

**"EXHIBIT A"**  
(Revised for Calendar Year 2008 as Amended September 2008)

**POSITION CLASSIFICATION AND PAY GRADES FOR  
REGULAR FULL-TIME CITY EMPLOYEES**

**POLICE DEPARTMENT**

<u>Job Title</u>	<u>FLSA Class</u>	<u>Civil Service</u>	<u>Number Authorized</u>	<u>Pay Grade</u>	<u>Low</u>	<u>High</u>
Chief	E	U	1	7	\$56,848	\$92,116
Captain	E	CC	1	6	\$48,480	\$84,746
Sergeant	NE	CC	4	Union		
Patrol Officer	NE	CC	11	Union		
Administrative Support	NE	U	1			
Administrative Coordinator				3A	\$18.50	\$24.80
Administrative Assistant				3B	\$14.46	\$19.00
Dispatcher	NE	CN	4	Union		
Records Administrator	NE	CN	1	Union		
<b>TOTAL NUMBER OF POSITIONS AUTHORIZED</b>			23			

**FIRE DEPARTMENT**

<u>Job Title</u>	<u>FLSA Class</u>	<u>Civil Service</u>	<u>Number Authorized</u>	<u>Pay Grade</u>	<u>Low</u>	<u>High</u>
Chief	E	U	1	7	\$56,848	\$92,116
Assistant Chief	E	CC	1	6	\$48,480	\$84,746
Firefighter/Driver	NE	CC	3	3	\$14.46	\$24.80
<b>TOTAL NUMBER OF POSITIONS AUTHORIZED</b>			5			

**FINANCE DEPARTMENT**

<u>Job Title</u>	<u>FLSA Class</u>	<u>Civil Service</u>	<u>Number Authorized</u>	<u>Pay Grade</u>	<u>Low</u>	<u>High</u>
Financial Assistant	NE	U	4	5	\$19.88	\$33.89
<b>TOTAL NUMBER OF POSITIONS AUTHORIZED</b>			4			

**ADMINISTRATION DEPARTMENT**

<u>Job Title</u>	<u>FLSA Class</u>	<u>Civil Service</u>	<u>Number Authorized</u>	<u>Pay Grade</u>	<u>Low</u>	<u>High</u>
Code Administrator	E	CN	1	6	\$48,480	\$84,746
Administrative Support	NE	U	1	3A	\$18.50	\$24.80
Administrative Coordinator				3B	\$14.46	\$19.00
Administrative Assistant						

TOTAL NUMBER OF POSITIONS AUTHORIZED 2

**HUMAN RESOURCES DEPARTMENT**

<u>Job Title</u>	<u>FLSA Class</u>	<u>Civil Service</u>	<u>Number Authorized</u>	<u>Pay Grade</u>	<u>Low</u>	<u>High</u>
Assistant City Manager/ Human Resources Administrator	E	U	1	7	\$56,848	\$92,116

TOTAL NUMBER OF POSITIONS AUTHORIZED 1

**DEPARTMENT OF PLANNING AND DEVELOPMENT**

<u>Job Title</u>	<u>FLSA Class</u>	<u>Civil Service</u>	<u>Number Authorized</u>	<u>Pay Grade</u>	<u>Low</u>	<u>High</u>
Administrative Support	NE	U	2	3A	\$18.50	\$24.80
Administrative Coordinator				3B	\$14.46	\$19.00
Administrative Assistant	E	U	1	7	\$56,848	\$92,116
Director of Planning & Development	E	CN	1	5	\$41,346	\$70,482
Recreation Program Coordinator	NE	CN	1	2	\$12.33	\$18.61
Recreation Assistant	E	CN	1	5	\$41,346	\$70,482
Community Planner						
Economic & Housing Development Officer	E	CN	1	6	\$48,480	\$84,746

TOTAL NUMBER OF POSITIONS AUTHORIZED 7

**PUBLIC WORKS DEPARTMENT**

<u>Job Title</u>	<u>FLSA Class</u>	<u>Civil Service</u>	<u>Number Authorized</u>	<u>Pay Grade</u>	<u>Low</u>	<u>High</u>
Public Works Director	E	U	1	7	\$56,848	\$92,116
Engineer/Underground Supt.	E	CN	1	7	\$56,848	\$92,116
General Maintenance Supt.	E	CN	1	6	\$48,480	\$84,746
Water Superintendent	E	CN	1	6	\$48,480	\$84,746
Wastewater Superintendent	E	CN	1	6	\$48,480	\$84,746
Administrative Support	NE	U	1			
Administrative Coordinator				3A	\$18.50	\$24.80
Administrative Assistant				3B	\$14.46	\$19.00
Information Systems Manager				5	\$19.88	\$33.89
Water Lead Operator	NE	CN	1	Union		
Wastewater Lead Operator	NE	CN	1	Union		
Lead Operator Distribution	NE	CN	1	Union		
Lead Vehicle Maintenance Mechanic	NE	CN	1	Union		
Mechanic	NE	CN	1	Union		
Crew Leader	NE	CN	4	Union		
Service Maintenance Worker	NE	CN	9	Union		
Field Maintenance Specialist	NE	CN	1	Union		
Collection Operator	NE	CN	2	Union		
Water Distribution Operator	NE	CN	4	Union		
Water Plant Operator	NE	CN	4	Union		
Wastewater Operator	NE	CN	4	Union		

TOTAL NUMBER OF POSITIONS AUTHORIZED 40

**ELECTRIC DEPARTMENT**

<u>Job Title</u>	<u>FLSA Class</u>	<u>Civil Service</u>	<u>Number Authorized</u>	<u>Pay Grade</u>	<u>Low</u>	<u>High</u>
OMLPS Director	E	U	1	7	\$56,848	\$92,116
Utility Services Manager	E	CN	1	5	\$41,346	\$70,482

