

EXHIBIT A

POSITION CLASSIFICATION AND PAY PLAN (As of March 1, 2012)
 FISCAL YEAR 2011-12
 CIVIL SERVICE/NON CIVIL SERVICE EMPLOYEES

City Council Meeting of:
 2-13-2012

POSITION	PAY GRADE	FY2011-12 PAY RANGE		
		MINIMUM	MAXIMUM	
MAINTENANCE WORKER I	8	22,541	33,421	
PRO SHOP CLERK	8	22,541	33,421	
CLERICAL ASSISTANT	9	23,149	34,326	
CUSTOMER SERVICE REPRESENTATIVE	9	23,149	34,326	ELIMINATED POSITION
EQUIPMENT OPERATOR	10	23,726	35,181	
MAINTENANCE WORKER CREW LEADER	10	23,726	35,181	
MAINTENANCE WORKER II	10	23,726	35,181	
REFUSE COLLECTOR	10	23,726	35,181	
TREE TRIMMER	10	23,726	35,181	
REFUSE TRUCK DRIVER	13	25,549	37,886	
HEAVY EQUIPMENT OPERATOR	14	26,191	38,839	
ADMINISTRATIVE ASSISTANT I	15	26,845	39,810	
BUILDING SPECIALIST I	15	26,845	39,810	
MATERIALS MANAGEMENT CLERK	15	26,845	39,810	
POLICE ADMINISTRATIVE SPECIALIST I	15	26,845	39,810	
RECREATION SPECIALIST	15	26,845	39,810	
ACCOUNTING CLERK I	16	27,512	40,806	
ACCOUNTING CLERK II	18	28,904	42,872	
AUTOMATED EQUIPMENT OPERATOR	19	29,633	43,946	
BUILDING MAINTENANCE SPECIALIST	19	29,633	43,946	
POLICE DISPATCHER I	19	29,633	43,946	
POLICE DISPATCHER II	21	31,128	46,169	
ACCOUNTING CLERK III	22	31,909	47,318	
ADMINISTRATIVE ASSISTANT II	22	31,909	47,318	
BUILDING SPECIALIST II	22	31,909	47,318	
ADMINISTRATIVE ASSISTANT III	24	33,527	49,715	
PARKS MAINTENANCE FOREMAN	24	33,527	49,715	
OPERATIONS SUPERVISOR	24	33,527	49,715	
POLICE ADMINISTRATIVE SPECIALIST II	24	33,527	49,715	
PROCUREMENT SPECIALIST	24	33,527	49,715	
CODE COMPLIANCE OFFICER	25	34,361	50,960	
POLICE COMMUNICATIONS SUPERVISOR	26	35,218	52,234	
AQUATICS DIVISION SUPERVISOR	28	37,007	54,875	
PROGRAMS DIVISION SUPERVISOR	28	37,007	54,875	
SPORTS DIVISION SUPERVISOR	28	37,007	54,875	
BUILDING AND CODE COMPLIANCE SUPERVISOR	29	37,604	55,300	
* DEPUTY CITY CLERK	29	37,604	55,300	
* ADMINISTRATOR TO PUBLIC WORKS DIRECTOR	29	37,604	55,300	ELIMINATED POSITION
EXECUTIVE SECRETARY	29	37,604	55,300	
HUMAN RESOURCES SPECIALIST	29	37,604	55,300	
* ASSISTANT INFORMATION TECHNOLOGY MANAGER	37	46,212	68,534	
* GOLF COURSE MAINTENANCE SUPERINTENDENT	37	46,212	68,534	
* GRANTS WRITER/PUBLIC INFORMATION SPECIALIST	37	46,212	68,534	
<u>PROFESSIONAL SERVICES SUPERVISOR</u>	<u>37</u>	<u>46,212</u>	<u>68,534</u>	NEW POSITION
OPERATIONS SUPERINTENDENT	37	46,212	68,534	
* ELDERLY SERVICES DIRECTOR	40	49,767	73,805	
* <u>ASSISTANT PUBLIC WORKS DIRECTOR</u>	<u>40</u>	<u>49,767</u>	<u>73,805</u>	NEW POSITION
INFORMATION TECHNOLOGY/ACCOUNTING SYSTEMS ANALYST	40	49,767	73,805	
* CITY PLANNER	44	54,930	81,466	
* POLICE LIEUTENANT	44P	61,440	89,324	
* HUMAN RESOURCES DIRECTOR/RISK MANAGER	45	56,305	83,501	
* COMPTROLLER	46	63,316	92,063	
* <u>INFORMATION TECHNOLOGY DIRECTOR</u>	<u>46</u>	<u>63,316</u>	<u>92,063</u>	NEW POSITION
* POLICE CAPTAIN	46P	64,546	93,851	
* GOLF DIRECTOR	49	71,850	95,799	ELIMINATED POSITION
* <u>GOLF PRO</u>	<u>46</u>	<u>63,316</u>	<u>92,063</u>	NEW POSITION
* <u>BUILDING AND CODE COMPLIANCE DIRECTOR</u>	<u>49</u>	<u>71,850</u>	<u>95,799</u>	NEW POSITION
* PARKS & RECREATION DIRECTOR	49	71,850	95,799	ELIMINATED POSITION
* <u>RECREATION/GOLF DIRECTOR</u>	<u>49</u>	<u>71,850</u>	<u>95,799</u>	NEW POSITION
* PUBLIC WORKS DIRECTOR	49	71,850	95,799	
* CITY CLERK	49C	71,850	99,014	
* BUILDING OFFICIAL	50	74,817	112,227	
* FINANCE DIRECTOR	50	74,817	112,227	
* CHIEF OF POLICE	50P	76,270	114,406	
* <u>ASSISTANT CITY MANAGER-FINANCIAL SERVICES</u>	<u>50M</u>	<u>84,125</u>	<u>125,489</u>	NEW POSITION
* NON CIVIL SERVICE				