



**CITY COUNCIL SALARY STUDY WORKSHOP
ZEPHYRHILLS, FLORIDA**

**Monday, November 13, 2023
5:00 PM**

The City of Zephyrhills will maintain a quorum at the dais and host a GoToMeeting to allow the public to attend remotely.

Please join the GoToMeeting
from your computer, tablet or smartphone:

<https://meet.goto.com/453229837>

or dial in using your phone:

+1 (646) 749-3122 - Access Code: 453-229-837

(Please mute your phone unless you wish to speak on a specific item)

**Zephyrhills
City Hall**

**Council
Chambers**

Call to Order – Council President Lance A. Smith

Roll Call – City Clerk Lori Hillman

1. WORKSHOP ITEM

1.1 Evergreen Solutions Classification and Compensation Study

1. Evergreen Solutions Report, Findings and Recommendations
2. Proposed Salary Ranges
3. Current Salary Ranges

2. CITIZEN COMMENTS

ADJOURN

*** PLEASE NOTE: This is a Public Meeting. Should any interested party seek to appeal any decision made by the Council with respect to any matter considered at such meeting or hearing, he or she will need a record of the proceedings, and that, for such purpose, he or**

she may need to ensure that a verbatim record of the proceeding is made, which record includes the testimony and evidence upon which the appeal is to be based. F.S. 286.0105. If you are a person with a disability which requires reasonable accommodation in order to participate in this meeting, please contact the City Clerk at 813/780-0000 at least 48 hours prior to the public hearing. A.D.A. and F.S. 286.26.

WORKSHOP ITEM 1.1

Evergreen Solutions Classification and Compensation Study

Issue:

Review of Classification and Compensation Survey for implementation.

Background:

Evergreen Solutions will present the results of their Classification and Compensation Study with a recommended pay plan for each position. The data collected provides the base compensation from the resources utilized in Evergreen Solutions analysis.

Attachment(s):

1. Evergreen Solutions Report, Findings and Recommendations
2. Proposed Salary Ranges
3. Current Salary Ranges

Fiscal Impact:

The recommended proposal is \$1,040,000 and does not include taxes or retirement contributions. The proposed raises will be funded from four sources: Airport, General, Sanitation and Utilities. Funding is provided in the approved FY 23/24 budget.

Staff Recommendation:

Staff recommends Council's approval of Evergreen Solutions Classification and Compensation Study.

Zephyrhills, FL Compensation Study Presentation of Results



**Presented by:
Kelli Bracci**



November 2023

Overview

- Study Goals
- Project Phases
- Current System Findings
- Market Results
- Recommendations

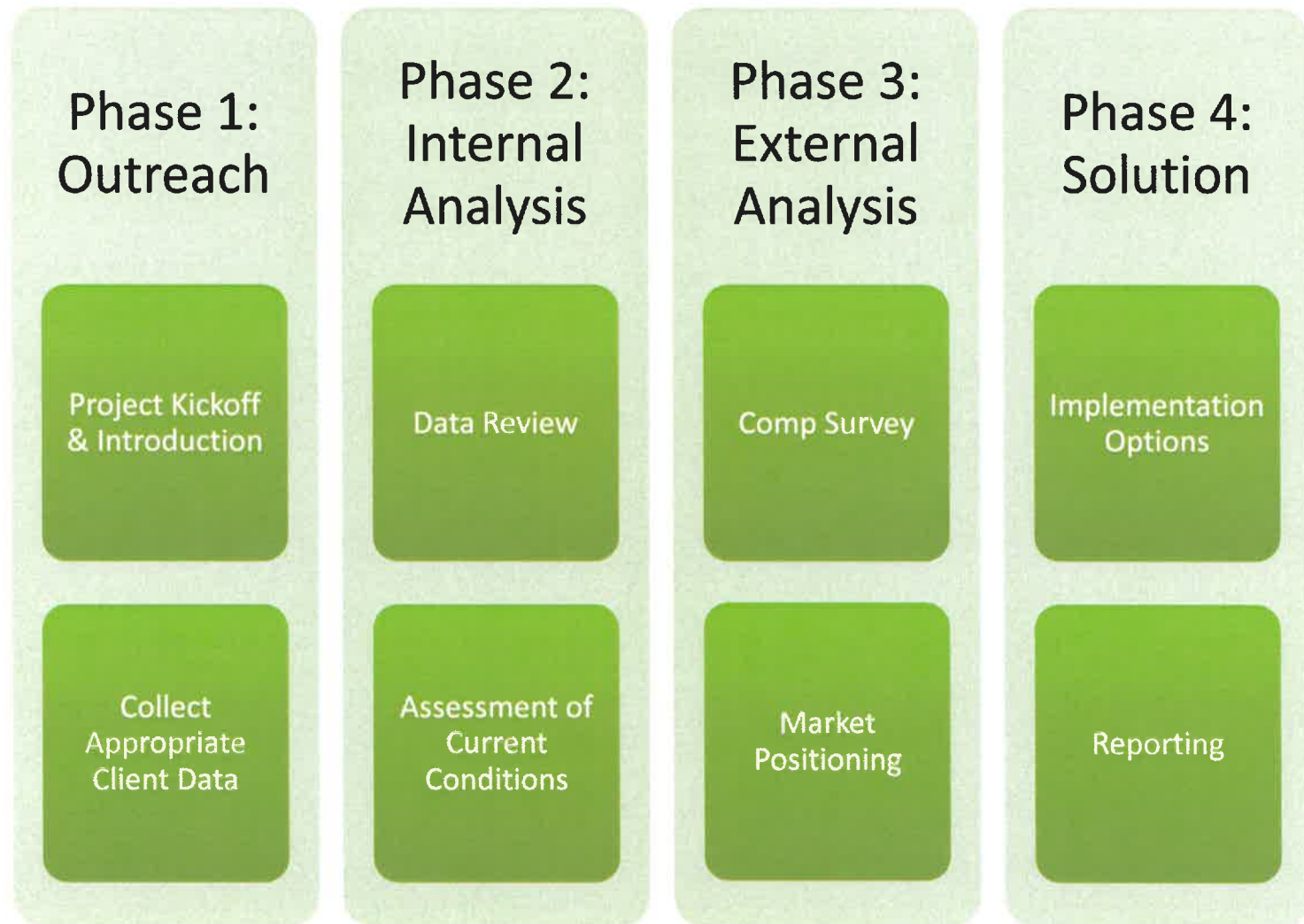


Study Goals

- Review current compensation system to ensure internal equity.
- Survey peer organizations to ensure external equity.
- Produce recommendations to provide the organization with a compensation system that is equitable, both internally and externally.



Project Phases



Current System Findings

- **Strength:**
 - The City possesses a simple and easy to understand pay structure.
 - The City has done a good job of spacing employee appropriately in the current ranges and does not have significant employee compression.
 - There appears to be a positive relationship between tenure and pay quadrant.



Current System Findings

- **Weakness:**
 - Range spreads, currently set between 37 and 39 percent, are narrower than average.
 - While the majority of employees fall in the 2nd quadrant of their pay range, 65.8 percent of all employees are paid below their midpoint.



Market Targets

- Salary survey resulted in responses from 18 peers.
- All responses are adjusted for cost-of-living differentials.
- All jobs included in the study were benchmarked and compared directly to the market. Average response rate was 10.1 matches per position.

Market Peers
Clearwater
Dade City
Lakeland
Plant City
Largo
New Port Richey
Oldsmar
Safety Harbor
Tarpon Springs
Temple Terrace
Winter Haven
Tampa
Punta Gorda
Tavares
Haines City
Hillsborough County
Pasco County
Pinellas County Sheriff



Market Results

Unadjusted Results (no cost-of-living adjustment)			Adjusted Results (cost-of-living adjusted)		
Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
-5.4%	-11.3%	-15.3%	-5.3	-11.3%	-15.2%

- A negative differential indicates City is behind at that market position on average.
- The results show the importance of range spread when comparing to the market.



Key Recommendations

1. Adopt an adjusted pay plan with new grades added. The newly recommended pay plan has consistent range spreads and progression between the grades.

Grade	Minimum	Midpoint	Maximum	Range Spread	Midpoint Progression
Z150	\$ 31,200.00	\$ 37,440.00	\$ 43,680.00	40.0%	-
Z151	\$ 32,760.00	\$ 39,312.00	\$ 45,864.00	40.0%	5.0%
Z152	\$ 34,398.00	\$ 41,277.60	\$ 48,157.20	40.0%	5.0%
Z153	\$ 36,117.90	\$ 43,341.48	\$ 50,565.06	40.0%	5.0%
Z154	\$ 37,923.80	\$ 45,508.55	\$ 53,093.31	40.0%	5.0%
Z155	\$ 39,819.98	\$ 47,783.98	\$ 55,747.98	40.0%	5.0%
Z156	\$ 41,810.98	\$ 50,173.18	\$ 58,535.38	40.0%	5.0%
Z157	\$ 43,901.53	\$ 52,681.84	\$ 61,462.15	40.0%	5.0%
Z158	\$ 46,096.61	\$ 55,315.93	\$ 64,535.25	40.0%	5.0%
Z159	\$ 48,401.44	\$ 58,081.73	\$ 67,762.02	40.0%	5.0%
Z160	\$ 50,821.51	\$ 60,985.81	\$ 71,150.12	40.0%	5.0%
Z161	\$ 53,362.59	\$ 64,035.11	\$ 74,707.62	40.0%	5.0%
Z162	\$ 56,030.72	\$ 67,236.86	\$ 78,443.00	40.0%	5.0%
Z163	\$ 58,832.25	\$ 70,598.70	\$ 82,365.15	40.0%	5.0%
Z164	\$ 61,773.87	\$ 74,128.64	\$ 86,483.41	40.0%	5.0%
Z165	\$ 64,862.56	\$ 77,835.07	\$ 90,807.58	40.0%	5.0%
Z166	\$ 68,105.69	\$ 81,726.82	\$ 95,347.96	40.0%	5.0%
Z167	\$ 71,510.97	\$ 85,813.17	\$ 100,115.36	40.0%	5.0%
Z168	\$ 75,086.52	\$ 90,103.82	\$ 105,121.13	40.0%	5.0%
Z169	\$ 78,840.85	\$ 94,609.02	\$ 110,377.18	40.0%	5.0%
Z170	\$ 82,782.89	\$ 99,339.47	\$ 115,896.04	40.0%	5.0%
Z171	\$ 86,922.03	\$ 104,306.44	\$ 121,690.85	40.0%	5.0%
Z172	\$ 91,268.13	\$ 109,521.76	\$ 127,775.39	40.0%	5.0%
Z173	\$ 95,831.54	\$ 114,997.85	\$ 134,164.16	40.0%	5.0%
Z174	\$ 100,623.12	\$ 120,747.74	\$ 140,872.37	40.0%	5.0%
Z175	\$ 105,654.27	\$ 126,785.13	\$ 147,915.98	40.0%	5.0%
Z176	\$ 110,936.99	\$ 133,124.39	\$ 155,311.78	40.0%	5.0%
Z177	\$ 116,483.84	\$ 139,780.60	\$ 163,077.37	40.0%	5.0%
Z178	\$ 122,308.03	\$ 146,769.63	\$ 171,231.24	40.0%	5.0%
Z179	\$ 128,423.43	\$ 154,108.12	\$ 179,792.80	40.0%	5.0%
Z180	\$ 134,844.60	\$ 161,813.52	\$ 188,782.44	40.0%	5.0%
Z181	\$ 141,586.83	\$ 169,904.20	\$ 198,221.57	40.0%	5.0%
Z182	\$ 148,666.17	\$ 178,399.41	\$ 208,132.64	40.0%	5.0%

Key Recommendations

2. Reassign pay grades to positions based on internal equity and the market results. Some positions will see larger adjustments than others due to the market response.
3. Place employees within their newly recommended pay grades. Select an implementation methodology that aligns with the compensation philosophy and financial means of the City.



Implementation Costs - General

Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Hybrid Parity	\$ 276,236.96	62	\$ 4,455.43	4.6%
Market Adjustment	\$ 403,132.78	115	\$ 3,505.50	6.8%
Total	\$ 679,369.75	115	\$ 5,907.56	11.4%

- Everyone gets a 7% market adjustment.
- Hybrid Parity – gives a “projected salary” based on an employee's time with City and in their current class title (a hybrid of the two) .



Implementation Costs - Police

Implementation Option	Total Salary-Only Cost	Number of Employees Adjusted	Average Adjustment for Impacted Employees	% of Payroll
Year 1 Combined Cost Adjustments	\$ 265,052.69	34	\$ 7,795.67	14.0%
Adjustment 2 Combined Cost Adjustments	\$ 95,127.83	34	\$ 2,797.88	5.0%

- Initial \$7,053.41 raise effective 10/29/2023
- Move to appropriate step on anniversary date
- Applies to officers and sergeants only.



Thank you

2528 Barrington Circle, Unit 201
Tallahassee, Florida 32308
850.383.0111 ph
850.383.1511 fax
www.ConsultEvergreen.com



PAY GRADES: MIN-MID-MAX EFF 11/13/2023

	PG	MIN	MID	MAX
Accounting Specialist	Z-155	39,819.98	47,783.98	55,747.98
Airport Operations Foreman	Z-158	46,096.61	55,315.93	64,535.25
Airport Director *	Z-171	86,922.03	104,306.44	121,690.85
Airport Maintenance Specialist I	Z-151	32,760.00	39,312.00	45,864.00
Airport Maintenance Specialist II	Z-153	36,117.90	43,341.48	50,565.06
Airport Maintenance Specialist III	Z-155	39,819.98	47,783.98	55,747.98
Assistant Library Director **	Z-162	56,030.72	67,236.86	78,443.00
Building Maintenance Specialist I	Z-151	32,760.00	39,312.00	45,864.00
Building Maintenance Specialist II	Z-154	37,923.80	45,508.56	53,093.31
Building Official *	Z-171	86,922.03	104,306.44	121,690.85
Certified Evidence Specialist	Z-153	36,117.90	43,341.48	50,565.06
Circulation Clerk	Z-150	31,200.00	37,440.00	43,680.00
City Clerk *	Z-167	71,510.97	85,813.17	100,115.36
Code Enforcement Officer	Z-158	46,096.61	55,315.93	64,535.25
Code Support Specialist	Z-153	36,117.90	43,341.48	50,565.06
CRA Director *	Z-168	75,086.52	90,103.83	105,121.13
Crime Analyst	Z-158	46,096.61	55,315.93	64,535.25
Crime Scene Tech	Z-154	37,923.80	45,508.55	53,093.31
Customer Service Rep - UB	Z-150	31,200.00	37,440.00	43,680.00
Deputy Building Official	Z-164	61,773.87	74,128.64	86,483.41
Deputy City Clerk**	Z-159	48,401.44	58,081.73	67,762.02
Electrical Instrumental Tech	Z-161	53,362.59	64,035.11	74,707.62
Environmental Specialist	Z-159	48,401.44	58,081.73	67,762.02
Executive Assistant	Z-153	36,117.90	43,341.48	50,565.06
Finance Director *	Z-172	91,268.13	109,521.76	127,775.39
Finance Supervisor **	Z-163	58,832.25	70,598.70	82,365.15
Fire Inspector	Z-161	53,362.59	64,035.11	74,707.62
Fleet Maintenance Foreman	Z-158	46,096.61	55,315.93	64,535.25
Fleet Superintendent **	Z-163	58,832.25	70,598.70	82,365.15
FOG Inspector	Z-157	43,901.53	52,681.84	61,462.15
GIS Tech/Community Planner	Z-160	50,821.51	60,985.81	71,150.12
Heavy Equipment Operator I	Z-151	32,760.00	39,312.00	45,864.00
Heavy Equipment Operator II	Z-154	37,923.80	45,508.56	53,093.31
Heavy Equipment Operator III	Z-156	41,810.98	50,173.18	58,535.38
Historic Preservation Officer/Community Planner	Z-159	48,401.44	58,081.73	67,762.02
Horticultural Specialist	Z-155	39,819.98	47,783.98	55,747.98
HR/Risk Mangement Director *	Z-172	91,268.13	109,521.76	127,775.39
Human Resources Assistant	Z-156	41,810.98	50,173.18	58,535.38
Human Resources Coordinator**	Z-162	56,030.72	67,236.86	78,443.00
Intership PT (Hourly)	Z-150	31,200.00	37,440.00	43,680.00
IT Director *	Z-172	91,268.13	109,521.76	127,775.39
IT Specialist	Z-159	48,401.44	58,081.73	67,762.02
IT Systems Administrator	Z-164	61,773.87	74,128.64	86,483.41
Library Director *	Z-168	75,086.52	90,103.83	105,121.13
Main Street Coordinator	Z-160	50,821.51	60,985.81	71,150.12
Meter Foreman	Z-158	46,096.61	55,315.93	64,535.25
Meter Reader I	Z-151	32,760.00	39,312.00	45,864.00
Meter Reader II	Z-153	36,117.90	43,341.48	50,565.06
Office Assistant	Z-150	31,200.00	37,440.00	43,680.00
Parks & Facilities Superintendent **	Z-163	58,832.25	70,598.70	82,365.15

Parks Foreman	Z-158	46,096.61	55,315.93	64,535.25
Parks Maintenance Worker I	Z-151	32,760.00	39,312.00	45,864.00
Parks Maintenance Worker II	Z-153	36,117.90	43,341.48	50,565.06
Parks Maintenance Worker III	Z-155	39,819.98	47,783.98	55,747.98
Patrol Officer Trainee	Z-153	36,117.90	43,341.48	50,565.06
Planning Director *	Z-172	91,268.13	109,521.76	127,775.39
Planning Support Specialist	Z-153	36,117.90	43,341.48	50,565.06
Police Chief *	Z-173	95,831.54	114,997.85	134,164.16
Police Lieutenant *	Z-169	78,840.85	94,609.02	110,377.18
Principal Planner **	Z-166	68,105.69	81,726.83	95,347.96
Public Information Officer **	Z-161	53,362.59	64,035.11	74,707.62
Public Safety Inspector	Z-159	48,401.44	58,081.73	67,762.02
Public Safety Operator	Z-154	37,923.80	45,508.55	53,093.31
Public Safety Supervisor	Z-158	46,096.61	55,315.93	64,535.25
Public Works Director *	Z-172	91,268.13	109,521.76	127,775.39
Purchasing Agent	Z-157	43,901.53	52,681.84	61,462.15
Records Clerk	Z-150	31,200.00	37,440.00	43,680.00
Sanitation Driver	Z-154	37,923.80	45,508.56	53,093.31
Sanitation Foreman	Z-158	46,096.61	55,315.93	64,535.25
Sanitation Superintendent **	Z-163	58,832.25	70,598.70	82,365.15
Sanitation Worker I	Z-151	32,760.00	39,312.00	45,864.00
Scada Specialist	Z-159	48,401.44	58,081.73	67,762.02
Senior Circulation Clerk	Z-152	34,398.00	41,277.60	48,157.20
Senior Code Support Specialist	Z-155	39,819.98	47,783.98	55,747.98
Senior Customer Service Representative	Z-152	34,398.00	41,277.60	48,157.20
Sign Tech	Z-155	39,819.98	47,783.98	55,747.98
Sr. Code Inspector	Z-161	53,362.59	64,035.11	74,707.62
Sr. Maintenance Mechanic - Fleet/Sanitation	Z-156	41,810.98	50,173.18	58,535.38
Streets and Stormwater Superintendent **	Z-163	58,832.25	70,598.70	82,365.15
Streets Foreman	Z-158	46,096.61	55,315.93	64,535.25
Utilities Director *	Z-172	91,268.13	109,521.76	127,775.39
Utilities Service Worker I	Z-151	32,760.00	39,312.00	45,864.00
Utilities Service Worker II	Z-153	36,117.90	43,341.48	50,565.06
Utilities Service Worker III	Z-155	39,819.98	47,783.98	55,747.98
Wastewater Foreman	Z-158	46,096.61	55,315.93	64,535.25
Wastewater Collections Superintendent**	Z-164	61,773.87	74,128.64	86,483.41
Wastewater Superintendent **	Z-164	61,773.87	74,128.64	86,483.41
Wastewater Treatment Plant Operator A	Z-162	56,030.72	67,236.86	78,443.00
Wastewater Treatment Plant Operator B	Z-160	50,821.51	60,985.82	71,150.12
Wastewater Treatment Plant Operator C	Z-157	43,901.53	52,681.84	61,462.15
Wastewater Treatment Plant Operator Trainee	Z-151	32,760.00	39,312.00	45,864.00
Water Distribution Superintendent **	Z-164	61,773.87	74,128.64	86,483.41
Water Foreman	Z-158	46,096.61	55,315.93	64,535.25
Water Superintendent **	Z-164	61,773.87	74,128.64	86,483.41
Water Treatment Plant Operator A	Z-162	56,030.72	67,236.86	78,443.00
Water Treatment Plant Operator B	Z-160	50,821.51	60,985.82	71,150.12
Water Treatment Plant Operator C	Z-157	43,901.53	52,681.84	61,462.15
Water Treatment Plant Operator Trainee	Z-151	32,760.00	39,312.00	45,864.00

PAY BANDS: MIN-MID-MAX EFF 10/01/2022

	PG	MIN	MID	MAX
Police Chief *	Z-34	89,847.60	107,475.60	125,103.60
Finance Director *	Z-33	85,649.60	102,438.60	119,227.60
Public Works Director *	Z-33	85,649.60	102,438.60	119,227.60
Utilities Director *	Z-33	85,649.60	102,438.60	119,227.60
	Z-32	81,652.60	97,642.10	113,631.60
Police Captain *	Z-31	77,845.60	93,073.60	108,301.60
Planning Director *	Z-31	77,845.60	93,073.60	108,301.60
HR/Risk Mangement Director *	Z-30	74,219.60	88,722.60	103,225.60
Airport Manager *	Z-29	70,766.60	84,579.10	98,391.60
Building Official *	Z-29	70,766.60	84,579.10	98,391.60
CRA Director *	Z-29	70,766.60	84,579.10	98,391.60
IT Director *	Z-29	70,766.60	84,579.10	98,391.60
Police Lieutenant Operations *	Z-28	67,478.60	80,633.10	93,787.60
Police Lieutenant Administration *	Z-28	67,478.60	80,633.10	93,787.60
Library Director *	Z-27	64,346.60	76,874.60	89,402.60
Senior Planner **	Z-26	61,363.60	73,477.10	85,590.60
City Clerk *	Z-25	58,522.60	69,886.10	81,249.60
Finance Supervisor **	Z-25	58,522.60	69,886.10	81,249.60
Sanitation Superintendent **	Z-24	55,816.60	66,639.10	77,461.60
Streets and Stormwater Superintendent **	Z-24	55,816.60	66,639.10	77,461.60
Public Information Officer **	Z-23	53,240.60	63,547.10	73,853.60
Fire Inspector	Z-22	50,786.60	60,602.60	70,418.60
Sr. Code Inspector	Z-22	50,786.60	60,602.60	70,418.60
Fleet Superintendent **	Z-22	50,786.60	60,602.60	70,418.60
Accountant **	Z-22	50,786.60	60,602.60	70,418.60
Wastewater Superintendent **	Z-22	50,786.60	60,602.60	70,418.60
Water Superintendent **	Z-22	50,786.60	60,602.60	70,418.60
Parks & Facilities Superintendent **	Z-21	48,448.60	57,797.60	67,146.60
Chief Plant Operator (Wastewater) **	Z-21	48,448.60	57,797.60	67,146.60
Environmental Specialist	Z-21	48,448.60	57,797.60	67,146.60
Human Resources Coordinator	Z-21	48,448.60	57,797.60	67,146.60
Public Safety Inspector	Z-20	46,223.60	55,127.10	64,030.60
Communications Supervisor	Z-20	46,223.60	55,127.10	64,030.60
IT Systems Administrator	Z-20	46,223.60	55,127.10	64,030.60
Assistant Library Director **	Z-20	46,223.60	55,127.10	64,030.60
Sanitation Foreman	Z-20	46,223.60	55,127.10	64,030.60
Fleet Maintenance Foreman	Z-20	46,223.60	55,127.10	64,030.60
Wastewater Treatment Plant Operator A	Z-20	46,223.60	55,127.10	64,030.60
Water Treatment Plant Operator A	Z-20	46,223.60	55,127.10	64,030.60
IT Specialist	Z-19	44,103.60	52,583.10	61,062.60
Historic Preservation Officer/Community Planner	Z-19	44,103.60	52,583.10	61,062.60
GIS Tech/Community Planner	Z-19	44,103.60	52,583.10	61,062.60

Streets Foreman	Z-19	44,103.60	52,583.10	61,062.60
Wastewater Foreman	Z-19	44,103.60	52,583.10	61,062.60
Water Foreman	Z-19	44,103.60	52,583.10	61,062.60
Electrical Instrumental Tech	Z-19	44,103.60	52,583.10	61,062.60
Wastewater Treatment Plant Operator B	Z-19	44,103.60	52,583.10	61,062.60
Water Treatment Plant Operator B	Z-19	44,103.60	52,583.10	61,062.60
Scada Specialist	Z-19	44,103.60	52,583.10	61,062.60
Air Operations Foreman	Z-18	42,084.60	50,160.10	58,235.60
Parks Foreman	Z-18	42,084.60	50,160.10	58,235.60
Code Enforcement Officer	Z-17	40,161.60	47,852.60	55,543.60
Main Street Coordinator	Z-17	40,161.60	47,852.60	55,543.60
Administrative Coordinator	Z-17	40,161.60	47,852.60	55,543.60
Meter Foreman	Z-17	40,161.60	47,852.60	55,543.60
Human Resources Assistant	Z-16	38,330.60	45,655.60	52,980.60
Purchasing Agent/ACCT Specialist	Z-16	38,330.60	45,655.60	52,980.60
Sr. Maintenance Mechanic - Fleet	Z-16	38,330.60	45,655.60	52,980.60
Sr. Maintenance Mechanic - Sanitation	Z-16	38,330.60	45,655.60	52,980.60
Wastewater Treatment Plant Operator C	Z-16	38,330.60	45,655.60	52,980.60
Water Treatment Plant Operator C	Z-16	38,330.60	45,655.60	52,980.60
Executive Assistant	Z-16	38,330.60	45,655.60	52,980.60
Senior Code Support Specialist	Z-15	36,586.60	43,562.60	50,538.60
Senior Customer Service Representative	Z-15	36,586.60	43,562.60	50,538.60
Sanitation Maintenance	Z-15	36,586.60	43,562.60	50,538.60
Telecommunications Operator	Z-14	34,925.60	41,569.60	48,213.60
Senior Circulation Clerk	Z-14	34,925.60	41,569.60	48,213.60
Crime Scene Tech	Z-14	34,925.60	41,569.60	48,213.60
Certified Evidence Specialist	Z-14	34,925.60	41,569.60	48,213.60
Parks Maintenance Worker III	Z-14	34,925.60	41,569.60	48,213.60
Heavy Equipment Operator III	Z-14	34,925.60	41,569.60	48,213.60
Horticultural Specialist	Z-14	34,925.60	41,569.60	48,213.60
Sign Tech	Z-14	34,925.60	41,569.60	48,213.60
Utilities Service Worker III	Z-14	34,925.60	41,569.60	48,213.60
Airport Maintenance Specialist III	Z-13	33,343.60	39,671.10	45,998.60
Payroll-HR Clerk	Z-13	33,343.60	39,671.10	45,998.60
Building Maintenance Specialist II	Z-13	33,343.60	39,671.10	45,998.60
Airport Maintenance Specialist II	Z-12	31,836.60	37,863.10	43,889.60
Code Support Specialist	Z-12	31,836.60	37,863.10	43,889.60
Planning Support Specialist	Z-12	31,836.60	37,863.10	43,889.60
Parks Maintenance Worker II	Z-12	31,836.60	37,863.10	43,889.60
Heavy Equipment Operator II	Z-12	31,836.60	37,863.10	43,889.60
Sanitation Driver	Z-12	31,836.60	37,863.10	43,889.60
Utilities Service Worker II	Z-12	31,836.60	37,863.10	43,889.60
Meter Reader II	Z-12	31,836.60	37,863.10	43,889.60
Circulation Clerk	Z-11	30,401.60	36,141.10	41,880.60
Building Maintenance Specialist I	Z-11	30,401.60	36,141.10	41,880.60

Customer Service Rep - Sanitation	Z-11	30,401.60	36,141.10	41,880.60
Water Treatment Plant Operator Trainee	Z-11	30,401.60	36,141.10	41,880.60
Wastewater Treatment Plant Operator Trainee	Z-11	30,401.60	36,141.10	41,880.60
Utilities Service Worker I	Z-11	30,401.60	36,141.10	41,880.60
Customer Service Rep - UB	Z-10	29,035.60	34,501.60	39,967.60
Airport Maintenance Specialist I	Z-09	27,733.60	32,939.60	38,145.60
Records Clerk	Z-09	27,733.60	32,939.60	38,145.60
Sanitation Worker I	Z-09	27,733.60	32,939.60	38,145.60
Parks Maintenance Worker I	Z-09	27,733.60	32,939.60	38,145.60
Equipment Operator I	Z-09	27,733.60	32,939.60	38,145.60
Meter Reader I	Z-09	27,733.60	32,939.60	38,145.60
Office Assistant II	Z-08	26,494.60	31,452.60	36,410.60
Volunteer PT (Hourly)	Z-07	25,314.60	30,036.10	34,757.60