

<i>Current Classification Title</i>	<i>Proposed Classification Title</i>	<i>Dept.</i>	<i># of Positions</i>	<i>Fund</i>	<i>Unit</i>	<i>Current Range</i>	<i>initial range</i>	<i>market Range</i>	<i>Current Internal Relationship</i>	<i>Recommended Internal Relationship</i>
Administrative Office Assistant II	Administrative Office Assistant II	CED	5	100	MCEA	107	107		Survey Class/Benchmark	Survey Class/Benchmark
Account Clerk	Account Clerk II	CED	1	100	MCEA	111	111		Survey Class/Benchmark	Market
Administrative Office Assistant III	Administrative Office Assistant III	CED	2	100	MCEA	111	111		10% above AOA II	10% above AOA II
Senior Administrative Office Assistant	Senior Administrative Office Assistant	CED	1	100	MCEA	115	115		10% above AOA III	10% above AOA III
Administrative Services Technician II	Administrative Services Technician II	CED	2	100	MCEA	119	119		10 % above Sr AOA	Survey Class/Benchmark
Civil Engineering Technician	Development Services Technician I	CED	1	100	MCEA	122	122	122	New Class	10% below Development Services Technician II
Planning Assistant	Development Services Technician II	CED	2	100	MCEA	124	124	126	Survey Class/Benchmark	Market
Building Inspector I	Building Inspector I	CED	0	100	MCEA	128	128	127	10% below Building Inspector II	10% below Building Inspector II
Environmental Compliance Inspector II	Environmental Compliance Inspector II	CED	1	100	MCEA	128	128	126	Survey Class/Benchmark	Market
Building Inspector II	Building Inspector II	CED	6	100	MCEA	132	132	131	Survey Class/Benchmark	Market
Plan Review Engineer	Plans Examiner	CED	2	100	MCEA	134	134	133	Survey Class	Market
Senior Building Inspector	Senior Building Inspector	CED	3	100	MCEA	136	136	135	10% above II	10% above Building Inspector II
Administrative Office Assistant I	Administrative Office Assistant I	CLERK	2	100	MCEA	103	103		10% below II	Survey Class/Benchmark
Administrative Office Assistant II	Administrative Office Assistant II	CLERK	1	100	MCEA	107	107		Survey Class/Benchmark	Survey Class/Benchmark
Administrative Office Assistant II	Administrative Office Assistant II	FIN	3	100	MCEA	107	107		Survey Class/Benchmark	Survey Class/Benchmark
Customer Service Account Clerk I	Customer Services Account Clerk I	FIN	0	100	MCEA	109	109	112	10% below I	10% below Customer Services Account Clerk II
Account Clerk	Account Clerk II	FIN	3	100	MCEA	111	111	114	Survey Class/Benchmark	Market
Customer Service Account Clerk II	Customer Services Account Clerk II	FIN	16	100	MCEA	111	111	116	Same as Account Clerk II	Same as Account Clerk II
Customer Service Account Clerk III	Senior Customer Services Account Clerk	FIN	6	100	MCEA	115	115	118	10% above II	10% above Customer Services Account Clerk II
Administrative Office Assistant III	Administrative Office Assistant III	FIRE	0	100	MCEA	111	111		10% above AOA II	10% above AOA II
Storeskeeper	Storeskeeper	FIRE	1	100	MCEA	114	114	112	Survey Class/Benchmark	Market
Administrative Office Assistant I	Administrative Office Assistant I	PRN	1	100	MCEA	103	103		10% below II	10% below AOA II
Administrative Office Assistant II	Administrative Office Assistant II	PRN	2	100	MCEA	107	107		Survey Class/Benchmark	Survey Class/Benchmark
Exhibits Coordinator	Exhibits Coordinator	PRN	0.75	100	MCEA	107	107		AOA II	Same as AOA II
Administrative Office Assistant III	Administrative Office Assistant III	PRN	6.75	100	MCEA	111	111		10% above AOA II	10% above AOA II
Maintenance Worker II	Maintenance Worker II	PRN	15	100	MCEA	114	114	116	Survey Class/Benchmark	Market
Senior Administrative Office Assistant	Senior Administrative Office Assistant	PRN	1	100	MCEA	115	115		10% above AOA III	10% above AOA III
New Class	Groundskeeper	PRN	1	100	MCEA	116	116	118	New Class	5% above Maintenance Worker II
Parks Crewleader	Parks Maintenance Crewleader	PRN	6	100	MCEA	118	118	120	10% above Maintenance Worker II	10% above Maintenance Worker II
Recreation Coordinator	Recreation Coordinator	PRN	6.75	100	MCEA	118	118	119	Survey Class	Market
Code Enforcement Officer I - NPU	Code Enforcement Officer I - NPU	PRN	0	100	MCEA	119	119	123	10% below Code Enforcement Officer NPU- I I	10% below Code Enforcement Officer NPU- I I
Maintenance Mechanic - Parks	Parks Maintenance Mechanic	PRN	6	100	MCEA	119	119	120	Same as Building Maintenance Mechanic	Same as Building Maintenance Technician

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Code Enforcement Officer II - NPU	Code Enforcement Officer II - NPU	PRN	7	100	MCEA	123	123	127	Survey Class/Benchmark	Market
New Class	Head Groundskeeper	PRN	1	100	MCEA	124	124	126	New Class	20% above Groundskeeper (reports to manager who is offsite)
Operations and Maintenance Crewleader	Operations Crewleader	PRN	0	100	MCEA	124	124	127	10% above Senior Equipment Operator	10% above Senior Equipment Operator
Administrative Office Assistant II	Administrative Office Assistant II	PW	1	100	MCEA	107	107		Survey Class/Benchmark	Survey Class/Benchmark
Electrical Technician I	Electrician Assistant I	PW	0	100	MCEA	114	114	116	7.5% below II	10% below Electrical Maintenance Worker I
Maintenance Worker II	Maintenance Worker II	PW	6	100	MCEA	114	114	116	Survey Class/Benchmark	Market
Equipment Operator	Equipment Operator	PW	7	100	MCEA	116	116	119	Survey Class	Market
Water Distribution Operator I	Water Distribution Operator I	PW	0	100	MCEA	116	116	117	5% below Water System Operator II	5% below Water Distribution Operator II
Tree Trimmer	Tree Trimmer	PW	10	100	MCEA	118	118	119	Survey Class/Benchmark	Market
Tree Trimmer Crewleader	Tree Trimmer Crewleader	PW	3	100	MCEA	122	122	123	10% above Tree Trimmer	10% above Tree Trimmer
Operations and Maintenance Crewleader	Operations Crewleader	PW	2	100	MCEA	124	124	127	10% above Senior Equipment Operator	10% above Senior Equipment Operator
Senior Fire Equipment Mechanic	Senior Fire Equipment Mechanic	FIRE	1	100	MCEA	127	128	129	12.5% above Fire Equipment Mechanic	10% above Fire Equipment Mechanic
Customer Service Accounting Technician	Customer Services Account Technician	FIN	4	100	MCEA	118	119	124	7.5% above III	10% above Senior (duties are comparable to Account Technician but
Accounting Technician	Account Technician	FIN	2	100	MCEA	115	116	123	Survey Class/Benchmark	Market
Assistant Buyer	Assistant Buyer	FIN	1	100	MCEA	119	120	121	12.5% below Buyer	10% below Buyer
Electrical Technician II	Electrician Assistant II	PW	0	100	MCEA	117	118	119	7.5% below Assistant Electrician	10% below Electrical Maintenance Worker II
Accountant I	Accountant I	FIN	0	100	MCEA	120	122	126	20% below II	10% below Accountant II
Fire Equipment Mechanic	Fire Equipment Mechanic	FIRE	0	100	MCEA	122	124	125	Same as Heavy Equipment Mechanic	Same as Heavy Equipment Mechanic
Civil Engineering Technician I	Dev Svcs Tech I/ II	CED	0	100	MCEA	119	122	122	Delete	Delete
Drafting and Graphics Technician	Administrative Services Technician I/II	FIRE	1	100	MCEA	113	119	119	Same as Admin Tech (dead class)	Market
Customer Service Accounting Technician	Parking Adjudication Program Coordinator	FIN	1	100	MCEA	118	125	128	7.5% above III	10% above Customer Service Account Technician
Administrative Office Assistant III	Administrative Office Assistant III	PW	2	300	MCEA	111	111		10% above AOA II	10% above AOA II
Senior Administrative Office Assistant	Senior Administrative Office Assistant	PW	1	300	MCEA	115	115		10% above AOA III	10% above AOA III
New Class	Engineering Assistant Trainee	PW	0	300	MCEA	---	123	124		10% below Engineering Assistant I
Civil Engineering Assistant	Engineering Assistant I	PW	2	300	MCEA	127	127	128	10% below Engineering Assistant II	Survey Class/Benchmark
Construction Inspector	Construction Inspector	PW	5	300	MCEA	130	130	130	Survey Class	Market
Senior Civil Engineering Assistant	Engineering Assistant II	PW	4	300	MCEA	131	131	132	Market	10% above Engineering Assistant I
New Class	Assistant Land Surveyor	PW	0	300	MCEA	---	133	133	New Class	Equal to Sr. Engineering Asst
Senior Construction Inspector	Senior Construction Inspector	PW	1	300	MCEA	134	134	134	10% above Construction Inspector	10% above Construction Inspector
New Class	Engineering Project Coordinator	PW	2	300	MCEA	131	135	136		10% above Engineering Assistant II
Administrative Office Assistant II	Administrative Office Assistant II	PRN	1	310	MCEA	107	107		Survey Class/Benchmark	Survey Class/Benchmark
Administrative Office Assistant III	Administrative Office Assistant III	PRN	1	310	MCEA	111	111		10% above AOA II	10% above AOA II

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Solid Waste Code Enforcement Officer	Solid Waste Code Enforcement Officer	PRN	2	310	MCEA	121	121	125	5% above Code Enforcement Officer I - NPU	5% above Code Enforcement Officer I - NPU
Administrative Office Assistant II	Administrative Office Assistant II	PW	2	700	MCEA	107	107		Survey Class/Benchmark	Survey Class/Benchmark
Administrative Office Assistant III	Administrative Office Assistant III	PW	2	700	MCEA	111	111		10% above AOA II	10% above AOA II
Maintenance Worker II	Maintenance Worker II	PW	6	700	MCEA	114	114	116	Survey Class/Benchmark	Market
Equipment Operator	Equipment Operator	PW	16	700	MCEA	116	116	119	Survey Class	Market
Traffic Operations Technician	Traffic Operations Technician	PW	3	700	MCEA	116	116	118		5% above Maintenance Worker II
Senior Equipment Operator	Senior Equipment Operator	PW	3	700	MCEA	120	120	123	10% above Equipment Operator	10% above Equipment Operator
Traffic Painter Crewleader	Traffic Striping Crewleader	PW	1	700	MCEA	120	120	123	Same as Sr. Equipment Operator	Same as Senior Equipment Operator
Operations and Maintenance Crewleader	Operations Crewleader	PW	3	700	MCEA	124	124	127	10% above Senior Equipment Operator	10% above Senior Equipment Operator
Electrician	Electrician Utilities	PW	9	700	MCEA	128	128	128	Survey Class/Benchmark	Market
Senior Civil Engineering Assistant	Engineering Assistant II	PW	1	700	MCEA	131	131	132	Market	10% above Engineering Assistant I
Assistant Electrician	Electrician Assistant III	PW	2	700	MCEA	120	122	122	20% below Electrician	15% below Electrician
Environmental Review Specialist	Environmental Review Specialist	PRN	1	1130	MCEA	132	130	129	5% above Housing Rehab Specialist II	Same as Housing Rehabilitation Specialist II
Administrative Office Assistant II	Administrative Office Assistant II	PRN	1	1130	MCEA	107	107		Survey Class/Benchmark	Survey Class/Benchmark
Community Development Program Specialist I	Community Development Program Specialist I	PRN	0	1130	MCEA	124	124	126	10% below Community Development Specialist II	10% below Community Development Specialist II
Housing Financial Specialist	Housing Financial Specialist	PRN	1	1130	MCEA	126	126	125	10% below Housing Rehab Spec II	10% below Housing Rehab Specialist II
Housing Rehabilitation Specialist I	Housing Rehabilitation Specialist I	PRN	0	1130	MCEA	126	126	125	10% below II	10% below Housing Rehab Specialist II
Community Development Program Specialist II	Community Development Program Specialist II	PRN	0	1130	MCEA	128	128	130	Same as Accountant II	Same as Accountant II
Housing Rehabilitation Specialist II	Housing Rehabilitation Specialist II	PRN	1	1130	MCEA	130	130	129	Survey Class/Benchmark	5% below Building Inspector II
Administrative Services Technician II	Administrative Services Technician II	CED	1	2900	MCEA	119	119		10 % above Sr AOA	Survey Class/Benchmark
Maintenance Worker I	Maintenance Worker I	PRN	3	6000	MCEA	110	110	112	10% below II	10% below Maintenance Worker II
Maintenance Worker II	Maintenance Worker II	PRN	2	6000	MCEA	114	114	116	Survey Class/Benchmark	Market
Parking Lot Maintenance Crewleader	Parking Facilities Crewleader	PRN	1	6000	MCEA	118	118	120	Same as Parks Crewleader	Same as Parks Maintenance Crewleader
Water Resource Specialist II	Water Resource Specialist II	PW	1	6100	MCEA	124	122	122		10% below Lab Analyst II
Administrative Office Assistant III	Administrative Office Assistant III	PW	4	6100	MCEA	111	111		10% above AOA II	10% above AOA II
Maintenance Worker II	Maintenance Worker II	PW	5	6100	MCEA	114	114	116	Survey Class/Benchmark	Market
Water Distribution Operator I	Water Distribution Operator I	PW	0	6100	MCEA	116	116	117	5% below Water System Operator II	5% below Water Distribution Operator II
Water Distribution Operator II	Water Distribution Operator II	PW	0	6100	MCEA	118	118	119	15% below Water Distribution Operator III	15% below Water Distribution Operator III
Cross Connection Specialist	Cross Connection Specialist	PW	1	6100	MCEA	124	124	125	Same as Water Distribution Operator III	Same as Water Distribution Operator III
Water Conservation Specialist	Water Conservation Specialist	PW	1	6100	MCEA	124	124	125	Same as Water Distribution Operator III	Same as Water Distribution Operator III
Water Distribution Operator III	Water Distribution Operator III	PW	31	6100	MCEA	124	124	125	Survey Class	Market
Water Production Operator I	Water Production Operator I	PW	0	6100	MCEA	124	124	125	Same as Water Distribution Operator III	Same as Water Distribution Operator III

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Water Services Equipment Operator I	Water Services Equipment Operator I	PW	0	6100	MCEA	124	124	125	Same as Water Distribution Operator III	Same as Water Distribution Operator III
Water Production Operator II	Water Production Operator II	PW	14	6100	MCEA	128	128	129	10% above WPO II	10% above WPO II
Water Services Equipment Operator II	Water Services Equipment Operator II	PW	5	6100	MCEA	128	128	129		10% above Water Distribution Operator III
Water Division Crewleader	Water Division Crewleader	PW	7	6100	MCEA	132	132	133	Same as Equipment Mechanic Crewleader	10% above Water Svcs Equipment Operator
Water Resource Specialist I	Water Resource Specialist I	PW	0	6210	MCEA	120	118	118	10% below II	10% below Water Resources Specialist II
Administrative Office Assistant II	Administrative Office Assistant II	PW	3	6210	MCEA	107	107		Survey Class/Benchmark	Survey Class/Benchmark
Administrative Office Assistant III	Administrative Office Assistant III	PW	5	6210	MCEA	111	111		10% above AOA II	10% above AOA II
Maintenance Worker II	Maintenance Worker II	PW	4	6210	MCEA	114	114	116	Survey Class/Benchmark	Market
Equipment Operator	Equipment Operator	PW	1	6210	MCEA	116	116	119	Survey Class	Market
Wastewater Collection Systems Operator	Wastewater Collection Systems Operator I	PW	14	6210	MCEA	116	120	116	New Class	10% below WWCSO II
New Class	Wastewater Collection Systems Operator II	PW	9	6210	MCEA	116	120	120	Survey Class/Benchmark	Market
Administrative Services Technician II	Administrative Services Technician II	PW	1	6210	MCEA	119	119		10 % above Sr AOA	Survey Class/Benchmark
New Class	Environmental Compliance Technician	PW	0	6210	MCEA	---	120	118	New Class	10% below Environmental Compliance Inspector I
Laboratory Analyst I	Laboratory Analyst I	PW	1	6210	MCEA	120	120	122	10% below II	10% below II
Senior Equipment Operator	Senior Equipment Operator	PW	2	6210	MCEA	120	120	123	10% above Equipment Operator	10% above Equipment Operator
WWTPO I	WWTPO I	PW	0	6210	MCEA	120	120	120	10% below WWTPO II	10% below WWTPO II
Environmental Compliance Inspector I	Environmental Compliance Inspector I	PW	0	6210	MCEA	124	124	122	10% below II	10% below Environmental Compliance Inspector II
Laboratory Analyst II	Laboratory Analyst II	PW	4	6210	MCEA	124	124	126	Survey Class/Benchmark	Market
Operations and Maintenance Crewleader	Operations Crewleader	PW	1	6210	MCEA	124	124	127	10% above Senior Equipment Operator	10% above Senior Equipment Operator
Plant Mechanic	Water Quality Control Technician II	PW	7	6210	MCEA	124	124	128	Market	Market
WWTPO II	WWTPO II	PW	0	6210	MCEA	124	124	124	5% below WWTPO III	5% below WWTPO III
WWTPO III	WWTPO III	PW	12	6210	MCEA	126	126	126	Market	Market
Electrician	Electrician Traffic and Buildings	PW	5	6210	MCEA	128	128	128	Survey Class/Benchmark	Market
Environmental Compliance Inspector II	Environmental Compliance Inspector II	PW	6	6210	MCEA	128	128	126	Survey Class/Benchmark	Market
Instrument Repair Technician	Instrumentation Technician	PW	2	6210	MCEA	128	128	128	Same as Electrician	Same as Electrician
Laboratory Analyst III	Laboratory Analyst III	PW	1	6210	MCEA	130	130	132	15% above II	15% above Laboratory Analyst II
Senior WWTPO	Senior WWTPO	PW	7	6210	MCEA	130	130	130	10% above WWTPO III	10% above WWTPO III
Maintenance Mechanic - Pumps	Water Quality Control Technician I	PW	5	6210	MCEA	119	120	124	Same as Maintenance Mechanic Parks	Market
Operations and Maintenance Crewleader	Wastewater Collection System Crewleader	PW	5	6210	MCEA	124	126	127	10% above Senior Equipment Operator	> of 15% above WWCSO II or 5% above Water Quality Tech II
Administrative Office Assistant III	Administrative Office Assistant III	PW	1	6280	MCEA	111	111		10% above AOA II	10% above AOA II
Equipment Operator	Equipment Operator	PW	1	6280	MCEA	116	116	119	Survey Class	Market
Motor Sweeper Operator	Merge with Equipment Operator	PW	7	6280	MCEA	116	116	119	Delete	Delete

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Wastewater Collection Systems Operator	Wastewater Collection Systems Operator I	PW	8	6280	MCEA	116	116	116	New Class	10% below WWCSO II
Operations and Maintenance Crewleader	Operations Crewleader	PW	1	6280	MCEA	124	124	127	10% above Senior Equipment Operator	10% above Senior Equipment Operator
Senior Environmental Compliance Inspector	Senior Environmental Compliance Inspector	PW	1	6280	MCEA	132	132	130	10% above II	10% above Environmental Compliance Inspector II
Maintenance Mechanic - Pumps	Water Quality Control Technician I	PW	1	6280	MCEA	119	120	124	Same as Maintenance Mechanic Parks	Market
Operations and Maintenance Crewleader	Wastewater Collection System Crewleader	PW	1	6280	MCEA	124	126	127	10% above Senior Equipment Operator	> of 15% above WWCSO II or 5% above Water Quality Tech II
New Class	Wastewater Collection Systems Operator II	PW	0	6280	MCEA	116	120	120	Survey Class/Benchmark	Market
Administrative Office Assistant III	Administrative Office Assistant III	PRN	1	6290	MCEA	111	111		10% above AOA II	10% above AOA II
Equipment Operator	Equipment Operator	PRN	3	6290	MCEA	116	116	119	Survey Class	Market
Equipment Mechanic	Equipment Mechanic	PRN	1	6290	MCEA	122	122	122	Survey Class	Market
Operations and Maintenance Crewleader	Operations Crewleader	PRN	1	6290	MCEA	124	124	127	10% above Senior Equipment Operator	10% above Senior Equipment Operator
Airport Maintenance Crewleader	Airport Maintenance Crewleader	PW	1	6310	MCEA	123	124	126	Same as Maintenance Mechanic Crewleader	20% above Airport Maintenance Worker (reports directly to mgr; if supervisor
New Class	Airport Maintenance Worker	PW	3.75	6310	MCEA	114	116	118	New Class	5% above Maintenance Worker II
Maintenance Worker I	Maintenance Worker I	PW	1	6540	MCEA	110	110	112	10% below II	10% below Maintenance Worker II
Administrative Office Assistant III	Administrative Office Assistant III	PW	1	6540	MCEA	111	111		10% above AOA II	10% above AOA II
Administrative Services Technician II	Administrative Services Technician II	PW	1	6540	MCEA	119	119		10 % above Sr AOA	Survey Class/Benchmark
Heavy Equipment Mechanic	Heavy Equipment Mechanic	PW	8	6540	MCEA	124	124	125	Survey Class	Market
Heavy Equipment Mechanic Crewleader	Heavy Equipment Mechanic Crewleader	PW	2	6540	MCEA	128	128	129	10% above Heavy Equipment Mechanic	10% above Heavy Equipment Mechanic
Account Clerk	Account Clerk I	PRN	0.75	6700	MCEA		107	110	new Class	10% below Account Clerk II
Production Technician	Production Technician	PRN	1	6700	MCEA	114	114	116	Same as Maintenance Worker II	Same as Maintenance Worker II
Building Maintenance Mechanic	Building Maintenance Technician	PRN	1	6700	MCEA	119	119	120	Survey Class	Market
Storeskeeper	Storeskeeper	FIN	2	7110	MCEA	114	114	112	Survey Class/Benchmark	Market
Senior Storeskeeper	Senior Storeskeeper	FIN	1	7110	MCEA	118	118	116	10% above Storeskeeper	10% above Storeskeeper
Computer Operator	Systems Technician I	IT	1	7130	MCEA	113	418	418	Delete	Goes to MCMA
Administrative Office Assistant II	Administrative Office Assistant II	PW	1	7200	MCEA	107	107		Survey Class/Benchmark	Survey Class/Benchmark
Administrative Office Assistant III	Administrative Office Assistant III	PW	1	7200	MCEA	111	111		10% above AOA II	10% above AOA II
Equipment Service Technician	Equipment Service Technician	PW	2	7200	MCEA	114	114	116	Same as Maintenance Worker II	Same as Maintenance Worker II
Fleet Procurement Specialist	Fleet Procurement Technician	PW	1	7200	MCEA	118	118	116	Same as Senior Storeskeeper	Same as Senior Storeskeeper
Equipment Mechanic	Equipment Mechanic	PW	10	7200	MCEA	122	122	122	Survey Class	Market
Equipment Mechanic Crewleader	Equipment Mechanic Crewleader	PW	3	7200	MCEA	126	126	126	10% above Equipment Mechanic	10% above Equipment Mechanic
Welder Fabricator	Welder Fabricator	PW	1	7200	MCEA	120	122	122	Same as Equipment Mechanic pre CPS II	Same as Equipment Mechanic
Storeskeeper	Fleet Procurement Technician	PW	1	7200	MCEA	114	118	116	Same as Senior Storeskeeper	Same as Senior Storeskeeper
Custodian II	Custodian II	PRN	11	7800	MCEA	107	107	107	Survey Class/Benchmark	Market

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Administrative Office Assistant III	Administrative Office Assistant III	PRN	1	7800	MCEA	111	111		10% above AOA II	10% above AOA II
New Class	Custodian Crewleader	PRN	0	7800	MCEA	---	111	111	New Class	10% above Custodian II
Maintenance Worker II	Maintenance Worker II	PRN	1	7800	MCEA	114	114	116	Survey Class/Benchmark	Market
Building Maintenance Mechanic	Building Maintenance Technician	PRN	5	7800	MCEA	119	119	120	Survey Class	Market
Custodian I	Custodian I	PRN	2	7800	MCEA	101	103	103	15% below II	10% below Custodian II
Administrative Office Assistant II	Administrative Office Assistant II	PRN	1	8500	MCEA	107	107		Survey Class/Benchmark	Survey Class/Benchmark
Building Maintenance Mechanic	Building Maintenance Technician	PRN	2	8500	MCEA	119	119	120	Survey Class	Market
Accounting Technician	Account Technician	POL	1	8500	MCEA	115	116	123	Survey Class/Benchmark	Market
Administrative Services Technician I	Administrative Services Technician I		0		MCEA	115	115		10% below Sr AOA	
Accounting Division Manager	Principal Accountant	FIN	1	100	MCMA	445	442	442		15% above Supervising Accountant
Budget Analyst I	Budget Analyst I	FIN	0	100	MCMA	431	430	437	7.5% below Budget Analyst II	10% below Budget Analyst II
Recreation Program Manager	Recreation Program Manager	PRN	1	100	MCMA	441	440	440		20% above Recreation Supervisor
Administrative Office Assistant II	Administrative Office Assistant II	ATTY	1	100	MCMA	407	407		Survey Class/Benchmark	Survey Class/Benchmark
New Class	Legal Secretary I	ATTY	0	100	MCMA	---	414	421	New Class	10% below Legal Secretary II
Legal Secretary	Legal Secretary II	ATTY	4	100	MCMA	418	418	425	Survey Class/Benchmark	Market
Legal Services Technician	Senior Legal Secretary	ATTY	1	100	MCMA	420	420	429	10% above Legal Secretary II	10% above Legal Secretary II
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	Auditor	0	100	MCMA	415	415		10% above AOA III	10% above AOA III
Administrative Office Assistant III (Conf)	Administrative Office Assistant III (Conf)	CED	2	100	MCMA	411	411		10% above AOA II	10% above AOA II
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	CED	1	100	MCMA	415	415		10% above AOA III	10% above AOA III
Executive Secretary	Executive Assistant	CED	1	100	MCMA	420	420	421	Survey Class/Benchmark	Survey Class/Benchmark
Office Supervisor	Office Supervisor	CED	1	100	MCMA	422	422	422	5% above Executive Assistant	5% above Executive Assistant
Associate Planner	Associate Planner	CED	4	100	MCMA	430	430	435	Survey Class/Benchmark	Market
Administrative Analyst II	Administrative Analyst II	CED	1	100	MCMA	431	431	431	Market	Survey Class/Benchmark
Business Analyst	Business Analyst	CED	1	100	MCMA	435	435	438	Same as Management Analyst	Same as Management Analyst
Assistant Civil Engineer	Assistant Engineer	CED	2	100	MCMA	436	436	436	17.5% below Associate Civil Engineer	10% below Associate Engineer
Senior Planner	Senior Planner	CED	3	100	MCMA	436	436	441	15% above Associate Planner	15% above Associate Planner
Administrative Services Officer	Administrative Services Officer	CED	1	100	MCMA	439	439	444	Survey Class	Market
Associate Civil Engineer	Associate Civil/Traffic Engineer	CED	2	100	MCMA	443	443	443	Survey Class/Benchmark	Market
Supervising Building Inspector	Building Inspection Program Coordinator	CED	2	100	MCMA	444	444	444	New Class	Equal to Supv Bldg Inspector
Supervising Building Inspector	Building Inspection Supervisor	CED	1	100	MCMA	444	444	444	28% above Senior Building Inspector	20% above Senior Building Inspector (20% due to staff OT)
Principal Planner	Principal Planner	CED	2	100	MCMA	444	444	447	25% above Senior Planner	15% above Senior Planner
Deputy Chief Building Official	Assistant Chief Building Official	CED	1	100	MCMA	446	446	447	7.5% above Supervising Building Inspector	10% above Building Inspection Supervisor

Current Classification Title	Proposed Classification Title	Dept.	# of Positions	Fund	Unit	Current Range	initial range	market Range	Current Internal Relationship	Recommended Internal Relationship
Chief Building Official	Chief Building Official	CED	1	100	MCMA	450	450	451	Survey Class	Market band with Planning Mgr & Business Development Mgr
Senior Civil Engineer	Senior Civil Engineer	CED	4	100	MCMA	450	450	450	Market	17.5% above Associate Civil/Traffic Engineer
City Engineer	City Engineer	CED	1	100	MCMA	452	452	452		5% above Sr. Civil Engineer (plus same 7.5% differential)
Deputy City Clerk	Deputy City Clerk	CLERK	0	100	MCMA	420	420	414	Survey Class/Benchmark	Market
Management Analyst	Management Analyst	CM	0	100	MCMA	435	435	438	Survey Class/Benchmark	Market
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	FIN	1	100	MCMA	415	415		10% above AOA III	10% above AOA III
Executive Secretary	Executive Assistant	FIN	0	100	MCMA	420	420	421	Survey Class/Benchmark	Survey Class/Benchmark
Buyer	Buyer	FIN	1	100	MCMA	424	424	425	10% below Senior Buyer	Market
Accountant II	Accountant II	FIN	5	100	MCMA	428	428	430	Survey Class/Benchmark	Market
Senior Buyer	Senior Buyer	FIN	2	100	MCMA	428	430	431	Survey Class/Benchmark	15% above Buyer
Administrative Analyst II	Administrative Analyst II	FIN	4	100	MCMA	431	431	431	Survey Class/Benchmark	Survey Class/Benchmark
Senior Accountant	Senior Accountant	FIN	2	100	MCMA	432	432	434	10% above Accountant II	10% above Accountant II
Budget Analyst II	Budget Analyst II	FIN	4	100	MCMA	434	434	441	Survey Class/Benchmark	Market
Customer Service Supervisor	Customer Service Supervisor	FIN	2	100	MCMA	434	434	435	Same as Sr. Accountant	15% above Accountant II
Supervising Accountant	Supervising Accountant	FIN	1	100	MCMA	434	434	436	15% above Accountant II	15% above Accountant II
Rate and Fee Analyst	Rate and Fee Analyst	FIN	1	100	MCMA	435	435	438	New Class	10% above AA II
Budget Officer	Budget Officer	FIN	0	100	MCMA	438	438	445	10% above Budget Analyst	10% above Budget Analyst II (DEAD CLASS)
Manager of Budget and Financial Analysis	Budget and Financial Analysis Administrator	FIN	1	100	MCMA	442	442	447	10% above Budget Officer	15% above Budget Analyst II *
Administrative Office Assistant III (Conf)	Administrative Office Assistant III (Conf)	FIRE	2	100	MCMA	411	411		10% above AOA II	10% above AOA II
Executive Secretary	Executive Assistant	FIRE	1	100	MCMA	420	420	421	Survey Class/Benchmark	Survey Class/Benchmark
Administrative Analyst II	Administrative Analyst II	FIRE	1	100	MCMA	431	431	431	Survey Class/Benchmark	Survey Class/Benchmark
Emergency Medical Services Coordinator	Emergency Medical Services Coordinator	FIRE	1	100	MCMA	435	435	438	Same as Management Analyst	Same as Management Analyst
Deputy Fire Marshal	Deputy Fire Marshal	FIRE	1	100	MCMA	436	436	437	Same as Plans Examiner	5% above Plans Examiner
Public Safety Business Services Analyst	Public Safety Business Services Analyst	FIRE	1	100	MCMA	438	438	440	2.5% below ASO	10% below ASO
Executive Secretary	Executive Assistant	IT	1	100	MCMA	420	420	421	Survey Class/Benchmark	Survey Class/Benchmark
Administrative Analyst II	Administrative Analyst II	IT	1	100	MCMA	431	431	431	Survey Class/Benchmark	Survey Class/Benchmark
Administrative Office Assistant II (Conf)	Administrative Office Assistant II (Conf)	PERS	1	100	MCMA	407	407		Survey Class/Benchmark	Survey Class/Benchmark
Administrative Office Assistant III (Conf)	Administrative Office Assistant III (Conf)	PERS	4	100	MCMA	411	411		10% above AOA II	10% above AOA II
Senior Administrative Office Assistant	Senior Administrative Office Assistant (Conf)	PERS	0	100	MCMA	415	415		10% above AOA III	10% above AOA III
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	PERS	0	100	MCMA	415	415		10% below Administrative Services Technician II	10% below Administrative Services Technician II
Administrative Services Technician II	Administrative Services Technician II (conf.)	PERS	2	100	MCMA	419	419		10 % above Sr AOA	Survey Class/Benchmark
Personnel Analyst	Human Resources Analyst II	PERS	2	100	MCMA	431	431	434	Survey Class/Benchmark	Market

<i>Current Classification Title</i>	<i>Proposed Classification Title</i>	<i>Dept.</i>	<i># of Positions</i>	<i>Fund</i>	<i>Unit</i>	<i>Current Range</i>	<i>initial range</i>	<i>market Range</i>	<i>Current Internal Relationship</i>	<i>Recommended Internal Relationship</i>
Administrative Office Assistant III (Conf)	Administrative Office Assistant III (Conf)	POL	3	100	MCMA	411	411		10% above AOA II	10% above AOA II
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	POL	3.75	100	MCMA	415	415		10% above AOA III	10% above AOA III
Executive Secretary	Executive Assistant	POL	1	100	MCMA	420	420	421	Survey Class/Benchmark	Survey Class/Benchmark
Administrative Analyst II	Administrative Analyst II	POL	2	100	MCMA	431	431	431	Survey Class/Benchmark	Survey Class/Benchmark
Weed and Seed Program Coordinator	Weed and Seed Program Coordinator	POL	1	100	MCMA	435	435	438	Same as Management Analyst	Same as Management Analyst
Public Safety Business Services Analyst	Public Safety Business Services Analyst	POL	1	100	MCMA	438	438	440	2.5% below ASO	10% below ASO
Executive Secretary	Executive Assistant	PRN	1	100	MCMA	420	420	421	Survey Class/Benchmark	Survey Class/Benchmark
Associate Planner	Associate Planner	PRN	0	100	MCMA	430	430	435	Survey Class/Benchmark	Market
Administrative Analyst II	Administrative Analyst II	PRN	2	100	MCMA	431	431	431	Survey Class/Benchmark	Survey Class/Benchmark
Administrative Analyst II	Administrative Analyst II	PRN	0.75	100	MCMA	431	431	431	Survey Class/Benchmark	Survey Class/Benchmark
Neighborhood Preservation Supervisor	Neighborhood Preservation Supervisor	PRN	1	100	MCMA	432	432	433	Same as O&M Supervisor	15% above Code Enforcement Officer II
Operations and Maintenance Supervisor	Operations Supervisor	PRN	3	100	MCMA	432	432	433	Survey Class	Market
Parks Project Coordinator	Parks Project Coordinator	PRN	2	100	MCMA	432	432	437	Same as Construction Inspector	Survey Class/Benchmark
Recreation Supervisor II	Recreation Supervisor	PRN	2	100	MCMA	432	432	432	Survey Class	Market
Cultural Services Manager	Cultural Services Program Manager	PRN	1	100	MCMA	435	435	438	Same as Management Analyst	Same as Management Analyst
Administrative Services Officer	Administrative Services Officer	PRN	1	100	MCMA	439	439	444	Survey Class	Market
Parks Operations Superintendent	Parks Operations Manager	PRN	1	100	MCMA	441	441	443	Survey Class	Same as Building Maintenance Manager
Parks Planning and Development Manager	Parks Planning and Development Manager	PRN	1	100	MCMA	441	441	443		15% above Parks Project Coordinator
Administrative Office Assistant III (Conf)	Administrative Office Assistant III (Conf)	PW	1	100	MCMA	411	411		10% above AOA II	10% above AOA II
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	PW	2	100	MCMA	415	415		10% above AOA III	10% above AOA III
Executive Secretary	Executive Assistant	PW	1	100	MCMA	420	420	421	Survey Class/Benchmark	Survey Class/Benchmark
Administrative Analyst II	Administrative Analyst II	PW	2	100	MCMA	431	431	431	Survey Class/Benchmark	Survey Class/Benchmark
Operations and Maintenance Supervisor	Operations Supervisor	PW	1	100	MCMA	432	432	433	Survey Class	Market
Administrative Services Officer	Administrative Services Officer	PW	1	100	MCMA	439	439	444	Survey Class	Market
Urban Forestry Superintendent	Urban Forestry Manager	PW	1	100	MCMA	441	441	442	Manager Band	Same as Fleet Manager
Senior Business Analyst	Senior Business Analyst	CED	0	100	MCMA	438	439	442	7.5% above Business Analyst	10% above Business Analyst
Assistant City Clerk/Auditor	Assistant City Clerk	CLERK	1	100	MCMA	427	428	431	17.5% Above Deputy City Clerk	Link to City Clerk
Police Clerk II (Conf)	Police Clerk II (Conf)	POL	1	100	MCMA	411	412	417	Survey Class/Benchmark	Market
Supervising Animal Control Officer	Animal Control Supervisor	POL	1	100	MCMA	426	427	427	17.5% above Animal Control Officer (because of OT)	20% above Animal Control Officer (because of OT)
Police Civilian Supervisor	Police Civilian Supervisor	POL	5	100	MCMA	426	427	427	Supervisor Band	Same as Animal Control Supervisor
Purchasing Manager	Purchasing Manager	FIN	1	100	MCMA	441	442	447	Survey Class	Same as Budget and Financial Administrator
Police Facilities Coordinator	Police Facilities Coordinator	POL	1	100	MCMA	424	425	425	5% below Police Civilian Supervisor	5% below Police Civilian Supervisor

Current Classification Title	Proposed Classification Title	Dept.	# of Positions	Fund	Unit	Current Range	initial range	market Range	Current Internal Relationship	Recommended Internal Relationship
Organizational Development Specialist	Organizational Development Coordinator	PERS	1	100	MCMA	433	435	438	10% above Personnel Analyst	10% above Human Resources Analyst II
Assistant Planner	Assistant Planner	CED	0	100	MCMA	424	426	431	15% below Associate	10% below Associate Planner
Senior Crime Analyst	Senior Crime and Intelligence Analyst	POL	1	100	MCMA	430	432	434	12.5% above Crime Analyst	15% above Police Crime and Intelligence Analyst II
Senior Personnel Analyst	Senior Human Resources Analyst	PERS	1	100	MCMA	435	437	440	10% above Personnel Analyst II	15% above Human Resources Analyst II
Business Development Division Manager	Business Development Manager	CED	1	100	MCMA	447	450	451	Survey Class	Same as Planning Manager and CBO
Planning Division Manager	Planning Manager	CED	1	100	MCMA	447	450	451	Survey Class	Market
Public Information Technician	Public Information Analyst	CM	1	100	MCMA	119	425	425	Same as Administrative Services Tech II	Same as Administrative Analyst I
New Class	Human Resources Analyst I	PERS	0	100	MCMA	---	427	430		10% below Human Resources Analyst II
Administrative Analyst II	Administrative Analyst II	PW	1	300	MCMA	431	431	431	Survey Class/Benchmark	Survey Class/Benchmark
Land Surveyor	Associate Land Surveyor	PW	1	300	MCMA	438	438	433	Survey Class	Market
Property Agent	Property Agent	PW	1	300	MCMA	438	438	438		7.5% above Administrative Analyst II
Supervising Construction Inspector	Construction Inspection Supervisor	PW	2	300	MCMA	442	442	442		15% above Senior Construction Inspector
Associate Civil Engineer	Associate Civil/Traffic Engineer	PW	7	300	MCMA	443	443	443	Survey Class/Benchmark	Market
Senior Civil Engineer	Senior Civil Engineer	PW	5	300	MCMA	450	450	450	Market	17.5% above Associate Civil/Traffic Engineer
Solid Waste Program Manager	Solid Waste Program Manager	PRN	1	310	MCMA	444	444	444	Same as Transit Manager	Same as Transit Manager
Recycling Program Coordinator	Recycling Program Coordinator	PRN	1	310	MCMA	431	434	434	5% above Administrative Analyst II	10% below Integrated Waste Specialist
Integrated Waste Specialist	Integrated Waste Specialist	PRN	1	310	MCMA	435	438	438	Same as Management Analyst	15% Below Solid Waste Program Mgr
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	PW	1	700	MCMA	415	415		10% above AOA III	10% above AOA III
Operations and Maintenance Supervisor	Operations Supervisor	PW	2	700	MCMA	432	432	433	Survey Class	Market
Junior Civil Engineer	Junior Engineer	PW	0	700	MCMA	432	432	432	10% below Assistant Civil Engineer	10% below Assistant Engineer
New Class	Assistant Transportation Planner	PW	0	700	MCMA	---	435	431	New Class	10% below Associate Transportation Planner
Assistant Traffic Engineer	Assistant Engineer	PW	1	700	MCMA	436	436	436	17.5% below Associate Civil Engineer	10% below Associate Engineer
Electrical Supervisor	Electrical Supervisor	PW	1	700	MCMA	436	436	437	5% above SCADA Supervisor	20% above Electrician (20% because of staff OT eligibility)
New Class	Associate Transportation Planner	PW	0	700	MCMA	---	439	435	New Class	10% below Senior Transportation Planner
New Class	Associate Engineer	PW	0	700	MCMA	---	440	440	New Class	7.5% below Associate Civil/Traffic Engineer
New Class	Associate Engineer	PW	0	700	MCMA	---	440	440	New Class	7.5% below Associate Civil/Traffic Engineer
Streets Superintendent	Streets Manager	PW	1	700	MCMA	441	441	442	Manager Band	Same as Fleet Manager
Associate Traffic Engineer	Associate Civil/Traffic Engineer	PW	2	700	MCMA	443	443	443	Survey Class/Benchmark	Market
New Class	Traffic Operations Engineer	PW	0	700	MCMA	447	447	447	Survey Class/Benchmark	10% above Associate Civil Engineer
Traffic Engineer	Traffic Engineer	PW	1	700	MCMA	450	452	452	Same as Senior Civil Engineer	5% above Sr Civil Engineer
Transportation Planner	Senior Transportation Planner	PW	1	700	MCMA	440	443	443	Same as Associate Civil/Traffic Engineer	Same as Associate Civil/Traffic Engineer
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	PRN	1	1130	MCMA	415	415		10% above AOA III	10% above AOA III

<i>Current Classification Title</i>	<i>Proposed Classification Title</i>	<i>Dept.</i>	<i># of Positions</i>	<i>Fund</i>	<i>Unit</i>	<i>Current Range</i>	<i>initial range</i>	<i>market Range</i>	<i>Current Internal Relationship</i>	<i>Recommended Internal Relationship</i>
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	PRN	1	1130	MCMA	415	415		10% above AOA III	10% above AOA III
Administrative Analyst II	Administrative Analyst II	PRN	2	1130	MCMA	431	431	431	Survey Class/Benchmark	Survey Class/Benchmark
Senior Community Development Program Specialist	Senior Community Development Program Specialist	PRN	1	1130	MCMA	434	434	436	15% above Community Development Program Specialist	15% above Community Development Program Specialist II (rec & ret issues)
Housing and Urban Development Manager	Housing and Urban Development Manager	PRN	1	1130	MCMA	441	441	443		Same as Fleet Manager
Senior Housing Rehabilitation Specialist	Housing Rehabilitation Supervisor	PRN	0	1130	MCMA	434	436	437	10% above II; Supervisor Band	15% above Housing Rehabilitation Specialist II
Senior Community Development Program Specialist	Senior Community Development Program Specialist	PRN	1	1170	MCMA	434	434	436	15% above Community Development Program Specialist	15% above Community Development Program Specialist II (rec & ret issues)
IFP Administrator	Infrastructure Financing Program Administrator	CED	1.2	2900	MCMA	439	441	443	Same as ASO	Same as Housing and Urban Development Manager
Parking Supervisor	Parking Services Supervisor	PRN	1	6000	MCMA	423	423	426	12.5% above Parking Facilities Crewleader	15% above Parking Lot Maintenance Crewleader
Administrative Analyst II	Administrative Analyst II	PRN	1	6000	MCMA	431	431	431	Survey Class/Benchmark	Survey Class/Benchmark
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	PW	1	6100	MCMA	415	415		10% above AOA III	10% above AOA III
Administrative Analyst II	Administrative Analyst II	PW	2	6100	MCMA	431	431	431	Survey Class/Benchmark	Survey Class/Benchmark
New Class	Water Resources Analyst	PW	1	6100	MCMA	433	433	433	New Class	5% above Administrative Analyst II
Associate Civil Engineer	Associate Civil/Traffic Engineer	PW	2	6100	MCMA	443	443	443	Survey Class/Benchmark	Market
Water Superintendent	Water System Manager	PW	1	6100	MCMA	447	447	452	15% above Manager Band	Don't like mkt data; at DD level at market?
Senior Civil Engineer	Senior Civil Engineer	PW	1	6100	MCMA	450	450	450	Market	17.5% above Associate Civil/Traffic Engineer
Operations and Maintenance Supervisor	Water Distribution and Production Supervisor	PW	4	6100	MCMA	432	438	438	Survey Class	15% above Water Division Crewleader
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	PW	2	6210	MCMA	415	415		10% above AOA III	10% above AOA III
Administrative Analyst II	Administrative Analyst II	PW	3	6210	MCMA	431	431	431	Survey Class/Benchmark	Survey Class/Benchmark
Operations and Maintenance Supervisor	Wastewater Collection System Supervisor	PW	1	6210	MCMA	432	432	434	Survey Class	Market
Operations and Maintenance Supervisor	Water Quality Control Plant Maintenance Supv	PW	1	6210	MCMA	432	432	436	Survey Class	Market
Water Quality Control Maintenance Supervisor	Water Quality Control Plant Maintenance Supv	PW	2	6210	MCMA	432	432	436	Survey Class	Market
Electrical Supervisor	Electrical Supervisor	PW	1	6210	MCMA	436	436	437	5% above SCADA Supervisor	20% above Electrician (20% because of staff OT eligibility)
Wastewater Collections Superintendent	Wastewater Collections Manager	PW	1	6210	MCMA	441	441	442	Manager Band	Same as Fleet Manager
Wastewater Treatment Plant Manager	Water Quality Control Plant Manager	PW	1	6210	MCMA	446	446	449	12.5% above Manager Band	Market
Environmental Laboratory Supervisor	Environmental and Water Quality Lab Supervisor	PW	1	6210	MCMA	434	436	439	Survey Class	15% above Laboratory Analyst III
Water Quality Control Operations Supervisor	Water Quality Control Operations Supervisor	PW	1	6210	MCMA	432	436	437	Supervisory Group	Market
Regulatory Compliance Supervisor	Environmental Regulatory Compliance Administrator	PW	1	6210	MCMA	434	440	440	Supervisor Band	20% above Senior Environmental Compliance Inspector
Operations and Maintenance Supervisor	Wastewater Collection System Supervisor	PW	1	6280	MCMA	432	432	434	Survey Class	Market
Compost Facility Supervisor	Compost Facility Supervisor	PRN	1	6290	MCMA	432	432	433	Supervisory Group	Same as Operations Supervisor
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	PW	1	6310	MCMA	415	415		10% above AOA III	10% above AOA III
Airport Manager	Airport Manager	PW	1	6310	MCMA	441	444	444	Manager Band	Same as Transit Manager
Operations and Maintenance Supervisor	Operations Supervisor	PW	1	6540	MCMA	432	432	433	Survey Class	Market

Current Classification Title	Proposed Classification Title	Dept.	# of Positions	Fund	Unit	Current Range	initial range	market Range	Current Internal Relationship	Recommended Internal Relationship
Transit Manager	Transit Manager	PW	1	6540	MCMA	444	444	444	7.5% above Manager Band	7.5% above Manager Band
Administrative Analyst I	Administrative Analyst I	PW	1	6540	MCMA	425	427	427	15% below Administrative Analyst II	10% below Administrative Analyst II
New Class	Transit Analyst	PW	2	6540	MCMA	431	435	435	New Class	10% above Administrative Analyst II
Administrative Office Assistant III (Conf)	Administrative Office Assistant III (Conf)	PRN	1	6700	MCMA	411	411		10% above AOA II	10% above AOA II
Operations Supervisor	Facility Supervisor	PRN	1	6700	MCMA	434	435	435	Supervisor Band	10% above Events Coordinator
Events Coordinator	Events Coordinator	PRN	2	6700	MCMA	430	431	431		Same as Administrative Analyst II
Events Supervisor	Events Supervisor	PRN	1	6700	MCMA	438	441	441	20% above Events Coordinator	15% above Facility Supervisor
Stores Manager	Central Stores Supervisor	FIN	1	7110	MCMA	426	426	424		15% above Senior Storeskeeper
Systems Technician I	Systems Technician I	IT	0	7130	MCMA	418	418	422	10% below II	10% below Systems Technician II
Systems Technician II	Systems Technician II	IT	0	7130	MCMA	422	422	426	Survey Class/Benchmark	Market
Systems Technician III	Senior Systems Technician	IT	7	7130	MCMA	426	426	430	10% above Systems Technician II	10% above Systems Technician II
New Class	Technology Solutions Analyst II	IT	0	7130	MCMA	---	427	427	New Class	Same as Administrative Analyst II
Software Analyst I	Software Analyst I	IT	2	7130	MCMA	430	430	427	10% below Software Analyst II	10% below Software Analyst II
New Class	Systems Engineer I	IT	0	7130	MCMA	---	430	431	New Class	10% Below Systems Engineer II
New Class	Technology Solutions Analyst II	IT	0	7130	MCMA	---	431	431	New Class	Same as Administrative Analyst II
Software Analyst II	Software Analyst II	IT	0	7130	MCMA	434	434	431	Survey Class/Benchmark	Market
Systems Engineer I	Systems Engineer II	IT	0	7130	MCMA	434	434	435	Survey Class/Benchmark	Market
Software Analyst III	Senior Software Analyst	IT	10	7130	MCMA	438	438	435	10% above Software Analyst II	10% above Software Analyst II
Systems Engineer II	Senior Systems Engineer	IT	5	7130	MCMA	438	438	439	10% above Systems Engineer II	10% above Systems Engineer II
Software Analyst IV	Principal Software Analyst	IT	0	7130	MCMA	442	442	439	10% above III	10% above Senior Software Analyst
Systems Engineer III	Principal Systems Engineer	IT	1	7130	MCMA	442	442	443	10% above Senior	10% above Senior Systems Engineer
Information Technology Unit Manager	Information Technology Manager	IT	1	7130	MCMA	446	446	446	10% above Principal Software Analyst/System Eng	Market
Operations and Maintenance Supervisor	Operations Supervisor	PW	2	7200	MCMA	432	432	433	Survey Class	Market
Fleet Manager	Fleet Manager	PW	1	7200	MCMA	441	441	442		Market
Senior Administrative Office Assistant (Conf)	Senior Administrative Office Assistant (Conf)	PERS	1	7310	MCMA	415	415		10% above AOA III	10% above AOA III
Workers' Compensation Claims Assistant .60	Workers' Compensation Claims Assistant	PERS	0.6	7310	MCMA	419	419	420	New Class	10% below WCC Examiner I
Workers' Compensation Claims Examiner I	Workers' Compensation Claims Examiner I	PERS	0	7310	MCMA	422	422	424	12.5% below Worker's Compensation Claims Examiner	15% below Workers' Compensation Claims Examiner II
Workers' Compensation Claims Examiner II	Workers' Compensation Claims Examiner II	PERS	2	7310	MCMA	427	427	430	10% below Personnel Analyst	10% below Senior Workers' Compensation Claims Examiner
Assistant Risk Manager	Risk and Loss Control Coordinator	PERS	1	7310	MCMA	431	431	434	10% above Workers' Comp Claims Ex II	Same as HR Analyst II
New Class	Senior Workers' Compensation Claims Examiner	PERS	0	7310	MCMA	427	431	434	New Class	Same as Human Resources Analyst II
Administrative Office Assistant III (Conf)	Administrative Office Assistant III (Conf)	PERS	1	7520	MCMA	411	411		10% above AOA II	10% above AOA II
Employee Benefits Coordinator	Employee Benefits Coordinator	PERS	1	7520	MCMA	420	420	424	Survey Class	Market

Current Classification Title	Proposed Classification Title	Dept.	# of Positions	Fund	Unit	Current Range	initial range	market Range	Current Internal Relationship	Recommended Internal Relationship
Custodian Supervisor	Custodian Supervisor	PRN	1	7800	MCMA	423	423	420	Working Supervisor Band	20% above Custodian Crewleader (20% because of shifts and staff OT)
Operations and Maintenance Supervisor	Operations Supervisor	PRN	1	7800	MCMA	432	432	433	Survey Class	Market
Building Maintenance Superintendent	Building Maintenance Manager	PRN	1	7800	MCMA	441	441	443	Survey Class	Market
Building Maintenance Superintendent	Building Maintenance Manager	PRN	1	8500	MCMA	441	441	443	Survey Class	Market
Customer Service Division Manager	Delete	FIN	0		MCMA	442			Delete	Delete
Community Services Supervisor	Delete	POL	0		MCMA	430			Delete	Delete
Housing Program Supervisor	Delete	PRN	0		MCMA	438			Delete	Delete
New Class	Police Evidence and Property Technician I	POL	0	100	MPNSA	---	1110	1113	New Class	10% below Police Evidence and Property Technician I
Evidence and Property Specialist	Police Evidence and Property Technician II	POL	4	100	MPNSA	1114	1114	1117	Survey Class/Benchmark	Same as CSO II
Community Service Officer I	Police Community Service Officer I	POL	0	100	MPNSA	1115	1115	1117	10% below Police Community Service Officer II	10% below Police Community Service Officer II
Animal Control Officer II	Police Animal Control Officer II	POL	2	100	MPNSA	1119	1119	1121	Survey Class/Benchmark	Market
Community Service Officer II	Police Community Service Officer II	POL	34	100	MPNSA	1119	1119	1121	Survey Class/Benchmark	Market
New Class	Police Crime and Intelligence Analyst I	POL	0	100	MPNSA	---	1121	1122	New Class	10% below Police Crime and Intelligence Analyst II
Law Enforcement Academy Recruit	Police Officer Recruit	POL	0	100	MPNSA	1122	1122	1123	10% below Police Officer Trainee	10% below Police Officer Trainee
Identification Technician I	Police Crime Scene Investigator I	POL	0	100	MPNSA	1123	1123	1123	10% below Identification Technician II	10% below Police Crime Scene Investigator II
Crime Analyst	Police Crime and Intelligence Analyst II	POL	1	100	MPNSA	1125	1125	1128	Survey Class/Benchmark	Market
Identification Technician II	Police Crime Scene Investigator II	POL	3	100	MPNSA	1127	1127	1127	Survey Class/Benchmark	Market
Police Clerk II	Police Clerk II	POL	31	100	MPNSA	1111	1112	1116	Survey Class/Benchmark	Market
Police Clerk I	Police Clerk I	POL	0	100	MPNSA	1107	1108	1112	10% below Police Clerk II	10% below Police Clerk II
Animal Control Officer I	Police Animal Control Officer I	POL	0	100	MPNSA	1114	1115	1117	10% Animal Control Officer below II	10% below Police Animal Control Officer II
Fire Prevention Technician I	Fire Prevention Inspector I	FIRE	0	100	MPNSA	1116	1118	1124	10% below Fire Prevention Technician II	10% below Fire Prevention Inspector II
Fire Prevention Technician II	Fire Prevention Inspector II	FIRE	3	100	MPNSA	1120	1122	1128	Survey Class/Benchmark	Market
New Class	Senior Fire Prevention Inspector	FIRE	0	100	MPNSA	1120	1126	1126	New Class	10% above Fire Prevention Technician II
New Class	Police Technician	POL	2	100	MPNSA	1112	1122	1124	New Class	10% below Police Crime Scene Investigator I
Community Service Officer II	Police Community Service Officer II	POL	1	410	MPNSA	1119	1119	1121	Survey Class/Benchmark	Market
Police Clerk II	Police Clerk II	POL	1	410	MPNSA	1111	1112	1116	Survey Class/Benchmark	Market
Crime Analyst	Police Crime and Intelligence Analyst II	POL	1	8850	MPNSA	1125	1125	1128	Survey Class/Benchmark	Market
City Attorney	City Attorney	ATTY	1	100	UNREP	1428	1428	1433	Survey Class/Benchmark	Market
Paralegal	Paralegal	ATTY	0	100	UNREP	2425	2425	2429	5% above Legal Secretary	10% above Legal Secretary II
Legal Services Administrator	Legal Services Administrator	ATTY	0	100	UNREP	2427	2427	2431	17.5% above Legal Services Technician	15% above Senior Legal Secretary
Equal Opportunity Analyst	Equal Opportunity Analyst/Paralegal	ATTY	1	100	UNREP	2431	2431	2429	Same as Administrative Analyst II	Same as Administrative Analyst II
Assistant City Attorney	Assistant City Attorney	ATTY	1	100	UNREP	2455	2457	2462	15% above Senior Deputy City Attorney II	15% above Senior Deputy City Attorney

Current Classification Title	Proposed Classification Title	Dept.	# of Positions	Fund	Unit	Current Range	initial range	market Range	Current Internal Relationship	Recommended Internal Relationship
City Auditor	City Auditor	Auditor	1	100	UNREP	1414	1414	1414	Same as City Clerk	Same as City Clerk
Community and Economic Development Director	Director of Community and Economic Development	CED	1	100	UNREP	1422	1422	1420	Survey Class	Same as Director of Finance
New Class	Deputy Director of Community and Economic Dev	CED	0	100	UNREP	2452	2452	2452	New Class	Deputy Director Band
City Clerk	City Clerk	CLERK	1	100	UNREP	1414	1414	1414	Survey Class/Benchmark	Market
Deputy City Manager	Deputy City Manager	CM	1	100	UNREP	1427	1427	1426	Same as Chief of Police	Same as Chief of Police
City Manager	City Manager	CM	1	100	UNREP	1436	1436	1436	Survey Class/Benchmark	Market
Executive Secretary	Executive Assistant	CM	1	100	UNREP	2420	2420	2421	Survey Class/Benchmark	Market
Executive Assistant	Executive Assistant to the City Council	CM	1	100	UNREP	2425	2425	2428	12.5% above Executive Secretary	Same as Executive Assistant to City Manager
Executive Assistant	Executive Assistant to the City Manager	CM	1	100	UNREP	2425	2425	2428	12.5% above Executive Secretary	Market
New Class	Assistant to the City Manager	CM	0	100	UNREP	---	2439	2444	New Class	10% above Management Analyst
Finance Director	Director of Finance	FIN	1	100	UNREP	1420	1420	1420	Survey Class/Benchmark	Market
Deputy Director of Finance	Deputy Director of Finance	FIN	1	100	UNREP	2452	2452	2452	Deputy Director Band	Deputy Director Band
Fire Chief	Fire Chief	FIRE	1	100	UNREP	1427	1427	1426	Same as Police Chief	Same as Chief of Police
Fire Battalion Chief	Fire Battalion Chief	FIRE	6	100	UNREP	1812	1813	1813	Survey Class/Benchmark	Market
Personnel Director	Director of Human Resources	PERS	1	100	UNREP	1420	1420	1420	Same as Director of Finance	Same as Director of Finance
Office Supervisor	Office Supervisor - Personnel	PERS	1	100	UNREP	2422	2422	2422	5% above Executive Assistant	Same as Office Supervisor
Employee Relations Specialist	Employee Relations Coordinator	PERS	2	100	UNREP	2439	2439	2444	Same as ASO	Same as ASO
Deputy Director of Personnel	Deputy Director of Human Resources	PERS	1	100	UNREP	2452	2452	2452	Deputy Director Band	Deputy Director Band
Police Chief	Chief of Police	POL	1	100	UNREP	1427	1427	1426	Survey Class/Benchmark	Market
Police Captain	Police Captain	POL	4	100	UNREP	1622	1624	1625	Survey Class/Benchmark	Market
Police Captain	Police Captain	POL	1	100	UNREP	1622	1624	1625	Survey Class/Benchmark	Market
Parks, Recreation and Neighborhoods Director	Director of Parks, Recreation and Neighborhoods	PRN	1	100	UNREP	1422	1422	1420	Director Band	Same as Director of Finance
Public Works Director	Director of Public Works	PW	1	100	UNREP	1422	1422	1426	Director Band	Same as Chief of Police (if department splits, same as Finance Director)
Deputy Director of Public Works - Operations	Deputy Director of Public Works - Operations	PW	1	100	UNREP	2452	2452	2452	Deputy Director Band	Deputy Director Band
Deputy Director of Public Works - Engineering	Deputy Director of Public Works - Engineering	PW	1	100	UNREP	2455	2455	2455	Deputy Director Band + 7.5% RCE	Includes 7.5% above DD - PW Operations (2452/2455)
Deputy City Attorney I	Deputy City Attorney I	ATTY	0	100	UNREP	2437	2439	2444	10% below Deputy City Attorney II	10% below Deputy City Attorney II
Fire Division Chief	Fire Division Chief	FIRE	2	100	UNREP	517	519	519	~ 11% above Batalion Chief	15% min above Batalion Chief
Senior Deputy City Attorney II	Senior Deputy City Attorney	ATTY	4	100	UNREP	2449	2451	2456	Survey Class/Benchmark	Market
Deputy City Attorney II	Deputy City Attorney II	ATTY	0	100	UNREP	2441	2442	2448	5% below Senior Deputy City Attorney II	10% below Deputy City Attorney III
Senior Deputy City Attorney I	Deputy City Attorney III	ATTY	0	100	UNREP	2443	2446	2453	15% below Senior Deputy City Attorney II	10% below Senior Deputy City Attorney
Deputy Director of Recreation and Neighborhoods	Deputy Director of Recreation and Neighborhoods	PRN	1	1130	UNREP	2452	2452	2452	Deputy Director Band	Deputy Director Band
Deputy Director of Public Works - Operations	Deputy Director of Public Works - Operations	PW	1	6100	UNREP	2452	2452	2452	Deputy Director Band	Deputy Director Band

<i>Current Classification Title</i>	<i>Proposed Classification Title</i>	<i>Dept.</i>	<i># of Positions</i>	<i>Fund</i>	<i>Unit</i>	<i>Current Range</i>	<i>initial range</i>	<i>market Range</i>	<i>Current Internal Relationship</i>	<i>Recommended Internal Relationship</i>
Deputy Director of Public Works - Operations	Deputy Director of Public Works - Operations	PW	1	6210	UNREP	2452	2452	2452	Deputy Director Band	Deputy Director Band
Deputy Director of Public Works - Engineering	Deputy Director of Public Works - Engineering	PW	1	6210	UNREP	2455	2455	2455	Deputy Director Band + 7.5% RCE	Includes 7.5% above DD - PW Operations (2452/2455)
Deputy Director - Cultural and Enterprise Services	Deputy Director of Cultural and Enterprise Services	PRN	0	6700	UNREP	2452	2452	2452	Deputy Director Band	Deputy Director Band
Chief Information Officer	Chief Information Officer	IT	1	7130	UNREP	1422	1422	1420	Director Band	Same as Director of Finance
Deputy Chief Information Officer	Deputy Chief Information Officer	IT	1	7130	UNREP	2452	2452	2452	Deputy Director Band	15% below CIO