



City of Annapolis

160 Duke Of Gloucester
Street
Annapolis, MD 21401

Signature Copy

Resolution: R-8-15

File Number: R-8-15

Position Classifications and Pay Plan - For the purpose of approving the FY 2016 position classification and pay plan effective July 1, 2015.

CITY COUNCIL OF THE City of Annapolis

Resolution 8-15

Introduced by: Mayor Pantelides

**Referred to
Rules and City Government
Finance**

A RESOLUTION concerning

Position Classifications and Pay Plan

FOR the purpose of approving the FY 2016 position classification and pay plan effective July 1, 2015.

WHEREAS, Section 3.12.020 A. of the City Code states that the City Council “in conjunction with the adoption of the annual operating budget and whenever deemed necessary, consider the recommendations of the Civil Service Board on requests for the creation of new positions, the abolishment of positions and the classification and reclassification of existing positions”; and

WHEREAS, Section 3.12.020 B. of the City Code states that the City Council “adopt, by Resolution, a pay plan and subsequent revisions after consideration of the recommendations of the Civil Service Board”; and

WHEREAS, the FY 2016 pay classifications and pay plan, effective July 1, 2015 are attached to this Resolution.

NOW THEREFORE BE IT RESOLVED BY THE ANNAPOLIS CITY COUNCIL that the FY 2016 pay classifications and pay plan are adopted as attached.

AND BE IT FURTHER RESOLVED BY THE ANNAPOLIS CITY COUNCIL that this Resolution shall take effect on July 1, 2015.

EXPLANATION

CAPITAL LETTERS indicate matter added to existing law.

~~Strikethrough~~ indicates matter stricken from existing law.

Underlining indicates amendments.

ADOPTED this 8th day of June, 2015.

Aye: 7 Mayor Pantelides, Alderman Budge, Alderman Paone, Alderwoman Finlayson, Alderman Kirby, Alderman Pfeiffer and Alderman Arnett

Nay: 1 Alderman Littmann

Absent: 1 Alderwoman Pindell Charles

THE ANNAPOLIS CITY Michael Pantelides
COUNCIL Michael J. Pantelides

Date 6-24-2015

ATTEST Regina C. Watkins-Eldridge
Regina C. Watkins-Eldridge, MMC

Date 6/24/15

Job Class	Job Description	Min Grade
1001	OFFICE ASSOCIATE I	A02
1002	OFFICE ASSOCIATE II	A04
1004	POLICE RECORDS SPECIALIST	A06
1005	OFFICE ASSOCIATE III	A06
1006	OFFICE ASSOCIATE IV	A07
1007	EXECUTIVE OFFICE ASSOCIATE	A10
1008	ADMINISTRATIVE OFFICE ASSOC	A09
1009	TRAINING PROGRAM ADMINISTRATOR	A15
1010	LEGAL ASSISTANT	A09
1011	BENEFITS ADMINISTRATOR	A15
1013	PERMITS ADMINISTRATOR	A10
1014	CITY CLERK	A16
1015	DEPUTY CITY CLERK	A10
1016	PW COMMUNICATIONS OP	A07
1017	RECRUITMENT/EMPLOYEE RELATIONS	A15
1018	FIRE ADMINISTRATIVE OFFICER	A14
1019	LEGISLATIVE AND POLICY ANALYST	A14
1023	HISTORIC PRESERVATION ASST	A11
1024	WARRANT CONTROL CLERK	A05
1025	HUMAN RESOURCES ASSOCIATE I	A07
1026	HR OFFICE ADMINISTRATOR	A10
1028	PERMITS ASSOCIATE	A07
1029	ADMINISTRATIVE ASSISTANT	A08
1030	ELECTION/BOARD & COMM ADMIN	A10
1101	MIT ANALYST	A16
1103	MIT MANAGER	A18
1104	MIT SPECIALIST	A12
1105	MIT WEB DEVELOPER	A13
1106	MIT NETWORK ENGINEER	A15
1112	MIT ADMIN SUPPORT ANALYST	A10
1113	GIS COORDINATOR	A15
1114	GIS TECHNICIAN	A11
1201	PROCUREMENT OFFICER	A18
1202	SENIOR BUYER	A10
1203	BUYER	A09
1204	SENIOR PURCHASING CLERK	A08
1205	POLICE ADMINISTRATIVE CLERK	A09
1207	FACILITIES MAINT SUPERVISOR	A13
1301	FINANCE DIRECTOR	A20
1302	ASSISTANT FINANCE DIRECTOR	A18
1304	SENIOR ACCOUNTANT	A15
1306	ACCOUNTING ASSOCIATE I	A07
1307	ACCOUNTING ASSOCIATE II	A08
1308	ACCOUNTING ASSOCIATE III	A09
1309	ACCOUNTANT	A13
1311	FINANCE OFFICE ADMINISTRATOR	A10

Job Class	Job Description	Min Grade
1501	HUMAN RESOURCES DIRECTOR	A20
1502	ALDERMAN	
1503	CITY MANAGER	
1504	MAYOR	
1507	MARKETING SPECIALIST - TRANSP	A13
1508	COMMUNITY SERVICES SPECIALST	A10
1509	COMMUNICATIONS OFFICER	A18
1511	SMBE COORDINATOR	A14
1519	HS OFFICER & OMBUDSMAN	A18
1520	COMMUNITY RELATIONS SPECIALIST	A12
1521	CITY COUNCIL ASSOCIATE	A10
1522	ASSISTANT CITY MANAGER	A14
1601	DIRECTOR OF TRANSPORTATION	A20
1602	TRANS GRANTS SPECIALIST	A13
1603	TRANSPORTATION SUPERVISOR	A10
1604	TRANSPORTATION SUPERINTENDENT	A14
1605	BUS DRIVER II	A07
1606	BUS DRIVER I	A05
1607	TRANSPORTATION INSPECTOR	A10
1608	TRANSPORTATION SPECIALIST	A13
1609	BUS DRIVER TRAINEE	A04
1610	FLEET MAINTENANCE SPECIALIST	A11
1611	FLEET MAINTENANCE TECHNICIAN I	A10
1612	FLEET MAINTENANCE TECH II	A11
1613	FLEET MAINTENANCE SUPERVISOR	A12
1614	LEAD BUS DRIVER	A08
1700	MOBILITY & PARKING SPECIALIST	A13
2001	CITY ATTORNEY	A20
2002	ASSISTANT CITY ATTORNEY	A18
2003	PARALEGAL	A10
4001	POLICE CHIEF	P20
4002	POLICE MAJOR/DEPUTY CHIEF	P18
4003	POLICE CAPTAIN	P17
4004	POLICE LIEUTENANT	P15
4005	POLICE SERGEANT	P13
4006	POLICE CORPORAL	P12
4007	POLICE OFFICER 1/C	P11
4009	POLICE OFFICER	P10
4011	PARKING ENFORCEMENT OFFICER I	A04
4012	PARKING ENFORCEMENT OFF SUPER	A06
4013	POLICE COMMUNICATIONS OPER 2	A11
4014	POLICE COMMUNICATIONS OPER 1	A09
4016	POLICE PROPERTY COORDINATOR	A10
4017	POLICE PLANNING ANALYST	A10
4019	POLICE ID SPECIALIST	A08
4020	PARKING METER COLLECTOR II	A08

Job Class	Job Description	Min Grade
4021	PARKING METER COLLECTOR I	A05
4022	WARRANT CONTROL/RECORDS SUPER	A10
4026	COMMUNITY SRVS SUPERVISOR	A14
4027	SYSTEMS SUPPORT SPECIALIST	A12
4030	POL EXTERNAL AFFAIRS OFFICER	A15
4031	HISPANIC COMMUNITY LIAISON	A12
4032	ADMIN ENFORCEMENT ASSOC	A08
4033	CRIME ANALYST	A12
4101	FIRE CHIEF	F20
4102	DEPUTY FIRE CHIEF	F18
4103	FIRE BATTALION CHIEF	F17
4104	FIRE CAPTAIN	F16
4105	FIRE LIEUTENANT	F15
4108	FIRE APPARATUS MAINT SPECIALIS	A11
4109	FIRE ADMIN SPECIALIST	A12
4110	FIREFIGHTER I	F10
4111	FIREFIGHTER II	F10
4112	FF I/II-EMT-I OR CRT	F11
4113	FF II-TECHNICIAN	F11
4114	FF III	F11
4115	FF I/II EMT-P	F12
4116	FF II-FIRE MARSHAL INSP	F12
4119	FF III-EMT-I OR CRT	F12
4120	FF III - TECHNICIAN	F12
4121	FF 1/C	F13
4122	FF III-EMT-P	F13
4124	FF III-FIRE MARSHAL INVEST	F13
4126	FIREFIGHTER 1/C ALS	F14
4127	FF 1/C-FIRE MARSHAL INSPECTOR	F14
4128	FF 1/C-FIRE MARSHAL INVST	F14
4129	FF 1/C INSTRUCTOR	F14
4200	DEP DIR EMERGENCY PREPAREDNESS	A14
4201	PIO & QUARTERMASTER	A12
4300	RISK ANALYST	A12
5001	PLANNING DIRECTOR	A20
5002	CHIEF OF CURRENT PLANNING	A18
5003	CHIEF OF HISTORIC PRESERVATION	A17
5004	CHIEF COMPREHENSIVE PLANNING	A17
5005	SENIOR PLANNER	A15
5006	ZONING ENFORCEMENT OFFICER	A13
5007	PLANNER	A13
5008	COMMUNITY DEVELOPMENT ADMIN	A17
5009	COMMUNITY DEV SPECIALIST	A13
5010	SR COMPREHENSIVE PLANNER	A15
5011	SR TRANSPORTATION PLANNER	A15
5012	PLANNING OFFICE ADMINISTRATOR	A10

Job Class	Job Description	Min Grade
5101	DIRECTOR OF PUBLIC WORKS	A20
5102	ASSISTANT DIRECTOR PW	A18
5103	PW BUREAU CHIEF-ENGINEERING	A18
5105	BUREAU CHIEF-ENVTL PROGRAMS	A17
5106	COMPUTER DRAFTSPERSON	A11
5107	ENGINEERING TECHNICIAN III	A09
5108	ENGINEERING TECHNICIAN II	A08
5109	ENGINEERING TECHNICIAN IV	A10
5110	CIVIL ENGINEER II	A15
5111	CIVIL ENGINEER I	A13
5113	TRAFFIC ENGINEER	A15
5114	ASSISTANT TO DNEP DIRECTOR	A15
5115	PUBLIC WORKS ANALYST	A15
5200	DNEP DIRECTOR	A20
5201	CHIEF OF CODE ENFORCEMENT	A17
5202	BUILDING INSPECTOR	A10
5203	SENIOR PROP MAINT INSPECTOR	A12
5204	PROPERTY MAINTENANCE INSPECTOR	A09
5205	PLUMBING/UTILITY INSPECTOR	A12
5206	ENVIRONMENTAL PROGRAM COORD	A12
5207	ELECTRICAL INSPECTOR	A12
5208	ARCHITECTURAL PLANS REVIEWER	A15
5209	PUBLIC WORKS INSPECTOR	A10
5210	ENVIRONMENTALIST	A12
5211	MECHANICAL/LIFE SAFETY INSPECT	A12
5212	FIRE SAFETY INSPECTOR	A09
5213	COMBINATION INSPECTOR	A13
5214	STORMWATER MANAGEMENT ENGINEER	A15
5215	ENVIRONMENTAL COMPLIANCE INSP	A11
6001	DIRECTOR OF REC AND PARKS	A20
6002	PARKS ADMINISTRATOR	A15
6003	RECREATION SPORTS SUPERVISOR	A12
6004	RECREATION LEADER I	A07
6005	RECREATION LEADER II	A08
6006	RECREATION PROGRAM SUPERVISOR	A14
6007	HORTICULTURIST	A13
6008	PARKS TURF SPECIALIST	A08
6009	RECREATION OFFICE ADMIN	A10
6010	PARK FOREMAN	A10
6011	PARKS MAINTENANCE WORKER I	A05
6013	DANCE & FITNESS COORDINATOR	A04
6014	RECREATION DIVISION CHIEF	A16
6015	PARKS&FACILITIESDIVISION CHIEF	A16
6016	STANTON CENTER MANAGER	A13
6100	FRONT DESK SUPERVISOR	A12
6200	MARKETING/MBRSHP COORDINATOR	A10

Job Class	Job Description	Min Grade
6300	PMRC FACILITY SUPERVISOR	A12
6311	PARKS MAINTENANCE WORKER III	A07
7001	PW MAINTENANCE WORKER I	A04
7002	PW MAINTENANCE WORKER II	A05
7003	PARKS MAINT WORKER II	A06
7004	MASON I	A07
7005	MASON II	A08
7010	PUBLIC WORKS SUPERVISOR	A11
7012	CREW LEADER	A09
7014	TRAFFIC TECHNICIAN I	A06
7015	TRAFFIC TECHNICIAN II	A08
7016	TRAFFIC TECHNICIAN III	A10
7101	PUBLIC WORKS SERVICE WORKER	A04
7104	SUPERINTENDENT-PW SERVICES	A16
7201	GARAGE SUPERVISOR	A12
7203	AUTOMOTIVE TECHNICIAN	A09
7220	FLEET MANAGER	A16
7301	EQUIPMENT OPERATOR I	A06
7302	EQUIPMENT OPERATOR II	A07
7303	EQUIPMENT OPERATOR III	A08
7402	SUPERINTENDENT-PW UTILITIES	A16
7403	WATER PLANT SUPERINTENDENT	A16
7404	ASST WATER PLANT SUPT	A14
7405	UTILITY SUPERVISOR	A12
7406	INSTRUMENTATION TECHNICIAN	A10
7407	METER TECHNICIAN I	A06
7408	METER TECHNICIAN II	A07
7409	UTILITY MECHANIC II	A09
7410	WATER PLANT MECHANIC	A09
7411	UNDERGROUND UTILITY LOCATOR	A07
7412	WATER PLANT TECHNICIAN I	A07
7413	WATER PLANT TECHNICIAN II	A09
7414	WATER PLANT TECHNICIAN III	A11
7415	UTILITY MECHANIC III	A10
7417	WATER PLANT OPERATOR IV	A11
7600	FACILITIES MAINT ENGINEER II	A12
7601	FACILITIES MAINT ENGINEER I	A11
7602	FACILITIES MAINTENANCE TECHNIC	A07
8001	HARBORMASTER	A18
8002	HARBORMASTER OFFICE ADMIN	A10
8004	DEPUTY HARBORMASTER	A13

1% COLA

Pay Scale Effective 07/01/2015 GRADE (7.5%)	STEP (5.361%)											
	1	2	3	4	5	6	7	8	9	10	11	
A01	23,239.40	24,485.64	25,798.22	27,181.03	28,637.92	30,173.83	31,791.32	33,495.39	35,291.05	37,183.36		
A02	24,982.51	26,321.48	27,733.18	29,220.16	30,786.20	32,436.31	34,175.52	36,007.57	37,937.51	39,971.61		
A03	26,856.70	28,296.61	29,813.69	31,412.37	33,096.36	34,869.44	36,739.15	38,709.23	40,784.74	42,970.66		
A04	28,870.61	30,418.52	32,048.57	33,767.68	35,577.17	37,484.52	39,494.77	41,611.68	43,842.78	46,193.10		
A05	31,035.80	32,699.83	34,452.83	36,299.94	38,246.22	40,296.60	42,456.18	44,732.46	47,130.45	49,657.70		
A06	33,363.79	35,153.03	37,036.52	39,022.96	41,114.77	43,318.25	45,640.95	48,087.89	50,665.35	53,382.07		
A07	35,866.07	37,789.44	39,814.76	41,949.24	44,197.90	46,567.04	49,064.17	51,694.30	54,466.22	57,385.01		
A08	38,555.62	40,622.87	42,800.03	45,095.11	47,511.94	50,059.24	52,743.36	55,570.49	58,549.48	61,689.08		
A09	41,446.85	43,668.37	46,009.90	48,476.90	51,075.66	53,813.72	56,698.60	59,737.82	62,940.16	66,314.41		
A10	44,555.63	46,944.74	49,460.69	52,112.18	54,906.68	57,849.28	60,951.24	64,218.83	67,662.12	71,288.60		
A11	47,897.77	50,465.83	53,171.25	56,020.99	59,025.07	62,189.78	65,522.62	69,036.15	72,736.68	76,636.72		
A12	51,489.14	54,249.15	57,157.88	60,222.17	63,450.88	66,851.48	70,436.55	74,212.38	78,190.22	82,382.63		
A13	55,351.34	58,318.59	61,445.64	64,739.60	68,210.47	71,867.08	75,719.42	79,778.84	84,055.33	88,561.44		
A14	59,503.06	62,692.95	66,053.42	69,594.57	73,326.45	77,256.61	81,398.83	85,763.16	90,360.88	95,204.55		
A15	63,964.53	67,393.57	71,006.26	74,813.45	78,823.88	83,050.20	87,502.37	92,192.94	97,135.76	102,343.32		
A16	68,763.09	72,449.31	76,333.05	80,426.32	84,737.95	89,280.45	94,066.43	99,109.61	104,422.60	110,020.43		
A17	73,920.36	77,882.77	82,058.87	86,458.34	91,092.44	95,976.29	101,121.11	106,542.00	112,254.04	118,272.24		
A18	79,463.70	83,724.05	88,212.60	92,940.83	97,923.78	103,174.03	108,704.12	114,532.83	120,672.76	127,141.44		
A19	85,423.37	90,003.25	94,828.10	99,911.46	105,268.37	110,911.36	116,856.78	123,122.20	129,722.64	136,676.94		
A20	91,829.65	96,753.03	101,939.27	107,404.10	113,162.55	119,229.68	125,620.58	132,355.28	139,451.41	146,927.72		
F10	40,956.50	43,152.38	45,465.52	47,902.53	50,471.33	53,176.37	56,027.82	59,031.30	62,195.81	65,530.40	69,043.48	
F11	44,029.29	46,390.09	48,876.67	51,497.24	54,257.48	57,166.37	60,230.65	63,460.51	66,862.65	70,447.22	74,223.90	
F12	47,331.57	49,868.82	52,542.33	55,358.87	58,327.44	61,453.68	64,748.84	68,219.67	71,877.46	75,730.07	79,789.95	
F13	50,880.00	53,607.68	56,481.65	59,509.92	62,700.34	66,060.81	69,602.60	73,333.59	77,265.03	81,408.19	85,772.47	
F14	54,695.56	57,628.09	60,717.16	63,971.78	67,402.08	71,014.81	74,822.37	78,833.77	83,060.27	87,513.12	92,204.70	
F15	58,798.84	61,951.43	65,272.50	68,771.49	72,458.55	76,342.70	80,435.19	84,747.25	89,291.33	94,077.54	99,121.03	
F16	63,208.24	66,596.86	70,166.80	73,928.20	77,892.30	82,068.12	86,468.04	91,103.34	95,987.51	101,132.95	106,554.70	
F17	67,950.74	71,593.65	75,431.63	79,475.69	83,735.97	88,224.86	92,954.75	97,938.03	103,189.33	108,721.06	114,549.60	
F18	73,046.61	76,963.22	81,088.35	85,435.36	90,015.45	94,842.20	99,925.71	105,282.88	110,927.21	116,874.48	123,140.12	
F20	84,413.59	88,938.85	93,707.03	98,730.85	104,023.82	109,600.59	115,475.80	121,666.32	128,189.07	135,060.92	142,301.53	
P10	47,475.57	50,021.35	52,702.18	55,527.96	58,505.44	61,641.43	64,946.75	68,428.17	72,096.45	75,961.31	79,996.31	
P11	51,038.68	53,775.06	56,657.72	59,694.84	62,895.83	66,267.53	69,819.40	73,562.24	77,506.94	81,661.61	85,996.31	
P12	54,865.54	57,806.47	60,905.84	64,170.54	67,611.31	71,236.33	75,055.06	79,078.33	83,318.34	87,784.57	92,396.31	

P13	58,979.58	62,141.29	65,472.33	68,982.20	72,681.74	76,577.68	80,682.20	85,007.59	89,565.93	94,366.77
P15	66,822.15	70,403.98	74,178.37	78,155.94	82,346.02	86,760.55	91,411.48	96,312.07	101,475.64	106,915.44
P17	77,220.99	81,360.60	85,722.01	90,318.48	95,160.65	100,261.76	105,636.52	111,299.40	117,266.40	123,553.57
P18	83,012.74	87,463.11	92,152.55	97,091.66	102,297.72	107,781.35	113,559.83	119,647.61	126,062.24	132,819.57
P20	95,930.91	101,073.23	106,491.79	112,201.19	118,216.01	124,553.55	131,231.14	138,267.30	145,679.25	153,489.76

2%-COLA

Pay Scale Effective 01/01/2016 GRADE (7.5%)	STEP (5-361%)											
	1	2	3	4	5	6	7	8	9	10	11	
A01	23,704.19	24,975.36	26,314.18	27,724.65	29,210.68	30,777.31	32,427.15	34,165.30	35,996.87	37,927.03		
A02	25,482.16	26,847.90	28,287.84	29,804.56	31,401.92	33,085.03	34,859.03	36,727.72	38,696.26	40,771.04		
A03	27,393.83	28,862.54	30,409.96	32,040.62	33,758.29	35,566.83	37,473.93	39,483.42	41,600.44	43,830.08		
A04	29,448.02	31,026.89	32,689.55	34,443.04	36,288.71	38,234.21	40,284.67	42,443.92	44,719.64	47,116.96		
A05	31,656.52	33,353.82	35,141.89	37,025.94	39,011.15	41,102.54	43,305.30	45,627.11	48,073.06	50,650.85		
A06	34,031.07	35,856.09	37,777.25	39,803.41	41,937.07	44,184.62	46,553.77	49,049.65	51,678.66	54,449.71		
A07	36,583.39	38,545.23	40,611.05	42,788.23	45,081.86	47,498.38	50,045.46	52,728.19	55,555.55	58,532.71		
A08	39,326.74	41,435.33	43,656.03	45,997.01	48,462.18	51,060.42	53,798.23	56,681.90	59,720.47	62,922.87		
A09	42,275.78	44,541.74	46,930.09	49,446.44	52,097.18	54,890.00	57,832.57	60,932.58	64,198.97	67,640.70		
A10	45,446.74	47,883.64	50,449.90	53,154.42	56,004.81	59,006.26	62,170.27	65,503.20	69,015.36	72,714.37		
A11	48,855.73	51,475.15	54,234.68	57,141.41	60,205.57	63,433.58	66,833.07	70,416.88	74,191.41	78,169.45		
A12	52,518.92	55,334.14	58,301.03	61,426.62	64,719.90	68,188.51	71,845.29	75,696.63	79,754.02	84,030.28		
A13	56,458.36	59,484.96	62,674.55	66,034.39	69,574.68	73,304.42	77,233.81	81,374.41	85,736.44	90,332.67		
A14	60,693.12	63,946.81	67,374.49	70,986.46	74,792.98	78,801.74	83,026.80	87,478.42	92,168.09	97,108.64		
A15	65,243.82	68,741.45	72,426.39	76,309.72	80,400.36	84,711.20	89,252.42	94,036.80	99,078.48	104,390.19		
A16	70,138.36	73,898.30	77,859.71	82,034.85	86,432.71	91,066.06	95,947.76	101,091.80	106,511.05	112,220.84		
A17	75,398.77	79,440.43	83,700.05	88,187.51	92,914.29	97,895.82	103,143.54	108,672.84	114,499.12	120,637.68		
A18	81,052.97	85,398.53	89,976.86	94,799.65	99,882.25	105,237.52	110,878.20	116,823.49	123,086.22	129,684.27		
A19	87,131.84	91,803.31	96,724.66	101,909.69	107,373.74	113,129.59	119,193.92	125,584.64	132,317.09	139,410.48		
A20	93,666.24	98,688.10	103,978.06	109,552.18	115,425.80	121,614.27	128,132.99	135,002.38	142,240.44	149,866.27		
F10	41,775.63	44,015.42	46,374.83	48,860.58	51,480.76	54,239.90	57,148.37	60,211.93	63,439.73	66,841.01	70,424.35	
F11	44,909.88	47,317.90	49,854.20	52,527.19	55,342.63	58,309.69	61,435.27	64,729.72	68,199.90	71,856.16	75,708.38	
F12	48,278.20	50,866.19	53,593.18	56,466.05	59,493.99	62,682.76	66,043.81	69,584.06	73,315.01	77,244.67	81,385.75	
F13	51,897.60	54,679.84	57,611.29	60,700.12	63,954.35	67,382.02	70,994.65	74,800.26	78,810.33	83,036.35	87,487.92	
F14	55,789.47	58,780.65	61,931.51	65,251.22	68,750.12	72,435.11	76,318.82	80,410.44	84,721.47	89,263.38	94,048.79	
F15	59,974.82	63,190.46	66,577.95	70,146.92	73,907.72	77,869.56	82,043.89	86,442.20	91,077.16	95,959.09	101,103.45	
F16	64,472.40	67,928.80	71,570.14	75,406.76	79,450.15	83,709.48	88,197.40	92,925.40	97,907.26	103,155.61	108,685.79	
F17	69,309.76	73,025.53	76,940.26	81,065.20	85,410.69	89,989.36	94,813.85	99,896.79	105,253.12	110,895.48	116,840.60	
F18	74,507.54	78,502.48	82,740.12	87,144.07	91,815.76	96,739.05	101,924.23	107,388.54	113,145.75	119,211.97	125,602.93	
F20	86,101.86	90,717.63	95,581.17	100,705.47	106,104.30	111,792.60	117,785.31	124,099.64	130,752.85	137,762.13	145,147.56	
P10	48,425.08	51,021.78	53,756.22	56,638.52	59,675.55	62,874.26	66,245.69	69,796.73	73,538.37	77,480.53		
P11	52,059.46	54,850.56	57,790.87	60,888.73	64,153.74	67,592.88	71,215.79	75,033.49	79,057.08	83,294.85		
P12	55,962.85	58,962.60	62,123.95	65,453.95	68,963.54	72,661.05	76,556.16	80,659.90	84,984.71	89,540.26		

P13	60,159.17	63,384.11	66,781.78	70,361.85	74,135.37	78,109.23	82,295.84	86,707.74	91,357.25	96,254.10
P15	68,158.59	71,812.06	75,661.93	79,719.06	83,992.94	88,495.76	93,239.71	98,238.31	103,505.16	109,053.75
P17	78,765.41	82,987.81	87,436.45	92,124.85	97,063.86	102,267.00	107,749.25	113,525.39	119,611.72	126,024.64
P18	84,672.99	89,212.37	93,995.60	99,033.49	104,343.68	109,936.97	115,831.02	122,040.56	128,583.48	135,475.96
P20	97,849.53	103,094.69	108,621.63	114,445.21	120,580.33	127,044.62	133,855.76	141,032.64	148,592.83	156,559.55

**THE CITY OF ANNAPOLIS, MARYLAND
CIVIL SERVICE BOARD MINUTES**

July 15, 2005

MEMBERS PRESENT: James R. RENFROE - Chairperson
Clifton JOHNSON
Velma McCULLOUGH
Joseph F. RODOWSKY
Sherry YANIGA

STAFF PRESENT: Charles Hendricks, Presenter
Kimla Milburn, Director of Human Resources
Danielle Matland, Director of Transportation
Paul Rensted, Recruitment Administrator
Ald. Classie Hoyle

PRESENT AT LARGE: Willie Charles
Jay Tucker
Marcia Patrick

A quorum being present, the Chairperson called the meeting to order at 9:05 a.m.

ISSUE BEFORE THE BOARD: Creation of new Transportation Grants/Parking Coordinator position within The Department of Transportation.

Kimla Milburn presented a memorandum from the Director of Transportation, Danielle Matland, requesting to change the duties and reclassify a currently vacant position, Account Clerk III, to include responsibilities of grant writing, processing, implementing, record keeping and serving as parking ombudsman. Ms. Matland elaborated, explaining how the position has evolved due to an outsourcing of the Parking functions and increasing government regulations regarding grants. She explained that there would not be any cost impact due to the fact that the employee holding the current position has now retired and funding for that position had already been included in the approved FY 2006 budget. There was a concern raised about the salary grade being comparable to surrounding jurisdictions and Ms. Matland assured the Board that there was research on this issue and the new position was actually included for comparison in the recent Hendricks study.

The Board unanimously approved the change.

ISSUE BEFORE THE BOARD: Presentation of the 2005 Classification and Compensation Study.

Kimla Milburn introduced Mr. Charles Hendricks of Hendricks and Associates who gave a presentation of the 2005 Classification and Compensation Study. There was discussion about the cost of implementation of the recommendations. Mr. Hendricks stated that at the time of the study, he estimated the cost of implementation to be less than two million dollars. Given some recent changes in surrounding jurisdictions, some adjustments may be necessary to account for various increases in their salary schedules.

The discussion then turned toward the classification component of the study. Ald. Hoyle asked why all of the Directors were placed at grade 20 when their responsibilities are not all equivalent. Mr.

P13	60,159.17	63,384.11	66,781.78	70,361.85	74,135.37	78,109.23	82,295.84	86,707.74	91,357.25	96,254.10
P15	68,158.59	71,812.06	75,661.93	79,719.06	83,992.94	88,495.76	93,239.71	98,238.31	103,505.16	109,053.75
P17	78,765.41	82,987.81	87,436.45	92,124.85	97,063.86	102,267.00	107,749.25	113,525.39	119,611.72	126,024.64
P18	84,672.99	89,212.37	93,995.60	99,033.49	104,343.68	109,936.97	115,831.02	122,040.56	128,583.48	135,475.96
P20	97,849.53	103,094.69	108,621.63	114,445.21	120,580.33	127,044.62	133,855.76	141,032.64	148,592.83	156,559.55

