

**"EXHIBIT A"**

(Revised for Calendar Year 2009 as Amended January 2009)

**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	\$59,122	\$95,801
Captain	E	CC	0	6	\$50,419	\$88,136
Lieutenant	E	CC	2	6	\$50,419	\$88,136
Sergeant	NE	CC	4	Union		
Patrol Officer	NE	CC	11	Union		
Administrative Support	NE	U	1		\$19.24	\$25.79
Administrative Coordinator				3A		
Administrative Assistant	NE	CN	4	3B	\$15.04	\$19.76
Dispatcher	NE	CN	1	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	\$59,122	\$95,801
Assistant Chief	E	CC	1	6	\$50,419	\$88,136
Firefighter/Driver	NE	CC	3	3	\$15.04	\$25.79
<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	\$20.67	\$35.24
<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	\$50,419	\$88,136
Administrative Support	NE	U	1	3A	\$19.24	\$25.79
Administrative Coordinator				3B	\$15.04	\$19.76

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	\$59,122	\$95,801

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	\$19.24	\$25.79
Administrative Coordinator				3B	\$15.04	\$19.76
Administrative Assistant				7	\$59,122	\$95,801
Director of Planning & Development	E	U	1	5	\$43,000	\$73,301
Recreation Program Coordinator	E	CN	1	2	\$12.82	\$19.35
Recreation Assistant	NE	CN	1	5	\$43,000	\$73,301
Community Planner	E	CN	1			
Economic & Housing Development Officer	E	CN	1	6	\$50,419	\$88,136

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	\$59,122	\$95,801
Engineer/Underground Supt.	E	CN	1	7	\$59,122	\$95,801
General Maintenance Supt.	E	CN	1	6	\$50,419	\$88,136
Water Superintendent	E	CN	1	6	\$50,419	\$88,136
Wastewater Superintendent	E	CN	1	6	\$50,419	\$88,136
Buildings & Grounds Superintendent	E	CN	1	5	\$43,000	\$73,301
Administrative Support	NE	U	1			
Administrative Coordinator				3A	\$19.24	\$25.79
Administrative Assistant				3B	\$15.04	\$19.76
Information Systems Manager	NE	CN	1	5	\$20.67	\$35.24
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	10	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		
<b>TOTAL NUMBER OF POSITIONS AUTHORIZED</b>			<b>40</b>			

**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	\$59,122	\$95,801

Utility Services Manager	E	CN	1	5	\$43,000	\$73,301
Distribution Superintendent	E	CN	1	6	\$50,419	\$88,136
Plant Superintendent	E	CN	1	6	\$50,419	\$88,136
Technical Services Superintendent	E	CN	1	6	\$50,419	\$88,136
Administrative Support	NE	U	1			
Administrative Coordinator				3A	\$19.24	\$25.79
Administrative Assistant				3B	\$15.04	\$19.76
Electrical Technician	NE	CN	3	Union		
Technician I						
Technician II						
Line Crew Leader	NE	CN	2	Union		
Lineman	NE	CN	4			
Journeyman				Union		
Lineman "B"				Union		
Operator/Mechanic	NE	CN	5			
Chief (1)				Union		
Operator Mechanic (4)				Union		
Inventory/Purchasing Specialist	NE	CN	1	Union		

TOTAL NUMBER OF POSITIONS AUTHORIZED 21

TOTAL FULL-TIME POSITIONS AUTHORIZED 103

NOTES:

NO CURRENT POSITION  
NO CURRENT POSITION

1 \$10.93 \$16.49  
4 \$17.64 \$29.37

FLSA Exempt positions are depicted as annualized salaries. Non-exempt positions are shown at hourly rates.

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FLSA CLASS CODE: E = EXEMPT CIVIL SERVICE CODE: U = UNCLASSIFIED  
NE = NON-EXEMPT CC = CLASSIFIED / COMPETITIVE  
CN = CLASSIFIED / NON-COMPETITIVE