary action, shall constitute a reinstatement. The pay rate for such a reinstated employee shall be fixed by the City Manager in the pay grade assigned to the classification

Section 15. Special Duty and Education Supplements

(1) Supplemental compensation authorized by this section will be included in calculating the regular rate of pay of nonexempt employees, as required by the FLSA.

(2) Police officers assigned to the following special duties shall receive, in addition to their regular pay rates, the following sums for the duration of such assignments:

Diver	$35.00 per month
Investigator	$60.00 per month
Field Training Instructor	$60.00 per month
Police K-9 Officer	$70.00 per month
Investigator/Drug Dog Handler	$70.00 per month

(3) (a) Police officers designated as Senior Police Officer shall receive, in addition to their regular pay rates, a fixed supplement of $210.50 per month for the duration of such designation.

(b) Police officers designated as Master Police Officer shall received, in addition to their regular pay rates, a fixed supplement of $421.00 per month for the duration of such designation.

(c) Such supplements shall be discontinued upon promotion to Police Corporal or other higher ranks.

(4) Police officers holding the rank of Police Captain or a lower rank who have been awarded an Associate's or Bachelor's Degree from an accredited college or university in any program certified by the Chief of Police as relevant to the performance of the employee's position, shall receive a salary supplement of $42.00 per month. No such Police Officer shall receive more than one supplement, regardless of the number or level of academic degrees he or she acquires, and this supplement shall not be payable to any Officer promoted to a higher rank than Police Captain.

(5) Sworn employees of the Police Department assigned to the Criminal Investigations Bureau, the Internal Affairs Division, and the Criminal Intelligence Unit, as well as the Commanding Officer of the Criminal Investigations Bureau, and the employee assigned as assistant to the Chief of Police, will receive a clothing allowance of $65 per month.

(6) During any part of a month when an employee is absent from duty on leave without pay status, or is on suspension without pay, such employee shall not be entitled to be credited with or to receive any special duty pay authorized herein for the portion of the month for which the employee is not receiving pay as noted above.

(7) In no event shall any special duty pay or education supplement be considered in the computation of salary increases to which an employee may become entitled by virtue of promotion, reclassification, annual increments, or merit pay adjustments.

(8) In no event shall the receipt of any special duty pay be considered as a promotion or reclassification, nor shall the receipt of any pay alter an employee's classification or the pay grade to which it is assigned.

(9) The following supplements are included in the calculation of retirement credit:

(a) Education pay
(b) Senior and Master Police Officer

(10) Standby and On-Call Duty

On-call status applies to all hours other than an employee's regularly scheduled work hours on week days and 24 hours on Saturday and on Sunday.

Non-exempt employees whose positions are approved by the City Manager for additional compensation for serving in an on-call status will be paid, in addition to their regular pay rates, as follows:

$112.00 for each full weekly period of assigned on-call duty; or

$137.00 for each full weekly period of assigned on-call duty, if any holiday designated in City Code Section 2-48 occurs within that week; or

$16.00 for each full day of on-call duty; or

$40.00 for any holiday designated in City Code Section 2-48.

Section 16. Temporary Acting Service

(1) Whenever an employee is legally assigned to serve in a temporary acting capacity in a higher classification in the classified service, or to a higher ranking or higher compensated position in the unclassified service, such employee, during the period of such service, shall be compensated at the greater of the minimum rate of the new classification or the pay rate closest to 5% above the former salary.

(2) When temporary acting service is discontinued, an employee's compensation shall revert to that which would have been paid if the employee had not been assigned to serve in a temporary acting capacity.

Section 17. Transfers

When an employee is transferred to another position in a classification assigned to the same pay grade as that assigned to the classification in which his or her former position was included, there shall be no change in such employee's compensation, unless a higher pay rate is authorized by the City Manager, based on factors such as significant additional inconvenience or expense to the employee, other identifiable differences in circumstances, or a clearly identified business necessity.

CITY of NORFOLK
POLICE CLASSIFICATIONS
FY2004

Job Code	Classification Title	Plan	Grade	Minimum	Maximum
300632	Police Recruit	POL	001	$29,500.00	$29,500.00
300629	Police Officer I	POL	002	$31,363.50	$31,363.50
300630	Police Officer II	POL	003	$36,466.34	$52,815.09
300624	Police Corporal	POL	004	$42,936.63	$57,745.43
300635	Police Sergeant	POL	005	$50,270.46	$67,608.21
300625	Police Lieutenant	POL	006	$63,705.54	$73,879.86
300623	Police Captain	POL	007	$74,141.22	$85,980.94
000059	Assistant Chief of Police	POL	008	$92,264.10	$106,996.58
000040	Chief of Police	EXE	003	$74,308.50	$128,500.44

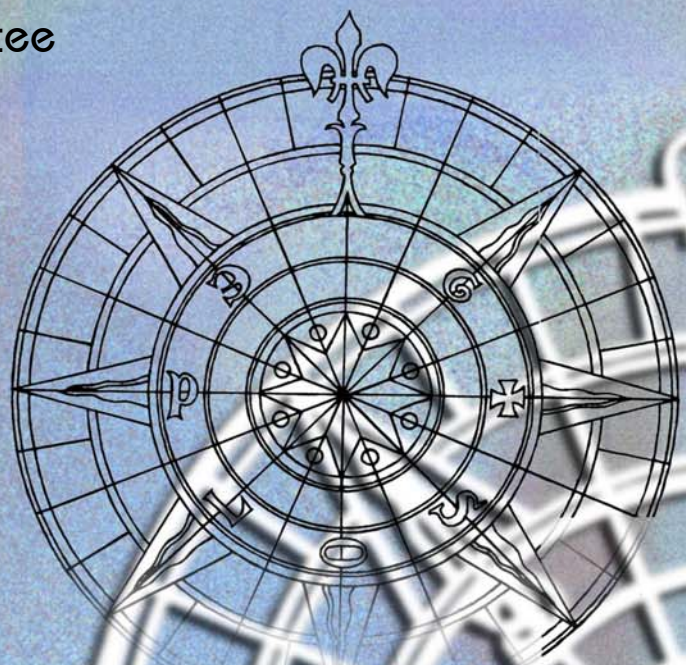
Police Pay Schedules Plan B

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
POL	001	1	$14.18	$2,458.33	$29,500.00
POL	002	1	$15.08	$2,613.63	$31,363.50
POL	003	1	$17.53	$3,038.86	$36,466.34
POL	003	2	$17.97	$3,114.83	$37,377.97
POL	003	3	$18.42	$3,192.72	$38,312.61
POL	003	4	$18.88	$3,272.52	$39,270.24
POL	003	5	$19.35	$3,354.33	$40,251.92
POL	003	6	$19.84	$3,438.22	$41,258.68
POL	003	7	$20.33	$3,524.21	$42,290.54
POL	003	8	$20.84	$3,612.29	$43,347.49
POL	003	9	$21.36	$3,702.64	$44,431.63
POL	003	10	$21.90	$3,795.25	$45,542.94
POL	003	11	$22.44	$3,890.12	$46,681.43
POL	003	12	$23.00	$3,987.35	$47,848.16
POL	003	13	$23.58	$4,087.01	$49,044.15
POL	003	14	$24.17	$4,189.21	$50,270.46
POL	003	15	$24.77	$4,293.92	$51,527.09
POL	003	16	$25.39	$4,401.26	$52,815.09
POL	004	1	$20.64	$3,578.05	$42,936.63
POL	004	2	$21.16	$3,667.53	$44,010.31
POL	004	3	$21.69	$3,759.18	$45,110.12
POL	004	4	$22.23	$3,853.18	$46,238.16
POL	004	5	$22.79	$3,949.54	$47,394.43
POL	004	6	$23.36	$4,048.24	$48,578.93
POL	004	7	$23.94	$4,149.48	$49,793.74
POL	004	8	$24.54	$4,253.24	$51,038.87
POL	004	9	$25.15	$4,359.61	$52,315.36
POL	004	10	$25.78	$4,468.60	$53,623.22
POL	004	11	$26.42	$4,580.29	$54,963.49
POL	004	12	$27.09	$4,694.77	$56,337.21
POL	004	13	$27.76	$4,812.12	$57,745.43

Police Pay Schedules Plan B

Plan	Grade	Step	Hourly Rate	Monthly Rate	Annual Rate
POL	005	1	$24.17	$4,189.21	$50,270.46
POL	005	2	$24.77	$4,293.92	$51,527.09
POL	005	3	$25.39	$4,401.26	$52,815.09
POL	005	4	$26.03	$4,511.29	$54,135.49
POL	005	5	$26.68	$4,624.11	$55,489.35
POL	005	6	$27.34	$4,739.72	$56,876.66
POL	005	7	$28.03	$4,858.21	$58,298.47
POL	005	8	$28.73	$4,979.65	$59,755.83
POL	005	9	$29.45	$5,104.15	$61,249.78
POL	005	10	$30.18	$5,231.78	$62,781.36
POL	005	11	$30.94	$5,362.55	$64,350.58
POL	005	12	$31.71	$5,496.63	$65,959.53
POL	005	13	$32.50	$5,634.02	$67,608.21
POL	006	1	$30.63	$5,308.80	$63,705.54
POL	006	2	$31.39	$5,441.48	$65,297.76
POL	006	3	$32.18	$5,577.48	$66,929.71
POL	006	4	$32.98	$5,716.96	$68,603.47
POL	006	5	$33.81	$5,859.92	$70,319.06
POL	006	6	$34.65	$6,006.46	$72,077.50
POL	006	7	$35.52	$6,156.66	$73,879.86
POL	007	1	$35.64	$6,178.44	$74,141.22
POL	007	2	$36.54	$6,332.90	$75,994.81
POL	007	3	$37.45	$6,491.20	$77,894.39
POL	007	4	$38.39	$6,653.51	$79,842.06
POL	007	5	$39.35	$6,819.82	$81,837.83
POL	007	6	$40.33	$6,990.31	$83,883.77
POL	007	7	$41.34	$7,165.08	$85,980.94
POL	008	1	$44.36	$7,688.68	$92,264.10
POL	008	2	$45.47	$7,880.86	$94,570.36
POL	008	3	$46.60	$8,077.84	$96,934.12
POL	008	4	$47.77	$8,279.79	$99,357.48
POL	008	5	$48.96	$8,486.79	$101,841.47
POL	008	6	$50.19	$8,698.93	$104,387.14
POL	008	7	$51.44	$8,916.38	$106,996.58

City Council Appointee



City of NORFOLK

Compensation Plan 2004

Staying the Course - Charting the Future

Regulations for the Administration of the City Council Appointee Compensation Plan

Effective July 1, 2003

Section 1. **Additional Adjustments**

(A) Whenever it is brought to the attention of the City Manager, and verified by the Director of Human Resources, that an error or mistake has been made in the application of the Council Appointee Compensation Plan, the City Manager shall take the appropriate corrective action. Pending the approval of the City Manager of corrective action, the Director of Human Resources shall take immediate action to prevent any continued overpayment or underpayment of any salary.

(B) The City Council may authorize a monetary exemplary performance award that is in addition to any other salary increase which the Council Appointee receives during the course of a fiscal year. The exemplary performance award shall not be regarded the same as salary and shall not become a part of the employee's base salary.

(C) The City Council may grant to current employees periods of leave in addition to the amount otherwise provided by ordinance. The granting of such additional leave shall be based on consideration of performance or other factors related to the organization's operational effectiveness and efficiency.

Section 2. **Definitions**

"Pay Grade" - The compensation limits authorized for a specific classification shown as minimum and maximum rates. The minimum and maximum rates shall be increased annually by the percentage amount of the general wage adjustment (GWI), if any.

"Salary" - A specific dollar amount paid as annual compensation which is no less than the minimum limit of a pay grade and no greater than the maximum limit of the pay grade.

"Employee" – Officers of the City whose compensation is governed by this Compensation Plan, i.e., whose job titles are listed herein.

Section 3. **Inclusiveness of Specified Compensation**

The compensation specified in this Council Appointee Compensation Plan constitutes the total monetary compensation of persons holding positions included in this Plan, and includes the use of a City car by the City Assessor and, for the City Manager and City Attorney, either a monthly car allowance of $833.33 or use of a City car. The City Manager and City Attorney may elect either the car allowance or use of a City car. If the car allowance is elected, that supplemental pay shall be counted as earnable compensation as defined in Chapter 37 of the Code of the City of Norfolk, 1979, as amended, for the calculation of retirement pension benefits under the Employees' Retirement System of the City of Norfolk. This Plan also includes additional compensation to the City Manager in the form of contributions to tax deferred accounts, as follows: (1) a contribution to the City Manager's Section 457 account, established pursuant to and governed by section 457 of the Internal Revenue Code, including costs of living adjustments authorized thereunder, in an amount equal to the maximum allowable: and (2) a contribution to the City Manager's section 401 account, as provided for in the City's Section 401(a) Money Purchase Plan and Trust, established pursuant to and governed by section 401 of the Internal Revenue Code, in an amount equal to the difference , as applied to her salary for fiscal year 2003-2004 between the accrual rates of the General Employee and the Public Safety Employee portions of the City's Employees' Retirement System, as determined by its actuary. No other or additional monetary compensation shall in any event be payable unless specifically authorized by these regulations or by other ordinance. The position of City Manager will not be limited by a pay grade, but will otherwise be established in accordance with this Plan.

Section 4. **New Appointees**

The City Council, at its discretion, may authorize the employment of a new appointee to a position whose title is included in this Plan at a salary within the pay grade or at a rate assigned to the position. Employment at a salary higher than the minimum limit of a pay grade is to be based on the qualifications of the candidate for the position (i.e., the candidate's education and relevant work experience), the market conditions which affect the availability of highly qualified candidates for the position, the assessment of the ability of the candidate to perform the duties required of the position, the necessity to offer a higher salary to employ the person, and other relevant factors which should be considered. No employee whose position is included within this Plan shall be paid a salary which exceeds the maximum limit of the highest pay grade authorized in this Plan, except as may specifically be authorized by ordinance.

Section 5. **Progression Within Pay Grades**

Effective July 1, 2003, based on City Council's determination of overall performance, each member of this plan is authorized to receive 4% (i.e., the equivalent of the total pay percentage available to general employees).

CITY COUNCIL APPOINTEE PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum	Midpoint	Maximum
000110	City Assessor	CCA	002	$66,472.85	$91,732.49	$116,992.13
000042	City Attorney	CCA	003	$119,581.71	$154,858.33	$190,134.95
000044	City Auditor	CCA	001	$58,468.88	$80,687.31	$102,905.73
000046	City Clerk	CCA	001	$58,468.88	$80,687.31	$102,905.73
000050	City Manager	CCA				

CITY COUNCIL APPOINTEE PAY SCHEDULE

Plan	Grade	Minimum	Midpoint	Maximum
CCA	001	$58,468.88	$80,687.31	$102,905.73
CCA	002	$66,472.85	$91,732.49	$116,992.13
CCA	003	$119,581.71	$154,858.33	$190,134.95

Executive Plan

City of NORFOLK

Compensation Plan 2004

Staying the Course - Charting the Future

Regulations for the Administration of the Executive Compensation Plan

Effective July 1, 2003

Section 1. **Administrative Salary Adjustments**

(A) Whenever it is brought to the attention of the City Manager, and verified by the Director of Human Resources, that an error or mistake has been made in the application of the Executive Compensation Plan, the City Manager shall take the appropriate corrective action. Pending the approval of the City Manager of corrective action, the Director of Human Resources shall take immediate action to prevent any continued overpayment or underpayment of any salary.

(B) When the City Manager determines that an employee has rendered continuing, exceptionally meritorious service, the City Manager may authorize one pay advancement per fiscal year.

Section 2. **Definitions**

"Pay Grade" - The compensation limits authorized for a specific classification shown as minimum and maximum rates.

"Salary" - A specific dollar amount paid as annual compensation which is no less than the minimum limit of a pay grade and no greater than the maximum limit of the pay grade.

"Employee" - Employees and officers of the City whose compensation is governed by this Executive Compensation Plan, i.e., whose job titles are listed herein.

Section 3. **Demotions**

When an employee whose position is included in this Plan is demoted due to inadequate performance or for disciplinary reasons, his or her salary shall be reduced to any specific dollar amount within the pay grade assigned to the position to which he or she is demoted, at the discretion of the City Manager.

Section 4. **Executive Compensation Adjustments**

A) Annually, the City Manager shall review individual employees' salaries for the purpose of making a compensation adjustment, based on consideration of factors such as performance, market conditions, and total increases authorized by City Council for general employees. The actual percentage granted shall not exceed the maximum rate of the pay grade.

B) All pay rate increases within each pay grade, to the extent authorized by City Council, will be effective on July 1st of each year and will be based on performance.

C) The compensation of any employee whose position is listed in this plan whose performance is evaluated by the City Manager as less than competent shall remain fixed at the employee's rate of compensation immediately prior to the effective date of this plan. At any time during the operative duration of this plan, the City Manager may reevaluate such employee. If upon reevaluation, the employee's performance is competent, his or her salary shall be adjusted at that time in accordance with the provisions contained in paragraph A of this section, except that any change shall be effective as of the date of the reevaluation.

D) When an employee whose position is listed in this plan has rendered exceptionally meritorious service, the City Manager, in her best judgment, may authorize a monetary exemplary performance award that is in addition to any other salary increase which the employee receives during the course of a fiscal year not exceeding 5% of the employee's salary at that time; provided, however, that not more than one such award may be authorized during any one fiscal year. In no case shall the exemplary performance award be included in an employee's base wages or in an individual's retirement calculation. No such award may be authorized unless funds for that purpose are available in the personal services account of the department of the affected employee.

E) In no event shall the aggregate amount of salary increases for members within this Plan exceed the equivalent of what it would cost for each member of this Plan to receive a 4% increase.

Section 5. Executive Leave

Anything to the contrary in this Plan or any other ordinance to the contrary notwithstanding, the City Manager is authorized, in her sole discretion, to grant a period of leave with pay not exceeding two work weeks to a new appointee for the purpose of facilitating recruitment and transition or to current employees, based on consideration of the past year's work plan and performance. This leave must be taken within one year of being granted. The City Manager may approve, in writing, an additional extension of up to six months for taking such leave. Unused leave will not be paid out upon termination.

Section 6. Inclusiveness of Specified Compensation

The compensation specified in the Executive Compensation Plan constitutes the total monetary compensation of persons holding positions included in this Plan, with the exceptions of allowances for actual and necessary travel expenses authorized in advance and as an incident of employment. No other or additional monetary compensation shall in any event be payable unless specifically authorized by these regulations or by other ordinance. When authorized in advance by the City Manager, reasonable and necessary expenses actually incurred for applicant interviewing, for moving expenses for the transportation to Norfolk of personal household goods, and for temporary housing of newly hired employees governed by this Plan, for up to six months, may be authorized by the City Manager to be reimbursed, to the extent the sums authorized do not exceed the appropriation for recruitment expenses.

Section 7. New Appointees

The City Manager, at her discretion may authorize the employment of a new appointee to a position whose title is included in this Plan at a salary within the pay grade assigned to the position. Employment at a salary higher than the minimum limit of a pay grade is to be based on the qualifications of the candidate for the position (i.e. the candidate's education and relevant work experience), the market conditions which affect the availability of highly qualified candidates for the position, the assessment of the ability of the candidate to perform the duties required of the position, the necessity to offer a higher salary to employ the person, and other relevant factors which should be considered. Not withstanding any provisions contained in this Section or Sections 5, 6, 7, or 10 of these rules, no employee whose position is included within this Plan shall be paid a salary which exceeds the maximum limit of the highest pay grade authorized in this Plan, except as may specifically be authorized by ordinance.

Section 8. Overtime Eligibility

Employees occupying positions whose titles are listed in this plan shall not be eligible for monetary overtime compensation or compensatory time off for hours worked beyond the normal workweek.

Section 9. Promotions and Regrades

When an employee is promoted to a position whose classification title is included in this Plan, the City Manager may authorize, in her best judgment, based on the qualifications of the employee (i.e., the employee's education and relevant work experience), the market conditions which affect the availability of highly qualified candidates for the position, the assessment of the ability of the employee to perform the duties required of the position, and other relevant factors which should be considered, the salary of the employee to be at any specific dollar amount within the pay grade assigned to the classification to which the promotion is made, subject to the availability of funds for that purpose.

When an employee's classification is assigned to a higher pay grade, the employee's salary shall be increased to the minimum pay rate of the pay grade assigned to the classification to which he or she is regraded; or, if above the minimum pay rate, shall stay the same, as approved by the City Manager, subject to the availability of funds for that purpose.

Section 10. Temporary Acting Service

A) Whenever an employee is legally assigned to serve in a temporary acting capacity in a higher ranking or higher compensated position in this Plan, the City Manager may authorize, in her best judgment, based on the qualifications of the employee, (i.e., the employee's education and relevant work experience), the market conditions which affect the availability of highly qualified candidates for the position, the assessment of the ability of the employee to perform the duties required of the position, and other relevant factors which should be considered, the salary of the employee to be at any specific dollar amount within the pay grade assigned to the classification to which the promotion is made, subject to the availability of funds for that purpose.

B) (1) Whenever an employee whose permanent position is not included in this Plan is legally assigned to serve in a temporary acting capacity in a position included in this Plan, such employee, during the period of such service, shall be compensated at the minimum salary of the pay grade of the position in this Plan, or as provided under item B) (2).

(2) If the employee's salary in his/her permanent classification exceeds the minimum rate of the temporary classification, he/she shall be compensated as follows:

(a) When an employee is assigned to serve in temporary acting capacity in a position where the minimum pay rate of the new pay grade is 15% or greater than the minimum rate of the former pay grade, the employee's salary shall be increased to the pay rate which is 10% above the former salary.

(b) When an employee is assigned to serve in temporary acting capacity in a position where the minimum pay rate of the new pay grade is less than 15% greater than the minimum pay rate of the former pay grade, the employee's salary shall be increased to the pay rate which is 5% above the former salary.

C) In the event such employee, during the period of temporary acting service in a position included in this Plan, becomes entitled to an increase in compensation under the regulations of the compensation plan in which the employee's permanent position is included, the employee's compensation shall be increased by the same percentage as the increase authorized by the regulations of the compensation plan in which the employee's permanent position is included. Any special duty and education supplements authorized under the regulations of the compensation plan in which the employee's permanent position is included, shall be continued during the employee's term of temporary acting service, to the extent that they continue to be authorized for the employee's permanent position.

D) When temporary acting service is discontinued, an employee's compensation shall revert to the salary previously paid prior to such service.

Section 11. <u>Transfers and Reassignments</u>

When a person occupying a position whose classification is included in this Plan is transferred or reassigned to a position in a different pay grade, when the transfer is of a permanent nature, is for the purpose of career advancement of the employee, or is for the purpose of enhancing the operational effectiveness of the city government, the salary of the affected employee may be adjusted by the City Manager to any specific dollar amount in the new pay grade, based upon the best judgment of the City Manager as to the duties and responsibilities of the new position, the employee's qualifications and the pay grade of the position to which the assignment is made. Should the salary of an employee prior to a transfer or reassignment exceed the maximum limit of the pay grade of the position to which the transfer or reassignment is made, the City Manager may continue the employee's salary prior to transfer or reassignment. Any employee whose salary exceeds the maximum limit of a pay grade shall not receive any pay adjustments until the maximum limit of the pay grade of the position exceeds the salary established by this provision.

Employees transferred or reassigned for temporary periods, in accordance with the Executive Rotation Policy, shall receive such compensation as is specified by Section 10.

EXECUTIVE PAY SYSTEM

Job Code	Classification	Plan	Grade	Minimum Annual	Maximum Annual
000002	Assistant City Manager	EXE	004	$86,838.21	$138,941.35
100426	Assistant to the City Manager	EXE	001	$59,005.20	$101,909.42
000066	Chief of Fire & Rescue Services	EXE	003	$74,308.50	$128,500.44
000040	Chief of Police	EXE	003	$74,308.50	$128,500.44
000056	Civil Emergency Services Coordinator	EXE	001	$59,005.20	$101,909.42
000575	Director of Budget & Management	EXE	003	$74,308.50	$128,500.44
000065	Director of Civic Facilities	EXE	003	$74,308.50	$128,500.44
000054	Director of Communications	EXE	001	$59,005.20	$101,909.42
000067	Director of Development	EXE	003	$74,308.50	$128,500.44
000069	Director of Facilities & Enterprise Management	EXE	003	$74,308.50	$128,500.44
000068	Director of Finance	EXE	003	$74,308.50	$128,500.44
000070	Director of Human Resources	EXE	003	$74,308.50	$128,500.44
000071	Director of Human Services	EXE	003	$74,308.50	$128,500.44
000072	Director of Information Technology	EXE	003	$74,308.50	$128,500.44
000003	Director of Intergovernmental Relations	EXE	001	$59,005.20	$101,909.42
000073	Director of Libraries	EXE	003	$74,308.50	$128,500.44
000084	Director of Maritime Center	EXE	003	$74,308.50	$128,500.44
000081	Director of Neighborhood & Leisure Services	EXE	003	$74,308.50	$128,500.44
000075	Director of Planning	EXE	003	$74,308.50	$128,500.44
000076	Director of Public Works	EXE	003	$74,308.50	$128,500.44
000077	Director of Utilities	EXE	003	$74,308.50	$128,500.44
000142	Director of Virginia Zoological Park	EXE	002	$68,782.25	$110,051.39
000032	Executive Assistant	EXE	001	$59,005.20	$101,909.42

EXECUTIVE PAY SCHEDULE

Pay Grade	Minimum	Midpoint	Maximum
EXE - 1	$59,005.20	$80,457.31	$101,909.42
EXE - 2	$68,782.25	$89,416.82	$110,051.39
EXE - 3	$74,308.50	$101,404.47	$128,500.44
EXE - 4	$86,838.21	$112,889.78	$138,941.35

Norfolk's FY 2004 Pay Schedule Summary

OPS PAY SCHEDULE			
Plan	Grade	Minimum	Maximum
OPS	001	$15,124.53	$24,180.21
OPS	002	$16,258.84	$25,994.07
OPS	003	$17,494.56	$27,969.97
OPS	004	$18,841.10	$30,123.60
OPS	005	$20,309.96	$32,469.59
OPS	006	$21,914.72	$35,033.03
OPS	007	$23,667.94	$37,839.02
OPS	008	$25,584.25	$40,899.05
OPS	009	$27,682.47	$44,258.08
OPS	010	$29,980.37	$47,925.52
OPS	011	$32,498.86	$51,956.77
OPS	012	$35,260.94	$56,367.53
OPS	013	$38,292.74	$61,218.42
OPS	014	$41,624.59	$66,542.89
OPS	015	$45,286.80	$72,395.32

MAP PAY SCHEDULE			
Plan	Grade	Minimum	Maximum
MAP	001	$26,467.66	$42,311.45
MAP	002	$28,029.56	$44,807.99
MAP	003	$29,705.42	$47,486.43
MAP	004	$31,504.64	$50,365.60
MAP	005	$33,438.72	$53,458.04
MAP	006	$35,519.16	$56,782.57
MAP	007	$37,756.43	$60,361.15
MAP	008	$40,165.14	$64,207.36
MAP	009	$42,758.91	$68,358.84
MAP	010	$45,555.48	$72,826.05
MAP	011	$48,571.61	$77,649.75
MAP	012	$51,827.14	$82,851.91
MAP	013	$55,341.94	$88,471.21
MAP	014	$59,139.02	$94,543.18

INFORMATION TECHNOLOGY OPS			
Plan	Grade	Minimum	Maximum
ITO	001	$23,880.17	$38,175.65
ITO	002	$25,298.84	$40,447.42
ITO	003	$26,818.93	$42,873.90
ITO	004	$28,449.83	$45,482.30
ITO	005	$30,198.87	$48,275.74
ITO	006	$32,077.54	$51,282.46
ITO	007	$34,095.26	$54,507.67
ITO	008	$36,263.52	$57,973.34
ITO	009	$38,594.88	$61,699.32
ITO	010	$41,103.96	$65,713.85
ITO	011	$43,803.31	$70,026.33

INFORMATION TECHNOLOGY MAP			
Plan	Grade	Minimum	Maximum
ITM	001	$37,851.56	$60,512.74
ITM	002	$40,350.19	$64,505.31
ITM	003	$43,032.81	$68,793.75
ITM	004	$45,916.16	$73,404.18
ITM	005	$49,015.92	$78,356.48
ITM	006	$52,349.86	$83,688.27
ITM	007	$55,935.76	$89,419.43
ITM	008	$59,796.60	$95,592.81

SENIOR MANAGEMENT			
Plan	Grade	Minimum	Maximum
SRM	001	$39,015.15	$68,666.20
SRM	002	$41,160.41	$72,443.41
SRM	003	$43,486.54	$76,536.35
SRM	004	$46,008.16	$80,975.33
SRM	005	$48,746.20	$85,792.76
SRM	006	$51,719.46	$91,026.29
SRM	007	$54,951.99	$96,715.62
SRM	008	$58,468.88	$102,905.73
SRM	009	$62,298.37	$109,645.75

CITY COUNCIL APPOINTEE			
CCA	001	$58,468.88	$102,905.73
CCA	002	$66,472.85	$116,992.13
CCA	003	$119,581.71	$190,134.95

LAW			
Plan	Grade	Minimum	Maximum
LAW	001	$47,307.66	$75,219.08
LAW	002	$49,862.74	$79,280.66
LAW	003	$52,560.00	$83,570.14
LAW	004	$55,408.85	$88,099.03
LAW	005	$58,417.66	$92,883.01
LAW	006	$61,594.78	$98,241.21
LAW	007	$63,991.84	$103,273.73
LAW	008	$68,498.93	$108,912.89
LAW	009	$72,244.78	$114,869.86
LAW	010	$76,203.90	$121,164.52
LAW	011	$80,387.79	$127,816.72
LAW	012	$84,808.99	$134,846.32
EXECUTIVE			
EXE	001	$59,005.20	$101.909.42
EXE	002	$68,782.25	$110,051.39
EXE	003	$74,308.50	$128,500.44
EXE	004	$86,838.21	$138,941.35

Job Code	Classification Title	Plan	Grade	Minimum	Maximum
300604	Firefighter Recruit	FRS	001	$29,500.00	$29,500.00
300614	Firefighter EMT	FRS	002	$36,373.30	$45,426.89
300617	Firefighter EMT-ST	FRS	003	$32,951.54	$50,141.87
300615	Firefighter EMT-C	FRS	004	$34,708.94	$52,815.09
300616	Firefighter EMT-P	FRS	005	$40,090.92	$61,004.10
200471	Fire Inspector	FRS	005	$40,090.92	$61,004.10
300612	Fire Lieutenant	FRS	006	$44,429.53	$64,346.40
200407	Assistant Fire Marshal	FRS	006	$44,429.53	$64,346.40
300602	Fire Paramedic Lieutenant	FRS	007	$46,681.43	$67,608.21
300611	Fire Captain	FRS	008	$51,010.64	$73,879.86
200470	Deputy Fire Marshal	FRS	008	$51,010.64	$73,879.86
200493	Fire Arson Investigator	FRS	008	$51,010.64	$73,879.86
300609	Battalion Fire Chief	FRS	009	$63,931.36	$85,980.94
200444	Fire Marshal	FRS	009	$63,931.36	$85,980.94
300601	Assistant Fire Chief	FRS	010	$77,676.94	$94,642.50
300606	Deputy Chief of Fire & Rescue Services	FRS	011	$81,545.10	$99,354.34
000066	Chief of Fire-Rescue Services	EXE	003	$74,308.50	$128,500.44

Job Code	Classification Title	Plan	Grade	Minimum	Maximum
300632	Police Recruit	POL	001	$29,500.00	$29,500.00
300629	Police Officer I	POL	002	$31,363.50	$31,363.50
300630	Police Officer II	POL	003	$36,466.34	$52,815.09
300624	Police Corporal	POL	004	$42,936.63	$57,745.43
300635	Police Sergeant	POL	005	$50,270.46	$67,608.21
300625	Police Lieutenant	POL	006	$63,705.54	$73,879.86
300623	Police Captain	POL	007	$74,141.22	$85,980.94
000059	Assistant Chief of Police	POL	008	$92,264.10	$106,996.58
000040	Chief of Police	EXE	003	$74,308.50	$128,500.44