

Ms. Connie Baker
Chairman
Nominated by: Southern University

Mr. Donald Collins
Vice-Chairman
Nominated by: LSU of Alexandria



Mr. Charles Harvey
Elected Employee Member

Ms. Terri Blaisdell
Nominated by Louisiana Christian
University

Mr. Michael Brewer
Nominated by: Alexandria Bar Association

Alexandria Civil Service Commission

GENERAL CIRCULAR 2024-02

DATE: March 19, 2024

TO: Classified Employees and Appointing Authority

SUBJECT: Proposed Changes to the Pay Plan

The Alexandria Civil Service Commission will hold a public hearing to consider proposed changes to the Pay Plan. The meeting will be held in the City Council Chamber, 915 3rd Street, Alexandria, Louisiana, at 4:30 p.m.

The attached proposed pay plan increases the current structure by 4.25%. The intent is for this proposal to be an interim adjustment to the pay plan while work continues on a long-term, sustainable solution that allows the City to attract and retain qualified employees.

Individuals who wish to comment should provide feedback in writing to the Director of Civil Service at Post Office Box 71, Alexandria, Louisiana 71309. Comments may also be directed to the attention of leisa.lawson@cityofalex.com.

Sincerely,

/s/Leisa B. Lawson
Director of Civil Service



GRADE	MINIMUM		MIDPOINT		MAXIMUM	
	Annual	Hourly	Annual	Hourly	Annual	Hourly
11	\$21,684.00	\$10.43	\$26,020.80	\$12.51	\$32,526.00	\$15.64
12	\$21,684.00	\$10.43	\$26,020.80	\$12.51	\$32,526.00	\$15.64
13	\$21,684.00	\$10.43	\$26,020.80	\$12.51	\$32,526.00	\$15.64
14	\$25,999.12	\$12.50	\$31,203.28	\$15.00	\$39,009.52	\$18.75
15	\$27,451.94	\$13.20	\$32,938.00	\$15.84	\$41,177.92	\$19.80
16	\$28,904.77	\$13.90	\$34,672.72	\$16.67	\$43,346.32	\$20.84
17	\$30,314.23	\$14.57	\$36,385.75	\$17.49	\$45,493.03	\$21.87
18	\$31,767.06	\$15.27	\$38,120.47	\$18.33	\$47,661.43	\$22.91
19	\$33,219.89	\$15.97	\$39,855.19	\$19.16	\$49,829.83	\$23.96
20	\$34,651.03	\$16.66	\$41,589.91	\$20.00	\$51,998.23	\$25.00
21	\$36,103.86	\$17.36	\$43,324.63	\$20.83	\$54,166.63	\$26.04
22	\$37,535.00	\$18.05	\$45,037.67	\$21.65	\$56,291.66	\$27.06
23	\$38,987.83	\$18.74	\$46,772.39	\$22.49	\$58,460.06	\$28.11
24	\$40,158.77	\$19.31	\$48,181.85	\$23.16	\$60,238.15	\$28.96
25	\$42,066.96	\$20.22	\$50,480.35	\$24.27	\$63,100.44	\$30.34
26	\$43,519.79	\$20.92	\$52,215.07	\$25.10	\$65,268.84	\$31.38
27	\$44,950.93	\$21.61	\$53,949.79	\$25.94	\$67,437.24	\$32.42
28	\$47,119.33	\$22.65	\$56,551.87	\$27.19	\$70,689.84	\$33.99
29	\$50,024.99	\$24.05	\$60,021.31	\$28.86	\$75,026.64	\$36.07
30	\$52,908.96	\$25.44	\$63,490.75	\$30.52	\$79,363.44	\$38.16
31	\$55,792.93	\$26.82	\$66,960.19	\$32.19	\$83,700.24	\$40.24
32	\$58,720.27	\$28.23	\$70,451.32	\$33.87	\$88,058.72	\$42.34
33	\$61,604.24	\$29.62	\$73,920.76	\$35.54	\$92,395.52	\$44.42
34	\$64,488.22	\$31.00	\$77,390.20	\$37.21	\$96,754.01	\$46.52
35	\$67,393.87	\$32.40	\$80,859.64	\$38.87	\$101,069.12	\$48.59
36	\$70,299.53	\$33.80	\$84,350.76	\$40.55	\$105,449.29	\$50.70
37	\$73,183.50	\$35.18	\$87,820.20	\$42.22	\$109,786.09	\$52.78
38	\$76,067.47	\$36.57	\$91,289.64	\$43.89	\$114,122.89	\$54.87
39	\$78,994.81	\$37.98	\$94,780.76	\$45.57	\$118,481.38	\$56.96

Current Pay Plan with 4.25% Increase

<u>Title</u>	<u>FLSA</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Accountant	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Accounting Manager	E	32	\$58,720.27	\$70,451.32	\$88,058.72
Accounting Technician	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Administrative Assistant	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Administrative Secretary	N	17	\$30,314.23	\$36,385.75	\$45,493.03
Animal Control Officer	N	17	\$30,314.23	\$36,385.75	\$45,493.03
Applications Analyst	N	28	\$47,119.33	\$56,551.87	\$70,689.84
Applications Support Specialist	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Assistant City Engineer	E	35	\$67,393.87	\$80,859.64	\$101,069.12
Assistant Director, Civil Service	E	29	\$50,024.99	\$60,021.31	\$75,026.64
Assistant Director, Community Services	E	27	\$44,950.93	\$53,949.79	\$67,437.24
Assistant Director, Finance	E	36	\$70,299.53	\$84,350.76	\$105,449.29
Assistant Director, Human Resources	E	29	\$50,024.99	\$60,021.31	\$75,026.64
Assistant Director, Planning	E	36	\$70,299.53	\$84,350.76	\$105,449.29
Assistant Director, Public Works	E	36	\$70,299.53	\$84,350.76	\$105,449.29
Assistant Director, Utilities	E	36	\$70,299.53	\$84,350.76	\$105,449.29
Assistant Director, Zoo	E	29	\$50,024.99	\$60,021.31	\$75,026.64
Assistant Manager, Customer Service and Customer Field Services	E	29	\$50,024.99	\$60,021.31	\$75,026.64
Assistant Manager, Transit	E	29	\$50,024.99	\$60,021.31	\$75,026.64
Assistant Superintendent, Electric Distribution	E	29	\$50,024.99	\$60,021.31	\$75,026.64
Assistant Superintendent, Electric Production	E	29	\$50,024.99	\$60,021.31	\$75,026.64
Assistant Superintendent, Gas	E	28	\$47,119.33	\$56,551.87	\$70,689.84
Assistant Superintendent, Motor Pool	E	28	\$47,119.33	\$56,551.87	\$70,689.84
Assistant Superintendent, Wastewater	E	28	\$47,119.33	\$56,551.87	\$70,689.84
Assistant Superintendent, Water	E	28	\$47,119.33	\$56,551.87	\$70,689.84
Building Maintenance Specialist	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Business Office Manager	E	29	\$50,024.99	\$60,021.31	\$75,026.64
Buyer	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Buyer, Senior	N	21	\$36,103.86	\$43,324.63	\$54,166.63
CAD Operator I	N	18	\$31,767.06	\$38,120.47	\$47,661.43
CAD Operator II	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Call Center Supervisor	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Carpenter	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Cathodic Protection Technician	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Certified Planner	E	29	\$50,024.99	\$60,021.31	\$75,026.64
City Engineer	E	39	\$78,994.81	\$94,780.76	\$118,481.38
Clerical Specialist	N	14	\$25,999.12	\$31,203.28	\$39,009.52
Code Enforcement Officer	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Code Enforcement Officer, Senior	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Community Center Attendant	N	14	\$25,999.12	\$31,203.28	\$39,009.52
Community Center Coordinator	N	23	\$38,987.83	\$46,772.39	\$58,460.06
Community Development Administrator	E	34	\$64,488.22	\$77,390.20	\$96,754.01
Community Development Grants Manager	E	29	\$50,024.99	\$60,021.31	\$75,026.64
Community Services Representative	N	14	\$25,999.12	\$31,203.28	\$39,009.52
Compensation Analyst	E	26	\$43,519.79	\$52,215.07	\$65,268.84

Current Pay Plan with 4.25% Increase

<u>Title</u>	<u>FLSA</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Construction Inspector	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Crew Leader, Animal Control	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Crew Leader, Carpentry	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Crew Leader, Code Enforcement	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Crew Leader, Customer Field Services	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Crew Leader, Parks Maintenance	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Crew Leader, Streets Maintenance	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Crew Leader, Traffic Signs	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Crew Supervisor, Cathodic Protection	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Crew Supervisor, Code Enforcement	N	22	\$37,535.00	\$45,037.67	\$56,291.66
Crew Supervisor, Electric Distribution	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Crew Supervisor, Gas Distribution	N	23	\$38,987.83	\$46,772.39	\$58,460.06
Crew Supervisor, Sanitation	N	23	\$38,987.83	\$46,772.39	\$58,460.06
Crew Supervisor, Streets Maintenance	N	23	\$38,987.83	\$46,772.39	\$58,460.06
Crew Supervisor, Utility Services	N	23	\$38,987.83	\$46,772.39	\$58,460.06
Crew Supervisor, Wastewater Collection	N	23	\$38,987.83	\$46,772.39	\$58,460.06
Crew Supervisor, Water	N	23	\$38,987.83	\$46,772.39	\$58,460.06
Custodial Worker	N	11	\$21,684.00	\$26,020.80	\$32,526.00
Customer Accounts Representative	N	16	\$28,904.77	\$34,672.72	\$43,346.32
Customer Accounts Team Leader	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Customer Field Services Office Technician		18	\$31,767.06	\$38,120.47	\$47,661.43
Manager, Customer Service and Customer Field Services	E	32	\$58,720.27	\$70,451.32	\$88,058.72
Customer Services Representative	N	14	\$25,999.12	\$31,203.28	\$39,009.52
Customer Service Specialist	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Customer Service Team Leader	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Database Manager	E	29	\$50,024.99	\$60,021.31	\$75,026.64
Director of Civil Service	E	38	\$76,067.47	\$91,289.64	\$114,122.89
Electric Distribution Service Planner	N	26	\$43,519.79	\$52,215.07	\$65,268.84
Electric Distribution System Technician	N	26	\$43,519.79	\$52,215.07	\$65,268.84
Electric Line Worker	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Electric Line Worker, Senior	N	23	\$38,987.83	\$46,772.39	\$58,460.06
Electric Meter Technician	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Electric Plant Operator I	N	17	\$30,314.23	\$36,385.75	\$45,493.03
Electric Plant Operator II	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Electric Plant Shift Supervisor	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Electric Substation Supervisor	N	26	\$43,519.79	\$52,215.07	\$65,268.84
Electric Substation Technician I	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Electric Substation Technician II	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Electrician	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Electronic & Instrumentation Technician, Electric Production	N	25	\$42,066.96	\$50,480.35	\$63,100.44
Electronic & Instrumentation Technician, Gas, Wastewater and Water	N	25	\$42,066.96	\$50,480.35	\$63,100.44
Engineer-in-Training	E	25	\$42,066.96	\$50,480.35	\$63,100.44
Engineering Supervisor	E	29	\$50,024.99	\$60,021.31	\$75,026.64

Current Pay Plan with 4.25% Increase

<u>Title</u>	<u>FLSA</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Engineering Technician I	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Engineering Technician II	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Engineering Technician III	N	22	\$37,535.00	\$45,037.67	\$56,291.66
Environmental Compliance Manager	E	36	\$70,299.53	\$84,350.76	\$105,449.29
Environmental Lab Supervisor	E	28	\$47,119.33	\$56,551.87	\$70,689.84
Environmental Technician I	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Environmental Technician II	N	25	\$42,066.96	\$50,480.35	\$63,100.44
Equipment Operator I	N	15	\$27,451.94	\$32,938.00	\$41,177.92
Equipment Operator II	N	17	\$30,314.23	\$36,385.75	\$45,493.03
Equipment Operator III	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Examination Analyst	E	26	\$43,519.79	\$52,215.07	\$65,268.84
Field Services Office Technician	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Fleet Collision Repair Technician	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Fleet Maintenance Technician	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Fleet Maintenance Technician, Senior	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Fleet Service Technician	N	14	\$25,999.12	\$31,203.28	\$39,009.52
Front Office Team Leader	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Gas General Supervisor	N	26	\$43,519.79	\$52,215.07	\$65,268.84
Gas Service Technician	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Gas System Technician	N	21	\$36,103.86	\$43,324.63	\$54,166.63
GIS Manager	E	29	\$50,024.99	\$60,021.31	\$75,026.64
Grants Coordinator	N	26	\$43,519.79	\$52,215.07	\$65,268.84
Grants Financial Analyst	N	26	\$43,519.79	\$52,215.07	\$65,268.84
Guest Services Representative	N	14	\$25,999.12	\$31,203.28	\$39,009.52
Housing Inspector	N	22	\$37,535.00	\$45,037.67	\$56,291.66
Housing Manager	N	25	\$42,066.96	\$50,480.35	\$63,100.44
Human Resources Business Partner	E	28	\$47,119.33	\$56,551.87	\$70,689.84
Human Resources Specialist	E	26	\$43,519.79	\$52,215.07	\$65,268.84
Industrial Electrician, Electric Production	N	25	\$42,066.96	\$50,480.35	\$63,100.44
Industrial Painter	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Information Systems Analyst	N	26	\$43,519.79	\$52,215.07	\$65,268.84
Information Systems Manager	E	32	\$58,720.27	\$70,451.32	\$88,058.72
Inventory Coordinator	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Kennel Technician	N	14	\$25,999.12	\$31,203.28	\$39,009.52
Landscape Architect	E	30	\$52,908.96	\$63,490.75	\$79,363.44
Lead Custodial Worker	N	15	\$27,451.94	\$32,938.00	\$41,177.92
Lead Engineering Technician	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Leak Survey Technician	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Legal Assistant	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Licensed Land Surveyor	E	30	\$52,908.96	\$63,490.75	\$79,363.44
Mail Clerk	N	11	\$21,684.00	\$26,020.80	\$32,526.00
Maintenance Mechanic I	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Maintenance Mechanic II	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Maintenance Worker	N	13	\$21,684.00	\$26,020.80	\$32,526.00
Maintenance Worker, Senior	N	15	\$27,451.94	\$32,938.00	\$41,177.92

Current Pay Plan with 4.25% Increase

<u>Title</u>	<u>FLSA</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Mechanical Systems Technician	N	22	\$37,535.00	\$45,037.67	\$56,291.66
Media Specialist	N	25	\$42,066.96	\$50,480.35	\$63,100.44
Meter Reader	N	14	\$25,999.12	\$31,203.28	\$39,009.52
Meter Technician	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Multi-Trades Inspector	N	26	\$43,519.79	\$52,215.07	\$65,268.84
Painter	N	18	\$31,767.06	\$38,120.47	\$47,661.43
PC/Network Technician	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Permit Technician	N	16	\$28,904.77	\$34,672.72	\$43,346.32
Personnel Analyst	E	25	\$42,066.96	\$50,480.35	\$63,100.44
Personnel Technician	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Pipe Layer	N	17	\$30,314.23	\$36,385.75	\$45,493.03
Pipeline Welder	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Plans Reviewer	E	27	\$44,950.93	\$53,949.79	\$67,437.24
Plant Maintenance Supervisor	N	25	\$42,066.96	\$50,480.35	\$63,100.44
Print Shop Coordinator	N	22	\$37,535.00	\$45,037.67	\$56,291.66
Professional Engineer	E	34	\$64,488.22	\$77,390.20	\$96,754.01
Program Manager	E	25	\$42,066.96	\$50,480.35	\$63,100.44
Public Relations Specialist	N	25	\$42,066.96	\$50,480.35	\$63,100.44
Purchasing Manager	E	31	\$55,792.93	\$66,960.19	\$83,700.24
Purchasing Technician	N	16	\$28,904.77	\$34,672.72	\$43,346.32
Recreation Center Supervisor	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Refuse Collector	N	13	\$21,684.00	\$26,020.80	\$32,526.00
Safety & Risk Manager	E	28	\$47,119.33	\$56,551.87	\$70,689.84
SCADA Operator, Electric Distribution	N	20	\$34,651.03	\$41,589.91	\$51,998.23
SCADA Operator, Gas	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Security Officer	N	12	\$21,684.00	\$26,020.80	\$32,526.00
Sign Artist	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Sign and Marking Specialist	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Special Events Coordinator	E	25	\$42,066.96	\$50,480.35	\$63,100.44
Stock Clerk	N	14	\$25,999.12	\$31,203.28	\$39,009.52
Superintendent, Animal Control	E	30	\$52,908.96	\$63,490.75	\$79,363.44
Superintendent, Building Maintenance	E	31	\$55,792.93	\$66,960.19	\$83,700.24
Superintendent, Code Enforcement	E	30	\$52,908.96	\$63,490.75	\$79,363.44
Superintendent, Const Dev & Asst CBO	E	33	\$61,604.24	\$73,920.76	\$92,395.52
Superintendent, Electric Distribution	E	34	\$64,488.22	\$77,390.20	\$96,754.01
Superintendent, Electric Production	E	34	\$64,488.22	\$77,390.20	\$96,754.01
Superintendent, Environmental Services	E	33	\$61,604.24	\$73,920.76	\$92,395.52
Superintendent, Fleet Maintenance	E	31	\$55,792.93	\$66,960.19	\$83,700.24
Superintendent, Gas	E	33	\$61,604.24	\$73,920.76	\$92,395.52
Superintendent, Parks & Recreation	E	31	\$55,792.93	\$66,960.19	\$83,700.24
Superintendent, Sanitation	E	31	\$55,792.93	\$66,960.19	\$83,700.24
Superintendent, Streets	E	33	\$61,604.24	\$73,920.76	\$92,395.52
Superintendent, Traffic Signals & Signs	E	31	\$55,792.93	\$66,960.19	\$83,700.24
Superintendent, Utility Services	E	32	\$58,720.27	\$70,451.32	\$88,058.72
Superintendent, Wastewater	E	33	\$61,604.24	\$73,920.76	\$92,395.52

Current Pay Plan with 4.25% Increase

<u>Title</u>	<u>FLSA</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Superintendent, Water	E	33	\$61,604.24	\$73,920.76	\$92,395.52
Superintendent, Water Operations	E	36	\$70,299.53	\$84,350.76	\$105,449.29
Supervisor, Building Maintenance	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Supervisor, Central Warehouse	N	23	\$38,987.83	\$46,772.39	\$58,460.06
Supervisor, Custodial	N	22	\$37,535.00	\$45,037.67	\$56,291.66
Supervisor, Customer Field Services	N	25	\$42,066.96	\$50,480.35	\$63,100.44
Supervisor, Electric Distribution	N	27	\$44,950.93	\$53,949.79	\$67,437.24
Supervisor, Electric Production	N	26	\$43,519.79	\$52,215.07	\$65,268.84
Supervisor, Fleet Maintenance	N	23	\$38,987.83	\$46,772.39	\$58,460.06
Supervisor, Meter and Services	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Supervisor, Streets	N	25	\$42,066.96	\$50,480.35	\$63,100.44
Supervisor, Transit Maintenance	N	27	\$44,950.93	\$53,949.79	\$67,437.24
Supervisor, Wastewater Collection	N	27	\$44,950.93	\$53,949.79	\$67,437.24
Supervisor, Wastewater Treatment	N	27	\$44,950.93	\$53,949.79	\$67,437.24
Supervisor, Water Distribution	N	27	\$44,950.93	\$53,949.79	\$67,437.24
Supervisor, Water Production	N	27	\$44,950.93	\$53,949.79	\$67,437.24
Supervisor, Zoo Facilities Maintenance	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Survey Instrument Operator	N	18	\$31,767.06	\$38,120.47	\$47,661.43
Survey Party Chief	N	23	\$38,987.83	\$46,772.39	\$58,460.06
Survey Technician	N	15	\$27,451.94	\$32,938.00	\$41,177.92
Trades Worker	N	16	\$28,904.77	\$34,672.72	\$43,346.32
Traffic Signal Technician	N	23	\$38,987.83	\$46,772.39	\$58,460.06
Transit Analyst	N	24	\$40,158.77	\$48,181.85	\$60,238.15
Transit Manager	E	32	\$58,720.27	\$70,451.32	\$88,058.72
Transit Operator	N	17	\$30,314.23	\$36,385.75	\$45,493.03
Transit Shift Supervisor	N	22	\$37,535.00	\$45,037.67	\$56,291.66
Utility Billing Specialist	N	17	\$30,314.23	\$36,385.75	\$45,493.03
Utility Billing Specialist Lead		21	\$36,103.86	\$43,324.63	\$54,166.63
Utility Line Locator	N	22	\$37,535.00	\$45,037.67	\$56,291.66
Utility Service Worker	N	16	\$28,904.77	\$34,672.72	\$43,346.32
Veterinarian	E	34	\$64,488.22	\$77,390.20	\$96,754.01
Veterinary Technician	N	16	\$28,904.77	\$34,672.72	\$43,346.32
Veterinary Technician/Registrar	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Wastewater Plant Operator *	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Wastewater Treatment/SCADA Operator	N	22	\$37,535.00	\$45,037.67	\$56,291.66
Water Plant Operator **	N	19	\$33,219.89	\$39,855.19	\$49,829.83
Welder	N	20	\$34,651.03	\$41,589.91	\$51,998.23
Youth Programs Coordinator	E	24	\$40,158.77	\$48,181.85	\$60,238.15
Zoning Enforcement Analyst	E	24	\$40,158.77	\$48,181.85	\$60,238.15
Zoo Curator, Education	N	26	\$43,519.79	\$52,215.07	\$65,268.84
Zoo Curator, General	N	26	\$43,519.79	\$52,215.07	\$65,268.84
Zoo Curator, Health	N	26	\$43,519.79	\$52,215.07	\$65,268.84
Zoo Director	E	34	\$64,488.22	\$77,390.20	\$96,754.01
Zoo Education Associate	N	21	\$36,103.86	\$43,324.63	\$54,166.63
Zoo Keeper I	N	15	\$27,451.94	\$32,938.00	\$41,177.92

Current Pay Plan with 4.25% Increase

<u>Title</u>	<u>FLSA</u>	<u>Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
Zoo Keeper II	N	17	\$30,314.23	\$36,385.75	\$45,493.03
Zoo Keeper III	N	21	\$36,103.86	\$43,324.63	\$54,166.63