

REQUEST FOR BOARD ACTION / CONTRACT CONTROL FORM

Tracking Number: 12.

Date of Request: October 3, 2008

Date Request Received: October 3, 2008

Board Meeting Date Requested: October 10, 2008

Board Meeting Date Assigned: October 10, 2008

Short Title: A Resolution Approving A New Pender County Pay And Classification Plan , And Authorizing The County Manager To Implement An Option As Approved By The Board.

Request Status:
 Request is proceeding to Board of Commissioners
 More information is needed – see attached
 Request on hold – no further information needed
 Other:

Background: In early 2008 the Board of Commissioners contracted with Springsted Inc. to conduct a classification and compensation study . The primary purpose of the study was to evaluate the competitiveness of current salary, benefits and pay compared to external market value; to develop a compensation strategy and salary structure that is fair internally and externally; and to evaluate the internal ranking of current positions based on job responsibilities and salaries. Mr. John Anzivino, Senior Vice President of Springsted, Inc. presented the report on September 15, and the Board asked for it to be discussed again at its next meeting. Since that time, Mr. Anzivino has been asked to re-evaluate several position classifications, and they are included in the amended classification information attached.

(Administrative Use Only)

CONTRACT TYPE

- Renewal
- For Service(s)
- Intergovernmental – County as Grantee
- County as Grantor
- Revision
- For Equipment
- Federal Grantor
- State Grantor
- Grantor
- County Funds
- Other Funds:

The re-evaluation resulted in 28 classification changes (19 in Health, 7 in Tax, 1 in DDS, and 1 in Library). The changes resulted in an overall salary cost increase from \$23,391 to \$76,400, depending on the implementation option. For Option 5, the recommended Option, the increase in cost for the changes is \$34,780. The total salary cost of Option 5 implementation is \$778,105 (for an October 1 implementation date). \$880,000 has been set aside for in the budget for the salary adjustments. Additional funds are set aside to cover retirement and FICA. Mr. Anzivino is present to answer any questions.

PURCHASING Budgeted Item: Yes No
 Date Rec'd: Reviewed and Approved
 Comments on Reverse

Date Sent: _____
 Signed: _____

The attachments include the following: 1) Option 1-6 Salary Cost Chart; 2) Memo Reviewing Departmental Classification Re-Evaluations; and 3) List of Classification Assignments.

ATTORNEY Reviewed and Approved
 Date Rec'd: Legal Problem(s)
 Comments on Reverse

Date Sent: _____
 Signed: _____

Specific Action Requested: 1) To continue review of the classification and implementation recommendations presented by Springsted, Inc.; 2) To adopt a resolution approving the new Pay & Classification Plan, and authorizing the County Manager to implement the implementation option approved by the Board, effective with the payroll beginning November 2, 2008.

FINANCE Sufficient Funds Available Not Available
 Date Rec'd Budget Amendment Necessary
 Budgeted Amendment is Attached
 Comments on Reverse

Date Sent: _____
 Signed: _____

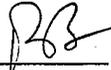
Requested by: Rick Benton
 Department: County Manager's Office
 Title: County Manager
 Contact Phone: 910-259-1200
 Contact Fax: 910-259-1402

CLERK Signature(s) Required:
 Board Chairman/County Manager
 Other:

Date Rec'd Approved by Board: Yes No
 At meeting on _____

MANAGER'S RECOMMENDATION:

I recommend the Board consider adopting the Pay and Classification presented by Springsted, Inc. on October 10, 2008; and consider adopting Option #5 as recommended by Springsted, Inc. for implementation. The cost of Option #5 will best address the overall objectives of the study within the funding that has been set aside.



Initials

RESOLUTION: NOW, THEREFORE BE IT RESOLVED by the Pender County Board of Commissioners that:

1) the Pay and Classification Plan presented by Springsted, Inc. on October 10, 2008 be approved; 2) the County Manager is authorized to implement Option # ___ effective with the payroll beginning November 2, 2008. The Finance Director is authorized to transfer funds in the amount not to exceed \$913,774 in budget accounts 660-400211, 660-400212 and 660-400213 to the appropriate departmental salary, retirement and FICA accounts. The County Manager is authorized execute any and all documents necessary to implement this resolution.

ADMENDENTS:

MOVED _____ SECONDED _____

APPROVED _____ DENIED _____ UNANIMOUS

YEA VOTES: Williams ___ Tate ___ Blanchard ___ Brown ___ Rivenbark ___

James David Williams, Jr., Chairman

Date

ATTEST

Date

Option 1 (Move to Min)

	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	344	8,435,740.66	9,041,446.77	605,706.12	7.18%
Employees Below Min	214	4,736,117.41	5,346,588.53	610,471.12	12.89%
Employees Within Range	129	3,719,775.75	3,719,775.75	0.00	0.00%
Employees Above Max	0	0.00	0.00	0.00	

Option 2 (Min or 2.5%)

	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	344	8,435,740.66	9,141,914.90	706,174.25	8.37%
Employees Below Min	214	4,736,117.41	5,354,062.26	617,944.86	13.05%
Employees Within Range	129	3,719,775.75	3,812,770.14	92,994.39	2.50%
Employees Above Max	0	0.00	0.00	0.00	

Option 3 (Min or 3.5%)

	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	344	8,435,740.66	9,186,758.42	751,017.77	8.90%
Employees Below Min	214	4,736,117.41	5,361,708.03	625,590.62	13.21%
Employees Within Range	129	3,719,775.75	3,849,967.90	130,192.15	3.50%
Employees Above Max	0	0.00	0.00	0.00	

Option 4 (1 Yr = 1%)

	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	344	8,435,740.66	9,465,567.09	1,029,826.44	12.21%
Employees Below Min	214	4,736,117.41	5,616,589.51	880,472.10	18.59%
Employees Within Range	129	3,719,775.75	3,874,642.61	154,866.86	4.16%
Employees Above Max	0	0.00	0.00	0.00	

Option 5 (2 Yrs = 1%)

	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	344	8,435,740.66	9,213,845.81	778,105.16	9.22%
Employees Below Min	214	4,736,117.41	5,481,589.02	745,471.61	15.74%
Employees Within Range	129	3,719,775.75	3,757,548.06	37,772.31	1.02%
Employees Above Max	0	0.00	0.00	0.00	

Option 6 (Mid to Mid)

	# of Staff	Current Salary	Proposed Salary	Difference	% Increase
Totals	344	8,435,740.66	10,185,245.91	1,749,505.26	20.74%
Employees Below Min	214	4,736,117.41	5,865,793.80	1,129,676.40	23.85%
Employees Within Range	129	3,719,775.75	4,345,152.07	625,376.32	16.81%
Employees Above Max	0	0.00	0.00	0.00	



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MEMORANDUM

TO: Mr. Rick Benton, County Manager

FROM: John A. Anzivino

DATE: Review of Department Comments

SUBJECT: October 6, 2008

As requested, we have reviewed the comments received from the various department heads concerning the grade assignments of various positions under the recently completed Classification and Compensation Study. It should be noted that each County position was evaluated using the SAFE System, an unbiased system for job evaluation which looks at the job and not the person in the job. In addition, market survey data was collected utilizing communities approved by your predecessor and using typical methods of defining the labor market. The comments and questions your department heads have raised are not unusual and reflect the need for some minor adjustments. We will address the various questions and comments in the order received. They include:

1. **Addition of Community Development Block Grant Administration responsibilities to the Director of Planning and Community Development.** At your request, these duties have been added to the essential functions of the position. The grade assignment remains at Grade 76 for this position.
2. **Assignment of Library Associate III to Branch Manager.** This position has been reclassified as requested by the Director of the Library and moved to a Grade 69, the position designated for a Branch Manager in the Study.
3. **Fire Marshall Grade Assignment.** The Fire Marshall/Assistant Emergency Management Director position was reevaluated given the new information provided by the County. The position was reviewed with the additional responsibilities for emergency management programs noted, particularly training, and reclassified from a Grade 64 to a Grade 66 based upon the additional duties. It should be noted that the salary data we obtained as part of the compensation system development is for Fiscal Year 2008 salary ranges and that actual salary comparisons in these types of studies are difficult due to the length of service provisions for employees and the wide variety of hiring practices of localities within salary ranges with some hiring at the

minimum of the pay grade and others well into the pay grade dependent upon their internal policies. Consequently, we do not believe the salary comparisons presented can be utilized in developing an argument for the ranges developed using the data received.

4. **Web Administrator.** The Web Administrator position has been reevaluated and has been redesignated as "Exempt" for FLSA purposes. It should be noted that the Departments reference to minimum salary in Appendix B and the actual salary of the employee are two unrelated issues for consideration in the data presented in Appendix B. Appendix B compares current County salary ranges (minimum to maximum) with proposed salary ranges (minimum to maximum). An actual salary for an employee falls within the range and is not reflected in these tables.

Finally, the position for the Lands Record Manager was evaluated given the information provided in the Position Analysis Questionnaire and the approved classification description. If an individual is performing multiple functions additional compensation may be justified; but on an internal policy basis.

5. **Tax Assessor's Office.** We have reviewed the two positions (Personal Property Appraiser and Motor Vehicle Personal Property Appraiser) as requested considering the new information provided and the certifications required. While the positions noted within the tax Department all require certifications, upon further review, it appears that the combination of difficulty of the exams and the complexity of duties that the Motor Vehicle Personal Property Appraiser and the Personal Property Appraiser experience require that the positions be placed in Grade 60 as opposed to Grade 58. This is reflected in the revised grade assignment sheets and reflects maintaining the integrity of the SAFE System. We have also reviewed the comments offered as they relate to the grade assignments of the Tax Collector and Tax Assessor. Due to the supervision exercised and the mandatory certification required, we would conclude that the Tax Collector and Tax Assessor should be separated by one grade as currently exists. The Tax Assessor has been moved to a Grade 73 and the Tax Collector will remain at a Grade 72 based upon the additional information we have been provided.
6. **Tax Collector's Office.** We have adjusted the Deputy Tax Collector's Classification description as requested by the Tax Collector in her September 23, 2008 memorandum. In addition, and as requested, one Tax Clerk has been reclassified as a Deputy Tax Collector due to the additional duties which she now carries out.
7. **Social Services Department.** We have reevaluated Dr. Shivers positions and her request to adjust the grade assignments of the Department's IM Caseworkers (I, II, and III), Social Work Program Manager and Administrative Officer I. In reviewing the assignment of positions to salary grades, we note that our work was driven off salary data received for a variety of positions analyzed using the SAFE System to ensure that internal equity was maintained for positions with certain like job requirements and positions were then assigned to a grade using appropriate SAFE and salary data information. The minimum salary for the IM Caseworker I position has increased 14.85%, for the IM Caseworker II position the minimum salary has

increased 15.52% (which brings this position 7.9% above the market at the minimum level), the IM Caseworker III position has been increased which places it 16.17% above the current minimum and the IM Administrator I minimum salary has been increased and is now placed at 18.52% above the current minimum salary level. Given that one of our benchmark market salaries indicates that the IM II position minimum is above the market, we do not believe further adjustments are merited in the groups of positions noted. To do so could upset the internal balance generated by the SAFE System.

In regard to the Social Work Program Manager, this position is also increasing at the minimum salary level by 19.8% and has been increased in grade significantly. Consequently, we do not feel an additional adjustment in grade is warranted.

Finally, in reevaluating the data for the Administrative Officer I we believe an increased grade assignment to Grade 64 is appropriate as requested. This is based upon further review of job complexity factors in relationship to the SAFE System.

8. **Health Department.** The County's Health Director has offered a detailed analysis of factors relative to our grade assignment for certain Health Department positions. Among these are an analysis indicating that the survey localities should have been limited only to Onslow, New Haven and Brunswick Counties and should not have included Bladen, Carteret, Columbus, Cumberland and Duplin or Sampson Counties for Public Health Nurses and Environmental Health positions due to the loss of Public Health positions to these jurisdictions. It is also noted we did not provide a "weighted average" for certain positions including a Public Health Nurse's position which has experienced a high rate of turnover. As noted in our discussions with prior Interim County Managers it is typical to reduce the number of positions surveyed in large jurisdictions with a significant number of positions due to the number that would be included in a survey and the lack of interest on the part of many jurisdictions to complete extremely large surveys. The positions included in the Pender County compensation survey for the Health Department included thirteen of the seventy-three total positions surveyed and encompassed a wide range of Health Department positions as noted in the appendices of the report. Consequently, we feel that we received an adequate amount of data from the County approved benchmark communities and wide range of data for Health Department related positions which is in keeping with our standard practice of analysis. In addition, to develop a plan that works for the entire organization we have found that it is not good practice to survey only certain, higher paying localities for certain positions to justify a desired outcome, just as it is not appropriate to select low paying localities to effect a particular outcome. Due to the Director's concerns we have reevaluated the market data for the County's Nursing and Environmental health positions and would offer that the various positions within those job families would become more competitive and better reflect the market focus with a one grade upward adjustment. Such an adjustment would reflect increases in minimum salaries for Nursing and environmental Health positions of between 17 and 23% over current minimum salary levels and would still result in a defensible internal equity position for the County.

Finally, there is no perfect implementation alternative for all positions. As noted in our analyses, we developed six options for the County's consideration noting that Option 5 best met the needs of longevity while also falling within the County's financial objectives for the remainder to the year, but that Option 6 was the best solution if coupled with continuing performance evaluations for a progression throughout the pay grade. As noted there is an additional financial impact upon the organization related to these adjustments. And that is reflected in the attached implementation options for yours and the Commission's consideration.

I hope this responds to your concerns. Please feel free to contact me should you have any questions.

List of Class Assignments
Pender County, North Carolina
Sorted by Department then Grade; Showing Title and Range Schematic

Department/Division	Position Title	Proposed			
		Grade	Min	Mid	Max
Administrative (Global)	Office Assistant III	57	24,792	32,229	39,667
Administrative (Global)	Office Assistant III	57	24,792	32,229	39,667
Administrative (Global)	Administrative Assistant I	59	27,333	35,533	43,733
Administrative (Global)	Administrative Assistant II	61	30,135	39,175	48,215
Board of Elections	Elections Clerk	57	24,792	32,229	39,667
Board of Elections	Deputy Director of Elections	63	33,223	43,190	53,157
Board of Elections	Director of Elections	66	38,460	49,998	61,536
Comp Board Global	Accounting Clerk IV	57	24,792	32,229	39,667
Comp Board Global	Office Assistant IV	57	24,792	32,229	39,667
Comp Board Global	Maintenance Assistant II	58	26,031	33,841	41,650
Comp Board Global	Accounting Technician II	60	28,700	37,309	45,919
Comp Board Global	Administrative Officer I	64	34,885	45,350	55,815
County Manager	Administrative Assistant to the County Manager	64	34,885	45,350	55,815
County Manager	Assistant County Manager	76	62,648	81,442	100,236
County Manager	County Manager	82	83,954	109,140	134,326
Emergency Management	Deputy Fire Marshal/Emergency Management Officer	62	31,641	41,134	50,626
Emergency Management	Fire Marshal/Assistant Emergency Management Director	64	34,885	45,350	55,815
Emergency Management	Emergency Management Director	70	46,749	60,773	74,798
Finance	Payroll Clerk	59	27,333	35,533	43,733
Finance	Accounting Clerk II	61	30,135	39,175	48,215
Finance	Deputy Finance Officer	70	46,749	60,773	74,798
Finance	Finance Officer	76	62,648	81,442	100,236
Health	Processing Assistant III	55	22,487	29,233	35,979
Health	Community Health Assistant	56	23,611	30,695	37,778
Health	Animal Shelter Attendant	57	24,792	32,229	39,667
Health	Animal Control Officer I	58	26,031	33,841	41,650
Health	Animal Control Officer II	60	28,700	37,309	45,919
Health	Medical Lab Technician I	60	28,700	37,309	45,919
Health	Practical Nurse II	61	30,135	39,175	48,215
Health	Animal Control Supervisor I	63	33,223	43,190	53,157
Health	Nutritionist II	64	34,885	45,350	55,815
Health	Public Health Educator II	64	34,885	45,350	55,815
Health	Environmental Health Specialist	65	36,629	47,617	58,606
Health	Environmental Health Specialist Trainee	65	36,629	47,617	58,606
Health	Animal Control Supervisor II	66	38,460	49,998	61,536
Health	Public Health Nurse I	66	38,460	49,998	61,536
Health	Environmental Health Program Specialist	67	40,383	52,498	64,613
Health	Environmental Health Supervisor I	68	42,402	55,123	67,844
Health	Medical Lab Technologist II	68	42,402	55,123	67,844
Health	Public Health Nurse II	68	42,402	55,123	67,844
Health	Public Health Nurse III	69	44,522	57,879	71,236
Health	Public Health Nurse Supervisor II	72	51,540	67,002	82,464
Health	Physician Extender I	76	62,648	81,442	100,236
Health	Health Director	77	65,780	85,514	105,248
Housing	Section 8 Housing Inspector	60	28,700	37,309	45,919
Housing	Housing Director	69	44,522	57,879	71,236
Information Technology	Addressing Coordinator	62	31,641	41,134	50,626
Information Technology	Technical Support Specialist	62	31,641	41,134	50,626
Information Technology	Helpdesk Specialist	63	33,223	43,190	53,157
Information Technology	Land Records Manager	64	34,885	45,350	55,815
Information Technology	Web Administrator	64	34,885	45,350	55,815
Information Technology	Network Administrator	66	38,460	49,998	61,536

Pender County, North Carolina
Sorted by Department then Grade; Showing Title and Range Schematic

Department/Division	Position Title	Proposed			
		Grade	Min	Mid	Max
Information Technology	GIS Administrator	69	44,522	57,879	71,236
Information Technology	Information Technology Director	73	54,117	70,353	86,588
Jail	Cook	56	23,611	30,695	37,778
Jail	Cook Supervisor	59	27,333	35,533	43,733
Jail	Detention Officer	60	28,700	37,309	45,919
Jail	Detention Officer/Shift Leader	62	31,641	41,134	50,626
Jail	Detention Officer/Supervisor	65	36,629	47,617	58,606
Jail	Training/Compliance Officer	65	36,629	47,617	58,606
Jail	Detention Sergeant	67	40,383	52,498	64,613
Jail	Detention Captain	71	49,086	63,812	78,538
Library	Library Aide	56	23,611	30,695	37,778
Library	Library Assistant	57	24,792	32,229	39,667
Library	Library Associate I	59	27,333	35,533	43,733
Library	Library Associate II	61	30,135	39,175	48,215
Library	Library Associate III	66	38,460	49,998	61,536
Library	Technology Coordinator	66	38,460	49,998	61,536
Library	Library Branch Manager	69	44,522	57,879	71,236
Library	Library Director	74	56,823	73,870	90,917
Mosquito Control	Mosquito Control Technician	57	24,792	32,229	39,667
Mosquito Control	Mosquito Control & Special Projects Crew Leader	61	30,135	39,175	48,215
Parks & Recreation	Groundswoker	58	26,031	33,841	41,650
Parks & Recreation	Parks and Recreation Director	72	51,540	67,002	82,464
Personnel	Human Resources Technician	61	30,135	39,175	48,215
Personnel	Human Resources Director	73	54,117	70,353	86,588
Planning	Permit Technician	59	27,333	35,533	43,733
Planning	Zoning Enforcement Officer	60	28,700	37,309	45,919
Planning	Building Inspector I	62	31,641	41,134	50,626
Planning	Code Enforcement Supervisor	62	31,641	41,134	50,626
Planning	Building Inspector II	63	33,223	43,190	53,157
Planning	Senior Permit Technician	63	33,223	43,190	53,157
Planning	Building Inspector III	64	34,885	45,350	55,815
Planning	Planner I	64	34,885	45,350	55,815
Planning	Senior Building Inspector	65	36,629	47,617	58,606
Planning	Planner II	66	38,460	49,998	61,536
Planning	Senior Planner	68	42,402	55,123	67,844
Planning	Planning and Community Development Director	76	62,648	81,442	100,236
Public Buildings	Custodian	54	21,416	27,841	34,266
Public Buildings	Maintenance Technician I	57	24,792	32,229	39,667
Public Buildings	Maintenance Technician II	59	27,333	35,533	43,733
Public Buildings	Maintenance Technician III	61	30,135	39,175	48,215
Public Buildings	Maintenance Supervisor	65	36,629	47,617	58,606
Register of Deeds	Deputy Register of Deeds II	58	26,031	33,841	41,650
Register of Deeds	Assistant Register of Deeds I	60	28,700	37,309	45,919
Register of Deeds	Assistant Register of Deeds II	61	30,135	39,175	48,215
Register of Deeds	Register of Deeds	70	46,749	60,773	74,798
Sheriff	Clerk IV	58	26,031	33,841	41,650
Sheriff	Clerk V	60	28,700	37,309	45,919
Sheriff	E-911 Telecommunicator	60	28,700	37,309	45,919
Sheriff	Deputy Sheriff I	61	30,135	39,175	48,215
Sheriff	E-911 Telecommunicator/Shift Leader	62	31,641	41,134	50,626
Sheriff	Assistant E-911 Operations Director	63	33,223	43,190	53,157
Sheriff	Deputy Sheriff II	63	33,223	43,190	53,157
Sheriff	Detective	64	34,885	45,350	55,815
Sheriff	CAD Network Administrator	65	36,629	47,617	58,606
Sheriff	Deputy Sheriff Sergeant	65	36,629	47,617	58,606
Sheriff	Detective Sergeant	65	36,629	47,617	58,606
Sheriff	Deputy Sheriff Lieutenant	67	40,383	52,498	64,613
Sheriff	E-911 Operations Director	67	40,383	52,498	64,613
Sheriff	Deputy Sheriff Captain	71	49,086	63,812	78,538
Sheriff	Major/Chief Deputy	73	54,117	70,353	86,588
Sheriff	Sheriff	78	69,069	89,790	110,510

Pender County, North Carolina
Sorted by Department then Grade; Showing Title and Range Schematic

Department/Division	Position Title	Proposed			
		Grade	Min	Mid	Max
Social Services	Human Resources Aide	54	21,416	27,841	34,266
Social Services	IM Technician	57	24,792	32,229	39,667
Social Services	Public Information Assistant IV	57	24,792	32,229	39,667
Social Services	In Home Aide Provider	58	26,031	33,841	41,650
Social Services	IM Caseworker I	59	27,333	35,533	43,733
Social Services	Human Resource Placement Specialist	61	30,135	39,175	48,215
Social Services	IM Caseworker II	61	30,135	39,175	48,215
Social Services	IM Investigator I	61	30,135	39,175	48,215
Social Services	Social Worker I	61	30,135	39,175	48,215
Social Services	Social Worker I Trainee	61	30,135	39,175	48,215
Social Services	IM Caseworker III	63	33,223	43,190	53,157
Social Services	IM Supervisor II	65	36,629	47,617	58,606
Social Services	Social Worker II	65	36,629	47,617	58,606
Social Services	IM Supervisor III	67	40,383	52,498	64,613
Social Services	Social Worker III	67	40,383	52,498	64,613
Social Services	Social Worker Supervisor II	68	42,402	55,123	67,844
Social Services	Social Worker IV	69	44,522	57,879	71,236
Social Services	IM Administrator I	70	46,749	60,773	74,798
Social Services	Social Worker Supervisor III	71	49,086	63,812	78,538
Social Services	Social Work Program Manager	72	51,540	67,002	82,464
Social Services	Social Services Director	77	65,780	85,514	105,248
Tax	Tax Assistant	58	26,031	33,841	41,650
Tax	Tax Mapper	59	27,333	35,533	43,733
Tax	Business Personal Property Specialist	60	28,700	37,309	45,919
Tax	Motor Vehicle Personal Property Appraiser	60	28,700	37,309	45,919
Tax	Personal Property Appraiser	60	28,700	37,309	45,919
Tax	Deputy Tax Collector	63	33,223	43,190	53,157
Tax	Land Records/Appraisal Manager	63	33,223	43,190	53,157
Tax	Tax Appraiser	63	33,223	43,190	53,157
Tax	Tax Analyst	64	34,885	45,350	55,815
Tax	Tax Auditor	64	34,885	45,350	55,815
Tax	Assistant Tax Collector	65	36,629	47,617	58,606
Tax	Tax Collector	72	51,540	67,002	82,464
Tax	Tax Assessor	73	54,117	70,353	86,588
Tourism	Tourism Director	67	40,383	52,498	64,613
Utilities	Utilities Clerk	56	23,611	30,695	37,778
Utilities	Transfer Station Scalehouse Operator	57	24,792	32,229	39,667
Utilities	Water & Sewer Maintenance Technician I	59	27,333	35,533	43,733
Utilities	Water & Sewer Maintenance Technician II	61	30,135	39,175	48,215
Utilities	Senior Customer Service Representative	62	31,641	41,134	50,626
Utilities	Water & Sewer Superintendent	67	40,383	52,498	64,613
Utilities	Public Utilities Director	76	62,648	81,442	100,236
Vehicle Maintenance	Vehicle Maintenance Technician	60	28,700	37,309	45,919
Vehicle Maintenance	Vehicle Maintenance Supervisor	63	33,223	43,190	53,157
Veterans Service Office	Veterans Service Officer	69	44,522	57,879	71,236