



## STAFF REPORT ON PROPOSED LEGISLATION

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To: Mayor Gavin Buckley

From: Michael Mallinoff, City Manager

Date: November 6, 2024

Subject: R-54-24: FY 2025 Changes to the Position Classification Summary

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### **Purpose of legislation**

The purpose of this legislation is to update the Fiscal Year 2025 annual position classifications and grades; and specify an effective date.

### **Impact of legislation on operations and staffing**

This legislation incorporates the various recommendations of the recently received classification and compensation study into the City's FY25 position classification summary. It also makes some changes that weren't explicitly recommended in the study but that are outgrowths of the review the City itself did in the course of supporting the study. Given the number of changes and their complexity, this staff report takes the FY25 position classification summary and adds some context to make it easier to see what changes are the result of recommendations of the classification and compensation study, which job classes have been added to create career ladders, and where job titles are being added as a preparation measure for when employment agreement positions eventually convert to merit. Please note that job class numbers have not been assigned yet to the new job classes. With the implementation of NeoGov, all class numbers will be changing, and new job classes will be assigned in the new system. The old job class numbers have been included in the listing to help crosswalk this list to the list originally approved by Council for FY25. Job classes are grouped by department, with "GEN" referring to general administrative titles that may be used by multiple departments.

The City is recommending several changes in addition to the recommendations made by PRM. In general, those recommendations either consolidate similar positions into a single job class

(such as Office Administrator and Engineer positions), clean out unused job titles, suggest alternate titles to the ones recommended by PRM, or make corrections to errors when assigning jobs for the A or N scales. In addition, the City is recommending differentiating job titles so that all job titles belong to only one pay scale. This will provide greater clarity regarding what positions are in bargaining units and which are not. The City is also recommending a grade change to the Budget Manager position given a comparison with similarly situated positions and consideration of whole job factors.

Overall, these changes result in the following.

- 23 removed job titles
- 57 new job titles
- 14 grade changes to existing titles

The creation of career ladders in particular will have large effects on staffing, giving the City additional flexibility and giving employees more room to grow in their positions.

*Prepared by Victoria Buckland, Assistant City Manager*

Dept.	Class #	Job Title	Grade	PRM recom.	Career ladder	Empl. Agree. Prep	Notes
ADOT	<del>1609</del>	<del>BUS DRIVER TRAINEE</del>	A04				This is an unused job title
ADOT	<del>4011</del>	<del>PARKING ENFORCEMENT OFFICER I</del>	A04				Parking enforcement is now contracted. This is the old APD job title.
ADOT	<del>1606</del>	<del>BUS DRIVER I</del>	A05	X			No functional difference between I and II. PRM recommended deleting BUS DRIVER I and making a generic BUS DRIVER class at the A07 grade.
ADOT	1605	BUS DRIVER II	A07	X			
ADOT		<del>PARKING PROGRAM MANAGER</del>	<del>N10</del>	X		X	
ADOT	1603	TRANSPORTATION SUPERVISOR	N10				
ADOT	1607	TRANSPORTATION COORDINATOR	<del>N10</del> A10				This was an error in the FY25 position classification summary. It should have stayed on the A scale.
ADOT		<del>BIKE PEDESTRIAN MICROMOBILITY COORDINATOR</del>	<del>N11</del>	X		X	
ADOT	1613	FLEET MAINTENANCE SUPERVISOR	N12				
ADOT	<del>1700</del>	<del>MOBILITY AND PARKING SPECIALIST</del>	<del>N13</del>				This is an unused job title
ADOT	<del>1608</del>	<del>TRANSPORTATION SPECIALIST</del>	<del>N13</del>				This is an unused job title
ADOT	1604	TRANSPORTATION SUPERINTENDENT	N14				
ADOT	1600	DEPUTY DIRECTOR TRANSPORTATION	N18				
AFD	5212	FIRE SAFETY INSPECTOR	A09				
AFD	1020	FIRE ADMINISTRATIVE SUPPORT ANALYST	A10				
AFD	4110	FIREFIGHTER I	F10				
AFD	4111	FIREFIGHTER II	F10				
AFD	4112	FIREFIGHTER I/II-EMT-I OR CRT	F11				
AFD	4114	FIREFIGHTER III	F11				
AFD	4113	FIREFIGHTER II-TECHNICIAN	F11				
AFD	4115	FIREFIGHTER I/II EMT-P	F12				
AFD	4116	FIREFIGHTER II-FIRE MARSHAL INSPECTOR	F12				
AFD	4120	FIREFIGHTER III - TECHNICIAN	F12				
AFD	4119	FIREFIGHTER III-EMT-I OR CRT	F12				
AFD	4121	FIREFIGHTER 1/C	F13				
AFD	4122	FIREFIGHTER III-EMT-P	F13				
AFD	4124	FIREFIGHTER III-FIRE MARSHAL INVESTIGATOR	F13				
AFD	4129	FIREFIGHTER 1/C - INSTRUCTOR	F14				
AFD	4126	FIREFIGHTER 1/C ALS	F14				
AFD	4127	FIREFIGHTER 1/C-FIRE MARSHAL INSPECTOR	F14				
AFD	4128	FIREFIGHTER 1/C-FIRE MARSHAL INVSTIGATOR	F14				
AFD	4105	FIRE LIEUTENANT	F15				
AFD	4103	FIRE CAPTAIN	F16				

Dept.	Class #	Job Title	Grade	PRM recom.	Career ladder	Empl. Agree. Prep	Notes
AFD	4104	FIRE BATTALION CHIEF	F17				
AFD	4109	<del>FIRE ADMINISTRATIVE SPECIALIST</del>	<del>N12</del>				This job title is being retired
AFD	1018	FIRE ADMINISTRATIVE OFFICER	N14				
AFD	4160	FIRE PROTECTION ENGINEER	N15				
APD	1004	POLICE RECORDS SPECIALIST	A06				
APD	<del>4019</del>	<del>POLICE ID SPECIALIST</del>	<del>A08</del>				This job title was superceded by the Crime Scene Investigator title
APD	4036	CRIME SCENE INVESTIGATOR	A09				
APD	1205	POLICE ADMINISTRATIVE CLERK	A09				
APD	4014	POLICE COMMUNICATIONS OPERATOR I	A09				
APD	4013	POLICE COMMUNICATIONS OPERATOR II	<del>A11</del> <del>N11</del>				This was an error in the FY25 position classification summary. It should have moved to the N scale since this position is non-represented.
APD	1024	WARRANT CONTROL CLERK	N05				
APD	<del>4032</del>	<del>ADMINISTRATIVE ENFORCEMENT ASSOCIATE</del>	<del>N08</del>				This is an unused job title
APD		<del>CAMERA MONITOR</del>	<del>N09</del>	X		X	
APD		<del>COMMUNITY OUTREACH COORDINATOR</del>	<del>N09</del>	X		X	
APD	4029	ACCOUNTS AND EQUIPMENT ADMINISTRATOR	N10				
APD		<del>CROSSING GUARD SUPERVISOR</del>	<del>N10</del>	X		X	
APD		<del>EXTERNAL PROJECT FACILITATOR</del>	<del>N10</del>	X		X	
APD	4017	<del>POLICE PLANNING ANALYST</del>	<del>N10</del>				This is an unused job title
APD	4022	WARRANT CONTROL/RECORDS SUPERVISOR	N10				
APD	4016	POLICE PROPERTY COORDINATOR	<del>N10</del> <del>A10</del>				This was an error in the FY25 position classification summary. It should have stayed on the A scale.
APD	1508	COMMUNITY SERVICES SPECIALIST	A10				
APD		<del>MCAC INTELLIGENCE ANALYST</del>	<del>N11</del>	X		X	
APD		<del>POLICE INFORMATION OFFICER</del>	<del>N11</del>	X		X	
APD		<del>PROFESSIONAL STANDARDS ADVOCATE</del>	<del>N11</del>	X		X	
APD		<del>BODY WORN CAMERA VIDEO REVIEWER</del>	<del>N12</del>	X		X	
APD	4033	CRIME ANALYST	N12				
APD	4031	HISPANIC COMMUNITY LIAISON	N12				
APD		<del>INTERNAL AFFAIRS INVESTIGATOR</del>	<del>N12</del>	X		X	
APD	4027	SYSTEMS SUPPORT SPECIALIST	N12				
APD		<del>BODY WORN CAMERA VIDEO SURVEILLANCE RECOVERY SUPERVISOR</del>	<del>N13</del>	X		X	
APD	4035	FORENSIC SERVICES UNIT SUPERVISOR	N13				
APD	<del>4026</del>	<del>COMMUNITY SERVICES SUPERVISOR</del>	<del>N14</del>				This is an unused job title

Dept.	Class #	Job Title	Grade	PRM recom.	Career ladder	Empl. Agree. Prep	Notes
APD		<u>INTERNAL AFFAIRS INVESTIGATIONS SUPERVISOR</u>	<u>N14</u>			X	This is a new employment agreement and therefore was not included in the study. The grade recommendation is based on use of the PRM whole job factors.
APD	4028	POLICE COMMUNICATIONS MANAGER	N14				
APD	4034	POLICE ADMINISTRATIVE MANAGER	N15				
APD	<del>4030</del>	<del>POLICE EXTERNAL AFFAIRS OFFICER</del>	<del>N15</del>				This is an unused job title
APD	4009	POLICE OFFICER	P10				
APD	4007	POLICE OFFICER 1/C	P11				
APD	4006	POLICE CORPORAL	P12				
APD	4005	POLICE SERGEANT	P13				
APD	4004	POLICE LIEUTENANT	P15				
CM		<u>COMMUNITY SERVICE COORDINATOR</u>	<u>N09</u>	X		X	
CM	8002	HARBORMASTER OFFICE ADMINISTRATOR	N10				All Office Administrator positions are being consolidated into a single job title.
CM	1040	SOCIAL WORK CARE COORDINATOR	<del>N10</del> <u>N12</u>	X			
CM	1517	DEVELOPMENT/EVENTS SPECIALIST	N12				
CM	5206	ENVIRONMENTAL PROGRAMS COORDINATOR	N12				
CM		<u>HARBORMASTER OPERATIONS SUPERVISOR</u>	<u>N12</u>	X		X	The City is recommending a different title from the one listed in the PRM report.
CM	8004	<del>DEPUTY</del> <u>ASSISTANT</u> HARBORMASTER	<del>N13</del> <u>N15</u>	X			PRM recommended the title change to help differentiate "Deputy" positions as department deputies.
CM	8001	HARBORMASTER	N18				
CS	7602	FACILITIES MAINTENANCE TECHNICIAN	A07				
CS	1617	FLEET PARTS SPECIALIST	A09				
CS	<del>4108</del>	<del>FIRE APPARATUS MAINTENANCE SPECIALIST</del>	<del>A11</del>				This is an unused title
CS	1611	FLEET MAINTENANCE TECHNICIAN I	A10				
CS	1612	FLEET MAINTENANCE TECHNICIAN II	A11		X		
CS	1616	FLEET MAINTENANCE TECHNICIAN III	N12				
CS		<u>FLEET MAINTENANCE SPECIALIST I</u>	<u>A10</u>	X			
CS	1610	FLEET MAINTENANCE SPECIALIST <u>II</u>	<del>N11</del> <u>A11</u>	X		X	This was an error in the FY25 position classification summary. It should have stayed on the A scale.
CS		<u>FLEET MAINTENANCE SPECIALIST III</u>	<u>A12</u>	X			
CS	7601	FACILITIES MAINTENANCE ENGINEER I	A11		X		
CS	7600	FACILITIES MAINTENANCE ENGINEER II	A12				
CS	1207	FACILITIES MAINTENANCE SUPERVISOR	N13				
CS	<del>1204</del>	<del>SENIOR PURCHASING CLERK</del>	<del>N08</del>				This is an unused job title

Dept.	Class #	Job Title	Grade	PRM recom.	Career ladder	Empl. Agree. Prep	Notes
CS	1203	BUYER	N09				
CS	1202	SENIOR BUYER	N13				
CS	7220	FLEET MANAGER	N16				
CS	1201	PROCUREMENT OFFICER	N18				
DPW	7101	PUBLIC WORKS SERVICE WORKER I	A04	X			
DPW		PUBLIC WORKS SERVICE WORKER II	A05	X	X		
DPW	7001	PW MAINTENANCE WORKER I	A04				
DPW	7002	PW MAINTENANCE WORKER II	A05		X		
DPW	7301	EQUIPMENT OPERATOR I	A06				
DPW	7302	EQUIPMENT OPERATOR II	A07		X		
DPW	7303	EQUIPMENT OPERATOR III	A08				
DPW	7407	METER TECHNICIAN I	A06				
DPW	7408	METER TECHNICIAN II	A07		X		
DPW	7014	TRAFFIC TECHNICIAN I	A06 A07	X			
DPW	7015	TRAFFIC TECHNICIAN II	A08		X		
DPW	7016	TRAFFIC TECHNICIAN III	A10 A09	X			
DPW	7004	MASON I	A07				
DPW	7005	MASON II	A08		X		
DPW	1016	PUBLIC WORKS COMMUNICATIONS OPERATOR	A07				
DPW	7411	UNDERGROUND UTILITY LOCATOR	A07				
DPW	7412	WATER PLANT TECHNICIAN I	A07				
DPW	7413	WATER PLANT TECHNICIAN II	A09		X		
DPW	7414	WATER PLANT TECHNICIAN III	A11				
DPW		UTILITY MECHANIC I	A08	X			
DPW	7409	UTILITY MECHANIC II	A09		X		
DPW	7415	UTILITY MECHANIC III	A10				
DPW		WATER PLANT OPERATOR I	A08	X			
DPW		WATER PLANT OPERATOR II	A09	X			
DPW		WATER PLANT OPERATOR III	A10	X	X		
DPW	7417	WATER PLANT OPERATOR IV	A11				
DPW	7410	WATER PLANT MECHANIC	A09				
DPW	7406	INSTRUMENTATION TECHNICIAN I	A10				
DPW	7418	SENIOR INSTRUMENTATION TECHNICIAN II	A11		X		
DPW		ENGINEERING TECHNICIAN I	N07	X			
DPW		ENGINEERING TECHNICIAN II	N08	X			
DPW	5107	ENGINEERING TECHNICIAN III	N09		X		
DPW	5109	ENGINEERING TECHNICIAN IV	N10				
DPW		PUBLIC WORKS INSPECTOR I	N08	X			
DPW		PUBLIC WORKS INSPECTOR II	N09	X	X		

Dept.	Class #	Job Title	Grade	PRM recom.	Career ladder	Empl. Agree. Prep	Notes
DPW	5209	PUBLIC WORKS INSPECTOR <u>III</u>	N10	X			
DPW		<u>ENVIRONMENTAL COMPLIANCE INSPECTOR I</u>	<u>N09</u>	X			
DPW	5215	ENVIRONMENTAL COMPLIANCE INSPECTOR <u>II</u>	N10	X	X		
DPW		<u>ENVIRONMENTAL COMPLIANCE INSPECTOR III</u>	<u>N11</u>	X			
DPW	5106	CAD TECHNICIAN	N11				
DPW	7010	PUBLIC WORKS SUPERVISOR	N12				
DPW	7017	SOLID WASTE CONTRACT ADMINISTRATOR	N12				
DPW	7405	UTILITY SUPERVISOR	N12				
DPW		<u>PRE-TREATMENT COORDINATOR</u>	<u>N13</u>	X		X	
DPW		<u>GIS SPECIALIST</u>	<u>N13</u>	X		X	
DPW	5111	<u>CIVIL ENGINEER I</u>	<u>N13-N14</u>	X			PRM recommended the grade change for Civil Engineer I and recommended creating a career ladder up to level III. The City is recommending consolidating the various Engineer titles into a generic Engineer series.
DPW	5110	<u>CIVIL ENGINEER II</u>	N15		X		
DPW		<u>ENGINEER III</u>	<u>N16</u>	X			
DPW	<del>5214</del>	<del>STORMWATER MANAGEMENT ENGINEER</del>	<del>N15</del>				
DPW	<del>5113</del>	<del>TRAFFIC ENGINEER</del>	<del>N15</del>				
DPW	7416	ASSISTANT UTILITY SUPERINTENDENT	N14				
DPW	7404	ASSISTANT WATER PLANT SUPERINTENDENT	N14				
DPW	5115	PUBLIC WORKS ANALYST	N15				
DPW	7104	SUPERINTENDENT-PUBLIC WORKS SERVICES	N16				
DPW	7402	SUPERINTENDENT-PUBLIC WORKS UTILITIES	N16				
DPW	7403	WATER PLANT SUPERINTENDENT	N16				
DPW		<u>ENGINEERING PROGRAM MANAGER I</u>	<u>N16</u>				
DPW	5216	<del>STORMWATER</del> <u>ENGINEERING PROGRAM MANAGER II</u>	<del>N16</del> <u>N17</u>	X	X		
DPW	5102	<del>ASSISTANT</del> <u>DEPUTY</u> DIRECTOR PUBLIC WORKS	N18				The City is recommending retitling this for consistency in Deputy titles
DPW	5103	PUBLIC WORKS BUREAU CHIEF-ENGINEERING	N18				
FIN	1306	ACCOUNTING ASSOCIATE I	N07				
FIN	1307	ACCOUNTING ASSOCIATE II	N08				
FIN	1308	ACCOUNTING ASSOCIATE III	N09				
FIN	<del>1311</del>	<del>FINANCE OFFICE ADMINISTRATOR</del>	<del>N10</del>				All Office Administrator positions are being consolidated into a single job title.
FIN		<u>ACCOUNTANT I</u>	<u>N12</u>	X			
FIN	1309	<u>ACCOUNTANT II</u>	N13	X	X		
FIN		<u>ACCOUNTANT III</u>	<u>N14</u>	X			
FIN	<del>1304</del>	<del>SENIOR ACCOUNTANT-IV</del>	<del>N15</del>	X			
FIN		<u>BUDGET ANALYST I</u>	<u>N12</u>	X			
FIN	1314	<u>BUDGET ANALYST II</u>	N13	X	X		
FIN		<u>BUDGET ANALYST III</u>	<u>N14</u>	X			
FIN	1315	<del>SENIOR</del> <u>BUDGET ANALYST IV</u>	N15	X			

Dept.	Class #	Job Title	Grade	PRM recom.	Career ladder	Empl. Agree. Prep	Notes
FIN	1312	FINANCE OFFICE MANAGER	N13				
FIN	1321	RISK MANAGEMENT PROGRAM ADMINISTRATOR	N14				
FIN	1313	ACCOUNTING MANAGER	N17				
FIN	1316	BUDGET MANAGER	<del>N17</del> N18				The City is recommending a grade change based on market data and consideration of the whole job factors.
FIN	1302	<del>ASSISTANT</del> DEPUTY FINANCE DIRECTOR	N18				The City is recommending retitling this for consistency in Deputy titles
GEN	<del>1001</del>	<del>OFFICE ASSOCIATE I</del>	A02	X			PRM recommended deleting the Office Associate I and II job titles. The A02 grade no longer appears on the Council-approved A scale. Rename to avoid the confusion of having an Office Associate III and IV without a I and II. All positions are AFSCME-eligible. We will not have Office Associates assigned to confidential departments.
GEN	<del>1002</del>	<del>OFFICE ASSOCIATE II</del>	A04	X			
GEN	1005	OFFICE ASSOCIATE III <u>ASSISTANT I</u>	<del>A06 and</del> N06	X			
GEN	1006	OFFICE ASSOCIATE IV <u>ASSISTANT II</u>	<del>A07 and</del> N07	X	X		
GEN		<u>FISCAL ASSISTANT I</u>	A07				
GEN		<u>FISCAL ASSISTANT II</u>	A08		X		
GEN		<u>FISCAL ASSISTANT III</u>	A09				These titles are parallel to the Accounting Associate I, II, and III job titles in Finance but are the AFSCME-eligible equivalents.
GEN	1008	ADMINISTRATIVE OFFICE ASSOCIATE	<del>A09</del> N09				This was an error in the FY25 position classification summary. It should have moved to the N scale.
GEN		ADMINISTRATIVE ASSISTANT I	N07				
GEN	1029	ADMINISTRATIVE ASSISTANT II	N08	X	X		
GEN		<u>ADMINISTRATIVE ASSISTANT III</u>	N09	X			
GEN	1026	<del>HUMAN RESOURCES</del> OFFICE ADMINISTRATOR	N10				All Office Administrator positions are being consolidated into a single job title.
GEN		<u>PROGRAM COORDINATOR</u>	N12	X		X	
GEN		<u>GRANT ADMINISTRATOR</u>	N13	X		X	
HR		<u>HUMAN RESOURCES ASSOCIATE I</u>	N07	X			
HR	1035	HUMAN RESOURCES ASSOCIATE II	<del>A08</del> N08	X	X		This was an error in the FY25 position classification summary. It should have moved to the N scale.
HR		<u>HUMAN RESOURCES ASSOCIATE III</u>	N09	X			
HR		<u>HUMAN RESOURCES SPECIALIST (HRIS)</u>	N13	X			
HR		<u>HUMAN RESOURCES ANALYST I</u>	N13	X			PRM recommended creating the job series and having the BENEFITS ADMINISTRATOR title incorporated into the HUMAN RESOURCES ANALYST III level.
HR		<u>HUMAN RESOURCES ANALYST II</u>	N14	X	X		
HR		<u>HUMAN RESOURCES ANALYST III</u>	N15	X			
HR	<del>1011</del>	<del>BENEFITS ADMINISTRATOR</del>	N15	X			



Dept.	Class #	Job Title	Grade	PRM recom.	Career ladder	Empl. Agree. Prep	Notes
HR	1009	HUMAN RESOURCES ADMINISTRATOR	N16				
ITS	1112	ITS ADMINISTRATIVE SUPPORT ANALYST	N10				
ITS	1114	GIS TECHNICIAN	N11				
ITS	1104	ITS SPECIALIST	N12				
ITS	1105	ITS WEB DEVELOPER	N13				
ITS	1113	GIS COORDINATOR	N15				
ITS		<del>ITS ANALYST I</del>	<del>N15</del>	X			
ITS	1101	ITS ANALYST II	N16	X	X		
ITS		<del>ITS ANALYST III</del>	<del>N17</del>	X			
ITS	1106	ITS NETWORK ENGINEER	N15				
ITS		<del>IT PROJECT MANAGER</del>	<del>N16</del>	X		X	
Mayor		<del>HISPANIC OUTREACH NAVIGATOR</del>	<del>N09</del>	X		X	
OEM	1021	EMERGENCY MANAGEMENT GRANT COORDINATOR	A08				
OEM	4038	EXERCISE, TRAINING AND COMMUNITY OUTREACH COOR	N12				
OEM	4037	EMERGENCY MANAGEMENT PLANNER I	N12	X	X		
OEM	4025	SENIOR EMERGENCY MANAGEMENT PLANNER II	N13	X			
OEM	4200	DEPUTY DIRECTOR, EMERGENCY MANAGEMENT	N17				
OOL	1521	<del>CITY COUNCIL ASSOCIATE</del> <del>LEGISLATIVE ADMINISTRATIVE ASSISTANT</del>	N10	X			
OOL	1015	<del>DEPUTY ASSISTANT</del> CITY CLERK	N10				The City is recommending the title change to help differentiate "Deputy" positions as department deputies.
OOL	1010	LEGAL ASSISTANT	N10				
OOL	2003	PARALEGAL	N10				
OOL	1019	LEGISLATIVE AND POLICY ANALYST	N14				
OOL	1014	CITY CLERK	N16				
PZ	1028	PERMITS ASSOCIATE	A07				
PZ		<del>INSPECTOR I</del>	<del>N09</del>	X			PRM recommended combining the building and property maintenance inspectors together into a generic Inspector career ladder. Note that electrical and mechanical inspectors remain separate.
PZ	5202	<del>BUILDING INSPECTOR</del> <del>INSPECTOR II</del>	N10	X	X		
PZ	5203	<del>SENIOR PROPERTY MAINTENANCE</del> <del>INSPECTOR III</del>	N12	X			
PZ	5204	PROPERTY MAINTENANCE INSPECTOR	N09	X			
PZ	1022	HOUSING AFFORDABILITY SPECIALIST	N10				
PZ	5012	<del>PLANNING OFFICE ADMINISTRATOR</del>	N10				All Office Administrator positions are being consolidated into a single job title.
PZ	1013	PERMITS ADMINISTRATOR	<del>N10</del> N13	X			
PZ	1023	HISTORIC PRESERVATION ASST	N11				
PZ	5207	ELECTRICAL INSPECTOR	N12				
PZ	5211	MECHANICAL INSPECTOR	N12				

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PZ	5205	PLUMBING/UTILITY INSPECTOR	N12				
PZ	5210	ENVIRONMENTALIST <del>URBAN FORESTER</del>	<del>N12</del> N13	X			
PZ	5213	COMBINATION INSPECTOR	N13				
PZ	5009	COMMUNITY DEVELOPMENT SPECIALIST	N13				
PZ	5006	ZONING ENFORCEMENT OFFICER	N13				
PZ		<del>PLANNER I</del>	<del>N12</del>	X	X		PRM recommended creating the general Planner career ladder and incorporating the existing senior planner job titles together at the Planner IV level.
PZ	5007	PLANNER II	N13	X			
PZ		<del>PLANNER III</del>	<del>N14</del>	X			
PZ	5005	SENIOR PLANNER <del>PLANNER IV</del>	N15				
PZ	5010	SENIOR COMPREHENSIVE PLANNER	N15				
PZ	5011	SENIOR TRANSPORTATION PLANNER	N15				
PZ	1531	<del>SMALL AND MINORITY BUSINESS ENTERPRISE LIAISON- ECONOMIC DIVERSITY SPECIALIST</del>	<del>N14</del> N15	X			PRM recommended the grade change, but the City is recommending an alternate job title to the one PRM proposed.
PZ	5208	ARCHITECTURAL PLANS REVIEWER	N15				
PZ	5114	ASSISTANT TO PLANNING DIRECTOR <del>PLANNING OPERATIONS</del> ADMINISTRATOR	N15	X			
PZ	5201	CHIEF OF CODE ENFORCEMENT	N17				
PZ	5004	CHIEF OF COMPREHENSIVE PLANNING	N17				
PZ	5003	CHIEF OF HISTORIC PRESERVATION	N17				
PZ	5008	COMMUNITY DEVELOPMENT ADMINISTRATOR	N17				This is an unused job title
PZ	5002	CHIEF OF CURRENT PLANNING	<del>N18</del> N17	X			
RP	<del>6013</del>	<del>DANCE &amp; FITNESS COORDINATOR</del>	A04				This is an unused job title
RP		<del>FACILITY MONITOR</del>	A05	X		X	
RP	6011	PARKS MAINTENANCE WORKER I	A05		X		
RP	7003	PARKS MAINTENANCE WORKER II	A06				
RP	6311	PARKS MAINTENANCE CREW LEADER	A07				
RP	6004	RECREATION LEADER I	A07		X		
RP	6005	RECREATION LEADER II	A08				
RP		<del>RECREATION LEADER III</del>	<del>A09</del>	X			
RP	7012	CREW LEADER	A09				
RP		<del>CHILD CARE DIRECTOR</del>	<del>N10</del>	X		X	
RP	6010	PARK FOREMAN	N10				
RP	6009	RECREATION OFFICE ADMINISTRATOR	N10				All Office Administrator positions are being consolidated into a single job title.
RP	6200	MARKETING COORDINATOR	<del>N11</del> N12	X		X	
RP	6017	COMMUNITY FITNESS & AQUATICS SUPERVISOR	N12				
RP	6300	FACILITY SUPERVISOR	N12				
RP	6100	FRONT DESK SUPERVISOR	N12				

Dept.	Class #	Job Title	Grade	PRM recom.	Career ladder	Empl. Agree. Prep	Notes
RP	6003	RECREATION SPORTS SUPERVISOR	N12				
RP	6016	COMMUNITY CENTER MANAGER	N13				
RP	6007	HORTICULTURIST	N13				
RP	<del>6006</del>	<del>RECREATION PROGRAM SUPERVISOR</del>	<del>N14</del>				This is an unused job title
RP	<del>6002</del>	<del>PARKS ADMINISTRATOR</del>	<del>N15</del>				
RP	6015	PARKS DIVISION CHIEF	<del>N16</del> -N17	X			
RP	6014	RECREATION DIVISION CHIEF	<del>N16</del> -N17	X			