



The Honorable William “Bill” Edwards, Mayor (present)
The Honorable Catherine F. Rowell, District 1, Mayor Pro Tem (present)
The Honorable Carmalitha Gumbs, District 2 Councilmember (present)
The Honorable Helen Z. Willis, District 3 Councilmember (present)
The Honorable Naeema Gilyard, District 4 Councilmember (present)
The Honorable Rosie Jackson, District 5 Councilmember (present)
The Honorable khalid kamau, District 6 Councilmember (present)
The Honorable Mark Baker, District 7 Councilmember (present)

SPECIAL CALLED MEETING MINUTES

1. Call to Order

The meeting was called to order by Mayor Edwards at 5:00pm.

2. Discussion on Waste and Recycling

Interim City Manager Ruth C. Jones introduced Purchasing Manager, Teresa Adams, who joined her in giving the presentation on Solid Waste and Recycling Services RFP. Interim City Manager gave a copy of the presentation to the Mayor and Councilmembers.

Interim City Manager Jones indicated that she had discussions with the current manager of the Fulton County Solid Waste Program and she received feedback from current providers in the business. A

meeting was also held with the prior Solid Waste Attorney for the City of Atlanta, Attorney Ward, whom she shared the City of South Fulton's draft "RFP" for Solid Waste and Recycling Services for input. Some of the suggested ideas and steps for writing the RFP include making sure it provides opportunities for small/local businesses.

- Councilmember Jackson expressed concern about illegal dumping.
- Councilmember Willis stated she met with the Purchasing Director last week in relation to billing/collection process for services to residents, so the City would not be liable for payment of service.
- Councilmember Gilyard requested the Interim City Manager to advise the City Council regarding the cost of this service, if it is provided directly by the City.
- Councilmember khalid asked if there was a way that the City of South Fulton could have a billing service specialist to work with the Fulton County Tax Commissioner on collection of payment for services. He also asked what legal course does the City/Provider have relating to the responsibility for payment of resident's who fail to pay for services.
- Councilmember khalid expressed concern about agreements being with the owner of the business or the owner of the building that the business sits in. Also, does the same rule apply to residential customers.
- Councilmember khalid asked if the Merk Road transfer station will be taken on by the selected provider, since it is currently owned by Fulton County.
- Councilmember khalid asked Council to consider solving the issue around commercial businesses releasing grease and the dissolving/recycling services of the same.
- Councilmember Gilyard emphasized the importance of realizing the cost involved in making a decision on how the billing process should be established.
- Councilmember Willis reminded Councilmembers that she submitted an Ordinance some time ago about establishing a senior discount.

CITY OF SOUTH FULTON, GEORGIA
South Fulton Service Center Auditorium, 5600 Stonewall Tell Road
Tuesday, October 17, 2017, 5:00pm

- **Councilmember Gumbs mentioned if any of the haulers would need to have specific certifications and the franchise fees being 5% across the board.**
- **Mayor Pro Tem Rowell expressed concern about the City's collection process and the cost involved.**
- **Councilmember Jackson wants the age of senior citizens to be included in any discounts.**
- **Mayor Edwards indicated there could be multiple zones and the establishment of separate fees for undeveloped/vacant lots. He would also like to deal with enforcement of unauthorized haulers.**
- **Mayor Pro Tem Rowell wants provision made for points for using local and small business.**
- **Councilmember Gumbs wants the issue of having numerous haulers within one neighborhood to be limited.**
- **Councilmember khalid indicated that if going with the 'zone system', a zone would have one (1) hauler and the larger the provider the cheaper the service. Also, give points to haulers that do not come extremely early in the morning and late at night to provide service.**

The Interim City Manager then gave the timeline for moving forward with the "RFP" process.

3. **Resolution to Adopt an Amended Pay and Class Scale for the City of South Fulton, Georgia, to approve the Human Resources Director's use thereof, and for various other purposes. (Res2017-062)**

A motion was made by Councilmember Gumbs and seconded by Councilmember Gilyard to adopt/approve Res2017-062. The motion passed unanimously, 6-0-0. Councilmember khalid was away from the dais.

4. **CLOSED Executive Session**
 - **Regarding Personnel related to the Transition of Services**

CITY OF SOUTH FULTON, GEORGIA
South Fulton Service Center Auditorium, 5600 Stonewall Tell Road
Tuesday, October 17, 2017, 5:00pm

A motion was made by Mayor Pro Tem Rowell and seconded by Councilmember Gilyard to close for Executive Session to discuss personnel and legal issues. The motion passed unanimously, 7-0-0.

The meeting was closed for Executive Session at 5:55pm, and the Executive Session ended at 7:25pm.

IN OPEN SESSION:

Mayor Pro Tem Rowell called the meeting back to order.

A motion was made by Councilmember khalid and seconded by Councilmember Gilyard to close Executive Session. The motion passed unanimously, 6-0-0. Mayor Edwards and Councilmember Willis were away from the dais.

The City Clerk announced there was no action taken in Executive Session.

5. Adjournment

A motion was made by Councilmember khalid and seconded by Councilmember Gumbs to adjourn the meeting. The motion passed unanimously, 6-0-0. Mayor Edwards and Councilmember Willis were away from the dais.

The meeting was adjourned at 7:29pm.


Mark Massey, City Clerk

**STATE OF GEORGIA
COUNTY OF FULTON
CITY OF SOUTH FULTON**

RESOLUTION NO. 2017-062

RESOLUTION TO ADOPT AN AMENDED PAY AND CLASS SCALE FOR THE CITY OF SOUTH FULTON, GEORGIA, TO APPROVE THE HUMAN RESOURCES DIRECTOR'S USE THEREOF, AND FOR VARIOUS OTHER PURPOSES.

WHEREAS, the City of South Fulton ("City") is a municipal corporation duly organized and existing under the laws of the State of Georgia;

WHEREAS, Section 4.15 of the City Charter authorizes the City Council to establish personnel policies and procedures;

WHEREAS, Sec. 1-6002 of the City of South Fulton Code of Ordinances authorizes the City Council to adopt and approve a pay and classification schedule for use by the Human Resources director;

WHEREAS, at the July 25 regular meeting of the City Council, the City Council adopted a pay and classification schedule for City employees as part of the City's employment policy;

WHEREAS, at the September 19, 2017 Special Call Meeting of the City Council, the City Council adopted the Fiscal Year 2018 Final Budget for the City;

WHEREAS, the City's Fiscal Year 2018 Final Budget adjusted certain job classifications and added positions not included in the City's current pay and classification schedule;

WHEREAS, the City finds it to be in the public interest and for the protection of the public welfare to amend and update the City's pay and class schedule in accordance with the City's Fiscal Year 2018 Final Budget:

NOW, THEREFORE, BE IT RESOLVED by the Mayor and City Council of the City as follows:

1. **Adoption of Amended Pay and Class System.** That the amended pay and class schedule attached hereto and incorporated herein as a part of this Resolution is hereby adopted by the City and is approved for use by the Human Resources director.
2. **Full Force and Effect.** That this Resolution shall be and remain in full force and effect from and after its date of adoption.

3. **Severability.** To the extent, any portion of this Resolution is declared invalid, unenforceable or non-binding, that shall not affect the remaining portions of this Resolution.
4. **Repeal of Conflicting Provisions.** All City Resolutions are hereby repealed to the extent they are inconsistent with this resolution.
5. **Effective Date.** This Resolution shall take effect immediately.

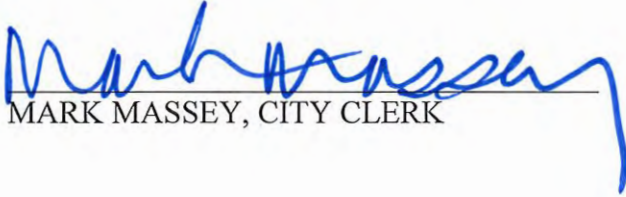
The foregoing Resolution No. **2017-062** adopted on **October 17, 2017**, was offered by Councilmember **Gumbs**, who moved its approval. The motion was seconded by Councilmember **Gilyard**, and being put to a vote, the result was as follows:

	AYE	NAY
William “Bill” Edwards, Mayor	<u> ✓ </u>	<u> </u>
Catherine Foster Rowell, Mayor Pro Tem	<u> ✓ </u>	<u> </u>
Carmalitha Lizandra Gumbs	<u> ✓ </u>	<u> </u>
Helen Zenobia Willis	<u> ✓ </u>	<u> </u>
Gertrude Naeema Gilyard	<u> ✓ </u>	<u> </u>
Rosie Jackson	<u> ✓ </u>	<u> </u>
khalid kamau	<u> ✓ </u>	<u> </u>
Mark Baker	<u> ✓ </u>	<u> </u>

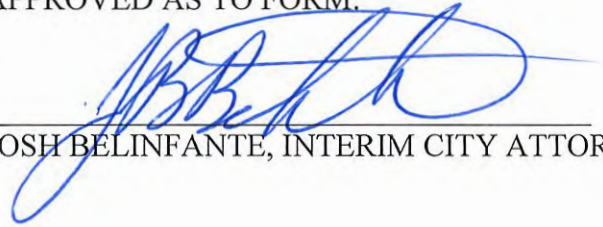
THIS RESOLUTION adopted this 17th day of October 2017. CITY OF SOUTH
FULTON, GEORGIA


WILLIAM "BILL" EDWARDS, MAYOR

ATTEST:


MARK MASSEY, CITY CLERK

APPROVED AS TO FORM:


JOSH BELINFANTE, INTERIM CITY ATTORNEY



CITY OF SOUTH FULTON PAY & CLASS UPDATE

Zina Cooper,
Director of Human Resources
October 10, 2017

PRESENTATION OBJECTIVES

- ▶ Update Pay & Class Post Budget
 - ▶ As a result of the proposed and approved headcount requirements to support the 2018 budget and in compliance with prior Personnel Resolutions and Amendments requiring all positions be in the Pay & Class schedule
 - ▶ To ensure all job titles for existing SSD departments (Parks & Rec, Police and Fire) are included in the Pay & Class
 - ▶ To ensure all required positions for the start up of the Municipal Court are included in the Pay & Class
- ▶ Present Classification and Title Changes
 - ▶ With the on-boarding of the Director of Community Development Services, the job evaluation and fine tuning of the roles and responsibilities required a reclassification of some positions and titles
 - ▶ Compression issues were identified in Police and GIS that needed to be addressed

NARRATIVE

► New Titles

- Building Permit Inspector
- Code Enforcement Administrator
- Information Technology Director
- Legislative Specialist
- Network Administrator
- Public Relations specialist
- Records Administrator
- Records and Documents Supervisor
- Storm Water Inspector
- Criminal Information Systems Technician (Police IT)

► Courts

- Chief Judge (Contract 4 year term)
- Clerk of Municipal Court
- Deputy Court Administrator - Professional Services
- Municipal Court Clerk
- Municipal Court Administrator
- Pre-Trial Officer
- Probation Officer
- Program & Probation Manager
- Court Reporter (Contract)
- Solicitor (Contract)

Additional Adjustments

- ▶ Compression and Classification Issues
 - ▶ GIS Analyst - Job evaluation and compression
 - ▶ GIS Specialist Supervisor - Job evaluation and compression
 - ▶ Police Sergeant - Police Sergeant and Police Officer III classified at same level in error

UPDATED ANALYSIS 10.10.2017

CITY OF SOUTH FULTON
PAY CLASSIFICATION SCHEDULE
REVISED OCTOBER 10, 2017

PAGE 1

ACTIVE STAFF- Fulton Title	Min	Max	DCA Job Title	Min	Max	Proposed CO3F Job Title	Grade	Min	Mid	Max	Delta for Min
BUILDING INSPECTOR	\$42,393	\$64,284	Building Inspector	\$58,023	\$65,923	BUILDING PERMIT INSPECTOR	18	\$58,536	\$48,354	\$66,172	↓ -\$2,288.38
CHIEF JUDGE	Determined by STATE		Municipal Court Judge (8myrs)	\$61,838	\$61,838	CHIEF JUDGE (CONTRACT PROFESSIONAL SERVICE - 4 YEAR)	DETERMINED BY CONTRACT				\$0.00
NO EQUIVALENT	N/A		Municipal Court Clerk	\$61,889	\$74,767	CLERK OF MUNICIPAL COURT	25	\$63,368	\$73,471	\$88,037	↑ \$0.00
CODE ENFORCEMENT ADMINISTRATOR	\$83,237	\$102,355	No Equivalent			CODE ENFORCEMENT ADMINISTRATOR	27	\$83,849	\$86,897	\$102,744	↑ \$412.21
COURT REPORTER	\$41,269	\$61,994	Court Reporter	\$41,269	\$61,994	COURT REPORTER (CONTRACT PROFESSIONAL SERVICE)	DETERMINED BY CONTRACT				\$0.00
CRIMINAL INFORMATION & SYSTEMS TECHNICIAN	\$56,135	\$62,793	No Equivalent			CRIMINAL INFORMATION & SYSTEMS TECHNICIAN	14	\$56,127	\$43,350	\$63,574	↓ -\$7.67
COURT PROGRAM ADMINISTRATOR	\$84,777	\$97,198	Assistant Court Administrator, Operations	\$83,237	\$102,355	DEPUTY COURT ADMINISTRATOR - PROFESSIONAL SERVICES	25	\$63,368	\$73,471	\$88,037	↑ -\$6,621.37
FLEET SERVICES COORDINATOR	\$44,338	\$66,695	No Equivalent			FLEET SERVICES COORDINATOR	20	\$45,539	\$54,413	\$66,237	↑ -\$747.43
GIS SPECIALIST III	\$60,839	\$78,495	No Equivalent			GIS ANALYST	20	\$45,539	\$54,413	\$66,237	↑ -\$7,360.43
GIS SPECIALIST SUPERVISOR	\$67,865	\$96,737	No Equivalent			GIS SPECIALIST SUPERVISOR	24	\$64,486	\$88,029	\$81,682	↓ -\$5,382.05
INFORMATION TECHNOLOGY DIRECTOR	\$138,844	\$204,898	Information Systems/Technology Director	\$104,179	\$154,108	INFORMATION TECHNOLOGY DIRECTOR	31	\$85,288	\$118,539	\$139,732	↓ -\$42,847.51
EROSION AND SOIL CONTROL INSPECTOR	\$41,289	\$61,994	No Equivalent			LAND DEVELOPMENT INSPECTOR	19	\$41,613	\$51,322	\$62,131	↑ \$243.82
COUNCIL ASSISTANT	N/A		No Equivalent			LEGISLATIVE SPECIALIST (COUNCIL AID)	PT	SET RATE			\$0.00
SR. COURT CLERK	\$36,136	\$62,793	Court Clerk, Senior	\$56,135	\$62,793	MUNICIPAL COURT CLERK	14	\$56,127	\$43,350	\$62,574	↓ -\$7.67
COURT ADMINISTRATOR	\$121,921	\$131,552	MUNICIPAL COURT ADMINISTRATOR	\$80,389	\$121,394	MUNICIPAL COURT ADMINISTRATOR	27	\$83,849	\$86,897	\$102,744	↓ -\$62,371.79
NETWORK ADMINISTRATOR	\$64,395	\$81,697	Network Administrator	\$66,629	\$88,127	NETWORK ADMINISTRATOR	24	\$64,486	\$88,029	\$81,682	↑ \$97.86
POLICE SERGEANT	\$46,378	\$69,395	SERGEANT, POLICE DEPARTMENT	\$66,794	\$78,391	POLICE SERGEANT	22	\$45,068	\$59,890	\$71,824	↑ \$2,159.40
PRE-TRIAL RELEASE OFFICER II	\$44,338	\$66,695	No Equivalent			PRE-TRIAL OFFICER	19	\$41,613	\$51,322	\$62,131	↑ -\$2,823.08
PROBATION OFFICER	\$44,338	\$66,695	No Equivalent			PROBATION OFFICER	19	\$41,613	\$51,322	\$62,131	↑ -\$2,823.08
COURT PROGRAM ADMINISTRATOR	\$84,777	\$97,198	Assistant Court Administrator, Operations	\$83,237	\$102,355	PROGRAM & PROBATION MANAGER	25	\$63,368	\$73,471	\$88,037	↑ -\$6,621.37
ASSISTANT PUBLIC DEFENDER IV	\$75,160	\$112,734	No Equivalent			PUBLIC DEFENDER (CONTRACT PROFESSIONAL SERVICE)	DETERMINED BY CONTRACT				2VALUE!
COMMUNITY RELATIONS COORDINATOR	\$38,738	\$59,894	No Equivalent			PUBLIC RELATIONS SPECIALIST	13	\$58,536	\$48,354	\$66,172	↓ -\$189.38
RECORDS ADMINISTRATOR	\$60,839	\$78,495	No Equivalent			RECORDS ADMINISTRATOR	23	\$60,469	\$82,890	\$75,520	↑ -\$478.78
RECORDS AND DOCUMENTS SUPERVISOR	\$42,393	\$64,284	No Equivalent			RECORDS AND DOCUMENTS SUPERVISOR	19	\$41,613	\$51,322	\$62,131	↑ -\$1,280.05
SOLICITOR	Determined by STATE		Municipal Court Solicitor	\$61,193	\$87,909	SOLICITOR (CONTRACT PROFESSIONAL SERVICE)	DETERMINED BY CONTRACT				\$0.00
SENIOR ARBORIST	\$45,378	\$63,395	Environmental Quality Associate	\$59,738	\$69,894	SR. ARBORIST	19	\$41,613	\$51,322	\$62,131	↓ -\$4,267.05
STORM WATER INSPECTOR	\$33,282	\$67,393	Environmental Quality Associate	\$59,738	\$69,894	STORM WATER INSPECTOR	17	\$33,335	\$47,817	\$67,443	↑ \$122.63

PROPOSED PAY & CLASS FOR CoSF 10.10.2017

Proposed CoSF Job title	Grade	Min	Mid	Max
ACCOUNTANT	25	\$58,856	\$73,471	\$88,087
ACCOUNTING ASSOCIATE	19	\$41,513	\$51,822	\$62,131
ADMINISTRATIVE COORDINATOR I	18	\$39,536	\$49,354	\$59,172
ADMINISTRATIVE COORDINATOR II	19	\$41,513	\$51,822	\$62,131
ADMINISTRATIVE MANAGER, FIRE	26	\$63,564	\$79,349	\$95,134
ADMINISTRATIVE MANAGER, POLICE	26	\$63,564	\$79,349	\$95,134
ADMINISTRATIVE SECRETARY	15	\$36,181	\$45,166	\$54,151
ADMINISTRATIVE SPECIALIST	12	\$33,111	\$41,333	\$49,556
ADMINISTRATIVE TECHNICIAN	10	\$31,210	\$38,961	\$46,711
ADMINISTRATIVE CLERK	6	\$27,730	\$34,616	\$41,502
AQUATIC INSTRUCTOR	15	\$36,181	\$45,166	\$54,151
AQUATICS SUPERVISOR	19	\$41,513	\$51,822	\$62,131
ARBORIST	19	\$41,513	\$51,822	\$62,131
ASSISTANT TO THE CITY MANAGER	31	\$93,396	\$116,589	\$139,782
AUDIOVISUAL TECHNICIAN	17	\$38,385	\$47,917	\$57,448
BUDGET ANALYST	22	\$48,056	\$59,990	\$71,924
BUDGET MANAGER	30	\$86,478	\$107,953	\$129,428
BUILDING PERMIT INSPECTOR	18	\$39,536	\$49,354	\$59,172
BUSINESS TAX INSPECTOR	16	\$37,267	\$46,521	\$55,775
BUSINESS TAX SPECIALIST	11	\$32,146	\$40,129	\$48,112
CHIEF FINANCIAL OFFICER	34	\$117,653	\$146,869	\$176,086
CHIEF JUDGE	28	\$74,141	\$92,552	\$110,964
CITY CLERK	29	\$80,072	\$99,957	\$119,841
CITY ENGINEER	28	\$74,141	\$92,552	\$110,964
CLERK OF MUNICIPAL COURT	25	\$58,856	\$73,471	\$88,087
CODE ENFORCEMENT ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744
CODE ENFORCEMENT MANAGER	24	\$54,496	\$68,029	\$81,562
CODE ENFORCEMENT OFFICER I	15	\$36,181	\$45,166	\$54,151
CODE ENFORCEMENT OFFICER II	16	\$37,267	\$46,521	\$55,775
CODE ENFORCEMENT TEAM LEADER	18	\$39,536	\$49,354	\$59,172
COMMUNICATIONS & EXT AFFAIRS DIRECTOR	31	\$93,396	\$116,589	\$139,782
CONSTRUCTION & OPERATIONS MANAGER	27	\$68,649	\$85,697	\$102,744
CONTROLLER	31	\$93,396	\$116,589	\$139,782
COURT REPORTER (CONTRACT PROFESSIONAL SERVICE)	18	\$39,536	\$49,354	\$59,172
CREW LEADER	13	\$34,104	\$42,573	\$51,042
CREW SUPERVISOR	19	\$41,513	\$51,822	\$62,131
CREW SUPERVISOR, SENIOR	20	\$43,589	\$54,413	\$65,237
CRIME SCENE SUPERVISOR	21	\$45,768	\$57,133	\$68,499
CRIMINAL INFORMATION SYSTEMS TECHNICIAN	14	\$35,127	\$43,850	\$52,574
DEPUTY CITY CLERK	26	\$63,564	\$79,349	\$95,134
DEPUTY COURT ADMINISTRATOR - PROFESSIONAL SERVICES	25	\$58,856	\$73,471	\$88,087
DEPUTY DIRECTOR OF HUMAN RESOURCES	29	\$80,072	\$99,957	\$119,841
DEPUTY DIRECTOR, PLANNING	29	\$80,072	\$99,957	\$119,841
DEPUTY DIRECTOR, TRANSPORTATION	29	\$80,072	\$99,957	\$119,841
DEVELOPMENT SERVICES MANAGER	24	\$54,496	\$68,029	\$81,562
DEVELOPMENT SITE INSPECTOR	20	\$43,589	\$54,413	\$65,237
DIGITAL COMMUNICATIONS SPECIALIST	20	\$43,589	\$54,413	\$65,237

DIRECTOR OF HUMAN RESOURCES	31	\$93,396	\$116,589	\$139,782
DIRECTOR, COMMUNITY DEVELOPMENT SERVICES	31	\$93,396	\$116,589	\$139,782
DIRECTOR, PARKS & RECREATION	31	\$93,396	\$116,589	\$139,782
DIRECTOR, TRANSPORTATION	31	\$93,396	\$116,589	\$139,782
ECONOMIC DEVELOPMENT ADMINISTRATOR	28	\$74,141	\$92,552	\$110,964
ENGINEERING TECHNICIAN	18	\$39,536	\$49,354	\$59,172
ENGINEERING TECHNICIAN, SENIOR	20	\$43,589	\$54,413	\$65,237
ENVIRONMENTAL COURT COORDINATOR	19	\$41,513	\$51,822	\$62,131
EQUIPMENT OPERATOR	10	\$31,210	\$38,961	\$46,711
EQUIPMENT OPERATOR, SENIOR	12	\$33,111	\$41,333	\$49,556
EROSION AND SOIL INSPECTOR	19	\$41,513	\$51,822	\$62,131
EXECUTIVE ASSISTANT	19	\$41,513	\$51,822	\$62,131
EXECUTIVE ASSISTANT MAYOR	21	\$45,768	\$57,133	\$68,499
FINANCIAL SYSTEMS MANAGER	26	\$63,564	\$79,349	\$95,134
FIRE BATTALION CHIEF	27	\$68,649	\$85,697	\$102,744
FIRE CAPTAIN	26	\$63,564	\$79,349	\$95,134
FIRE CHIEF	34	\$117,653	\$146,869	\$176,086
FIRE DEPUTY CHIEF	31	\$93,396	\$116,589	\$139,782
FIRE DEPUTY MARSHAL	26	\$63,564	\$79,349	\$95,134
FIRE EDUCATION SPECIALIST	18	\$39,536	\$49,354	\$59,172
FIRE LIEUTENANT	24	\$54,496	\$68,029	\$81,562
FIRE MARSHAL	29	\$80,072	\$99,957	\$119,841
FIRE PREVENTION OFFICER	19	\$41,513	\$51,822	\$62,131
FIRE FIGHTER I	18	\$39,536	\$49,354	\$59,172
FIRE FIGHTER II	19	\$41,513	\$51,822	\$62,131
FIRE FIGHTER III	20	\$43,589	\$54,413	\$65,237
FISCAL SUPPORT SPECIALIST	13	\$34,104	\$42,573	\$51,042
FLEET MANAGER	26	\$63,564	\$79,349	\$95,134
FLEET SERVICE COORDINATOR, POLICE	20	\$43,589	\$54,413	\$65,237
FLEET SERVICES COORDINATOR	20	\$43,589	\$54,413	\$65,237
FORENSIC TECHNICIAN	16	\$37,267	\$46,521	\$55,775
GENERAL SUPERVISOR, ROADS	23	\$50,459	\$62,990	\$75,520
GIS ANALYST	20	\$43,589	\$54,413	\$65,237
GIS SPECIALIST SUPERVISOR	24	\$54,496	\$68,029	\$81,562
GRANTS ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744
GRAPHIC DESIGNER	20	\$43,589	\$54,413	\$65,237
GROUNDS & PARKS MAINTENANCE WORKER	8	\$29,419	\$36,724	\$44,029
HEAVY EQUIPMENT MECHANIC	16	\$37,267	\$46,521	\$55,775
HEAVY EQUIPMENT OPERATOR	15	\$36,181	\$45,166	\$54,151
HR GENERALIST	22	\$48,056	\$59,990	\$71,924
HUMAN RESOURCES SPECIALIST	14	\$35,127	\$43,850	\$52,574
INFORMATION TECHNOLOGY DIRECTOR	31	\$93,396	\$116,589	\$139,782
LEGISLATIVE SPECIALIST (COUNCIL AID)	PT	SET RATE		
LIFEGUARD	8	\$29,419	\$36,724	\$44,029
MAINTENANCE WORKER	6	\$27,730	\$34,616	\$41,502
MAINTENANCE WORKER, SENIOR	8	\$29,419	\$36,724	\$44,029
MANAGEMENT / POLICY ANALYST I	18	\$39,536	\$49,354	\$59,172
MANAGEMENT / POLICY ANALYST III	23	\$50,459	\$62,990	\$75,520

MARKETING SPECIALIST	19	\$41,513	\$51,822	\$62,131
MUNICIPAL COURT CLERK	14	\$35,127	\$43,850	\$52,574
MUNICIPAL COURT ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744
NETWORK ADMINISTRATOR	24	\$54,496	\$68,029	\$81,562
NETWORK SPECIALIST	20	\$43,589	\$54,413	\$65,237
OCCUPATIONAL HEALTH AND SAFETY MANAGER	21	\$45,768	\$57,133	\$68,499
PARK SERVICES MANAGER	26	\$63,564	\$79,349	\$95,134
PARK SERVICES SUPERVISOR	19	\$41,513	\$51,822	\$62,131
PAYROLL & LEAVE SPECIALIST	11	\$32,146	\$40,129	\$48,112
PERMIT SPECIALIST	11	\$32,146	\$40,129	\$48,112
PLANNER I	18	\$39,536	\$49,354	\$59,172
PLANNER II	20	\$43,589	\$54,413	\$65,237
PLANNER III (Senior)	23	\$50,459	\$62,990	\$75,520
PLANS REVIEWER	20	\$43,589	\$54,413	\$65,237
POLICE CAPTAIN	28	\$74,141	\$92,552	\$110,964
POLICE CHIEF	34	\$117,653	\$146,869	\$176,086
POLICE DEPUTY CHIEF	31	\$93,396	\$116,589	\$139,782
POLICE DETECTIVE	21	\$45,768	\$57,133	\$68,499
POLICE LIEUTENANT	24	\$54,496	\$68,029	\$81,562
POLICE MAJOR	29	\$80,072	\$99,957	\$119,841
POLICE OFFICER I	19	\$41,513	\$51,822	\$62,131
POLICE OFFICER II	20	\$43,589	\$54,413	\$65,237
POLICE OFFICER III	21	\$45,768	\$57,133	\$68,499
POLICE OFFICER, PILOT	25	\$58,856	\$73,471	\$88,087
POLICE SERGEANT	22	\$48,056	\$59,990	\$71,924
PRE-TRIAL OFFICER	19	\$41,513	\$51,822	\$62,131
PROBATION OFFICER	19	\$41,513	\$51,822	\$62,131
PROFESSIONAL ENGINEER	27	\$68,649	\$85,697	\$102,744
PROGRAMS & PROBATION MANAGER	25	\$58,856	\$73,471	\$88,087
PUBLIC DEFENDER (CONTRACT PROFESSIONAL SERVICE)	24	\$54,496	\$68,029	\$81,562
PUBLIC RELATIONS SPECIALIST	18	\$39,536	\$49,354	\$59,172
PURCHASING/PROCUREMENT MANAGER	27	\$68,649	\$85,697	\$102,744
RECORDS ADMINISTRATOR	23	\$50,459	\$62,990	\$75,520
RECORDS AND DOCUMENTS COORDINATOR	13	\$34,104	\$42,573	\$51,042
RECORDS AND DOCUMENTS SUPERVISOR	19	\$41,513	\$51,822	\$62,131
RECREATION CENTER SUPERVISOR	19	\$41,513	\$51,822	\$62,131
RECREATION CENTER SUPERVISOR, ASSISTANT	18	\$39,536	\$49,354	\$59,172
RECREATION MANAGER	25	\$58,856	\$73,471	\$88,087
RECREATION SPECIALIST	8	\$29,419	\$36,724	\$44,029
RISK MANAGER	25	\$58,856	\$73,471	\$88,087
SENIOR BUDGET ANALYST	23	\$50,459	\$62,990	\$75,520
SIGN FABRICATOR	12	\$33,111	\$41,333	\$49,556
SOLICITOR (CONTRACT PROFESSIONAL SERVICE)	25	\$58,856	\$73,471	\$88,087
STORM WATER INSPECTOR	17	\$38,385	\$47,917	\$57,448
TRAFFIC OPERATIONS MANAGER	27	\$68,649	\$85,697	\$102,744
TRAFFIC SIGNAL TECHNICIAN	18	\$39,536	\$49,354	\$59,172
TRAFFIC SIGNALS SUPERVISOR	21	\$45,768	\$57,133	\$68,499
TRAFFIC SIGNS & MARKINGS SPECIALIST	12	\$33,111	\$41,333	\$49,556
TREASURY MANAGER	28	\$74,141	\$92,552	\$110,964

Proposed COSF Job title	Grade	Min	Mid	Max	Comments
ACCOUNTANT	25	\$58,856	\$73,471	\$88,087	
ACCOUNTING ASSOCIATE	19	\$41,513	\$51,822	\$62,131	
ADMINISTRATIVE COORDINATOR I	18	\$39,536	\$49,354	\$59,172	
ADMINISTRATIVE COORDINATOR II	19	\$41,513	\$51,822	\$62,131	
ADMINISTRATIVE MANAGER, FIRE	26	\$63,564	\$79,349	\$95,134	
ADMINISTRATIVE MANAGER, POLICE	26	\$63,564	\$79,349	\$95,134	
ADMINISTRATIVE SECRETARY	15	\$36,181	\$45,166	\$54,151	
ADMINISTRATIVE SPECIALIST	12	\$33,111	\$41,333	\$49,556	
ADMINISTRATIVE TECHNICIAN	10	\$31,210	\$38,961	\$46,711	
ADMINSITRATIVE CLERK	6	\$27,730	\$34,616	\$41,502	
AQUATIC INSTRUCTOR	15	\$36,181	\$45,166	\$54,151	
AQUATICS SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
ARBORIST	19	\$41,513	\$51,822	\$62,131	
ASSISTANT TO THE CITY MANAGER	31	\$93,396	\$116,589	\$139,782	
AUDIO/VISUAL TECHNICIAN	17	\$38,385	\$47,917	\$57,448	
BUDGET ANALYST	22	\$48,056	\$59,990	\$71,924	
BUDGET MANAGER	30	\$86,478	\$107,953	\$129,428	
BUILDING PERMIT INSPECTOR	18	\$39,536	\$49,354	\$59,172	New Title
BUSINESS TAX INSPECTOR	16	\$37,267	\$46,521	\$55,775	
BUSINESS TAX SPECIALIST	11	\$32,146	\$40,129	\$48,112	
CHIEF FINANCIAL OFFICER	34	\$117,653	\$146,869	\$176,086	
CHIEF JUDGE	DETERMINED BY CONTRACT				Courts
CITY CLERK	29	\$80,072	\$99,957	\$119,841	
CITY ENGINEER	28	\$74,141	\$92,552	\$110,964	
CLERK OF MUNICIPAL COURT	25	\$58,856	\$73,471	\$88,087	Courts
CODE ENFORCEMENT ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744	New Title
CODE ENFORCEMENT MANAGER	24	\$54,496	\$68,029	\$81,562	
CODE ENFORCEMENT OFFICER I	15	\$36,181	\$45,166	\$54,151	
CODE ENFORCEMENT OFFICER II	16	\$37,267	\$46,521	\$55,775	
CODE ENFORCEMENT TEAM LEADER	18	\$39,536	\$49,354	\$59,172	
COMMUNICATIONS & EXT AFFAIRS DIRECTOR	31	\$93,396	\$116,589	\$139,782	
CONSTRUCTION & OPERATIONS MANAGER	27	\$68,649	\$85,697	\$102,744	
CONTROLLER	31	\$93,396	\$116,589	\$139,782	
COURT REPORTER (CONTRACT PROFESSIONAL SERVICE)	DETERMINED BY CONTRACT				Courts
CREW LEADER	13	\$34,104	\$42,573	\$51,042	
CREW SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
CREW SUPERVISOR, SENIOR	20	\$43,589	\$54,413	\$65,237	
CRIME SCENE SUPERVISOR	21	\$45,768	\$57,133	\$68,499	
CRIMINAL INFORMATIONS SYSTEMS TECHNICIAN	14	\$35,127	\$43,850	\$52,574	Police IT
DEPUTY CITY CLERK	26	\$63,564	\$79,349	\$95,134	
DEPUTY COURT ADMINISTRATOR - PROFESSIONAL SERVICES	25	\$58,856	\$73,471	\$88,087	Courts
DEPUTY DIRECTOR OF HUMAN RESOURCES	29	\$80,072	\$99,957	\$119,841	
DEPUTY DIRECTOR, PLANNING	29	\$80,072	\$99,957	\$119,841	Title change
DEPUTY DIRECTOR, TRANSPORTATION	29	\$80,072	\$99,957	\$119,841	
DEVELOPMENT SERVICES MANAGER	24	\$54,496	\$68,029	\$81,562	
DEVELOPMENT SITE INSPECTOR	20	\$43,589	\$54,413	\$65,237	Title change
DIGITAL COMMUNICATIONS SPECIALIST	20	\$43,589	\$54,413	\$65,237	
DIRECTOR OF HUMAN RESOURCES	31	\$93,396	\$116,589	\$139,782	
DIRECTOR, COMMUNITY DEVELOPMENT SERVICES	31	\$93,396	\$116,589	\$139,782	
DIRECTOR, PARKS & RECREATION	31	\$93,396	\$116,589	\$139,782	
DIRECTOR, TRANSPORTATION	31	\$93,396	\$116,589	\$139,782	

Proposed COSF Job title	Grade	Min	Mid	Max	Comments
ECONOMIC DEVELOPMENT ADMINISTRATOR	28	\$74,141	\$92,552	\$110,964	
ENGINEERING TECHNICIAN	18	\$39,536	\$49,354	\$59,172	
ENGINEERING TECHNICIAN, SENIOR	20	\$43,589	\$54,413	\$65,237	
ENVIRONMENTAL COURT COORDINATOR	19	\$41,513	\$51,822	\$62,131	
EQUIPMENT OPERATOR	10	\$31,210	\$38,961	\$46,711	
EQUIPMENT OPERATOR, SENIOR	12	\$33,111	\$41,333	\$49,556	
LAND DEVELOPMENT INSPECTOR	19	41512.92	51821.73	62130.54	Title change
EXECUTIVE ASSISTANT	19	\$41,513	\$51,822	\$62,131	
EXECUTIVE ASSISTANT MAYOR	21	\$45,768	\$57,133	\$68,499	
FINANCIAL SYSTEMS MANAGER	26	\$63,564	\$79,349	\$95,134	
FIRE BATTALION CHIEF	27	\$68,649	\$85,697	\$102,744	
FIRE CAPTAIN	26	\$63,564	\$79,349	\$95,134	
FIRE CHIEF	34	\$117,653	\$146,869	\$176,086	
FIRE DEPUTY CHIEF	31	\$93,396	\$116,589	\$139,782	
FIRE DEPUTY MARSHAL	26	\$63,564	\$79,349	\$95,134	
FIRE EDUCATION SPECIALIST	18	\$39,536	\$49,354	\$59,172	
FIRE LIEUTENANT	24	\$54,496	\$68,029	\$81,562	
FIRE MARSHALL	29	\$80,072	\$99,957	\$119,841	
FIRE PREVENTION OFFICER	19	\$41,513	\$51,822	\$62,131	
FIREFIGHTER I	18	\$39,536	\$49,354	\$59,172	
FIREFIGHTER II	19	\$41,513	\$51,822	\$62,131	
FIREFIGHTER III	20	\$43,589	\$54,413	\$65,237	
FISCAL SUPPORT SPECIALIST	13	\$34,104	\$42,573	\$51,042	
FLEET MANAGER	26	\$63,564	\$79,349	\$95,134	
FLEET SERVICE COORDINATOR, POLICE	20	\$43,589	\$54,413	\$65,237	
FLEET SERVICES COORDINATOR	20	\$43,589	\$54,413	\$65,237	Police Fleet
FORENSIC TECHNICIAN	16	\$37,267	\$46,521	\$55,775	
GENERAL SUPERVISOR, ROADS	23	\$50,459	\$62,990	\$75,520	
GIS ANALYST	20	\$43,589	\$54,413	\$65,237	Compression
GIS MANAGER	24	\$54,496	\$68,029	\$81,562	Classification Change
GRANTS ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744	
GRAPHIC DESIGNER	20	\$43,589	\$54,413	\$65,237	
GROUNDS & PARKS MAINTENANCE WORKER	8	\$29,419	\$36,724	\$44,029	
HEAVY EQUIPMENT MECHANIC	16	\$37,267	\$46,521	\$55,775	
HEAVY EQUIPMENT OPERATOR	15	\$36,181	\$45,166	\$54,151	
HR GENERALIST	22	\$48,056	\$59,990	\$71,924	
HUMAN RESOURCES SPECIALIST	14	\$35,127	\$43,850	\$52,574	
INFORMATION TECHNOLOGY DIRECTOR	31	\$93,396	\$116,589	\$139,782	New Title
LEGISLATIVE SPECIALIST (COUNCIL AID)	PT	SET RATE			New Title
LIFEGUARD	8	\$29,419	\$36,724	\$44,029	
MAINTENANCE WORKER	6	\$27,730	\$34,616	\$41,502	
MAINTENANCE WORKER, SENIOR	8	\$29,419	\$36,724	\$44,029	
MANAGEMENT / POLICY ANALYST I	18	\$39,536	\$49,354	\$59,172	
MANAGEMENT / POLICY ANALYST III	23	\$50,459	\$62,990	\$75,520	
MARKETING SPECIALIST	13	\$34,104	\$42,573	\$51,042	
MUNICIPAL COURT CLERK	14	\$35,127	\$43,850	\$52,574	Courts
MUNICIPAL COURT ADMINISTRATOR	27	\$68,649	\$85,697	\$102,744	Courts
NETWORK ADMINISTRATOR	24	\$54,496	\$68,029	\$81,562	New Title
NETWORK SPECIALIST	20	\$43,589	\$54,413	\$65,237	
OCCUPATIONAL HEALTH AND SAFETY MANAGER	21	\$45,768	\$57,133	\$68,499	
PARK SERVICES MANAGER	26	\$63,564	\$79,349	\$95,134	

Proposed COSF Job title	Grade	Min	Mid	Max	Comments
PARK SERVICES SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
PAYROLL & LEAVE SPECIALIST	11	\$32,146	\$40,129	\$48,112	
PERMIT SPECIALIST	11	\$32,146	\$40,129	\$48,112	
PLANNER I	18	\$39,536	\$49,354	\$59,172	
PLANNER II	20	\$43,589	\$54,413	\$65,237	
PLANNER III (Senior)	23	\$50,459	\$62,990	\$75,520	
PLANS REVIEWER	20	\$43,589	\$54,413	\$65,237	
POLICE CAPTAIN	28	\$74,141	\$92,552	\$110,964	
POLICE CHIEF	34	\$117,653	\$146,869	\$176,086	
POLICE DEPUTY CHIEF	31	\$93,396	\$116,589	\$139,782	
POLICE DETECTIVE	21	\$45,768	\$57,133	\$68,499	
POLICE LIEUTENANT	24	\$54,496	\$68,029	\$81,562	
POLICE MAJOR	29	\$80,072	\$99,957	\$119,841	
POLICE OFFICER I	19	\$41,513	\$51,822	\$62,131	
POLICE OFFICER II	20	\$43,589	\$54,413	\$65,237	
POLICE OFFICER III	21	\$45,768	\$57,133	\$68,499	
POLICE OFFICER, PILOT	25	\$58,856	\$73,471	\$88,087	
POLICE SERGEANT	22	\$48,056	\$59,990	\$71,924	Police Compress/PIII
PRE-TRIAL OFFICER	19	\$41,513	\$51,822	\$62,131	Courts
PROBATION OFFICER	19	\$41,513	\$51,822	\$62,131	Courts
PROFESSIONAL ENGINEER	27	\$68,649	\$85,697	\$102,744	
PROGRAMS & PROBATION MANAGER	25	\$58,856	\$73,471	\$88,087	Courts
PUBLIC DEFENDER (CONTRACT PROFESSIONAL SERVICE)	DETERMINED BY CONTRACT				
PUBLIC RELATIONS SPECIALIST	18	\$39,536	\$49,354	\$59,172	New Title
PURCHASING/PROCUREMENT MANAGER	27	\$68,649	\$85,697	\$102,744	
RECORDS ADMINISTRATOR	23	\$50,459	\$62,990	\$75,520	New Title
RECORDS AND DOCUMENTS COORDINATOR	13	\$34,104	\$42,573	\$51,042	
RECORDS AND DOCUMENTS SUPERVISOR	19	\$41,513	\$51,822	\$62,131	New Title
RECREATION CENTER SUPERVISOR	19	\$41,513	\$51,822	\$62,131	
RECREATION CENTER SUPERVISOR, ASSISTANT	18	\$39,536	\$49,354	\$59,172	
RECREATION MANAGER	25	\$58,856	\$73,471	\$88,087	
RECREATION SPECIALIST	8	\$29,419	\$36,724	\$44,029	
RISK MANAGER	25	\$58,856	\$73,471	\$88,087	
SENIOR BUDGET ANALYST	23	\$50,459	\$62,990	\$75,520	
SIGN FABRICATOR	12	\$33,111	\$41,333	\$49,556	
SOLICITOR (CONTRAT PROFESSIONAL SERVICE)	DETERMINED BY CONTRACT				Courts
STORM WATER INSPECTOR	17	\$38,385	\$47,917	\$57,448	New Title
TRAFFIC OPERATIONS MANAGER	27	\$68,649	\$85,697	\$102,744	
TRAFFIC SIGNAL TECHNICIAN	18	\$39,536	\$49,354	\$59,172	
TRAFFIC SIGNALS SUPERVISOR	21	\$45,768	\$57,133	\$68,499	
TRAFFIC SIGNS & MARKINGS SPECIALIST	12	\$33,111	\$41,333	\$49,556	
TREASURY MANAGER	28	\$74,141	\$92,552	\$110,964	