

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



Effective October 10, 2019

AMENDMENTS TO THE PAY PLAN

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 Information System) Manager.

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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.

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.

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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 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

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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.

On December 9, 2009, the Plaquemines Parish Civil Service Commission, and on January 28, 2010 the Plaquemines Parish Council, approved Ordinance 10-47, reallocating the classification of Street Sweeper from Pay Grade 8 to Pay Grade 11.

On May 4, 2010, the Plaquemines Parish Civil Service Commission, and on May 27, 2010 the Plaquemines Parish Council, approved Ordinance 10-138, creating the classification of Charter Director's Administrative Assistant on Pay Grade 15.

On February 23, 2010, the Plaquemines Parish Civil Service Commission, and on June 24, 2010 the Plaquemines Parish Council, approved Ordinance 10-186, creating the classification of

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Heavy Equipment Operator I on Pay Grade 11, and Heavy Equipment Operator II on Pay Grade 13, and deleting the classification of Heavy Equipment Operator.

On March 23, 2010, the Plaquemines Parish Civil Service Commission, and on June 24, 2010 the Plaquemines Parish Council, approved Ordinance 10-185, creating the classification of Public Grounds-Keeper on Pay Grade 8.

On May 26, 2010, the Plaquemines Parish Civil Service Commission, and on July 8, 2010 the Plaquemines Parish Council, approved Ordinance 10-213, creating the classifications of Larvicide Applicator I on Pay Grade 10 and Larvicide Applicator II on Pay Grade 11.

On May 10, 2011, the Plaquemines Parish Civil Service Commission, and on May 26, 2011 the Plaquemines Parish Council, approved Ordinance 11-113, creating the classification of Application Specialist/Trainer on Pay Grade 28.

On May 10, 2011, the Plaquemines Parish Civil Service Commission, and on May 26, 2011 the Plaquemines Parish Council, approved Ordinance 11-114, creating the classification of Public Information Officer on Pay Grade 23.

The Plaquemines Parish Council approved Resolution Number 12-221 on July 12, 2012 requesting the Plaquemines Parish Civil Service Commission to amend the current Pay Plan by adjusting the minimum salary for a 3% Cost-Of-Living Increase and adjust each following step by 1% increments. On July 19, 2012, the Plaquemines Parish Civil Service Commission adopted a new Pay Plan for a 3% Cost-Of-Living Increase, and adjusted each step by 1% increments. August 9, 2012, the Plaquemines Parish Council approved Ordinance Number 12-167 approving the new Pay Plan granting the 3% Cost-Of-Living Increase.

On July 19, 2012, the Plaquemines Parish Civil Service Commission, and on August 9, 2012, the Plaquemines Parish Council, approved Ordinance 12-161 creating the classification of Information Technology (IT) Office Specialist on Pay Grade 13.

On July 19, 2012, the Plaquemines Parish Civil Service Commission, and on August 9, 2012, the Plaquemines Parish Council, approved Ordinance 12-169 creating the classifications of Director of Port Administration on Pay Grade 41 and Ordinance 12-170 creating the classification of Director of Port Security and Vessels on Pay Grade 41.

On August 20, 2013, the Plaquemines Parish Civil Service Commission, and on September 26, 2013, the Plaquemines Parish Council, approved Ordinance 13-217 creating the classification of Insurance Specialist on Pay Grade 31.

On August 20, 2013, the Plaquemines Parish Civil Service Commission, and on September 26, 2013, the Plaquemines Parish Council, approved Ordinance 13-226 creating the classification of Comptroller on Pay Grade 33.

The Civil Service Commission hired Mr. Wayne Vicknair, Creative Compensation Solutions to conduct a Compensation and classification review with regards to starting salaries and proper allocation; After careful review, consideration, and discussion the Civil Service Commission at its meeting on January 30, 2014 approved the Pay Plan and Classification Schedule; and on February 27, 2014, the Plaquemines Parish Council adopted Ordinance 14-34 approving the new Pay Plan to be effective March 31, 2014.

Creative Compensation Solutions was hired to complete and evaluation of the Contract Administrator. Upon the recommendations, the Civil Service Commission on July 9, 2014, and on August 28, 2014, the Plaquemines Parish Council, approved Ordinance 14-150 approving the amended Civil Service Pay Plan, reallocating the Contract Administrator from Pay Grade 18 to Pay Grade 23, and to change the FLSA code from Non-exempt to Exempt.

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In order to comply with the U.S. Department of Labor updated regulations of Exemptions for Executive, Administrative, Professional, Outside Sales and Computer Employees, the Civil Service Commission at its meeting on October 10, 2016, amended the Civil Service Pay Plan reclassifying several classifications from exempt status to non-exempt status and amended Rule IV, Section 3.2 adding a new subsection a) and re-lettering the following paragraphs; The Plaquemines Parish Council at its meeting October 27, 2016 approved Ordinance 16-125 approving the amendments to the Pay Plan and Rule Book. This pay plan is to be effective and implemented on November 21, 2016.

At the request of Administration, Creative Compensation Solutions, Inc. was hired to write and analyze a job description for a Project Manager. Upon the recommendations, the Civil Service Commission on August 3, 2017, and on September 14, 2017, the Plaquemines Parish Council, approved Ordinance 17-127 approving the amended Civil Service Pay Plan, creating the exempt classification of Project Manager on Pay Grade 35

The Plaquemines Port Harbor & Terminal District requested a study be completed on eleven classifications used by the Port at the Civil Service meeting held on February 1, 2107; Creative Compensation Solutions, Inc. was hired to complete the study and recommended to reallocate the classification of Rescue Boat Engineer from Pay Grade 9 to Pay Grade 11, the Rescue Captain from Pay Grade 16 to Pay Grade 18, and the Marine Inspector/Relief Captain from Pay Grade 18 to Pay Grade 20 and to apply Rule IV, Section 3.11 in order to maintain an equitable balance between the employees in these classifications; The Civil Service Commission on August 3, 2017 amended the Civil Service Pay Plan and Classification Schedule reallocating the classification of Rescue Boat Engineer, Rescue Captain, and Marine Inspector/Relief Captain; The Plaquemines Parish Council at its meeting held on December 14, 2017 approved Ordinance Number 17-178 approving the amended Civil Service Pay Plan.

Creative Compensation Solutions, Inc. was hired to complete an evaluation of the needs of the departments that maintained equipment. The Recommendation was to delete the Classification of Diesel Mechanic and rename it Diesel Maintenance Mechanic on Pay Grade 14, and to create the Classifications of Tier 2 and 3 Diesel Mechanic-Technician on Pay Grade 16, Air Conditioning Mechanic-Technician on Pay Grade 16, Hydraulic Mechanic-Technician on Pay Grade 16, and Tier 4 Diesel Mechanic-Technician on Pay Grade 23. The Civil Service Commission adopted the amended Pay Plan on March 11, 2015 and submitted the amendment to the Parish Council. The Ordinance was deferred by the Parish Council four times and was not reintroduced. Administration requested a special entrance rate be granted to Diesel Mechanics on February 20, 2018. The Civil Service Commission, rather than issue a Special Entrance Rate for the Diesel Mechanic amended the Pay Plan and Classification schedule to include the recommendations and re-submit the amendment to the Parish Council. The Parish Council adopted Ordinance Number 18-43 on April 26, 2018 approving the amended Civil Service Pay Plan.

The Parish Administration sent a request to the Civil Service Director to review the classification of Permit Coordinator. As a result of the comparison, the Director recommended that the classification be reallocated from Pay Grade 10 to Pay Grade 11. The Civil Service Commission on September 28, 2018 amended the Pay Plan and Classification Schedule to reallocate the classification of Permit Coordinator. The Parish Council on November 8, 2018 adopted Ordinance 18-151 approving the amended Civil Service Pay Plan.

The Plaquemines Port Harbor & Terminal District requested the Civil Service Commission to create the classified position of Director of Port Finance and amend their Pay Plan and Classification Schedule to add the Classification of Director of Port Finance on Pay Grade 41 (Minimum Salary \$68,782); and Whereas, the Council as the sole government authority of the District has determined that in order to carry out the purposes of advancing Port development in Plaquemines Parish it is necessary to reallocate the Comptroller to the position of Director of Port Finance to more consistent with the job description duties and responsibilities effective January 1, 2020. The Plaquemines Port, Harbor and Terminal District hereby requests this reallocation be effective January 1, 2020 and funded with the adoption of the 2020 Port Manpower Budget. The Parish Council adopted Ordinance Number 19-121 on October 10, 2019 approving the amended Civil Service Pay Plan.

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Salary Grade and Steps
Effective March 31, 2014

2014	STEPS											STEPS							
Grade	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
6	18,605	18,791	18,979	19,169	19,361	19,555	19,751	19,949	20,148	20,349	20,552	20,758	20,966	21,176	21,388	21,602	21,818	22,036	22,256
7	20,031	20,231	20,433	20,637	20,843	21,051	21,262	21,475	21,690	21,907	22,126	22,347	22,570	22,796	23,024	23,254	23,487	23,722	23,959
8	21,456	21,671	21,888	22,107	22,328	22,551	22,777	23,005	23,235	23,467	23,702	23,939	24,178	24,420	24,664	24,911	25,160	25,412	25,666
9	22,882	23,111	23,342	23,575	23,811	24,049	24,289	24,532	24,777	25,025	25,275	25,528	25,783	26,041	26,301	26,564	26,830	27,098	27,369
10	24,307	24,550	24,796	25,044	25,294	25,547	25,802	26,060	26,321	26,584	26,850	27,119	27,390	27,664	27,941	28,220	28,502	28,787	29,075
11	25,732	25,989	26,249	26,511	26,776	27,044	27,314	27,587	27,863	28,142	28,423	28,707	28,994	29,284	29,577	29,873	30,172	30,474	30,779
12	27,156	27,428	27,702	27,979	28,259	28,542	28,827	29,115	29,406	29,700	29,997	30,297	30,600	30,906	31,215	31,527	31,842	32,160	32,482
13	28,581	28,867	29,156	29,448	29,742	30,039	30,339	30,642	30,948	31,257	31,570	31,886	32,205	32,527	32,852	33,181	33,513	33,848	34,186
14	30,006	30,306	30,609	30,915	31,224	31,536	31,851	32,170	32,492	32,817	33,145	33,476	33,811	34,149	34,490	34,835	35,183	35,535	35,890
15	31,431	31,745	32,062	32,383	32,707	33,034	33,364	33,698	34,035	34,375	34,719	35,066	35,417	35,771	36,129	36,490	36,855	37,224	37,596
16	32,857	33,186	33,518	33,853	34,192	34,534	34,879	35,228	35,580	35,936	36,295	36,658	37,025	37,395	37,769	38,147	38,528	38,913	39,302
17	34,282	34,625	34,971	35,321	35,674	36,031	36,391	36,755	37,123	37,494	37,869	38,248	38,630	39,016	39,406	39,800	40,198	40,600	41,006
18	35,708	36,065	36,426	36,790	37,158	37,530	37,905	38,284	38,667	39,054	39,445	39,839	40,237	40,639	41,045	41,455	41,870	42,289	42,712
19	37,132	37,503	37,878	38,257	38,640	39,026	39,416	39,810	40,208	40,610	41,016	41,426	41,840	42,258	42,681	43,108	43,539	43,974	44,414
20	38,558	38,944	39,333	39,726	40,123	40,524	40,929	41,338	41,751	42,169	42,591	43,017	43,447	43,881	44,320	44,763	45,211	45,663	46,120
21	39,983	40,383	40,787	41,195	41,607	42,023	42,443	42,867	43,296	43,729	44,166	44,608	45,054	45,505	45,960	46,420	46,884	47,353	47,827
22	41,407	41,821	42,239	42,661	43,088	43,519	43,954	44,394	44,838	45,286	45,739	46,196	46,658	47,125	47,596	48,072	48,553	49,039	49,529
23	42,832	43,260	43,693	44,130	44,571	45,017	45,467	45,922	46,381	46,845	47,313	47,786	48,264	48,747	49,234	49,726	50,223	50,725	51,232
24	44,258	44,701	45,148	45,599	46,055	46,516	46,981	47,451	47,926	48,405	48,889	49,378	49,872	50,371	50,875	51,384	51,898	52,417	52,941
25	45,682	46,139	46,600	47,066	47,537	48,012	48,492	48,977	49,467	49,962	50,462	50,967	51,477	51,992	52,512	53,037	53,567	54,103	54,644
26	47,108	47,579	48,055	48,536	49,021	49,511	50,006	50,506	51,011	51,521	52,036	52,556	53,082	53,613	54,149	54,690	55,237	55,789	56,347

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Salary Grade and Steps
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2014	STEPS										STEPS								
Grade	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
27	48,534	49,019	49,509	50,004	50,504	51,009	51,519	52,034	52,554	53,080	53,611	54,147	54,688	55,235	55,787	56,345	56,908	57,477	58,052
28	49,958	50,458	50,963	51,473	51,988	52,508	53,033	53,563	54,099	54,640	55,186	55,738	56,295	56,858	57,427	58,001	58,581	59,167	59,759
29	51,383	51,897	52,416	52,940	53,469	54,004	54,544	55,089	55,640	56,196	56,758	57,326	57,899	58,478	59,063	59,654	60,251	60,854	61,463
30	52,808	53,336	53,869	54,408	54,952	55,502	56,057	56,618	57,184	57,756	58,334	58,917	59,506	60,101	60,702	61,309	61,922	62,541	63,166
31	54,233	54,775	55,323	55,876	56,435	56,999	57,569	58,145	58,726	59,313	59,906	60,505	61,110	61,721	62,338	62,961	63,591	64,227	64,869
32	55,658	56,215	56,777	57,345	57,918	58,497	59,082	59,673	60,270	60,873	61,482	62,097	62,718	63,345	63,978	64,618	65,264	65,917	66,576
33	57,083	57,654	58,231	58,813	59,401	59,995	60,595	61,201	61,813	62,431	63,055	63,686	64,323	64,966	65,616	66,272	66,935	67,604	68,280
34	58,509	59,094	59,685	60,282	60,885	61,494	62,109	62,730	63,357	63,991	64,631	65,277	65,930	66,589	67,255	67,928	68,607	69,293	69,986
35	59,933	60,532	61,137	61,748	62,365	62,989	63,619	64,255	64,898	65,547	66,202	66,864	67,533	68,208	68,890	69,579	70,275	70,978	71,688
36	61,358	61,972	62,592	63,218	63,850	64,489	65,134	65,785	66,443	67,107	67,778	68,456	69,141	69,832	70,530	71,235	71,947	72,666	73,393
37	62,784	63,412	64,046	64,686	65,333	65,986	66,646	67,312	67,985	68,665	69,352	70,046	70,746	71,453	72,168	72,890	73,619	74,355	75,099
38	64,208	64,850	65,499	66,154	66,816	67,484	68,159	68,841	69,529	70,224	70,926	71,635	72,351	73,075	73,806	74,544	75,289	76,042	76,802
39	65,633	66,289	66,952	67,622	68,298	68,981	69,671	70,368	71,072	71,783	72,501	73,226	73,958	74,698	75,445	76,199	76,961	77,731	78,508
40	67,058	67,729	68,406	69,090	69,781	70,479	71,184	71,896	72,615	73,341	74,074	74,815	75,563	76,319	77,082	77,853	78,632	79,418	80,212
41	68,482	69,170	70,165	70,867	71,576	72,292	73,015	73,745	74,482	75,227	75,979	76,739	77,506	78,281	79,064	79,855	80,654	81,461	82,276
42	69,908	70,607	71,313	72,026	72,746	73,473	74,208	74,950	75,700	76,457	77,222	77,994	78,774	79,562	80,358	81,162	81,974	82,794	83,622
43	71,334	72,047	72,767	73,495	74,230	74,972	75,722	76,479	77,244	78,016	78,796	79,584	80,380	81,184	81,996	82,816	83,644	84,480	85,325
44	72,758	73,486	74,221	74,963	75,713	76,470	77,235	78,007	78,787	79,575	80,371	81,175	81,987	82,807	83,635	84,471	85,316	86,169	87,031
45	74,183	74,925	75,674	76,431	77,195	77,967	78,747	79,534	80,329	81,132	81,943	82,762	83,590	84,426	85,270	86,123	86,984	87,854	88,733
46	75,609	76,365	77,129	77,900	78,679	79,466	80,261	81,064	81,875	82,694	83,521	84,356	85,200	86,052	86,913	87,782	88,660	89,547	90,442
47	77,033	77,803	78,581	79,367	80,161	80,963	81,773	82,591	83,417	84,251	85,094	85,945	86,804	87,672	88,549	89,434	90,328	91,231	92,143
48	78,459	79,244	80,036	80,836	81,644	82,460	83,285	84,118	84,959	85,809	86,667	87,534	88,409	89,293	90,186	91,088	91,999	92,919	93,848
49	79,884	80,683	81,490	82,305	83,128	83,959	84,799	85,647	86,503	87,368	88,242	89,124	90,015	90,915	91,824	92,742	93,669	94,606	95,552
50	81,309	82,122	82,943	83,772	84,610	85,456	86,311	87,174	88,046	88,926	89,815	90,713	91,620	92,536	93,461	94,396	95,340	96,293	97,256

CIVIL SERVICE
Salary Grade and Steps
Effective March 31, 2014

2014	STEPS															
Grade	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34
6	22,479	22,704	22,931	23,160	23,392	23,626	23,862	24,101	24,342	24,585	24,831	25,079	25,330	25,583	25,839	26,097
7	24,199	24,441	24,685	24,932	25,181	25,433	25,687	25,944	26,203	26,465	26,730	26,997	27,267	27,540	27,815	28,093
8	25,923	26,182	26,444	26,708	26,975	27,245	27,517	27,792	28,070	28,351	28,635	28,921	29,210	29,502	29,797	30,095
9	27,643	27,919	28,198	28,480	28,765	29,053	29,344	29,637	29,933	30,232	30,534	30,839	31,147	31,458	31,773	32,091
10	29,366	29,660	29,957	30,257	30,560	30,866	31,175	31,487	31,802	32,120	32,441	32,765	33,093	33,424	33,758	34,096
11	31,087	31,398	31,712	32,029	32,349	32,672	32,999	33,329	33,662	33,999	34,339	34,682	35,029	35,379	35,733	36,090
12	32,807	33,135	33,466	33,801	34,139	34,480	34,825	35,173	35,525	35,880	36,239	36,601	36,967	37,337	37,710	38,087
13	34,528	34,873	35,222	35,574	35,930	36,289	36,652	37,019	37,389	37,763	38,141	38,522	38,907	39,296	39,689	40,086
14	36,249	36,611	36,977	37,347	37,720	38,097	38,478	38,863	39,252	39,645	40,041	40,441	40,845	41,253	41,666	42,083
15	37,972	38,352	38,736	39,123	39,514	39,909	40,308	40,711	41,118	41,529	41,944	42,363	42,787	43,215	43,647	44,083
16	39,695	40,092	40,493	40,898	41,307	41,720	42,137	42,558	42,984	43,414	43,848	44,286	44,729	45,176	45,628	46,084
17	41,416	41,830	42,248	42,670	43,097	43,528	43,963	44,403	44,847	45,295	45,748	46,205	46,667	47,134	47,605	48,081
18	43,139	43,570	44,006	44,446	44,890	45,339	45,792	46,250	46,713	47,180	47,652	48,129	48,610	49,096	49,587	50,083
19	44,858	45,307	45,760	46,218	46,680	47,147	47,618	48,094	48,575	49,061	49,552	50,048	50,548	51,053	51,564	52,080
20	46,581	47,047	47,517	47,992	48,472	48,957	49,447	49,941	50,440	50,944	51,453	51,968	52,488	53,013	53,543	54,078
21	48,305	48,788	49,276	49,769	50,267	50,770	51,278	51,791	52,309	52,832	53,360	53,894	54,433	54,977	55,527	56,082
22	50,024	50,524	51,029	51,539	52,054	52,575	53,101	53,632	54,168	54,710	55,257	55,810	56,368	56,932	57,501	58,076
23	51,744	52,261	52,784	53,312	53,845	54,383	54,927	55,476	56,031	56,591	57,157	57,729	58,306	58,889	59,478	60,073
24	53,470	54,005	54,545	55,090	55,641	56,197	56,759	57,327	57,900	58,479	59,064	59,655	60,252	60,855	61,464	62,079
25	55,190	55,742	56,299	56,862	57,431	58,005	58,585	59,171	59,763	60,361	60,965	61,575	62,191	62,813	63,441	64,075
26	56,910	57,479	58,054	58,635	59,221	59,813	60,411	61,015	61,625	62,241	62,863	63,492	64,127	64,768	65,416	66,070

CIVIL SERVICE
Salary Grade and Steps
Effective March 31, 2014

2014	STEPS															
Grade	19	20	21	22	23	24	25	26	27	28	29	30	31	32	33	34
27	58,633	59,219	59,811	60,409	61,013	61,623	62,239	62,861	63,490	64,125	64,766	65,414	66,068	66,729	67,396	68,070
28	60,357	60,961	61,571	62,187	62,809	63,437	64,071	64,712	65,359	66,013	66,673	67,340	68,013	68,693	69,380	70,074
29	62,078	62,699	63,326	63,959	64,599	65,245	65,897	66,556	67,222	67,894	68,573	69,259	69,952	70,652	71,359	72,073
30	63,798	64,436	65,080	65,731	66,388	67,052	67,723	68,400	69,084	69,775	70,473	71,178	71,890	72,609	73,335	74,068
31	65,518	66,173	66,835	67,503	68,178	68,860	69,549	70,244	70,946	71,655	72,372	73,096	73,827	74,565	75,311	76,064
32	67,242	67,914	68,593	69,279	69,972	70,672	71,379	72,093	72,814	73,542	74,277	75,020	75,770	76,528	77,293	78,066
33	68,963	69,653	70,350	71,054	71,765	72,483	73,208	73,940	74,679	75,426	76,180	76,942	77,711	78,488	79,273	80,066
34	70,686	71,393	72,107	72,828	73,556	74,292	75,035	75,785	76,543	77,308	78,081	78,862	79,651	80,448	81,252	82,065
35	72,405	73,129	73,860	74,599	75,345	76,098	76,859	77,628	78,404	79,188	79,980	80,780	81,588	82,404	83,228	84,060
36	74,127	74,868	75,617	76,373	77,137	77,908	78,687	79,474	80,269	81,072	81,883	82,702	83,529	84,364	85,208	86,060
37	75,850	76,609	77,375	78,149	78,930	79,719	80,516	81,321	82,134	82,955	83,785	84,623	85,469	86,324	87,187	88,059
38	77,570	78,346	79,129	79,920	80,719	81,526	82,341	83,164	83,996	84,836	85,684	86,541	87,406	88,280	89,163	90,055
39	79,293	80,086	80,887	81,696	82,513	83,338	84,171	85,013	85,863	86,722	87,589	88,465	89,350	90,244	91,146	92,057
40	81,014	81,824	82,642	83,468	84,303	85,146	85,997	86,857	87,726	88,603	89,489	90,384	91,288	92,201	93,123	94,054
41	83,099	83,930	84,769	85,617	86,473	87,338	88,211	89,093	89,984	90,884	91,793	92,711	93,638	94,574	95,520	96,475
42	84,458	85,303	86,156	87,018	87,888	88,767	89,655	90,552	91,458	92,373	93,297	94,230	95,172	96,124	97,085	98,056
43	86,178	87,040	87,910	88,789	89,677	90,574	91,480	92,395	93,319	94,252	95,195	96,147	97,108	98,079	99,060	100,051
44	87,901	88,780	89,668	90,565	91,471	92,386	93,310	94,243	95,185	96,137	97,098	98,069	99,050	100,041	101,041	102,051
45	89,620	90,516	91,421	92,335	93,258	94,191	95,133	96,084	97,045	98,015	98,995	99,985	100,985	101,995	103,015	104,045
46	91,346	92,259	93,182	94,114	95,055	96,006	96,966	97,936	98,915	99,904	100,903	101,912	102,931	103,960	105,000	106,050
47	93,064	93,995	94,935	95,884	96,843	97,811	98,789	99,777	100,775	101,783	102,801	103,829	104,867	105,916	106,975	108,045
48	94,786	95,734	96,691	97,658	98,635	99,621	100,617	101,623	102,639	103,665	104,702	105,749	106,806	107,874	108,953	110,043
49	96,508	97,473	98,448	99,432	100,426	101,430	102,444	103,468	104,503	105,548	106,603	107,669	108,746	109,833	110,931	112,040
50	98,229	99,211	100,203	101,205	102,217	103,239	104,271	105,314	106,367	107,431	108,505	109,590	110,686	111,793	112,911	114,040

CIVIL SERVICE
Salary Grade and Steps
Effective March 31, 2014

2014	STEPS						STEPS									
Grade	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50
6	26,358	26,622	26,888	27,157	27,429	27,703	27,980	28,260	28,543	28,828	29,116	29,407	29,701	29,998	30,298	30,601
7	28,374	28,658	28,945	29,234	29,526	29,821	30,119	30,420	30,724	31,031	31,341	31,654	31,971	32,291	32,614	32,940
8	30,396	30,700	31,007	31,317	31,630	31,946	32,265	32,588	32,914	33,243	33,575	33,911	34,250	34,593	34,939	35,288
9	32,412	32,736	33,063	33,394	33,728	34,065	34,406	34,750	35,098	35,449	35,803	36,161	36,523	36,888	37,257	37,630
10	34,437	34,781	35,129	35,480	35,835	36,193	36,555	36,921	37,290	37,663	38,040	38,420	38,804	39,192	39,584	39,980
11	36,451	36,816	37,184	37,556	37,932	38,311	38,694	39,081	39,472	39,867	40,266	40,669	41,076	41,487	41,902	42,321
12	38,468	38,853	39,242	39,634	40,030	40,430	40,834	41,242	41,654	42,071	42,492	42,917	43,346	43,779	44,217	44,659
13	40,487	40,892	41,301	41,714	42,131	42,552	42,978	43,408	43,842	44,280	44,723	45,170	45,622	46,078	46,539	47,004
14	42,504	42,929	43,358	43,792	44,230	44,672	45,119	45,570	46,026	46,486	46,951	47,421	47,895	48,374	48,858	49,347
15	44,524	44,969	45,419	45,873	46,332	46,795	47,263	47,736	48,213	48,695	49,182	49,674	50,171	50,673	51,180	51,692
16	46,545	47,010	47,480	47,955	48,435	48,919	49,408	49,902	50,401	50,905	51,414	51,928	52,447	52,971	53,501	54,036
17	48,562	49,048	49,538	50,033	50,533	51,038	51,548	52,063	52,584	53,110	53,641	54,177	54,719	55,266	55,819	56,377
18	50,584	51,090	51,601	52,117	52,638	53,164	53,696	54,233	54,775	55,323	55,876	56,435	56,999	57,569	58,145	58,726
19	52,601	53,127	53,658	54,195	54,737	55,284	55,837	56,395	56,959	57,529	58,104	58,685	59,272	59,865	60,464	61,069
20	54,619	55,165	55,717	56,274	56,837	57,405	57,979	58,559	59,145	59,736	60,333	60,936	61,545	62,160	62,782	63,410
21	56,643	57,209	57,781	58,359	58,943	59,532	60,127	60,728	61,335	61,948	62,567	63,193	63,825	64,463	65,108	65,759
22	58,657	59,244	59,836	60,434	61,038	61,648	62,264	62,887	63,516	64,151	64,793	65,441	66,095	66,756	67,424	68,098
23	60,674	61,281	61,894	62,513	63,138	63,769	64,407	65,051	65,702	66,359	67,023	67,693	68,370	69,054	69,745	70,442
24	62,700	63,327	63,960	64,600	65,246	65,898	66,557	67,223	67,895	68,574	69,260	69,953	70,653	71,360	72,074	72,795
25	64,716	65,363	66,017	66,677	67,344	68,017	68,697	69,384	70,078	70,779	71,487	72,202	72,924	73,653	74,390	75,134
26	66,731	67,398	68,072	68,753	69,441	70,135	70,836	71,544	72,259	72,982	73,712	74,449	75,193	75,945	76,704	77,471

CIVIL SERVICE
Salary Grade and Steps
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2014	STEPS						STEPS									
Grade	35	36	37	38	39	40	41	42	43	44	45	46	47	48	49	50
27	68,751	69,439	70,133	70,834	71,542	72,257	72,980	73,710	74,447	75,191	75,943	76,702	77,469	78,244	79,026	79,816
28	70,775	71,483	72,198	72,920	73,649	74,385	75,129	75,880	76,639	77,405	78,179	78,961	79,751	80,549	81,354	82,168
29	72,794	73,522	74,257	75,000	75,750	76,508	77,273	78,046	78,826	79,614	80,410	81,214	82,026	82,846	83,674	84,511
30	74,809	75,557	76,313	77,076	77,847	78,625	79,411	80,205	81,007	81,817	82,635	83,461	84,296	85,139	85,990	86,850
31	76,825	77,593	78,369	79,153	79,945	80,744	81,551	82,367	83,191	84,023	84,863	85,712	86,569	87,435	88,309	89,192
32	78,847	79,635	80,431	81,235	82,047	82,867	83,696	84,533	85,378	86,232	87,094	87,965	88,845	89,733	90,630	91,536
33	80,867	81,676	82,493	83,318	84,151	84,993	85,843	86,701	87,568	88,444	89,328	90,221	91,123	92,034	92,954	93,884
34	82,886	83,715	84,552	85,398	86,252	87,115	87,986	88,866	89,755	90,653	91,560	92,476	93,401	94,335	95,278	96,231
35	84,901	85,750	86,608	87,474	88,349	89,232	90,124	91,025	91,935	92,854	93,783	94,721	95,668	96,625	97,591	98,567
36	86,921	87,790	88,668	89,555	90,451	91,356	92,270	93,193	94,125	95,066	96,017	96,977	97,947	98,926	99,915	100,914
37	88,940	89,829	90,727	91,634	92,550	93,476	94,411	95,355	96,309	97,272	98,245	99,227	100,219	101,221	102,233	103,255
38	90,956	91,866	92,785	93,713	94,650	95,597	96,553	97,519	98,494	99,479	100,474	101,479	102,494	103,519	104,554	105,600
39	92,978	93,908	94,847	95,795	96,753	97,721	98,698	99,685	100,682	101,689	102,706	103,733	104,770	105,818	106,876	107,945
40	94,995	95,945	96,904	97,873	98,852	99,841	100,839	101,847	102,865	103,894	104,933	105,982	107,042	108,112	109,193	110,285
41	97,440	98,414	99,398	100,392	101,396	102,410	103,434	104,468	105,513	106,568	107,634	108,710	109,797	110,895	112,004	113,124
42	99,037	100,027	101,027	102,037	103,057	104,088	105,129	106,180	107,242	108,314	109,397	110,491	111,596	112,712	113,839	114,977
43	101,052	102,063	103,084	104,115	105,156	106,208	107,270	108,343	109,426	110,520	111,625	112,741	113,868	115,007	116,157	117,319
44	103,072	104,103	105,144	106,195	107,257	108,330	109,413	110,507	111,612	112,728	113,855	114,994	116,144	117,305	118,478	119,663
45	105,085	106,136	107,197	108,269	109,352	110,446	111,550	112,666	113,793	114,931	116,080	117,241	118,413	119,597	120,793	122,001
46	107,111	108,182	109,264	110,357	111,461	112,576	113,702	114,839	115,987	117,147	118,318	119,501	120,696	121,903	123,122	124,353
47	109,125	110,216	111,318	112,431	113,555	114,691	115,838	116,996	118,166	119,348	120,541	121,746	122,963	124,193	125,435	126,689
48	111,143	112,254	113,377	114,511	115,656	116,813	117,981	119,161	120,353	121,557	122,773	124,001	125,241	126,493	127,758	129,036
49	113,160	114,292	115,435	116,589	117,755	118,933	120,122	121,323	122,536	123,761	124,999	126,249	127,511	128,786	130,074	131,375
50	115,180	116,332	117,495	118,670	119,857	121,056	122,267	123,490	124,725	125,972	127,232	128,504	129,789	131,087	132,398	133,722

CIVIL SERVICE
Salary Grade and Steps
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2014	STEPS									
Grade	51	52	53	54	55	56	57	58	59	60
6	30,907	31,216	31,528	31,843	32,161	32,483	32,808	33,136	33,467	33,802
7	33,269	33,602	33,938	34,277	34,620	34,966	35,316	35,669	36,026	36,386
8	35,641	35,997	36,357	36,721	37,088	37,459	37,834	38,212	38,594	38,980
9	38,006	38,386	38,770	39,158	39,550	39,946	40,345	40,748	41,155	41,567
10	40,380	40,784	41,192	41,604	42,020	42,440	42,864	43,293	43,726	44,163
11	42,744	43,171	43,603	44,039	44,479	44,924	45,373	45,827	46,285	46,748
12	45,106	45,557	46,013	46,473	46,938	47,407	47,881	48,360	48,844	49,332
13	47,474	47,949	48,428	48,912	49,401	49,895	50,394	50,898	51,407	51,921
14	49,840	50,338	50,841	51,349	51,862	52,381	52,905	53,434	53,968	54,508
15	52,209	52,731	53,258	53,791	54,329	54,872	55,421	55,975	56,535	57,100
16	54,576	55,122	55,673	56,230	56,792	57,360	57,934	58,513	59,098	59,689
17	56,941	57,510	58,085	58,666	59,253	59,846	60,444	61,048	61,658	62,275
18	59,313	59,906	60,505	61,110	61,721	62,338	62,961	63,591	64,227	64,869
19	61,680	62,297	62,920	63,549	64,184	64,826	65,474	66,129	66,790	67,458
20	64,044	64,684	65,331	65,984	66,644	67,310	67,983	68,663	69,350	70,044
21	66,417	67,081	67,752	68,430	69,114	69,805	70,503	71,208	71,920	72,639
22	68,779	69,467	70,162	70,864	71,573	72,289	73,012	73,742	74,479	75,224
23	71,146	71,857	72,576	73,302	74,035	74,775	75,523	76,278	77,041	77,811
24	73,523	74,258	75,001	75,751	76,509	77,274	78,047	78,827	79,615	80,411
25	75,885	76,644	77,410	78,184	78,966	79,756	80,554	81,360	82,174	82,996
26	78,246	79,028	79,818	80,616	81,422	82,236	83,058	83,889	84,728	85,575

CIVIL SERVICE
Salary Grade and Steps
Effective March 31, 2014

2014	STEPS									
Grade	51	52	53	54	55	56	57	58	59	60
27	80,614	81,420	82,234	83,056	83,887	84,726	85,573	86,429	87,293	88,166
28	82,990	83,820	84,658	85,505	86,360	87,224	88,096	88,977	89,867	90,766
29	85,356	86,210	87,072	87,943	88,822	89,710	90,607	91,513	92,428	93,352
30	87,719	88,596	89,482	90,377	91,281	92,194	93,116	94,047	94,987	95,937
31	90,084	90,985	91,895	92,814	93,742	94,679	95,626	96,582	97,548	98,523
32	92,451	93,376	94,310	95,253	96,206	97,168	98,140	99,121	100,112	101,113
33	94,823	95,771	96,729	97,696	98,673	99,660	100,657	101,664	102,681	103,708
34	97,193	98,165	99,147	100,138	101,139	102,150	103,172	104,204	105,246	106,298
35	99,553	100,549	101,554	102,570	103,596	104,632	105,678	106,735	107,802	108,880
36	101,923	102,942	103,971	105,011	106,061	107,122	108,193	109,275	110,368	111,472
37	104,288	105,331	106,384	107,448	108,522	109,607	110,703	111,810	112,928	114,057
38	106,656	107,723	108,800	109,888	110,987	112,097	113,218	114,350	115,494	116,649
39	109,024	110,114	111,215	112,327	113,450	114,585	115,731	116,888	118,057	119,238
40	111,388	112,502	113,627	114,763	115,911	117,070	118,241	119,423	120,617	121,823
41	114,255	115,398	116,552	117,718	118,895	120,084	121,285	122,498	123,723	124,960
42	116,127	117,288	118,461	119,646	120,842	122,050	123,271	124,504	125,749	127,006
43	118,492	119,677	120,874	122,083	123,304	124,537	125,782	127,040	128,310	129,593
44	120,860	122,069	123,290	124,523	125,768	127,026	128,296	129,579	130,875	132,184
45	123,221	124,453	125,698	126,955	128,225	129,507	130,802	132,110	133,431	134,765
46	125,597	126,853	128,122	129,403	130,697	132,004	133,324	134,657	136,004	137,364
47	127,956	129,236	130,528	131,833	133,151	134,483	135,828	137,186	138,558	139,944
48	130,326	131,629	132,945	134,274	135,617	136,973	138,343	139,726	141,123	142,534
49	132,689	134,016	135,356	136,710	138,077	139,458	140,853	142,262	143,685	145,122
50	135,059	136,410	137,774	139,152	140,544	141,949	143,368	144,802	146,250	147,713

PLAQUEMINES PARISH MERIT INCREASE TABLE

OVERALL RATING		STEPS
SUBSTANTIALLY EXCEEDS EXPECTATIONS	Equals	4
EXCEEDS EXPECTATIONS	Equals	3
MEETS EXPECTATIONS	Equals	2
BELOW EXPECTATIONS	Equals	1
SUBSTANTIALLY BELOW EXPECTATIONS	Equals	0

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 GRADES			
AND CLASSIFICATION SCHEDULE			
<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
	<u>STEP 0</u>	<u>STEP 30</u>	<u>STEP 60</u>
6	\$ 18,605	\$25,079	\$33,802
		Bridge Tender	
		Clerk I	
		Copy Machine Oper/PBX Operator	
		Courier	
		Custodian/Janitor	
		Groundskeeper	
		Guard	
		Herbicide Applicator Operator I	
		Lifeguard	
		Maintenance Utility Person	
		Night Watchman	
		Sign Installer	
7	\$ 20,031	\$26,997	\$36,386
		Custodian/Janitor, Lead	
		Ferry Maintenance Person	
		Helper	
		Receptionist/PBX Operator	
		Senior Groundskeeper	
		Small Animal Warden	
8	\$ 21,456	\$28,921	\$38,980
		Bookmobile Assistant	
		Branch Assistant Librarian	
		Clerk II	
		Herbicide Applicator Operator II	
		Meter Reader	
		Painter	
		Permit Technician	
		Public Grounds-Keeper	
		Scanning Clerk	
		Survey Assistant I	
		Tractor Driver I	
		Van Driver	
9	\$ 22,882	\$30,839	\$41,567
		Animal Control Officer	
		Assistant Curator	
		Boat Lift Operator	
		Bookmobile Operator	
		Bus Driver	
		Clerk III	
		Compactor Operator	
		Deckhand	

SALARY GRADES			
AND CLASSIFICATION SCHEDULE			
GRADE	MINIMUM	MID-POINT	MAXIMUM
	STEP 0	STEP 30	STEP 60
		Floodgate Operator	
		Fog Truck Driver	
		Graphic Art Designer	
		Marine Inspector	
		Oiler	
		Pump Station Operator I	
		Truck Driver I	
10	\$ 24,307	\$32,765	\$44,163
		Carpenter	
		Dispatch Operator	
		First Responder	
		Harbor Master	
		Humane Officer	
		Larvicide Applicator I	
		Plumber	
		Recreation Coordinator	
		Secretary	
		Senior Clerk	
		Small Engine Mechanic	
		Survey Assistant II	
		Tractor Driver II	
		Water Quality Field Sampler	
11	\$ 25,732	\$34,682	\$46,748
		Automated Garbage Truck Operator	
		Larvicide Applicator II	
		Permit Coordinator	
		Rescue Boat Engineer	
		Street Sweeper	
		Truck Driver II	
		Workflow Coordinator	
12	\$ 27,156	\$36,601	\$49,332
		Accounting Clerk	
		Assistant Purchasing Agent	
		Benefit Analyst	
		Computer Operator	
		Curator	
		Draftsperson	
		Electronic Technician I	
		Senior Clerk II	
13	\$ 28,581	\$38,522	\$51,921
		A/C Mechanic	

SALARY GRADES			
AND CLASSIFICATION SCHEDULE			
<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
	<u>STEP 0</u>	<u>STEP 30</u>	<u>STEP 60</u>
		Acquisition Technical Assistant	
		Administrative Assistant	
		Cataloging Technical Assistant	
		Cherry Picker Operator	
		Dragline Operator	
		Gradall Operator	
		Heavy Equipment Operator I	
		Information Technology (IT) Office Specialist	
		Laboratory Technician	
		Pump Station Operator II	
		Welder	
14	\$ 30,006	\$40,441	\$54,508
		Business Manager	
		Code Enforcement Inspector	
		Diesel Maintenance Mechanic	
		Heavy Equipment Operator II	
		Lowboy Operator	
		Payroll Administrator	
15	\$ 31,431	\$42,363	\$57,100
		Charter Director's Administrative Assistant	
		Field Auditor	
		Marine Welder	
		Master Carpenter	
		Master Plumber	
		Sanitarian I	
16	\$ 32,857	\$44,286	\$59,689
		Air Conditioning Mechanic-Technician	
		Building Inspector	
		Hydraulic Mechanic-Technician	
		Master A/C Mechanic	
		Master Electrician	
		Public Works Inspector	
		Sanitarian II	
		Tier 2 and 3 Diesel Mechanic-Technician	
17	\$ 34,282	\$46,205	\$62,275
		Assistant Library Director	
		Computer Programmer	
		Electronic Technician II	
		EMT Basic	
		Ferry Captain I	
		Foreman	

SALARY GRADES			
AND CLASSIFICATION SCHEDULE			
GRADE	MINIMUM	MID-POINT	MAXIMUM
	STEP 0	STEP 30	STEP 60
		Marine Diesel Mechanic	
		Safety Engineer	
		Supervisor	
18	\$ 35,708	\$48,129	\$64,869
		Accountant	
		Coastal Zone Manager	
		Ferry Engineer	
		Mineral Lease Administrator	
		Rescue Captain	
19	\$ 37,132	\$50,048	\$67,458
		Network Support Technician	
		Party Chief	
		Sales Tax Supervisor	
20	\$ 38,558	\$51,968	\$70,044
		EMT Intermediate	
		Ferry Captain II	
		Local Coastal Program Manager	
		Marine Inspector/Relief Captain	
21	\$ 39,983	\$53,894	\$72,639
		Combination Building Inspector	
		Marketing Assistant	
22	\$ 41,407	\$55,810	\$75,224
		Assistant Internal Auditor	
		Senior Accountant I	
23	\$ 42,832	\$57,729	\$77,811
		Chief Building Inspector	
		Contract Administrator	
		Engineer Intern	
		GIS Analyst/Technician	
		Info Technology Analyst	
		Public Information Officer	
		Sales Tax Manager	
		Superintendent	
		Tier 4 Diesel Mechanic-Technician	
24	\$ 44,258	\$59,655	\$80,411
		Deputy Building Official	
		EMT Paramedic	
		Senior Accountant II	

SALARY GRADES			
AND CLASSIFICATION SCHEDULE			
<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
	<u>STEP 0</u>	<u>STEP 30</u>	<u>STEP 60</u>
25	\$ 45,682	\$61,575	\$82,996
		Geographic Info System Manager	
		Library Director	
		Paramedic/Education Coordinator	
		Public Health Nurse	
26	\$ 47,108	\$63,492	\$85,575
		Chief Building Official	
		Chief Ferry Engineer	
27	\$ 48,534	\$65,414	\$88,166
		Assistant Manager	
		Emergency Preparedness Manager	
		Mapping Supervisor	
28	\$ 49,958	\$67,340	\$90,766
		Ferry Captain III	
		Ferry Security Captain	
29	\$ 51,383	\$69,259	\$93,352
		Civil Engineer	
		Civil Service Administrator	
		Purchasing Agent	
30	\$ 52,808	\$71,178	\$95,937
		Application Specialist/Trainer	
		Communication Manager	
		Data Processing Manager	
		Port Authority Manager	
31	\$ 54,233	\$73,096	\$98,523
		Insurance Specialist	
32	\$ 55,658	\$75,020	\$101,113
		Assistant Finance Manager	
		Ferry Manager	
33	\$ 57,083	\$76,942	\$103,708
		Comptroller	
34	\$ 58,509	\$78,862	\$106,298
35	\$ 59,933	\$80,780	\$108,880

SALARY GRADES AND CLASSIFICATION SCHEDULE			
<u>GRADE</u>	<u>MINIMUM</u>	<u>MID-POINT</u>	<u>MAXIMUM</u>
	<u>STEP 0</u>	<u>STEP 30</u>	<u>STEP 60</u>
		Civil Service Director	
		Human Resources Manager	
		Project Manager	
36	\$ 61,358	\$82,702	\$111,472
37	\$ 62,784	\$84,623	\$114,057
		Chief Internal Auditor	
		Finance Manager	
38	\$ 64,208	\$86,541	\$116,649
		Chief Parish Engineer	
39	\$ 65,633	\$88,465	\$119,238
40	\$ 67,058	\$90,384	\$121,823
41	\$ 68,782	\$92,711	\$124,960
		Director of Port Administration	
		Director of Port Security and Vessels	
		Director of Port Finance	
42	\$ 69,908	\$94,230	\$127,006
43	\$ 71,334	\$96,147	\$129,593
44	\$ 72,758	\$98,069	\$132,184
45	\$ 74,183	\$99,985	\$134,765
46	\$ 75,609	\$101,912	\$137,364
47	\$ 77,033	\$103,829	\$139,944
48	\$ 78,459	\$105,749	\$142,534
49	\$ 79,884	\$107,669	\$145,122
50	\$ 81,309	\$109,590	\$147,713

**CLASSIFICATION SCHEDULE
ALPHABETICAL LIST OF CLASSIFICATIONS**

CLASS	EEO-4	CLASS TITLE	PAY	ANNUAL			FLSA
CODE	CODE		GRADE	PAY RANGE			CODE
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	
2421	F	A/C Mechanic	13	\$ 28,581	\$ 38,522	\$ 51,921	N
1211	B	Accountant	18	\$ 35,708	\$ 48,129	\$ 64,869	N
1210	E	Accounting Clerk	12	\$ 27,156	\$ 36,601	\$ 49,332	N
3011	Z	Acquisition Technical Assistant	13	\$ 28,581	\$ 38,522	\$ 51,921	N
1421	E	Administrative Assistant	13	\$ 28,581	\$ 38,522	\$ 51,921	N
2473	F	Air Conditioning Mechanic-Technician	16	\$ 32,857	\$ 44,286	\$ 59,689	N
2741	B	Animal Control Officer	9	\$ 22,882	\$ 30,839	\$ 41,567	N
1351	C	Application Specialist/Trainer	30	\$ 52,808	\$ 71,178	\$ 95,937	E
3211	E	Assistant Curator	9	\$ 22,882	\$ 30,839	\$ 41,567	N
1032	A	Assistant Finance Manger	32	\$ 55,658	\$ 75,020	\$ 101,113	E
1072	B	Assistant Internal Auditor	22	\$ 41,407	\$ 55,810	\$ 75,224	N
3111	Z	Assistant Library Director	17	\$ 34,282	\$ 46,205	\$ 62,275	N
1121	A	Assistant Manager	27	\$ 48,534	\$ 65,414	\$ 88,166	E
1518	E	Assistant Purchasing Agent	12	\$ 27,156	\$ 36,601	\$ 49,332	N
2243	I	Automated Garbage Truck Operator	11	\$ 25,732	\$ 34,682	\$ 46,748	N
1541	E	Benefit Analyst	12	\$ 27,156	\$ 36,601	\$ 49,332	N
2121	F	Boat Lift Operator	9	\$ 22,882	\$ 30,839	\$ 41,567	N
3031	I	Bookmobile Assistant	8	\$ 21,456	\$ 28,921	\$ 38,980	N
2211	Z	Bookmobile Operator	9	\$ 22,882	\$ 30,839	\$ 41,567	N
3021	Z	Branch Assistant Librarian	8	\$ 21,456	\$ 28,921	\$ 38,980	N
2131	F	Bridge Tender	6	\$ 18,605	\$ 25,079	\$ 33,802	N
1611	B	Building Inspector	16	\$ 32,857	\$ 44,286	\$ 59,689	N
1122	A	Business Manager	14	\$ 30,006	\$ 40,441	\$ 54,508	N
2252	I	Bus Driver	9	\$ 22,882	\$ 30,839	\$ 41,567	N
2443	F	Carpenter	10	\$ 24,307	\$ 32,765	\$ 44,163	N
3041	Z	Cataloging Technical Assistant	13	\$ 28,581	\$ 38,522	\$ 51,921	N
1420	E	Charter Director's Administrative Assistant	15	\$ 31,431	\$ 42,363	\$ 57,100	N
2351	I	Cherry Picker Operator	13	\$ 28,581	\$ 38,522	\$ 51,921	N
1610	B	Chief Building Inspector	23	\$ 42,832	\$ 57,729	\$ 77,811	N
1133	A	Chief Building Official	26	\$ 47,108	\$ 63,492	\$ 85,575	E
2411	B	Chief Ferry Engineer	26	\$ 47,108	\$ 63,492	\$ 85,575	E
1071	B	Chief Internal Auditor	37	\$ 62,784	\$ 84,623	\$ 114,057	E
1170	B	Chief Parish Engineer	38	\$ 64,208	\$ 86,541	\$ 116,649	E
1171	B	Civil Engineer	29	\$ 51,383	\$ 69,259	\$ 93,352	E
1162	A	Civil Service Administrator	29	\$ 51,383	\$ 69,259	\$ 93,352	E
1011	A	Civil Service Director	35	\$ 59,933	\$ 80,780	\$ 108,880	E
1511	E	Clerk I	6	\$ 18,605	\$ 25,079	\$ 33,802	N
1512	E	Clerk II	8	\$ 21,456	\$ 28,921	\$ 38,980	N
1513	E	Clerk III	9	\$ 22,882	\$ 30,839	\$ 41,567	N

**CLASSIFICATION SCHEDULE
ALPHABETICAL LIST OF CLASSIFICATIONS**

CLASS	EEO-4	CLASS TITLE	PAY	ANNUAL			FLSA
CODE	CODE		GRADE	PAY RANGE			CODE
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	
1114	A	Coastal Zone Manager	18	\$ 35,708	\$ 48,129	\$ 64,869	N
1612	B	Code Enforcement Inspector	14	\$ 30,006	\$ 40,441	\$ 54,508	N
1613	B	Combination Building Inspector	21	\$ 39,983	\$ 53,894	\$ 72,639	N
1081	A	Communication Manager	30	\$ 52,808	\$ 71,178	\$ 95,937	E
2311	I	Compactor Operator	9	\$ 22,882	\$ 30,839	\$ 41,567	N
1241	B	Comptroller	33	\$ 57,083	\$76,942	\$103,708	E
1311	E	Computer Operator	12	\$ 27,156	\$ 36,601	\$ 49,332	N
1321	C	Computer Programmer	17	\$ 34,282	\$ 46,205	\$ 62,275	N
1431	E	Contract Administrator	23	\$ 42,832	\$ 57,729	\$ 77,811	N
1521	E	Copy Machine Operator/PBX Operator	6	\$ 18,605	\$ 25,079	\$ 33,802	N
2221	I	Courier	6	\$ 18,605	\$ 25,079	\$ 33,802	N
3212	B	Curator	12	\$ 27,156	\$ 36,601	\$ 49,332	N
2511	I	Custodian/Janitor	6	\$ 18,605	\$ 25,079	\$ 33,802	N
2512	I	Custodian/Janitor - Lead	7	\$ 20,031	\$ 26,997	\$ 36,386	N
1021	B	Data Processing Manager	30	\$ 52,808	\$ 71,178	\$ 95,937	E
2141	I	Deckhand	9	\$ 22,882	\$ 30,839	\$ 41,567	E
1154	B	Deputy Building Official	24	\$ 44,258	\$ 59,655	\$ 80,411	N
2470	F	Diesel Maintenance Mechanic	14	\$ 30,006	\$ 40,441	\$ 54,508	N
1063	A	Director of Port Administration	41	\$ 68,782	\$ 92,711	\$ 124,960	E
1064	A	Director of Port Finance	41	\$ 68,782	\$ 92,711	\$ 124,960	E
2732	A	Director of Port Security and Vessels	41	\$ 68,782	\$ 92,711	\$ 124,960	E
1531	E	Dispatch Operator	10	\$ 24,307	\$ 32,765	\$ 44,163	N
4211	C	Draftsperson	12	\$ 27,156	\$ 36,601	\$ 49,332	N
2331	F	Dragline Operator	13	\$ 28,581	\$ 38,522	\$ 51,921	N
4111	C	Electronic Technician I	12	\$ 27,156	\$ 36,601	\$ 49,332	N
4112	C	Electronic Technician II	17	\$ 34,282	\$ 46,205	\$ 62,275	N
1090	A	Emergency Preparedness Manager	27	\$ 48,534	\$ 65,414	\$ 88,166	E
4021	C	EMT - Basic	17	\$ 34,282	\$ 46,205	\$ 62,275	N
4022	C	EMT - Intermediate	20	\$ 38,558	\$ 51,968	\$ 70,044	N
4041	C	EMT - Paramedic	24	\$ 44,258	\$ 59,655	\$ 80,411	N
5210	B	Engineer Intern	23	\$ 42,832	\$ 57,729	\$ 77,811	N
5111	B	Ferry Captain I	17	\$ 34,282	\$ 46,205	\$ 62,275	E
5112	B	Ferry Captain II	20	\$ 38,558	\$ 51,968	\$ 70,044	E
5113	B	Ferry Captain III	28	\$ 49,958	\$ 67,340	\$ 90,766	E
2412	B	Ferry Engineer	18	\$ 35,708	\$ 48,129	\$ 64,869	E
2561	I	Ferry Maintenance Person	7	\$ 20,031	\$ 26,997	\$ 36,386	N
1172	A	Ferry Manager	32	\$ 55,658	\$ 75,020	\$ 101,113	E
2731	Y	Ferry Security Captain	28	\$ 49,958	\$ 67,340	\$ 90,766	E

**CLASSIFICATION SCHEDULE
ALPHABETICAL LIST OF CLASSIFICATIONS**

CLASS	EEO-4	CLASS TITLE	PAY	ANNUAL			FLSA
CODE	CODE		GRADE	PAY RANGE			CODE
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	
1221	B	Field Auditor	15	\$ 31,431	\$ 42,363	\$ 57,100	N
1031	A	Finance Manager	37	\$ 62,784	\$ 84,623	\$ 114,057	E
4020	C	First Responder	10	\$ 24,307	\$ 32,765	\$ 44,163	N
2381	F	Floodgate Operator	9	\$ 22,882	\$ 30,839	\$ 41,567	N
2231	I	Fog Truck Driver	9	\$ 22,882	\$ 30,839	\$ 41,567	N
1141	A	Foreman	17	\$ 34,282	\$ 46,205	\$ 62,275	N
1020	B	Geographic Information System Manager	25	\$ 45,682	\$ 61,575	\$ 82,996	E
1341	C	GIS Analyst/Technician	23	\$ 42,832	\$ 57,729	\$ 77,811	N
2325	F	Gradall Operator	13	\$ 28,581	\$ 38,522	\$ 51,921	N
2621	I	Graphic Art Designer	9	\$ 22,882	\$ 30,839	\$ 41,567	N
2521	I	Groundskeeper	6	\$ 18,605	\$ 25,079	\$ 33,802	N
2711	Y	Guard	6	\$ 18,605	\$ 25,079	\$ 33,802	N
2112	A	Harbor Master	10	\$ 24,307	\$ 32,765	\$ 44,163	N
2314	F	Heavy Equipment Operator I	13	\$ 28,581	\$ 38,522	\$ 51,921	N
2315	F	Heavy Equipment Operator II	14	\$ 30,006	\$ 40,441	\$ 54,508	N
2531	I	Helper	7	\$ 20,031	\$ 26,997	\$ 36,386	N
4031	I	Herbicide Applicator Operator I	6	\$ 18,605	\$ 25,079	\$ 33,802	N
4032	I	Herbicide Applicator Operator II	8	\$ 21,456	\$ 28,921	\$ 38,980	N
1041	A	Human Resource Manager	35	\$ 59,933	\$ 80,780	\$ 108,880	E
2742	B	Humane Officer	10	\$ 24,307	\$ 32,765	\$ 44,163	N
2474	F	Hydraulic Mechanic-Technician	16	\$ 32,857	\$ 44,286	\$ 59,689	N
1342	C	Information Technology Analyst	23	\$ 42,832	\$ 57,729	\$ 77,811	E
1344	C	Information Technology (IT) Office Specialist	13	\$ 28,581	\$ 38,522	\$ 51,921	N
1542	E	Insurance Specialist	31	\$ 54,233	\$ 73,096	\$ 98,523	E
4011	C	Laboratory Technician	13	\$ 28,581	\$ 38,522	\$ 51,921	N
4035	I	Larvicide Applicator I	10	\$ 24,307	\$ 32,765	\$ 44,163	N
4036	I	Larvicide Applicator II	11	\$ 25,732	\$ 34,682	\$ 46,748	N
3112	B	Library Director	25	\$ 45,682	\$ 61,575	\$ 82,996	E
2721	Y	Lifeguard	6	\$ 18,605	\$ 25,079	\$ 33,802	N
1115	A	Local Coastal Program Manager	20	\$ 38,558	\$ 51,968	\$ 70,044	N
2244	I	Lowboy Operator	14	\$ 30,006	\$ 40,441	\$ 54,508	N
2541	I	Maintenance Utility Person	6	\$ 18,605	\$ 25,079	\$ 33,802	N
1116	A	Mapping Supervisor	27	\$ 48,534	\$ 65,414	\$ 88,166	E
2431	F	Marine Diesel Mechanic	17	\$ 34,282	\$ 46,205	\$ 62,275	N
1621	B	Marine Inspector	9	\$ 22,882	\$ 30,839	\$ 41,567	N
1622	B	Marine Inspector/Relief Captain	20	\$ 38,558	\$ 51,968	\$ 70,044	N
2493	F	Marine Welder	15	\$ 31,431	\$ 42,363	\$ 57,100	N

**CLASSIFICATION SCHEDULE
ALPHABETICAL LIST OF CLASSIFICATIONS**

CLASS	EEO-4	CLASS TITLE	PAY	ANNUAL			FLSA
CODE	CODE		GRADE	PAY RANGE			CODE
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	
1441	E	Marketing Assistant	21	\$ 39,983	\$ 53,894	\$ 72,639	N
2423	F	Master A/C Mechanic	16	\$ 32,857	\$ 44,286	\$ 59,689	N
2444	F	Master Carpenter	15	\$ 31,431	\$ 42,363	\$ 57,100	N
2453	F	Master Electrician	16	\$ 32,857	\$ 44,286	\$ 59,689	N
2463	F	Master Plumber	15	\$ 31,431	\$ 42,363	\$ 57,100	N
2571	E	Meter Reader	8	\$ 21,456	\$ 28,921	\$ 38,980	N
3611	Z	Mineral Lease Administrator	18	\$ 35,708	\$ 48,129	\$ 64,869	N
1331	C	Network Support Technician	19	\$ 37,132	\$ 50,048	\$ 67,458	N
2712	Y	Night Watchman	6	\$ 18,605	\$ 25,079	\$ 33,802	N
2151	I	Oiler	9	\$ 22,882	\$ 30,839	\$ 41,567	E
2481	F	Painter	8	\$ 21,456	\$ 28,921	\$ 38,980	N
4042	C	Paramedic/Education Coordinator	25	\$ 45,682	\$ 61,575	\$ 82,996	N
1181	A	Party Chief	19	\$ 37,132	\$ 50,048	\$ 67,458	N
1515	E	Payroll Administrator	14	\$ 30,006	\$ 40,441	\$ 54,508	N
1113	E	Permit Coordinator	11	\$ 25,732	\$ 34,682	\$ 46,748	N
1516	E	Permit Technician	8	\$ 21,456	\$ 28,921	\$ 38,980	N
2461	F	Plumber	10	\$ 24,307	\$ 32,765	\$ 44,163	N
1062	A	Port Authority Manager	30	\$ 52,808	\$ 71,178	\$ 95,937	E
1169	B	Project Manager	35	\$ 59,933	\$ 80,780	\$ 108,880	E
4051	C	Public Health Nurse	25	\$ 45,682	\$ 61,575	\$ 82,996	N
1330	C	Public Information Officer	23	\$ 42,832	\$ 57,729	\$ 77,811	N
2523	I	Public Grounds-Keeper	8	\$ 21,456	\$ 28,921	\$ 38,980	N
1631	C	Public Works Inspector	16	\$ 32,857	\$ 44,286	\$ 59,689	N
2161	F	Pump Station Operator I	9	\$ 22,882	\$ 30,839	\$ 41,567	N
2162	2470	Pump Station Operator II	13	\$ 28,581	\$ 38,522	\$ 51,921	N
1231	E	Purchasing Agent	29	\$ 51,383	\$ 69,259	\$ 93,352	E
1533	E	Receptionist/PBX Operator	7	\$ 20,031	\$ 26,997	\$ 36,386	N
1111	E	Recreation Coordinator	10	\$ 24,307	\$ 32,765	\$ 44,163	N
2171	I	Rescue Boat Engineer	11	\$ 25,732	\$ 34,682	\$ 46,748	E
5121	B	Rescue Captain	18	\$ 35,708	\$ 48,129	\$ 64,869	E
1642	B	Safety Engineer	17	\$ 34,282	\$ 46,205	\$ 62,275	N
1155	A	Sales Tax Manager	23	\$ 42,832	\$ 57,729	\$ 77,811	N
1153	A	Sales Tax Supervisor	19	\$ 37,132	\$ 50,048	\$ 67,458	N
4061	B	Sanitarian I	15	\$ 31,431	\$ 42,363	\$ 57,100	N
4062	B	Sanitarian II	16	\$ 32,857	\$ 44,286	\$ 59,689	N

**CLASSIFICATION SCHEDULE
ALPHABETICAL LIST OF CLASSIFICATIONS**

CLASS	EEO-4	CLASS TITLE	PAY	ANNUAL			FLSA
CODE	CODE		GRADE	PAY RANGE			CODE
				<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>	
1519	E	Scanning Clerk	8	\$ 21,456	\$ 28,921	\$ 38,980	N
1413	E	Secretary	10	\$ 24,307	\$ 32,765	\$ 44,163	N
1212	B	Senior Accountant I	22	\$ 41,407	\$ 55,810	\$ 75,224	N
1214	B	Senior Accountant II	24	\$ 44,258	\$ 59,655	\$ 80,411	N
1514	E	Senior Clerk	10	\$ 24,307	\$ 32,765	\$ 44,163	N
1520	E	Senior Clerk II	12	\$ 27,156	\$ 36,601	\$ 49,332	N
2522	I	Senior Groundskeeper	7	\$ 20,031	\$ 26,997	\$ 36,386	N
2611	I	Sign Installer	6	\$ 18,605	\$ 25,079	\$ 33,802	N
2551	I	Small Animal Warden	7	\$ 20,031	\$ 26,997	\$ 36,386	N
2465	I	Small Engine Mechanic	10	\$ 24,307	\$ 32,765	\$ 44,163	N
2371	I	Street Sweeper	11	\$ 25,732	\$ 34,682	\$ 46,748	N
1132	A	Superintendent	23	\$ 42,832	\$ 57,729	\$ 77,811	E
1152	A	Supervisor	17	\$ 34,282	\$ 46,205	\$ 62,275	N
4311	C	Survey Assistant I	8	\$ 21,456	\$ 28,921	\$ 38,980	N
4312	C	Survey Assistant II	10	\$ 24,307	\$ 32,765	\$ 44,163	N
2472	F	Tier 2 and 3 Diesel Mechanic-Technician	16	\$ 32,857	\$ 44,286	\$ 59,689	N
2475	F	Tier 4 Diesel Mechanic-Technician	23	\$ 42,832	\$ 57,729	\$ 77,811	N
2341	I	Tractor Driver I	8	\$ 21,456	\$ 28,921	\$ 38,980	N
2342	I	Tractor Driver II	10	\$ 24,307	\$ 32,765	\$ 44,163	N
2241	I	Truck Driver I	9	\$ 22,882	\$ 30,839	\$ 41,567	N
2242	I	Truck Driver II	11	\$ 25,732	\$ 34,682	\$ 46,748	N
2251	I	Van Driver	8	\$ 21,456	\$ 28,921	\$ 38,980	N
4071	C	Water Quality Field Sampler	10	\$ 24,307	\$ 32,765	\$ 44,163	N
2491	F	Welder	13	\$ 28,581	\$ 38,522	\$ 51,921	N
1191	E	Workflow Coordinator	11	\$ 25,732	\$ 34,682	\$ 46,748	N

EEO-4 CODE	
A	Officials and Administrators
B	Professionals
C	Technicians
E	Office and Clerical
F	Craftsmen
I	Service Workers
Y	Protective Service
Z	Para-Professional

FLSA CODE
E - Exempt
N - Non Exempt

<h1 style="margin: 0;">CLASSIFICATION SCHEDULE</h1> <h2 style="margin: 0;">SPECIAL ENTRANCE RATES</h2>
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Ferry Captain III & Ferry Security Captain				
Pay Grade 28				
License Issue #1	0 years to less than 5 years	Step 27	\$	65,359.00
License Issue #2	5 years to less than 10 years	Step 28	\$	66,013.00
License Issue #3	10 years to less than 15 years	Step 30	\$	67,340.00
License Issue #4+	15 years plus	Step 32	\$	68,693.00

Chief Ferry Engineer				
Pay Grade 26				
License Issue #1	0 years to less than 5 years	Step 13	\$	53,613.00
License Issue #2	5 years to less than 10 years	Step 17	\$	55,789.00
License Issue #3	10 years to less than 15 years	Step 18	\$	56,347.00
License Issue #4+	15 years plus	Step 19	\$	56,901.00

CDL Drivers			
Automated Garbage Truck Driver	Grade 11	Step 15	\$29,873
Cherry Picker Operator	Grade 13	Step 15	\$33,181
Compact Operator	Grade 9	Step 15	\$26,564
Truck Driver I	Grade 9	Step 15	\$26,564
Truck Driver II	Grade 11	Step 15	\$29,873