



City of Palmer

231 W. Evergreen Avenue

Palmer, Alaska 99645

Phone 907-745-3271

Fax 907-745-0930

SPECIAL CITY COUNCIL MEETING
6 P.M. TUESDAY, DECEMBER 4, 2012
PALMER CITY COUNCIL CHAMBERS
231 W. EVERGREEN AVENUE, PALMER

Special City Council Meeting
6 pm, December 4, 2012
City Council Chambers
231 W. Evergreen Avenue, Palmer
www.cityofpalmer.org



Mayor DeLena Johnson
 Deputy Mayor Brad Hanson
 Council Member Best
 Council Member Linda Combs
 Council Member Edna DeVries
 Council Member Ken Erbey
 Council Member Kathrine Vanover

City Attorney Michael Gatti
 City Clerk Janette Bower
 City Manager Doug Griffin

- A. Call to Order
- B. Roll Call
- C. Pledge of Allegiance
- D. Audience Participation
- E. Public Hearings
 - 1. [Resolution No. 12-001 E](#): Approving \$18,681 Supplemental Appropriation from the General Fund (01) Unrestricted Fund Balance to Refund the Overpayment of City Sales Tax to GCI Communications Corporation (Public hearing 2 of 2) (IM 12-067)
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- F. Action Memoranda
 - 1. [Action Memorandum 12-064](#): Authorize a \$1,000 Donation to the Palmer Food Bank in Honor of Former Mayor Henry Guinotte Page 13
 - 2. [Action Memorandum 12-074](#): Authorize the City Manager to Negotiate and Execute Renewal Option One (1) for the First of Two Renewal Options with Eagle View Excavation in the amount of \$69 Per Hour for Snow Hauling of City Streets
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 - 3. [Action Memorandum 12-078](#): Authorize a \$500 Sponsorship of Colony Christmas 2012
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- G. New Business
 - 1. [Resolution No. 12-049](#): Accepting and Appropriating the 2013 State of Alaska High Visibility Enforcement Overtime Grant 154AL-13-01-00(B)-7 in the Amount of \$49,715 to be Used for High Visibility DUI Enforcement Activities by the Palmer Police Department (IM 12-073)Page 27
 - 2. Response to Citizen Comments on Intersection at Evergreen and CobbPage 39
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 - a. [Resolution No. 13-001](#): Adopting a Budget for the City of Palmer, Alaska for the Fiscal Year Beginning January 1, 2013, and Ending December 31, 2013, and Appropriating Monies.....Page 45
 - b. [Resolution No. 13-002](#): Approving the City of Palmer Employee Pay Plan ..Page 47
- H. Council Member Comments
- I. Adjournment



Item E – Public Hearings

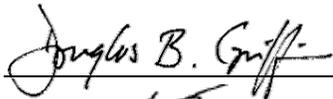
CITY OF PALMER
INFORMATION MEMORANDUM NO. 12-067
RESOLUTION No. 12-001 (E)

Subject: Resolution No. 12-001 (E): Approving \$18,681 Supplemental Appropriation from the General Fund (01) Unrestricted Fund Balance to Refund the Overpayment of City of Palmer Sales Tax to GCI Communications Corporation

Agenda of: October 23, 2012

Council Action: Second public hearing scheduled for December 4 _____

Approved for presentation by:

| | |
|---|---|
| City Manager City Attorney City Clerk |  |
| |  |
| |  |

Certification of Funds:

| | |
|---|---|
| Total amount of funds listed in legislation: | \$ <u>18,681</u> |
| This legislation (√): | |
| <input type="checkbox"/> Has no fiscal impact | |
| Creates: | |
| <input checked="" type="checkbox"/> A negative fiscal impact in the amount of: | \$ <u>18,681.00</u> |
| <input type="checkbox"/> A positive fiscal impact in the amount of: | \$ _____ |
| <input type="checkbox"/> Funds are budgeted from this (these) line item(s): | |
| ➤ | \$ _____ |
| <input checked="" type="checkbox"/> Funds are not budgeted. Budget modification is required. Affected line item(s): | |
| ➤ 01-01-10-6081 | \$ <u>18,681.00</u> |
| ➤ | \$ _____ |
| ➤ | \$ _____ |
| Unrestricted/undesignated fund balance (after budget modification) | \$ _____ |
| Director of Finance signature certifying funds: |  |

Attachment(s):

- Resolution 12-001 (E)

Summary statement: A request for a refund of sales tax was received from GCI Communications Corporation (GCI). This request is for City of Palmer sales tax that was incorrectly charged to customers with the Palmer zip code (99645) but street addresses outside of city limits. This sales tax was remitted to the City of Palmer. GCI has reimbursed its customers for two years worth of sales taxes incorrectly charged and collected. GCI is requesting a refund of sales tax from the City; however, it is limited to only one year.

According to PMC, Section 3.16.270 A. "if, through error or otherwise, a taxpayer pays to the city sales taxes to which the city is not entitled by law, the taxpayer may, within one year from the due date of the tax, apply in writing to the city director of administration for a refund". GCI notified the City of this issue in late 2011. This is within one year of the due date of the taxes. City Finance Department staff extensively reviewed the list presented by GCI of customers who did not live within City boundaries but paid City of Palmer sales tax to determine the accuracy of the data and adjust the refund as necessary. It has been determined that the City of Palmer owes GCI \$18,681.00 for sales tax erroneously collected by GCI and remitted to the City of Palmer.

The request of GCI Communication Corporation came via email:

Friday, December 30, 2011 10:15 AM
To: Marsha Bendle
Subject: FW: Message from KMBT_601

Attached are scanned copies of our amended returns. We refunded two year's worth of taxes to our customers who were billed sales tax in Palmer, however lived outside the city limits. We are forwarding 10 months of returns to comply with the regulations of the City of Palmer.

Also included is a spreadsheet containing customers who were refunded, including the amounts by month and the addresses we have on record. Please let me know if you need anything further and how this credit is to be taken by GCI.

I hope you have a pleasant holiday.

Linda McMahon
GCI Senior Accounting Manager

Administration recommendation: Adopt resolution no. 12-001 (E)

Introduced by: City Manager Griffin
First Public Hearing Date: October 23, 2012
Second Public Hearing Date: December 4, 2012
Date:
Action:
Vote:

| Yes: | No: |
|------|-----|
| | |

CITY OF PALMER, ALASKA

Resolution No. 12-001 (E)

A Resolution of the Palmer City Council Approving \$18,681 Supplemental Appropriation from the General Fund (01) Unrestricted Fund Balance to Refund the Overpayment of City Sales Tax to GCI Communications Corporation

WHEREAS, GCI Communication Corporation requested a refund of City of Palmer Sales Tax for sales tax collected and remitted for customers with a Palmer zip code but service addresses located outside City of Palmer boundaries; and

WHEREAS, Palmer Municipal Code 3.016.270 states, "if, through error or otherwise, a taxpayer pays to the city sales taxes to which the city is not entitled by law, the taxpayer may, within one year from the due date of the tax, apply in writing to the city director of administration for a refund"; and

WHEREAS, a refund of sales tax was not budgeted in the 2012 Fiscal Year Budget.

NOW, THEREFORE BE IT RESOLVED, by the Palmer City Council, to approve \$18,681 supplemental appropriation from the unrestricted general fund balance to refund the overpayment of sales tax to GCI Communications Corporation.

Passed and approved by the City Council of the City of Palmer, Alaska this ____ day of December, 2012.

Delena Goodwin Johnson, Mayor

Janette M. Bower, MMC, City Clerk



Item F – Action Memoranda

**CITY OF PALMER
ACTION MEMORANDUM NO. 12-064**

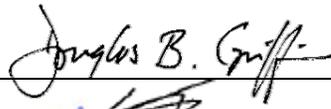
Subject: Authorize a \$1,000 Donation to the Palmer Food Bank in Honor of Former Mayor Henry Guinotte

Agenda of: December 4, 2012

Council Action: _____

Approved for presentation by:

City Manager
City Attorney
City Clerk





Certification of Funds:

| | |
|--|----------------|
| Total amount of funds listed in legislation: | \$ <u>1000</u> |
| This legislation (√): | |
| ____ Has no fiscal impact | |
| Creates: | |
| √ A negative fiscal impact in the amount of: | \$ <u>1000</u> |
| ____ A positive fiscal impact in the amount of: | \$ _____ |
| √ Funds are budgeted from this (these) line item(s): | |
| ➤ 01-02-10-6069 | \$ <u>1000</u> |
| ➤ | \$ _____ |
| ____ Funds are not budgeted. Budget modification is required. Affected line item(s): | |
| ➤ | \$ _____ |
| Unrestricted/undesignated fund balance (after budget modification) | \$ _____ |
| Director of Finance signature certifying funds: | _____ |

Summary statement: The Palmer Food Bank in its continuing efforts to supply food to needy Palmer families has requested a donation in the amount of \$1,000. Mayor Johnson requests the donation be authorized in honor of Former Mayor Henry Guinotte.

Administration recommendation: Approve action memorandum 12-064.

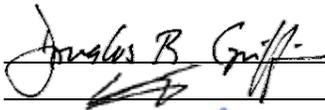
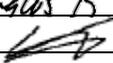
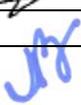
**CITY OF PALMER
ACTION MEMORANDUM NO. 12-074**

Subject: Authorize the City Manager to Negotiate and Execute Renewal Option One (1) for the First of Two Renewal Options with Eagle View Excavation in the amount of \$69 Per Hour for Snow Hauling of City Streets

Agenda of: December 4, 2012

Council Action: _____

Approved for presentation by:

| | |
|---|---|
| City Manager City Attorney City Clerk |  |
| |  |
| |  |

Certification of Funds:

| | |
|--|--|
| Total amount of funds listed in legislation: | \$ _____ |
| This legislation (√): | |
| <input type="checkbox"/> Has no fiscal impact | |
| Creates: | |
| <input checked="" type="checkbox"/> A negative fiscal impact in the amount of: | \$ <u>68,198.06</u> |
| <input type="checkbox"/> A positive fiscal impact in the amount of: | \$ _____ |
| | |
| <input checked="" type="checkbox"/> Funds are budgeted from this (these) line item(s): | |
| ➤ 01-17-40-6030 (FY12) | \$ <u>10,198.06</u> |
| ➤ 01-17-40-6030 (FY13) subject to council approval | \$ <u>58,000.00</u> |
| ➤ | \$ _____ |
| <input type="checkbox"/> Funds are not budgeted. Budget modification is required. Affected line item(s): | |
| ➤ | \$ _____ |
| ➤ | \$ _____ |
| ➤ | \$ _____ |
| Unrestricted/undesignated fund balance (after budget modification) | \$ _____ |
| Director of Finance signature certifying funds: |  _____ |

Attachment(s):

- Renewal Option One for Snow Hauling

Summary statement: This is an annual contract for snow hauling within the City limits. The contractor furnishes all materials, equipment, insurance, and labor necessary to provide snow hauling which includes trucks and drivers "on call" for the period of October 2012 through May

2013. The trucks are rated for hauling a minimum of eleven (11) cubic yards and the contractor may need to supply as many as eight (8) trucks and drivers for a snow event.

After a public bid process, Eagle View Excavation was awarded the contract in 2011 for a rate of \$69.00 per hour thru AM No. 11-061. This legislation (AM 12-074) is the first of two (2) renewal options for the 2011 contract.

Administration recommendation: Approve action memorandum 12-074.

RENEWAL OPTION ONE

MAINTENANCE AGREEMENT

Between the City of Palmer and Eagle View Excavation, Inc.

For Snow Hauling

This renewal option is made and entered into this 8th day of October, 2012, by and between the City of Palmer (City) and Eagle View Excavation, Inc. (Contractor). This document amends the Maintenance Agreement dated October 8, 2012, (the Agreement) between the City and Contractor for the Snow Hauling Services as follows:

1. SECTION 2. EFFECTIVE DATE/TERM. Is amended executes the second and final renewal option which extends the Term of the Agreement to May 30, 2013, there is one renewal option remaining.

All other provisions of this Agreement remain unchanged.

CITY OF PALMER

CONTRACTOR

 Douglas B. Griffin Date
 City Manager

Reed D. Dilley 10-8-12
 Reed Dilley, Date
 Eagle View Excavation, Inc.

Fund source & verification of funds for this project:

| | | | |
|---------------|-----------|-------------|-----------------------------|
| 01-17-40-6030 | (FY 2012) | \$10,198.06 | remaining |
| 01-17-40-6030 | (FY 2013) | \$58,000.00 | subject to Council approval |

 Verified By Date

**CITY OF PALMER
ACTION MEMORANDUM NO. 12-078**

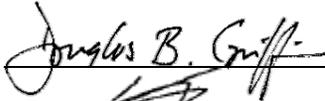
Subject: Authorize a \$500 Sponsorship of Colony Christmas 2012

Agenda of: December 4, 2012

Council Action: _____

Approved for presentation by:

City Manager
City Attorney
City Clerk





Certification of Funds:

| | |
|---|--|
| Total amount of funds listed in legislation: | \$ _____ 500 |
| This legislation (✓): _____ Has no fiscal impact | |
| Creates: | |
| ✓ A negative fiscal impact in the amount of: | \$ _____ 500 |
| _____ A positive fiscal impact in the amount of: | \$ _____ |
| ✓ Funds are budgeted from this (these) line item(s): | |
| ➤ 01-01-05-6103 CM Marketing | \$ _____ 500 |
| ➤ | \$ _____ |
| _____ Funds are not budgeted. Budget modification is required. Affected line item(s): | |
| ➤ | \$ _____ |
| Unrestricted/undesignated fund balance (after budget modification) | \$ _____ |
| Director of Finance signature certifying funds: |  _____ |

Summary statement: A donation to Colony Christmas will qualify the City to be sponsor of this event. This sponsorship will include the City of Palmer being mentioned in advertisements and emails. More importantly, this will show the City's support for this important event which is a long standing tradition in this community.

Administration recommendation: Approve action memorandum 12-078.

**CITY OF PALMER
ACTION MEMORANDUM NO. 12-077**

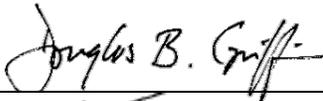
Subject: Confirm the Mayor's Appointment of Dan Lucas to the City of Palmer Planning and Zoning Commission

Agenda of: December 4, 2012

Council Action: _____

Approved for presentation by:

City Manager
City Attorney
City Clerk







Certification of Funds:

| | |
|--|--|
| Total amount of funds listed in legislation: | \$ <u>50 per regular & special meeting</u> |
| This legislation (√): | |
| ____ Has no fiscal impact | |
| Creates: | |
| <input checked="" type="checkbox"/> A negative fiscal impact in the amount of: | \$ <u>50 per regular & special meeting</u> |
| ____ A positive fiscal impact in the amount of: | \$ _____ |
| ____ Funds are budgeted from this (these) line item(s): | |
| ➤ 01-01-12-6059 | \$ <u>50 per regular & special meeting</u> |
| ➤ | \$ _____ |
| ____ Funds are not budgeted. Budget modification is required. Affected line item(s): | |
| ➤ | \$ _____ |
| Unrestricted/undesignated fund balance (after budget modification) | \$ _____ |
| Director of Finance signature certifying funds: | _____ |

Attachment(s):

- Application

Summary statement: Currently, there are two vacancies on the Planning and Zoning Commission.

Mr. Lucas has submitted his application and meets the code requirements for appointment. Once appointed, Mr. Lucas will fill the seat vacated by Ms. Mary Weir, with a term ending date of October 2014.

Administration recommendation: Approve action memorandum 12-077.



City of Palmer • City Clerk's Office
231 W. Evergreen Ave. Palmer, AK 99645
 907-761-1301 Fax: 907-745-0930

Board/Commission Application

Date: Oct. 26, 2012

Name of Board/Commission: Planning & Zoning

Name: Dan Lucas

Residence address: 1180 S. Margaret Ct.

Mailing address: Box 855 Palmer AK 99645

Phone number(s):

Home: 745-3444 Work: 745-2383 Cell: 3

Email address: d.lucas@mtaonline.net

Employer: Greatland Welding & Machine Occupation: machinist

Member or active interest in the following organizations:

Mat Valley mtn Bikers & Hikers

Moose Lodge

Please explain your main reason for applying:

As a life long resident with property interests in Palmer, I would like to participate in planning for our future

You are welcome to attach an outline of your education, work and volunteer experiences, and other interests. Please note: this form and all of the information contained on the form is subject to the Public Records Act. All information will be treated as public information.

Signature Dan Lucas Date Oct. 26, 2012

For office use only:

Date received: Oct. 26 By: Mayor Johnson

Board or Commission: Planning & Zoning

Vacant seat: Weir Term ending date: 10/2014

Attachments? Yes No



Item G – New Business

CITY OF PALMER
INFORMATION MEMORANDUM NO. 12-073
RESOLUTION NO. 12-049

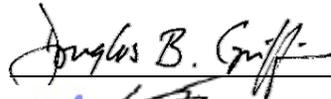
Subject: Resolution No. 12-049: Accepting and Appropriating the 2013 State of Alaska High Visibility Enforcement Overtime Grant 154AL-13-01-00(B)-7 in the Amount of \$49,715 to be Used for High Visibility DUI Enforcement Activities by the Palmer Police Department

Agenda of: December 4, 2012

Council Action: _____

Approved for presentation by:

City Manager
City Attorney
City Clerk





Certification of Funds:

| | |
|---|--|
| Total amount of funds listed in legislation: | \$ <u>49,715</u> |
| This legislation (√): | |
| <input type="checkbox"/> Has no fiscal impact | |
| Creates: | |
| <input type="checkbox"/> A negative fiscal impact in the amount of: | \$ _____ |
| <input checked="" type="checkbox"/> A positive fiscal impact in the amount of: | \$ <u>49,715</u> |
| <input type="checkbox"/> Funds are budgeted from this (these) line item(s): | |
| ➤ | \$ _____ |
| <input checked="" type="checkbox"/> Funds are not budgeted. Budget modification is required. Affected line item(s): | |
| ➤ 52-01-21-6015 (Regular Overtime) | \$ <u>32,979</u> |
| ➤ 52-01-21-6012 (Benefits) | \$ <u>13,076</u> |
| ➤ 52-01-21-6035 (Fuel) | \$ <u>3,660</u> |
| Unrestricted/undesignated fund balance (after budget modification) | \$ _____ |
| Director of Finance signature certifying funds: |  _____ |

Attachment(s):

- Resolution 12-049
- Grant Award Documents

Summary statement: The City of Palmer has applied to the State of Alaska Department of Transportation for grant monies in the amount of \$49,715 to fund high visibility over time DUI enforcement. That amount includes \$46,055 for officers to conduct additional DUI enforcement during high intensity periods when DUI crime tends to be high. The enforcement is strictly on an overtime basis and will not detract from routine patrol or other duties required of the Palmer Police Department. The enforcement is also voluntary on the part of the officers. The additional

\$3,660 is to cover additional fuel costs incurred by the extra enforcement activity.

DUI criminal activity represents a public safety concern due to increased risk of motor vehicle accidents and possible injury. The grant will allow for extra patrol specifically focused on detecting, investigating, and charging DUI offenders. The ultimate objective is the reduction of DUI crime and better motor vehicle safety for the community. During the course of their enforcement activities, officers also encounter and investigate other crimes and violations on their traffic stops. In the past these have include driving offenses, drug offenses, as well as simple speeding and other traffic violations. The officers address these crimes and violations as they arise, which is also a benefit to public safety.

Administration recommendation: Adopt resolution no. 12-049.

Introduced by: City Manager Griffin

Date: December 4, 2012

Action:

Vote:

Yes:

No:

| | |
|--|--|
| | |
|--|--|

CITY OF PALMER, ALASKA

Resolution No. 12-049

A Resolution of the Palmer City Council Accepting and Appropriating the 2013 State of Alaska High Visibility Enforcement Overtime Grant 154AL-13-01-00(B)-7 in the Amount of \$49,715 to be Used for High Visibility DUI Enforcement Activities by the Palmer Police Department

WHEREAS, alcohol and drug DUI crime is a public safety concern for the citizens of the City of Palmer; and

WHEREAS, the Palmer Police Department is tasked with detecting, investigating, and charging offenders of DUI crime; and

WHEREAS, the Palmer Police Department has been awarded \$49,715.00 under the State of Alaska Department of Transportation 2013 High Visibility Enforcement Grant for overtime DUI enforcement activities.

NOW, THEREFORE, BE IT RESOLVED by the Palmer City Council to accept and appropriate \$49,715.00 from the State of Alaska Department of Transportation to be used for Palmer police officers to engage in overtime high visibility DUI enforcement activities during dedicated enforcement periods from October 1, 2012 through September 30, 2013.

ORIGINAL SCOPE OF WORK

The City proposes to use the funds from the State of Alaska Department of Transportation to fund voluntary overtime for Palmer Police Department patrol officers to engage in high visibility enforcement of DUI laws. The enforcement will consist of extra patrol dedicated to detection, investigation, and prosecution of alcohol and drug DUI cases, which are a public safety concern for the citizens of the City of Palmer. Enforcement periods are specifically identified by the State of Alaska in the grant document and focus on holiday periods or other times when DUI activity tends to be high.

BUDGET

| | |
|--------------------------------------|-----------------------------------|
| Alaska Division of Homeland Security | \$49,715.00 |
| City of Palmer Funds: | <u>\$0.00 (No match required)</u> |
| Total Project Budget: | \$49,715.00 |

Passed and approved by the City Council of the City of Palmer, Alaska this fourth day of December 2012.

DeLena Goodwin Johnson, Mayor

Janette M. Bower, MMC, City Clerk



High Visibility Enforcement Pre-Award Coordinator Check List

State of Alaska, DOT & PF

P.O. Box 112500

Juneau, AK 99801-2500

Ph: 907-465-2446

Fx: 907-465-4030

dot.alaska.gov/highwaysafety

Organization and grant name _____

Please follow along during the Pre-Award Teleconference and Initial each Item as it is reviewed.

| | |
|----------|-----------------------------------|
| X | Grant Agreement Notice to Proceed |
| X | Match Agreement |
| X | Enforcement Agreement |
| X | Agreement Conditions |
| X | High Visibility Guidelines |

Grantee Requirements to Report to AHSO Check List

| | |
|----------|---|
| X | Reimbursement Claim Form (Please use revised form) http://www.dot.state.ak.us/stwdplng/hwysafety/forms.shtml |
| X | Daily Reporting Form (Police Officers) |
| x | Enforcement Period Report (For Each Enforcement Period) |
| X | Press Release & Media Advertising (Either earned and/or Paid) for each Enforcement Period |
| X | Before Each Enforcement Period |
| X | During Each Enforcement Period |
| X | After Each Enforcement Period |

AGREEMENT CONDITIONS

THE FOLLOWING CONDITIONS ARE A PART OF THE PROJECT AGREEMENT AND, AS SUCH, ARE BINDING ON ALL PARTIES TO THE PROJECT AGREEMENT:

- A. **Property:** State and Local Agencies and Other Non-State Sub grantees: Equipment and other property acquired under this Agreement for use in highway safety projects shall be used and kept in operation for highway safety purposes. State Agencies: Property management standards described in the “State Property Accounting Manual” will be used in accounting for equipment purchased under this Agreement. Local Agencies and Other Non-State Sub grantees: Standards for property management described in 49 CFR 18.32(c) through (e) will be used in accounting for equipment purchased under this Agreement. The Applicant Agency shall seek disposition instructions from the Alaska Highway Safety Office prior to disposing of any item of equipment purchased under this project. Nothing in this Agreement shall prevent the Applicant Agency from following existing property management standards that exceed the requirements set out in 49 CFR 18.32(c) through (e).
- B. **Copyright:** The Alaska Highway Safety Office and the U.S. Department of Transportation reserves a royalty-free, nonexclusive and irrevocable license to reproduce, publish or otherwise use, and to authorize others to use, for State or federal government purposes: (1) the copyright in any work developed under a grant, sub grant, or contract under a grant or sub grant; and (2) any rights of copyright to which a grantee, sub grantee, or a contractor purchases ownership with grant support.
- C. **Sub Awards to Debarred and Suspended Parties:** Grantees and sub grantees must not make any award (sub grant or contract) at any tier to any party which is debarred or suspended or is otherwise excluded from or ineligible for participation in federal assistance programs under Executive Order 12549, “Debarment and Suspension.”
- D. **Standards for Americans with Disabilities:** Grantees, contractors, and others who receive funding from the State of Alaska, Department of Transportation and Public Facilities, to provide a service or services to the general public as an agent of the state must certify that all programs, services, and activities operated under the grant or contract are made available to the general public in compliance with the Americans with Disabilities Act of 1990. Grant or contract recipients are subject to state review.
- E. **Procurement Standards:** Grantees and sub grantees will use their own procurement procedures which reflect applicable State and local laws and regulations, provided that the procurements conform to applicable federal law and the standards identified in 49 CFR 18.36.
- F. **Progress Reports:** The Applicant Agency will submit quarterly narrative progress reports which must include an update on grant performance measures, by the 15th of the month following the end of each calendar quarter and an annual evaluation report by October 30th during the life of the project.

Exceptions

- 1. High Visibility Enforcement Overtime Individual Enforcement Period Reports are to be submitted by 30 days following Last Day of Enforcement Activity.

- G. **Financial Reports:** The Applicant Agency certifies that it has an accounting system capable of properly accounting for expenditures made under this project. Claims for costs incurred must be submitted on a monthly basis. Claims must be accompanied by supporting documentation. All claims shall be submitted by the 15th of the following month expenditures occur.

Exceptions

- 1. Travel expenditures shall be submitted by the 15th of the following month after completion of travel.
- 2. High Visibility Enforcement Overtime Claims are to be submitted by 30 days following Last Day of Enforcement Activity.

- H. **Motorcycle-related Advertisements:** All motorcycle-related advertising must have approval of the Alaska Motorcycle Safety Advisory Committee (AMSAC) http://www.dot.state.ak.us/stwdplng/hwysafety/motorcycle_safety.shtml
- I. **News Releases:** The Alaska Highway Safety Office encourages agencies to publicize Highway Safety project approval. The Alaska Highway Safety Office shall be named as the granting agency in any news releases announcing the approval of this project. Any subsequent news releases written by the Applicant Agency shall mention the Alaska Highway Safety Office.
- J. **Highway Safety Tag:** The Alaska Highway Safety Office shall be noted as the sponsor or co-sponsor in any public information materials developed under a highway safety project. This requirement includes: public service announcements on radio and

television, newspaper advertisements, pamphlets and brochures, and promotional “give-aways” such as bumper stickers, key chains, etc. Promotional items must include the “Target Zero” logo or wording to support the Alaska Strategic Traffic Safety Plan as well as the type or national/state slogan of a national or state driver behavior program: Impaired Driving, Occupant protection, Traffic Records, Motorcycle Safety, etc. Examples of a national program: “Click It Or Ticket”, and “Drive Sober Or Get Pulled Over”. **Record**

- K. **Retention:** All financial and programmatic records, supporting documents, statistical records, and other records of the Applicant Agency which are required to be maintained by the terms of 49 CFR 18.42 and other records reasonably considered as pertinent to program regulations or the project agreement must be retained for a period of three years after submittal of the final claim. Additional record retention requirements may be found in 49 CFR 18.42 and are incorporated and made part of this Agreement by reference. The awarding agency and the Comptroller General of the United States, or any of their authorized representatives, shall have the right of access to any pertinent books, documents, papers, or other records of grantees and sub grantees which are pertinent to the grant, in order to make audits, examinations, excerpts, and transcripts.
- L. **Enforcement:** If the Applicant Agency materially fails to comply with any term of this Agreement, the Alaska Highway Safety Office may take one or more of the actions listed in 49 CFR 18.43(a)(1) through (5), as appropriate in the circumstances. Additional provisions for enforcement are listed in 49 CFR 18.45(b) through (d).
- M. **Termination for Convenience:** Except as provided in 49 CFR 18.43, this Agreement may be terminated in whole or in part only as follows: (a) by the Alaska Highway Safety Office with the consent of the Applicant Agency, in which case the two parties shall agree upon the termination conditions, including the effective date, and, in the case of partial termination, the portion to be terminated, or (b) by the Applicant Agency upon written notification to the Alaska Highway Safety Office, setting forth the reasons for such termination, the effective date, and, in the case of partial termination, the portion to be terminated. If, however, in the case of a partial termination, the Alaska Highway Safety Office determines that the remaining portion of this Agreement will not accomplish the purposes for which the award was made, the Alaska Highway Safety Office may terminate the Agreement in its entirety under either 49 CFR 18.43 or paragraph (a) of this section.
- N. **Audit:** The Applicant Agency agrees to arrange for a financial and compliance audit as required under the Single Audit Act of 1984 and to provide a copy of the final audit report to the Alaska Highway Safety Office upon request. The CFDA (Catalog of Federal Domestic Assistance) number of the State and Community Highway Safety Program is 20.600-20.613. The financial agency responsible for arranging for the audit shall be advised by the applicant agency of this number.
- O. **Laws of Alaska:** This Agreement shall be governed in all respects by the laws of the State of Alaska.
- P. **Limited English Proficient Persons (LEP) Guidance:** There are two federal authorities, title VI of the civil Rights Act of 1964 and the Presidential Executive Order (EO) 13166, Improving Access to Services for Persons with Limited English Proficiency, that require the ADOT&PF to provide LEP persons with meaningful access to programs, activities and services. To fully implement Title VI and EO 13166, the US DOT published guidance to its recipients of federal assistance on December 14, 2005 in the Federal Register. ADOT&PF is required to take reasonable steps to ensure meaningful access to their programs and activities by LEP persons. By 2/2/2008, the department’s Civil Rights Office staff had developed a plan, in cooperation with staff from all three regions. A policy and procedure manual is being created to explain how to implement this plan. If you have any questions, please contact the Civil Rights Manager, at 907 269-0850.
- Q. **Buy America Act:** Only steel, iron and manufactured products produced in the United States may be purchased with Federal funds unless the Secretary of Transportation determines that such domestic purchases would be inconsistent with the public interest; that such materials are not reasonably available and of a satisfactory quality; or that inclusion of domestic materials will increase the cost of the overall project contract by more than 25 percent. Clear justification for the purchase of non-domestic items must be in the form of a waiver request submitted to and approved by the Secretary of Transportation.
- R. **Political Activity (Hatch Act)** The Applicant Agency will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.

| | |
|--|---------------|
| _____ Name of Authorizing Official | |
| _____ Signature of Authorizing Official | _____ Date |

CERTIFICATION REGARDING FEDERAL LOBBYING:

Certification for Contracts, Grants, Loans, and Cooperative Agreements:

The undersigned certifies, to the best of his or her knowledge and belief, that:

- (1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.
- (2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure Form to Report Lobbying," in accordance with its instructions.
- (3) The undersigned shall require that the language of this certification be included in the award documents for all sub-award at all tiers (including subcontracts, sub grants, and contracts under grant, loans, and cooperative agreements) and that all sub recipients shall certify and disclose accordingly.

This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

RESTRICTION ON STATE LOBBYING

None of the funds under this program will be used for any activity specifically designed to urge or influence a State or local legislator to favor or oppose the adoption of any specific legislative proposal pending before any State or local legislative body. Such activities include both direct and indirect (e.g., "grassroots") lobbying activities, with one exception. This does not preclude a State official whose salary is supported with NHTSA funds from engaging in direct communications with State or local legislative officials, in accordance with customary State practice, even if such communications urge legislative officials to favor or oppose the adoption of a specific pending legislative proposal.

Name of Authorizing Official

Signature of Authorizing Official

Date



Grant Agreement Notice to Proceed

State of Alaska, DOT & PF
P.O. Box 112500
Juneau, AK 99801-2500
Ph: 907-465-2446
Fx: 907-465-4030
dot.alaska.gov/highwaysafety

| | |
|--|--|
| Grantee Name and Address: | Title/ Short Description: |
| Palmer PD 4230S. Valley Way Plamer, AK 99645 | High Visibility Enforcement Overtime Grant |

Supplemental Agreements: Check all that apply.

Match Agreement
 Enforcement Agreement
 Law Enforcement Liaison Agreement

Action Requested:

New Setup
 Add Funds
 Reduce Funds
 Closure (Decrease)

Revision of Funds: Please provide explanation of funding change and budget breakdown.

| FUNDING SUMMARY | | | |
|--|-----------------------|--------------------------|-----------------------|
| Budgets Approved for this NTP | | | |
| Budget Category | Current Budget Totals | AHSO Increase (Decrease) | Revised Budget Totals |
| (100) Personnel Services | \$ - | \$ 46,055.00 | \$ 46,055.00 |
| (200) Travel & Per Diem | \$ - | \$ - | \$ - |
| (300) Contractual Services | \$ - | \$ 3,660.00 | \$ 3,660.00 |
| (400) Commodities | \$ - | \$ - | \$ - |
| (500) Equipment | \$ - | \$ - | \$ - |
| (Indirect Costs) | \$ - | \$ - | \$ - |
| TOTALS | \$ - | \$ 49,715.00 | |
| TOTAL AMOUNT AUTHORIZED TO DATE | | | \$ 49,715.00 |

Explanation of Approved Grant Application & Activity Dates:

Activities as outlined in the FFY 2013 Grant Application covering the period of October 1, 2012 - Sep. 30, 2013.

| AHSO USE ONLY | | | |
|-----------------------------|---|-------------|-----------------------------|
| Project Control Programming | | | NTP #: 1 |
| Collocation Code | Program Code | Ledger Code | Account Code |
| 24462421 | 57870 | 30187982 | 77436 |
| Project # | <input type="checkbox"/> RSA(Interstate Agency) <input checked="" type="checkbox"/> EN (Outer State Agency) | | Project End Date: 9/30/2013 |
| 83576 | | | CFDA #: 20.607 |

| Project Control Programming Approved | | | |
|---|------------------|--|------------------|
| Program Control Agent Name: Cynthia Johnson | | Accounting Technician Name: Stefanie Bingham | |
| Signature | 10.15.12 Date | Signature | 10/19/12 Date |

You may proceed with the activities for the Categories and specific Tasks enumerated above in the Funding Summary. Any activities beyond the written scope and/or any costs above the price estimate in our Agreement require prior AHSO approval and a Project Revision. Actual cost underrun of the Contract Amount for any Category shall not routinely accumulate for other Categories. AHSO reserves the right to retain or reallocate any remaining funds resulting from such cost underruns. Conditions to this agreement are as outlined in the "Agreement Conditions" Section 4 of the application for grant, **CONDITIONS ARE A PART OF THE PROJECT AGREEMENT AND, AS SUCH, ARE BINDING ON ALL PARTIES TO THE PROJECT AGREEMENT.**

This NTP is cumulative and supersedes all prior NTPs for this Agreement.

The AHSO Administrator for this NTP is: Tammy Kramer

| | |
|--|---|
| Issued for the Contracting Agency per ADOT&PF Policy #01.01.050 by: Tammy Kramer Signature | Accepted for the Grantee by: Signature |
| 10.19.12 Date | Date |



Supplemental DUI Enforcement Agreement

State of Alaska, DOT & PF
P.O. Box 112500
Juneau, AK 99801-2500
Ph: 907-465-2446
Fx: 907-465-4030
dot.alaska.gov/highwaysafety

| | |
|--|---|
| Grantee Name and Address: Palmer PD 423 S. Valley Way Palmer, Alaska 99645 | Title/ Short Description: High Visibility Enforcement |
|--|---|

Action Requested New Setup Revision of Agreement: Please provide change in the Enforcement Plan Breakdown.

| | |
|--|---------------------|
| ACTUAL COST OF OVERTIME TO INCLUDE BENEFITS IS NOT TO EXCEED THE FOLLOWING AMOUNT INCLUDING VEHICLE USAGE | \$ 50,000.00 |
|--|---------------------|

| Enforcement Plan Breakdown | | | | |
|--|----------------------|--------|---------------------|---------------------|
| Enforcement Period | Budget of Time/Hours | | | Budget |
| | EXPENSE ITEMS | HOURS | AVERAGE HOURLY | |
| Pre- Holiday Season (Required) December 1st - 11th, 2012 | Hours | | \$ 75.50 | \$ 11,325.00 |
| | Vehicle Usage | 150.00 | \$ 6.00 | \$ 900.00 |
| Enforcement Period Total: | | | | \$ 12,225.00 |
| Holiday (Required) December 12th - January 1st, 2013 | Hours | | \$ 75.50 | \$ 11,325.00 |
| | Vehicle Usage | 150.00 | \$ 6.00 | \$ 900.00 |
| Enforcement Period Total: | | | | \$ 12,225.00 |
| Superbowl (Optional) Febuary 3rd, 2013 | Hours | | \$ 75.50 | \$ 2,642.50 |
| | Vehicle Usage | 35.00 | \$ 6.00 | \$ 210.00 |
| Enforcement Period Total: | | | | \$ 2,852.50 |
| St. Patrick's Day (Optional) March 16th - 17th, 2013 | Hours | | \$ 75.50 | \$ 3,020.00 |
| | Vehicle Usage | 40.00 | \$ 6.00 | \$ 240.00 |
| Enforcement Period Total: | | | | \$ 3,260.00 |
| Independence Day (Required) July 4th, 2013 | Hours | | \$ 75.50 | \$ 2,642.50 |
| | Vehicle Usage | 35.00 | \$ 6.00 | \$ 210.00 |
| Enforcement Period Total: | | | | \$ 2,852.50 |
| National Impaired Driving Crackdown (Required) August 16th-September 2nd, 2013 | Hours | | \$ 75.50 | \$ 15,100.00 |
| | Vehicle Usage | 200.00 | \$ 6.00 | \$ 1,200.00 |
| Enforcement Period Total: | | | | \$ 16,300.00 |
| Total Hours | | | \$ 46,055.00 | |
| Total Vehicle Usage | | | \$ 3,660.00 | |
| GRAND TOTAL of Enforcement Periods | | | | \$ 49,715.00 |

Purpose/Objectives: In order to reduce deaths and injuries caused by impaired drivers and to increase compliance with Alaska's primary seat belt law, the Grantee will conduct high-visibility seat belt and DUI enforcement as detailed in the Alaska Strategic Enforcement Partnership Enforcement Plan submitted to the Alaska Highway Safety Office in April 2006. The Palmer Police Department agrees to participate in the following enforcement blitzes from October 1, 2012 through September 30, 2013. As a guideline, a minimum of three (3) self-initiated contacts per hour funded with a 'desired outcome' of contacting as many violators as possible should be made. **Allowable use of funds is for overtime salary @ 1.5 times the normal rate, wages and benefits of commissioned personnel in direct support of operational activity.** To receive reimbursement for personnel services the department must provide activity sheets, overtime hours worked and the overtime hourly rates for each officer.

Agreement are as outlined above for FFY 2013 Grant period of October 1, 2012 - Sep. 30, 2013.

Project Control DUI Enforcement Agreement Approved

| | |
|---|------------------------------|
| Program Control Agent Name: Cynthia Johnson | Accepted for the Grantee by: |
| Signature _____ Date <u>10-15-12</u> | Signature _____ Date _____ |

You may proceed with the activities for the Categories and specific Tasks enumerated in the above Enforcement Agreement. Conditions to this agreement are as outlined in the "Agreement Conditions" **CONDITIONS ARE A PART OF THE PROJECT AGREEMENT AND, AS SUCH, ARE BINDING ON ALL PARTIES TO THE PROJECT AGREEMENT.**

This Enforcement Agreement is cumulative and supersedes all prior Enforcement Agreements.

The AHSO Administrator for this NTP is: Tammy Kramer
 Issued for the Contracting Agency per ADOT&PF Policy #01.01.050 by: Tammy Kramer

| | |
|--|---------------|
| Signature _____ Date <u>10-19-12</u> | Page 38 of 73 |
|--|---------------|

Dalrymple Law, P.C.



October 15, 2012

Mayor DeLena Johnson
City of Palmer
231 W. Evergreen Avenue
Palmer, Alaska 99645

Re: Intersection of Evergreen and Cobb

Dear Mayor Johnson:

This letter is written in support of the addition of a cross-walk or traffic signal at the intersection of Evergreen and Cobb Street in Palmer.

My business is located at 927 S. Cobb Street and I walk to many local businesses in the area for both professional and personal services. I also have a son who attends Palmer Junior Middle School and walks to my office after school.

I have had occasion to observe the above intersection, as I'm sure you have from your location at the City offices. There are children from the high school and middle school attempting to cross Evergreen to and from Fred Meyer and other businesses on a daily basis with no traffic guidance, warning or notice provided for their safety. It is challenging enough to make a left hand turn in a vehicle on that intersection but the safety of pedestrians is my primary concern.

There is no convenient cross-walk nearby and the main access to Palmer via Evergreen combined with the location of Fred Meyer make for a very busy and dangerous intersection. We are all lucky that there has not been a tragedy at that location.

The City must act to remedy this dangerous condition. Thank you for your consideration.

Very truly yours,

Dalrymple Law, P.C.

DanaLyn Dalrymple

927 South Cobb Street, Palmer, AK 99645 • Phone: (907) 745-6332 Fax: (907) 745-6331
danalyn@matsulaw.com • www.matsulaw.com

Business • Real Estate • Wills & Probate



Delena G. Johnson

Mayor

Phone: (907) 761-1315

Fax: (907) 745-0930

Email: djohnson@palmerak.org

231 West Evergreen Avenue

Palmer, Alaska 99645-6952

www.cityofpalmer.org

October 25, 2012

DanaLyn Dalrymple
927 South Cobb Street
Palmer, AK 99645

RE: Intersection of Evergreen and Cobb

Ms. Dalrymple:

Thank you for expressing your concern regarding the addition of a crosswalk at the intersection of Evergreen and Cobb streets. Public safety is of utmost concern to me and I am familiar with the issue, as I can also see the intersection from my office.

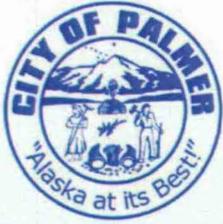
I have passed along your letter to City Manager Griffin (please see attached), as well as my fellow City Council members. I have also requested City Manager Griffin prepare a report addressing the issue and possible solutions to be presented to the Council for consideration at the November 20, 2012 city council meeting. A time for audience participation will be set aside before the Council makes a decision, and you are encouraged to attend and voice your concerns.

Should you have any questions or like to meet with the City Manager I prior to the November 20th meeting please do not hesitate to contact me at (907) 355-8866.

Sincerely,

DeLena Johnson
Mayor

City of Palmer



Delena G. Johnson
Mayor

Phone: (907) 761-1315
Fax: (907) 745-0930
Email: djohnson@palmerak.org

231 West Evergreen Avenue
Palmer, Alaska 99645-6952
www.cityofpalmer.org

October 30, 2012

Douglas Griffin
City of Palmer
231 West Evergreen Avenue
Palmer, AK 99645

RE: Intersection of Evergreen and Cobb

City Manager Griffin:

I was recently contacted regarding the need for a crosswalk at the intersection of Evergreen and Cobb Streets by Ms. DanaLyn Dalrymple of Dalrymple Law, P.C., located at 927 S. Cobb Street.

Public safety is a top priority and I would appreciate your preparation of a report addressing this issue and possible improvements to be presented to Council at the November 20, 2012 city council meeting. I have requested the item be added to the agenda of the 20th and I am looking forward to a report addressing this local business person's safety concerns.

Sincerely,

DeLena Johnson
Mayor

City of Palmer

Introduced by: City Manager Griffin
 Date: November 27, 2012
 Public Hearing (1 of 2): November 27, 2012
 Public Hearing (2 of 2): December 11, 2012
 Action:
 Vote:

| Yes: | No: |
|------|-----|
| | |

CITY OF PALMER, ALASKA

Resolution No. 13-001

A Resolution of the Palmer City Council Adopting a Budget for the City of Palmer, Alaska for the Fiscal Year Beginning January 1, 2013, and Ending December 31, 2013, and Appropriating Monies

WHEREAS, as required in Chapter VI of the City of Palmer Municipal Charter, a public hearing regarding the City of Palmer Fiscal Year 2013 Budget was held on Tuesday, November 27, 2012 and continued on Tuesday, December 11, 2012; and

WHEREAS, the Palmer City Council has reviewed the budget presented by the City Manager for the 2013 fiscal year.

NOW, THEREFORE, THE CITY OF PALMER, ALASKA RESOLVES:

Section 1. That the budget presented to the Council by the City Manager for the fiscal year 2013 has been reviewed by the City Council.

Section 2. That money shall be appropriated from the all City funds as follows:

| | Revenues |
|-----------------------|----------------------|
| General Fund (01) | \$ 10,858,961 |
| Enterprise Fund | |
| Water/Sewer (02) | \$ 2,008,500 |
| Airport (03) | \$ 187,406 |
| Solid Waste (05) | \$ 442,000 |
| Golf Course (15) | \$ 789,500 |
| Capital Projects | |
| Projects (08) | \$ 30,000 |
| Special Revenue | |
| Narcotics Grants (53) | \$ 115,222 |
| Total Revenues | \$ 14,431,589 |

| Expenditures | |
|----------------------------------|----------------------|
| General Fund (01) | \$ 10,662,870 |
| Water/Sewer Fund (02) | \$ 1,812,176 |
| Airport Fund (03) | \$ 242,625 |
| Solid Waste Collection Fund (05) | \$ 544,295 |
| Golf Course (15) | \$ 766,345 |
| Narcotics Grant (53) | \$ 115,222 |
| Subtotal Expenditures | \$ 14,143,533 |
| Capital Improvements | |
| Capital Projects (08) | \$ 30,000 |
| Total Expenditures | \$ 14,173,533 |

Section 3. That the rate of tax levy for the City of Palmer, Alaska for the fiscal year 2013 shall be fixed at 3.00 mills upon each dollar of assessed taxable real and personal property. The revenue from this tax levy is to be used for city purposes.

Section 4. That the 2013 budget is hereby approved for all funds in the amounts and for the purposes as stated above. The supporting line item budget detail as presented by the administration and reviewed by council is incorporated as part of this budget resolution.

Section 5. That the City of Palmer Fiscal Year 2013 operating budget is adopted for a period of one (1) year, that being from January 1, 2013, through December 31, 2013.

Section 6. That the attached fee schedule is hereby adopted for a period of one (1) year, that being from January 1, 2013, through December 31, 2013.

Passed and approved by the City Council of the City of Palmer, Alaska, this eleventh day of December, 2012.

DeLena Johnson, Mayor

Janette M. Bower, CMC, City Clerk

Introduced by: City Manager Griffin
Date: November 27, 2012
Public Hearing (1 of 2): November 27, 2012
Public Hearing (2 of 2): December 11, 2012
Action:
Vote:

| Yes: | No: |
|------|-----|
| | |

CITY OF PALMER, ALASKA

Resolution No. 13-002

A Resolution of the Palmer City Council Approving the City of Palmer Employee Pay Plan

WHEREAS, the City of Palmer wishes to approve the attached pay plan for the compensation of employees;

NOW, THEREFORE, BE IT RESOLVED by the Palmer City Council that the City of Palmer amends its employee compensation pay plan by adopting the attached "City of Palmer Pay Plan-January 1, 2013" with the effective date of the pay plan to be January 1, 2013.

Passed and approved by the City Council of the City of Palmer, Alaska, this eleventh day of December, 2012.

DeLena Johnson, Mayor

Janette M. Bower, MMC, City Clerk

CITY OF PALMER PAY PLAN -- January 1, 2013
(Beginning of pay period)

Implement:
 Approved: City Council -

2 yrs 4 yrs 7 yrs 10 yrs
 3.5% increase after employee reaches step 9

| Level Classification by Job Title | LEVEL/STEP | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 3.5% increase after employee reaches step 9 | | | | |
|--|------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---|---------|---------|---------|---------|
| | | | | | | | | | | | | 15 | 16 | 17 | 18 |
| Seasonal Groundskeeper | 1 | 1/1 | 1/2 | 1/3 | 1/4 | 1/5 | 1/6 | 1/7 | 1/8 | 1/9 | | | | | |
| | | 10.42 | 10.84 | 11.27 | 11.72 | 12.20 | 12.68 | 13.18 | 13.71 | 14.26 | Hourly | 14.75 | 15.26 | 15.80 | 16.36 |
| | | 833.60 | 867.20 | 901.60 | 937.60 | 976.00 | 1014.40 | 1054.40 | 1096.80 | 1140.80 | Bi-weekly | 1180.00 | 1220.80 | 1264.00 | 1308.80 |
| | | 21,674 | 22,547 | 23,442 | 24,378 | 25,376 | 26,374 | 27,414 | 28,517 | 29,661 | Annual | 30,680 | 31,741 | 32,864 | 34,029 |
| Arena Attendant PT Janitor/ Light Maintenance Library Technician PT | 2 | 2/1 | 2/2 | 2/3 | 2/4 | 2/5 | 2/6 | 2/7 | 2/8 | 2/9 | | | | | |
| | | 11.92 | 12.39 | 12.89 | 13.40 | 13.94 | 14.49 | 15.07 | 15.68 | 16.30 | Hourly | 16.87 | 17.46 | 18.07 | 18.69 |
| | | 953.60 | 991.20 | 1031.20 | 1072.00 | 1115.20 | 1159.20 | 1205.60 | 1254.40 | 1304.00 | Bi-weekly | 1349.60 | 1396.80 | 1445.60 | 1495.20 |
| | | 24,794 | 25,771 | 26,811 | 27,872 | 28,995 | 30,139 | 31,346 | 32,614 | 33,904 | Annual | 35,090 | 36,317 | 37,586 | 38,875 |
| Library Assistant, Library Specialist Receptionist & Cashier PT Seasonal Groundskeeper (2 positions) | 3 | 3/1 | 3/2 | 3/3 | 3/4 | 3/5 | 3/6 | 3/7 | 3/8 | 3/9 | | | | | |
| | | 13.40 | 13.94 | 14.49 | 15.07 | 15.68 | 16.30 | 16.95 | 17.63 | 18.33 | Hourly | 18.97 | 19.63 | 20.32 | 21.03 |
| | | 1072.00 | 1115.20 | 1159.20 | 1205.60 | 1254.40 | 1304.00 | 1356.00 | 1410.40 | 1466.40 | Bi-weekly | 1517.60 | 1570.40 | 1625.60 | 1682.40 |
| | | 27,872 | 28,995 | 30,139 | 31,346 | 32,614 | 33,904 | 35,256 | 36,670 | 38,126 | Annual | 39,458 | 40,830 | 42,266 | 43,742 |
| Admin Asst - CD (2), PW Admin Asst - Mayor Receptionist & Cashier | 4 | 4/1 | 4/2 | 4/3 | 4/4 | 4/5 | 4/6 | 4/7 | 4/8 | 4/9 | | | | | |
| | | 14.85 | 15.45 | 16.07 | 16.71 | 17.38 | 18.07 | 18.79 | 19.54 | 20.32 | Hourly | 21.03 | 21.76 | 22.53 | 23.32 |
| | | 1188.00 | 1236.00 | 1285.60 | 1336.80 | 1390.40 | 1445.60 | 1503.20 | 1563.20 | 1625.62 | Bi-weekly | 1682.40 | 1740.80 | 1802.40 | 1865.60 |
| | | 30,888 | 32,136 | 33,426 | 34,757 | 36,150 | 37,586 | 39,083 | 40,643 | 42,266 | Annual | 43,742 | 45,261 | 46,862 | 48,506 |
| Admin Asst - Public Safety Arena Operations & Groundskeeper Foreman Arena Specialist, Maintenance Worker Planning & Code ComplianceTech | 5 | 5/1 | 5/2 | 5/3 | 5/4 | 5/5 | 5/6 | 5/7 | 5/8 | 5/9 | | | | | |
| | | 16.37 | 17.03 | 17.71 | 18.42 | 19.16 | 19.92 | 20.71 | 21.54 | 22.40 | Hourly | 23.19 | 24.00 | 24.84 | 25.71 |
| | | 1309.60 | 1362.40 | 1416.80 | 1473.60 | 1532.80 | 1593.60 | 1656.80 | 1723.20 | 1792.00 | Bi-weekly | 1855.20 | 1920.00 | 1987.20 | 2056.80 |
| | | 34,050 | 35,422 | 36,837 | 38,314 | 39,853 | 41,434 | 43,077 | 44,803 | 46,592 | Annual | 48,235 | 49,920 | 51,667 | 53,477 |
| Accounting Technician I, Dispatcher I Evidence & Records Custodian Lib Srvs Coordinator, W/WW Operator I Solid Waste Collector PT Airport Tech | 6 | 6/1 | 6/2 | 6/3 | 6/4 | 6/5 | 6/6 | 6/7 | 6/8 | 6/9 | | | | | |
| | | 17.87 | 18.58 | 19.32 | 20.10 | 20.90 | 21.73 | 22.60 | 23.50 | 24.44 | Hourly | 25.30 | 26.18 | 27.10 | 28.05 |
| | | 1429.60 | 1486.40 | 1545.60 | 1608.00 | 1672.00 | 1738.40 | 1808.00 | 1880.00 | 1955.20 | Bi-weekly | 2024.00 | 2094.40 | 2168.00 | 2244.00 |
| | | 37,170 | 38,646 | 40,186 | 41,808 | 43,472 | 45,198 | 47,008 | 48,880 | 50,835 | Annual | 52,624 | 54,454 | 56,368 | 58,344 |
| Building Inspector, Dispatcher II Equipment Operator, Mechanic Police Officer I Utility Meter Reader & Laborer W/WW Operator II | 7 | 7/1 | 7/2 | 7/3 | 7/4 | 7/5 | 7/6 | 7/7 | 7/8 | 7/9 | | | | | |
| | | 19.36 | 20.14 | 20.94 | 21.77 | 22.65 | 23.56 | 24.49 | 25.47 | 26.49 | Hourly | 27.42 | 28.38 | 29.37 | 30.40 |
| | | 1548.80 | 1611.20 | 1675.20 | 1741.60 | 1812.00 | 1884.80 | 1959.20 | 2037.60 | 2119.20 | Bi-weekly | 2193.60 | 2270.40 | 2349.60 | 2432.00 |
| | | 40,269 | 41,891 | 43,555 | 45,282 | 47,112 | 49,005 | 50,939 | 52,978 | 55,099 | Annual | 57,034 | 59,030 | 61,090 | 63,232 |
| Accounting Technician II Arena Manager Deputy City Clerk Executive Secretary Utilities Foreman | 8 | 8/1 | 8/2 | 8/3 | 8/4 | 8/5 | 8/6 | 8/7 | 8/8 | 8/9 | | | | | |
| | | 20.84 | 21.67 | 22.54 | 23.44 | 24.38 | 25.36 | 26.37 | 27.42 | 28.51 | Hourly | 29.51 | 30.54 | 31.61 | 32.71 |
| | | 1667.20 | 1733.60 | 1803.20 | 1875.20 | 1950.40 | 2028.80 | 2109.60 | 2193.60 | 2280.80 | Bi-weekly | 2360.80 | 2443.20 | 2528.80 | 2616.80 |
| | | 43,347 | 45,074 | 46,883 | 48,755 | 50,710 | 52,749 | 54,850 | 57,034 | 59,301 | Annual | 61,381 | 63,523 | 65,749 | 68,037 |
| Dispatch Supervisor Electrician Fire Training Coordinator Police Officer II | 9 | 9/1 | 9/2 | 9/3 | 9/4 | 9/5 | 9/6 | 9/7 | 9/8 | 9/9 | | | | | |
| | | 22.34 | 23.24 | 24.16 | 25.13 | 26.14 | 27.19 | 28.28 | 29.42 | 30.59 | Hourly | 31.66 | 32.77 | 33.92 | 35.10 |
| | | 1787.20 | 1859.20 | 1932.80 | 2010.40 | 2091.20 | 2175.20 | 2262.40 | 2353.60 | 2447.20 | Bi-weekly | 2532.80 | 2621.60 | 2713.60 | 2808.00 |
| | | 46,467 | 48,339 | 50,253 | 52,270 | 54,371 | 56,555 | 58,822 | 61,194 | 63,627 | Annual | 65,853 | 68,162 | 70,554 | 73,008 |
| Maintenance Superintendent Library & Arena Director Police Sergeant Police Detective Sergeant | 10 | 10/1 | 10/2 | 10/3 | 10/4 | 10/5 | 10/6 | 10/7 | 10/8 | 10/9 | | | | | |
| | | 23.82 | 24.78 | 25.77 | 26.80 | 27.87 | 28.98 | 30.15 | 31.35 | 32.61 | Hourly | 33.75 | 34.94 | 36.16 | 37.43 |
| | | 1905.60 | 1982.40 | 2061.60 | 2144.00 | 2229.60 | 2318.40 | 2412.00 | 2508.00 | 2608.80 | Bi-weekly | 2700.00 | 2795.20 | 2892.80 | 2994.40 |
| | | 49,546 | 51,542 | 53,602 | 55,744 | 57,970 | 60,278 | 62,712 | 65,208 | 67,829 | Annual | 70,200 | 72,675 | 75,213 | 77,854 |
| Commander, Controller Human Resource Specialist | 11 | 11/1 | 11/2 | 11/3 | 11/4 | 11/5 | 11/6 | 11/7 | 11/8 | 11/9 | | | | | |
| | | 25.31 | 26.32 | 27.37 | 28.46 | 29.60 | 30.79 | 32.02 | 33.30 | 34.63 | Hourly | 35.84 | 37.10 | 38.40 | 39.74 |
| | | 2024.80 | 2105.60 | 2189.60 | 2276.80 | 2368.00 | 2463.20 | 2561.60 | 2664.00 | 2770.40 | Bi-weekly | 2867.20 | 2968.00 | 3072.00 | 3179.20 |
| | | 52,645 | 54,746 | 56,930 | 59,197 | 61,568 | 64,043 | 66,602 | 69,264 | 72,030 | Annual | 74,547 | 77,168 | 79,872 | 82,659 |
| Chief of Police Fire Chief | 12 | 12/1 | 12/2 | 12/3 | 12/4 | 12/5 | 12/6 | 12/7 | 12/8 | 12/9 | | | | | |
| | | 29.06 | 30.22 | 31.43 | 32.68 | 33.99 | 35.35 | 36.76 | 38.23 | 39.76 | Hourly | 41.15 | 42.59 | 44.08 | 45.63 |
| | | 2324.80 | 2417.60 | 2514.40 | 2614.40 | 2719.20 | 2828.00 | 2940.80 | 3058.40 | 3180.80 | Bi-weekly | 3292.00 | 3407.20 | 3526.40 | 3650.40 |
| | | 60,445 | 62,858 | 65,374 | 67,974 | 70,699 | 73,528 | 76,461 | 79,518 | 82,701 | Annual | 85,592 | 88,587 | 91,686 | 94,910 |
| Directors, CD, Finance, PS, PW | 13 | 13/1 | 13/2 | 13/3 | 13/4 | 13/5 | 13/6 | 13/7 | 13/8 | 13/9 | | | | | |
| | | 31.96 | 33.24 | 34.57 | 35.95 | 37.39 | 38.88 | 40.44 | 42.06 | 43.73 | Hourly | 45.26 | 46.85 | 48.49 | 50.19 |
| | | 2556.80 | 2659.20 | 2765.60 | 2876.00 | 2991.20 | 3110.40 | 3235.20 | 3364.80 | 3498.40 | Bi-weekly | 3620.80 | 3748.00 | 3879.20 | 4015.20 |
| | | 66,477 | 69,139 | 71,906 | 74,776 | 77,771 | 80,870 | 84,115 | 87,485 | 90,958 | Annual | 94,141 | 97,448 | 100,859 | 104,395 |

Pay Increments for Longevity

A. When an employee reaches steps 10,11, and 12 of their assigned pay level, the employee shall remain at that step for two (or more) years. At which time the employee shall be eligible for a 3.5% step increase. The step increase is contingent upon an overall rating of "satisfactory" or higher on his or her performance evaluation and the employee must have worked continuously as a regular full or part time employee.

B. When an employee reaches the end of the pay scale, the employee is no longer entitled to step increases.

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Level (Based on the Classification Plan): 1

| | | |
|---|-------------------|---------------|
| | <i>Job Title:</i> | Groundskeeper |
| Number of Authorized Full-Time Positions: | | 0 |
| Number of Authorized Part-Time Positions: | | 3 @ .23 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | |
| Number of Authorized Temporary Positions: | | |
| Total Number of Positions for Groundskeeper: | | .69 |
| Total Number of FTE for this Level: | | .69 |

| Steps (Level 1) | | | | | | | | | |
|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Hourly | 10.42 | 10.84 | 11.27 | 11.72 | 12.20 | 12.68 | 13.18 | 13.71 | 14.26 |
| Bi-weekly | 833.60 | 867.20 | 901.60 | 937.60 | 976.00 | 1014.40 | 1054.40 | 1096.80 | 1140.80 |
| Annual | 21,674.00 | 22,547.00 | 23,442.00 | 24,378.00 | 25,376.00 | 26,374.00 | 27,414.00 | 28,517.00 | 29,661.00 |

| *Longevity Increments | | | | |
|------------------------------|-----------|-----------|-----------|-----------|
| | 15 | 16 | 17 | 18 |
| Hourly | 14.75 | 15.26 | 15.80 | 16.36 |
| Bi-weekly | 1180.00 | 1220.80 | 1264.00 | 1308.80 |
| Annual | 30,680.00 | 31,741.00 | 32,864.00 | 34,029.00 |

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Level (Based on the Classification Plan): 2

| | | |
|---|---|---------------------------|
| | <i>Job Title:</i> | Ice Arena Attendant |
| | Number of Authorized Full-Time Positions: | 0 |
| | Number of Authorized Part-Time Positions: | 2 @ .5 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Ice Arena Attendant:</i> | 1 |
| | <i>Job Title:</i> | Janitor/Light Maintenance |
| | Number of Authorized Full-Time Positions: | 3 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Janitor/Light Maintenance:</i> | 3 |
| | <i>Job Title:</i> | Library Technician |
| | Number of Authorized Full-Time Positions: | 0 |
| | Number of Authorized Part-Time Positions: | 4 @ .5 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 4 @ .12 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Library Technician:</i> | 8 |
| | Total Number of Positions for Library Technician: | 2.48 |
| | Total Number of FTE for this Level: | 6.48 |

Steps (Level 2)

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hourly | 11.92 | 12.39 | 12.89 | 13.40 | 13.94 | 14.49 | 15.07 | 15.68 | 16.30 |
| Bi-weekly | 953.60 | 991.20 | 1031.20 | 1072.00 | 1115.20 | 1159.20 | 1205.60 | 1254.40 | 1304.00 |
| Annual | 24,794.00 | 25,771.00 | 26,811.00 | 27,872.00 | 28,995.00 | 30,139.00 | 31,346.00 | 32,614.00 | 33,904.00 |

***Longevity Increments**

| | 15 | 16 | 17 | 18 |
|-----------|-----------|-----------|-----------|-----------|
| Hourly | 16.87 | 17.46 | 18.07 | 18.69 |
| Bi-weekly | 1349.60 | 1396.80 | 1445.60 | 1495.20 |
| Annual | 35,090.00 | 36,317.00 | 37,586.00 | 38,875.00 |

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Level (Based on the Classification Plan): 3

| | | |
|---|---|---------------------------|
| | <i>Job Title:</i> | Groundskeeper |
| | Number of Authorized Full-Time Positions: | 0 |
| | Number of Authorized Part-Time Positions: | 1 @ .31 & 1 @ .23 |
| Number of Authorized On-Call Positions (Based on full-time equivalent(FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Groundskeeper:</i> | .54 |
| | <i>Job Title:</i> | Public Works Laborer** |
| | Number of Authorized Full-Time Positions: | 0 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalent(FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Public Works Laborer:</i> | 0 |
| | <i>Job Title:</i> | Receptionist & Cashier PT |
| | Number of Authorized Full-Time Positions: | 0 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalent(FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Receptionist & Cashier PT:</i> | 0 |
| | <i>Job Title:</i> | Library Assistant |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalent(FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Receptionist & Cashier PT:</i> | 1 |
| | <i>Job Title:</i> | Library Specialist |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalent(FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Receptionist & Cashier PT:</i> | 1 |

| | |
|--|------|
| Total Number of FTE for this Level: | 2.54 |
|--|------|

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| Steps (Level 3) | | | | | | | | | |
|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Hourly | 13.40 | 13.94 | 14.49 | 15.07 | 15.68 | 16.30 | 16.95 | 17.63 | 18.33 |
| Bi-weekly | 1072.00 | 1115.20 | 1159.20 | 1205.60 | 1254.40 | 1304.00 | 1356.00 | 1410.40 | 1466.40 |
| Annual | 27,872.00 | 28,995.00 | 30,139.00 | 31,346.00 | 32,614.00 | 33,904.00 | 35,256.00 | 36,670.00 | 38,126.00 |

| *Longevity Increments | | | | |
|------------------------------|-----------|-----------|-----------|-----------|
| | 15 | 16 | 17 | 18 |
| Hourly | 18.97 | 19.63 | 20.32 | 21.03 |
| Bi-weekly | 1517.60 | 1570.40 | 1625.60 | 1682.40 |
| Annual | 39,458.00 | 40,830.00 | 42,266.00 | 43,742.00 |

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Level (Based on the Classification Plan): 4

| | | |
|---|--|---|
| | <i>Job Title:</i> | Administrative Assistant – Community Development, Public Works, Mayor |
| | Number of Authorized Full-Time Positions: | 3 |
| | Number of Authorized Part-Time Positions: | 1 @ .5 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Administrative Assistant</i> | 3.5 |
| | <i>Job Title:</i> | Receptionist & Utility Cashier |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 1 @ .7 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Receptionist & Utility Cashier:</i> | 1.7 |
| | Total Number of Positions for this Level: | 5.2 |

| | Steps (Level 4) | | | | | | | | |
|-----------|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Hourly | 14.85 | 15.45 | 16.07 | 16.71 | 17.38 | 18.07 | 18.79 | 19.54 | 20.32 |
| Bi-weekly | 1188.00 | 1236.00 | 1285.60 | 1336.80 | 1390.40 | 1445.60 | 1503.20 | 1563.20 | 1625.62 |
| Annually | 30,888.00 | 32,136.00 | 33,426.00 | 34,757.00 | 36,150.00 | 37,586.00 | 39,083.00 | 40,643.00 | 42,266.00 |

| | *Longevity Increments | | | |
|-----------|------------------------------|-----------|-----------|-----------|
| | 15 | 16 | 17 | 18 |
| Hourly | 21.03 | 21.76 | 22.53 | 23.32 |
| Bi-weekly | 1682.40 | 1740.80 | 1802.40 | 1865.60 |
| Annual | 43,742.00 | 45,261.00 | 46,862.00 | 48,506.00 |

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Level (Based on the Classification Plan): 5

| | | |
|---|--|--|
| | <i>Job Title:</i> | Administrative Assistant – Public Safety |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| <i>Total Number of Positions for Administrative Assistant – Public Safety:</i> | | 1 |
| <hr/> | | |
| | <i>Job Title:</i> | Arena Operations/Groundskeeper Foreman |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| <i>Total Number of Positions for Arena Operations/Groundskeeper Foreman:</i> | | 1 |
| <hr/> | | |
| | <i>Job Title:</i> | Maintenance Worker |
| | Number of Authorized Full-Time Positions: | 2 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| <i>Total Number of Positions for Maintenance Worker:</i> | | 2 |
| <hr/> | | |
| | <i>Job Title:</i> | Planning and Code Compliance Technician |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| <i>Total Number of Positions for Planning and Code Compliance Technician:</i> | | 1 |
| <hr/> | | |
| | <i>Job Title:</i> | Arena Specialist |
| | Number of Authorized Full-Time Positions: | 0 |
| | Number of Authorized Part-Time Positions: | 1 @ .5 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| <i>Total Number of Positions for Arena Specialist:</i> | | .5 |

Total Number of FTE for this Level: 5.5

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| Steps (Level 5) | | | | | | | | | |
|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Hourly | 16.37 | 17.03 | 17.71 | 18.42 | 19.16 | 19.92 | 20.71 | 21.54 | 22.40 |
| Bi-weekly | 1309.60 | 1362.40 | 1416.80 | 1473.60 | 1532.80 | 1593.60 | 1656.80 | 1723.20 | 1792.00 |
| Annually | 34,050.00 | 35,422.00 | 36,837.00 | 38,314.00 | 39,853.00 | 41,434.00 | 43,077.00 | 44,803.00 | 46,592.00 |

| *Longevity Increments | | | | |
|------------------------------|-----------|-----------|-----------|-----------|
| | 16 | 16 | 17 | 18 |
| Hourly | 23.19 | 24.00 | 24.84 | 25.71 |
| Bi-weekly | 1855.20 | 1920.00 | 1987.20 | 2056.80 |
| Annual | 48,235.00 | 49,920.00 | 51,667.00 | 53,477.00 |

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Level (Based on the Classification Plan): 6

| | | |
|---|--|--|
| | <i>Job Title:</i> | Accounting Technician I |
| | Number of Authorized Full-Time Positions: | 2 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Accounting Technician 1:</i> | 2 |
| | <i>Job Title:</i> | Dispatcher I (probation 18 months then II) |
| | Number of Authorized Full-Time Positions: | 3 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Dispatcher 1:</i> | 3 |
| | <i>Job Title:</i> | Library Services Coordinator |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Library Service Coordinator:</i> | 1 |
| | <i>Job Title:</i> | Evidence and Records Custodian |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Evidence and Records Custodian:</i> | 1 |
| | <i>Job Title:</i> | Water and Waste Water Operator I |
| | Number of Authorized Full-Time Positions: | 2 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Water and Waste Water Operator I:</i> | 2 |

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| | | |
|---|--|-----------------------|
| | <i>Job Title:</i> | Solid Waste Collector |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| <i>Total Number of Positions for Evidence and Records Custodian:</i> | | 1 |
| | <i>Job Title:</i> | Airport Tech |
| | Number of Authorized Full-Time Positions: | 0 |
| | Number of Authorized Part-Time Positions: | 1@.40 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| <i>Total Number of Positions for Airport Tech:</i> | | .40 |
| Total Number of Positions for this Level: | | 10.4 |

| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| Hourly | 17.87 | 18.58 | 19.32 | 20.10 | 20.90 | 21.73 | 22.60 | 23.50 | 24.44 |
| Bi-weekly | 1429.60 | 1486.40 | 1545.60 | 1608.00 | 1672.00 | 1738.40 | 1808.00 | 1880.00 | 1955.20 |
| Annually | 37,170.00 | 38,646.00 | 40,186.00 | 41,808.00 | 43,472.00 | 45,198.00 | 47,008.00 | 48,880.00 | 50,835.00 |

***Longevity Increments**

| | 15 | 16 | 17 | 18 |
|-----------|-----------|-----------|-----------|-----------|
| Hourly | 25.30 | 26.18 | 27.10 | 28.05 |
| Bi-weekly | 2024.00 | 2094.40 | 2168.00 | 2244.00 |
| Annual | 52,624.00 | 54,454.00 | 56,368.00 | 58,344.00 |

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Level (Based on the Classification Plan): 7

| | | |
|---|--|----------------------------------|
| | <i>Job Title:</i> | Building Inspector |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | Total Number of Positions for Building Inspector: | 1 |
| | <i>Job Title:</i> | Dispatcher II |
| | Number of Authorized Full-Time Positions: | 8 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | Total Number of Positions for Dispatcher II: | 8 |
| | <i>Job Title:</i> | Equipment Operator |
| | Number of Authorized Full-Time Positions: | 3 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | ** |
| | Total Number of Positions for Equipment Operator: | 3 |
| | <i>Job Title:</i> | Grants and Contracts Coordinator |
| | Number of Authorized Full-Time Positions: | 0 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | Total Number of Positions for Grants and Contracts Coordinator: | 0 |
| | <i>Job Title:</i> | Mechanic |
| | Number of Authorized Full-Time Positions: | 2 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | Total Number of Positions for Mechanic: | 2 |
| | <i>Job Title:</i> | Police Officer I |

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| | | |
|---|---|-----------------------------------|
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Police Officer I:</i> | 1 |
| | <i>Job Title:</i> | Utility Meter Reader/Laborer |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Utility Meter Reader/Laborer:</i> | 1 |
| | <i>Job Title:</i> | Water and Waste Water Operator II |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Water and Waste Water Operator II:</i> | 1 |
| | Total Number of Positions for this Level: | 16 |

| | Steps (Level 7) | | | | | | | | |
|-----------|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Hourly | 19.36 | 20.14 | 20.94 | 21.77 | 22.65 | 23.56 | 24.49 | 25.47 | 26.49 |
| Bi-weekly | 1548.80 | 1611.20 | 1675.20 | 1741.60 | 1812.00 | 1884.80 | 1959.20 | 2037.60 | 2119.20 |
| Annually | 40,269.00 | 41,891.00 | 43,555.00 | 45,282.00 | 47,112.00 | 49,005.00 | 50,939.00 | 52,978.00 | 55,099.00 |

| | *Longevity Increments | | | |
|-----------|------------------------------|-----------|-----------|-----------|
| | 15 | 16 | 17 | 18 |
| Hourly | 27.42 | 28.38 | 29.37 | 30.40 |
| Bi-weekly | 2193.60 | 2270.40 | 2349.60 | 2432.00 |
| Annual | 57,034.00 | 59,030.00 | 61,090.00 | 63,232.00 |

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Level (Based on the Classification Plan): 8

| | | |
|---|--|------------------------------------|
| | <i>Job Title:</i> | Accounting Technician II |
| | Number of Authorized Full-Time Positions: | 2 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Accounting Technician II:</i> | 2 |
| <hr/> | | |
| | <i>Job Title:</i> | Deputy City Clerk |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Deputy City Clerk:</i> | 1 |
| <hr/> | | |
| | <i>Job Title:</i> | Executive Secretary – City Manager |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Executive Secretary – City Manager:</i> | 1 |
| <hr/> | | |
| | <i>Job Title:</i> | Arena Manager |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Arena Manager:</i> | 1 |
| <hr/> | | |
| | <i>Job Title:</i> | Utility Foreman |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Utility Foreman:</i> | 1 |
| <hr/> | | |
| | Total Number of FTE for this Level: | 6 |

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| | Steps (Level 8) | | | | | | | | |
|-----------|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Hourly | 20.84 | 21.67 | 22.54 | 23.44 | 24.38 | 25.36 | 26.37 | 27.42 | 28.51 |
| Bi-weekly | 1667.20 | 1733.60 | 1803.20 | 1875.20 | 1950.40 | 2028.80 | 2109.60 | 2193.60 | 2280.80 |
| Annually | 43,347.00 | 45,074.00 | 46,883.00 | 48,755.00 | 50,710.00 | 52,749.00 | 54,850.00 | 57,034.00 | 59,301.00 |

| | *Longevity Increments | | | |
|-----------|------------------------------|-----------|-----------|-----------|
| | 15 | 16 | 17 | 18 |
| Hourly | 29.51 | 30.54 | 31.61 | 32.71 |
| Bi-weekly | 2360.80 | 2443.20 | 2528.80 | 2616.80 |
| Annual | 61,381.00 | 63,523.00 | 65,749.00 | 68,037.00 |

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Level (Based on the Classification Plan): 9

| | | |
|---|---|---|
| | <i>Job Title:</i> | Dispatch Supervisor |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Dispatch Supervisor:</i> | 1 |
| | <i>Job Title:</i> | Electrician |
| | Number of Authorized Full-Time Positions: | 0 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Electrician:</i> | 0 |
| | <i>Job Title:</i> | Fire Training Coordinator |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Fire Training Coordinator:</i> | 1 |
| | <i>Job Title:</i> | Police Officer II |
| | Number of Authorized Full-Time Positions: | 8 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Police Officer II:</i> | 8 |
| | <i>Job Title:</i> | Quality Control and Project Coordinator |
| | Number of Authorized Full-Time Positions: | 0 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Quality Control and Project Coordinator:</i> | 0 |
| | Total Number of Positions for this Level: | 10 |

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| Steps (Level 9) | | | | | | | | | |
|------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Hourly | 22.34 | 23.24 | 24.16 | 25.13 | 26.14 | 27.19 | 28.28 | 29.42 | 30.59 |
| Bi-weekly | 1787.20 | 1859.20 | 1932.80 | 2010.40 | 2091.20 | 2175.20 | 2262.40 | 2353.60 | 2447.20 |
| Annually | 46,467.00 | 48,339.00 | 50,253.00 | 52,270.00 | 54,371.00 | 56,555.00 | 58,822.00 | 61,194.00 | 63,627.00 |

| *Longevity Increments | | | | |
|------------------------------|-----------|-----------|-----------|-----------|
| | 15 | 16 | 17 | 18 |
| Hourly | 31.66 | 32.77 | 33.92 | 35.10 |
| Bi-weekly | 2532.80 | 2621.60 | 2713.60 | 2808.00 |
| Annual | 65,853.00 | 68,162.00 | 70,554.00 | 73,008.00 |

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Level (Based on the Classification Plan): 10

| | | |
|---|--|----------------------------|
| | <i>Job Title:</i> | Library & Arena Director |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Library & Arena Director:</i> | 1 |
| | <i>Job Title:</i> | Maintenance Superintendent |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Maintenance Superintendent:</i> | 1 |
| | <i>Job Title:</i> | Police Detective Sergeant |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Police Detective Sergeant:</i> | 1 |
| | <i>Job Title:</i> | Police Sergeant |
| | Number of Authorized Full-Time Positions: | 2 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Police Sergeant:</i> | 2 |
| | Total Number of Positions for this Level: | 5 |

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| Steps (Level 10) | | | | | | | | | |
|-------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Hourly | 23.82 | 24.78 | 25.77 | 26.80 | 27.87 | 28.98 | 30.15 | 31.35 | 32.61 |
| Bi-weekly | 1905.60 | 1982.40 | 2061.60 | 2144.00 | 2229.60 | 2318.40 | 2412.00 | 2508.00 | 2608.80 |
| Annually | 49,546.00 | 51,542.00 | 53,602.00 | 55,744.00 | 57,970.00 | 60,278.00 | 62,712.00 | 65,208.00 | 67,829.00 |

| *Longevity Increments | | | | |
|------------------------------|-----------|-----------|-----------|-----------|
| | 15 | 16 | 17 | 18 |
| Hourly | 33.75 | 34.94 | 36.16 | 37.43 |
| Bi-weekly | 2700.00 | 2795.20 | 2892.80 | 2994.40 |
| Annual | 70,200.00 | 72,675.00 | 75,213.00 | 77,854.00 |

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Level (Based on the Classification Plan): 11

| | | |
|---|--|----------------------------|
| | <i>Job Title:</i> | Commander |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Commander:</i> | 1 |
| | <i>Job Title:</i> | Controller |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Controller:</i> | 1 |
| | <i>Job Title:</i> | Human Resources Specialist |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Human Resources Specialist:</i> | 1 |
| | Total Number of Positions for this Level: | 3 |

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| Steps (Level 11) | | | | | | | | | |
|-------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Hourly | 25.31 | 26.32 | 27.37 | 28.46 | 29.60 | 30.79 | 32.02 | 33.30 | 34.63 |
| Bi-weekly | 2024.80 | 2105.60 | 2189.60 | 2276.80 | 2368.00 | 2463.20 | 2561.60 | 2664.00 | 2770.40 |
| Annually | 52,645.00 | 54,746.00 | 56,930.00 | 59,197.00 | 61,568.00 | 64,043.00 | 66,602.00 | 69,264.00 | 72,030.00 |

| *Longevity Increments | | | | |
|------------------------------|-----------|-----------|-----------|-----------|
| | 15 | 16 | 17 | 18 |
| Hourly | 35.84 | 37.10 | 38.40 | 39.74 |
| Bi-weekly | 2867.20 | 2968.00 | 3072.00 | 3179.20 |
| Annual | 74,547.00 | 77,168.00 | 79,872.00 | 82,659.00 |

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Level (Based on the Classification Plan): 12

| | | |
|---|---|-----------------|
| | <i>Job Title:</i> | Fire Chief |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Fire Chief:</i> | 1 |
| <hr/> | | |
| | <i>Job Title:</i> | Chief of Police |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Chief of Police:</i> | 1 |
| | Total Number of Positions for this Level: | 2 |

| Steps (Level 12) | | | | | | | | | |
|------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Hourly | 29.06 | 30.22 | 31.43 | 32.68 | 33.99 | 35.35 | 36.76 | 38.23 | 39.76 |
| Bi-weekly | 2324.80 | 2417.60 | 2514.40 | 2614.40 | 2719.20 | 2828.00 | 2940.80 | 3058.40 | 3180.80 |
| Annually | 60,445.00 | 62,858.00 | 65,374.00 | 67,974.00 | 70,699.00 | 73,528.00 | 76,461.00 | 79,518.00 | 82,701.00 |

| *Longevity Increments | | | | |
|-----------------------|-----------|-----------|-----------|-----------|
| | 15 | 16 | 17 | 18 |
| Hourly | 41.15 | 42.59 | 44.08 | 45.63 |
| Bi-weekly | 3292.00 | 3407.20 | 3526.40 | 3650.40 |
| Annual | 85,592.00 | 88,587.00 | 91,686.00 | 94,910.00 |

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Level (Based on the Classification Plan): 13

| | | |
|--|---|-----------------------------------|
| | <i>Job Title:</i> | Director of Finance |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Director of Finance:</i> | 1 |
| | <i>Job Title:</i> | Director of Community Development |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Director of Community Development:</i> | 1 |
| | <i>Job Title:</i> | Director of Public Safety |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Director of Public Safety:</i> | 1 |
| | <i>Job Title:</i> | Director of Public Works |
| | Number of Authorized Full-Time Positions: | 1 |
| | Number of Authorized Part-Time Positions: | 0 |
| Number of Authorized On-Call Positions (Based on full-time equivalency (FTE)): | | 0 |
| | Number of Authorized Temporary Positions: | 0 |
| | <i>Total Number of Positions for Director of Public Works:</i> | 1 |
| | Total Number of Positions for this Level: | 4 |

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| Steps (Level 13) | | | | | | | | | |
|-------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 |
| Hourly | 31.96 | 33.24 | 34.57 | 35.95 | 37.39 | 38.88 | 40.44 | 42.06 | 43.73 |
| Bi-weekly | 2556.80 | 2659.20 | 2765.60 | 2876.00 | 2991.20 | 3110.40 | 3235.20 | 3364.80 | 3498.40 |
| Annually | 66,477.00 | 69,139.00 | 71,906.00 | 74,776.00 | 77,771.00 | 80,870.00 | 84,115.00 | 87,485.00 | 90,958.00 |

| *Longevity Increments | | | | |
|------------------------------|-----------|-----------|------------|------------|
| | 15 | 16 | 17 | 18 |
| Hourly | 45.26 | 46.85 | 48.49 | 50.19 |
| Bi-weekly | 3620.80 | 3748.00 | 3879.20 | 4015.20 |
| Annual | 94,141.00 | 97,448.00 | 100,859.00 | 104,395.00 |

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Summary

| | |
|--|-------|
| Total Number of Authorized Full-Time Positions: | 71.00 |
| Total Number of Authorized Part-Time Positions: | 6.33 |
| Total Number of Authorized On-Call Positions: | .48 |
| Total Number of Authorized Temporary Positions: | ** |

***Pay Increments for Longevity
(Steps 10 – 13 are longevity steps)**

- A. When an employee reaches steps 10,11, and 12 of their assigned pay level, the employee shall remain at that step for two (or more) years. At which time the employee shall be eligible for a 3.5% step increase. The step increase is contingent upon an overall rating of "satisfactory" or higher on his or her performance evaluation and the employee must have worked continuously as a regular or part time employee.
- B. When an employee reaches the end of the pay scale, the employee is no longer entitled to step increases.

****Temporary Employees**

The following amounts are budgeted for temporary employees such as equipment operators:

- \$5,000 in Public Works Roads