



# CITY OF DOTHAN

## Community Relations Office

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### FOR IMMEDIATE RELEASE

**DATE:** July 29, 2020  
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### **Condrey Classification and Pay Study Report**

The City of Dothan entered into an agreement with Condrey & Associates to conduct a Classification and Pay Study assessing the City's classification system (positions and pay) and comparing it to similar markets in the Southeastern United States. Twenty-one (21) cities were surveyed in Alabama, Florida, and Georgia including six (6) public utilities. Of the 200 employment positions within the City of Dothan, 51 benchmark positions were chosen to compare like positions which are typical throughout most municipalities (Police, Fire, Planner, Accountant, Environmental Services Worker, Maintenance Construction Worker, Equipment Operator, Lineman 1st Class, IT Specialist, etc.). The salary data from these 51 positions were then developed into pay ranges grouping similarly situated positions with like duties, responsibilities, and skill levels to appropriately account for internal equity among current positions and employees. The last comprehensive classification and pay study was performed in 2003.

#### Outcomes of this study will:

- Establish salary ranges that ensure that the City's positions are up to market norms.
- Establish salary ranges in public safety for Police Officers, Fire Fighters, and Public Safety Calltakers/Dispatchers that are above the market so that the City can seek out, recruit, and retain the best talent available.
- Establish salary ranges in other hard to fill positions that are above the market so that the City can seek out, recruit, and retain the best talent available. Some of these particular positions include: Environmental Services Worker, Maintenance Construction Worker, Equipment Operators, Lineman Apprentice, Wastewater Treatment Operator Trainee, Information Technology Specialist and others where a skilled trade and critical expertise is needed and where there is a shortage in the available workforce.
- Establish salary ranges that provide a living wage for all full-time permanent employees in all classifications.
- Establish salary ranges that provide growth potential for employees to advance within their current classifications.

- Establish a seasonal pay plan and classification system that is more attractive in recruiting and retaining seasonal employees (Seasonal Recreation Aides, Lifeguards, Summer Camp/Playground Counselors, Communication Officers, etc.).

Employees who are currently in position classifications that are below the new minimum salary range will receive a market adjustment up to the new minimum salary of the new range. In addition to making market adjustments to recommended classifications and keeping the spatial relationship between tenured employees within a particular pay range, an equity adjustment, based on years of service with the City, will be provided to each employee to address concerns of pay compression.

The recommended plan will meet the City's needs and will remain within budgetary confines. The cost to implement the recommended plan is approximately \$2.4 million and is a budgeted expense in the Fiscal Year 2021 budget. The Classification and Pay Study was expected to be complete earlier this year, but was delayed due to the impact of the COVID-19 pandemic.

The recommended plan will be on the August 4, 2020 City Commission Agenda for their consideration as well as the August 10, 2020 Personnel Board Agenda. If approved, City employees will see increases in their September 4, 2020 paychecks. Periodic maintenance of the pay plan is recommended to ensure the pay plan remains consistent with the market.

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Final Report:  
A JOB CLASSIFICATION AND  
COMPENSATION PLAN  
FOR THE CITY OF  
DOTHAN, ALABAMA

August 1, 2020

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## Introduction

At the request of the City of Dothan, Condrey and Associates, Inc. entered into a contract with the city for the development of a job classification and compensation plan.

The objectives of the study included:

1. Reviewing and revising the current classification system and pay plan for all city employees;
2. Collecting salary data; and
3. Producing a recommended pay plan based on job analysis, job evaluation, and wage survey data.

The process used to collect the necessary data and develop the classification and compensation plan consisted of several steps or phases. The first step involved the distribution of a position questionnaire to all city employees. The questionnaire covered major aspects of the employee's position as well as the physical demands and work environment of the position. After reviewing the information contained in the position questionnaires, Condrey and Associates interviewed employees individually and developed a classification recommendation for each position. Approximately 40% of the city's 965 full-time and 50 part-time position incumbents were personally interviewed for the study. Our experience in interviewing the city's employees was a positive one. The city should take pride in its competent and professional workforce.

The next phase in the work plan involved evaluating each classification for grade assignment. In order to provide a reliable set of ratings, all positions were rated by Condrey and Associates utilizing the Factor Evaluation System (FES). An explanation of FES follows in another section of the report.

The project also involved collecting salary survey information. Condrey and Associates conducted a salary survey of selected organizations specifically for this study. The survey respondents are listed in Table I. Appendix C displays the Salary Survey Summary. You will note in Appendix C that only benchmark positions are included in the salary survey. Benchmark positions are those that are generally consistent across other jurisdictions and thus provide good “matches” for the salary survey.

Even after completion of these phases, it will be necessary to reevaluate positions based on a change in duties or on a refocused job description. It is the intention of Condrey and Associates to provide technical assistance in this process.

Table I  
Salary Survey Respondents  
City of Dothan Personnel Project

**Alabama**

City of Auburn  
City of Enterprise  
City of Fort Rucker  
City of Hoover  
Houston County  
City of Mobile  
City of Montgomery  
City of Phenix City  
City of Troy  
City of Tuscaloosa  
Decatur Utilities  
Florence Utilities  
Huntsville Utilities  
Mobile Area Water & Sewer  
Montgomery Water & Sewer Board  
Riviera Utilities (City of Foley)

**Florida**

City of Tallahassee  
City of Panama City  
City of Pensacola

**Georgia**

City of Columbus  
City of Valdosta

## The Classification Plan

The system used to classify the jobs in the City of Dothan is an adapted version of the Factor Evaluation System (FES). FES is considered to be a state-of-the-art system in public human resource management.

FES is a point-factor-comparison evaluation system that uses nine factors for the evaluation of jobs: Knowledge Required by the Position, Supervisory Controls, Guidelines, Complexity, Scope and Effect, Personal Contacts, Purpose of Contacts, Physical Demands, and Work Environment. In order to adapt it to this setting, a tenth factor covering supervisory responsibility was added by Condrey and Associates. The factors are weighted (i.e., Knowledge Required by the Position "counts more" than Physical Demands). Each factor has several levels, and each level is assigned a specified number of points. The combined score on all the factors determines the total number of points for each position and its assignment to a grade in the classification plan. Appendix A depicts the grade level assigned all city positions. The assigned grade levels reflect a combination of data generated by FES, the salary surveys, and a review of organizational relationships within the government.



## The Compensation Plan

The compensation plan developed for the city is based on an internal value system reflected in the classification plan and on a salary survey of comparable organizations to help assure an externally equitable and competitive pay system.

The proposed pay plan consists of twenty-nine (29) grades. Table II displays the proposed salary scale. The salary range for the Plan is sixty percent. The range for the plan is deliberately broad so that problems associated with employees reaching the top of their pay range will be minimized.

In order to keep the proposed salary tables current, an annual market adjustment should be considered. This adjustment should be applied as an increase to the salary schedule and as a general percentage salary increase for all employees when market conditions dictate. This market adjustment should be made in addition to employee performance increases. Thus, the city may budget for two annual personnel cost adjustments when funding is available: 1) an across-the-board increase which would raise every employee salary and every pay range equally when market conditions dictate, and 2) increases linked to employee performance.

Table II  
Proposed Salary Scale  
City of Dothan Personnel Project

Grade	Minimum	1 <sup>st</sup> Quartile	Mid-Point	3 <sup>rd</sup> Quartile	Maximum
1	\$21,145.89	\$24,317.77	\$27,489.65	\$30,661.54	\$33,833.42
2	\$22,216.40	\$25,548.86	\$28,881.32	\$32,213.78	\$35,546.24
3	\$23,341.10	\$26,842.27	\$30,343.44	\$33,844.60	\$37,345.77
4	\$24,522.75	\$28,201.16	\$31,879.57	\$35,557.98	\$39,236.40
5	\$25,764.21	\$29,628.84	\$33,493.47	\$37,358.11	\$41,222.74
6	\$27,068.52	\$31,128.80	\$35,189.08	\$39,249.36	\$43,309.64
7	\$28,438.87	\$32,704.70	\$36,970.53	\$41,236.36	\$45,502.19
8	\$29,878.59	\$34,360.37	\$38,842.16	\$43,323.95	\$47,805.74
9	\$31,391.19	\$36,099.87	\$40,808.55	\$45,517.23	\$50,225.90
10	\$32,980.37	\$37,927.42	\$42,874.48	\$47,821.53	\$52,768.59
11	\$34,650.00	\$39,847.50	\$45,045.00	\$50,242.50	\$55,440.00
12	\$36,404.16	\$41,864.78	\$47,325.40	\$52,786.03	\$58,246.65
13	\$38,247.12	\$43,984.18	\$49,721.25	\$55,458.32	\$61,195.39
14	\$40,183.38	\$46,210.88	\$52,238.39	\$58,265.90	\$64,293.40
15	\$42,217.66	\$48,550.31	\$54,882.96	\$61,215.61	\$67,548.26
16	\$44,354.93	\$51,008.17	\$57,661.41	\$64,314.65	\$70,967.89
17	\$46,600.40	\$53,590.46	\$60,580.52	\$67,570.58	\$74,560.64
18	\$48,959.54	\$56,303.47	\$63,647.41	\$70,991.34	\$78,335.27
19	\$51,438.12	\$59,153.84	\$66,869.56	\$74,585.27	\$82,300.99
20	\$54,042.17	\$62,148.50	\$70,254.83	\$78,361.15	\$86,467.48
21	\$59,652.45	\$68,600.32	\$77,548.18	\$86,496.05	\$95,443.92
22	\$65,845.14	\$75,721.91	\$85,598.68	\$95,475.46	\$105,352.23
23	\$72,680.72	\$83,582.82	\$94,484.93	\$105,387.04	\$116,289.15
24	\$80,225.91	\$92,259.80	\$104,293.69	\$116,327.57	\$128,361.46
25	\$88,554.40	\$101,837.55	\$115,120.71	\$128,403.87	\$141,687.03
26	\$97,747.48	\$112,409.61	\$127,071.73	\$141,733.85	\$156,395.97
27	\$107,894.93	\$124,079.17	\$140,263.41	\$156,447.65	\$172,631.89
28	\$119,095.82	\$136,960.19	\$154,289.75	\$172,688.93	\$189,895.08
29	\$131,459.50	\$151,178.42	\$170,307.02	\$190,616.27	\$209,608.64

## Cost of Implementation

The following paragraphs present a proposed implementation plan for the city's consideration. The cost figures do not include benefit costs. Thus, the following cost figures do not represent the city's total personnel costs for these positions.

Table III depicts the estimated cost to implement the new compensation plan. The annualized cost to implement classification changes proposed by the Plan is approximately \$985,806 or 1.94% of current payroll cost. The new plan places the city's pay scale at the approximate mean of the market. The plan should prove effective in attracting and retaining a quality workforce.

Condrey and Associates will be available to assist the City of Dothan in implementing the proposed plan. Implementing the proposed pay plan will result in further pay compression (position salaries grouped closely together regardless of length or quality of service to the organization). To help ameliorate this problem, Condrey and Associates recommends that a one-time equity adjustment be applied to employee salaries as outlined in Table III. The cost of the equity adjustment for the plan is approximately 1.65% of adjusted payroll cost.

Table III  
 Cost of Implementation  
 City of Dothan Personnel Project

	<b>Classification Changes<sup>1</sup></b>	<b>Equity Adjustment<sup>2</sup></b>	<b>Total Implementation Cost</b>
The Plan	\$985,806 (1.94%)	\$839,167 (1.65%)	\$1,824,973

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<sup>1</sup> Increases are projected based on current payroll total of \$50,840,760. Excluded from this figure are salaries for elected officials and contract employees. The figures presented are exclusive of benefit costs.

<sup>2</sup> Figures presented are the estimated cost for equity adjustment increases. The calculation for the proposed Plan is based on a maximum 1% increase for employees with 2-5 years of service, a 2% increase for employees with 5 or more years of service of July 31, 2020.

Appendix A  
Position/Grade Analysis by Department  
City of Dothan Personnel Project

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
ADM/1	City Manager	701	UNCL
ADM/2	Assistant City Manager	94	29
ADM/3	EEO/Training Officer	67	22
ADM/4	Internal Analyst	65	21
ADM/5	Executive Assistant to the City Manager	52	17
ADM/6	Executive Assistant to the City Commission	52	17
ADM/7	Administrative Secretary	40	10
ADM-CA/1	City Attorney	87	27
ADM-CA/2	Assistant City Attorney	73	24
ADM-CA/3	Pre-Trial Diversion Coordinator	45	14
ADM-CA/4	Legal Assistant	45	14
ADM-CA/5	Legal Secretary	37	12
ADM-CC/1	City Clerk	67	23
ADM-CC/2	Assistant City Clerk	46	17
ADM-CC/3	Administrative Secretary	40	10
ADM-CC/4	Mail Clerk	30	9
ADM-CR/1	Community Relations Officer	61	22
ADM-CR/2	Community Relations Specialist	58	19
FD/1	Fire Chief (Paramedic)	822	27 <sup>1</sup>
FD/2	Deputy Fire Chief (Paramedic)	702	24 <sup>2</sup>
FD/3	Fire Battalion Chief (Paramedic)	642	23
FD/4	Fire Battalion Chief	641	22
FD/5	Fire Captain (Paramedic)	562-563	21
FD/6	Fire Captain	561-565	20
FD/7	Fire Sergeant Engineer (Paramedic)	482-483	19
FD/8	Fire Sergeant Engineer	481-485	17
FD/9	Firefighter (Paramedic)	441-443	17
FD/10	Firefighter/EMT	441	15
FD/11	Administrative Coordinator	46	14
FD/12	Accounting Technician	41	12
FD/13	Administrative Secretary	37	10
FD/14	Firefighter CADET (new classification)		14

<sup>1</sup> If employee is not paramedic certified, place at grade 26.

<sup>2</sup> If employee is not paramedic certified, place at grade 23.

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
FIN/1	Finance Director	84	27
FIN/2	Assistant Finance Director	73	25
FIN/3	Accounting Manager	67	22
FIN/4	Accountant III	61	21
FIN/5	Accountant I	53	17
FIN/6	Accounting Assistant	43	13
FIN/7	Administrative Coordinator	46	14
FIN/8	Accountant II	58	19
FIN/9	Lead Accounting Assistant		14
FIN-PUR/1	Purchasing Agent	60	21
FIN-UC/1	Utility Collections Manager	67	22
FIN-UC/2	Utility Collections Supervisor	59	20
FIN-UC/3	Accounting Assistant	43	13
FIN-UC/4	Lead Customer Service Representative	42	13
FIN-UC/5	Customer Service Representative I	38	11
FIN-UC/6	Lead Cashier	38	10
FIN-UC/7	Cashier I	34	8
FIN-UC/8	Customer Service Representative II	40	12
FIN-UC/9	Cashier II	36	09
FIN-US/1	Utility Services Supervisor	58	19
FIN-US/2	Lead Utility Services Representative	43	13
FIN-US/3	Utility Services Representative I	39	11
FIN-US/4	Meter Reader	37	9
GS-ADM/1	General Services Director	82	26
GS-ADM/2	Assistant General Services Director	72	24
GS-ADM/3	Risk Manager	58	20
GS-ADM/4	Administrative Coordinator	46	14
GS-FAC/1	Facilities Maintenance Manager	67	22
GS-FAC/2	Facilities Systems Mechanic I	45	13
GS-FAC/3	Facilities Maintenance Technician I	39	10
GS-FAC/4	Facilities Maintenance Worker	31	9
GS-FAC/5	Facilities Systems Mechanic II		14
GS-FAC/6	Facilities Systems Mechanic III		15
GS-FAC/7	Facilities Maintenance Technician II		11
GS-FLT/1	Fleet Services Manager	67	22
GS-FLT/2	Fleet Maintenance Supervisor	56	18

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
GS-FLT/3	Fleet Service Supervisor	50	15
GS-FLT/4	Fleet Technician I	46	13
GS-FLT/5	Accounting Technician	41	12
GS-FLT/6	Fleet Service Writer	45	12
GS-FLT/7	Fleet Welder/Mechanic	46	14
GS-FLT/8	Light Equipment Mechanic	43	12
GS-FLT/9	Fleet Service Technician	34	10
GS-FLT/10	Fleet Parts Clerk	33	9
GS-FLT/11	Fleet Maintenance Clerk	34	9
GS-FLT/12	Building Service Worker	27	7
GS-FLT/13	Fleet Technician II	49	15
GS-FLT/14	Fleet Technician III	52	16
GS-LD/1	Landscape Manager	59	19
GS-LD/2	Landscape Technician I	31	9
GS-LD/3	Landscape Technician II	37	10
IT/1	Information Technology Director	83	26
IT/2	Information Technology Infrastructure Manager	71	23
IT/3	Information Technology Support Manager	71	23
IT/4	Information Technology Systems Analyst	67	22
IT/5	Information Technology Systems Specialist	55	19
IT/6	Information Technology Technician	40	14
IT/7	Administrative Coordinator	46	14
IT/8	Information Technology Enterprise Applications Manager	71	23
JD/1	Municipal Court Administrator	61	22
JD/2	Magistrate II	51	16
JD/3	Municipal Court Coordinator	46	14
JD/4	Magistrate I	46	13
JD/5	Court Clerk	33	9
JD/6	Municipal Judge	84	27
JD/7	Senior Magistrate	58	18
LS/1	Director of Leisure Services	82	26
LS/2	Assistant Director - Operations	66	22
LS/3	Assistant Director - Programs	66	22
LS/4	Aquatics Manager	60	20
LS/5	Tennis Center Manager	58	18
LS/6	Recreation Program Coordinator	59	19
LS/7	Athletic Manager	59	19
LS/8	Athletic Complex Manager I	56	18

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
LS/9	Recreation Center Manager	53	17
LS/10	Recreation Supervisor	48	14
LS/11	Aquatics Maintenance Mechanic	40	14
LS/12	Tennis Recreation Supervisor	48	14
LS/13	Recreation Leader I	35	10
LS/14	Administrative Coordinator	46	14
LS/15	Accounting Coordinator	41	14
LS/16	Administrative Secretary	37-40	10
LS/17	Leisure Services Maintenance Worker	31	9
LS/18	Building Service Worker	27	7
LS/19	Part-time Aquatics Supervisor	114	7
LS/20	Part-time Bus Driver	113	4
LS/21	Part-time Playground Supervisor	113	3
LS/22	Part-time Recreation Aide	107	2
LS/23	Part-time Playground Aide	107	2
LS/24	Part-time Pool Desk Clerk	107	2
LS/25	Part-time Facility Supervisor	109	2
LS/26	Secretary	37	9
LS/27	Aquatics Technician	10	
LS/28	Recreation Leader II	40	11
LS/29	Athletic Complex Manager II	59	19
PA/1	Civic Center/Opera House Director	78	25
PA/2	Assistant Civic Center/Opera House Director		22
PA/3	Event Coordinator		17
PA/4	Stage Manager	47	16
PA/5	Assistant Stage Manager	41	14
PA/6	Arena Operations Manager	36	15
PA/7	Performing Arts Accounting Technician		12
PA/8	Assistant Arena Operations Manager		12
PA/9	Administrative Coordinator	46	14
PA/10	Box Office Cashier	38	10
PA/11	Arena Operations Worker I	27	7
PA/12	Arena Operations Worker II		9
PD/1	Police Chief	83	27
PD/2	Police Major	711	24
PD/3	Police Captain	661	22
PD/4	Public Safety Communications Manager	611	21
PD/5	Police Lieutenant	611	21
PD/6	Electronics Systems and Maintenance Supervisor	58	19
PD/7	Police Sergeant	541	19
PD/8	Assistant Public Safety Communications Manager	541	18



DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
PD/9	Detention Lieutenant	49	17
PD/10	Animal Services Manager	54	17
PD/11	Electronics and Systems Specialist	54	17
PD/12	Police Corporal	471	16
PD/13	Accounting/Grant Coordinator	46	14
PD/14	Communications Supervisor	491	16
PD/15	Detention Sergeant	45	15
PD/16	Police Officer	451	15
PD/17	Crime Scene Technician	45	15
PD/18	Electronics Technician II	47	15
PD/19	Administrative Coordinator	46	14
PD/20	Senior Communications Officer	431	14
PD/21	Senior Animal Services Officer	45	13
PD/22	Evidence Custodian	45	12
PD/23	Detention Officer	38	12
PD/24	Communications Officer	391	12
PD/25	Records Transcriber	38	12
PD/26	Animal Services Officer	36	11
PD/27	Administrative Secretary	40	10
PD/28	Evidence Technician	40	10
PD/29	Records Technician I	37	10
PD/30	Public Safety Call Taker	331	10
PD/31	Animal Care Associate	30	7
PD/32	Police CADET		14
PER/1	Personnel Director	83	26
PER/2	Assistant Personnel Director	72	24
PER/3	Personnel Analyst III	61	21
PER/4	Industrial Nurse	58	19
PER/5	Personnel Analyst I	51	16
PER/6	Administrative Coordinator	46	14
PER/7	Personnel Analyst II	58	19
PL/1	Planning and Development Director	83	26
PL/2	Building Inspection Services Manager	69	23
PL/3	Principal Planner	69	23
PL/4	Transportation Planner	65	21
PL/5	CDBG Program Administrator	65	21
PL/6	Business Services Manager	58	22
PL/7	F.O.G. Program Supervisor	59	19
PL/8	Planner I	62	19
PL/9	Inspector I	50	16
PL/10	Revenue Officer	43	14

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
PL/11	F.O.G. Program Inspector	50	16
PL/12	Administrative Coordinator	46	14
PL/13	Inspection Services Technician	43	12
PL/14	Senior Planner	65	21
PL/15	Senior Inspector	58	19
PL/16	Inspector II	54	17
PL/17	Senior Revenue Officer	45	15
PL/18	P/T Secretary	37	9
PL/19	Lead Inspection Services Technician	45	13
PW-ENG/1	Public Works Director	84	27
PW-ENG/2	Assistant Public Works Director	77	25
PW-ENG/3	Traffic Engineering Manager	70	24
PW-ENG/4	Engineering Services Manager	72	24
PW-ENG/5	Traffic Engineer	70	22
PW-ENG/6	Civil Engineer PE	70	23
PW-ENG/7	Civil Engineer	63	22
PW-ENG/8	Public Works Construction Inspector	50	16
PW-ENG/9	Professional Land Surveyor	59	21
PW-ENG/10	Traffic Signal Technician III	52	17
PW-ENG/11	Engineering Assistant	52	17
PW-ENG/12	Traffic Signal Technician I	42	12
PW-ENG/13	Traffic Engineering Supervisor	59	21
PW-ENG/14	Engineering Technician	44	14
PW-ENG/15	Administrative Coordinator	46	14
PW-ENG/16	Traffic Sign and Marking Technician III	45	13
PW-ENG/17	Traffic Sign and Marking Technician II	42	12
PW-ENG/18	Administrative Secretary	40	10
PW-ENG/19	Traffic Sign and Marking Technician I	37	10
PW-ENG/20	Accounting Technician	41	12
PW-ENG 21	Traffic Engineer (PE)		23
PW-ENG 22	Traffic Signal Technician II	49	15
PW-ES/1	Environmental Services Manager	71	23
PW-ES/2	Assistant Environmental Services Manager	60	21
PW-ES/3	Environmental Services Supervisor	54	18
PW-ES/4	Landfill Supervisor	54	18
PW-ES/5	Equipment Operator III	43	13
PW-ES/6	Environmental Services Operator II	38	11
PW-ES/7	Administrative Secretary	40	10
PW-ES/8	Environmental Services Operator I	36	10
PW-ES/9	Secretary	37	9
PW-ES/10	Maintenance Construction Operator I	33	10

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
PW-ES/11	Environmental Services Worker II	31	9
PW-ES/12	Environmental Services Worker I	27	8
PW-ST/1	Street Maintenance Manager	64	22
PW-ST/2	Maintenance Construction Supervisor	54	18
PW-ST/3	Equipment Operator III	43	13
PW-ST/4	Equipment Operator II	38	11
PW-ST/5	Maintenance Construction Operator I	37	10
PW-ST/6	Administrative Secretary	40	10
UT-EL/1	Utilities Director	84	27
UT-EL/2	Assistant Director – Electric Operations	77	25
UT-EL/3	General Line and Service Supervisor	71	24
UT-EL/4	Substation Supervisor	71	23
UT-EL/5	Line Supervisor	67	23
UT-EL/6	Electrical Engineer	67	22
UT-EL/7	Lineman 1 <sup>st</sup> Class	61	21
UT-EL/8	Substation Lineman 1 <sup>st</sup> Class	63	21
UT-EL/9	Electrical Planner	63	21
UT-EL/10	Logistics and Inventory Control Supervisor	59	20
UT-EL/11	Chief Electric Meter Technician	58	19
UT-EL/12	Electric Meter Technician II	54	17
UT-EL/13	Engineering Assistant	52	17
UT-EL/14	Lineman Apprentice	47	16
UT-EL/15	Engineering Technician	44	14
UT-EL/16	Inventory Control Coordinator	43	14
UT-EL/17	Electric Operations Tree Trimmer	42	12
UT-EL/18	Electric Meter Technician I	39	12
UT-EL/19	Accounting Technician	41	12
UT-EL/20	Inventory Control Technician	34	10
UT-EL/21	Service Order Dispatcher	39	10
UT-EL/22	Utility Worker	31	9
UT-EL/23	Electrical Engineer (PE)	71	23
UT-EL/24	Lead Lineman	64	22
UT-WO/1	Assistant Director – Water Operations	72	25
UT-WO/2	Senior Sewer Maintenance Engineer	70	24
UT-WO/3	Civil Engineer	63	22
UT-WO/4	Water Distribution System Superintendent	61	21
UT-WO/5	Wastewater Treatment Superintendent	61	21
UT-WO/6	Water Production Superintendent	59	21
UT-WO/7	Wastewater Collections Superintendent	58	21
UT-WO/8	Wastewater Treatment Chief Operator	55	18
UT-WO/9	Wastewater Collection Crew Supervisor	54	18

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
UT-WO/10	Pumping Station Crew Supervisor	54	18
UT-WO/11	Maintenance and Construction Crew Supervisor	54	18
UT-WO/12	Chief Wastewater Treatment Maintenance Operator	54	18
UT-WO/13	Water Production Chief Operator	54	18
UT-WO/14	Engineering Assistant	52	17
UT-WO/15	Wastewater Treatment Plant Operator IV	48	16
UT-WO/16	Wastewater Treatment Mechanic III	48	14
UT-WO/17	Equipment Operator III	43	13
UT-WO/18	Wastewater CCTV Operator	47	13
UT-WO/19	Easement Crew Leader	40	14
UT-WO/20	Pumping Station Maintenance Crew Leader	41	12
UT-WO/21	Water Station Operator III	45	14
UT-WO/22	Administrative Coordinator	40	14
UT-WO/23	Water Station Operator II	41	13
UT-WO/24	Wastewater Treatment Plant Operator II	41	13
UT-WO/25	Equipment Operator II	38	11
UT-WO/26	Water Station Operator Trainee	39	11
UT-WO/27	Wastewater Treatment Plant Operator Trainee	39	11
UT-WO/28	Maintenance Construction Operator I	37	10
UT-WO/29	Administrative Secretary	40	10
UT/WO/30	Civil Engineer (PE)	68	23
UT/WO/31	Wastewater Treatment Equipment Mechanic II	43	13
UT/WO/32	Wastewater Treatment Equipment Mechanic I	39	12

Appendix B  
Position/Grade Analysis by Grade  
City of Dothan Personnel Project

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
ADM/1	City Manager	701	UNCL
ADM/2	Assistant City Manager	94	29
ADM-CA/1	City Attorney	87	27
FIN/1	Finance Director	84	27
FD/1	Fire Chief (Paramedic)	822	27 <sup>1</sup>
JD/6	Municipal Judge	84	27
PD/1	Police Chief	83	27
PW-ENG/1	Public Works Director	84	27
UT-EL/1	Utilities Director	84	27
LS/1	Director of Leisure Services	82	26
GS-ADM/1	General Services Director	82	26
IT/1	Information Technology Director	83	26
PER/1	Personnel Director	83	26
PL/1	Planning and Development Director	83	26
UT-EL/2	Assistant Director – Electric Operations	77	25
UT-WO/1	Assistant Director – Water Operations	72	25
FIN/2	Assistant Finance Director	73	25
PW-ENG/2	Assistant Public Works Director	77	25
PA/1	Civic Center/Opera House Director	78	25
ADM-CA/2	Assistant City Attorney	73	24
GS-ADM/2	Assistant General Services Director	72	24
PER/2	Assistant Personnel Director	72	24
FD/2	Deputy Fire Chief (Paramedic)	702	24 <sup>2</sup>
PW-ENG/4	Engineering Services Manager	72	24
UT-EL/3	General Line and Service Supervisor	71	24
PD/2	Police Major	711	24
UT-WO/2	Senior Sewer Maintenance Engineer	70	24
PW-ENG/3	Traffic Engineering Manager	70	24
PL/2	Building Inspection Services Manager	69	23
ADM-CC/1	City Clerk	67	23
UT/WO/30	Civil Engineer (PE)	68	23

<sup>1</sup> If employee is not paramedic certified, place at grade 26.

<sup>2</sup> If employee is not paramedic certified, place at grade 23.

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
PW-ENG/6	Civil Engineer PE	70	23
UT-EL/23	Electrical Engineer (PE)	71	23
PW-ES/1	Environmental Services Manager	71	23
FD/3	Fire Battalion Chief (Paramedic)	642	23
IT/8	Information Technology Enterprise Applications Manager	71	23
IT/2	Information Technology Infrastructure Manager	71	23
IT/3	Information Technology Support Manager	71	23
UT-EL/5	Line Supervisor	67	23
PL/3	Principal Planner	69	23
UT-EL/4	Substation Supervisor	71	23
PW-ENG 21	Traffic Engineer (PE)		23
FIN/3	Accounting Manager	67	22
PA/2	Assistant Civic Center/Opera House Director		22
LS/2	Assistant Director - Operations	66	22
LS/3	Assistant Director - Programs	66	22
PL/6	Business Services Manager	58	22
PW-ENG/7	Civil Engineer	63	22
UT-WO/3	Civil Engineer	63	22
ADM-CR/1	Community Relations Officer	61	22
ADM/3	EEO/Training Officer	67	22
UT-EL/6	Electrical Engineer	67	22
GS-FAC/1	Facilities Maintenance Manager	67	22
FD/4	Fire Battalion Chief	641	22
GS-FLT/1	Fleet Services Manager	67	22
IT/4	Information Technology Systems Analyst	67	22
UT-EL/24	Lead Lineman	64	22
JD/1	Municipal Court Administrator	61	22
PD/3	Police Captain	661	22
PW-ST/1	Street Maintenance Manager	64	22
PW-ENG/5	Traffic Engineer	70	22
FIN-UC/1	Utility Collections Manager	67	22
FIN/4	Accountant III	61	21
PW-ES/2	Assistant Environmental Services Manager	60	21
PL/5	CDBG Program Administrator	65	21
UT-EL/9	Electrical Planner	63	21
FD/5	Fire Captain (Paramedic)	562-563	21
ADM/4	Internal Analyst	65	21
UT-EL/7	Lineman 1 <sup>st</sup> Class	61	21
PER/3	Personnel Analyst III	61	21
PD/5	Police Lieutenant	611	21
PW-ENG/9	Professional Land Surveyor	59	21

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
PD/4	Public Safety Communications Manager	611	21
FIN-PUR/1	Purchasing Agent	60	21
PL/14	Senior Planner	65	21
UT-EL/8	Substation Lineman 1 <sup>st</sup> Class	63	21
PW-ENG/13	Traffic Engineering Supervisor	59	21
PL/4	Transportation Planner	65	21
UT-WO/7	Wastewater Collections Superintendent	58	21
UT-WO/5	Wastewater Treatment Superintendent	61	21
UT-WO/4	Water Distribution System Superintendent	61	21
UT-WO/6	Water Production Superintendent	59	21
LS/4	Aquatics Manager	60	20
FD/6	Fire Captain	561-565	20
UT-EL/10	Logistics and Inventory Control Supervisor	59	20
GS-ADM/3	Risk Manager	58	20
FIN-UC/2	Utility Collections Supervisor	59	20
FIN/8	Accountant II	58	19
LS/29	Athletic Complex Manager II	59	19
LS/7	Athletic Manager	59	19
UT-EL/11	Chief Electric Meter Technician	58	19
ADM-CR/2	Community Relations Specialist	58	19
PD/6	Electronics Systems and Maintenance Supervisor	58	19
PL/7	F.O.G. Program Supervisor	59	19
FD/7	Fire Sergeant Engineer (Paramedic)	482-483	19
PER/4	Industrial Nurse	58	19
IT/5	Information Technology Systems Specialist	55	19
GS-LD/1	Landscape Manager	59	19
PER/7	Personnel Analyst II	58	19
PL/8	Planner I	62	19
PD/7	Police Sergeant	541	19
LS/6	Recreation Program Coordinator	59	19
PL/15	Senior Inspector	58	19
FIN-US/1	Utility Services Supervisor	58	19
PD/8	Assistant Public Safety Communications Manager	541	18
LS/8	Athletic Complex Manager I	56	18
UT-WO/12	Chief Wastewater Treatment Maintenance Operator	54	18
PW-ES/3	Environmental Services Supervisor	54	18
GS-FLT/2	Fleet Maintenance Supervisor	56	18
PW-ES/4	Landfill Supervisor	54	18
UT-WO/11	Maintenance and Construction Crew Supervisor	54	18
PW-ST/2	Maintenance Construction Supervisor	54	18
UT-WO/10	Pumping Station Crew Supervisor	54	18

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
JD/7	Senior Magistrate	58	18
LS/5	Tennis Center Manager	58	18
UT-WO/9	Wastewater Collection Crew Supervisor	54	18
UT-WO/8	Wastewater Treatment Chief Operator	55	18
UT-WO/13	Water Production Chief Operator	54	18
FIN/5	Accountant I	53	17
PD/10	Animal Services Manager	54	17
ADM-CC/2	Assistant City Clerk	46	17
PD/9	Detention Lieutenant	49	17
UT-EL/12	Electric Meter Technician II	54	17
PD/11	Electronics and System Specialist	54	17
PW-ENG/11	Engineering Assistant	52	17
UT-EL/13	Engineering Assistant	52	17
UT-WO/14	Engineering Assistant	52	17
PA/3	Event Coordinator		17
ADM/6	Executive Assistant to the City Commission	52	17
ADM/5	Executive Assistant to the City Manager	52	17
FD/8	Fire Sergeant Engineer	481-485	17
FD/9	Firefighter (Paramedic)	441-443	17
PL/16	Inspector II	54	17
LS/9	Recreation Center Manager	53	17
PW-ENG/10	Traffic Signal Technician III	52	17
PD/14	Communications Supervisor	491	16
PL/11	F.O.G. Program Inspector	50	16
GS-FLT/14	Fleet Technician III	52	16
PL/9	Inspector I	50	16
UT-EL/14	Lineman Apprentice	47	16
JD/2	Magistrate II	51	16
PER/5	Personnel Analyst I	51	16
PD/12	Police Corporal	471	16
PW-ENG/8	Public Works Construction Inspector	50	16
PA/4	Stage Manager	47	16
UT-WO/15	Wastewater Treatment Plant Operator IV	48	16
PA/6	Arena Operations Manager	36	15
PD/17	Crime Scene Technician	45	15
PD/15	Detention Sergeant	45	15
PD/18	Electronics Technician II	47	15
GS-FAC/6	Facilities Systems Mechanic III		15
FD/10	Firefighter/EMT	441-445	15
GS-FLT/3	Fleet Service Supervisor	50	15
GS-FLT/13	Fleet Technician II	49	15



PD/16	Police Officer	451	15
PL/17	Senior Revenue Officer	45	15
PW-ENG 22	Traffic Signal Technician II	49	15
LS/15	Accounting Coordinator		14
PD/13	Accounting/Grant Coordinator	46	14
FD/11	Administrative Coordinator	46	14
FIN/7	Administrative Coordinator	46	14
GS-ADM/4	Administrative Coordinator	46	14
IT/7	Administrative Coordinator	46	14
LS/14	Administrative Coordinator	46	14
PA/9	Administrative Coordinator	46	14
PD/19	Administrative Coordinator	46	14
PER/6	Administrative Coordinator	46	14
PL/12	Administrative Coordinator	46	14
PW-ENG/15	Administrative Coordinator	46	14
UT-WO/22	Administrative Coordinator	46	14
LS/11	Aquatics Maintenance Mechanic	40	14
PA/5	Assistant Stage Manager	41	14
UT-WO/19	Easement Crew Leader	40	14
PW-ENG/14	Engineering Technician	44	14
UT-EL/15	Engineering Technician	44	14
GS-FAC/5	Facilities Systems Mechanic II		14
FD/14	Firefighter CADET		14
GS-FLT/7	Fleet Welder/Mechanic	46	14
IT/6	Information Technology Technician	40	14
UT-EL/16	Inventory Control Coordinator	43	14
FIN/9	Lead Accounting Assistant		14
ADM-CA/4	Legal Assistant	45	14
JD/3	Municipal Court Coordinator	46	14
PD/32	Police CADET		14
ADM-CA/3	Pre-Trial Diversion Coordinator	45	14
LS/10	Recreation Supervisor	48	14
PL/10	Revenue Officer	43	14
PD/20	Senior Communications Officer	431	14
LS/12	Tennis Recreation Supervisor	48	14
UT-WO/16	Wastewater Treatment Mechanic III	48	14
UT-WO/21	Water Station Operator III	45	14
FIN/6	Accounting Assistant	43	13
FIN-UC/3	Accounting Assistant	43	13
PW-ES/5	Equipment Operator III	43	13
PW-ST/3	Equipment Operator III	43	13
UT-WO/17	Equipment Operator III	43	13
GS-FAC/2	Facilities Systems Mechanic I	45	13
GS-FLT/4	Fleet Technician I	46	13
FIN-UC/4	Lead Customer Service Representative	42	13

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
PL/19	Lead Inspection Services Technician	45	13
FIN-US/2	Lead Utility Services Representative	43	13
JD/4	Magistrate I	46	13
PD/21	Senior Animal Services Officer	45	13
PW-ENG/16	Traffic Sign and Marking Technician III	45	13
UT-WO/18	Wastewater CCTV Operator	47	13
UT-WO/31	Wastewater Treatment Equipment Mechanic II	43	13
UT-WO/24	Wastewater Treatment Plant Operator II	41	13
UT-WO/23	Water Station Operator II	41	13
FD/12	Accounting Technician	41	12
GS-FLT/5	Accounting Technician	41	12
PW-ENG/20	Accounting Technician	41	12
UT-EL/19	Accounting Technician	41	12
PA/8	Assistant Arena Operations Manager		12
PD/24	Communications Officer	391	12
FIN-UC/8	Customer Service Representative II	40	12
PD/23	Detention Officer	38	12
UT-EL/18	Electric Meter Technician I	39	12
UT-EL/17	Electric Operations Tree Trimmer	42	12
PD/22	Evidence Custodian	45	12
GS-FLT/6	Fleet Service Writer	45	12
PL/13	Inspection Services Technician	43	12
ADM-CA/5	Legal Secretary	37	12
GS-FLT/8	Light Equipment Mechanic	43	12
PA/7	Performing Arts Accounting Technician		12
UT-WO/20	Pumping Station Maintenance Crew Leader	41	12
PD/25	Records Transcriber	38	12
PW-ENG/17	Traffic Sign and Marking Technician II	42	12
PW-ENG/12	Traffic Signal Technician I	42	12
UT-WO/32	Wastewater Treatment Equipment Mechanic I	39	12
PD/26	Animal Services Officer	36	11
FIN-UC/5	Customer Service Representative I	38	11
PW-ES/6	Environmental Services Operator II	38	11
PW-ST/4	Equipment Operator II	38	11
UT-WO/25	Equipment Operator II	38	11
GS-FAC/7	Facilities Maintenance Technician II		11
LS/28	Recreation Leader II	40	11
FIN-US/3	Utility Services Representative	39	11
UT-WO/27	Wastewater Treatment Plant Operator Trainee	39	11
UT-WO/26	Water Station Operator Trainee	39	11

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
ADM/7	Administrative Secretary	40	10
ADM-CC/3	Administrative Secretary	40	10
FD/13	Administrative Secretary	37	10
LS/16	Administrative Secretary	40	10
PD/27	Administrative Secretary	40	10
PW-ENG/18	Administrative Secretary	40	10
PW-ES/7	Administrative Secretary	40	10
PW-ST/6	Administrative Secretary	40	10
UT-WO/29	Administrative Secretary	40	10
LS/27	Aquatics Technician		10
PA/10	Box Office Cashier	38	10
PW-ES/8	Environmental Services Operator I	36	10
PD/28	Evidence Technician	40	10
GS-FAC/3	Facilities Maintenance Technician I	39	10
GS-FLT/9	Fleet Service Technician	34	10
UT-EL/20	Inventory Control Technician	34	10
GS-LD/3	Landscape Technician II	37	10
FIN-UC/6	Lead Cashier	38	10
PW-ST/5	Maintenance Construction Operator I	37	10
UT-WO/28	Maintenance Construction Operator I	37	10
PW-ES/10	Maintenance Construction Operator I	37	10
PD/30	Public Safety Call Taker	331	10
PD/29	Records Technician I	37	10
LS/13	Recreation Leader I	35	10
UT-EL/21	Service Order Dispatcher	39	10
PW-ENG/19	Traffic Sign and Marking Technician I	37	10
PA/12	Arena Operations Worker II		9
FIN-UC/9	Cashier II	36	9
JD/5	Court Clerk	33	9
PW-ES/11	Environmental Services Worker II	31	9
GS-FAC/4	Facilities Maintenance Worker	31	9
GS-FLT/11	Fleet Maintenance Clerk	34	9
GS-FLT/10	Fleet Parts Clerk	33	9
GS-LD/2	Landscape Technician I	31	9
LS/17	Leisure Services Maintenance Worker	31	9
ADM-CC/4	Mail Clerk	30	9
FIN-US/4	Meter Reader	37	9
PL/18	P/T Secretary	37	9
LS/26	Secretary	37	9
PW-ES/9	Secretary	37	9
UT-EL/22	Utility Worker	31	9

DEPT	POSITION	CURRENT GRADE	PROPOSED GRADE
FIN-UC/7	Cashier I	34	8
PW-ES/12	Environmental Services Worker I	27	8
PD/31	Animal Care Associate	30	7
PA/11	Arena Operations Worker I	27	7
GS-FLT/12	Building Service Worker	27	7
LS/18	Building Service Worker	27	7
LS/19	Part-time Aquatics Supervisor	114	7
LS/20	Part-time Bus Driver	113	4
LS/21	Part-time Playground Supervisor	113	3
LS/25	Part-time Facility Supervisor	109	2
LS/23	Part-time Playground Aide	107	2
LS/24	Part-time Pool Desk Clerk	107	2
LS/22	Part-time Recreation Aide	107	2

## Appendix C

## Salary Survey Summary

## City of Dothan Personnel Project

<b>Position Title</b>	<b>Minimum Annual Rate Mean</b>	<b>Minimum Annual Rate Median</b>	<b>Maximum Annual Rate Mean</b>	<b>Maximum Annual Rate Median</b>	<b>Average Annual Mean</b>	<b>Average Annual Median</b>
Accountant	\$45,058	\$42,736	\$70,146	\$67,855	\$57,718	\$54,493
Administrative Assistant	\$33,489	\$31,834	\$51,606	\$52,285	\$41,221	\$39,586
Administrative Secretary	\$29,623	\$28,775	\$45,256	\$43,884	\$36,375	\$34,850
Assistant City Attorney	\$72,720	\$72,798	\$127,601	\$130,032	\$93,106	\$93,106
City Attorney	\$116,649	\$109,049	\$184,237	\$163,737	\$120,774	\$120,774
City Clerk	\$67,573	\$68,070	\$105,010	\$96,709	\$90,956	\$86,469
City Manager	\$146,954	\$147,652	\$221,824	\$203,927	\$178,561	\$182,142
Civic Center/Opera House Director	\$77,438	\$77,438	\$117,831	\$117,831	NA	NA
Civil Engineer	\$63,441	\$65,118	\$104,628	\$108,873	\$85,091	\$85,944
Customer Service Representative	\$29,866	\$29,336	\$48,477	\$47,022	\$36,384	\$35,767
Detention Officer	\$30,329	\$30,565	\$48,042	\$45,932	\$40,384	\$35,584
Director of Leisure Services	\$92,411	\$92,987	\$137,470	\$148,455	\$110,122	\$107,625
Electrical Engineer	\$59,637	\$58,372	\$98,528	\$97,460	\$77,032	\$75,382
Environmental Services Worker I	\$26,945	\$27,388	\$41,565	\$42,554	\$32,207	\$33,834
Equipment Services Operator II	\$31,584	\$31,013	\$51,488	\$50,685	\$38,331	\$33,611
Executive Assistant to the City Manager	\$44,334	\$44,453	\$67,274	\$67,292	\$55,479	\$51,253
Facilities Maintenance Worker	\$30,457	\$31,013	\$47,804	\$47,166	\$38,196	\$40,044
Finance Director	\$98,877	\$92,987	\$147,480	\$139,302	\$122,345	\$118,623
Fire Battalion Chief	\$69,389	\$66,728	\$100,775	\$96,030	\$80,802	\$79,050
Fire Captain	\$58,746	\$53,034	\$86,543	\$78,148	\$72,261	\$71,917
Fire Chief	\$98,075	\$96,684	\$142,508	\$136,520	\$111,222	\$104,996
Fire Sergeant Engineer	\$45,025	\$45,754	\$65,527	\$64,377	\$51,291	\$48,163
Firefighter/EMT	\$37,926	\$35,139	\$56,154	\$53,086	\$45,075	\$40,263
Fleet Services Manager	\$58,251	\$52,605	\$90,967	\$84,951	\$72,725	\$66,788
Fleet Technician I (Mechanic)	\$35,736	\$34,119	\$55,386	\$55,146	\$42,651	\$42,414
General Line & Service Supervisor	\$65,564	\$72,004	\$112,213	\$111,426	\$98,385	\$100,036
General Services Director	\$91,201	\$85,775	\$142,264	\$140,389	\$122,000	\$122,000
Information Technology Director	\$80,749	\$80,376	\$127,818	\$128,020	\$99,212	\$95,268
Information Technology Specialist	\$52,323	\$51,475	\$77,688	\$74,451	\$63,742	\$67,848
Inspector I	\$41,774	\$39,748	\$64,588	\$60,755	\$51,338	\$52,960
Lineman 1st Class	\$60,303	\$53,227	\$82,545	\$83,928	\$76,723	\$79,746
Magistrate I	\$33,843	\$34,301	\$50,130	\$47,479	\$41,377	\$38,697
Maintenance & Construction Crew Supervisor	\$46,814	\$43,239	\$71,454	\$67,039	\$61,849	\$57,036
Maintenance Construction Worker	\$29,842	\$28,593	\$43,778	\$45,059	\$32,926	\$35,296

<b>Position Title</b>	<b>Minimum Annual Rate Mean</b>	<b>Minimum Annual Rate Median</b>	<b>Maximum Annual Rate Mean</b>	<b>Maximum Annual Rate Median</b>	<b>Average Annual Mean</b>	<b>Average Annual Median</b>
Municipal Court Administrator	\$68,727	\$65,000	\$103,606	\$88,000	\$80,828	\$76,000
Personnel Analyst I	\$43,705	\$41,278	\$69,017	\$67,129	\$49,137	\$46,505
Personnel Director	\$85,644	\$85,477	\$133,806	\$132,545	\$104,126	\$111,550
Planner I	\$43,329	\$40,751	\$69,057	\$62,031	\$48,836	\$45,685
Planning and Development Director	\$88,787	\$82,947	\$134,130	\$133,337	\$113,901	\$99,354
Police Captain	\$61,964	\$59,020	\$94,583	\$86,737	\$78,557	\$73,832
Police Chief	\$97,832	\$96,684	\$148,326	\$141,978	\$119,786	\$114,144
Police Lieutenant	\$54,099	\$52,536	\$81,449	\$76,034	\$66,901	\$63,707
Police Major	\$69,345	\$64,736	\$102,796	\$99,129	\$85,397	\$86,148
Police Officer	\$38,443	\$37,608	\$59,394	\$53,536	\$45,898	\$42,532
Police Sergeant	\$49,212	\$46,650	\$71,902	\$67,265	\$57,868	\$54,394
Public Works Construction Inspector	\$43,764	\$42,716	\$68,732	\$69,648	\$46,998	\$42,357
Public Works Director	\$94,587	\$90,271	\$138,574	\$136,520	\$110,454	\$108,034
Senior Accounting Technician	\$36,007	\$34,577	\$55,584	\$53,645	\$44,289	\$48,298
Utilities Director	\$105,701	\$99,254	\$162,178	\$150,202	\$168,022	\$159,640
Wastewater Treatment Plant Operator IV	\$41,791	\$44,287	\$65,967	\$62,636	\$52,007	\$52,532
Wastewater Treatment Superintendent	\$57,506	\$56,504	\$92,218	\$84,746	\$74,173	\$68,527