

## June 20, 2023 Non-Represented Pay Plan Justifications:

The following adjustments are recommended to the Pay Plan:

1. Reclassify Accounting Manager from a level 13 to a level 15
  - a. Level Change
  - b. Class Code: 7048
2. Reclassify Administrative Assistant I from a level 4 to a level 3
  - a. Level Change
  - b. Class Code: 600
3. Reclassify Administrative Assistant III from a level 7 to a level 8
  - a. Level Change
  - b. Class code 602
4. Remove Animal Care Technician
5. Remove Animal Field Services Manager
6. Remove Assistant City Clerk
7. Reclassify Assistant City Counselor II from a level 13 to a level 15
  - a. Level Change
  - b. Class Code 241
8. Reclassify Assistant Department Director from a level 15 to a level 18
  - a. Level Change
  - b. Class Code 105
9. Reclassify Assistant Emergency Preparedness Manager from a level 8 to a level 10
  - a. Level Change
  - b. Class Code 399
10. Reclassify Assistant Fire Chief from a level 16 to a level 18
  - a. Level Change
  - b. Class Code 103
11. Reclassify Assistant to the City Manager from a level 13 to a level 15
  - a. Level Change
  - b. Class Code 203
12. Reclassify Assistant to the Director from a level 11 to a level 13
  - a. Level Change
  - b. Class Code 636
13. Reclassify Battalion Chief from a level 15 to a level 16
  - a. Level Change
  - b. Class Code 338A
14. Reclassify Behavior Enrichment Specialist & Rescue Coordinator from a level 8 to a level 10
  - a. Level Change
  - b. Class Code 937
15. Reclassify Budget Manager from a level 13 to a level 15
  - a. Level Change
  - b. Class Code: 251
16. Reclassify Building Inspections Manager from a level 11 to a level 13
  - a. Level Change
  - b. Class Code: 450

17. Reclassify City Engineer from a level 16 to a level 17
  - a. Level Change
  - b. Class Code 106PW
18. Reclassify City Prosecutor from a level 13 to a level 17
  - a. Level Change
  - b. Class Code 109
19. Reclassify Collection System Manager from a level 14 to a level 15
  - a. Level Change
  - b. Class Code 134M
20. Remove Communicable Disease and Epidemiologist Supervisor
21. Reclassify Community Development Program Administrator from a level 9 to a level 10
  - a. Level Change
  - b. Class Code 296A
22. Remove Constituent Services and Legislative Affairs Officer
  
23. Reclassify Construction Inspector I from a level 6 to a level 8
  - a. Level Change
  - b. Class Code 317
24. Reclassify Construction Inspector II from a level 8 to a level 9
  - a. Level Change
  - b. Class Code 317A
25. Reclassify Construction Manager from a level 13 to a level 15
  - a. Level Change
  - b. Class Code 635
26. Reclassify Contract & Bid Administrator from a level 12 to a level 13
  - a. Level Change
  - b. Class Code 318P
27. Reclassify Court Administrator from a level 11 to a level 12
  - a. Level Change
  - b. Class Code 633
28. Reclassify Court Bailiff from a level 8 to a level 7
  - a. Level Change
  - b. Class Code 632
29. Reclassify Crime Analyst from a level 7 to a level 6
  - a. Level Change
  - b. Class Code 415B
30. Reclassify Customer Programs Administrator from a level 14 to a level 13
  - a. Level Change
  - b. Class Code 238A
31. Reclassify Customer Service Manager from a level 13 to a level 15
  - a. Level Change
  - b. Class Code 229
32. Reclassify Customer Service Supervisor from a level 9 to a level 11
  - a. Level Change
  - b. Class Code 504

33. Reclassify Cyber/Physical Security Supervisor (level 16) to NERC Critical Infrastructure Protection Program Supervisor (level 16)
  - a. Title Change
  - b. Class Code 843
34. Remove Dangerous Building Specialist
35. Reclassify Deputy Chief of Police from a level 17 to an Executive 3
  - a. Level Change
  - b. Class Code 159A
36. Reclassify Deputy Department Director from a level 16 to an Executive 3
  - a. Level Change
  - b. Class Code 422
37. Reclassify Deputy Director of Power & Light from a level 17 to an Executive 3
  - a. Level Change
  - b. Class Code 422
38. Reclassify Deputy Director of Water Pollution Control (level 17) to Deputy Director of Municipal Services (Executive 3)
  - a. Level Change
  - b. Title Change
  - c. Class Code 427
39. Reclassify Deputy Director of Water Systems from a level 17 to an Executive 3
  - a. Level Change
  - b. Class Code 423
40. Reclassify Deputy Fire Chief from a level 17 to an Executive 3
  - a. Level Change
  - b. Class Code 378
41. Reclassify Desktop Support Technician I from a level 8 to a level 4
  - a. Level Change
  - b. Class Code 398
42. Reclassify Detention Administrator from a level 10 to a level 13
  - a. Level Change
  - b. Class Code 411
43. Reclassify Digital Production Manager from a level 12 to a level 11
  - a. Level Change
  - b. Class Code 514
44. Reclassify Distribution & Engineering Manager from a level 14 to a level 15
  - a. Level Change
  - b. Class Code 137
45. Reclassify Electric Distribution Manager from an Executive 3 to a level 18
  - a. Level Change
  - b. Class Code 126
46. Reclassify Emergency Communications Administrator from a level 11 to a level 13
  - a. Level Change
  - b. Class Code 250
47. Reclassify Emergency Preparedness Manager from a level 12 to a level 14
  - a. Level Change
  - b. Class Code 390

48. Reclassify Energy Markets Coordinator from a level 15 to a level 14
  - a. Level Change
  - b. Class Code 835
49. Reclassify Engineering Administrator from a level 10 to a level 12
  - a. Level Change
  - b. Class Code 214
50. Reclassify Engineering Technician Supervisor from a level 11 to a level 12
  - a. Level Change
  - b. Class Code 330A
51. Reclassify Environmental Compliance Supervisor from a level 12 to a level 13
  - a. Level Change
  - b. Class Code 331
52. Reclassify Environmental Health & Safety Specialist II from a level 11 to a level 12
  - a. Level Change
  - b. Class Code 840
53. Reclassify Environmental Health & Safety Specialist III from a level 13 to a level 14
  - a. Level Change
  - b. Class Code 841
54. Remove Environmental Specialist
55. Reclassify Environmental Health & Safety Manager from an Executive 3 to a level 18
  - a. Level Change
  - b. Class Code 245
56. Reclassify Executive Assistant to the Mayor from a level 12 to a level 13
  - a. Level Change
  - b. Class Code 615A
57. Reclassify Facilities/Fleet Manager from a level 13 to a level 15
  - a. Level Change
  - b. Class Code 262
58. Reclassify Finance Analyst from a level 10 to a level 11
  - a. Level Change
  - b. Class Code 7643
59. Reclassify Finance Operations Manager from a level 13 to a level 15
  - a. Level Change
  - b. Class Code 7641
60. Reclassify Finance Treasury/Debt Manager from a level 13 to a level 15
  - a. Level Change
  - b. Class Code 7642
61. Reclassify Fiscal Administrator from a level 10 to a level 12
  - a. Level Change
  - b. Class Code 228
62. Adding Fiscal Technician III
  - a. Class Code 7690
  - b. Grade Level 6
63. Reclassify Fleet Administrator level 15 to a level 14
  - a. Level Change
  - b. Class Code 339

64. Reclassify Fleet Supervisor level 11 to a level 10
  - a. Level Change
  - b. Class Code 278
65. Reclassify GIS Analyst I from a level 9 to a level 8
  - a. Level Change
  - b. Class Code 441
66. Reclassify GIS Supervisor from a level 15 to a level 14
  - a. Level Change
  - b. Class Code 330PR
67. Reclassify Historic Preservation Manager from a level 10 to a level 11
  - a. Level Change
  - b. Class Code 379A
68. Reclassify Historic Sites and Museum Administrator from a level 10 to a level 11
  - a. Level Change
  - b. Class Code 208A
69. Reclassify Horticulturalist (level 9) to Horticulturalist I (level 10)
  - a. Title Change
  - b. Level Change
  - c. Class Code 704
70. Adding Horticulturalist II
  - a. Class Code 7191
  - b. Grade Level 11
71. Adding Horticulturalist III
  - a. Class Code 7192
  - b. Grade Level 12
72. Reclassify Human Resources Analyst from a level 14 to a level 13
  - a. Level Change
  - b. Class Code 253
73. Reclassify Human Resources Generalist from a level 9 to a level 10
  - a. Level Change
  - b. Class Code 294
74. Reclassify Information Technology Manager from a level 15 to a level 16
  - a. Level Change
  - b. Class Code 166
75. Reclassify Information Technology Supervisor from a level 14 to a level 15
  - a. Level Change
  - b. Class Code 7184
76. Remove Information Technology Systems Manager
77. Reclassify Inventory Technician from a level 6 to a level 5
  - a. Level Change
  - b. Class Code 617
78. Reclassify Laboratory Supervisor from a level 10 to a level 11
  - a. Level Change
  - b. Class Code 348
79. Remove Lead Maintenance Supervisor
80. Reclassify Licensed Clinical Social Worker from a level 11 to a level 15

- a. Level Change
- b. Class Code 7172
- 81. Reclassify Maintenance Supervisor from a level 10 to a level 12
  - a. Level Change
  - b. Class Code 351
- 82. Reclassify Maintenance Supervisor – Water from a level 11 to a level 12
  - a. Level Change
  - b. Class Code 351A
- 83. Reclassify Meter Reader Supervisor from a level 12 to a level 15
  - a. Level Change
  - b. Class Code 711
- 84. Reclassify Museum Collections Manager from a level 8 to a level 10
  - a. Level Change
  - b. Class Code 789
- 85. Reclassify Museum Curator and Education Manager from a level 8 to a level 10
  - a. Level Change
  - b. Class Code 239B
- 86. Reclassify Museum Services Assistant from a level 5 to a level 6
  - a. Level Change
  - b. Class Code 798
- 87. Reclassify Museum Services Coordinator from a level 6 to a level 7
  - a. Level Change
  - b. Class Code 607B
- 88. Reclassify Neighborhood Services Supervisor from a level 11 to a level 13
  - a. Level Change
  - b. Class Code 7060
- 89. Reclassify NERC Reliability Program Administrator from a level 16 to a level 15
  - a. Level Change
  - b. Class Code 827A
- 90. Remove Network Systems Specialist
- 91. Adding Paralegal
  - a. Class Code 7644
  - b. Grade Level 11
- 92. Remove Park Maintenance Supervisor
- 93. Adding Park Services Supervisor I
  - a. Class Code 7193
  - b. Grade Level 10
- 94. Adding Park Services Supervisor II
  - a. Class Code 7194
  - b. Grade Level 11
- 95. Adding Park Services Supervisor III
  - a. Class Code 7195
  - b. Grade Level 12
- 96. Reclassify Payroll Manager from a level 13 to a level 14
  - a. Level Change
  - b. Class Code 169

97. Remove Parks and Grounds Manager
98. Reclassify Planner from a level 9 to a level 8
  - a. Level Change
  - b. Class Code 223
99. Reclassify Planning & Rates Administrator from a level 16 to a level 15
  - a. Level Change
  - b. Class Code 604P
100. Reclassify Police Captain from a level 15 to a level 16
  - a. Level Change
  - b. Class Code 225
101. Remove Police Grant Project Coordinator
102. Reclassify Police Major from a level 16 to a level 17
  - a. Level Change
  - b. Class Code 124
103. Reclassify Police Records & Property Administrator from a level 11 to a level 13
  - a. Level Change
  - b. Class Code 243
104. Reclassify Police Records Supervisor from a level 7 to a level 8
  - a. Level Change
  - b. Class Code 312
105. Reclassify Police Technology Coordinator from a level 11 to a level 13
  - a. Level Change
  - b. Class Code 295
106. Reclassify Power Engineering Manager from an Executive 3 to a level 18
  - a. Level Change
  - b. Class Code 127
107. Reclassify Power Production Manager from an Executive 3 to a level 18
  - a. Level Change
  - b. Class Code 128
108. Reclassify Production Manager from a level 15 to a level 16
  - a. Level Change
  - b. Class Code 154
109. Reclassify Public Health Epidemiologist from a level 9 to a level 10
  - a. Level Change
  - b. Class Code 387
110. Reclassify Public Health Specialist from a level 8 to a level 9
  - a. Level Change
  - b. Class Code 752
111. Remove Recreation Coordinator
112. Remove Recreation Manager
113. Reclassify Recreation Services Supervisor to Recreation Services Supervisor I
  - a. Level 10
  - b. Class Code 7062
114. Adding Recreation Services Supervisor III
  - a. Class Code 7196
  - b. Grade Level 12

115. Reclassify Regulated Industries Supervisor from a level 11 to a level 13
  - a. Level Change
  - b. Class Code 7736
116. Adding Right-of-Way Inspector I
  - a. Class Code 7316
  - b. Grade Level 8
117. Adding Right-of-Way Inspector II
  - a. Class Code 7315
  - b. Grade level 9
118. Removing Right-of-Way Manager
119. Adding Right-of-way Supervisor
  - a. Class Code 7314
  - b. Grade level 12
120. Reclassify Safety and Training Specialist I from a level 10 to a level 12
  - a. Level Change
  - b. Class Code 232A
121. Reclassify Safety and Training Specialist II from a level 12 to a level 13
  - a. Level Change
  - b. Class Code 232B
122. Removing Sales & Services Representative
123. Reclassify Senior Planner from a level 11 to a level 10
  - a. Level Change
  - b. Class Code 227
124. Reclassify Senior Programmer Analyst from a level 13 to a level 9
  - a. Level Change
  - b. Class Code 363A
125. Reclassify Senior Services Specialist from a level 7 to a level 8
  - a. Level Change
  - b. Class Code 7118
126. Remove Shelter Veterinarian
127. Reclassify Shelter Veterinarian/Clinic Supervisor from a level 1 to a level 15
  - a. Level Change
  - b. Class Code 936
128. Reclassify Special Projects Manager from a level 14 to a level 15
  - a. Level Change
  - b. Class Code 171
129. Adding Street Operations Manager
  - a. Class Code 7317
  - b. Grade Level 15
130. Reclassify Support Services Supervisor from a level 10 to a level 11
  - a. Level Change
  - b. Class Code 618
131. Reclassify Support Services Manager from an Executive 3 to a level 18
  - a. Level Change
  - b. Class Code 233A
132. Reclassify System Operations Manager from an Executive 3 to a level 18



- a. Level Change
- b. Class Code 170
- 133. Reclassify System Programs Coordinator from a level 11 to a level 12
  - a. Level Change
  - b. Class Code 833
- 134. Reclassify System Programs Supervisor from a level 13 to a level 14
  - a. Level Change
  - b. Class Code 838
- 135. Reclassify Systems Administrator I from a level 10 to a level 11
  - a. Level Change
  - b. Class Code 341
- 136. Reclassify Systems Administrator II from a level 12 to a level 13
  - a. Level Change
  - b. Class Code 341A
- 137. Reclassify Systems Administrator III from a level 13 to a level 14
  - a. Level Change
  - b. Class Code 341B
- 138. Reclassify Telecommunications Coordinator from a level 15 to a level 14
  - a. Level Change
  - b. Class Code 550
- 139. Remove Tourism Volunteer and Historic Events Manager
- 140. Remove Tourism Manager
- 141. Remove Tourism Specialist
- 142. Reclassify Tree Trimming Superintendent from a level 13 to a level 14
  - a. Level Change
  - b. Class Code 369A
- 143. Reclassify Utility Data Scientist from a level 15 to a level 13
  - a. Level Change
  - b. Class Code 637
- 144. Reclassify Utility Finance Manager from an Executive 3 to a level 18
  - a. Level Change
  - b. Class Code 443
- 145. Reclassify Utility Project Development Manager from an Executive 3 to a level 18
  - a. Level Change
  - b. Class Code 274
- 146. Remove Vacant Building Specialist
- 147. Reclassify Volunteer & Events Coordinator from a level 8 to a level 9
  - a. Level change
  - b. Class Code 508
- 148. Reclassify Warehouse Superintendent from a level 14 to a level 15
  - a. Level Change
  - b. Class Code 370
- 149. Reclassify Management Analyst from a level 12 to a level 13
  - a. Level Change
  - b. Class Code 219
- 150. Change Level 1 salary range from \$21600-\$32400 to \$21928-\$32892

151. Change Level 2 salary range from \$23760-\$35640 to \$24121-\$36181
152. Change Level 3 salary range from \$26140-\$39210 to \$26533-\$39799
153. Change Level 4 salary range from \$28750-\$43130 to \$29186-\$43779
154. Change Level 5 salary range from \$31630-\$47450 to \$32105-\$48157
155. Change Level 6 salary range from \$34790-\$52190 to \$35315-\$52973
156. Change Level 7 salary range from \$38270-\$57410 to \$38847-\$58270
157. Change Level 8 salary range from \$42110-\$63170 to \$42731-\$64097
158. Change Level 9 salary range from \$46320-\$69480 to \$47005-\$70507
159. Change Level 10 salary range from \$50950-\$76430 to \$51705-\$77558
160. Change Level 11 salary range from \$56050-\$84070 to \$56876-\$85314
161. Change Level 12 salary range from \$61660-\$92480 to \$62563-\$93845
162. Change Level 13 salary range from \$67820-\$101740 to \$68819-\$103229
163. Change Level 14 salary range from \$74610-\$111920 to \$75701-\$113552
164. Change Level 15 salary range from \$82070-\$123108 to \$83271-\$124907
165. Change Level 16 salary range from \$90280-\$135450 to \$91599-\$137398
166. Change Level 17 salary range from \$99300-\$148960 to \$100758-\$151138
167. Add Level 18 with salary range of \$106,300-\$159,450
168. Change Executive 3 salary range from \$104800-\$157200 to \$112147-\$168220
169. Change Executive 2 salary range from \$114960-\$172440 to \$122801-\$184201
170. Change Executive 1 salary range from \$125890-\$188830 to \$134467-\$201700
171. Add line in Section 10 of Pay Plan