

**PLAQUEMINES PARISH  
CIVIL SERVICE COMMISSION  
PAY PLAN FOR CLASSIFIED SERVICE**



**Effective January 22, 2009**

## **AMENDMENTS TO THE PAY PLAN**

The Plaquemines Parish Civil Service Commission formally adopted the Pay Plan for Classified Service Under Rule IV on August 27, 1996.

The Plaquemines Parish Council approved Ordinance No. 96-133 on September 26, 1996, which granted the required approval of the Pay Plan for Classified Service under Rule IV.

Based on the approval date of Ordinance No. 96-133, the initial implementation of the Pay Plan was on the pay period beginning November 4, 1996.

The Plaquemines Parish Council approved Ordinance No. 97-72 on April 10, 1997 which amended Rule IV – PAY PLAN, Section 2.4 adjusting the Minimum, Midpoint, and Maximum by 2 ½ per cent for cost of living increase.

The Plaquemines Parish Council approved Ordinance No. 97-60 on April 10, 1997 creating a new position of Fire Station Operator within Range 2.

The Plaquemines Parish Civil Service Commission hired Creative Compensation Consultants, Inc. to do a study of the classified service, as a result of the study, formally adopted the revised Pay Plan for Classified Service under Rule IV on January 16, 1998.

The Plaquemines Parish Council approved Ordinance No. 98-16 on January 22, 1998, which approved the revised Pay Plan for Classified Service under Rule IV.

The Plaquemines Parish Civil Service Commission revised the Merit Increase Matrix to a Merit Increase Table on February 9, 1998.

The Plaquemines Parish Council approved Ordinance No. 98-48 approving the revision of the Merit Increase Table on February 26, 1998.

On October 23, 1998, and November 18, 1998, the Plaquemines Parish Civil Service Commission, and on December 17, 1998, the Plaquemines Parish Council adopted Ordinance No. 98-320, amending the Pay Plan to reclassify the classification of Civil Engineer and Ferry Captain III to a higher pay range; and deleted the classification of AA/GC Technician and created the classification of Lab Technician in its place; and to create a new classification of First Responder.

On October 23, 1998, the Plaquemines Parish Civil Service Commission, and on April 22, 1999, the Plaquemines Parish Council approved Ordinance No. 99-106, reclassifying the Contract Administrator to a higher Pay Range.

On January 14, 1999, the Plaquemines Parish Civil Service Commission, and on April 22, 1999, the Plaquemines Parish Council approved Ordinance No. 99-108, adding the classification of Ferry Manager.

On March 9, 1999, the Plaquemines Parish Civil Service Commission, and on April 22, 1999, the Plaquemines Parish Council approved Ordinance No. 99-105, reclassifying the Electronic Technician II to a higher Pay Range.

On April 7, 1999, the Plaquemines Parish Civil Service Commission, and on April 22, 1999, the Plaquemines Parish Council approved Ordinance No. 99-104, adding the classification of Chief Building Inspector.

On April 7, 1999, the Plaquemines Parish Civil Service Commission, and on April 22, 1999, the Plaquemines Parish Council approved Ordinance No. 99-107, adding the classification of GIS (Geographic

## **AMENDMENTS TO THE PAY PLAN**

Information System) Manager.

On November 10, 1999, the Plaquemines Parish Civil Service Commission, and on December 2, 1999, the Plaquemines Parish Council approved Ordinance 99-293, reclassifying the Dispatch Operator Classification from Pay Range 57 to Pay Range 58.

On November 10, 1999, the Plaquemines Parish Civil Service Commission, and on December 2, 1999, the Plaquemines Parish Council approved Ordinance 99-296, adding the classification of Emergency Preparedness Manager on Range 70.

On October 24, 2000, the Plaquemines Parish Civil Service Commission, and on November 9, 2000, the Plaquemines Parish Council approved Ordinance 00-248, moving the Emergency Preparedness Manager from Pay Range 70 to Pay Range 69

On April 17, 2000, the Plaquemines Parish Civil Service Commission, and on November 30, 2000, the Plaquemines Parish Council approved Ordinance 00-270, reallocating the classification of Marine Inspector/Relief Captain from Range 61 to Range 63. Per the Parish Charter, Article 6 Ordinances, 6.03 B, the Ordinance was effective on December 20, 2000.

On November 14, 2000, the Plaquemines Parish Civil Service Commission, and on December 14, 2000, the Plaquemines Parish Council approved Ordinance No. 00-272, in response to Resolution No. 00-273. The following positions were changed: Helper I, Helper II, Tractor Driver I, Tractor Driver II, Ferry Deckhand I, Ferry Deckhand II, Deckhand/Engineer, Truck Driver I, Truck Driver II, Cherry Picker Operator, and Lowboy Truck Driver.

On January 31, 2001, the Plaquemines Parish Civil Service Commission, and on February 8, 2001, the Plaquemines Parish Council approved Ordinance 01-30 which became effective March 1, 2001, ten days after the Parish President received it. The Ordinance revised the Salary Grade Structure for classified positions to increase the minimum salary. Due to employment difficulties, additional changes were approved as follows: A. Move Electronic Technician I from Pay Range 60 to Pay Range 62; B. Move Electronic Technician II from Pay Range 64 to Pay Range 66; C. Deleted the classification of Welder I on Pay Range 58, and Welder II on Pay Range 59, and created a new classification of Welder on Pay Range 60; D. Delete the classifications of Diesel Mechanic I on Pay Range 60, and Diesel Mechanic II on Pay Range 62, and created a new classification of Diesel Mechanic on Pay Range 62; E. Reinstate the classification of Cherry Picker Operator on Pay Range 60; F. Delete the classification of CDL Truck Driver, and reinstate the classification of Truck Driver I on Pay Range 59 and Truck Driver II on Pay Range 60.

On June 27, 2001, the Plaquemines Parish Civil Service Commission, and on July 26, 2001 the . Plaquemines Parish Council approved Ordinance No. 01-127, reallocating the Backhoe Operator from Range 58 to Range 60, Dozer Operator from Range 59 to Range 60, Dragline Operator from Range 60 to Range 61, Gradall Operator from Range 59 to Range 60, and Grader Operator from Range 58 to Range 60.

On June 27, 2001, the Plaquemines Parish Civil Service Commission, and on July 26, 2001 the Plaquemines Parish Council approved Ordinance No. 01-128, creating the classification of Automated Garbage Truck Operator on Pay Range 61.

On August 11, 2003, the Plaquemines Parish Civil Service Commission, and on August 28, 2003 the Plaquemines Parish Council approved Ordinance No. 03-132, creating the classification of Chief Engineer on Pay Range 72.

On August 11, 2003, the Plaquemines Parish Civil Service Commission, and on August 28, 2003 the Plaquemines Parish Council approved Ordinance No. 03-133, reallocating the Communication Manager from Pay Range 68 to Pay Range 70.

## **AMENDMENTS TO THE PAY PLAN**

On October 7, 2003, the Plaquemines Parish Civil Service Commission, and on November 13, 2003, the Plaquemines Parish Council approved Ordinance No. 03-236, creating the classification of Network Support Technician on Pay Range 66.

On August 24, 2004, the Plaquemines Parish Civil Service Commission, and on October 14, 2004, the Plaquemines Parish Council approved Ordinance No. 04-208, changing the Fair Labor Standard Act Classification of the Curator from exempt to non-exempt.

On August 24, 2004, the Plaquemines Parish Civil Service Commission, and on October 14, 2004, the Plaquemines Parish Council approved Ordinance No. 04-209, creating the classification of Bus Driver on Pay Range 59.

On October 12, 2004, the Plaquemines Parish Civil Service Commission, and on October 28, 2004, the Plaquemines Parish Council approved Ordinance No. 04-219, reallocating the classification of EMT I from Pay Range 60 to Pay Range 66, the classification of EMT II from Pay Range 62 to Pay Range 68, and the classification of Paramedic from Pay Range 65 to Pay Range 70.

On October 20, 2004, the Plaquemines Parish Civil Service Commission, and on December 9, 2004, the Plaquemines Parish Council approved Ordinance No. 04-259, creating the classification of Ferry Security Officer on Pay Range 66.

On January 11, 2005, the Plaquemines Parish Civil Service Commission, and on February 10, 2005, the Plaquemines Parish Council approved Ordinance No. 05-32, deleting the classification of Director of Tourism after review of the Constitution of the State of Louisiana, Article X, Part 1, Section 2.

The Plaquemines Parish Council approved Resolution Number 05-67 on February 24, 2005 requesting the Plaquemines Parish Civil Service Commission to amend their current Pay Plan as per Rule IV, Section 2.4 to grant a 3% Cost-Of-Living Increase. On March 8, 2005 the Plaquemines Parish Civil Service Commission adopted a new Pay Plan granting the 3% Cost-Of-Living Increase, and on March 10, 2005 the Plaquemines Parish Council approved Ordinance Number 05-56 approving the new Pay Plan granting the 3% Cost-Of-Living Increase.

The Plaquemines Parish Council approved Resolution Number 05-152 on April 28, 2005 requesting the Plaquemines Parish Civil Service Commission to review the current Pay Plan and Classification Schedule adopted by Ordinance Number 05-56, on March 10, 2005, and to make the necessary suggestions to the Plaquemines Parish Council on adjustments needed to correct inequities in the Pay Plan. On June 9, 2005, the Plaquemines Parish Council by Ordinance Number 05-168 approved a new Pay Plan and Classification Schedule adopted by the Civil Service Commission on October 20, 2004 and revised on May 10, 2005.

On June 22, 2005, the Plaquemines Parish Civil Service Commission, and on July 28, 2005, the Plaquemines Parish Council approved Ordinance No. 05-205, creating the classification of Floodgate Operator on Pay Range "E".

On March 17, 2006, the Plaquemines Parish Civil Service Commission, and on April 27, 2006, the Plaquemines Parish Council, approved Ordinance No. 06-39, creating the classification of Animal Control Officer on Pay Range "D", and creating the classification of Humane Officer on Pay Range "F".

On January 27, 2006, the Plaquemines Parish Civil Service Commission, and on April 27, 2006, the Plaquemines Parish Council approved Ordinance No. 06-40, reallocating the classification of Marine Inspector/Relief Captain from Pay Range "J" to Pay Range "L".

On October 4, 2006, the Plaquemines Parish Civil Service Commission, and on October 26, 2006, the Plaquemines Parish Council, approved Ordinance No. 06-197, creating the classification of Code

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Enforcement Inspector on Pay Range "H".

On May 9, 2007, the Plaquemines Parish Civil Service Commission, and on May 24, 2007, the Plaquemines Parish Council, approved Ordinance No. 07-114, creating the classification of Coastal Zone Manager on Pay Range "K"; Local Coastal Program Manager on Pay Range "L"; Engineer Intern, Mapping Supervisor and GIS Analyst/Technician on Pay Range "O"; Information Technology Analyst on Pay Range "P"; and Coastal Restoration Director on Pay Range "R".

On May 9, 2007, the Plaquemines Parish Civil Service Commission, and on May 24, 2007 the Plaquemines Parish Council approved Ordinance 07-113, reallocating the classification of Fog Truck Driver from Pay Range "B" to Pay Range "E".

On May 9, 2007, the Plaquemines Parish Civil Service Commission, and on May 24, 2007 the Plaquemines Parish Council approved Ordinance 07-105, reallocating the classification of Tractor Driver I from Pay Range "C" to Pay Range "E", and Tractor Driver II from Pay Range "D" to Pay Range "F".

On August 7, 2007, the Plaquemines Parish Civil Service Commission, and on August 23, 2007, the Plaquemines Parish Council approved Ordinance 07-209 deleting the classification of Coast Restoration Director as per Article X, Part 1, Section 2, of the Constitution of the State of Louisiana.

On February 20, 2008 the Plaquemines Parish Civil Service Commission, and on March 13, 2008 the Plaquemines Parish Council, approved Ordinance No. 08-49, creating the classification of Marketing Assistant on Pay Range "N".

On November 21, 2007 the Plaquemines Parish Civil Service Commission approved a Pay Plan and Classification Schedule recommended by the Archer Company study. On March 13, 2008 the Plaquemines Parish Council by Ordinance No. 08-42 approved the new Pay Plan and Classification Schedule.

On June 10, 2008 the Plaquemines Parish Civil Service Commission, and on June 26, 2008 the Plaquemines Parish Council approved Ordinance 08-144, reallocating the classification of Contract Administrator from Pay Grade 12 to Pay Grade 18, and the classification of Chief Building Official from Pay Grade 22 to Pay Grade 26.

On June 10, 2008 the Plaquemines Parish Civil Service Commission, and on June 26, 2008 the Plaquemines Parish Council approved Ordinance 08-153, reallocating the classification of Ferry Captain III from Pay Grade 25 to Pay Grade 28, the classification of Ferry Security Captain from Pay Grade 23 to Pay Grade 28, and the classification of Chief Ferry Engineer from Pay Grade 23 to Pay Grade 26. Per the Parish Charter, Article 6 Ordinances, 6.03 B, the Ordinance was effective on July 17, 2008.

On August 19, 2008, the Plaquemines Parish Civil Service Commission, and on December 11, 2008 the Plaquemines Parish Council, approved Ordinance 08-246, creating the classification of Marine Welder on Pay Grade 15

On December 9, 2008 the Plaquemines Parish Civil Service Commission, and on January 22, 2009 the Plaquemines Parish Council, approved Ordinance 09-23, creating the classification of Sales Tax Manager on Pay Grade 22.

On October 21, 2008 the Plaquemines Parish Civil Service Commission, and on January 22, 2009 the Plaquemines Parish Council, approved Ordinance 09-24, creating the classification of Business Manager on pay Grade 14.

**CIVIL SERVICE  
SALARY GRADE AND STEPS  
PROPOSAL BY THE ARCHER COMPANY**

Grade	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
1	10,927	11,036	11,145	11,254	11,363	11,472	11,581	11,690	11,799	11,908	12,017	12,126	12,235	12,344	12,453	12,562
2	12,283	12,406	12,529	12,652	12,775	12,898	13,021	13,144	13,267	13,390	13,513	13,636	13,759	13,882	14,005	14,128
3	13,639	13,775	13,911	14,047	14,183	14,319	14,455	14,591	14,727	14,863	14,999	15,135	15,271	15,407	15,543	15,679
4	14,996	15,146	15,296	15,446	15,596	15,746	15,896	16,046	16,196	16,346	16,496	16,646	16,796	16,946	17,096	17,246
5	16,352	16,516	16,680	16,844	17,008	17,172	17,336	17,500	17,664	17,828	17,992	18,156	18,320	18,484	18,648	18,812
6	17,708	17,885	18,062	18,239	18,416	18,593	18,770	18,947	19,124	19,301	19,478	19,655	19,832	20,009	20,186	20,363
7	19,065	19,256	19,447	19,638	19,829	20,020	20,211	20,402	20,593	20,784	20,975	21,166	21,357	21,548	21,739	21,930
8	20,421	20,625	20,829	21,033	21,237	21,441	21,645	21,849	22,053	22,257	22,461	22,665	22,869	23,073	23,277	23,481
9	21,778	21,996	22,214	22,432	22,650	22,868	23,086	23,304	23,522	23,740	23,958	24,176	24,394	24,612	24,830	25,048
10	23,134	23,365	23,596	23,827	24,058	24,289	24,520	24,751	24,982	25,213	25,444	25,675	25,906	26,137	26,368	26,599
11	24,490	24,735	24,980	25,225	25,470	25,715	25,960	26,205	26,450	26,695	26,940	27,185	27,430	27,675	27,920	28,165
12	25,846	26,104	26,362	26,620	26,878	27,136	27,394	27,652	27,910	28,168	28,426	28,684	28,942	29,200	29,458	29,716
13	27,202	27,474	27,746	28,018	28,290	28,562	28,834	29,106	29,378	29,650	29,922	30,194	30,466	30,738	31,010	31,282
14	28,558	28,844	29,130	29,416	29,702	29,988	30,274	30,560	30,846	31,132	31,418	31,704	31,990	32,276	32,562	32,848
15	29,915	30,214	30,513	30,812	31,111	31,410	31,709	32,008	32,307	32,606	32,905	33,204	33,503	33,802	34,101	34,400
16	31,272	31,585	31,898	32,211	32,524	32,837	33,150	33,463	33,776	34,089	34,402	34,715	35,028	35,341	35,654	35,967
17	32,628	32,954	33,280	33,606	33,932	34,258	34,584	34,910	35,236	35,562	35,888	36,214	36,540	36,866	37,192	37,518
18	33,984	34,324	34,664	35,004	35,344	35,684	36,024	36,364	36,704	37,044	37,384	37,724	38,064	38,404	38,744	39,084
19	35,340	35,693	36,046	36,399	36,752	37,105	37,458	37,811	38,164	38,517	38,870	39,223	39,576	39,929	40,282	40,635
20	36,697	37,064	37,431	37,798	38,165	38,532	38,899	39,266	39,633	40,000	40,367	40,734	41,101	41,468	41,835	42,202
21	38,053	38,434	38,815	39,196	39,577	39,958	40,339	40,720	41,101	41,482	41,863	42,244	42,625	43,006	43,387	43,768
22	39,409	39,803	40,197	40,591	40,985	41,379	41,773	42,167	42,561	42,955	43,349	43,743	44,137	44,531	44,925	45,319
23	40,765	41,173	41,581	41,989	42,397	42,805	43,213	43,621	44,029	44,437	44,845	45,253	45,661	46,069	46,477	46,885
24	42,122	42,543	42,964	43,385	43,806	44,227	44,648	45,069	45,490	45,911	46,332	46,753	47,174	47,595	48,016	48,437
25	43,478	43,913	44,348	44,783	45,218	45,653	46,088	46,523	46,958	47,393	47,828	48,263	48,698	49,133	49,568	50,003
26	44,835	45,283	45,731	46,179	46,627	47,075	47,523	47,971	48,419	48,867	49,315	49,763	50,211	50,659	51,107	51,555
27	46,191	46,653	47,115	47,577	48,039	48,501	48,963	49,425	49,887	50,349	50,811	51,273	51,735	52,197	52,659	53,121
28	47,547	48,022	48,497	48,972	49,447	49,922	50,397	50,872	51,347	51,822	52,297	52,772	53,247	53,722	54,197	54,672
29	48,903	49,392	49,881	50,370	50,859	51,348	51,837	52,326	52,815	53,304	53,793	54,282	54,771	55,260	55,749	56,238
30	50,259	50,762	51,265	51,768	52,271	52,774	53,277	53,780	54,283	54,786	55,289	55,792	56,295	56,798	57,301	57,804
31	51,616	52,132	52,648	53,164	53,680	54,196	54,712	55,228	55,744	56,260	56,776	57,292	57,808	58,324	58,840	59,356
32	52,972	53,502	54,032	54,562	55,092	55,622	56,152	56,682	57,212	57,742	58,272	58,802	59,332	59,862	60,392	60,922
33	54,328	54,871	55,414	55,957	56,500	57,043	57,586	58,129	58,672	59,215	59,758	60,301	60,844	61,387	61,930	62,473
34	55,685	56,242	56,799	57,356	57,913	58,470	59,027	59,584	60,141	60,698	61,255	61,812	62,369	62,926	63,483	64,040
35	57,041	57,611	58,181	58,751	59,321	59,891	60,461	61,031	61,601	62,171	62,741	63,311	63,881	64,451	65,021	65,591
36	58,397	58,981	59,565	60,149	60,733	61,317	61,901	62,485	63,069	63,653	64,237	64,821	65,405	65,989	66,573	67,157
37	59,754	60,352	60,950	61,548	62,146	62,744	63,342	63,940	64,538	65,136	65,734	66,332	66,930	67,528	68,126	68,724
38	61,110	61,721	62,332	62,943	63,554	64,165	64,776	65,387	65,998	66,609	67,220	67,831	68,442	69,053	69,664	70,275
39	62,466	63,091	63,716	64,341	64,966	65,591	66,216	66,841	67,466	68,091	68,716	69,341	69,966	70,591	71,216	71,841
40	63,822	64,460	65,098	65,736	66,374	67,012	67,650	68,288	68,926	69,564	70,202	70,840	71,478	72,116	72,754	73,392

**CIVIL SERVICE  
SALARY GRADE AND STEPS  
PROPOSAL BY THE ARCHER COMPANY**

Grade	Min	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
41	65,178	65,830	66,482	67,134	67,786	68,438	69,090	69,742	70,394	71,046	71,698	72,350	73,002	73,654	74,306	74,958
42	66,535	67,200	67,865	68,530	69,195	69,860	70,525	71,190	71,855	72,520	73,185	73,850	74,515	75,180	75,845	76,510
43	67,892	68,571	69,250	69,929	70,608	71,287	71,966	72,645	73,324	74,003	74,682	75,361	76,040	76,719	77,398	78,077
44	69,248	69,940	70,632	71,324	72,016	72,708	73,400	74,092	74,784	75,476	76,168	76,860	77,552	78,244	78,936	79,628
45	70,604	71,310	72,016	72,722	73,428	74,134	74,840	75,546	76,252	76,958	77,664	78,370	79,076	79,782	80,488	81,194
46	71,960	72,680	73,400	74,120	74,840	75,560	76,280	77,000	77,720	78,440	79,160	79,880	80,600	81,320	82,040	82,760
47	73,316	74,049	74,782	75,515	76,248	76,981	77,714	78,447	79,180	79,913	80,646	81,379	82,112	82,845	83,578	84,311
48	74,673	75,420	76,167	76,914	77,661	78,408	79,155	79,902	80,649	81,396	82,143	82,890	83,637	84,384	85,131	85,878
49	76,029	76,789	77,549	78,309	79,069	79,829	80,589	81,349	82,109	82,869	83,629	84,389	85,149	85,909	86,669	87,429
50	77,385	78,159	78,933	79,707	80,481	81,255	82,029	82,803	83,577	84,351	85,125	85,899	86,673	87,447	88,221	88,995
51	78,742	79,529	80,316	81,103	81,890	82,677	83,464	84,251	85,038	85,825	86,612	87,399	88,186	88,973	89,760	90,547
52	80,098	80,899	81,700	82,501	83,302	84,103	84,904	85,705	86,506	87,307	88,108	88,909	89,710	90,511	91,312	92,113
53	81,455	82,270	83,085	83,900	84,715	85,530	86,345	87,160	87,975	88,790	89,605	90,420	91,235	92,050	92,865	93,680
54	82,811	83,639	84,467	85,295	86,123	86,951	87,779	88,607	89,435	90,263	91,091	91,919	92,747	93,575	94,403	95,231
55	84,167	85,009	85,851	86,693	87,535	88,377	89,219	90,061	90,903	91,745	92,587	93,429	94,271	95,113	95,955	96,797
56	85,523	86,378	87,233	88,088	88,943	89,798	90,653	91,508	92,363	93,218	94,073	94,928	95,783	96,638	97,493	98,348
57	86,879	87,748	88,617	89,486	90,355	91,224	92,093	92,962	93,831	94,700	95,569	96,438	97,307	98,176	99,045	99,914
58	88,235	89,117	89,999	90,881	91,763	92,645	93,527	94,409	95,291	96,173	97,055	97,937	98,819	99,701	100,583	101,465
59	89,592	90,488	91,384	92,280	93,176	94,072	94,968	95,864	96,760	97,656	98,552	99,448	100,344	101,240	102,136	103,032
60	90,948	91,857	92,766	93,675	94,584	95,493	96,402	97,311	98,220	99,129	100,038	100,947	101,856	102,765	103,674	104,583
61	92,305	93,228	94,151	95,074	95,997	96,920	97,843	98,766	99,689	100,612	101,535	102,458	103,381	104,304	105,227	106,150
62	93,661	94,598	95,535	96,472	97,409	98,346	99,283	100,220	101,157	102,094	103,031	103,968	104,905	105,842	106,779	107,716
63	95,017	95,967	96,917	97,867	98,817	99,767	100,717	101,667	102,617	103,567	104,517	105,467	106,417	107,367	108,317	109,267
64	96,374	97,338	98,302	99,266	100,230	101,194	102,158	103,122	104,086	105,050	106,014	106,978	107,942	108,906	109,870	110,834
65	97,730	98,707	99,684	100,661	101,638	102,615	103,592	104,569	105,546	106,523	107,500	108,477	109,454	110,431	111,408	112,385
66	99,086	100,077	101,068	102,059	103,050	104,041	105,032	106,023	107,014	108,005	108,996	109,987	110,978	111,969	112,960	113,951
67	100,442	101,446	102,450	103,454	104,458	105,462	106,466	107,470	108,474	109,478	110,482	111,486	112,490	113,494	114,498	115,502
68	101,798	102,816	103,834	104,852	105,870	106,888	107,906	108,924	109,942	110,960	111,978	112,996	114,014	115,032	116,050	117,068
69	103,155	104,187	105,219	106,251	107,283	108,315	109,347	110,379	111,411	112,443	113,475	114,507	115,539	116,571	117,603	118,635
70	104,512	105,557	106,602	107,647	108,692	109,737	110,782	111,827	112,872	113,917	114,962	116,007	117,052	118,097	119,142	120,187
71	105,868	106,927	107,986	109,045	110,104	111,163	112,222	113,281	114,340	115,399	116,458	117,517	118,576	119,635	120,694	121,753
72	107,224	108,296	109,368	110,440	111,512	112,584	113,656	114,728	115,800	116,872	117,944	119,016	120,088	121,160	122,232	123,304
73	108,580	109,666	110,752	111,838	112,924	114,010	115,096	116,182	117,268	118,354	119,440	120,526	121,612	122,698	123,784	124,870
74	109,936	111,035	112,134	113,233	114,332	115,431	116,530	117,629	118,728	119,827	120,926	122,025	123,124	124,223	125,322	126,421
75	111,293	112,406	113,519	114,632	115,745	116,858	117,971	119,084	120,197	121,310	122,423	123,536	124,649	125,762	126,875	127,988

**CIVIL SERVICE  
SALARY GRADE AND STEPS  
PROPOSAL BY THE ARCHER COMPANY**

Grade	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Mid 30	31
1	12,671	12,780	12,889	12,998	13,107	13,216	13,325	13,435	13,545	13,655	13,765	13,875	13,985	14,095	14,205	14,314
2	14,251	14,374	14,497	14,620	14,743	14,866	14,989	15,112	15,235	15,358	15,480	15,602	15,724	15,846	15,968	16,091
3	15,815	15,951	16,087	16,224	16,361	16,498	16,635	16,772	16,909	17,046	17,183	17,320	17,457	17,594	17,731	17,867
4	17,396	17,546	17,696	17,846	17,996	18,146	18,296	18,446	18,596	18,746	18,896	19,046	19,196	19,346	19,495	19,645
5	18,976	19,139	19,302	19,465	19,628	19,791	19,954	20,117	20,280	20,443	20,606	20,769	20,932	21,095	21,258	21,422
6	20,540	20,717	20,894	21,071	21,248	21,425	21,602	21,779	21,956	22,133	22,310	22,487	22,665	22,843	23,021	23,198
7	22,121	22,312	22,503	22,694	22,884	23,074	23,264	23,454	23,644	23,834	24,024	24,214	24,404	24,594	24,784	24,975
8	23,685	23,889	24,093	24,297	24,501	24,705	24,909	25,113	25,317	25,522	25,727	25,932	26,137	26,342	26,547	26,751
9	25,266	25,484	25,702	25,920	26,138	26,356	26,574	26,792	27,009	27,226	27,443	27,660	27,877	28,094	28,311	28,529
10	26,830	27,061	27,292	27,523	27,754	27,986	28,218	28,450	28,682	28,914	29,146	29,378	29,610	29,842	30,074	30,305
11	28,410	28,655	28,900	29,145	29,390	29,635	29,880	30,125	30,370	30,615	30,860	31,105	31,349	31,593	31,837	32,082
12	29,974	30,233	30,492	30,751	31,010	31,269	31,528	31,787	32,046	32,305	32,564	32,823	33,082	33,341	33,600	33,858
13	31,554	31,826	32,098	32,370	32,642	32,914	33,186	33,458	33,730	34,002	34,274	34,546	34,818	35,090	35,363	35,635
14	33,134	33,420	33,706	33,991	34,276	34,561	34,846	35,131	35,416	35,701	35,986	36,271	36,556	36,841	37,126	37,412
15	34,699	34,998	35,297	35,596	35,895	36,194	36,493	36,792	37,091	37,390	37,690	37,990	38,290	38,590	38,890	39,189
16	36,280	36,593	36,906	37,219	37,532	37,845	38,157	38,469	38,781	39,093	39,405	39,717	40,029	40,341	40,653	40,966
17	37,844	38,170	38,496	38,822	39,148	39,474	39,800	40,127	40,454	40,781	41,108	41,435	41,762	42,089	42,416	42,742
18	39,424	39,764	40,104	40,444	40,784	41,124	41,464	41,804	42,144	42,484	42,823	43,162	43,501	43,840	44,179	44,519
19	40,988	41,341	41,694	42,048	42,402	42,756	43,110	43,464	43,818	44,172	44,526	44,880	45,234	45,588	45,942	46,295
20	42,569	42,936	43,303	43,670	44,037	44,404	44,771	45,138	45,505	45,872	46,239	46,606	46,973	47,340	47,706	48,073
21	44,149	44,529	44,909	45,289	45,669	46,049	46,429	46,809	47,189	47,569	47,949	48,329	48,709	49,089	49,469	49,850
22	45,713	46,107	46,501	46,895	47,289	47,683	48,077	48,471	48,865	49,259	49,653	50,047	50,442	50,837	51,232	51,626
23	47,293	47,701	48,109	48,517	48,925	49,332	49,739	50,146	50,553	50,960	51,367	51,774	52,181	52,588	52,995	53,403
24	48,858	49,279	49,700	50,121	50,542	50,963	51,384	51,805	52,226	52,648	53,070	53,492	53,914	54,336	54,758	55,179
25	50,438	50,873	51,308	51,743	52,178	52,613	53,048	53,483	53,917	54,351	54,785	55,219	55,653	56,087	56,521	56,956
26	52,003	52,451	52,899	53,347	53,795	54,244	54,693	55,142	55,591	56,040	56,489	56,938	57,387	57,836	58,285	58,733
27	53,583	54,045	54,507	54,969	55,431	55,893	56,355	56,817	57,279	57,741	58,203	58,665	59,126	59,587	60,048	60,510
28	55,147	55,623	56,099	56,575	57,051	57,527	58,003	58,479	58,955	59,431	59,907	60,383	60,859	61,335	61,811	62,286
29	56,727	57,216	57,705	58,194	58,683	59,172	59,661	60,150	60,639	61,128	61,617	62,106	62,595	63,084	63,574	64,063
30	58,307	58,810	59,313	59,815	60,317	60,819	61,321	61,823	62,325	62,827	63,329	63,831	64,333	64,835	65,337	65,840
31	59,872	60,388	60,904	61,420	61,936	62,452	62,968	63,484	64,000	64,516	65,033	65,550	66,067	66,584	67,101	67,617
32	61,452	61,982	62,512	63,042	63,572	64,102	64,632	65,161	65,690	66,219	66,748	67,277	67,806	68,335	68,864	69,394
33	63,016	63,559	64,102	64,645	65,188	65,731	66,275	66,819	67,363	67,907	68,451	68,995	69,539	70,083	70,627	71,170
34	64,597	65,154	65,711	66,268	66,825	67,382	67,939	68,496	69,053	69,610	70,166	70,722	71,278	71,834	72,390	72,947
35	66,161	66,731	67,301	67,872	68,443	69,014	69,585	70,156	70,727	71,298	71,869	72,440	73,011	73,582	74,153	74,723
36	67,741	68,325	68,909	69,493	70,077	70,661	71,245	71,829	72,413	72,997	73,581	74,165	74,749	75,333	75,916	76,500
37	69,322	69,919	70,516	71,113	71,710	72,307	72,904	73,501	74,098	74,695	75,292	75,889	76,486	77,083	77,680	78,278
38	70,886	71,497	72,108	72,719	73,330	73,941	74,552	75,163	75,774	76,385	76,996	77,607	78,219	78,831	79,443	80,054
39	72,466	73,091	73,716	74,341	74,966	75,590	76,214	76,838	77,462	78,086	78,710	79,334	79,958	80,582	81,206	81,831
40	74,030	74,668	75,306	75,944	76,582	77,220	77,858	78,496	79,135	79,774	80,413	81,052	81,691	82,330	82,969	83,607

**CIVIL SERVICE  
SALARY GRADE AND STEPS  
PROPOSAL BY THE ARCHER COMPANY**

Grade	16	17	18	19	20	21	22	23	24	25	26	27	28	29	Mid 30	31
41	75,610	76,262	76,914	77,566	78,218	78,870	79,522	80,174	80,826	81,477	82,128	82,779	83,430	84,081	84,732	85,384
42	77,175	77,840	78,505	79,170	79,836	80,502	81,168	81,834	82,500	83,166	83,832	84,498	85,164	85,830	86,496	87,161
43	78,756	79,435	80,114	80,793	81,472	82,151	82,830	83,509	84,188	84,867	85,546	86,225	86,903	87,581	88,259	88,938
44	80,320	81,013	81,706	82,399	83,092	83,785	84,478	85,171	85,864	86,557	87,250	87,943	88,636	89,329	90,022	90,714
45	81,900	82,606	83,312	84,018	84,724	85,430	86,136	86,842	87,548	88,254	88,960	89,666	90,372	91,078	91,785	92,491
46	83,480	84,200	84,920	85,639	86,358	87,077	87,796	88,515	89,234	89,953	90,672	91,391	92,110	92,829	93,548	94,268
47	85,044	85,777	86,510	87,243	87,976	88,709	89,442	90,175	90,908	91,641	92,375	93,109	93,843	94,577	95,311	96,044
48	86,625	87,372	88,119	88,866	89,613	90,360	91,107	91,853	92,599	93,345	94,091	94,837	95,583	96,329	97,075	97,822
49	88,189	88,949	89,709	90,469	91,229	91,989	92,750	93,511	94,272	95,033	95,794	96,555	97,316	98,077	98,838	99,598
50	89,769	90,543	91,317	92,091	92,865	93,639	94,413	95,187	95,961	96,735	97,509	98,282	99,055	99,828	100,601	101,375
51	91,334	92,121	92,908	93,696	94,484	95,272	96,060	96,848	97,636	98,424	99,212	100,000	100,788	101,576	102,364	103,151
52	92,914	93,715	94,516	95,317	96,118	96,919	97,720	98,521	99,322	100,123	100,924	101,725	102,526	103,327	104,127	104,928
53	94,495	95,309	96,123	96,937	97,751	98,565	99,379	100,193	101,007	101,821	102,635	103,449	104,263	105,077	105,891	106,706
54	96,059	96,887	97,715	98,543	99,371	100,199	101,027	101,855	102,683	103,511	104,339	105,167	105,996	106,825	107,654	108,482
55	97,639	98,481	99,323	100,165	101,007	101,848	102,689	103,530	104,371	105,212	106,053	106,894	107,735	108,576	109,417	110,259
56	99,203	100,058	100,913	101,768	102,623	103,478	104,333	105,188	106,044	106,900	107,756	108,612	109,468	110,324	111,180	112,035
57	100,783	101,652	102,521	103,390	104,259	105,128	105,997	106,866	107,735	108,603	109,471	110,339	111,207	112,075	112,943	113,812
58	102,347	103,229	104,111	104,993	105,876	106,759	107,642	108,525	109,408	110,291	111,174	112,057	112,940	113,823	114,706	115,588
59	103,928	104,824	105,720	106,616	107,512	108,408	109,304	110,200	111,096	111,992	112,888	113,784	114,680	115,575	116,470	117,366
60	105,493	106,403	107,313	108,223	109,133	110,043	110,953	111,863	112,773	113,683	114,593	115,503	116,413	117,323	118,233	119,142
61	107,073	107,996	108,919	109,842	110,765	111,688	112,611	113,534	114,457	115,380	116,303	117,226	118,149	119,072	119,996	120,919
62	108,653	109,590	110,527	111,463	112,399	113,335	114,271	115,207	116,143	117,079	118,015	118,951	119,887	120,823	121,759	122,696
63	110,217	111,167	112,117	113,067	114,017	114,967	115,917	116,867	117,817	118,767	119,718	120,669	121,620	122,571	123,522	124,472
64	111,798	112,762	113,726	114,690	115,654	116,618	117,582	118,546	119,508	120,471	121,434	122,397	123,360	124,323	125,286	126,250
65	113,362	114,339	115,316	116,293	117,270	118,247	119,225	120,203	121,181	122,159	123,137	124,115	125,093	126,071	127,049	128,026
66	114,942	115,933	116,924	117,915	118,906	119,897	120,888	121,879	122,870	123,861	124,852	125,842	126,832	127,822	128,812	129,803
67	116,506	117,510	118,515	119,520	120,525	121,530	122,535	123,540	124,545	125,550	126,555	127,560	128,565	129,570	130,575	131,579
68	118,086	119,104	120,122	121,140	122,158	123,176	124,194	125,212	126,230	127,248	128,266	129,284	130,302	131,320	132,338	133,356
69	119,667	120,698	121,729	122,760	123,791	124,822	125,853	126,884	127,915	128,946	129,977	131,008	132,039	133,070	134,101	135,133
70	121,232	122,277	123,322	124,367	125,412	126,457	127,502	128,547	129,592	130,637	131,682	132,727	133,773	134,819	135,865	136,910
71	122,812	123,871	124,930	125,989	127,048	128,106	129,164	130,222	131,280	132,338	133,396	134,454	135,512	136,570	137,628	138,687
72	124,376	125,448	126,520	127,592	128,664	129,736	130,808	131,880	132,953	134,026	135,099	136,172	137,245	138,318	139,391	140,463
73	125,956	127,042	128,128	129,214	130,300	131,386	132,472	133,558	134,644	135,729	136,814	137,899	138,984	140,069	141,154	142,240
74	127,520	128,619	129,718	130,817	131,917	133,017	134,117	135,217	136,317	137,417	138,517	139,617	140,717	141,817	142,917	144,016
75	129,101	130,214	131,327	132,440	133,553	134,666	135,779	136,892	138,005	139,118	140,231	141,344	142,457	143,569	144,681	145,794

**CIVIL SERVICE  
SALARY GRADE AND STEPS  
PROPOSAL BY THE ARCHER COMPANY**

Grade	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47
1	14,423	14,532	14,641	14,750	14,859	14,968	15,077	15,186	15,295	15,404	15,513	15,622	15,731	15,840	15,949	16,058
2	16,214	16,337	16,460	16,583	16,706	16,829	16,952	17,075	17,198	17,321	17,444	17,567	17,690	17,813	17,936	18,059
3	18,003	18,139	18,275	18,411	18,547	18,683	18,819	18,955	19,091	19,227	19,363	19,499	19,635	19,771	19,907	20,043
4	19,795	19,945	20,095	20,245	20,395	20,545	20,695	20,845	20,995	21,145	21,295	21,445	21,595	21,745	21,895	22,045
5	21,586	21,750	21,914	22,078	22,242	22,406	22,570	22,734	22,898	23,062	23,226	23,390	23,554	23,718	23,881	24,044
6	23,375	23,552	23,729	23,906	24,083	24,260	24,437	24,614	24,791	24,968	25,145	25,322	25,499	25,676	25,853	26,030
7	25,166	25,357	25,548	25,739	25,930	26,121	26,312	26,503	26,694	26,885	27,076	27,267	27,458	27,649	27,840	28,031
8	26,955	27,159	27,363	27,567	27,771	27,975	28,179	28,383	28,587	28,791	28,995	29,199	29,403	29,607	29,811	30,015
9	28,747	28,965	29,183	29,401	29,619	29,837	30,055	30,273	30,491	30,709	30,927	31,145	31,363	31,581	31,799	32,017
10	30,536	30,767	30,998	31,229	31,460	31,691	31,922	32,153	32,384	32,615	32,846	33,077	33,308	33,539	33,770	34,001
11	32,327	32,572	32,817	33,062	33,307	33,552	33,797	34,042	34,287	34,532	34,777	35,022	35,267	35,512	35,757	36,002
12	34,116	34,374	34,632	34,890	35,148	35,406	35,664	35,922	36,180	36,438	36,696	36,954	37,212	37,470	37,728	37,987
13	35,907	36,179	36,451	36,723	36,995	37,267	37,539	37,811	38,083	38,355	38,627	38,899	39,171	39,443	39,715	39,987
14	37,698	37,984	38,270	38,556	38,842	39,128	39,414	39,700	39,986	40,272	40,558	40,844	41,130	41,416	41,702	41,988
15	39,488	39,787	40,086	40,385	40,684	40,983	41,282	41,581	41,880	42,179	42,478	42,777	43,076	43,375	43,674	43,973
16	41,279	41,592	41,905	42,218	42,531	42,844	43,157	43,470	43,783	44,096	44,409	44,722	45,035	45,348	45,661	45,974
17	43,068	43,394	43,720	44,046	44,372	44,698	45,024	45,350	45,676	46,002	46,328	46,654	46,980	47,306	47,632	47,958
18	44,859	45,199	45,539	45,879	46,219	46,559	46,899	47,239	47,579	47,919	48,259	48,599	48,939	49,279	49,619	49,959
19	46,648	47,001	47,354	47,707	48,060	48,413	48,766	49,119	49,472	49,825	50,178	50,531	50,884	51,237	51,590	51,943
20	48,440	48,807	49,174	49,541	49,908	50,275	50,642	51,009	51,376	51,743	52,110	52,477	52,844	53,211	53,578	53,945
21	50,231	50,612	50,993	51,374	51,755	52,136	52,517	52,898	53,279	53,660	54,041	54,422	54,803	55,184	55,565	55,945
22	52,020	52,414	52,808	53,202	53,596	53,990	54,384	54,778	55,172	55,566	55,960	56,354	56,748	57,142	57,536	57,930
23	53,811	54,219	54,627	55,035	55,443	55,851	56,259	56,667	57,075	57,483	57,891	58,299	58,707	59,115	59,523	59,931
24	55,600	56,021	56,442	56,863	57,284	57,705	58,126	58,547	58,968	59,389	59,810	60,231	60,652	61,073	61,494	61,915
25	57,391	57,826	58,261	58,696	59,131	59,566	60,001	60,436	60,871	61,306	61,741	62,176	62,611	63,046	63,481	63,916
26	59,181	59,629	60,077	60,525	60,973	61,421	61,869	62,317	62,765	63,213	63,661	64,109	64,557	65,005	65,453	65,901
27	60,972	61,434	61,896	62,358	62,820	63,282	63,744	64,206	64,668	65,130	65,592	66,054	66,516	66,978	67,440	67,902
28	62,761	63,236	63,711	64,186	64,661	65,136	65,611	66,086	66,561	67,036	67,511	67,986	68,461	68,936	69,411	69,887
29	64,552	65,041	65,530	66,019	66,508	66,997	67,486	67,975	68,464	68,953	69,442	69,931	70,420	70,909	71,398	71,887
30	66,343	66,846	67,349	67,852	68,355	68,858	69,361	69,864	70,367	70,870	71,373	71,876	72,379	72,882	73,385	73,888
31	68,133	68,649	69,165	69,681	70,197	70,713	71,229	71,745	72,261	72,777	73,293	73,809	74,325	74,841	75,357	75,873
32	69,924	70,454	70,984	71,514	72,044	72,574	73,104	73,634	74,164	74,694	75,224	75,754	76,284	76,814	77,344	77,874
33	71,713	72,256	72,799	73,342	73,885	74,428	74,971	75,514	76,057	76,600	77,143	77,686	78,229	78,772	79,315	79,858
34	73,504	74,061	74,618	75,175	75,732	76,289	76,846	77,403	77,960	78,517	79,074	79,631	80,188	80,745	81,302	81,859
35	75,293	75,863	76,433	77,003	77,573	78,143	78,713	79,283	79,853	80,423	80,993	81,563	82,133	82,703	83,273	83,843
36	77,084	77,668	78,252	78,836	79,420	80,004	80,588	81,172	81,756	82,340	82,924	83,508	84,092	84,676	85,260	85,844
37	78,876	79,474	80,072	80,670	81,268	81,866	82,464	83,062	83,660	84,258	84,856	85,454	86,052	86,650	87,248	87,845
38	80,665	81,276	81,887	82,498	83,109	83,720	84,331	84,942	85,553	86,164	86,775	87,386	87,997	88,608	89,219	89,830
39	82,456	83,081	83,706	84,331	84,956	85,581	86,206	86,831	87,456	88,081	88,706	89,331	89,956	90,581	91,206	91,831
40	84,245	84,883	85,521	86,159	86,797	87,435	88,073	88,711	89,349	89,987	90,625	91,263	91,901	92,539	93,177	93,815

**CIVIL SERVICE  
SALARY GRADE AND STEPS  
PROPOSAL BY THE ARCHER COMPANY**

Grade	32	33	34	35	36	37	38	39	40	41	42	43	44	45	46	47
41	86,036	86,688	87,340	87,992	88,644	89,296	89,948	90,600	91,252	91,904	92,556	93,208	93,860	94,512	95,164	95,816
42	87,826	88,491	89,156	89,821	90,486	91,151	91,816	92,481	93,146	93,811	94,476	95,141	95,806	96,471	97,136	97,801
43	89,617	90,296	90,975	91,654	92,333	93,012	93,691	94,370	95,049	95,728	96,407	97,086	97,765	98,444	99,123	99,802
44	91,406	92,098	92,790	93,482	94,174	94,866	95,558	96,250	96,942	97,634	98,326	99,018	99,710	100,402	101,095	101,788
45	93,197	93,903	94,609	95,315	96,021	96,727	97,433	98,139	98,845	99,551	100,257	100,963	101,669	102,375	103,081	103,787
46	94,988	95,708	96,428	97,148	97,868	98,588	99,308	100,028	100,748	101,468	102,188	102,908	103,628	104,348	105,068	105,788
47	96,777	97,510	98,243	98,976	99,709	100,442	101,175	101,908	102,641	103,374	104,107	104,840	105,573	106,306	107,039	107,772
48	98,569	99,316	100,063	100,810	101,557	102,304	103,051	103,798	104,545	105,292	106,039	106,786	107,533	108,280	109,027	109,774
49	100,358	101,118	101,878	102,638	103,398	104,158	104,918	105,678	106,438	107,198	107,958	108,718	109,478	110,238	110,998	111,758
50	102,149	102,923	103,697	104,471	105,245	106,019	106,793	107,567	108,341	109,115	109,889	110,663	111,437	112,211	112,985	113,759
51	103,938	104,725	105,512	106,299	107,086	107,873	108,660	109,447	110,234	111,021	111,808	112,595	113,382	114,169	114,956	115,743
52	105,729	106,530	107,331	108,132	108,933	109,734	110,535	111,336	112,137	112,938	113,739	114,540	115,341	116,142	116,943	117,744
53	107,521	108,336	109,151	109,966	110,781	111,596	112,411	113,226	114,041	114,856	115,671	116,486	117,301	118,116	118,931	119,746
54	109,310	110,138	110,966	111,794	112,622	113,450	114,278	115,106	115,934	116,762	117,590	118,418	119,246	120,074	120,902	121,730
55	111,101	111,943	112,785	113,627	114,469	115,311	116,153	116,995	117,837	118,679	119,521	120,363	121,205	122,047	122,889	123,731
56	112,890	113,745	114,600	115,455	116,310	117,165	118,020	118,875	119,730	120,585	121,440	122,295	123,150	124,005	124,860	125,715
57	114,681	115,550	116,419	117,288	118,157	119,026	119,895	120,764	121,633	122,502	123,371	124,240	125,109	125,978	126,847	127,716
58	116,470	117,352	118,234	119,116	119,998	120,880	121,762	122,644	123,526	124,408	125,290	126,172	127,054	127,936	128,818	129,700
59	118,262	119,158	120,054	120,950	121,846	122,742	123,638	124,534	125,430	126,326	127,222	128,118	129,014	129,910	130,806	131,702
60	120,051	120,960	121,869	122,778	123,687	124,596	125,505	126,414	127,323	128,232	129,141	130,050	130,959	131,868	132,777	133,687
61	121,842	122,765	123,688	124,611	125,534	126,457	127,380	128,303	129,226	130,149	131,072	131,995	132,918	133,841	134,764	135,687
62	123,633	124,570	125,507	126,444	127,381	128,318	129,255	130,192	131,129	132,066	133,003	133,940	134,877	135,814	136,751	137,688
63	125,422	126,372	127,322	128,272	129,222	130,172	131,122	132,072	133,022	133,972	134,922	135,872	136,822	137,772	138,722	139,672
64	127,214	128,178	129,142	130,106	131,070	132,034	132,998	133,962	134,926	135,890	136,854	137,818	138,782	139,746	140,710	141,674
65	129,003	129,980	130,957	131,934	132,911	133,888	134,865	135,842	136,819	137,796	138,773	139,750	140,727	141,704	142,681	143,658
66	130,794	131,785	132,776	133,767	134,758	135,749	136,740	137,731	138,722	139,713	140,704	141,695	142,686	143,677	144,668	145,659
67	132,583	133,587	134,591	135,595	136,599	137,603	138,607	139,611	140,615	141,619	142,623	143,627	144,631	145,635	146,639	147,643
68	134,374	135,392	136,410	137,428	138,446	139,464	140,482	141,500	142,518	143,536	144,554	145,572	146,590	147,608	148,626	149,644
69	136,165	137,197	138,229	139,261	140,293	141,325	142,357	143,389	144,421	145,453	146,485	147,517	148,549	149,581	150,613	151,645
70	137,955	139,000	140,045	141,090	142,135	143,180	144,225	145,270	146,315	147,360	148,405	149,450	150,495	151,540	152,585	153,630
71	139,746	140,805	141,864	142,923	143,982	145,041	146,100	147,159	148,218	149,277	150,336	151,395	152,454	153,513	154,572	155,631
72	141,535	142,607	143,679	144,751	145,823	146,895	147,967	149,039	150,111	151,183	152,255	153,327	154,399	155,471	156,543	157,615
73	143,326	144,412	145,498	146,584	147,670	148,756	149,842	150,928	152,014	153,100	154,186	155,272	156,358	157,444	158,530	159,616
74	145,115	146,214	147,313	148,412	149,511	150,610	151,709	152,808	153,907	155,006	156,105	157,204	158,303	159,402	160,501	161,600
75	146,907	148,020	149,133	150,246	151,359	152,472	153,585	154,698	155,811	156,924	158,037	159,150	160,263	161,376	162,489	163,602

**CIVIL SERVICE  
SALARY GRADE AND STEPS  
PROPOSAL BY THE ARCHER COMPANY**

Grade													Step	
	48	49	50	51	52	53	54	55	56	57	58	59	Max 60	Increase 1% Min
1	16,167	16,276	16,385	16,494	16,603	16,713	16,823	16,933	17,043	17,153	17,263	17,373	17,483	109
2	18,182	18,305	18,428	18,551	18,674	18,797	18,920	19,043	19,165	19,287	19,409	19,531	19,653	123
3	20,179	20,315	20,452	20,589	20,726	20,863	21,000	21,137	21,274	21,411	21,548	21,685	21,822	136
4	22,195	22,345	22,495	22,645	22,795	22,945	23,095	23,245	23,395	23,545	23,695	23,845	23,994	150
5	24,207	24,370	24,533	24,696	24,859	25,022	25,185	25,348	25,511	25,674	25,837	26,000	26,163	164
6	26,207	26,384	26,561	26,738	26,915	27,092	27,269	27,446	27,623	27,800	27,977	28,155	28,333	177
7	28,222	28,413	28,604	28,794	28,984	29,174	29,364	29,554	29,744	29,934	30,124	30,314	30,504	191
8	30,219	30,423	30,627	30,831	31,035	31,239	31,444	31,649	31,854	32,059	32,264	32,469	32,674	204
9	32,235	32,453	32,671	32,889	33,107	33,325	33,543	33,760	33,977	34,194	34,411	34,628	34,845	218
10	34,232	34,463	34,694	34,926	35,158	35,390	35,622	35,854	36,086	36,318	36,550	36,782	37,014	231
11	36,247	36,492	36,737	36,982	37,227	37,472	37,717	37,962	38,207	38,452	38,696	38,940	39,184	245
12	38,246	38,505	38,764	39,023	39,282	39,541	39,800	40,059	40,318	40,577	40,836	41,095	41,354	258
13	40,259	40,531	40,803	41,075	41,347	41,619	41,891	42,163	42,435	42,707	42,979	43,251	43,523	272
14	42,273	42,558	42,843	43,128	43,413	43,698	43,983	44,268	44,553	44,838	45,123	45,408	45,693	286
15	44,272	44,571	44,870	45,169	45,468	45,767	46,066	46,365	46,664	46,964	47,264	47,564	47,864	299
16	46,287	46,600	46,913	47,226	47,539	47,851	48,163	48,475	48,787	49,099	49,411	49,723	50,035	313
17	48,284	48,610	48,936	49,262	49,589	49,916	50,243	50,570	50,897	51,224	51,551	51,878	52,205	326
18	50,299	50,639	50,979	51,319	51,659	51,999	52,339	52,679	53,018	53,357	53,696	54,035	54,374	340
19	52,296	52,650	53,004	53,358	53,712	54,066	54,420	54,774	55,128	55,482	55,836	56,190	56,544	353
20	54,312	54,679	55,046	55,413	55,780	56,147	56,514	56,881	57,248	57,615	57,982	58,349	58,715	367
21	56,325	56,705	57,085	57,465	57,845	58,225	58,605	58,985	59,365	59,745	60,125	60,505	60,885	381
22	58,324	58,718	59,112	59,506	59,900	60,294	60,688	61,082	61,476	61,870	62,264	62,659	63,054	394
23	60,339	60,747	61,154	61,561	61,968	62,375	62,782	63,189	63,596	64,003	64,410	64,817	65,224	408
24	62,336	62,757	63,178	63,599	64,020	64,441	64,863	65,285	65,707	66,129	66,551	66,973	67,395	421
25	64,351	64,786	65,221	65,656	66,091	66,526	66,961	67,395	67,829	68,263	68,697	69,131	69,565	435
26	66,349	66,797	67,246	67,695	68,144	68,593	69,042	69,491	69,940	70,389	70,838	71,287	71,736	448
27	68,364	68,826	69,288	69,750	70,212	70,674	71,136	71,598	72,060	72,522	72,984	73,445	73,906	462
28	70,363	70,839	71,315	71,791	72,267	72,743	73,219	73,695	74,171	74,647	75,123	75,599	76,075	475
29	72,376	72,865	73,354	73,843	74,332	74,821	75,310	75,799	76,288	76,777	77,266	77,755	78,245	489
30	74,390	74,892	75,394	75,896	76,398	76,900	77,402	77,904	78,406	78,908	79,410	79,912	80,414	503
31	76,389	76,905	77,421	77,937	78,453	78,969	79,485	80,001	80,518	81,035	81,552	82,069	82,586	516
32	78,404	78,934	79,464	79,994	80,523	81,052	81,581	82,110	82,639	83,168	83,697	84,226	84,755	530
33	80,401	80,944	81,487	82,030	82,573	83,117	83,661	84,205	84,749	85,293	85,837	86,381	86,925	543
34	82,416	82,973	83,530	84,087	84,644	85,201	85,758	86,315	86,872	87,428	87,984	88,540	89,096	557
35	84,414	84,985	85,556	86,127	86,698	87,269	87,840	88,411	88,982	89,553	90,124	90,695	91,266	570
36	86,428	87,012	87,596	88,180	88,764	89,348	89,932	90,516	91,100	91,684	92,268	92,852	93,435	584
37	88,442	89,039	89,636	90,233	90,830	91,427	92,024	92,621	93,218	93,815	94,412	95,009	95,606	598
38	90,441	91,052	91,663	92,274	92,885	93,496	94,107	94,718	95,329	95,940	96,552	97,164	97,776	611
39	92,456	93,081	93,706	94,330	94,954	95,578	96,202	96,826	97,450	98,074	98,698	99,322	99,946	625
40	94,453	95,091	95,729	96,367	97,005	97,643	98,281	98,920	99,559	100,198	100,837	101,476	102,115	638

**CIVIL SERVICE  
SALARY GRADE AND STEPS  
PROPOSAL BY THE ARCHER COMPANY**

Grade														Step
	48	49	50	51	52	53	54	55	56	57	58	59	Max 60	Increase 1% Min
41	96,468	97,120	97,772	98,424	99,076	99,728	100,379	101,030	101,681	102,332	102,983	103,634	104,285	652
42	98,466	99,131	99,796	100,462	101,128	101,794	102,460	103,126	103,792	104,458	105,124	105,790	106,456	665
43	100,481	101,160	101,839	102,518	103,197	103,876	104,555	105,234	105,913	106,592	107,271	107,949	108,627	679
44	102,481	103,174	103,867	104,560	105,253	105,946	106,639	107,332	108,025	108,718	109,411	110,104	110,797	692
45	104,493	105,199	105,905	106,611	107,317	108,023	108,729	109,435	110,141	110,847	111,553	112,259	112,966	706
46	106,508	107,227	107,946	108,665	109,384	110,103	110,822	111,541	112,260	112,979	113,698	114,417	115,136	720
47	108,505	109,238	109,971	110,704	111,437	112,170	112,903	113,636	114,370	115,104	115,838	116,572	117,306	733
48	110,521	111,268	112,015	112,762	113,509	114,255	115,001	115,747	116,493	117,239	117,985	118,731	119,477	747
49	112,518	113,278	114,038	114,798	115,558	116,319	117,080	117,841	118,602	119,363	120,124	120,885	121,646	760
50	114,533	115,307	116,081	116,855	117,629	118,403	119,177	119,951	120,724	121,497	122,270	123,043	123,816	774
51	116,531	117,319	118,107	118,895	119,683	120,471	121,259	122,047	122,835	123,623	124,411	125,199	125,987	787
52	118,545	119,346	120,147	120,948	121,749	122,550	123,351	124,152	124,953	125,754	126,555	127,356	128,157	801
53	120,560	121,374	122,188	123,002	123,816	124,630	125,444	126,258	127,072	127,886	128,700	129,514	130,328	815
54	122,558	123,386	124,214	125,042	125,870	126,698	127,526	128,354	129,182	130,011	130,840	131,669	132,498	828
55	124,573	125,415	126,257	127,098	127,939	128,780	129,621	130,462	131,303	132,144	132,985	133,826	134,667	842
56	126,570	127,425	128,280	129,135	129,990	130,845	131,701	132,557	133,413	134,269	135,125	135,981	136,837	855
57	128,585	129,454	130,323	131,192	132,061	132,930	133,798	134,666	135,534	136,402	137,270	138,138	139,006	869
58	130,582	131,464	132,346	133,229	134,112	134,995	135,878	136,761	137,644	138,527	139,410	140,293	141,176	882
59	132,598	133,494	134,390	135,286	136,182	137,078	137,974	138,870	139,766	140,662	141,557	142,452	143,347	896
60	134,597	135,507	136,417	137,327	138,237	139,147	140,057	140,967	141,877	142,787	143,697	144,607	145,517	909
61	136,610	137,533	138,456	139,379	140,302	141,225	142,148	143,071	143,994	144,917	145,840	146,764	147,688	923
62	138,625	139,562	140,498	141,434	142,370	143,306	144,242	145,178	146,114	147,050	147,986	148,922	149,858	937
63	140,622	141,572	142,522	143,472	144,422	145,372	146,322	147,272	148,223	149,174	150,125	151,076	152,027	950
64	142,638	143,602	144,566	145,530	146,494	147,457	148,420	149,383	150,346	151,309	152,272	153,235	154,198	964
65	144,635	145,612	146,589	147,566	148,544	149,522	150,500	151,478	152,456	153,434	154,412	155,390	156,368	977
66	146,650	147,641	148,632	149,623	150,614	151,605	152,596	153,587	154,578	155,568	156,558	157,548	158,538	991
67	148,647	149,652	150,657	151,662	152,667	153,672	154,677	155,682	156,687	157,692	158,697	159,702	160,707	1004
68	150,662	151,680	152,698	153,716	154,734	155,752	156,770	157,788	158,806	159,824	160,842	161,860	162,877	1018
69	152,676	153,707	154,738	155,769	156,800	157,831	158,862	159,893	160,924	161,955	162,986	164,017	165,048	1032
70	154,675	155,720	156,765	157,810	158,855	159,900	160,945	161,990	163,035	164,081	165,127	166,173	167,219	1045
71	156,690	157,749	158,808	159,867	160,925	161,983	163,041	164,099	165,157	166,215	167,273	168,331	169,389	1059
72	158,687	159,759	160,831	161,903	162,975	164,047	165,120	166,193	167,266	168,339	169,412	170,485	171,558	1072
73	160,702	161,788	162,874	163,960	165,046	166,132	167,218	168,303	169,388	170,473	171,558	172,643	173,728	1086
74	162,699	163,798	164,898	165,998	167,098	168,198	169,298	170,398	171,498	172,598	173,698	174,798	175,898	1099
75	164,715	165,828	166,941	168,054	169,167	170,280	171,393	172,506	173,619	174,732	175,845	176,957	178,069	1113

**PLAQUEMINES PARISH  
MERIT INCREASE TABLE**

<b>OVERALL RATING</b>		<b>STEPS</b>
<b>SUBSTANTIALLY EXCEEDS EXPECTATIONS</b>	<b>Equals</b>	<b>4</b>
<b>EXCEEDS EXPECTATIONS</b>	<b>Equals</b>	<b>3</b>
<b>MEETS EXPECTATIONS</b>	<b>Equals</b>	<b>2</b>
<b>BELOW EXPECTATIONS</b>	<b>Equals</b>	<b>1</b>
<b>SUBSTANTIALLY BELOW EXPECTATIONS</b>	<b>Equals</b>	<b>0</b>

**Substantially Exceeds Expectations** -- Extraordinary performance; work is always expert, exemplary and flawless; always exceeds job requirements and results expected by a substantial degree.

**Exceeds Expectations** -- Superior performance; most work is characterized by unusual accomplishments beyond the job requirements; significantly and consistently performs at a level above that expected.

**Meets Expectations** -- Meets major job requirements; is consistently effective and competent; achieves results expected.

**Below Expectations** -- Needs improvement to meet major job requirements; work is fairly acceptable in some respects but does not meet expectations.

**Substantially Below Expectations** -- Performance is unacceptable; substantial improvement is necessary to meet job requirements.

**SALARY RANGES  
AND CLASSIFICATION SCHEDULE**

<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
<b>5</b>	<b>\$16,352</b>	<b>\$21,258</b> Custodian/Janitor Groundskeeper Lifeguard Maintenance Utility Person Night Watchman	<b>\$26,163</b>
<b>6</b>	<b>\$17,708</b>	<b>\$23,021</b> Bridge Tender Clerk I Copy Machine Oper/PBX Operator Courier Custodian/Janitor, Lead Guard Herbicide Applicator Operator I Senior Groundskeeper Sign Installer	<b>\$28,333</b>
<b>7</b>	<b>\$19,065</b>	<b>\$24,784</b> Ferry Maintenance Person Hepler Receptionist/PBX Operator Small Animal Warden	<b>\$30,504</b>
<b>8</b>	<b>\$20,421</b>	<b>\$26,547</b> Bookmobile Assistant Branch Assistant Librarian Clerk II Deckhand Herbicide Applicator Operator II Meter Reader Painter Permit Technician Scanning Clerk Street Sweeper Survey Assistant I Tractor Driver I Van Driver	<b>\$32,674</b>
<b>9</b>	<b>\$21,778</b>	<b>\$28,311</b> Animal Control Officer Assistant Curator	<b>\$34,845</b>

**SALARY RANGES  
AND CLASSIFICATION SCHEDULE**

<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
		Boat Lift Operator Bookmobile Operator Bus Driver Clerk III Compactor Operator Floodgate Operator Fog Truck Driver Graphic Art Designer Marine Inspector Oiler Pump Station Operator Rescue Boat Engineer Tractor Driver II Truck Driver I	
<b>10</b>	<b>\$23,134</b>	<b>\$30,074</b>	<b>\$37,014</b>
		Carpenter Dispatch Operator First Responder Harbor Master Humane Officer Permit Coordinator Plumber Recreation Coordinator Secretary Senior Clerk Small Engine Mechanic Survey Assistant II Water Quality Field Sampler	
<b>11</b>	<b>\$24,490</b>	<b>\$31,837</b>	<b>\$39,184</b>
		Automated Garbage Truck Operator Cherry Picker Operator Heavy Equipment Operator Truck Driver II Welder Workflow Coordinator	
<b>12</b>	<b>\$25,846</b>	<b>\$33,600</b>	<b>\$41,354</b>
		Accounting Clerk Assistant Purchasing Agent Benefit Analyst Computer Operator	

**SALARY RANGES  
AND CLASSIFICATION SCHEDULE**

<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
		Curator Draftsperson Electronic Technician I Senior Clerk II	
<b>13</b>	<b>\$27,202</b>	<b>\$35,363</b>	<b>\$43,523</b>
		A/C Mechanic Acquisition Technical Assistant Administrative Assistant Cataloging Technical Assistant Dragline Operator Gradall Operator Laboratory Technician Pump Station Operator II	
<b>14</b>	<b>\$28,558</b>	<b>\$37,126</b>	<b>\$45,693</b>
		Business Manager Code Enforcement Inspector Diesel Mechanic Mineral Lease Administrator Payroll Administrator	
<b>15</b>	<b>\$29,915</b>	<b>\$38,890</b>	<b>\$47,864</b>
		Building Inspector Field Auditor Lowboy Operator Marine Diesel Mechanic Marine Welder Master A/C Mechanic Master Carpenter Master Electrician Master Plumber Sanitarian I	
<b>16</b>	<b>\$31,272</b>	<b>\$40,653</b>	<b>\$50,035</b>
		Foreman Public Works Inspector Rescue Captain Sanitarian II	
<b>17</b>	<b>\$32,628</b>	<b>\$42,416</b>	<b>\$52,205</b>
		Assistant Library Director Computer Programmer	

**SALARY RANGES  
AND CLASSIFICATION SCHEDULE**

<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
		Deputy Building Official Electronic Technician II EMT Basic Ferry Captain I Safety Engineer Supervisor	
<b>18</b>	<b>\$33,984</b>	<b>\$44,179</b>	<b>\$54,374</b>
		Accountant Coastal Zone Manager Contract Administrator Ferry Engineer Marine Inspector/Relief Captain Party Chief Sales Tax Supervisor	
<b>19</b>	<b>\$35,340</b>	<b>\$45,942</b>	<b>\$56,544</b>
		Assistant Internal Auditor Network Support Technician	
<b>20</b>	<b>\$36,697</b>	<b>\$47,706</b>	<b>\$58,715</b>
		Chief Building Inspector Civil Service Administrator EMT Intermediate Ferry Captain II Local Coastal Program Manager Purchasing Agent	
<b>21</b>	<b>\$38,053</b>	<b>\$49,469</b>	<b>\$60,885</b>
		Marketing Assistant	
<b>22</b>	<b>\$39,409</b>	<b>\$51,232</b>	<b>\$63,054</b>
		Sales Tax Manager Senior Accountant I Superintendent	
<b>23</b>	<b>\$40,765</b>	<b>\$52,995</b>	<b>\$65,224</b>
		Engineer Intern GIS Analyst/Technician Info Technology Analyst	
<b>24</b>	<b>\$42,122</b>	<b>\$54,758</b>	<b>\$67,395</b>
		EMT Paramedic	

**SALARY RANGES  
AND CLASSIFICATION SCHEDULE**

<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u> Senior Accountant II	<u>MAXIMUM</u>
25	\$43,478	\$56,521 Civil Engineer Geographic Info System Manager Library Director Paramedic/Education Coordinator Public Health Nurse	\$69,565
26	\$44,835	\$58,285 Chief Building Official Chief Ferry Engineer	\$71,736
27	\$46,191	\$60,048 Assistant Manager Emergency Preparedness Manager Mapping Supervisor	\$73,906
28	\$47,547	\$61,811 Ferry Captain III Ferry Security Captain	\$76,075
29	\$48,903	\$63,574 Communication Manager Data Processing Manager	\$78,245
30	\$50,259	\$65,337 Port Authority Manager	\$80,414
31	\$51,616	\$67,101	\$82,586
32	\$52,972	\$68,864 Assistant Finance Manager Ferry Manager	\$84,755
33	\$54,328	\$70,627	\$86,925
34	\$55,685	\$72,390	\$89,096
35	\$57,041	\$74,153 Civil Service Director Human Resources Manager	\$91,266

**SALARY RANGES  
AND CLASSIFICATION SCHEDULE**

<b><u>GRADE</u></b>	<b><u>MINIMUM</u></b>	<b><u>MID-POINT</u></b>	<b><u>MAXIMUM</u></b>
36	\$58,397	\$75,916 Chief Internal Auditor Finance Manager	\$93,435
37	\$59,754	\$77,680	\$95,606
38	\$61,110	\$79,443 Chief Parish Engineer	\$97,776
39	\$62,466	\$81,206	\$99,946
40	\$63,822	\$82,969	\$102,115
41	\$65,178	\$84,732	\$104,285
42	\$66,535	\$86,496	\$106,456
43	\$67,892	\$88,259	\$108,627
44	\$69,248	\$90,022	\$110,797
45	\$70,604	\$91,785	\$112,966
46	\$71,960	\$93,548	\$115,136
47	\$73,316	\$95,311	\$117,306
48	\$74,673	\$97,075	\$119,477
49	\$76,029	\$98,838	\$121,646
50	\$77,385	\$100,601	\$123,816
51	\$78,742	\$102,364	\$125,987
52	\$80,098	\$104,127	\$128,157
53	\$81,455	\$105,891	\$130,328
54	\$82,811	\$107,654	\$132,498
55	\$84,167	\$109,417	\$134,667

**SALARY RANGES  
AND CLASSIFICATION SCHEDULE**

<b><u>GRADE</u></b>	<b><u>MINIMUM</u></b>	<b><u>MID-POINT</u></b>	<b><u>MAXIMUM</u></b>
56	\$85,523	\$111,180	\$136,837
57	\$86,879	\$112,943	\$139,006
58	\$88,235	\$114,706	\$141,176
59	\$89,592	\$116,470	\$143,347
60	\$90,948	\$118,233	\$145,517

**CLASSIFICATION SCHEDULE**

**ALPHABETICAL LIST OF CLASSIFICATIONS**

CLASS CODE	EEO-4 CODE	CLASS TITLE	PAY GRADE	ANNUAL PAY RANGE			FLSA CODE
				MINIMUM	MIDPOINT	MAXIMUM	
2421	F	A/C Mechanic	13	\$ 27,202	\$35,363	\$ 43,523	N
1211	B	Accountant	18	\$ 33,984	\$44,179	\$ 54,374	N
1210	E	Accounting Clerk	12	\$ 25,846	\$33,600	\$ 41,354	N
3011	Z	Acquisition Technical Assistant	13	\$ 27,202	\$35,363	\$ 43,523	N
1421	E	Administrative Assistant	13	\$ 27,202	\$35,363	\$ 43,523	N
2741	B	Animal Control Officer	9	\$ 21,778	\$28,311	\$ 34,845	N
3211	E	Assistant Curator	9	\$ 21,778	\$28,311	\$ 34,845	N
1032	A	Assistant Finance Manger	32	\$ 52,972	\$68,864	\$ 84,755	E
1072	B	Assistant Internal Auditor	19	\$ 35,340	\$45,942	\$ 56,544	E
3111	Z	Assistant Library Director	17	\$ 32,628	\$42,416	\$ 52,205	N
1121	A	Assistant Manager	27	\$ 46,191	\$60,048	\$ 73,906	E
1518	E	Assistant Purchasing Agent	12	\$ 25,846	\$33,600	\$ 41,354	N
2243	I	Automated Garbage Truck Operator	11	\$ 24,490	\$31,837	\$ 39,184	N
1541	E	Benefit Analyst	12	\$ 25,846	\$33,600	\$ 41,354	N
2121	F	Boat Lift Operator	9	\$ 21,778	\$28,311	\$ 34,845	N
3031	I	Bookmobile Assistant	8	\$ 20,421	\$26,547	\$ 32,674	N
2211	Z	Bookmobile Operator	9	\$ 21,778	\$28,311	\$ 34,845	N
3021	Z	Branch Assistant Librarian	8	\$ 20,421	\$26,547	\$ 32,674	N
2131	F	Bridge Tender	6	\$ 17,708	\$23,012	\$ 28,333	N
1611	B	Building Inspector	15	\$ 29,915	\$38,890	\$ 47,864	N
1122	A	Business Manager	14	\$ 28,558	\$37,126	\$ 45,693	E
2252	I	Bus Driver	9	\$ 21,778	\$28,311	\$ 34,845	N
2443	F	Carpenter	10	\$ 23,134	\$30,074	\$ 37,014	N
3041	Z	Cataloging Technical Assistant	13	\$ 27,202	\$35,363	\$ 43,523	N
2351	I	Cherry Picker Operator	11	\$ 24,490	\$31,837	\$ 39,184	N
1610	B	Chief Building Inspector	20	\$ 36,697	\$47,706	\$ 58,715	E
1133	A	Chief Building Official	26	\$ 44,835	\$58,285	\$ 71,736	E
2411	B	Chief Ferry Engineer	26	\$ 44,835	\$58,285	\$ 71,736	E
1071	B	Chief Internal Auditor	36	\$ 58,397	\$75,916	\$ 93,435	E
1170	B	Chief Parish Engineer	38	\$ 61,110	\$79,443	\$ 97,776	E
1171	B	Civil Engineer	25	\$ 43,478	\$56,521	\$ 69,565	E
1162	A	Civil Service Administrator	20	\$ 36,697	\$47,706	\$ 58,715	E
1011	A	Civil Service Director	35	\$ 57,041	\$74,153	\$ 91,266	E
1511	E	Clerk I	6	\$ 17,708	\$23,021	\$ 28,333	N
1512	E	Clerk II	8	\$ 20,421	\$26,547	\$ 32,674	N
1513	E	Clerk III	9	\$ 21,778	\$28,311	\$ 34,845	N
1114	A	Coastal Zone Manager	18	\$ 33,984	\$44,179	\$ 54,374	E
1612	B	Code Enforcement Inspector	14	\$ 28,558	\$37,126	\$ 45,693	N
1081	A	Communication Manager	29	\$ 48,903	\$63,574	\$ 78,245	E
2311	I	Compactor Operator	9	\$ 21,778	\$28,311	\$ 34,845	N
1311	E	Computer Operator	12	\$ 25,846	\$33,600	\$ 41,354	N
1321	C	Computer Programmer	17	\$ 32,628	\$42,416	\$ 52,205	E
1431	E	Contract Administrator	18	\$ 33,984	\$44,179	\$ 54,374	N
1521	E	Copy Machine Operator/PBX Operator	6	\$ 17,708	\$23,021	\$ 28,333	N
2221	I	Courier	6	\$ 17,708	\$23,021	\$ 28,333	N

**CLASSIFICATION SCHEDULE**

**ALPHABETICAL LIST OF CLASSIFICATIONS**

CLASS CODE	EEO-4 CODE	CLASS TITLE	PAY GRADE	ANNUAL PAY RANGE			FLSA CODE
				MINIMUM	MIDPOINT	MAXIMUM	
3212	B	Curator	12	\$ 25,846	\$33,600	\$ 41,354	N
2511	I	Custodian/Janitor	5	\$ 16,352	\$21,258	\$ 26,163	N
2512	I	Custodian/Janitor - Lead	6	\$ 17,708	\$23,021	\$ 28,333	N
1021	B	Data Processing Manager	29	\$ 48,903	\$63,574	\$ 78,245	E
2141	I	Deckhand	8	\$ 20,421	\$26,547	\$ 32,674	E
1154	B	Deputy Building Official	17	\$ 32,628	\$42,416	\$ 52,205	E
2471	F	Diesel Mechanic	14	\$ 28,558	\$37,126	\$ 45,693	N
1531	E	Dispatch Operator	10	\$ 23,134	\$30,074	\$ 37,014	N
4211	C	Draftsperson	12	\$ 25,846	\$33,600	\$ 41,354	N
2331	F	Dragline Operator	13	\$ 27,202	\$35,363	\$ 43,523	N
4111	C	Electronic Technician I	12	\$ 25,846	\$33,600	\$ 41,354	N
4112	C	Electronic Technician II	17	\$ 32,628	\$42,416	\$ 52,205	N
1090	A	Emergency Preparedness Manager	27	\$ 46,191	\$60,048	\$ 73,906	E
4021	C	EMT - Basic	17	\$ 32,628	\$42,416	\$ 52,205	N
4022	C	EMT - Intermediate	20	\$ 36,697	\$47,706	\$ 58,715	N
4041	C	EMT - Paramedic	24	\$ 42,122	\$54,758	\$ 67,395	N
5210	B	Engineer Intern	23	\$ 40,765	\$52,995	\$ 65,224	E
5111	B	Ferry Captain I	17	\$ 32,628	\$42,416	\$ 52,205	E
5112	B	Ferry Captain II	20	\$ 36,697	\$47,706	\$ 58,715	E
5113	B	Ferry Captain III	28	\$ 47,547	\$61,811	\$ 76,075	E
2412	B	Ferry Engineer	18	\$ 33,984	\$44,179	\$ 54,374	E
2561	I	Ferry Maintenance Person	7	\$ 19,065	\$24,784	\$ 30,504	N
1172	A	Ferry Manager	32	\$ 52,972	\$68,864	\$ 84,755	E
2731	Y	Ferry Security Captain	28	\$ 47,547	\$61,811	\$ 76,075	E
1221	B	Field Auditor	15	\$ 29,915	\$38,890	\$ 47,864	N
1031	A	Finance Manager	36	\$ 58,397	\$75,916	\$ 93,435	E
4020	C	First Responder	10	\$ 23,134	\$30,074	\$ 37,014	N
2381	F	Floodgate Operator	9	\$ 21,778	\$28,311	\$ 34,845	N
2231	I	Fog Truck Driver	9	\$ 21,778	\$28,311	\$ 34,845	N
1141	A	Foreman	16	\$ 31,272	\$40,653	\$ 50,035	N
1020	B	Geographic Information System Manager	25	\$ 43,478	\$56,521	\$ 69,565	E
1341	C	GIS Analyst/Technician	23	\$ 40,765	\$52,995	\$ 65,224	E
2325	F	Gradall Operator	13	\$ 27,202	\$35,363	\$ 43,523	N
2621	I	Graphic Art Designer	9	\$ 21,778	\$28,311	\$ 34,845	N
2521	I	Groundskeeper	5	\$ 16,352	\$21,258	\$ 26,163	N
2711	Y	Guard	6	\$ 17,708	\$23,021	\$ 28,333	N
2112	A	Harbor Master	10	\$ 23,134	\$30,074	\$ 37,014	N
2310	F	Heavy Equipment Operator	11	\$ 24,490	\$31,837	\$ 39,184	N
2531	I	Helper	7	\$ 19,065	\$24,784	\$ 30,504	N
4031	I	Herbicide Applicator Operator I	6	\$ 17,708	\$23,021	\$ 28,333	N
4032	I	Herbicide Applicator Operator II	8	\$ 20,421	\$26,547	\$ 32,674	N
1041	A	Human Resource Manager	35	\$ 57,041	\$74,153	\$ 91,266	E

**CLASSIFICATION SCHEDULE**

**ALPHABETICAL LIST OF CLASSIFICATIONS**

CLASS CODE	EEO-4 CODE	CLASS TITLE	PAY GRADE	ANNUAL PAY RANGE			FLSA CODE
				MINIMUM	MIDPOINT	MAXIMUM	
2742	B	Humane Officer	10	\$ 23,134	\$30,074	\$ 37,014	N
1342	C	Information Technology Analyst	23	\$ 40,765	\$52,995	\$ 65,224	E
4011	C	Laboratory Technician	13	\$ 27,202	\$35,363	\$ 43,523	N
3112	B	Library Director	25	\$ 43,478	\$56,521	\$ 69,565	E
2721	Y	Lifeguard	5	\$ 16,352	\$21,258	\$ 26,163	N
1115	A	Local Coastal Program Manager	20	\$ 36,697	\$47,706	\$ 58,715	E
2244	I	Lowboy Operator	15	\$ 29,915	\$38,890	\$ 47,864	N
2541	I	Maintenance Utility Person	5	\$ 16,352	\$21,258	\$ 26,163	N
1116	A	Mapping Supervisor	27	\$ 46,191	\$60,048	\$ 73,906	E
2431	F	Marine Diesel Mechanic	15	\$ 29,915	\$38,890	\$ 47,864	N
1621	B	Marine Inspector	9	\$ 21,778	\$28,311	\$ 34,845	N
1622	B	Marine Inspector/Relief Captain	18	\$ 33,984	\$44,179	\$ 54,374	N
2493	F	Marine Welder	15	\$ 29,915	\$38,890	\$ 47,864	N
1441	E	Marketing Assistant	21	\$ 38,053	\$49,469	\$ 60,885	N
2423	F	Master A/C Mechanic	15	\$ 29,915	\$38,890	\$ 47,864	N
2444	F	Master Carpenter	15	\$ 29,915	\$38,890	\$ 47,864	N
2453	F	Master Electrician	15	\$ 29,915	\$38,890	\$ 47,864	N
2463	F	Master Plumber	15	\$ 29,915	\$38,890	\$ 47,864	N
2571	E	Meter Reader	8	\$ 20,421	\$26,547	\$ 32,674	N
3611	Z	Mineral Lease Administrator	14	\$ 28,558	\$37,126	\$ 45,693	N
1331	C	Network Support Technician	19	\$ 35,340	\$45,942	\$ 56,544	N
2712	Y	Night Watchman	5	\$ 16,352	\$21,258	\$ 26,163	N
2151	I	Oiler	9	\$ 21,778	\$28,311	\$ 34,845	E
2481	F	Painter	8	\$ 20,421	\$26,547	\$ 32,674	N
4042	C	Paramedic/Education Coordinator	25	\$ 43,478	\$56,521	\$ 69,565	N
1181	A	Party Chief	18	\$ 33,984	\$44,179	\$ 54,374	E
1515	E	Payroll Administrator	14	\$ 28,558	\$37,126	\$ 45,693	N
1113	E	Permit Coordinator	10	\$ 23,134	\$30,074	\$ 37,014	N
1516	E	Permit Technician	8	\$ 20,421	\$26,547	\$ 32,674	N
2461	F	Plumber	10	\$ 23,134	\$30,074	\$ 37,014	N
1062	A	Port Authority Manager	30	\$ 50,259	\$65,337	\$ 80,414	E
4051	C	Public Health Nurse	25	\$ 43,478	\$56,521	\$ 69,565	N
1631	C	Public Works Inspector	16	\$ 31,272	\$40,653	\$ 50,035	N
2161	F	Pump Station Operator I	9	\$ 21,778	\$28,311	\$ 34,845	N
2162	F	Pump Station Operator II	13	\$ 27,202	\$35,363	\$ 43,523	N
1231	E	Purchasing Agent	20	\$ 36,697	\$47,706	\$ 58,715	E
1533	E	Receptionist/PBX Operator	7	\$ 19,065	\$24,784	\$ 30,504	N
1111	E	Recreation Coordinator	10	\$ 23,134	\$30,074	\$ 37,014	N
2171	I	Rescue Boat Engineer	9	\$ 21,778	\$28,311	\$ 34,845	E
5121	B	Rescue Captain	16	\$ 31,272	\$40,653	\$ 50,035	E



<h2 style="margin: 0;">CLASSIFICATION SCHEDULE</h2> <h3 style="margin: 0;">SPECIAL ENTRANCE RATES</h3>
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<b>Ferry Captain III &amp; Ferry Security Captain</b>					
<b>Pay Grade 28</b>					
License Issue #1	0 years to less than 5 years	Step 27	\$		60,383.00
License Issue #2	5 years to less than 10 years	Step 28	\$		60,859.00
License Issue #3	10 years to less than 15 years	Step 30	\$		61,811.00
License Issue #4+	15 years plus	Step 32	\$		62,761.00

<b>Chief Ferry Engineer</b>					
<b>Pay Grade 26</b>					
License Issue #1	0 years to less than 5 years	Step 13	\$		50,659.00
License Issue #2	5 years to less than 10 years	Step 17	\$		52,451.00
License Issue #3	10 years to less than 15 years	Step 18	\$		52,899.00
License Issue #4+	15 years plus	Step 19	\$		53,347.00

<b>Civil Engineer</b>					
<b>Pay Grade 25 ---- Step 28 ---- \$55,653.00</b>					