



MANAGEMENT ADVISORY GROUP INTERNATIONAL, INC.

Preparing for Tomorrow, Today...

PROPOSAL FOR A CLASSIFICATION AND COMPENSATION STUDY

Prepared for :

Munster, Indiana

January 12, 2024

Contact Us :

Management Advisory Group International, Inc.

12730 Fair Lakes Circle, Suite 600

Fairfax, VA 22033

(703) 590-7250

info@maginc.org

www.magintl.org

MUNSTER, INDIANA

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MUNSTER, INDIANA

SECTION I

INTRODUCTION AND
EXECUTIVE SUMMARY



MANAGEMENT ADVISORY GROUP INTERNATIONAL, INC.



(703) 590-7250



russell@maginc.org



www.magintl.com



12730 Fair Lakes Circle, Suite 600
Fairfax, VA 22033

January 12, 2024

Dustin Anderson
Town Manager
105 Ridge Road
Munster, IN 46321

Dear Mr. Anderson

Management Advisory Group International, Inc. (MAG) is pleased to present this Proposal for Compensation Study Consulting Services. We have read the RFP in preparation for submitting our proposal. We certainly appreciate your consideration.

MAG is a national, full-service human resources consulting firm (WBE) with extensive experience in classification and compensation projects, position descriptions, and human resources software. Principals of the firm have conducted more than 500 similar studies in over 25 years of municipal consulting in 24 states. Our consultant services are supported by a full complement of personnel, office space, and technological equipment required to meet our clients' needs.

Our overall approach is inclusive, personalized, and supported by state-of-the-art tools that include a proven job evaluation system. The software we offer is unmatched in the marketplace, and the most progressive for reviewing and analyzing existing compensation plans to achieve internal equity, external equity, and creating pay structures to reflect a competitive position in your market area. The ability to produce customized plans that ultimately result in implementation is just one of our strengths. That is our goal from day one of the engagement.

MANAGEMENT ADVISORY GROUP INTERNATIONAL, INC.

Dustin Anderson
Town Manager
Munster, IN
January 12, 2024
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In addition to the personalized approach to your project, our software is unmatched in the marketplace, and the most progressive in the business for the purpose of conducting compensation studies. It fully addresses your interests in reference to reviewing and analyzing existing compensation plans to achieve internal equity, as well as external equity. We will create proper pay structures to reflect a competitive position in your market area. It is a tool that complements the highly personalized and personally managed project designed to meet your interests.

We produce personalized implementation plans so that the management and staff are able to evaluate various strategies according to financial limitations. One of our strengths is our ability to produce customized plans that ultimately result in implementation. That is our goal from day one of the engagement.

I will personally oversee your project.

We appreciate the opportunity to be of service to you and look forward to working as partners with the Town on this important project.

Best regards,

Russell H. Campbell

Russell Campbell, Ed.D.
Senior Vice President

Legal Name of Firm:

Management Advisory Group
International, Inc.

Incorporation: Florida (2001)

Offices: Fairfax, VA; Asheville, NC;
Columbia, SC.

In Business: Since 2001 as a company.

Legal Structure: Florida Corporation, in
good standing with the Department of
State.

MANAGEMENT ADVISORY GROUP INTERNATIONAL, INC.

CLIENT LIST

- Abbeville County, SC
- Acton, MA
- Aiken County Public Schools, SC
- Ak-Chin Indian Community, AZ
- Alachua County, FL
- Albemarle Charlottesville Regional Jail, VA
- Alexandria, LA
- Altamonte Springs, FL
- Americus, GA
- Artesia, NM
- Asheville, NC
- Association of County Commissioners, NC
- Athens-Clarke County, GA
- Atlanta, GA
- Atlanta Public Schools, GA
- Auburn University, AL
- Avondale, AZ
- Bal Harbour, FL
- Balcones Heights, TX
- Baltimore County Community College, MD
- Baltimore County Public Schools, MD
- Barnwell County, SC
- Bastrop County, TX
- Baton Rouge, LA
- Bay Harbor Islands, FL
- Baytown, TX
- Bedford County Schools, VA
- Belle Glade, FL
- Belleview, FL
- Black Hawk College, IL
- Bloomington, IN
- Blount County, TN
- Boone County, KY
- Bowie, MD
- Bowling Green KY
- Boynton Beach, FL
- Brevard County, FL
- Brevard County Sheriff's Office, FL
- Brooksville, FL
- Broward County, FL
- Broward County Sheriff's Office, FL
- Brownsville, TX
- Brownsville Public Utilities Board, TX
- Brunswick County, VA
- Bullhead City, AZ
- Calhoun County, SC
- Cameron County, TX
- Cape Coral, FL
- Carlsbad, NM
- Carrboro, NC
- Casselberry, FL
- Cayce, SC
- Cecil County, MD
- Chandler, AZ
- Chapel Hill, NC
- Charles County Schools, MD
- Charleston County, SC
- Charleston County Parks and Recreation Authority, SC
- Charleston Housing Authority, SC
- Charlotte County, FL
- Charlotte County Sheriff, FL
- Chatham County, NC
- Chatham Area Transit, GA
- Cherokee County, NC
- Chesapeake, VA
- Chesapeake Public Schools, VA
- Chester County, PA
- Chester Metropolitan Water and Sewer District, SC
- Child Care Group, TX
- Citrus County, FL
- Citrus County Sheriff's Department, FL
- Citrus Hills Investment Corporation, FL
- Clarendon County, SC
- Clayton County, GA
- Cleveland, TN
- Coastal Rapid Transit Authority, SC
- Cocoa Beach, FL
- College Park, MD
- Colleton County, SC
- Colleton County Schools, SC
- Colleyville, TX
- Collier County Sheriff's Office, FL
- Colonie, NY
- Columbia, MO
- Columbia, SC
- Columbia Housing Authority, SC
- Columbia Police Department, SC
- Cooper City, FL
- Corpus Christi Airport, TX
- Dallas Independent School District, TX
- Dania, FL
- Davidson County, NC
- Davie, FL
- Daytona Beach, FL
- Dearborn, MI
- Deerfield Beach, FL
- DeKalb County School District, GA
- Delray Beach, FL
- Destin, FL
- Dorchester School District 2, SC
- Dougherty County, GA
- Douglas, AZ
- Dover, DE
- Dunedin, FL

MANAGEMENT ADVISORY GROUP INTERNATIONAL, INC.

CLIENT LIST

- Durham County, NC
- Eddy County, NM
- Edinburg, TX
- Edgewater, FL
- El Mirage, AZ
- El Paso, TX
- Elizabeth City, NC
- Emergence Health Network, TX
- Escambia County Utilities, FL
- Eustis, FL
- Fairborn, OH
- Fairfax County Public Schools, VA
- Fairfield County, SC
- Family Eldercare, TX
- Fayetteville, GA
- Florence, SC
- Florence County, SC
- Florida Community College at Jacksonville, FL
- Florida League of Cities, FL
- Fountain, CO
- Franklin, TN
- Franklin, VA
- Ft. Lauderdale, FL
- Ft. Walton Beach, FL
- Gainesville, FL
- Georgetown, KY
- Georgetown Recreation Board, KY
- Gilbert, AZ
- Gladstone, MO
- Goose Creek, SC
- Grand Prairie, TX
- Grand Traverse County, MI
- Greenacres, FL
- Greenville, SC
- Greenwood Housing Authority, SC
- Greenville County Schools, SC
- Gulfport, FL
- Hammond, LA
- Hampton County, SC
- Harford County Sheriff, MD
- Hays County, TX
- Haywood County, NC
- Hernando County, FL
- Highland Beach, FL
- Hilton Head, SC
- Hilton Head Island, SC
- Holly Hill, FL
- Hollywood, FL
- Horry County, SC
- Horry County Solid Waste Authority, SC
- Houston Galveston Area Council, TX
- Houston Independent School District, TX
- Huntsville City Schools, AL
- Hutto, TX
- Iberia Parish, LA
- Immokalee Water and Sewer Authority, FL
- Indian River Shores, FL
- Integral Health Care, TX
- Jacksonville, FL
- Jacksonville Beach, FL
- Jacksonville Transportation Authority, FL
- Jasper County, SC
- Jefferson County, TX
- Johnson C. Smith University, NC
- Johnson City, TN
- Jones County, GA
- Joplin, MO
- Juno Beach, FL
- Jupiter, FL
- Kalispell, MT
- Kearney, NE
- Kent County, DE
- Kenosha, WI
- Key West Aqueduct Authority, FL
- Knoxville, TN
- La Porte, TX
- Lake County, FL
- Lake County Sheriff's Office, FL
- Lake Park, FL
- Lake Worth, FL
- Lake Worth Utilities, FL
- Lakeland, FL
- Lancaster County, SC
- Laurens CPW, SC
- Lee County, FL
- Lexington School District Two, SC
- Lexington, TN
- Levy Property Appraiser, FL
- Lexington, KY
- Lexington County, SC
- Logan, UT
- Los Angeles Housing Authority, CA
- Louisiana Community College System
- Louisville, KY
- McAllen, TX
- Macon-Bibb County, GA

MANAGEMENT ADVISORY GROUP INTERNATIONAL, INC.

CLIENT LIST

- Manatee County Sheriff's Office, FL
- Manning, SC
- Marion County, FL
- Marion County Sheriff's Office, FL
- Marion County Tax Collector, FL
- Martin County, FL
- Massachusetts Community Colleges
- Mesa, AZ
- Metropolitan Washington Council of Governments, Washington DC
- MHMR of Tarrant County, TX
- Miami Area School District, AZ
- Minot, ND
- Miramar, FL
- Missoula County, MT
- Montgomery County, VA
- Mount Dora, FL
- Mount Pleasant, SC
- Myrtle Beach, SC
- Naples, FL
- Nash County, NC
- Navajo Community College, AZ
- Nelson County, VA
- New Orleans, LA
- New Smyrna Beach, FL
- New Smyrna Beach Utilities Commission, FL
- Newberry County, SC
- Nez Perce Indian County, ID
- Nineteenth District Court, LA
- Norfolk Public Schools, VA
- North Miami, FL
- North Miami Beach, FL
- North Myrtle Beach, SC
- North Port, FL
- Northampton County, VA
- Oak Ridge, TN
- Oakland County, MI
- Ocala, FL
- Okaloosa County, FL
- Oklahoma Zoological Trust, OK
- Orange City, FL
- Orange County, FL
- Orange County Public Schools, FL
- Orangeburg County, FL
- Orangeburg County, SC
- Ormond Beach, FL
- Osceola County, FL
- Ouachita Parish, LA
- Page, AZ
- Palm Bay, FL
- Palm Beach County Clerk of Court, FL
- Palm Beach County Clerk of the Circuit Court, FL
- Palm Beach County Schools, FL
- Palm Beach County Sheriff's Department, FL
- Palm Harbor Fire Rescue District, FL
- Pantego, TX
- Pasadena, TX
- Pascagoula, MS
- Pasco County Sheriff's Office, FL
- Peace River Water Authority, FL
- Peachtree City, GA
- Pearland, TX
- Pee Dee Regional
- Solid Waste Authority, SC
- Pembroke Pines, FL
- Person County, NC
- Philadelphia School District, PA
- Phoenix Elementary School District, AZ
- Pinal County, AZ
- Pointe Coupee, LA
- Polk County, FL
- Ponce Inlet, FL
- Port Freeport, TX
- Port Orange, FL
- Portland, TN
- Portsmouth, VA
- Prescott, AZ
- Prescott Valley, AZ
- Pueblo West, CO
- Queen Anne's County Schools, MD
- Richardson Independent School District, TX
- Richmond, VA
- Richland County School District One, SC
- Richland County School District Two, SC
- Rio Rancho, NM
- Riviera Beach, FL
- Riviera Beach CRA, FL
- Roanoke City Public Schools, VA
- Roanoke County Public Schools, VA
- Rockford, IL
- Rockville, MD
- Ruidoso, NM
- Safety Harbor, FL
- Saint Louis, MO
- Saint Lucie West, FL
- San Francisco, CA
- San Luis, AZ
- Sanford, FL
- Sanibel, FL
- Salt River Indian Community, AZ
- San Carlos Apache County, AZ
- Santa Fe Community College, NM
- Sarasota, FL
- Sarasota County, FL
- Savannah, GA
- Sevierville, TN

MANAGEMENT ADVISORY GROUP INTERNATIONAL, INC.

CLIENT LIST

- Savannah, GA
- Sevierville, TN
- South Daytona, FL
- Southern Ute Indian County, CO
- Southfield, MI
- Spartanburg, SC
- Spartanburg County, SC
- St. Charles Parish, LA
- St. Cloud, FL
- St. George, UT
- St. Johns Property Appraiser, FL
- St. Mary's Metropolitan Commission, MD
- St. Tammany Parish, LA
- State Department of Children & Families, FL
- State Department of Citrus, FL
- State Department of Health, FL
- State Department of Juvenile Justice, NC
- State Department of Juvenile Justice, FL
- State Department of Transportation, TX
- State Department of Environmental Quality, OR
- State Department of Public Safety, AZ
- State Division of Human Resources, AZ
- State Executive Office of the Governor, FL
- State Human Resources Department, IA
- State Merit System, NE
- Staunton, VA
- Stuart, FL
- Sumter, SC
- Sumter County, SC
- Sumter Schools, SC
- Surprise, AZ
- Sussex County, DE
- Takoma Park, MD
- Tallahassee, FL
- Tamarac, FL
- Tampa, FL
- Tampa Housing Authority, FL
- Tampa International Airport, FL
- Tempe Union High School District, AZ
- Tift County, GA
- Toho Water Authority, FL
- Tohono O'odham Nation, AZ
- Tupelo Schools, MS
- University of Maine, ME
- University of Northern Iowa, IA
- University of Texas, TX
- University of Wyoming, WY
- Union County, SC
- Venice, FL
- Virginia Beach City Schools, VA
- Walker County, TX
- Warren County, NC
- Washington County, PA
- Washoe County School District, NV
- Washtenaw County, MI
- Wayne County Airport Authority, MI
- Wellington, FL
- West Columbia, SC
- West Palm Beach, FL
- Westmoreland County, VA
- Wichita Falls, TX
- Wicomico County Schools, MD
- Williston, FL
- Wilton Manors, FL
- Winston-Salem, NC
- Winter Park, FL
- Wylie, TX
- York County, SC
- York County Libraries



Executive Summary

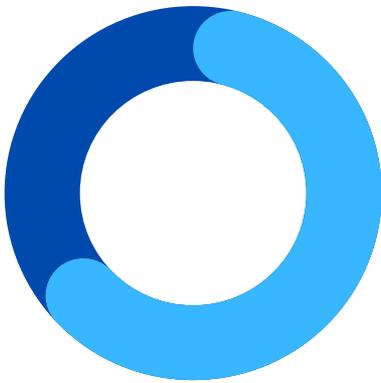
Introduction

Management Advisory Group International, Inc., (MAG) is a full-service management consulting firm with expertise in human resources projects, organization review, employee performance management systems, executive compensation, class description development, and fully integrated human resources software. Our professional services also include law enforcement, corrections, fire and EMS review and planning, strategic planning, and benefits cost containment.

MAG was incorporated in Florida and has been in business since 2001, with offices in Fairfax, Virginia, Asheville, North Carolina, and Columbia, South Carolina.

Our Mission

MAG's vision is to serve public sector and non-profit organizations by offering our comprehensive software programs that fully support and automate market data collection, data analysis, and compensation and classification processes. Our focus is on delivering quality studies quickly and efficiently to our clients.



Strategy & Implementation

We work closely and personally with key staff to achieve your objectives. The software system and approach we have developed is specific to your interests and includes a highly defined and progressive system of job evaluation, specific to the conduct of compensation studies that fully addresses compression.

Solution

MAG has expert knowledge and experience in municipal matters, ensuring the success of your study. MAG principals and current staff have functioned together for over a decade and have completed more than 600 studies over a 25-year period in 40 states.





MUNSTER, INDIANA

SECTION II

COMPANY

BACKGROUND

MAG INTERNATIONAL FIRM BACKGROUND

TIME IN BUSINESS AND BUSINESS SPECIALTIES

The Principals of MAG International, Inc. have a proven track record in providing in-depth management and human resource consulting services for over 25 years in more than 40 states. Our services include a focus on classification/compensation studies. Our work also includes performance management evaluation, compensation and pay equity and analysis, personnel policies, training, and procedures manuals.

Our clients range from various state and local government agencies to many Counties and Cities, as well as numerous Utilities, EMS, Police, and Fire organizations nationally and internationally. We have worked with many types of agencies over the years and have an excellent and wide-ranging understanding of governmental functions.

MAG International, Inc. Selected Areas of Expertise

Compensation and Classification

Pay Equity and Comparable Worth
Evaluation systems
Salary Studies
Benefits

Management/Executive Compensation

Management Systems

Facilities Reviews
Productivity and Staffing Analysis
Privatization Reviews
Organizational Restructuring
Efficiency Studies

Policies, Procedures and Training

Personnel Ordinances and Policy Manuals
Recruiting and Hiring Guidelines

Management Advisory Group International, Inc. is a privately held corporation located in Woodbridge, Virginia. MAG International, Inc. is a woman-owned firm incorporated in the state of Florida in 2001 and continues to maintain corporation status in the states of Florida, Louisiana and Virginia, while helping our clients find success nationwide.

MAG is one of three sister companies. MAG International, Inc. focuses on state, county and local government; MAG LLC, focuses on federal contracts; and, MAG- DS primarily handles international projects. MAG's home offices are located in Northern Virginia, with satellite offices in South Carolina, North Carolina and Florida. There are over seventy staff in the domestic offices and over 1,500 worldwide.

MAG INTERNATIONAL FIRM BACKGROUND

MAG is committed to providing the highest level of professional management and human resource consulting services to our clients. Our team of business and management professionals possesses extensive experience, education, and skill sets in a variety of study areas -- allowing us to assist our clients in meeting their organizational mission, vision, and goals on a variety of fronts.

MAG believes that organizational efficiency and effectiveness is, in large part, dependent on recruitment, hiring, and retention of quality, skilled personnel and staff -- comprehensive human resources management systems are an absolute essential in today's world to accomplish organization mission, vision, goals, and objectives.

Project Initiation and Timetables

While MAG has other current clients, the company has established a priority for the initiation, scope, and timetable of this project. We are prepared to initiate this project immediately and complete a high-quality study within a five-month period. This will ensure appropriate time for data collection, review of recommendations, and completion of reports.

Current Clients

Some of our current/recent clients, with projects at various stages of completion:

Dearborn, MI
Washtenaw County, MI
Nelson County, VA Westmoreland
County, VA Fairfield County, SC
Spartanburg, SC
York County, SC
Jones County, GA
Savannah, GA
Durham County, NC
Warren County, NC
Winston-Salem, NC
Edinburg, TX
Port Freeport, TX
Wichita Falls, TX
Georgetown, KY
Louisville, KY
Baton Rouge, LA
St. Tammany Parish, LA
Naples, FL
Riviera Beach, FL
Sanford, FL
Knoxville, TN
Lexington, TN

Excellent Outcomes

Successful outcomes in our projects have been diverse. They include:

- Revised compensation structures
- Creation of management or executive pay structures and benefits packages
- Comprehensive job/class descriptions where none have existed
- Revisions to operational and personnel policies
- Adjustment to pay structures to recognize market changes for selected employment groups
- Assignment of geographic differential to a pay structure where appropriate
- Integration of multiple pay structures into a unified schedule
- Identifying compression across the organization
- Staffing level determinations
- Reorganizations
- Analysis of agency versus contracted provision of services
- Identification of proper use of facilities

MAG's Special Human Resource Management Software

MAG has developed and uses the following software applications: Market Manager®, Classification Manager®, and Performance Manager®.

The flagship of our software package, Classification Manager®, designs custom pay structures, assigns employees to job classes, and provides extensive reports and forecasting scenarios to assist in developing management or labor compensation strategies. Classification Manager® is an invaluable tool for forecasting, as well as, proving internal pay equity.

Market Manager® is MAG's custom survey software that is designed to electronically collect job class, pay practice and related data from organizations that may compete with our clients for like classes of employees.

Each survey instrument is customized to reflect and collect the specific data requested by our client, ensuring that the unique needs of the client organization are addressed as an integral part of each of MAG's studies.

MAG INTERNATIONAL FIRM BACKGROUND

To ensure that all data analysis activity compares “apples to apples,” Market Manager® has internal controls that normalize survey data for employee groups that work non-standard work hours, allowing the client to directly compare compensation packages for either work hours or workdays of employees within the agency and across the competitive marketplace.

This is especially critical when evaluating work within the Town structure.

In addition to implementing targeted surveys, Market Manager® maintains an extensive data mine of current market information that can be accessed to support any market survey study undertaken on behalf of our clients. This powerful tool provides the information necessary to design compensation packages that reflect reality in the marketplace and putting the client’s organization in a competitive posture to recruit, retain and motivate employees.

MAG has committed to maintaining state of the art tools to assist our clients in the conduct of human resources projects.

Data can be easily used in Excel formats to ensure ease of use by our clients. We make it easy for you.

MAG has the organizational, financial, staff, and technical capability to assure success for this important project.

While we have current obligations, MAG is able to clearly state that we will be able to meet the obligations for the Town in a timely manner.

MAG has no current or former litigation, outstanding judgments, or liens (ever).

PROJECT TEAM



Russell Campbell, Ed.D,
Senior Vice President, MAG

Dr. Campbell has more than 21 years of public sector experience in human resource management, organizational development, and strategic planning. He has planned, organized, and directed studies in management auditing, operational reviews and analysis, service cost evaluations, survey analysis, quality of work life analysis, privatization, and cost allocation. Dr. Campbell's consulting experience encompasses state and local government evaluation, program management, efficiency analysis, survey analysis, and revenue enhancement. Dr. Campbell has an undergraduate degree from the University of South Carolina, a Master's degree in Public Administration from Troy State University, and a Doctorate in Education from the University of South Carolina.

Examples of projects in which Dr. Campbell has served as project lead or has had substantial project responsibilities include:

- Atlanta Public Schools, GA
- Bedford County Schools, VA
- Bell County, TX
- Calhoun County, SC
- Chapel Hill, NC
- Charles County Schools, MD
- Chesapeake Public Schools, VA
- Clarendon County, SC

- Clayton County, GA
- Dearborn, MI
- Deerfield Beach, FL
- DeKalb County, GA
- Delray Beach, FL
- Dinwiddie County, VA
- Dorchester School District 2, SC
- Durham County, NC
- Edinburg, TX
- Elizabeth City, NC
- Fairfield County, SC
- Family Eldercare, Austin, TX
- Franklin, VA
- Frederick County, VA
- Galveston County, TX
- Greenwood County, SC
- Greer, SC
- Houston ISD, TX
- Lancaster, SC
- Lexington School District 2, SC
- Lexington, TN
- Louisville, KY
- Manatee County Sheriff's Office
- Marion County, SC
- MHMR of Tarrant County, TX
- New Carrollton, MD
- Palm Beach Gardens, FL
- Port Freeport, TX
- Riviera Beach, FL
- Rockville, MD
- Richardson ISD, TX
- Richland School Districts 1 and 2, SC
- Roanoke City and County Schools, VA
- Savannah, GA
- South Fulton, GA
- Spartanburg, SC
- St. Petersburg, FL
- Sumter Schools, SC
- Tampa, FL
- Virginia Beach, VA
- Washtenaw County, MI
- Wichita Falls, TX
- Winston-Salem, NC
- York County, SC

PROJECT TEAM



**Charles Long, Ph.D.,
Authorized Representative,
MAG**

Dr. Long has over 25 years of experience providing management assistance, public sector management, and financial consulting to over 300 governmental and non-profit agencies. Dr. Long has substantial consulting experience with all local government functions, including human resources, staffing and organizational reviews, program evaluations, public policy and productivity, strategic planning, public safety services, and other related management areas. Dr. Long has performed management research studies for cities, counties, and public agencies in the area of organization and management, human resource systems, staffing and cost-benefit analysis, and strategic planning. Dr. Long possesses a Ph.D. in Public Administration and Finance from Florida Atlantic University. Examples of projects in which Dr. Long has served as project lead or has had substantial project responsibilities include:

- Americus, GA
- Athens-Clarke County
- Atlanta Public Schools
- Beaufort County Schools, SC
- Bibb County Schools
- Broward County, FL
- Cecil County, MD
- Chapel Hill, NC
- Cherokee County, GA
- College Park, GA
- Collier County, FL
- Daytona Beach, FL
- Dawson County, GA
- DeKalb County, GA
- Dinwiddie County, VA
- Durham County, NC
- Fairfax County, VA
- Falls Church, VA
- Fayette County, KY
- Galveston County
- Goose Creek, FL
- Greenwood County, SC
- Greenville Schools, SC
- Greer, SC
- Hammond, LA
- Hampton, VA
- Hollywood, FL
- Harford County, MD
- Horry County
- Indian River County Fire
- Jefferson County Public Schools, KY
- Jefferson Parish, LA
- Kent County, DE
- Lake County, IL
- Lee County, FL
- Louisville, KY
- Macon-bibb County, GA
- Manatee County Sheriff's Office
- Naples, FL
- Oakland County, MI
- Ocean City, MD
- Oldham Count, KY
- Osceola County, FL
- Sanford, FL
- Savannah, GA
- Schertz, TX
- South Fulton, GA
- St Charles Parish, LA
- St Cloud, FL
- St Louis, MO
- St Petersburg, FL
- Takoma Park, MD
- Tupelo Schools
- Virginia Beach, VA
- Washtenaw County

PROJECT TEAM



**Deirdre Kyle,
Senior Consultant**

Ms. Kyle served with the Jacksonville Transportation Authority as the Chief Operating Officer from 2003-2005. Ms. Kyle brings over 20 years of experience providing business management services to federal, state and local governments and the private sector; most of those years at a Partner level. Ms. Kyle has been associated with the senior leadership of MAG since 1998. Her career history includes working with state Departments of Transportation and local transit and transportation agencies. In addition, as a Partner with a national consulting firm, Ms. Kyle led consulting projects in business utilization, economic impact, development of public policy and strategic action plans. These engagements required a multi-discipline approach including data analyses, legal research, anecdotal analyses and statistics.

Examples of projects in which Ms. Kyle has served as project lead or has had substantial project responsibilities include:

- Beaufort County Schools, SC
- Bibb County Schools
- Calhoun County, SC
- Chapel Hill, NC
- Charlotte County, FL
- DeKalb County, GA
- Done Fairfax County
- Fairfax, VA

- Fayette County, KY
- Frederick County, VA
- Grand Traverse County, MI
- Henry County Schools, GA
- Horry County
- Isle of Wight County Schools
- Jefferson County Public Schools, KY
- Jefferson Parish, LA
- Kent County, DE
- Lancaster, SC
- Lexington, KY
- Loudoun County Schools
- Manassas Park City Schools
- Oldham County, KY
- Poquoson City Public Schools, VA
- Prince Georges County Schools
- Queens Anne's County, MD
- Richland County, SC
- Savannah, GA
- St Charles Parish, LA
- Virginia Beach, VA
- Washington County, PA
- Wichita Falls, TX
- Wicomico Schools, MD

PROJECT TEAM



Steve Foster,
Senior Consultant,
MAG

Mr. Foster is a retired military veteran who brings years of detailed project management skills to public sector projects. Mr. Foster has extensive experience in market and benefits analysis as well as with on-site support. He has led and participated in on-site interviews and meetings with employees in focus groups and orientation sessions. He has worked with scores of public sector clients in overall project management as well as handling logistical support for client management. He will conduct employee orientation sessions.

Examples of projects in which Mr. Foster has served as project lead or has had substantial project responsibilities include:

- Athens-Clarke County
- Barnwell County, SC
- Bloomington, IN
- Brownsville, TX
- Brownsville Public Utilities Board, TX
- Calhoun County, SC
- Cecil County, MD
- Chapel Hill, NC
- Chevy Chase Village, MD
- Clayton County, GA
- College Park, GA
- Colleyville Fire, TX
- Colleyville, TX
- Collier County, FL
- Dawson County, GA
- DeKalb County, GA

- Dinwiddie County, VA
- Durham County, NC
- Edinburg, TX
- El Paso, TX
- Fairfield County, SC
- Greer, SC
- Hammond, LA
- Jacksonville, FL
- John's Creek, GA
- Jones County, GA
- Kent County, DE
- Lancaster, SC
- Lexington, TN
- Macon-bibb County, GA
- Naples, FL
- New Orleans
- North Charleston, SC
- North Miami Beach, FL
- Ocean City, MD
- Oakland County, MI
- Orangeburg County, SC
- Osceola County, FL
- Oviedo, FL
- Palm Beach Gardens, FL
- Pearland, TX
- Pharr, TX
- Port Freeport, TX
- Prince William County, VA
- Pueblo West, CO
- Queens Annes County, MD
- Richland County, SC
- Riviera Beach, FL
- Sanford, FL
- Savannah, GA
- Schertz, TX
- South Fulton, GA
- Spartanburg, SC
- St Charles Parish, LA
- St Cloud, FL
- St Petersburg, FL
- Sugarland, TX
- Takoma Park, MD
- Tupelo Schools
- Washtenaw County
- Wellington, FL

PROJECT TEAM



Trista Coyne,
Senior Consultant,
MAG

Ms. Coyne has over 20 years of experience in human resources and management. She has led HR efforts in both the private and public sector prior to joining MAG, inc. as a Senior Consultant. In recent years, she led the creation of the compensation and classification structure for a mid-sized federal contractor in the digital services sector. Ms. Coyne has been associated with MAG since 2014. In addition to concentrating on compensation, she has managed projects involving onboarding, training and development, recruitment, retention, and employee engagement. Ms. Coyne has a passion for continuing education and has piqued interest in data analysis and visualization fields. Examples of projects in which Ms. Coyne has served as project lead or has had substantial project responsibilities include:

- Accomack County, VA
- Aiken County Public Schools, SC
- Athens-Clarke County, GA
- Atlanta Public Schools, GA
- Barnwell County, SC
- Baton Rouge, LA
- Blount County, TN
- Collier County, FL
- Dearborn, MI

- Deltona, FL
- Durham County, NC
- Edgewater, FL
- Edinburg, TX
- Fairfax, VA
- Fairfield County, SC
- Fountain, CO
- Georgetown, KY
- Hammond, LA
- Jasper County, SC
- Jefferson County Public Schools, KY
- Knoxville, TN
- Lexington, TN
- Louisville, KY
- Murfreesboro, TN
- Naples, FL
- North Carrollton, TX
- North Charleston, SC
- Oviedo, TX
- Person County, NC
- Pharr, TX
- Port Freeport, TX
- Richland County Schools, SC
- Riviera Beach, FL
- Sanford, FL
- Savannah, GA
- South Fulton, GA
- St. Tammany Parish, LA
- Union County, SC
- Warren County, NC
- Washtenaw County, MI
- Wichita Falls, TX
- Winston-Salem, NC
- York County, SC



Rita Haugabrook,
Assistant Director of
Market Analysis,
MAG

PROJECT TEAM

Ms. Haugabrook brings over 20 years' experience in HR Consulting in Compensation, Classification, and Pay Equity Market Analysis to our clients. Ms. Haugabrook has extensive knowledge of MAG's Market Manager© software and coordinates with our clients, both online and on-site, to facilitate relevant data gathering and processing for the survey process. Ms. Haugabrook brings her recognized expertise in Benefits Evaluation and Comparison to the firm allowing MAG's clients to ensure a competitive posture in total compensation and rewards.

Examples of projects in which Ms. Haugabrook has served as project lead or has had substantial project responsibilities include:

- Atlanta Public Schools, GA
- Bedford County Schools, VA
- Bell County, TX
- Calhoun County, SC
- Chapel Hill, NC
- Charles County Schools, MD
- Chesapeake Public Schools, VA
- Clarendon County, SC
- Colleton County Schools, SC
- Family Eldercare, Austin, TX
- Franklin, VA
- Frederick County, VA
- Galveston County, TX

- Georgetown, KY
- Delray Beach, FL
- Jasper County, SC
- Jefferson County Public Schools, KY
- Knoxville, TN
- Lexington, TN
- Louisville, KY
- Marion County, SC
- MHMR of Tarrant County, TX
- Murfreesboro, TN
- Naples, FL
- North Carrollton, TX
- North Charleston, SC
- Oviedo, TX
- Person County, NC
- Pharr, TX
- Port Freeport, TX
- Richland County Schools, SC
- Riviera Beach, FL
- Sanford, FL
- Savannah, GA
- Schertz, TX
- South Fulton, GA
- Union County, SC
- Wichita Falls, TX
- Winston-Salem, NC
- York County, SC

PROJECT TEAM



Veronica Long, CPC
Executive Vice President,
MAG

Ms. Long has extensive experience in public management consulting and has served as project director for more than 400 human resources management studies. She has successfully directed over 50 studies in the last three years. Prior to joining MAG, Ms. Long was a Partner with MGT of America, Inc. as well as the Partner-in-Charge of the firm's Human Resources Management Consulting Division. Ms. Long is recognized by the courts as an expert witness in the area of pay equity.

Examples of projects in which Ms. Long has served as project lead or has had substantial project responsibilities include:

- Americus, GA
- Athens-Clarke County
- Atlanta Public Schools
- Beaufort County Schools, SC
- Bibb County Schools
- Broward County, FL
- Cecil County, MD
- Chapel Hill, NC
- Cherokee County, GA
- College Park, GA
- Colleyville Fire, TX
- Collier County, FL
- Daytona Beach, FL
- Dawson County, GA
- DeKalb County, GA
- Deltona, FL

- Dinwiddie County, VA
- Durham County, NC
- Escambia County
- Fairfax, VA
- Fairfax County, VA
- Falls Church, VA
- Fayette County, KY
- Galveston County
- Goose Creek, FL
- Greenwood County, SC
- Greenville Schools, SC
- Greer, SC
- Hammond, LA
- Hampton, VA
- Hollywood, FL
- Harford County, MD
- Horry County
- Indian River County Fire
- Jefferson County Public Schools, KY
- Jefferson Parish, LA
- Kent County, DE
- Lakeland, FL
- Lake County, IL
- Lee County, FL
- Louisville, KY
- Macon-bibb County, GA
- Manatee County Sheriff's Office
- Maitland, FL
- Naples, FL
- Oakland County, MI
- Ocean City, MD
- Oldham County, KY
- Osceola County, FL
- Sanford, FL
- Savannah, GA
- Schertz, TX
- South Fulton, GA
- St Charles Parish, LA
- St Cloud, FL
- St Louis, MO
- St Petersburg, FL
- Takoma Park, MD
- Tupelo Schools
- Virginia Beach, VA
- Washtenaw County

PROJECT TEAM



Tracy O'Shields
Director of
Administrative Services
MAG

Ms. O'Shields brings over 25 year's experience in education and educational facility management, supported by her skills in business administration to our clients. She has significant experience in conducting market surveys for governmental agencies across the country and a comprehensive understanding of the public sector market and the work that is performed.

Ms. O'Shields coordinates the work of MAG staff in market and benefits survey development, data collection and data analysis.

Examples of projects in which Ms. O'Shields has served as project lead or has had substantial project responsibilities include:

- Abbeville County, SC
- Albemarle-Charlottesville Regional Jail, VA
- Barnwell County, SC
- Blount County, TN
- Brownsville Public Utilities Board, TX
- Calhoun County, SC
- Chesapeake Public Schools, VA
- Colleton County Schools, SC
- Carrboro, NC
- Dorchester School District 2, SC
- Dougherty County, GA
- Durham County, NC
- Edgewater, FL
- Edinburg, TX
- Fairfield County, SC

- Fayetteville, GA
- Franklin, VA
- Frederick County, VA
- Grand Traverse, MI
- Greenville County Schools, SC
- Hays County, TX
- Integral Health Care, TX
- Jones County, GA
- Knoxville, TN
- Lexington, TN
- Louisville, KY
- Nash County, NC
- Nelson County, VA
- Newberry County, SC
- Orange City, FL
- Peachtree City, GA
- Person County, NC
- Richardson ISD, TX
- Richland School District 2, SC
- Roanoke City Public Schools, VA
- Roanoke County Public Schools, VA
- Rockville, MD
- Sanford, FL
- Sanibel, FL
- Southfield, MI
- Spartanburg, SC
- St. Tammany Parish, LA
- St. Tammany Parish Schools, LA
- Staunton, VA
- Sussex County, DE
- Walker County, TX
- Warren County, NC
- Washtenaw County, MI
- York County, SC

PROJECT TEAM

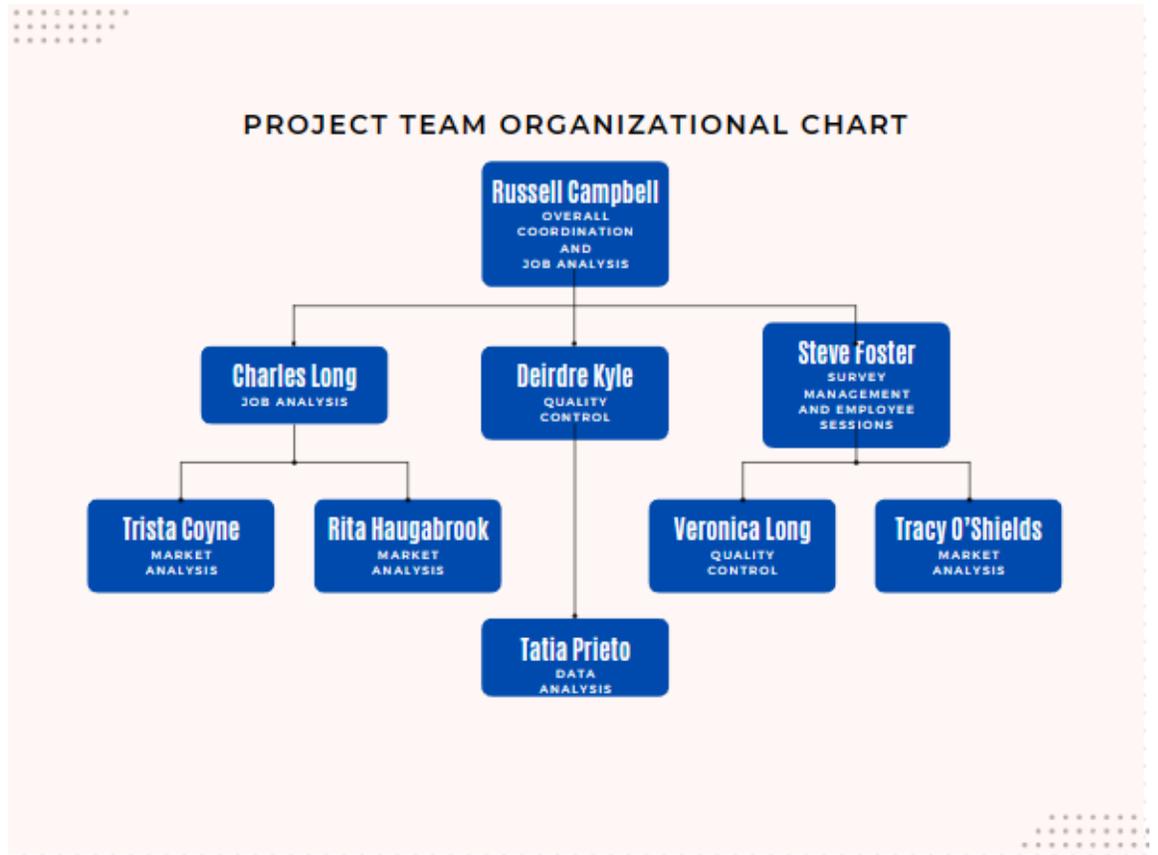


**Tatia Prieto, Ed.D.,
Prismatic Services**

In partnership with MAG, Dr. Prieto has conducted scores of consulting studies across the country, focusing on the operational and support programs that make schools and districts successful. Dr. Prieto has over 20 years' experience consulting for school districts in 28 states and has served in senior positions for two nationally known consulting firms, directing many comprehensive school district performance reviews. Primary categories of consulting for Prismatic Services include: Comprehensive Management, Performance, Efficiency Reviews, Organizational Assessments, Human Resources Reviews, Operational and Equity Audits and Strategic Planning. Examples of projects in which Dr. Prieto has served as project lead or has had substantial project responsibilities include:

- Fairfield, CT
- Greenwich, CT
- Lancaster, SC
- Lake County School District, CO
- Martin County, FL
- Monroe, LA
- North Little Rock, AK
- Richland School District 1, SC
- San Francisco, CA
- Spokane Public, WA
- St. Louis Public, MO
- Tucson Unified School District, AZ
- Seattle, WA
- Spartanburg, SC

- Anne Arundel County, MD
- Beloit School District, WI
- Bentonville, AK
- Boulder Valley, CO
- Calvert County, MD
- Charleston County, SC
- Chesapeake, VA
- Chesterfield County Public Schools, VA
- Clark County, NV
- Colorado Department of Education
- DeKalb County, GA
- Erie 1 Board of Cooperative Educational Services, NY



CLIENT STAFF RESPONSIBILITIES

MAG's focus is to deliver a quality study quickly and efficiently. MAG expects to produce all products in a turnkey fashion, performing all necessary technical and professional work.

Staff assists in scheduling meetings, transferring data collected for the study, survey instruments, target lists, reports, and providing input into philosophical issues pertaining to the development of a human resource classification and compensation system to meet the needs and preferences of the client.



MUNSTER, INDIANA

SECTION III

SCOPE OF SERVICES

TECHNICAL APPROACH

Parts of this section are considered confidential and not subject to public disclosure as they contain information, references, and screen shots of MAG's exclusive, confidential and proprietary software.

Broadly, steps in the process to meet the Town's stated goals include:

Step 1: Project Initiation and Data Requirements

Upon agreement to proceed, MAG's study team will discuss with our Town project manager and formulate the work plan with input from our management partner; typically, this is HR and the key departmental staff. MAG can also meet with other appropriate personnel to request background information, review the objectives of the study, and discuss concerns and issues. We discuss compensation history, study goals, and all related project scope issues of importance. We will request appropriate data relative to the current compensation system.

Step 2: Department Head Input

At the outset of the study MAG representatives and our HR partners will meet with Executive Leadership staff, and Department Heads to communicate goals and objectives. We will seek to identify problem areas or concerns and to identify positions in need of review.

Data Required

- Current Employee Payroll and Data
- Organization Charts
- Pay and Classification Plan
- Salary Schedules
- Personnel Policies

MAG is willing and able to meet on-site or video conferencing attendance and meetings with County staff.

MAG has been successfully setting up schedules and conducting meetings using Zoom Professional since March 2020. Additionally, MAG has prepared electronic templates of all communications documents for safe and secure electronic transmission.

We are pleased to be responsive to the Town's interests to ensure a successful project.

We will discuss:

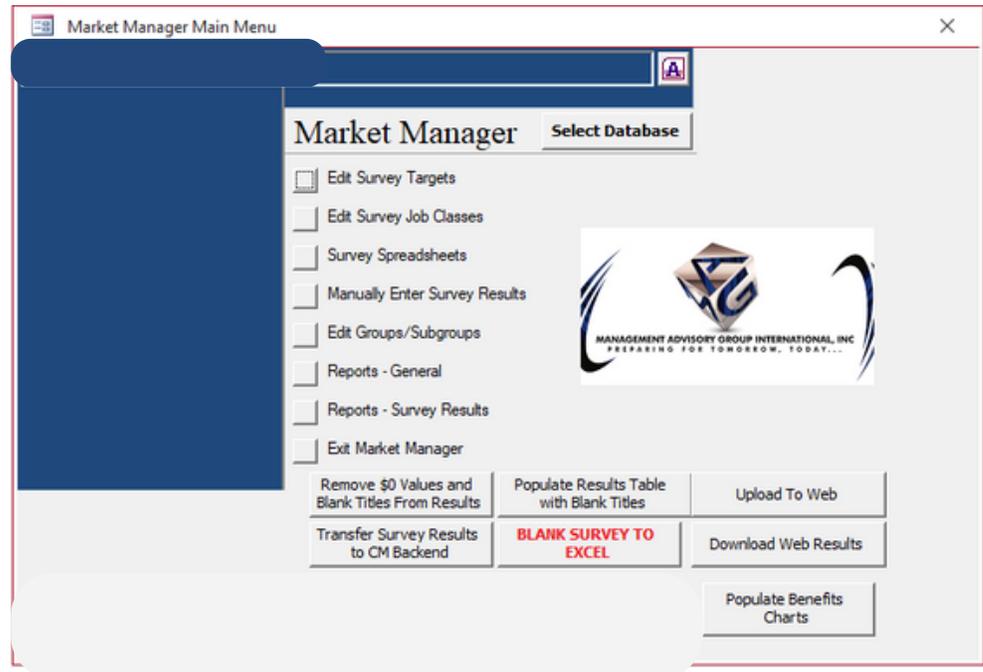
- An overview of the study goals and objectives, thereby ensuring staff are apprised of the Town's intentions to maintain a competitive salary system
- The study approach and critical aspects of the project so staff is made aware of and understands the project's important milestones and schedule, as well as their contribution to adhering to established timelines
- An opportunity to ask general questions pertaining to the project so that concerns can be addressed at the outset of the study

Step 3: External Market Review of Position Classifications

We cooperatively develop the market salary survey instrument, provide the survey instrument and target list to HR for review, comment, and suggestions, and contact target organizations to solicit survey participation. The survey instrument will be customized to meet your needs. MAG will work with our Town partners to identify and fine tune both the survey targets as well as the list of represented benchmark positions for each of the occupational families.

Benchmarks are carefully chosen in concert with HR staff, to represent the varying types of work being done in the Town, and at various levels of the pay structure. MAG is not proposing to survey every position. Benchmark positions will be selected and surveyed.

MAG prefers to conduct salary surveys on-line via our custom internet survey, but alternative formats (hard copy, email & facsimile) are also available. For your study, MAG will use the identified sources of data and manage the input directly into our Market Manager® software program.



Survey Instrument Content

Each survey instrument is pre-populated with the following information for review by the target organization:

- Job class title.
- A succinct description of the job class.
- Required qualifications of the job class.

We will then enter the following survey data into Market Manager[®]

- The respondents matching title and degree of match
- Minimum, mid-point and maximum pay ranges
- Any notes from MAG staff or respondents regarding differences between the Agency's and respondent's job class

An Excel survey document is produced and provided to the target agencies for completion. The number of cooperatively identified benchmarks will also have to consider the potential for target agencies to respond.

At the close of the survey phase, we analyze the received survey response data and compile market study results for your review, evaluation, and comment. Once final results are calculated, we submit the completed market report and recommendations.

Sample Survey Results

Salary Survey Results

Emergency Communications Officer

Descrip Employees in this class receive and transfer messages by telephone or two-way radio on an assigned rotating shift. Serves as a police telephone operator. Calls are received for general information, police personnel and police, or other emergency equipment whereupon the incumbent provides the general information, transfers calls to police personnel and transfers calls for police emergency equipment to shift Sergeant. Calls are received by two-way radio from police vehicles for general information and obtained from teletype or other source and requested information transmitted. Operator records all information concerning calls and complaints. Does related work as needed.

Quals Experience and training in radio communications. Completion of a standard high school course; or any equivalent combination of experience and training which provides the required knowledge, skills and abilities.
Radio operator's license prescribed by the Federal Communications Commission.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Event	Entry	Avg Pay	Actual Pay	# Ees	Avg Yrs
Ormond Beach			\$17,932	\$22,432	\$28,061	56.5%	<input type="checkbox"/>					
South Daytona	Dispatcher/Records Clerk		\$19,935	\$24,919	\$29,903	50.0%	<input type="checkbox"/>					
Daytona Beach	Emergency Communications Officer I		\$20,217	\$26,018	\$31,819	57.4%	<input type="checkbox"/>					
Port Orange	Dispatcher		\$20,385	\$27,271	\$34,157	67.6%	<input type="checkbox"/>					
New Smyrna Beach	Communications Dispatcher		\$20,700	\$25,572	\$30,444	47.1%	<input type="checkbox"/>					
Deltona	Telecommunicator		\$21,623	\$25,874	\$31,569	46.0%	<input type="checkbox"/>					
Lake Mary		Identical	\$22,235	\$27,000	\$33,322	49.9%	<input type="checkbox"/>					
Casselberry	Telecommunicator I		\$22,405	\$27,467	\$32,528	45.2%	<input type="checkbox"/>					
Longboat Key	Police Dispatcher		\$23,754	\$30,275	\$36,795	54.9%	<input type="checkbox"/>					
Apopka	Communications Technician		\$25,976	\$33,120	\$40,263	55.0%	<input type="checkbox"/>					
Average			\$21,516	\$26,995	\$32,886	52.8%						
Town of Ponce Inlet			\$15,996	\$19,832	\$23,667	48.0%						
	\$ Difference		(\$5,520)	(\$7,163)	(\$9,219)							
	% Difference		-34.5%	-36.1%	-39.0%							

Step 4: Job Questionnaires – Full Documentation in an Easy to Use Format

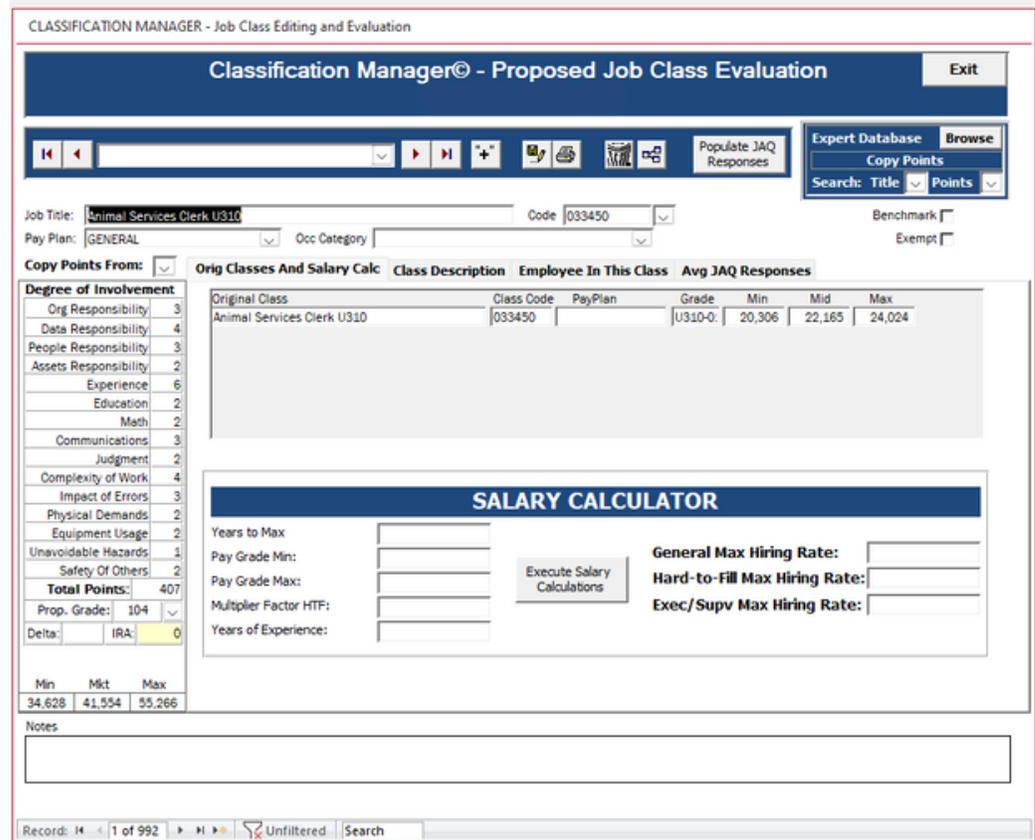
MAG has developed a highly efficient web based online job questionnaire process for employees and their supervisors. MAG will be able to offer on-site orientation sessions for employees, in which the study process is explained, the job questionnaire is thoroughly reviewed, and employees will be able to ask questions. The sessions are very interactive. All employees would have the opportunity to attend, although work schedules may preclude some. Further, MAG has prepared electronic templates of a variety of communications documents that explain the process, explain the questionnaire completion, and include many questions and answers that cover everything for employees.

Supervisors access their employees' questionnaires for review and comment. Job questionnaires can be printed at any time following completion of the questionnaire.

This approach enables MAG to make distinctions at the employee level.

Additionally, all of the key information in the Job Profile Questionnaires (JPQ's) are downloaded to MAG's Classification Manager© software so that the information is readily available in identifying job profile values from the incumbents and their supervisors.

The use of the software is a technique to complement the highly personalized and substantial client input and discussions. But the software achieves outcomes far beyond what can be achieved with Excel tables only.



Core evaluation profile values are based on ratings from employees and their supervisors.

Employees can see that they had input into the evaluation profile values because it comes directly from their own input; thus, validates and verifies the placement of the positions.

Your project will include the completion of Job Profile Questionnaires and use of the software to generate reports. **You will see that MAG's online Job Questionnaire is comprehensive and easy to complete and has been successfully completed by over 300,000 employees at all levels in local/state government agencies.**

MAG's Job Profile Method of Classifying work is a comprehensive and unique approach to collecting and verifying accuracy of core job functions.

Classification Manager© (CM) is a software tool designed by Management Advisory Group International, Inc. (MAG) to provide easy access to all of the information needed to equitably classify all job classes within an organization.

Step 5: Achieving Internal Equity

As a tool in supporting MAG's comprehensive and professional approach, we will utilize a Windows™ based system, Classification Manager®, an evaluation system that integrates current market data and job analysis by professional evaluators.

When the Town sees the efficiency and effectiveness of the software tool developed by MAG specifically to accomplish compensation projects and to support the goals and vision of our clients, you will see that there is no true comparison on the market.

It is critical, when handling employee salary information that reports not be based on a series of loosely linked Excel cells, where if one cell becomes corrupted, the entire file accuracy fails.

MAG's proprietary quantitative job evaluation system is based on compensable factors. The system's flexibility will also fully accommodate a market rating approach to job classification as well as whole job ranking, making this the most flexible compensation and classification tool available to public sector entities today.

MAG's Classification Manager© (CM©) software can develop pay plans based on regression equation analysis of either the internal midpoint value of the original pay plan or market compensation and quantitative point-factor analysis. MAG often uses the original value of the organization's own jobs to establish the internal market control point, using external market values to adjust the proposed pay line.

In addition to point factor analysis, classifications should also be reviewed for economic anomalies within the marketplace. Economic anomalies are those positions for which market values are inflated or otherwise inconsistent due to shifting supply and demand conditions. As both private and public-sector organizations compete to attract and retain incumbents in such positions, market indicators fluctuate in high and low extremes that make it difficult to secure reliable market data.

MAG's Job Analysis Questionnaire© (JPQ©) is an online tool that fully integrates into the desk top utility, CM©, putting all of the most relevant job profile information at your fingertips. MAG's intuitive JPQ© walks employees through a simple step by step process to guide them in identifying the key factors in their work.

Step 6: Report of Study Conclusions and Implementation Options Prepared for You

Because we [tailor plans to the specific needs](#) of each organization, several cost analyses for implementing proposed study recommendations can be considered. The cost by employee to bring staff up to the proposed pay range minimums is the most conservative option and is always provided. Other options, such as length of time in classification, can also be used as criteria to assign employees to the proposed plan.

Our program generates analysis reports for each scenario under consideration for implementation. This is so much more than Excel tables.

[All implementation recommendations and other reports such as the above sample can be exported into multiple software formats, including Microsoft Excel, Microsoft Word, Microsoft Access and PDF formats.](#) All other project related reports/documentation are provided in the client's in-use formats, e.g., Microsoft Word or Excel. These files are provided electronically and in hard copy.

Please consider that MAG views this project as one that requires extensive personal communications and interactions with Town staff. That personal attention is supplemented by the best techniques in the industry to ensure accuracy.



MUNSTER, INDIANA

SECTION IV

IMPLEMENTATION
PLAN

Implementation Plan

MAG has developed a proposed work-plan and project timeline to accomplish the scope of services described above.

Some of the proposed project activities and tasks indicated below will occur simultaneously. The amount of time needed for survey respondents to provide data is the most demanding dimension. We will work together with the Town to ensure a timely and excellent project.

Phase I: Project Initiation: Day 1- Day 25

Objective: To develop a project plan acceptable to all parties, gather pertinent project related data, finalize contractual negotiations, and establish a timeline for project activities and deliverables.

Activities:

- Execute Project Contract.
- Meet with our HR partners and departmental staff to discuss the project's goals and objectives, and to coordinate activities.
- Gather required project data/information, such as current class descriptions, current pay plan, administration policies and procedures, and organization charts.
- Initiate the employee information data collection in required database/spreadsheet format in Excel.
- MAG provides detailed outlines of information needed and technical support in how and when the spreadsheet is to be provided.
- Establish a mutually agreed-upon project work plan, timelines, deliverables, and monitoring procedures that will lead to the successful accomplishment of all project objectives.

Deliverable(s):

- Finalized Project Work Plan.
- Project Contract.
- Successful communication of the design/completion of the employee information needed in MAG's Excel template spreadsheet.

**Phase II: Development of Compensation
Survey Instrument
Day 25 - Day 55**

Objective: To develop a salary/compensation survey instrument and administer survey instrument to gather compensation data from survey targets, establish a list of classification titles for inclusion in the survey, and define target respondent organizations/published surveys.

Activities:

- Work together with our HR/Project partners and top management to confirm the appropriate market and survey target employers for selected benchmark positions that offer comparable employment opportunities.
- Develop draft market salary survey instrument to gather compensation data.
- Review Draft Salary Survey and confirm with the Project Manager; revise as necessary and appropriate.
- Develop Final Salary Survey Instrument.
- Initiate survey via internet, telephone, published data, and e-mail for benchmarks. Survey can be conducted on-line, through a fillable form and from published information or pay schedules provided by survey targets.

Deliverable(s):

- Confirm Market Survey Targets and Benchmark Classifications.
- Survey Instrument.

**Phase III: Conduct Custom Market Survey
Day 50 - Day 85**

Objective: To administer a salary/compensation survey instrument to survey targets in a variety of user-friendly formats.

Activities:

- We work closely with you to identify specific target agencies to be included in the custom survey. We work with you to define the market.
- Provide survey options for participation, including online input through MAG's web site, completion of Excel format survey, and/or provision of current compensation plan.
- Review/clean collected compensation data and compare to current data.
- Develop market compensation summary by classification.
- Review compensation structure and develop recommendations.

Deliverable(s):

- Survey data for benchmark classes.
- Recommendations on compensation design based on updating or redesigning the salary schedules to be market relevant.

**Phase IV: Conduct Job Analysis and
Classification Review of all Classes**

Day 75 - Day 100

Objective: To conduct a review of included classifications for appropriate internal equity. These activities happen concurrently, following the successful completion of MAG's Excel spreadsheet of required employee information. Once the spreadsheet is successfully completed, MAG can initiate several project activities:

Please note that MAG has developed complete information packages that successfully allow this process to move forward without requiring employee gatherings and "face to face" meetings. The approach that will ultimately be selected will be dependent on City, County, State, CDC and other relevant public health guidelines to ensure the safety and security of all parties with the concurrence of our Town HR Partners.

Activities:

- Distribute information on the Job Profile Questionnaires® (JPQ) and data gathering instrument. The JPQ is written in an understandable and easy-to-read format. Employees can list the job duties and responsibilities that they regularly perform and any recent changes in work routine.
- The questionnaire will capture job data for such factors as education levels, experience, decisions, guidelines, complexity, scope and effect, physical demands, and work environment.
- Monitor JPQ completion and provide updates on the status of employee questionnaire completion at key points.
- Review issues identified by administrators to identify comments concerning position levels, recruitment, retention and other directly relevant issues impacting a successful outcome.
- Summarize the concerns for sharing with our HR Partners.
- Conduct top level interviews to confirm and allow for elaboration on classification/compensation concerns. An interview schedule will be established by MAG staff for review, input and confirmation.
- Download and review completed JPQ's.
- Evaluate each job class according to key criteria.
- Make assignments and allocations for classes.

Deliverable(s):

- Employee Guidelines for identifying participants in the JPQ process, which includes step by step instructions for completing the online Job Profile Questionnaires
- Questionnaire monitoring and updates on a twice weekly basis for our HR Partner.
- Key Senior Staff interviews using a selected on-line format
- Classification data capturing and review
- Recommended compensation structure(s) based on analysis of market data

**Phase V: Develop Recommendations
to Classification Plan
Day 120**

Objective: To identify any needed changes to the Town's Compensation/Pay Schedules(s).

Activities:

- Conduct analysis and evaluate the current classification plan(s) in terms of:
 1. Supporting the overall goals and objectives
 2. Its ability to provide compensation comparability between and among various groups and classes of positions
 3. Its ability to provide a meaningful salary level that recognizes required credentials, certifications and experience
 4. Developing an initial set of recommended changes in the structure of the current classification system and schedules(s)
 5. Review recommended changes with the Project Manager and appropriate management staff and make appropriate revisions
 6. Develop revised pay plan(s)
 7. Develop guidelines for maintaining the classification system
 8. Provide for internal review

Deliverable(s):

- Revised Grade Order List and Pay Plan(s) for the various departments
- Reclassification recommendations (if applicable)

**Phase VI: Submit Draft Project Report and
Initiate Internal Review Process
Day 130**

Objective: To develop a draft report based on previous study activities and tasks.

Activities:

- Integrate project data and deliverables from previous project tasks into a draft report for internal review.
- Provide draft project findings to management for technical review.

Deliverable(s):

- Draft Report.
- Initial Costing Projections

**Phase VII: Develop and Submit
Final Project Report Following
Internal Review and Feedback**

Objective: To develop a final report of project results, findings and recommendations.

Activities:

- Finalize the implementation approach and do costing projection for the first year
- If a multi-year implementation is selected, MAG can do modeling based on the then current employee information updated by the Agency – out year modeling (if a multi-year implementation is chosen) will always be a general estimate as there are many exogenous variables that cannot be predicted. In addition, if a multi-year option is selected, MAG will also export all of the employee information in our CM© database to an Excel format to support the Town's own modeling efforts.
- Revise draft report as necessary and appropriate based on technical review; develop and deliver final report.
- Provide project findings and provide all study documentation (TBD).
-

Deliverable(s):

- Final Report and Presentation
- All Study Documentation



MUNSTER, INDIANA

SECTION V

COST PROPOSAL

COST PROPOSAL

MAG has developed a project budget based on the scope of services as defined in the Town's RFP and MAG's Scope of Services and Implementation Plan, sections 3 and 4. The Town has 115 Full Time employees and 7 departments that would be included in the project scope. MAG's process includes interviews with Department Heads and the use of a comprehensive online Job Profile Questionnaire.

MAG's budget estimate for the base project is \$34,600.

Ad hoc services as requested, would be provided at an hourly rate of \$200.

PAYMENT

An initiation invoice of twenty percent (20%) will be requested. Monthly amounts will be invoiced as the work proceeds. Ten percent (10%) of the total contract amount shall be held back - payable upon successful completion of the project. Additional payments shall be due and payable in accordance with periodic invoices based upon work performed toward delivery of final reports and products as described herein. The fees to be provided do not include services provided by MAG following submission of its final report and recommendations.

In the event MAG is required to provide documents or testimony in response to claims, demands, or actions by third parties, MAG shall bill for services rendered based on then-current professional fees and expenses incurred, including reasonable attorney's fees. No tasks shall be undertaken without prior notification to you. This provision is intended to apply only to third-party actions based on implementation of MAG's report and findings.

INDEMNIFICATION LANGUAGE SUGGESTED

Consultant agrees, to the fullest extent permitted by law, to indemnify and hold harmless the Client from any amounts (including reasonable attorney's fees) for which the Town shall become legally obligated to pay as damages for negligent acts, errors, and/or omissions of the Consultant arising out of the Consultant's performance under this Agreement; however, the amount Consultant will pay for damages is limited to the amount of the contract for services.



MUNSTER, INDIANA

SECTION VI

APPENDICES

Salary Survey Results for LOUISVILLE, KY

Job Class Title	Averages For Each Job Class			LOUISVILLE							
	Min	Mid	Max	Range Width	Min	Mid	Max	Range Width			
Library Page L/U	\$25,952	\$29,844	\$33,737	30.0%	\$25,542	-1.6%	\$27,560	-8.3%	\$29,578	-14.1%	15.8%
Lifeguard	\$28,794	\$32,216	\$35,637	23.8%	\$34,944	17.6%	\$44,866	28.2%	\$54,787	35.0%	56.8%
Recreation Worker P/T-P/U	\$28,794	\$33,221	\$37,648	30.7%	\$22,386	-28.6%	\$22,386	-48.4%	\$22,386	-68.2%	0.0%
Clerk Typist I A/U U310	\$28,993	\$34,417	\$39,842	37.4%	\$28,954	-0.1%	\$31,616	-8.9%	\$34,278	-16.2%	18.4%
Pool Technician	\$34,226	\$37,149	\$40,071	17.1%	\$43,701	21.7%	\$46,800	20.6%	\$49,899	19.7%	14.2%
Receptionist	\$29,958	\$37,264	\$44,571	48.8%	\$31,512	4.9%	\$40,331	7.6%	\$49,150	9.3%	56.0%
Custodian I Z/U	\$33,356	\$38,313	\$43,269	29.7%	\$27,290	-22.2%	\$29,422	-30.2%	\$31,554	-37.1%	15.6%
Keeper I Z/U	\$39,120	\$40,734	\$42,347	8.2%	\$34,840	-12.3%	\$37,565	-8.4%	\$40,290	-5.1%	15.6%
Security Guard	\$36,910	\$41,695	\$46,481	25.9%	\$34,694	-6.4%	\$35,963	-15.9%	\$37,232	-24.8%	7.3%
Library Clerk L/U	\$37,242	\$42,229	\$47,216	26.8%	\$31,013	-20.1%	\$33,311	-26.8%	\$35,610	-32.6%	14.8%
Staff Assistant	\$34,349	\$42,232	\$50,114	45.9%	\$22,069	-55.6%	\$65,634	35.7%	\$109,200	54.1%	394.8%
Traffic Guard I	\$37,440	\$43,056	\$48,672	30.0%	\$31,824	-17.6%	\$31,824	-35.3%	\$31,824	-52.9%	0.0%
Secretary	\$35,390	\$43,121	\$50,851	43.7%	\$31,512	-12.3%	\$40,331	-6.9%	\$49,150	-3.5%	56.0%
Inventory Control Spec U317	\$37,316	\$43,211	\$49,105	31.6%	\$36,130	-3.3%	\$39,458	-9.5%	\$42,786	-14.8%	18.4%
Records Specialist U317	\$35,187	\$43,236	\$51,286	45.8%	\$33,675	-4.5%	\$36,764	-17.6%	\$39,853	-28.7%	18.3%
Forester I	\$37,380	\$43,266	\$49,152	31.5%	\$38,896	3.9%	\$41,746	-3.6%	\$44,595	-10.2%	14.7%
Veterinary Technician	\$34,154	\$43,576	\$52,998	55.2%	\$31,512	-8.4%	\$40,331	-8.0%	\$49,150	-7.8%	56.0%
Laborer	\$36,076	\$43,681	\$51,285	42.2%	\$22,069	-63.5%	\$65,634	33.4%	\$109,200	53.0%	394.8%
Storekeeper I - E/U	\$37,427	\$44,467	\$51,507	37.6%	\$34,174	-9.5%	\$37,658	-18.1%	\$41,142	-25.2%	20.4%
Laborer-TM	\$37,247	\$44,483	\$51,718	38.9%	\$34,965	-6.5%	\$36,390	-22.2%	\$37,814	-36.8%	8.1%
Graphic Specialist	\$36,023	\$44,861	\$53,699	49.1%	\$31,512	-14.3%	\$40,331	-11.2%	\$49,150	-9.3%	56.0%
Horticulturist	\$40,063	\$45,264	\$50,465	26.0%	\$34,944	-14.6%	\$44,866	-0.9%	\$54,787	7.9%	56.8%
Administrative Clerk C/U	\$38,007	\$45,366	\$52,725	38.7%	\$33,738	-12.7%	\$34,757	-30.5%	\$35,776	-47.4%	6.0%
Customer Service Center Spec	\$39,120	\$45,497	\$51,873	32.6%	\$31,512	-24.1%	\$40,331	-12.8%	\$49,150	-5.5%	56.0%
Account Clerk U310	\$38,522	\$45,510	\$52,498	36.3%	\$37,502	-2.7%	\$40,934	-11.2%	\$44,366	-18.3%	18.3%
Park Worker I	\$40,059	\$45,573	\$51,086	27.5%	\$31,117	-28.7%	\$33,322	-36.8%	\$35,526	-43.8%	14.2%
Animal Control Off I - Trainee	\$39,711	\$45,744	\$51,776	30.4%	\$37,502	-5.9%	\$40,934	-11.7%	\$44,366	-16.7%	18.3%
Library Assistant L/U	\$40,334	\$46,066	\$51,798	28.4%	\$39,312	-2.6%	\$42,370	-8.7%	\$45,427	-14.0%	15.6%
Parking Meter Attendant	\$41,405	\$46,838	\$52,271	26.2%	\$43,722	5.3%	\$45,396	-3.2%	\$47,070	-11.0%	7.7%
Transportation Officer U310	\$36,395	\$47,314	\$58,233	60.0%	\$41,330	11.9%	\$45,126	-4.8%	\$48,922	-19.0%	18.4%
Photographer Tech-Police	\$39,698	\$48,376	\$57,053	43.7%	\$52,790	24.8%	\$54,974	12.0%	\$57,158	0.2%	8.3%
Maintenance Worker-TM	\$42,980	\$48,642	\$54,304	26.3%	\$44,096	2.5%	\$46,207	-5.3%	\$48,318	-12.4%	9.6%
EMT	\$40,736	\$48,690	\$56,645	39.1%	\$31,512	-29.3%	\$40,331	-20.7%	\$49,150	-15.2%	56.0%
Painter	\$43,305	\$48,926	\$54,547	26.0%	\$49,442	12.4%	\$51,782	5.5%	\$54,122	-0.8%	9.5%
Payroll Specialist	\$40,379	\$48,947	\$57,516	42.4%	\$31,512	-28.1%	\$40,331	-21.4%	\$49,150	-17.0%	56.0%
Volunteer Coordinator	\$41,340	\$49,436	\$57,531	39.2%	\$31,512	-31.2%	\$40,331	-22.6%	\$49,150	-17.1%	56.0%
Victim Services Specialist I	\$41,391	\$49,607	\$57,824	39.7%	\$38,771	-6.8%	\$50,034	0.9%	\$61,298	5.7%	58.1%

Salary Survey Results for LOUISVILLE, KY

Job Class Title	Averages For Each Job Class			LOUISVILLE							
	Min	Mid	Max	Range Width	Min	Mid	Max	Range Width			
Recreation Assistant P/U	\$42,962	\$49,637	\$56,312	31.1%	\$35,173	-22.1%	\$37,846	-31.2%	\$40,518	-39.0%	15.2%
Archival Specialist	\$43,126	\$49,674	\$56,222	30.4%	\$37,232	-15.8%	\$40,664	-22.2%	\$44,096	-27.5%	18.4%
APCD Engineer I	\$43,432	\$49,720	\$56,007	29.0%	\$43,202	-0.5%	\$55,921	11.1%	\$68,640	18.4%	58.9%
Administrative Assistant NU07	\$41,169	\$49,730	\$58,292	41.6%	\$31,512	-30.6%	\$40,331	-23.3%	\$49,150	-18.6%	56.0%
Personnel Specialist	\$41,149	\$50,326	\$59,502	44.6%	\$34,944	-17.8%	\$44,866	-12.2%	\$54,787	-8.6%	56.8%
Radiologic Technician A/U U317	\$45,811	\$50,941	\$56,072	22.4%	\$36,130	-26.8%	\$39,458	-29.1%	\$42,786	-31.1%	18.4%
Fleet Service Writer	\$41,783	\$51,143	\$60,503	44.8%	\$31,512	-32.6%	\$40,331	-26.8%	\$49,150	-23.1%	56.0%
Licensed Practical Nurse U317	\$44,864	\$51,160	\$57,457	28.1%	\$38,854	-15.5%	\$42,401	-20.7%	\$45,947	-25.0%	18.3%
PC Support Analyst I	\$42,006	\$51,357	\$60,707	44.5%	\$37,232	-12.8%	\$40,664	-26.3%	\$44,096	-37.7%	18.4%
Equipment Operator-SWMS	\$45,656	\$51,432	\$57,209	25.3%	\$40,622	-12.4%	\$42,037	-22.4%	\$43,451	-31.7%	7.0%
Carpenter Z/U	\$44,799	\$51,487	\$58,175	29.9%	\$38,272	-17.1%	\$41,350	-24.5%	\$44,429	-30.9%	16.1%
Community Outreach Spec	\$43,072	\$51,955	\$60,838	41.2%	\$34,944	-23.3%	\$44,866	-15.8%	\$54,787	-11.0%	56.8%
Corrections Officer	\$43,347	\$52,227	\$61,107	41.0%	\$43,971	1.4%	\$51,771	-0.9%	\$59,571	-2.6%	35.5%
Licenses & Permits Investig	\$45,364	\$52,377	\$59,390	30.9%	\$43,805	-3.6%	\$47,216	-10.9%	\$50,627	-17.3%	15.6%
Laboratory Technologist U317	\$46,121	\$52,468	\$58,816	27.5%	\$44,907	-2.7%	\$49,036	-7.0%	\$53,165	-10.6%	18.4%
Librarian L/U	\$45,573	\$52,627	\$59,681	31.0%	\$51,667	11.8%	\$55,536	5.2%	\$59,405	-0.5%	15.0%
Welder P/U	\$48,383	\$52,627	\$56,871	17.5%	\$40,019	-20.9%	\$42,931	-22.6%	\$45,843	-24.1%	14.6%
Horticulture Worker Z/U	\$41,677	\$52,966	\$64,255	54.2%	\$41,101	-1.4%	\$44,346	-19.4%	\$47,590	-35.0%	15.8%
Geographic Info Syst Spec	\$43,116	\$53,088	\$63,059	46.3%	\$34,944	-23.4%	\$44,866	-18.3%	\$54,787	-15.1%	56.8%
Legal Secretary I	\$42,127	\$53,214	\$64,302	52.6%	\$22,069	-90.9%	\$65,634	18.9%	\$109,200	41.1%	394.8%
Comm Spec I – Lateral	\$45,953	\$53,228	\$60,503	31.7%	\$49,920	7.9%	\$52,281	-1.8%	\$54,642	-10.7%	9.5%
Education Coordinator	\$42,647	\$53,309	\$63,970	50.0%	\$30,368	-40.4%	\$39,832	-33.8%	\$49,296	-29.8%	62.3%
Carpenter-TM	\$46,052	\$53,323	\$60,593	31.6%	\$49,442	6.9%	\$51,782	-3.0%	\$54,122	-12.0%	9.5%
Info Systems Technician Z/U	\$45,031	\$53,826	\$62,620	39.1%	\$34,154	-31.8%	\$36,826	-46.2%	\$39,499	-58.5%	15.7%
Police Recruit	\$43,135	\$53,928	\$64,720	50.0%	\$52,562	17.9%	\$66,778	19.2%	\$80,995	20.1%	54.1%
Procurement Program Analyst I	\$45,906	\$55,193	\$64,697	40.9%	\$38,771	-18.4%	\$50,034	-10.3%	\$61,298	-5.5%	58.1%
Veterinary Assistant U310	\$43,826	\$55,224	\$66,622	52.0%	\$34,923	-25.5%	\$38,126	-44.8%	\$41,330	-61.2%	18.3%
Code Enforcement Off I	\$45,696	\$55,809	\$65,922	44.3%	\$43,805	-4.3%	\$47,216	-18.2%	\$50,627	-30.2%	15.6%
EMT Recruit	\$43,162	\$56,133	\$69,103	60.1%	\$31,512	-37.0%	\$40,331	-39.2%	\$49,150	-40.6%	56.0%
Records Supervisor I	\$46,015	\$56,175	\$66,335	44.2%	\$38,771	-18.7%	\$50,034	-12.3%	\$61,298	-8.2%	58.1%
Grants Coordinator	\$45,759	\$56,364	\$66,969	46.4%	\$43,202	-5.9%	\$55,921	-0.8%	\$68,640	2.4%	58.9%
Corrections Supervisor I	\$46,646	\$56,442	\$66,238	42.0%	\$41,267	-13.0%	\$48,568	-16.2%	\$55,869	-18.6%	35.4%
Maintenance Plumber-TM	\$47,551	\$56,491	\$65,431	37.6%	\$55,786	14.8%	\$58,157	2.9%	\$60,528	-8.1%	8.5%
Paralegal	\$46,595	\$56,675	\$66,756	43.3%	\$34,944	-33.3%	\$44,866	-26.3%	\$54,787	-21.8%	56.8%
Crime Scene Technician I	\$47,447	\$56,889	\$66,332	39.8%	\$50,794	6.6%	\$52,894	-7.6%	\$54,995	-20.6%	8.3%
Maint HVAC Mech Z/U	\$46,574	\$56,946	\$67,319	44.5%	\$49,650	6.2%	\$53,550	-6.3%	\$57,450	-17.2%	15.7%
Parks Supervisor I	\$49,081	\$56,974	\$64,866	32.2%	\$43,202	-13.6%	\$55,921	-1.9%	\$68,640	5.5%	58.9%

Salary Survey Results for LOUISVILLE, KY

Job Class Title	Averages For Each Job Class			LOUISVILLE							
	Min	Mid	Max	Range Width	Min	Mid	Max	Range Width			
Mechanic II P/U	\$50,009	\$57,034	\$64,060	28.1%	\$41,725	-19.9%	\$44,689	-27.6%	\$47,653	-34.4%	14.2%
Public Works Inspector I	\$48,642	\$57,058	\$65,475	34.6%	\$38,771	-25.5%	\$50,034	-14.0%	\$61,298	-6.8%	58.1%
Housing Program Specialist	\$44,239	\$57,511	\$70,782	60.0%	\$34,944	-26.6%	\$44,866	-28.2%	\$54,787	-29.2%	56.8%
Administrative Specialist	\$49,276	\$57,591	\$65,907	33.8%	\$38,771	-27.1%	\$50,034	-15.1%	\$61,298	-7.5%	58.1%
Maintenance Electrician-TM	\$50,712	\$57,742	\$64,772	27.7%	\$56,909	10.9%	\$59,322	2.7%	\$61,734	-4.9%	8.5%
Housing Rehab Spec I C/U	\$45,437	\$57,981	\$70,526	55.2%	\$45,989	1.2%	\$49,192	-17.9%	\$52,395	-34.6%	13.9%
Parks Supvsr I - CDL	\$49,699	\$58,122	\$66,544	33.9%	\$43,202	-15.0%	\$55,921	-3.9%	\$68,640	3.1%	58.9%
Court Process Supvsr	\$51,868	\$58,407	\$64,946	25.2%	\$48,152	-7.7%	\$62,577	6.7%	\$77,002	15.7%	59.9%
Community Hlth Soc Wrkr U317	\$51,228	\$58,450	\$65,673	28.2%	\$41,725	-22.8%	\$45,573	-28.3%	\$49,421	-32.9%	18.4%
Aquatics Manager	\$47,675	\$58,713	\$69,751	46.3%	\$53,768	11.3%	\$70,169	16.3%	\$86,570	19.4%	61.0%
Geographic Info Syst Analyst	\$46,686	\$59,113	\$71,540	53.2%	\$38,771	-20.4%	\$50,034	-18.1%	\$61,298	-16.7%	58.1%
Marketing Coordinator	\$49,137	\$59,565	\$69,992	42.4%	\$38,771	-26.7%	\$50,034	-19.0%	\$61,298	-14.2%	58.1%
Public Information Specialist	\$48,392	\$59,568	\$70,743	46.2%	\$38,771	-24.8%	\$50,034	-19.1%	\$61,298	-15.4%	58.1%
Facilities Maintenance Supv	\$49,301	\$59,765	\$70,230	42.5%	\$38,771	-27.2%	\$50,034	-19.4%	\$61,298	-14.6%	58.1%
Crew Leader PW TM	\$50,354	\$60,274	\$70,193	39.4%	\$60,133	16.3%	\$60,133	-0.2%	\$60,133	-16.7%	0.0%
Risk Management Specialist	\$48,779	\$60,813	\$72,847	49.3%	\$43,202	-12.9%	\$55,921	-8.7%	\$68,640	-6.1%	58.9%
Housing Program Coordinator	\$51,961	\$60,854	\$69,746	34.2%	\$43,202	-20.3%	\$55,921	-8.8%	\$68,640	-1.6%	58.9%
Health Education Spec I U317	\$53,159	\$61,182	\$69,206	30.2%	\$38,854	-36.8%	\$42,401	-44.3%	\$45,947	-50.6%	18.3%
Animal Adoption Supervisor	\$53,275	\$61,285	\$69,295	30.1%	\$34,944	-52.5%	\$44,866	-36.6%	\$54,787	-26.5%	56.8%
Forestry Supvsr I	\$51,098	\$61,706	\$72,313	41.5%	\$43,202	-18.3%	\$55,921	-10.3%	\$68,640	-5.4%	58.9%
Network Engineer I	\$49,611	\$61,729	\$73,847	48.9%	\$48,152	-3.0%	\$62,577	1.4%	\$77,002	4.1%	59.9%
Zoning Enforcement Officer I	\$52,144	\$61,772	\$71,399	36.9%	\$43,805	-19.0%	\$47,216	-30.8%	\$50,627	-41.0%	15.6%
Firearms Instructor	\$54,662	\$62,292	\$69,922	27.9%	\$48,152	-13.5%	\$62,577	0.5%	\$77,002	9.2%	59.9%
Fire Prevention Inspector I	\$51,044	\$62,344	\$73,645	44.3%	\$64,376	20.7%	\$64,376	3.2%	\$64,376	-14.4%	0.0%
Fire Equipment Maint Mechanic	\$54,126	\$62,374	\$70,622	30.5%	\$58,656	7.7%	\$58,666	-6.3%	\$58,677	-20.4%	0.0%
Community Outreach Supvsr	\$51,978	\$62,376	\$72,774	40.0%	\$43,202	-20.3%	\$55,921	-11.5%	\$68,640	-6.0%	58.9%
EM Electrician "A" Journeyman	\$52,254	\$62,573	\$72,891	39.5%	\$64,438	18.9%	\$64,438	2.9%	\$64,438	-13.1%	0.0%
Training Coordinator	\$50,651	\$62,883	\$75,115	48.3%	\$43,202	-17.2%	\$55,921	-12.5%	\$68,640	-9.4%	58.9%
Victim Advocate	\$51,759	\$62,940	\$74,121	43.2%	\$22,069	134.5%	\$65,634	4.1%	\$109,200	32.1%	394.8%
Recreation Supervisor	\$52,014	\$63,558	\$75,102	44.4%	\$43,202	-20.4%	\$55,921	-13.7%	\$68,640	-9.4%	58.9%
EMS EMT-Paramedic I	\$52,855	\$63,761	\$74,668	41.3%	\$45,531	-16.1%	\$59,779	-6.7%	\$74,027	-0.9%	62.6%
Planner I	\$52,471	\$63,837	\$75,204	43.3%	\$43,202	-21.5%	\$55,921	-14.2%	\$68,640	-9.6%	58.9%
Accountant	\$53,818	\$63,977	\$74,136	37.8%	\$22,069	143.9%	\$65,634	2.5%	\$109,200	32.1%	394.8%
Arborist	\$54,965	\$64,161	\$73,357	33.5%	\$48,152	-14.1%	\$62,577	-2.5%	\$77,002	4.7%	59.9%
Code Enforcement Supvsr	\$52,810	\$64,229	\$75,648	43.2%	\$48,152	-9.7%	\$62,577	-2.6%	\$77,002	1.8%	59.9%
Human Resources Generalist	\$51,716	\$64,285	\$76,854	48.6%	\$38,771	-33.4%	\$50,034	-28.5%	\$61,298	-25.4%	58.1%
Animal Control Supervisor	\$52,464	\$64,569	\$76,674	46.1%	\$43,202	-21.4%	\$55,921	-15.5%	\$68,640	-11.7%	58.9%

Salary Survey Results for LOUISVILLE, KY

Job Class Title	Averages For Each Job Class			LOUISVILLE							
	Min	Mid	Max	Range Width	Min	Mid	Max	Range Width	Min	Mid	Max
PR/B/M Inspector I	\$53,875	\$64,721	\$75,567	40.3%	\$51,792	-4.0%	\$57,158	-13.2%	\$62,525	-20.9%	20.7%
Nutrition Supvsr	\$54,051	\$65,222	\$76,393	41.3%	\$48,152	-12.3%	\$62,577	-4.2%	\$77,002	0.8%	59.9%
Firefighter 56 Hr	\$52,642	\$65,602	\$78,561	49.2%	\$48,397	-8.8%	\$51,965	-26.2%	\$55,532	-41.5%	14.7%
Policy Analyst	\$55,279	\$66,079	\$76,880	39.1%	\$43,202	-28.0%	\$55,921	-18.2%	\$68,640	-12.0%	58.9%
Corrections Sergeant	\$53,800	\$66,132	\$78,465	45.8%	\$51,771	-3.9%	\$60,632	-9.1%	\$69,493	-12.9%	34.2%
Polygraph Technician	\$54,075	\$66,221	\$78,367	44.9%	\$53,768	-0.6%	\$70,169	5.6%	\$86,570	9.5%	61.0%
Communications Coordinator I	\$53,769	\$66,262	\$78,754	46.5%	\$43,202	-24.5%	\$55,921	-18.5%	\$68,640	-14.7%	58.9%
Community Health Supvsr	\$56,087	\$66,368	\$76,648	36.7%	\$48,152	-16.5%	\$62,577	-6.1%	\$77,002	0.5%	59.9%
Class & Comp Analyst	\$54,770	\$66,371	\$77,972	42.4%	\$48,152	-13.7%	\$62,577	-6.1%	\$77,002	-1.3%	59.9%
Parking Facilities Supervisor	\$56,752	\$66,731	\$76,709	35.2%	\$53,768	-5.5%	\$70,169	4.9%	\$86,570	11.4%	61.0%
Fire Arson Investigator I	\$51,342	\$66,771	\$82,200	60.1%	\$68,723	25.3%	\$68,734	2.9%	\$68,744	-19.6%	0.0%
Office Manager - NoEEORpt	\$54,244	\$66,916	\$79,588	46.7%	\$22,069	145.8%	\$65,634	-2.0%	\$109,200	27.1%	394.8%
Fire Apparatus Mechanic I	\$54,861	\$67,130	\$79,398	44.7%	\$64,043	14.3%	\$64,054	-4.8%	\$64,064	-23.9%	0.0%
Public Health Planner	\$56,915	\$67,366	\$77,816	36.7%	\$38,771	-46.8%	\$50,034	-34.6%	\$61,298	-26.9%	58.1%
Training Academy Instructor	\$62,857	\$68,905	\$74,952	19.2%	\$48,152	-30.5%	\$62,577	-10.1%	\$77,002	2.7%	59.9%
Police Officer	\$57,253	\$69,480	\$81,708	42.7%	\$52,562	-8.9%	\$66,778	-4.0%	\$80,995	-0.9%	54.1%
Library Manager-Neighborhood	\$59,436	\$69,677	\$79,918	34.5%	\$48,152	-23.4%	\$62,577	-11.3%	\$77,002	-3.8%	59.9%
Customer Service Supervisor	\$58,194	\$70,058	\$81,922	40.8%	\$53,768	-8.2%	\$70,169	0.2%	\$86,570	5.4%	61.0%
Revenue Auditor II	\$55,927	\$70,202	\$84,478	51.0%	\$53,768	-4.0%	\$70,169	0.0%	\$86,570	2.4%	61.0%
Horticulture Supvsr	\$59,561	\$70,455	\$81,349	36.6%	\$38,771	-53.6%	\$50,034	-40.8%	\$61,298	-32.7%	58.1%
Payroll Supvsr	\$58,071	\$70,753	\$83,435	43.7%	\$53,768	-8.0%	\$70,169	-0.8%	\$86,570	3.6%	61.0%
Fleet Supvsr	\$58,111	\$70,773	\$83,435	43.6%	\$43,202	-34.5%	\$55,921	-26.6%	\$68,640	-21.6%	58.9%
Budget Analyst I	\$58,064	\$71,266	\$84,468	45.5%	\$48,152	-20.6%	\$62,577	-13.9%	\$77,002	-9.7%	59.9%
Community Hlth Nurse Spec U310	\$60,188	\$71,486	\$82,785	37.5%	\$50,211	-19.9%	\$54,839	-30.4%	\$59,467	-39.2%	18.4%
Fire Prevention Inspector II	\$58,966	\$71,775	\$84,584	43.4%	\$73,507	19.8%	\$73,518	2.4%	\$73,528	-15.0%	0.0%
Internal Auditor	\$58,602	\$71,819	\$85,036	45.1%	\$53,768	-9.0%	\$70,169	-2.4%	\$86,570	1.8%	61.0%
Systems Engineer I	\$57,629	\$72,152	\$86,675	50.4%	\$48,152	-19.7%	\$62,577	-15.3%	\$77,002	-12.6%	59.9%
Fire Apparatus Operator 56 Hr	\$59,506	\$72,477	\$85,448	43.6%	\$58,939	-1.0%	\$58,953	-22.9%	\$58,968	-44.9%	0.0%
Sustainability Coordinator	\$56,334	\$72,552	\$88,770	57.6%	\$53,768	-4.8%	\$70,169	-3.4%	\$86,570	-2.5%	61.0%
Solid Waste Supervisor	\$60,319	\$72,556	\$84,793	40.6%	\$53,768	-12.2%	\$70,169	-3.4%	\$86,570	2.1%	61.0%
Epidemiologist I	\$62,503	\$72,600	\$82,697	32.3%	\$48,152	-29.8%	\$62,577	-16.0%	\$77,002	-7.4%	59.9%
Labor Supervisor	\$59,860	\$73,956	\$88,051	47.1%	\$53,768	-11.3%	\$70,169	-5.4%	\$86,570	-1.7%	61.0%
Telecom Manager	\$63,927	\$74,479	\$85,032	33.0%	\$53,768	-18.9%	\$70,169	-6.1%	\$86,570	1.8%	61.0%
Economic Development Coord	\$58,623	\$74,880	\$91,137	55.5%	\$11,248	421.2%	\$60,224	-24.3%	\$109,200	16.5%	870.9%
Fire Arson Investigator II	\$62,482	\$76,055	\$89,629	43.4%	\$78,166	20.1%	\$78,177	2.7%	\$78,187	-14.6%	0.0%
Videographer	\$62,378	\$76,297	\$90,215	44.6%	\$60,195	-3.6%	\$78,842	3.2%	\$97,490	7.5%	62.0%
Community Health Manager	\$62,850	\$77,383	\$91,916	46.2%	\$53,768	-16.9%	\$70,169	-10.3%	\$86,570	-6.2%	61.0%

Salary Survey Results for LOUISVILLE, KY

Job Class Title	Averages For Each Job Class			LOUISVILLE								
	Min	Mid	Max	Range Width	Min	Mid	Max	Range Width				
Building Inspection Supvrs	\$66,244	\$77,501	\$88,757	34.0%	\$48,152	\$62,577	\$77,002	59.9%	-37.6%	-23.8%	-15.3%	
Public Works Inspect Supvr	\$64,072	\$77,793	\$91,514	42.8%	\$53,768	\$70,169	\$86,570	61.0%	-19.2%	-10.9%	-5.7%	
Marketing Manager	\$62,870	\$78,040	\$93,209	48.3%	\$53,768	\$70,169	\$86,570	61.0%	-16.9%	-11.2%	-7.7%	
Library Manager-Community	\$65,722	\$78,050	\$90,378	37.5%	\$53,768	\$70,169	\$86,570	61.0%	-22.2%	-11.2%	-4.4%	
HRIS Analyst	\$63,372	\$78,448	\$93,523	47.6%	\$48,152	\$62,577	\$77,002	59.9%	-31.6%	-25.4%	-21.5%	
Parks Manager	\$63,845	\$78,489	\$93,133	45.9%	\$53,768	\$70,169	\$86,570	61.0%	-18.7%	-11.9%	-7.6%	
Corrections Lieutenant	\$64,360	\$78,915	\$93,470	45.2%	\$66,165	\$72,956	\$79,747	20.5%	2.7%	-8.2%	-17.2%	
Network Engineer II	\$63,444	\$79,299	\$95,154	50.0%	\$53,768	\$70,169	\$86,570	61.0%	-18.0%	-13.0%	-9.9%	
Plan Review Supvrs	\$64,949	\$79,880	\$94,812	46.0%	\$48,152	\$62,577	\$77,002	59.9%	-34.9%	-27.7%	-23.1%	
Revenue Supvrs	\$63,089	\$80,053	\$97,017	53.8%	\$53,768	\$70,169	\$86,570	61.0%	-17.3%	-14.1%	-12.1%	
Licenses & Permits Invest Mgr	\$65,473	\$80,682	\$95,892	46.5%	\$60,195	\$78,842	\$97,490	62.0%	-8.8%	-2.3%	1.6%	
Engineer I	\$66,938	\$81,856	\$96,774	44.6%	\$43,202	\$55,921	\$68,640	58.9%	-54.9%	-46.4%	-41.0%	
Criminal Justice Supvrs	\$66,974	\$81,902	\$96,830	44.6%	\$48,152	\$62,577	\$77,002	59.9%	-39.1%	-30.9%	-25.8%	
EMS Manager	\$68,537	\$83,100	\$97,662	42.5%	\$53,768	\$70,169	\$86,570	61.0%	-27.5%	-18.4%	-12.8%	
Systems Administrator	\$67,897	\$84,002	\$100,107	47.4%	\$53,768	\$70,169	\$86,570	61.0%	-26.3%	-19.7%	-15.6%	
Fire Company Commander 40 Hr	\$69,405	\$84,094	\$98,783	42.3%	\$76,211	\$76,211	\$76,211	0.0%	8.9%	-10.3%	-29.6%	
Coroner	\$66,967	\$84,378	\$101,790	52.0%	\$11,248	\$60,224	\$109,200	870.9%	495.4%	-40.1%	6.8%	
Construction Coordinator	\$69,331	\$85,771	\$102,210	47.4%	\$53,768	\$70,169	\$86,570	61.0%	-28.9%	-22.2%	-18.1%	
Social Services Manager	\$66,067	\$86,267	\$106,468	61.2%	\$60,195	\$78,842	\$97,490	62.0%	-9.8%	-9.4%	-9.2%	
Attorney - NoEEORpt	\$67,596	\$86,527	\$105,458	56.0%	\$22,069	\$65,634	\$109,200	394.8%	206.3%	-31.8%	3.4%	
Environmental Health Administr	\$71,170	\$86,850	\$102,531	44.1%	\$60,195	\$78,842	\$97,490	62.0%	-18.2%	-10.2%	-5.2%	
Legislative Aide	\$72,969	\$88,331	\$103,693	42.1%	\$22,069	\$65,634	\$109,200	394.8%	230.6%	-34.6%	5.0%	
Project Manager I	\$71,256	\$88,583	\$105,909	48.6%	\$11,248	\$60,224	\$109,200	870.9%	533.5%	-47.1%	3.0%	
Communications Mgr	\$71,901	\$88,595	\$105,289	46.4%	\$22,069	\$65,634	\$109,200	394.8%	225.8%	-35.0%	3.6%	
Library Services Manager	\$72,830	\$88,776	\$104,722	43.8%	\$67,517	\$88,764	\$110,011	62.9%	-7.9%	0.0%	4.8%	
Communications Manager	\$70,120	\$89,056	\$107,993	54.0%	\$22,069	\$65,634	\$109,200	394.8%	217.7%	-35.7%	1.1%	
Performance Improvement Mgr	\$73,413	\$89,921	\$106,428	45.0%	\$11,248	\$60,224	\$109,200	870.9%	552.7%	-49.3%	2.5%	
Database Admin I	\$70,970	\$90,124	\$109,277	54.0%	\$60,195	\$78,842	\$97,490	62.0%	-17.9%	-14.3%	-12.1%	
Chief of Fire Prevention	\$74,350	\$90,649	\$106,948	43.8%	\$91,062	\$91,073	\$91,083	0.0%	18.4%	0.5%	-17.4%	
Police Sergeant	\$78,997	\$90,791	\$102,585	29.9%	\$81,099	\$88,691	\$96,283	18.7%	2.6%	-2.4%	-6.5%	
Fleet Manager	\$73,711	\$91,454	\$109,197	48.1%	\$53,768	\$70,169	\$86,570	61.0%	-37.1%	-30.3%	-26.1%	
Ombudsman	\$80,662	\$92,768	\$104,874	30.0%	\$34,944	\$44,866	\$54,787	56.8%	130.8%	106.8%	-91.4%	
Asst. EMS Director	\$72,842	\$96,535	\$120,228	65.1%	\$72,002	\$105,294	\$138,585	92.5%	-1.2%	8.3%	13.2%	
Veterinarian, Zoo	\$82,384	\$96,698	\$111,011	34.7%	\$67,517	\$88,764	\$110,011	62.9%	-22.0%	-8.9%	-0.9%	
Veterinarian	\$80,199	\$96,847	\$113,494	41.5%	\$60,195	\$78,842	\$97,490	62.0%	-33.2%	-22.8%	-16.4%	
Compliance and Training Admin	\$80,586	\$98,330	\$116,075	44.0%	\$75,858	\$100,121	\$124,384	64.0%	-6.2%	1.8%	6.7%	
Benefits Admin	\$77,509	\$98,931	\$120,352	55.3%	\$75,858	\$100,121	\$124,384	64.0%	-2.2%	1.2%	3.2%	

Salary Survey Results for LOUISVILLE, KY

Job Class Title	Averages For Each Job Class			LOUISVILLE								
	Min	Mid	Max	Range Width	Min	Mid	Max	Range Width				
Solid Waste Administrator	\$81,443	\$99,139	\$116,835	43.5%	\$67,517	-20.6%	\$88,764	-11.7%	\$110,011	-6.2%	62.9%	
Corrections Captain	\$73,623	\$99,391	\$125,159	70.0%	\$71,843	-2.5%	\$79,914	-24.4%	\$87,984	-42.3%	22.5%	
Info Systems Architect	\$77,821	\$99,428	\$121,035	55.5%	\$67,517	-15.3%	\$88,764	-12.0%	\$110,011	-10.0%	62.9%	
Chief Arson Investigator	\$82,871	\$100,271	\$117,670	42.0%	\$91,062	9.0%	\$91,073	-10.1%	\$91,083	-29.2%	0.0%	
Fire Battalion Chief 56Hr	\$83,502	\$101,254	\$119,007	42.5%	\$91,058	8.3%	\$91,073	-11.2%	\$91,087	-30.7%	0.0%	
Chief Engineer	\$82,389	\$101,953	\$121,517	47.5%	\$22,069	273.3%	\$65,634	-55.3%	\$109,200	-11.3%	394.8%	
Police Lieutenant	\$91,733	\$105,305	\$118,876	29.6%	\$98,134	6.5%	\$110,666	4.8%	\$123,198	3.5%	25.5%	
Fiscal Manager	\$85,330	\$106,375	\$127,420	49.3%	\$75,858	-12.5%	\$100,121	-6.2%	\$124,384	-2.4%	64.0%	
Chief Equity Officer	\$84,478	\$107,304	\$130,130	54.0%	\$11,248	651.1%	\$60,224	-78.2%	\$109,200	-19.2%	870.9%	
Assistant County Attorney	\$88,333	\$112,083	\$135,834	53.8%	\$22,069	300.3%	\$65,634	-70.8%	\$109,200	-24.4%	394.8%	
Information Technology Manager	\$90,231	\$112,877	\$135,523	50.2%	\$75,858	-18.9%	\$100,121	-12.7%	\$124,384	-9.0%	64.0%	
Equity & Diversity Manager	\$92,400	\$113,013	\$133,625	44.6%	\$72,002	-28.3%	\$105,294	-7.3%	\$138,585	3.6%	92.5%	
Chief Info Security Officer	\$93,104	\$120,662	\$148,219	59.2%	\$11,248	727.8%	\$60,224	100.4%	\$109,200	-35.7%	870.9%	
Chief Legal Counsel	\$97,502	\$125,568	\$153,634	57.6%	\$11,248	766.9%	\$60,224	108.5%	\$109,200	-40.7%	870.9%	
Police Major	\$111,159	\$130,893	\$150,627	35.5%	\$22,069	403.7%	\$65,634	-99.4%	\$109,200	-37.9%	394.8%	
Asst Fire Chief	\$107,317	\$131,655	\$155,992	45.4%	\$22,069	386.3%	\$65,634	100.6%	\$109,200	-42.8%	394.8%	
Executive Administrator	\$106,026	\$135,266	\$164,506	55.2%	\$72,002	-47.3%	\$105,294	-28.5%	\$138,585	-18.7%	92.5%	
Director of Communications	\$109,995	\$138,753	\$167,511	52.3%	\$22,069	398.4%	\$65,634	111.4%	\$109,200	-53.4%	394.8%	
Director Community Services	\$106,206	\$140,261	\$174,317	64.1%	\$22,069	381.2%	\$65,634	113.7%	\$109,200	-59.6%	394.8%	
Chief of Staff	\$115,815	\$147,876	\$179,937	55.4%	\$22,069	424.8%	\$65,634	125.3%	\$109,200	-64.8%	394.8%	
County Attorney	\$111,927	\$149,234	\$186,542	66.7%	\$11,248	895.1%	\$60,224	147.8%	\$109,200	-70.8%	870.9%	
Asst Police Chief - Lt Colonel	\$127,337	\$154,057	\$180,778	42.0%	\$72,002	-76.9%	\$105,294	-46.3%	\$138,585	-30.4%	92.5%	
Director of Info Technology	\$123,552	\$160,689	\$197,827	60.1%	\$84,009	-47.1%	\$132,001	-21.7%	\$179,993	-9.9%	114.3%	
Chief of Public Services	\$126,110	\$161,283	\$196,456	55.8%	\$11,248	021.2%	\$60,224	167.8%	\$109,200	-79.9%	870.9%	
Chief Financial Officer	\$130,738	\$170,860	\$210,981	61.4%	\$84,009	-55.6%	\$132,001	-29.4%	\$179,993	-17.2%	114.3%	
Fire Chief	\$141,735	\$182,537	\$223,338	57.6%	\$84,009	-68.7%	\$132,001	-38.3%	\$179,993	-24.1%	114.3%	
Chief Executive Officer	\$181,122	\$236,144	\$291,166	60.8%	\$22,069	720.7%	\$65,634	259.8%	\$109,200	166.6%	394.8%	
Survey Averages	\$58,685	\$71,540	\$84,395	42.08%	\$45,208	-29.81%	\$60,553	-18.14%	\$75,898	-11.20%	67.89%	

**Proposed Pay Plans
Louisville KY**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
GENERAL							
104		\$34,628	\$44,947	\$55,266	\$16.65	\$21.61	\$26.57
099890	Bartender						
099760	Cashier - Belle of Louisville						
094780	Clerk S2						
099650	Deckhand						
099930	Hospitality Worker						
097900	Intern						
097760	Metro Council Staff Helper						
096870	Mosquito Control Tech. - Temp Wrk						
096840	Office Worker						
097180	Parks & Rec Aide						
099670	Purser						
033270	Receptionist						
097280	Rides and Attractions Operator						
097310	Splash Park Attendant - Temp W						
097790	Staff Assistant						
097810	Staff Helper External						
097840	Staff Helper Internal						
097480	Substitute Library Clerk						
097360	Zoo Service Worker						
105		\$36,359	\$47,194	\$58,030	\$17.48	\$22.69	\$27.90
031300	Administrative Clerk						
088410	Animal Svcs Lost & Found Clerk						
093690	Bad Check/Restitution Clerk						
096210	Comm Hlth Services Clerk - BX						
083130	Corrections Transport Officer						
099630	Engineering Assistant						
094810	Human Relations Clerk						
096270	Peer Advisor						
097240	Recreation Instructor						
097390	Zoo Aide						
106		\$38,177	\$49,554	\$60,931	\$18.35	\$23.82	\$29.29
031380	Clerk III						
095090	Court Liaison						
095150	DUI Victims Assistant						
054360	Lifeguard						
071140	Parks & Rec. Ambassador						
094700	Research Assistant						
032210	Secretary						
096850	Swimming Pool Prog. Temp Wkr						
097260	Zoo Service Assistant						
107		\$40,086	\$52,032	\$63,978	\$19.27	\$25.02	\$30.76
015210	Business Specialist						
062900	Corrections Support Technician						
034860	Customer Service Center Spec						
052840	Events Specialist						
079390	Fleet Service Writer						
057600	Graphic Specialist						
010270	Graphic Specialist - S4						

**Proposed Pay Plans
Louisville KY**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
GENERAL							
107		\$40,086	\$52,032	\$63,978	\$19.27	\$25.02	\$30.76
097630	Laborer						
093390	Legal Secretary I						
099720	Mate - Unlicensed						
069130	PARC Customer Service Spec						
015870	Payroll Analyst						
044220	Solid Waste Education Specialist						
090360	Veterinary Technician						
097220	Zoo Crew Leader-Seasonal						
097230	Zoo Team Leader - Seasonal						
108		\$42,090	\$54,633	\$67,176	\$20.24	\$26.27	\$32.30
088250	Animal Behavior Coordinator						
088320	Animal Svcs Volunteer Coord						
097250	Education Instructor						
046500	EMT Recruit						
088220	Foster Coordinator						
050340	Homeless Res Outreach Spec.						
031390	HRC Administrative Intake Spec						
073180	Landscaping Coordinator						
034850	Lead Cust Service Center Spec						
093360	Legal Secretary II						
081110	Licenses & Permits Invest Trn						
054300	Lifeguard, Senior						
099690	Mate - Licensed						
072720	Naturalist						
016700	OMB Accounts Receivable Spec						
034100	Records Storage Specialist						
097420	Substitute Library Assistant						
052570	Volunteer Coordinator						
109		\$44,195	\$57,365	\$70,535	\$21.25	\$27.58	\$33.91
10380	Administrative Assist.						
094660	Administrative Asst - NoEEOpt						
094670	Administrative Asst - OT NoEEOpt						
010370	Administrative Specialist S3						
019150	Buyer						
045180	Community Health Specialist						
052150	Community Outreach Spec						
016170	Contract Compliance Specialist						
083240	Correction Officer Recruit						
1200599	Corrections Officer Lateral						
091210	Detective - Commonwealth Attorney						
079780	Equipment Repair Tech						
055180	Housing Program Specialist						
025390	Info Systems Technician						
019360	Inventory Coordinator						
094420	Legislative Affairs Specialist						
069180	Parking Facilities Inspector						
015900	Payroll Specialist						
021120	Personnel Specialist						
052160	Reentry Referral Specialist						

**Proposed Pay Plans
Louisville KY**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
GENERAL							
109		\$44,195	\$57,365	\$70,535	\$21.25	\$27.58	\$33.91
050800	Victim Services Specialist I						
110		\$46,405	\$60,233	\$74,062	\$22.31	\$28.96	\$35.61
027410	911 Telecommunicator Trainee						
052200	Ambassador Institute Coord						
034110	APCD Records Coordinator						
038180	Archival Specialist						
083160	Correction Officer Lateral Ent						
083390	Corrections Support Coordinator						
025400	Data Analytics Supervisor						
099910	Education Coordinator						
088100	Environmental Specialist						
013100	Equity & Diversity Specialist						
052810	Events Coordinator						
032150	Executive Assistant						
062130	Facilities Safety Systems Spec						
057180	Geographic Info Syst Spec						
018630	Health and Safety Specialist						
030510	Health Program Analyst						
035290	Higher Education Coordinator						
061150	Historic Preservation Spec						
034020	Litigation Coordinator						
024660	Media Producer						
011170	Metro Council Assist Clerk						
023270	Ombudsman						
022270	Paralegal						
093240	Paralegal - NoEORpt						
050810	Victim Services Specialist II						
034230	Video Records Specialist						
098190	Waterfront Park Coordinator						
016840	Workforce Development Specialist						
111		\$48,725	\$63,245	\$77,765	\$23.43	\$30.41	\$37.39
099750	Accountant						
031030	Administrative Coordinator						
010360	Administrative Coordinator S4						
088200	Animal Adoption Supervisor						
089240	Animal Commissary Supervisor						
088280	Animal Rescue Supervisor						
041690	APCD Compliance & Enf Coord						
038090	Archival Coordinator						
033900	Cashier Supvsr						
045100	Community Health Coordinator						
052120	Community Outreach Coord						
059330	Development Coordinator						
055110	Down Payment Assistance Coord						
041720	Environmental Comp Association Coord.						
041090	Environmental Coordinator						
085050	Facilities Security Coord						
057150	Geographic Info Syst Analyst						
055100	Grants Compliance Monitor						

Proposed Pay Plans

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<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
GENERAL							
111		\$48,725	\$63,245	\$77,765	\$23.43	\$30.41	\$37.39
016600	Grants Coordinator						
099820	Group Sales & Marketing Rep.						
055120	Housing Dev Compliance Monitor						
055090	Housing Program Coordinator						
020210	Human Resources Generalist						
088380	Kennel Supervisor						
055130	Lead Program Coordinator						
037450	Library Progrms Coordinator						
081130	Licenses & Permits Investigator						
059090	Marketing Coordinator						
034080	Open Records Specialist Intake						
025310	OPI Performance Coach						
052240	OSHN Project Specialist						
069120	Parking Facilities Coord						
082270	Police Recruit						
035270	Public Education Coordinator						
035150	Public Information Specialist						
078130	Public Works Inspector I						
070300	Real Estate Coordinator						
070310	Real Estate Program Coord						
036100	Safety and Compliance Coord						
052100	SAMHSA Clinical Services Coord						
024630	Senior Media Producer						
051090	Social Service Prog Coord						
093840	Tax Clerk						
095120	Victim Advocate						
112		\$51,161	\$66,407	\$81,653	\$24.60	\$31.93	\$39.26
015220	Accounts Payable Specialist						
031060	Administrative Supervisor I						
015130	Business Accountant I						
015150	Business Accountant I - Quasi						
045390	Call Center Med Triage Coord.						
050900	Chaplain						
010980	Communications Assistant						
080180	Criminal Justice Specialist						
036600	Digital Forensics Examiner						
020390	Employee Benefits Specialist						
062120	Facilities Labor Supervisor						
018570	Health & Safety Coordinator						
072360	Horticulturist						
020180	Human Res Hiring Coord						
031630	Human Resources Coord						
020170	Human Resources Testing Coord						
052820	Mayor's Spec Events Coord I						
016400	OMB Accountant I						
016510	OMB Grant Accountant I						
048180	Operations Coordinator						
026210	Performance Analyst						
030520	Policy Analyst						

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GENERAL							
112		\$51,161	\$66,407	\$81,653	\$24.60	\$31.93	\$39.26
016670	Procurement Program Analyst I						
078150	Public Works Inspector II						
018240	Risk Management Specialist						
085060	Security Supervisor						
010120	Special Assistant						
085450	Traffic Guard Supervisor						
036120A	Training Specialist						
098180	Waterfront Park Supervisor						
053700	Youth Services Coordinator						
059100	Zoo Marketing & Design Coord						
113		\$53,719	\$69,728	\$85,736	\$25.83	\$33.52	\$41.22
034000	911 Records Coordinator						
031000	Administrative Supervisor II						
088370	Animal Control Supervisor						
076030	Animal Services Operations Supervisor						
041760	APCD Data Analysis Coordinator						
075510	APCD Engineer I						
014180	APCD Regulatory Coordinator						
089120	Elephant Area Supervisor						
075300	Engineer I						
0999K	Facilities Repair Worker						
094210	Human Res Specialist - Comp						
025330	Info Systems Analyst						
015140	Lead Accounts Payable Spec.						
045200	Logistics & Training Coord						
016370	OMB Accountant II						
016420	OMB Grant Accountant II						
018150	OMB Risk Management Coord						
034070	Open Records Specialist						
071120	Parks & Rec. Supvsr I						
071130	Parks & Rec. Supvsr I - CDL						
071210	Parks & Rec.Construction Supervisor						
056180	Planner I						
016680	Procurement Program Analyst II						
042120	Public Health Planner						
078140	Public Works Inspector III						
031570	Quality Assurance Coordinator						
034090	Records Supervisor I						
053060	Recreation Supervisor						
099840	Retail Sales/Gift Shop Supervisor						
025570	Systems Analyst						
027210	Telecom Training Coordinator						
036110	Training Coordinator						
069580	Vehicle Impoundment Supervisor I						
089050	Zoo Assistant Curator						
114		\$56,405	\$73,214	\$90,023	\$27.12	\$35.20	\$43.28
041660	APCD Air Quality Assurance Coord.						
075480	APCD Engineer II						
072540	Arborist						

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GENERAL							
114		\$56,405	\$73,214	\$90,023	\$27.12	\$35.20	\$43.28
016150	Budget Analyst I						
015090	Business Accountant II						
015120	Business Accountant II - KWF						
010260	Communication Specialist (Appointed)						
035000	Communications Coordinator I						
052060	Community Outreach Supervisor						
062420	Construction Coordinator						
083330	Corrections Supvrs II						
036300	Education Manager						
075270	Engineer II						
042060	Environmental Health Supvrs						
061450	Historic Site Supvrs						
011180	Intragovernmental Affairs Officer						
035090	KYANA Works Communications Mgr.						
045210	Lactation Program Manager						
052830	Mayor's Spec Events Coord II						
052180	OSHN Community Outreach Coord						
015830	Payroll Coordinator						
021090	Personnel Coordinator						
056150	Planner II						
019600	Property Room Supvrs						
036190	Senior Safety & Equip Training Spec.						
1200699	Sustainability Specialist						
091740	Technical Services Librarian						
069540	Vehicle Impoundment Supervisor II						
071560	Zoo Events Supervisor						
115		\$59,226	\$76,875	\$94,524	\$28.47	\$36.96	\$45.44
016130	Acct and Grants Mgmt Coord						
041650	APCD Air Monitoring Chemist						
054030	Aquatics Manager						
015030	Business Manager I						
020160	Class & Comp Analyst						
035030	Communications Coordinator II						
036170	Community Action Training Coord						
072560	Community Forestry Supervisor						
023070	Compliance Coordinator						
098150	Corporate Sr Park Manager						
092210	Deputy Coroner						
036160	Emergency Mngt Operations Coord						
1200999	Emergency Services Coordinator						
020360	Employee Benefits Coordinator						
075240	Engineer III						
075330	Engineering Technician						
041060	Env Compliance Supervisor						
030570	Epidemiologist I						
062110	Facilities Labor Manager						
062450	Facilities Project Coordinator						
072090	Forestry Supvrs I						
074360	Golf Operations Supervisor I						

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GENERAL							
115		\$59,226	\$76,875	\$94,524	\$28.47	\$36.96	\$45.44
016620	Grant Writer						
016570	Grants Contract Coordinator						
016190	Grants Mgmt Acct Coord						
071570	Guest Services Supervisor						
023170	HRC Compliance Analyst						
020190	HRIS Analyst						
036130	Human Resources Training Coord						
010520	Inspector General Analyst						
010900	Labor Relations Implementation Liaison						
011100	Legislative Aide						
037490	Library Content Supervisor						
037230	Library Programs Supv-Regional						
037370	Library Supervisor-Community						
1200499	Mechanical Inspections Coordinator						
075220	Mobility Coordinator						
094090	Office Manager - NoEORpt						
034040	Open Records Supervisor						
069150	Parking Facilities Supervisor						
071090	Parks & Rec. Supervisor II						
020140	Personnel Examination Analyst						
021060	Personnel Supervisor						
098330	Plumber						
019210	Procurement Analyst						
035240	Public Education Supvrs						
080240	Public Protection Coordinator						
045070	Quality Improvement Coord						
070320	Real Estate Program Supervisor						
015750	Revenue Auditor II						
017020	Revenue Systems Analyst						
058330	Sector Strategies Coordinator						
025430	Senior OPI Performance Coach						
050270	Substance Abuse Program Coord						
020110	Talent Acquisition Coordinator						
023240	Tax Policy Coordinator						
075200	Transportation Planner II						
016850	Workforce Development Coordinator						
016830	Workforce Initiatives Coordinator						
116		\$62,187	\$80,718	\$99,250	\$29.90	\$38.81	\$47.72
041630B	APCD Air Monitoring Project Supervisor						
075450	APCD Engineer III						
010990	Audio Visual Manager						
015000	Business Manager II						
016020	Cash Management Supervisor						
066030	Code Enforcement Supervisor						
096120	Comm Hlth Nurse Speclst - BX						
045120	Community Health Nurse Supervisor						
031540	Compliance & Enforcement Supervisor						
086060	Court Process Supervisor						
0999J	Crime Center Supervisor						

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GENERAL							
116		\$62,187	\$80,718	\$99,250	\$29.90	\$38.81	\$47.72
050600	Customer Service Supervisor						
00999D	Enterprise Security Supervisor						
085030	Env Health & Safety Supervisor						
052780	Events Supervisor						
062070	Facilities Maintenance Supervisor I						
025260	Financial Systems Administrator						
081380	Firearms Instructor						
079330	Fleet Supervisor						
072060	Forestry Supvsr II						
057120	Geographic Info Syst Coord						
074330	Golf Operations Supervisor II						
030680	Group Violence Victimology Spec.						
076140	Health & Safety Consultant						
072300	Horticulture Supervisor						
055060	Housing Program Supvsr						
1200799	Housing Rehab. Supervisor						
023130	HRC Compliance Officer						
015620	Internal Auditor						
026620	IT Asset Coordinator						
073060	Landscaping Supvsr						
011050	Legislative Assistant						
037410	Library Manager-Neighborhood						
037200	Library Supervisor-Regional						
081100	Licenses & Permits Invest Supv						
059060	Marketing Supvsr						
059750	Membership Supervisor						
024600	Multimedia Services Supervisor						
047090	Nutrition Supvsr						
016290	OMB Accounting Coordinator						
016240	OMB Coordinator						
015070	OMB Financial Reporting Coord						
052210	OSHN Community Engagement Supervisor						
069210	Parking Supervisor						
015810	Payroll Supervisor						
026160	Performance Supervisor						
021030	Personnel Manager						
066330	Plan Review Supervisor						
080050	Polygraph Technician						
035060	Public Information Supervisor						
078070	Public Works Inspect Supervisor						
015740	Revenue Examiner						
017070	Revenue IT Compliance Analyst						
017000	Revenue Training Coordinator						
033130	Right-of-Way Permit/Lic Supervisor						
036080	Safety & Equipment Trg Supervisor						
035120	Senior Data Analyst						
051120	Social Service Prog Supvsr I						
044090	Solid Waste Supervisor						
052140	Special Events Manager						

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GENERAL							
116		\$62,187	\$80,718	\$99,250	\$29.90	\$38.81	\$47.72
041320	Sustainability Coordinator						
025580	Systems Administrator						
099TRC	Technology Relationship Coordinator						
027150	Telecom Supvsr I						
082170	Training Academy Instructor						
010830	Urban Planner						
050840	Victim Services Supervisor						
117		\$65,296	\$84,754	\$104,213	\$31.39	\$40.75	\$50.10
041640	Air Monit. Network & Data Supv						
066420	Building Inspection Supervisor						
036610	Civilian Investigator						
045090	Community Health Supervisor						
025220	Content Management Coord						
080060	Criminal Justice Supervisor						
059040	Curriculum Development Coord						
028420	Emergency Services Supervisor						
042030	Environmental Health Mgr						
062190	Facilities Administrative Mgr						
062060	Facilities Maintenance Supervisor II						
025270	Information Systems Supervisor						
076080	Labor Supervisor						
072900	Landscape Architect						
037350	Library Manager-Community						
047030	Nutrition Manager						
083420	Offender Services Manager						
015170	Procurement Systems Coord						
094030	Program Administrator						
031560	Quality Assurance Supervisor						
034030	Records Manager						
017040	Revenue BI Analyst						
074300	Senior Golf Operations Supervisor						
056120	Senior Planner						
051060	Social Service Prog Supvsr II						
089060	Taxonomic Curator						
084280	Transportation Supervisor						
090060	Veterinary Hospital Manager						
063850	Zoo Aquatic LSS Engineer						
071510	Zoo Facilities Supervisor						
118		\$68,561	\$88,992	\$109,423	\$32.96	\$42.78	\$52.61
015080	Admin Project Manager						
093030	Assist. County Attorney						
091150	Attorney I - NoEEOpt						
015060	Business Administrator						
035040	Communications & Policy Coord						
052170	Community Engagement Mgr						
045030	Community Health Manager						
080040	Crime Center Manager						
017100	Customer Experience Supervisor						
059270	Development Manager						

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GENERAL							
118		\$68,561	\$88,992	\$109,423	\$32.96	\$42.78	\$52.61
076050	District Operations Manager						
046030	EMS Manager						
025610	Enterprise App System Analyst						
042010	Environmental Health Administrator						
068190	Eviction Prevention Manager						
062010	Facilities Operations Manager						
062040	Facilities Project Manager						
079300	Fleet Manager						
072030	Forestry Manager						
016900	Grants Compliance Supervisor						
016180	Grants Management Supervisor						
071400	Guest Services Manager						
030550	Health Data Scientist						
055190	Homeless Project Manager						
026540	Info Security Specialist						
049120	Laboratory Tech & General Supervisor						
099600	Lead Engineer						
037170	Library Manager-Regional						
081070	Licenses & Permits Invest Mgr						
059030	Marketing Manager						
016410	OMB Grants Advisor						
052190	OSHN Community Outreach Supvsr						
071030	Parks & Rec. Manager						
071040	Parks & Rec.Manager/Architect						
056090	Planning & Design Supvsr						
059020	Police Performance Auditor						
035220	Public Education Administrator						
053030	Recreation Manager						
036070	Safety & Equip Training Mgr						
035140	Senior Labor Market Intel. Advisor						
025290	Senior Org Performance Analyst						
016820	Senior Program Manager						
051030	Soc Svc Policy & Advocacy Supv						
050120	Social Services Supvsr						
027090	Telecom Manager						
075250	Traffic Signal OPS Engineer						
074020	Turf Manager I						
082190	Videographer						
119		\$71,989	\$93,442	\$114,894	\$34.61	\$44.92	\$55.24
093090	Attorney II						
092150	Chief Deputy Coroner						
045000	Community Health Admin						
011250	Council Financial Analyst						
058180	Economic Development Coord						
066570	Electrical Inspection Supervisor						
077800	Electrical Maintenance Supervisor						
062030	Facilities Maintenance Manager						
016300	Finance Supervisor						
079280	Fleet Administrator						

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GENERAL							
119		\$71,989	\$93,442	\$114,894	\$34.61	\$44.92	\$55.24
030120	Innovation Project Manager						
015670	Internal Audit Senior						
026580	Network Engineer I						
098970	Project Manager I						
010880	Public Art Coordinator						
078040	Public Works Inspect Mgr						
029060	Radio Syst Elec Supervisor I						
015690	Revenue Audit Supervisor						
017060	Revenue Supervisor						
097770	Social Media Coordinator						
025550	Systems Engineer I						
026570	Video Engineer						
025650	Web Application Developer						
089000	Zoo General Curator						
120		\$75,588	\$98,114	\$120,639	\$36.34	\$47.17	\$58.00
041600	APCD Air Monitoring Prog Mgr						
00999B	Assistant County Attorney I						
093080	Attorney III						
016100	Budget Planning Analyst						
026090	Client Services Supervisor						
092090	Coroner						
026360	Database Admin I						
027070	Deflection/Triage Program Man						
040060	Environmental Engineer Supervisor						
058200	Globalization Program Manager						
099660	Lead Purser						
059070	Licensed Counselor - Police						
010420	Mayor's Scheduler						
011150	Metro Council Clerk						
026560	Network Engineer II						
071010	Parks & Rec. Administrator						
035210	Performance Improvement Mgr						
019090	Procurement Supervisor						
098940	Project Manager II						
029030	Radio Syst Elec Supervisor II						
053000	Recreation Administrator						
017090	Revenue IT Supervisor						
058300	Sector Strategies Manager						
058130	Small Business Develpmnt Coord						
051040	Soc Svc Policy & Advocacy Mgr						
050030	Social Services Manager						
044030	Solid Waste Mgr						
010330	Special Police						
027030	Telecom & Technology Admin						
075230	Transportation Planner Supervisor						
016880	Workday Administrator I						
010870	Workforce Solutions Manager						
121		\$79,368	\$103,019	\$126,671	\$38.16	\$49.53	\$60.90
016160	Contract Administration Mgr						

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GENERAL							
121		\$79,368	\$103,019	\$126,671	\$38.16	\$49.53	\$60.90
075120	Engineer Supervisor						
011450	Financial Advisor						
025320	Info Systems Architect						
062050	Manager of Design and Construction						
059120	Non-Sworn Rotorcraft Pilot						
010230	Press Secretary						
093060	Senior Attorney						
010100	Senior Policy Advisor						
025560	Sr Ent Sys Busn Analyst I						
025530	Systems Engineer II						
057090	Technology Services Supervisor						
026640	Vulnerability Mitigation Engineer						
016890	Workday Administrator II						
122		\$83,336	\$108,170	\$133,005	\$40.07	\$52.01	\$63.94
025600	Applications Dev Supervisor						
00999C	Assistant County Attorney II						
075170	Clean Collaborative Coord						
010840	Communications Manager						
059010	Compliance Coordinator-Police						
026330	Database Admin II						
045140	Epidemiologist Administrator						
013090	Equity & Diversity Manager						
062020	Facilities Administrator						
062180	Facilities Maint. Engineer						
015050	Fiscal Coordinator						
025940	Full Stack Engineer						
045130	Health Services Administrator						
026060	Information Technology Liaison						
010530	Inspector General Investigator						
037110	Library Communications Manager						
037470	Library Content Manager						
037060	Library Services Manager						
097780	Majority Caucus Comm & PR Mgr						
047160	Maternal Child Health Admin						
026550	Network Engineer III						
015040	OMB Financial Manager						
018030	OMB Risk Management Manager						
017030	Revenue Manager						
052110	SAMHSA Program Manager						
025540	Systems Engineer III						
023250	Tax Policy Advisor						
090210	Veterinarian						
016860	Workday Support Analyst						
123		\$87,503	\$113,579	\$139,655	\$42.07	\$54.61	\$67.14
017400	Business Analytics Manager						
026270	Computer Svcs Manager						
076010	District Operations Admin						
035070	EMA Public Information Officer						
075030	Engineer Manager						

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GENERAL							
123		\$87,503	\$113,579	\$139,655	\$42.07	\$54.61	\$67.14
040030	Environmental Engineer Mngr						
015020	Fiscal Manager						
026030	Information Technology Manager						
015540	Internal Audit Manager						
026062	IT Services Manager						
059080	Licensed Psychologist - Police						
056030	Planning and Design Manager						
044010	Solid Waste Administrator						
025500	Sr Ent Sys Busn Analyst II						
124		\$91,878	\$119,258	\$146,638	\$44.17	\$57.34	\$70.50
020300	Benefits Admin						
011460	Business Manager - County Attorney						
011300	Caucus Director						
020540	Chief Examiner						
023030	Compliance and Training Admin						
083030	Corrections Major						
014000	Executive Administrator						
018540	Health and Safety Admin						
023040	HRIS Admin						
026530	Info Security Analyst						
025230	IT Project Manager						
011320	Majority Caucus Director						
026040	Senior IT Manager						
026500	Senior Security Advisor						
090260	Senior Veterinarian						
010250	Speech Writer						
020120	Talent and Retention Admin						
025830	Technology Program Manager						
090220	Veterinarian, Zoo						
125		\$96,472	\$125,221	\$153,970	\$46.38	\$60.20	\$74.02
041630A	APCD Assist. Director						
098060	Assist. Dir. - Waterfront Development						
09999C	Assist. Dir. ABC						
013000E	Assist. Dir. Public Health & Wellness						
013000H	Assist. Dir., Codes & Regulations						
013000A	Assist. Dir., Develop Louisville						
013000P	Assist. Dir., Fleet & Facilities						
013000	Assist. Dir., Human Relations						
013000N	Assist. Dir., Kentuckiana Works Foundation						
013000S	Assist. Dir., Library						
013000D	Assist. Dir., Metro Animal Services						
013000M	Assist. Dir., Metro Parks & Recreation						
0130000	Assist. Dir., Office of Performance Improvement						
013000Q	Assist. Dir., PW & Assets /Solid Waste Mgmt						
013000R	Assist. Dir., PW & Assets/Streets & Roads						
013000K	Assist. Dir., Resilience & Community Svcs						
013000W	Assist. Dir., River City Parking Auth.						
013000F	Assist. Dir., Safety & Healthy Neighborhoods						
013000B	Assist. Dir., Youth Transitional Services						

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GENERAL							
125		\$96,472	\$125,221	\$153,970	\$46.38	\$60.20	\$74.02
013000G	Assist. Dir., Zoo						
031192	Assist., Dir. Corrections						
013000Z	Assistant Dir., Office of Planning						
0999G	Assistant Director, Housing & Community Development						
013200	Assistant Director., PW & Assets						
0999H	ASST. Director						
093000	County Attorney						
126		\$101,296	\$131,482	\$161,668	\$48.70	\$63.21	\$77.73
013000I	Assist. Dir., Emergency Mgmt/MetroSafe						
013030	Assist. EMS Director						
014030	Assist. Fire Chief						
014060	Asst Fire Chief 56 Hr						
127		\$106,361	\$138,056	\$169,751	\$51.13	\$66.37	\$81.61
013000C	Assist. Dir., Economic Development						
0999F	Assist. Dir., Finance						
013000J	Assist. Dir., Human Resources						
013000L	Assist. Dir., Internal Audit						
013000V	Assist. Dir., Metro Technology						
013000T	Assist. Dir., Revenue Commission						
013250	Assistant Director						
013020	Assistant Fire Chief Executive						
013040	Corrections Deputy						
011950	EMS Associate Medical Director						
010210	Labor Relations Negotiator						
129		\$117,262	\$152,207	\$187,151	\$56.38	\$73.18	\$89.98
120199A	APCD Director						
012020	Corrections Chief						
09999B	Dir. ABC						
0999D	Dir. Brightside						
01200P	Dir. River City Parking Authority						
099510	Dir., - Belle						
012000T	Dir., Codes & Regulations						
011400	Dir., Communications						
09996	Dir., Community Initiatives						
093570	Dir., Community Services						
012110	Dir., Criminal Justice						
012000I	Dir., Develop Louisville						
09962	Dir., Economic Development						
012000X	Dir., Emergency Mgmt/MetroSafe						
012000V	Dir., Fleet & Facilities Management						
31183	Dir., Group Violence Intervention						
012000Q	Dir., Human Relations Commission						
09997	Dir., Immigrant Services						
012000W	Dir., Internal Audit						
012000M	Dir., Kentuckiana Works Foundation						
012000G	Dir., Law Library						
012000U	Dir., Louisville Free Public Library						
012000B	Dir., Louisville Zoo						

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<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
GENERAL							
129		\$117,262	\$152,207	\$187,151	\$56.38	\$73.18	\$89.98
012000A	Dir., Mayor's Office						
012000J	Dir., Metro Animal Services						
011350	Dir., Metro Council Svcs						
120299	Dir., Metro Parks & Recreation						
012000C	Dir., Office of Equity						
31185	Dir., Office of Housing & Community Development						
012000E	Dir., Office of Performance Improvement						
09910	Dir., Office of Philanthropy						
31184	Dir., Office of Planning						
012000P	Dir., Office of Safe & Healthy Neighborhoods						
1200399	Dir., Office of Sustainability						
09998	Dir., Office of Women						
31182	Dir., OMB Finance						
012000D	Dir., Public Health & Wellness						
120099	Dir., Public Works & Assests						
012000R	Dir., Resilience & Comm. Services						
120199	Dir., Revenue Commission						
012000N	Dir., River City Parking Auth.						
09995	Dir., Universal Pre-K						
012000	Dir., Waterfront Dev. Corp.						
0120000	Dir., Youth Transitional Services						
31181	Director						
010200	Director IGA						
010140	Executive Liaison						
09992	Executive Liason, Metro Criminal Justice Comm.						
026490	Information Security Officer						
014050	Police Major						
131		\$129,282	\$167,808	\$206,334	\$62.15	\$80.68	\$99.20
013050	Assist. Police Chief - Lt Colonel						
099520	Assistant Chief Executive Officer						
0999L	Enterprise Auditor						
010510	Inspector General						
132		\$135,746	\$176,198	\$216,651	\$65.26	\$84.71	\$104.16
012010	Fire Chief						
133		\$142,533	\$185,008	\$227,483	\$68.53	\$88.95	\$109.37
013010	Deputy Police Chief						
134		\$149,660	\$194,259	\$238,857	\$71.95	\$93.39	\$114.84
010150	Deputy General Counsel						
31189	Exec. Dir. Office of Housing & Community Dev.						
09912	Exec. Dir., Budget						
09999A	Exec. Dir., Business Solutions						
09915	Exec. Dir., Contracts						
012000F	Exec. Dir., Economic Development						
012000H	Exec. Dir., Human Resources						
012240	Exec. Dir., Metro Technology Services						
012120	Exec. Dir., Office of Equity						
012000S	Exec. Dir., OMB Finance						
09914	Exec. Dir., Open Records						

Proposed Pay Plans

Louisville KY

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mid</i>	<i>Ann Max</i>	<i>Hrly Min</i>	<i>Mid</i>	<i>Hrly Max</i>
GENERAL							
134		\$149,660	\$194,259	\$238,857	\$71.95	\$93.39	\$114.84
012000L	Exec. Dir., PW & Assests/Streets & Roads						
012000Y	Exec. Dir., Revenue Commission						
031190	Exec., Dir., Procurement						
31187	Exec., Dir., Records Compliance						
09911	Executive Director						
098000	Executive Director - Waterfont Dev. Corp.						
135		\$157,143	\$203,972	\$250,800	\$75.55	\$98.06	\$120.58
010190	Chief Financial Officer						
010320	Deputy Chief of Staff-Mayor's Offc						
136		\$165,000	\$214,170	\$263,340	\$79.33	\$102.97	\$126.61
010030	Deputy Mayor						
010090	Deputy Mayor - Chief of Staff & General Counsel						
010070	Police Chief						

715 Active Proposed Classes in the GENERAL Pay Plan

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
9							
911 Records Coordinator	034000	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>3</u>
911 Telecommunicator Trainee	027410	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>0</u>
A							
Accountant	099750	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>0</u>
Accounts Payable Specialist	015220	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>5</u>
Acct and Grants Mgmt Coord	016130	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Admin Project Manager	015080	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Administrative Assist.	10380	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>30</u>
Administrative Asst - NoEEO Rpt	094660	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>0</u>
Administrative Asst - OT NoEEO Rpt	094670	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>0</u>
Administrative Clerk	031300	GENERAL	105	\$36,359	\$47,194	\$58,030	<u>0</u>
Administrative Coordinator	031030	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>35</u>
Administrative Coordinator S4	010360	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>0</u>
Administrative Specialist S3	010370	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>1</u>
Administrative Supervisor I	031060	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>1</u>
Administrative Supervisor II	031000	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>2</u>
Air Monit. Network & Data Supv	041640	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Ambassador Institute Coord	052200	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>1</u>
Animal Adoption Supervisor	088200	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
Animal Behavior Coordinator	088250	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>1</u>
Animal Commissary Supervisor	089240	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
Animal Control Supervisor	088370	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>2</u>
Animal Rescue Supervisor	088280	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
Animal Services Operations Supervisor	076030	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>
Animal Svcs Lost & Found Clerk	088410	GENERAL	105	\$36,359	\$47,194	\$58,030	<u>1</u>
Animal Svcs Volunteer Coord	088320	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>1</u>
APCD Air Monitoring Chemist	041650	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
APCD Air Monitoring Prog Mgr	041600	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>1</u>
APCD Air Monitoring Project Supervisor	041630	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
APCD Air Quality Assurance Coord.	041660	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>3</u>
APCD Assist. Director	041630	GENERAL	125	\$96,472	\$125,221	\$153,970	<u>0</u>
APCD Compliance & Enf Coord	041690	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>0</u>
APCD Data Analysis Coordinator	041760	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
APCD Director	120199	GENERAL	129	\$117,262	\$152,207	\$187,151	1
APCD Engineer I	075510	GENERAL	113	\$53,719	\$69,728	\$85,736	4
APCD Engineer II	075480	GENERAL	114	\$56,405	\$73,214	\$90,023	6
APCD Engineer III	075450	GENERAL	116	\$62,187	\$80,718	\$99,250	3
APCD Records Coordinator	034110	GENERAL	110	\$46,405	\$60,233	\$74,062	1
APCD Regulatory Coordinator	014180	GENERAL	113	\$53,719	\$69,728	\$85,736	0
Applications Dev Supervisor	025600	GENERAL	122	\$83,336	\$108,170	\$133,005	1
Aquatics Manager	054030	GENERAL	115	\$59,226	\$76,875	\$94,524	1
Arborist	072540	GENERAL	114	\$56,405	\$73,214	\$90,023	2
Archival Coordinator	038090	GENERAL	111	\$48,725	\$63,245	\$77,765	1
Archival Specialist	038180	GENERAL	110	\$46,405	\$60,233	\$74,062	0
Assist. County Attorney	093030	GENERAL	118	\$68,561	\$88,992	\$109,423	0
Assist. Dir. - Waterfront Development	098060	GENERAL	125	\$96,472	\$125,221	\$153,970	0
Assist. Dir. ABC	09999C	GENERAL	125	\$96,472	\$125,221	\$153,970	0
Assist. Dir. Public Health & Wellness	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	4
Assist. Dir., Codes & Regulations	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	1
Assist. Dir., Develop Louisville	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	0
Assist. Dir., Economic Development	013000	GENERAL	127	\$106,361	\$138,056	\$169,751	2
Assist. Dir., Emergency Mgmt/MetroSafe	013000	GENERAL	126	\$101,296	\$131,482	\$161,668	2
Assist. Dir., Finance	0999F	GENERAL	127	\$106,361	\$138,056	\$169,751	0
Assist. Dir., Fleet & Facilities	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	2
Assist. Dir., Human Relations	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	1
Assist. Dir., Human Resources	013000	GENERAL	127	\$106,361	\$138,056	\$169,751	2
Assist. Dir., Internal Audit	013000	GENERAL	127	\$106,361	\$138,056	\$169,751	1
Assist. Dir., Kentuckiana Works Foundation	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	0
Assist. Dir., Library	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	1
Assist. Dir., Metro Animal Services	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	2
Assist. Dir., Metro Parks & Recreation	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	3
Assist. Dir., Metro Technology	013000	GENERAL	127	\$106,361	\$138,056	\$169,751	1
Assist. Dir., Office of Performance Improvement	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	0
Assist. Dir., PW & Assets /Solid Waste Mgmt	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	0
Assist. Dir., PW & Assets/Streets & Roads	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	0
Assist. Dir., Resilience & Community Svcs	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	0
Assist. Dir., Revenue Commission	013000	GENERAL	127	\$106,361	\$138,056	\$169,751	2
Assist. Dir., River City Parking Auth.	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	0

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Assist. Dir., Safety & Healthy Neighborhoods	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	<u>3</u>
Assist. Dir., Youth Transitional Services	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	<u>0</u>
Assist. Dir., Zoo	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	<u>2</u>
Assist. EMS Director	013030	GENERAL	126	\$101,296	\$131,482	\$161,668	<u>1</u>
Assist. Fire Chief	014030	GENERAL	126	\$101,296	\$131,482	\$161,668	<u>3</u>
Assist. Police Chief - Lt Colonel	013050	GENERAL	131	\$129,282	\$167,808	\$206,334	<u>3</u>
Assist., Dir. Corrections	031192	GENERAL	125	\$96,472	\$125,221	\$153,970	<u>0</u>
Assistant Chief Executive Officer	099520	GENERAL	131	\$129,282	\$167,808	\$206,334	<u>1</u>
Assistant County Attorney I	00999B	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>0</u>
Assistant County Attorney II	00999C	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>0</u>
Assistant Dir., Office of Planning	013000	GENERAL	125	\$96,472	\$125,221	\$153,970	<u>1</u>
Assistant Director	013250	GENERAL	127	\$106,361	\$138,056	\$169,751	<u>0</u>
Assistant Director, Housing & Community Development	0999G	GENERAL	125	\$96,472	\$125,221	\$153,970	<u>2</u>
Assistant Director., PW & Assets	013200	GENERAL	125	\$96,472	\$125,221	\$153,970	<u>4</u>
Assistant Fire Chief Executive	013020	GENERAL	127	\$106,361	\$138,056	\$169,751	<u>1</u>
Asst Fire Chief 56 Hr	014060	GENERAL	126	\$101,296	\$131,482	\$161,668	<u>3</u>
ASST. Director	0999H	GENERAL	125	\$96,472	\$125,221	\$153,970	<u>0</u>
Attorney I - NoEORpt	091150	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>0</u>
Attorney II	093090	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>0</u>
Attorney III	093080	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>0</u>
Audio Visual Manager	010990	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>0</u>

B

Bad Check/Restitution Clerk	093690	GENERAL	105	\$36,359	\$47,194	\$58,030	<u>0</u>
Bartender	099890	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>
Benefits Admin	020300	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>1</u>
Budget Analyst I	016150	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>1</u>
Budget Planning Analyst	016100	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>4</u>
Building Inspection Supervisor	066420	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Business Accountant I	015130	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>4</u>
Business Accountant I - Quasi	015150	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>0</u>
Business Accountant II	015090	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>3</u>
Business Accountant II - KWF	015120	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>0</u>
Business Administrator	015060	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>0</u>
Business Analytics Manager	017400	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>1</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Business Manager - County Attorney	011460	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>0</u>
Business Manager I	015030	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Business Manager II	015000	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>0</u>
Business Specialist	015210	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>1</u>
Buyer	019150	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>2</u>
C							
Call Center Med Triage Coord.	045390	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>0</u>
Cash Management Supervisor	016020	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Cashier - Belle of Louisville	099760	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>
Cashier Supvsr	033900	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
Caucus Director	011300	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>0</u>
Chaplain	050900	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>2</u>
Chief Deputy Coroner	092150	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>0</u>
Chief Examiner	020540	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>1</u>
Chief Financial Officer	010190	GENERAL	135	\$157,143	\$203,972	\$250,800	<u>1</u>
Civilian Investigator	036610	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>6</u>
Class & Comp Analyst	020160	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>2</u>
Clean Collaborative Coord	075170	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>1</u>
Clerk III	031380	GENERAL	106	\$38,177	\$49,554	\$60,931	<u>0</u>
Clerk S2	094780	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>
Client Services Supervisor	026090	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>2</u>
Code Enforcement Supervisor	066030	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>4</u>
Comm Hlth Nurse Speclst - BX	096120	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>3</u>
Comm Hlth Services Clerk - BX	096210	GENERAL	105	\$36,359	\$47,194	\$58,030	<u>1</u>
Communication Specialist (Appointed)	010260	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>4</u>
Communications & Policy Coord	035040	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Communications Assistant	010980	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>1</u>
Communications Coordinator I	035000	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>2</u>
Communications Coordinator II	035030	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>5</u>
Communications Manager	010840	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>1</u>
Community Action Training Coord	036170	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
Community Engagement Mgr	052170	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Community Forestry Supervisor	072560	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
Community Health Admin	045000	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>7</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Community Health Coordinator	045100	GENERAL	111	\$48,725	\$63,245	\$77,765	3
Community Health Manager	045030	GENERAL	118	\$68,561	\$88,992	\$109,423	8
Community Health Nurse Supervisor	045120	GENERAL	116	\$62,187	\$80,718	\$99,250	1
Community Health Specialist	045180	GENERAL	109	\$44,195	\$57,365	\$70,535	0
Community Health Supervisor	045090	GENERAL	117	\$65,296	\$84,754	\$104,213	4
Community Outreach Coord	052120	GENERAL	111	\$48,725	\$63,245	\$77,765	4
Community Outreach Spec	052150	GENERAL	109	\$44,195	\$57,365	\$70,535	8
Community Outreach Supervisor	052060	GENERAL	114	\$56,405	\$73,214	\$90,023	0
Compliance & Enforcement Supervisor	031540	GENERAL	116	\$62,187	\$80,718	\$99,250	1
Compliance and Training Admin	023030	GENERAL	124	\$91,878	\$119,258	\$146,638	1
Compliance Coordinator	023070	GENERAL	115	\$59,226	\$76,875	\$94,524	4
Compliance Coordinator-Police	059010	GENERAL	122	\$83,336	\$108,170	\$133,005	2
Computer Svcs Manager	026270	GENERAL	123	\$87,503	\$113,579	\$139,655	1
Construction Coordinator	062420	GENERAL	114	\$56,405	\$73,214	\$90,023	2
Content Management Coord	025220	GENERAL	117	\$65,296	\$84,754	\$104,213	1
Contract Administration Mgr	016160	GENERAL	121	\$79,368	\$103,019	\$126,671	1
Contract Compliance Specialist	016170	GENERAL	109	\$44,195	\$57,365	\$70,535	0
Coroner	092090	GENERAL	120	\$75,588	\$98,114	\$120,639	0
Corporate Sr Park Manager	098150	GENERAL	115	\$59,226	\$76,875	\$94,524	0
Correction Officer Lateral Ent	083160	GENERAL	110	\$46,405	\$60,233	\$74,062	0
Correction Officer Recruit	083240	GENERAL	109	\$44,195	\$57,365	\$70,535	0
Corrections Chief	012020	GENERAL	129	\$117,262	\$152,207	\$187,151	1
Corrections Deputy	013040	GENERAL	127	\$106,361	\$138,056	\$169,751	1
Corrections Major	083030	GENERAL	124	\$91,878	\$119,258	\$146,638	4
Corrections Officer Lateral	120059	GENERAL	109	\$44,195	\$57,365	\$70,535	0
Corrections Support Coordinator	083390	GENERAL	110	\$46,405	\$60,233	\$74,062	1
Corrections Support Technician	062900	GENERAL	107	\$40,086	\$52,032	\$63,978	0
Corrections Supvsr II	083330	GENERAL	114	\$56,405	\$73,214	\$90,023	2
Corrections Transport Officer	083130	GENERAL	105	\$36,359	\$47,194	\$58,030	0
Council Financial Analyst	011250	GENERAL	119	\$71,989	\$93,442	\$114,894	0
County Attorney	093000	GENERAL	125	\$96,472	\$125,221	\$153,970	0
Court Liaison	095090	GENERAL	106	\$38,177	\$49,554	\$60,931	0
Court Process Supervisor	086060	GENERAL	116	\$62,187	\$80,718	\$99,250	1
Crime Center Manager	080040	GENERAL	118	\$68,561	\$88,992	\$109,423	1
Crime Center Supervisor	0999J	GENERAL	116	\$62,187	\$80,718	\$99,250	0

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Criminal Justice Specialist	080180	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>3</u>
Criminal Justice Supervisor	080060	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Curriculum Development Coord	059040	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Customer Experience Supervisor	017100	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Customer Service Center Spec	034860	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>7</u>
Customer Service Supervisor	050600	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>

D

Data Analytics Supervisor	025400	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>0</u>
Database Admin I	026360	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>1</u>
Database Admin II	026330	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>2</u>
Deckhand	099650	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>
Deflection/Triage Program Man	027070	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>1</u>
Deputy Chief of Staff-Mayor's Offc	010320	GENERAL	135	\$157,143	\$203,972	\$250,800	<u>1</u>
Deputy Coroner	092210	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Deputy General Counsel	010150	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>1</u>
Deputy Mayor	010030	GENERAL	136	\$165,000	\$214,170	\$263,340	<u>4</u>
Deputy Mayor - Chief of Staff & General Counsel	010090	GENERAL	136	\$165,000	\$214,170	\$263,340	<u>1</u>
Deputy Police Chief	013010	GENERAL	133	\$142,533	\$185,008	\$227,483	<u>2</u>
Detective - Commonwealth Attorney	091210	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>0</u>
Development Coordinator	059330	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
Development Manager	059270	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Digital Forensics Examiner	036600	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>1</u>
Dir. ABC	09999B	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir. Brightside	0999D	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir. River City Parking Authority	01200P	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., - Belle	099510	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Codes & Regulations	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>2</u>
Dir., Communications	011400	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Community Initiatives	09996	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Community Services	093570	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Criminal Justice	012110	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Develop Louisville	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Economic Development	09962	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Emergency Mgmt/MetroSafe	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Dir., Fleet & Facilities Management	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Group Violence Intervention	31183	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Human Relations Commission	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Immigrant Services	09997	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Internal Audit	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Kentuckiana Works Foundation	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Law Library	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Louisville Free Public Library	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Louisville Zoo	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Mayor's Office	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Metro Animal Services	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Metro Council Svcs	011350	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Metro Parks & Recreation	120299	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Office of Equity	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>2</u>
Dir., Office of Housing & Community Development	31185	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>2</u>
Dir., Office of Performance Improvement	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Office of Philanthropy	09910	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Office of Planning	31184	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>2</u>
Dir., Office of Safe & Healthy Neighborhoods	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Office of Sustainability	120039	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Office of Women	09998	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., OMB Finance	31182	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Public Health & Wellness	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>2</u>
Dir., Public Works & Assests	120099	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Dir., Resilience & Comm. Services	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Revenue Commission	120199	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., River City Parking Auth.	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Universal Pre-K	09995	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Waterfront Dev. Corp.	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Dir., Youth Transitional Services	012000	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>
Director	31181	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>4</u>
Director IGA	010200	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
District Operations Admin	076010	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>2</u>
District Operations Manager	076050	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>2</u>
Down Payment Assistance Coord	055110	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
DUI Victims Assistant	095150	GENERAL	106	\$38,177	\$49,554	\$60,931	<u>0</u>
E							
Economic Development Coord	058180	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>8</u>
Education Coordinator	099910	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>0</u>
Education Instructor	097250	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>0</u>
Education Manager	036300	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>0</u>
Electrical Inspection Supervisor	066570	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>1</u>
Electrical Maintenance Supervisor	077800	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>3</u>
Elephant Area Supervisor	089120	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>0</u>
EMA Public Information Officer	035070	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>1</u>
Emergency Mngt Operations Coord	036160	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>2</u>
Emergency Services Coordinator	120099	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Emergency Services Supervisor	028420	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Employee Benefits Coordinator	020360	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>2</u>
Employee Benefits Specialist	020390	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>1</u>
EMS Associate Medical Director	011950	GENERAL	127	\$106,361	\$138,056	\$169,751	<u>1</u>
EMS Manager	046030	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>3</u>
EMT Recruit	046500	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>0</u>
Engineer I	075300	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>2</u>
Engineer II	075270	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>6</u>
Engineer III	075240	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>6</u>
Engineer Manager	075030	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>4</u>
Engineer Supervisor	075120	GENERAL	121	\$79,368	\$103,019	\$126,671	<u>4</u>
Engineering Assistant	099630	GENERAL	105	\$36,359	\$47,194	\$58,030	<u>0</u>
Engineering Technician	075330	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
Enterprise App System Analyst	025610	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>2</u>
Enterprise Auditor	0999L	GENERAL	131	\$129,282	\$167,808	\$206,334	<u>1</u>
Enterprise Security Supervisor	00999D	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>0</u>
Env Compliance Supervisor	041060	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
Env Health & Safety Supervisor	085030	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Environmental Comp Association Coord.	041720	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
Environmental Coordinator	041090	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>2</u>
Environmental Engineer Mngr	040030	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>2</u>
Environmental Engineer Supervisor	040060	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>3</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Environmental Health Administrator	042010	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Environmental Health Mgr	042030	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>2</u>
Environmental Health Supvsr	042060	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>4</u>
Environmental Specialist	088100	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>1</u>
Epidemiologist Administrator	045140	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>1</u>
Epidemiologist I	030570	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>7</u>
Equipment Repair Tech	079780	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>1</u>
Equity & Diversity Manager	013090	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>1</u>
Equity & Diversity Specialist	013100	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>0</u>
Events Coordinator	052810	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>4</u>
Events Specialist	052840	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>0</u>
Events Supervisor	052780	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>
Eviction Prevention Manager	068190	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Exec. Dir. Office of Housing & Community Dev.	31189	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>1</u>
Exec. Dir., Budget	09912	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>0</u>
Exec. Dir., Business Solutions	09999A	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>0</u>
Exec. Dir., Contracts	09915	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>0</u>
Exec. Dir., Economic Development	012000	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>0</u>
Exec. Dir., Human Resources	012000	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>1</u>
Exec. Dir., Metro Technology Services	012240	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>1</u>
Exec. Dir., Office of Equity	012120	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>1</u>
Exec. Dir., OMB Finance	012000	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>5</u>
Exec. Dir., Open Records	09914	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>0</u>
Exec. Dir., PW & Assests/Streets & Roads	012000	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>0</u>
Exec. Dir., Revenue Commission	012000	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>1</u>
Exec., Dir., Procurement	031190	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>0</u>
Exec., Dir., Records Compliance	31187	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>0</u>
Executive Administrator	014000	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>54</u>
Executive Assistant	032150	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>4</u>
Executive Director	09911	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>0</u>
Executive Director - Waterfont Dev. Corp.	098000	GENERAL	134	\$149,660	\$194,259	\$238,857	<u>0</u>
Executive Liaison	010140	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>0</u>
Executive Liason, Metro Criminal Justice Comm.	09992	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>1</u>

F

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Facilities Administrative Mgr	062190	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Facilities Administrator	062020	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>3</u>
Facilities Labor Manager	062110	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
Facilities Labor Supervisor	062120	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>4</u>
Facilities Maint. Engineer	062180	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>0</u>
Facilities Maintenance Manager	062030	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>2</u>
Facilities Maintenance Supervisor I	062070	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>5</u>
Facilities Maintenance Supervisor II	062060	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>0</u>
Facilities Operations Manager	062010	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Facilities Project Coordinator	062450	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
Facilities Project Manager	062040	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Facilities Repair Worker	0999K	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>0</u>
Facilities Safety Systems Spec	062130	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>1</u>
Facilities Security Coord	085050	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
Finance Supervisor	016300	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>5</u>
Financial Advisor	011450	GENERAL	121	\$79,368	\$103,019	\$126,671	<u>0</u>
Financial Systems Administrator	025260	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>0</u>
Fire Chief	012010	GENERAL	132	\$135,746	\$176,198	\$216,651	<u>1</u>
Firearms Instructor	081380	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Fiscal Coordinator	015050	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>7</u>
Fiscal Manager	015020	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>9</u>
Fleet Administrator	079280	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>1</u>
Fleet Manager	079300	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Fleet Service Writer	079390	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>1</u>
Fleet Supervisor	079330	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>4</u>
Forestry Manager	072030	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Forestry Supvsr I	072090	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Forestry Supvsr II	072060	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Foster Coordinator	088220	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>1</u>
Full Stack Engineer	025940	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>2</u>
G							
Geographic Info Syst Analyst	057150	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>2</u>
Geographic Info Syst Coord	057120	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Geographic Info Syst Spec	057180	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>2</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Globalization Program Manager	058200	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>1</u>
Golf Operations Supervisor I	074360	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>4</u>
Golf Operations Supervisor II	074330	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>3</u>
Grant Writer	016620	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
Grants Compliance Monitor	055100	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>2</u>
Grants Compliance Supervisor	016900	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Grants Contract Coordinator	016570	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>9</u>
Grants Coordinator	016600	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>2</u>
Grants Management Supervisor	016180	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>3</u>
Grants Mgmt Acct Coord	016190	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>2</u>
Graphic Specialist	057600	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>3</u>
Graphic Specialist - S4	010270	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>0</u>
Group Sales & Marketing Rep.	099820	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>0</u>
Group Violence Victimology Spec.	030680	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>
Guest Services Manager	071400	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>2</u>
Guest Services Supervisor	071570	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>2</u>

H

Health & Safety Consultant	076140	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>
Health & Safety Coordinator	018570	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>0</u>
Health and Safety Admin	018540	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>1</u>
Health and Safety Specialist	018630	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>1</u>
Health Data Scientist	030550	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>0</u>
Health Program Analyst	030510	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>8</u>
Health Services Administrator	045130	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>2</u>
Higher Education Coordinator	035290	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>0</u>
Historic Preservation Spec	061150	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>2</u>
Historic Site Supvsr	061450	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>1</u>
Homeless Project Manager	055190	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>0</u>
Homeless Res Outreach Spec.	050340	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>2</u>
Horticulture Supervisor	072300	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>
Horticulturist	072360	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>1</u>
Hospitality Worker	099930	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>
Housing Dev Compliance Monitor	055120	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
Housing Program Coordinator	055090	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>3</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Housing Program Specialist	055180	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>1</u>
Housing Program Supvsr	055060	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>
Housing Rehab. Supervisor	120079	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>0</u>
HRC Administrative Intake Spec	031390	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>0</u>
HRC Compliance Analyst	023170	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>2</u>
HRC Compliance Officer	023130	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>3</u>
HRIS Admin	023040	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>1</u>
HRIS Analyst	020190	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>4</u>
Human Relations Clerk	094810	GENERAL	105	\$36,359	\$47,194	\$58,030	<u>0</u>
Human Res Hiring Coord	020180	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>3</u>
Human Res Specialist - Comp	094210	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>0</u>
Human Resources Coord	031630	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>1</u>
Human Resources Generalist	020210	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>0</u>
Human Resources Testing Coord	020170	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>1</u>
Human Resources Training Coord	036130	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>2</u>
<hr/>							
Info Security Analyst	026530	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>1</u>
Info Security Specialist	026540	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Info Systems Analyst	025330	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>2</u>
Info Systems Architect	025320	GENERAL	121	\$79,368	\$103,019	\$126,671	<u>2</u>
Info Systems Technician	025390	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>1</u>
Information Security Officer	026490	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>2</u>
Information Systems Supervisor	025270	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>4</u>
Information Technology Liaison	026060	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>1</u>
Information Technology Manager	026030	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>7</u>
Innovation Project Manager	030120	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>1</u>
Inspector General	010510	GENERAL	131	\$129,282	\$167,808	\$206,334	<u>1</u>
Inspector General Analyst	010520	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
Inspector General Investigator	010530	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>3</u>
Intern	097900	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>
Internal Audit Manager	015540	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>1</u>
Internal Audit Senior	015670	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>1</u>
Internal Auditor	015620	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>3</u>
Intragovernmental Affairs Officer	011180	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>1</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Inventory Coordinator	019360	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>1</u>
IT Asset Coordinator	026620	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
IT Project Manager	025230	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>1</u>
IT Services Manager	026062	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>1</u>
K							
Kennel Supervisor	088380	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>0</u>
KYANA Works Communications Mgr.	035090	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>0</u>
L							
Labor Relations Implementation Liaison	010900	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Labor Relations Negotiator	010210	GENERAL	127	\$106,361	\$138,056	\$169,751	<u>1</u>
Labor Supervisor	076080	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>16</u>
Laboratory Tech & General Supervisor	049120	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Laborer	097630	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>1</u>
Lactation Program Manager	045210	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>0</u>
Landscape Architect	072900	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>2</u>
Landscaping Coordinator	073180	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>0</u>
Landscaping Supvsr	073060	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Lead Accounts Payable Spec.	015140	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>
Lead Cust Service Center Spec	034850	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>1</u>
Lead Engineer	099600	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>0</u>
Lead Program Coordinator	055130	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
Lead Purser	099660	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>0</u>
Legal Secretary I	093390	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>0</u>
Legal Secretary II	093360	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>0</u>
Legislative Affairs Specialist	094420	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>0</u>
Legislative Aide	011100	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Legislative Assistant	011050	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>0</u>
Library Communications Manager	037110	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>1</u>
Library Content Manager	037470	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>1</u>
Library Content Supervisor	037490	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
Library Manager-Community	037350	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>7</u>
Library Manager-Neighborhood	037410	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>3</u>
Library Manager-Regional	037170	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>3</u>
Library Programs Supv-Regional	037230	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>10</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Library Progrms Coordinator	037450	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>6</u>
Library Services Manager	037060	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>4</u>
Library Supervisor-Community	037370	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>8</u>
Library Supervisor-Regional	037200	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>4</u>
Licensed Counselor - Police	059070	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>0</u>
Licensed Psychologist - Police	059080	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>0</u>
Licenses & Permits Invest Mgr	081070	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Licenses & Permits Invest Supv	081100	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>0</u>
Licenses & Permits Invest Trn	081110	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>0</u>
Licenses & Permits Investigator	081130	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>0</u>
Lifeguard	054360	GENERAL	106	\$38,177	\$49,554	\$60,931	<u>3</u>
Lifeguard, Senior	054300	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>1</u>
Litigation Coordinator	034020	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>1</u>
Logistics & Training Coord	045200	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>

M

Majority Caucus Comm & PR Mgr	097780	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>0</u>
Majority Caucus Director	011320	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>0</u>
Manager of Design and Construction	062050	GENERAL	121	\$79,368	\$103,019	\$126,671	<u>1</u>
Marketing Coordinator	059090	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
Marketing Manager	059030	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>3</u>
Marketing Supvsr	059060	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Mate - Licensed	099690	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>0</u>
Mate - Unlicensed	099720	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>0</u>
Maternal Child Health Admin	047160	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>1</u>
Mayor's Scheduler	010420	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>1</u>
Mayor's Spec Events Coord I	052820	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>3</u>
Mayor's Spec Events Coord II	052830	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>1</u>
Mechanical Inspections Coordinator	120049	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Media Producer	024660	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>2</u>
Membership Supervisor	059750	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Metro Council Assist Clerk	011170	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>0</u>
Metro Council Clerk	011150	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>0</u>
Metro Council Staff Helper	097760	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>
Mobility Coordinator	075220	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Mosquito Control Tech. - Temp Wrk	096870	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>
Multimedia Services Supervisor	024600	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
N							
Naturalist	072720	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>3</u>
Network Engineer I	026580	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>2</u>
Network Engineer II	026560	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>2</u>
Network Engineer III	026550	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>2</u>
Non-Sworn Rotorcraft Pilot	059120	GENERAL	121	\$79,368	\$103,019	\$126,671	<u>1</u>
Nutrition Manager	047030	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>0</u>
Nutrition Supvsr	047090	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
O							
Offender Services Manager	083420	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Office Manager - NoEORpt	094090	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Office Worker	096840	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>
OMB Accountant I	016400	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>0</u>
OMB Accountant II	016370	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>2</u>
OMB Accounting Coordinator	016290	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>
OMB Accounts Receivable Spec	016700	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>4</u>
OMB Coordinator	016240	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>0</u>
OMB Financial Manager	015040	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>2</u>
OMB Financial Reporting Coord	015070	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
OMB Grant Accountant I	016510	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>2</u>
OMB Grant Accountant II	016420	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>5</u>
OMB Grants Advisor	016410	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>0</u>
OMB Risk Management Coord	018150	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>
OMB Risk Management Manager	018030	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>1</u>
Ombudsman	023270	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>1</u>
Open Records Specialist	034070	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>8</u>
Open Records Specialist Intake	034080	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>2</u>
Open Records Supervisor	034040	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
Operations Coordinator	048180	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>1</u>
OPI Performance Coach	025310	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>0</u>
OSHN Community Engagement Supervisor	052210	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
OSHN Community Outreach Coord	052180	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>13</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
OSHN Community Outreach Supvsr	052190	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>2</u>
OSHN Project Specialist	052240	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>3</u>
P							
Paralegal	022270	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>0</u>
Paralegal - NoEEO rpt	093240	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>1</u>
PARC Customer Service Spec	069130	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>0</u>
Parking Facilities Coord	069120	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>0</u>
Parking Facilities Inspector	069180	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>0</u>
Parking Facilities Supervisor	069150	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Parking Supervisor	069210	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>0</u>
Parks & Rec Aide	097180	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>2</u>
Parks & Rec. Administrator	071010	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>8</u>
Parks & Rec. Ambassador	071140	GENERAL	106	\$38,177	\$49,554	\$60,931	<u>0</u>
Parks & Rec. Manager	071030	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>7</u>
Parks & Rec. Supervisor II	071090	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>6</u>
Parks & Rec. Supvsr I	071120	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>9</u>
Parks & Rec. Supvsr I - CDL	071130	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>
Parks & Rec. Construction Supervisor	071210	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>
Parks & Rec. Manager/Architect	071040	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Payroll Analyst	015870	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>0</u>
Payroll Coordinator	015830	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>1</u>
Payroll Specialist	015900	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>0</u>
Payroll Supervisor	015810	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Peer Advisor	096270	GENERAL	105	\$36,359	\$47,194	\$58,030	<u>2</u>
Performance Analyst	026210	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>3</u>
Performance Improvement Mgr	035210	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>1</u>
Performance Supervisor	026160	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>
Personnel Coordinator	021090	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>12</u>
Personnel Examination Analyst	020140	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>3</u>
Personnel Manager	021030	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Personnel Specialist	021120	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>7</u>
Personnel Supervisor	021060	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>3</u>
Plan Review Supervisor	066330	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Planner I	056180	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>6</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Planner II	056150	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>4</u>
Planning & Design Supvsr	056090	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>4</u>
Planning and Design Manager	056030	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>2</u>
Plumber	098330	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Police Chief	010070	GENERAL	136	\$165,000	\$214,170	\$263,340	<u>0</u>
Police Major	014050	GENERAL	129	\$117,262	\$152,207	\$187,151	<u>16</u>
Police Performance Auditor	059020	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>5</u>
Police Recruit	082270	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>0</u>
Policy Analyst	030520	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>8</u>
Polygraph Technician	080050	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>3</u>
Press Secretary	010230	GENERAL	121	\$79,368	\$103,019	\$126,671	<u>1</u>
Procurement Analyst	019210	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>4</u>
Procurement Program Analyst I	016670	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>1</u>
Procurement Program Analyst II	016680	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>
Procurement Supervisor	019090	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>1</u>
Procurement Systems Coord	015170	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Program Administrator	094030	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>0</u>
Project Manager I	098970	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>9</u>
Project Manager II	098940	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>6</u>
Property Room Supvsr	019600	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>1</u>
Public Art Coordinator	010880	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>1</u>
Public Education Administrator	035220	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Public Education Coordinator	035270	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>2</u>
Public Education Supvsr	035240	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>3</u>
Public Health Planner	042120	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>
Public Information Specialist	035150	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>6</u>
Public Information Supervisor	035060	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>
Public Protection Coordinator	080240	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>2</u>
Public Works Inspect Mgr	078040	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>1</u>
Public Works Inspect Supervisor	078070	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>
Public Works Inspector I	078130	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>8</u>
Public Works Inspector II	078150	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>3</u>
Public Works Inspector III	078140	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>2</u>
Purser	099670	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Q							
Quality Assurance Coordinator	031570	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>
Quality Assurance Supervisor	031560	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Quality Improvement Coord	045070	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>3</u>
R							
Radio Syst Elec Supervisor I	029060	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>1</u>
Radio Syst Elec Supervisor II	029030	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>1</u>
Real Estate Coordinator	070300	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
Real Estate Program Coord	070310	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>4</u>
Real Estate Program Supervisor	070320	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
Receptionist	033270	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>1</u>
Records Manager	034030	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Records Storage Specialist	034100	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>1</u>
Records Supervisor I	034090	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>
Recreation Administrator	053000	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>0</u>
Recreation Instructor	097240	GENERAL	105	\$36,359	\$47,194	\$58,030	<u>0</u>
Recreation Manager	053030	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>0</u>
Recreation Supervisor	053060	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>17</u>
Reentry Referral Specialist	052160	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>2</u>
Research Assistant	094700	GENERAL	106	\$38,177	\$49,554	\$60,931	<u>0</u>
Retail Sales/Gift Shop Supervisor	099840	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>0</u>
Revenue Audit Supervisor	015690	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>1</u>
Revenue Auditor II	015750	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>2</u>
Revenue BI Analyst	017040	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Revenue Examiner	015740	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>
Revenue IT Compliance Analyst	017070	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Revenue IT Supervisor	017090	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>0</u>
Revenue Manager	017030	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>2</u>
Revenue Supervisor	017060	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>3</u>
Revenue Systems Analyst	017020	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>2</u>
Revenue Training Coordinator	017000	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Rides and Attractions Operator	097280	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>
Right-of-Way Permit/Lic Supervisor	033130	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Risk Management Specialist	018240	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>1</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
S Safety & Equip Training Mgr	036070	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Safety & Equipment Trg Supervisor	036080	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Safety and Compliance Coord	036100	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
SAMHSA Clinical Services Coord	052100	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
SAMHSA Program Manager	052110	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>1</u>
Secretary	032210	GENERAL	106	\$38,177	\$49,554	\$60,931	<u>0</u>
Sector Strategies Coordinator	058330	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Sector Strategies Manager	058300	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>0</u>
Security Supervisor	085060	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>2</u>
Senior Attorney	093060	GENERAL	121	\$79,368	\$103,019	\$126,671	<u>0</u>
Senior Data Analyst	035120	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>3</u>
Senior Golf Operations Supervisor	074300	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>7</u>
Senior IT Manager	026040	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>3</u>
Senior Labor Market Intel. Advisor	035140	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>0</u>
Senior Media Producer	024630	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>1</u>
Senior OPI Performance Coach	025430	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Senior Org Performance Analyst	025290	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Senior Planner	056120	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>3</u>
Senior Policy Advisor	010100	GENERAL	121	\$79,368	\$103,019	\$126,671	<u>2</u>
Senior Program Manager	016820	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>0</u>
Senior Safety & Equip Training Spec.	036190	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>2</u>
Senior Security Advisor	026500	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>1</u>
Senior Veterinarian	090260	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>1</u>
Small Business Develpmnt Coord	058130	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>0</u>
Soc Svc Policy & Advocacy Mgr	051040	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>5</u>
Soc Svc Policy & Advocacy Supv	051030	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>2</u>
Social Media Coordinator	097770	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>1</u>
Social Service Prog Coord	051090	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>13</u>
Social Service Prog Supvsr I	051120	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>6</u>
Social Service Prog Supvsr II	051060	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Social Services Manager	050030	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>1</u>
Social Services Supvsr	050120	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>5</u>
Solid Waste Administrator	044010	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>2</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Solid Waste Education Specialist	044220	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>0</u>
Solid Waste Mgr	044030	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>2</u>
Solid Waste Supervisor	044090	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>14</u>
Special Assistant	010120	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>7</u>
Special Events Manager	052140	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>
Special Police	010330	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>0</u>
Speech Writer	010250	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>1</u>
Splash Park Attendant - Temp W	097310	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>
Sr Ent Sys Busn Analyst I	025560	GENERAL	121	\$79,368	\$103,019	\$126,671	<u>0</u>
Sr Ent Sys Busn Analyst II	025500	GENERAL	123	\$87,503	\$113,579	\$139,655	<u>1</u>
Staff Assistant	097790	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>28</u>
Staff Helper External	097810	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>1</u>
Staff Helper Internal	097840	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>15</u>
Substance Abuse Program Coord	050270	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>3</u>
Substitute Library Assistant	097420	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>0</u>
Substitute Library Clerk	097480	GENERAL	104	\$34,628	\$44,947	\$55,266	<u>0</u>
Sustainability Coordinator	041320	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>0</u>
Sustainability Specialist	120069	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>0</u>
Swimming Pool Prog. Temp Wkr	096850	GENERAL	106	\$38,177	\$49,554	\$60,931	<u>0</u>
Systems Administrator	025580	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Systems Analyst	025570	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>
Systems Engineer I	025550	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>2</u>
Systems Engineer II	025530	GENERAL	121	\$79,368	\$103,019	\$126,671	<u>2</u>
Systems Engineer III	025540	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>3</u>

T

Talent Acquisition Coordinator	020110	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>0</u>
Talent and Retention Admin	020120	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>1</u>
Tax Clerk	093840	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>0</u>
Tax Policy Advisor	023250	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>1</u>
Tax Policy Coordinator	023240	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>1</u>
Taxonomic Curator	089060	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>2</u>
Technical Services Librarian	091740	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>0</u>
Technology Program Manager	025830	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>1</u>
Technology Relationship Coordinator	099TRC	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>0</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Technology Services Supervisor	057090	GENERAL	121	\$79,368	\$103,019	\$126,671	<u>1</u>
Telecom & Technology Admin	027030	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>1</u>
Telecom Manager	027090	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>2</u>
Telecom Supvsr I	027150	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>9</u>
Telecom Training Coordinator	027210	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>
Traffic Guard Supervisor	085450	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>1</u>
Traffic Signal OPS Engineer	075250	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Training Academy Instructor	082170	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>1</u>
Training Coordinator	036110	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>2</u>
Training Specialist	036120	GENERAL	112	\$51,161	\$66,407	\$81,653	<u>0</u>
Transportation Planner II	075200	GENERAL	115	\$59,226	\$76,875	\$94,524	<u>2</u>
Transportation Planner Supervisor	075230	GENERAL	120	\$75,588	\$98,114	\$120,639	<u>1</u>
Transportation Supervisor	084280	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>2</u>
Turf Manager I	074020	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>0</u>
U							
Urban Planner	010830	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>3</u>
V							
Vehicle Impoundment Supervisor I	069580	GENERAL	113	\$53,719	\$69,728	\$85,736	<u>1</u>
Vehicle Impoundment Supervisor II	069540	GENERAL	114	\$56,405	\$73,214	\$90,023	<u>1</u>
Veterinarian	090210	GENERAL	122	\$83,336	\$108,170	\$133,005	<u>1</u>
Veterinarian, Zoo	090220	GENERAL	124	\$91,878	\$119,258	\$146,638	<u>2</u>
Veterinary Hospital Manager	090060	GENERAL	117	\$65,296	\$84,754	\$104,213	<u>1</u>
Veterinary Technician	090360	GENERAL	107	\$40,086	\$52,032	\$63,978	<u>2</u>
Victim Advocate	095120	GENERAL	111	\$48,725	\$63,245	\$77,765	<u>0</u>
Victim Services Specialist I	050800	GENERAL	109	\$44,195	\$57,365	\$70,535	<u>4</u>
Victim Services Specialist II	050810	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>7</u>
Victim Services Supervisor	050840	GENERAL	116	\$62,187	\$80,718	\$99,250	<u>2</u>
Video Engineer	026570	GENERAL	119	\$71,989	\$93,442	\$114,894	<u>2</u>
Video Records Specialist	034230	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>1</u>
Videographer	082190	GENERAL	118	\$68,561	\$88,992	\$109,423	<u>1</u>
Volunteer Coordinator	052570	GENERAL	108	\$42,090	\$54,633	\$67,176	<u>3</u>
Vulnerability Mitigation Engineer	026640	GENERAL	121	\$79,368	\$103,019	\$126,671	<u>1</u>
W							
Waterfront Park Coordinator	098190	GENERAL	110	\$46,405	\$60,233	\$74,062	<u>0</u>

Proposed Class List By Title

Louisville KY

Proposed Class Title	Code	Pay Plan	Grade	Min	Mid	Max	#
Waterfront Park Supervisor	098180	GENERAL	112	\$51,161	\$66,407	\$81,653	0
Web Application Developer	025650	GENERAL	119	\$71,989	\$93,442	\$114,894	1
Workday Administrator I	016880	GENERAL	120	\$75,588	\$98,114	\$120,639	1
Workday Administrator II	016890	GENERAL	121	\$79,368	\$103,019	\$126,671	1
Workday Support Analyst	016860	GENERAL	122	\$83,336	\$108,170	\$133,005	1
Workforce Development Coordinator	016850	GENERAL	115	\$59,226	\$76,875	\$94,524	0
Workforce Development Specialist	016840	GENERAL	110	\$46,405	\$60,233	\$74,062	0
Workforce Initiatives Coordinator	016830	GENERAL	115	\$59,226	\$76,875	\$94,524	0
Workforce Solutions Manager	010870	GENERAL	120	\$75,588	\$98,114	\$120,639	1
Y							
Youth Services Coordinator	053700	GENERAL	112	\$51,161	\$66,407	\$81,653	2
Z							
Zoo Aide	097390	GENERAL	105	\$36,359	\$47,194	\$58,030	0
Zoo Aquatic LSS Engineer	063850	GENERAL	117	\$65,296	\$84,754	\$104,213	1
Zoo Assistant Curator	089050	GENERAL	113	\$53,719	\$69,728	\$85,736	2
Zoo Crew Leader-Seasonal	097220	GENERAL	107	\$40,086	\$52,032	\$63,978	0
Zoo Events Supervisor	071560	GENERAL	114	\$56,405	\$73,214	\$90,023	1
Zoo Facilities Supervisor	071510	GENERAL	117	\$65,296	\$84,754	\$104,213	1
Zoo General Curator	089000	GENERAL	119	\$71,989	\$93,442	\$114,894	1
Zoo Marketing & Design Coord	059100	GENERAL	112	\$51,161	\$66,407	\$81,653	1
Zoo Service Assistant	097260	GENERAL	106	\$38,177	\$49,554	\$60,931	0
Zoo Service Worker	097360	GENERAL	104	\$34,628	\$44,947	\$55,266	0
Zoo Team Leader - Seasonal	097230	GENERAL	107	\$40,086	\$52,032	\$63,978	0

715 Job Classes

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
104			\$34,628	\$44,947	\$55,266
	Bartender				
	Cashier - Belle of Louisville				
	Clerk S2				
	Deckhand				
	Hospitality Worker				
	Intern				
	Metro Council Staff Helper				
	Mosquito Control Tech. - Temp Wrk				
	Office Worker				
	Parks & Rec Aide	Staff Assistant	22,068	65,629	109,200
	Purser				
	Receptionist	Receptionist	31,512	40,331	49,150
	Rides and Attractions Operator				
	Splash Park Attendant - Temp W				
	Staff Assistant	Staff Assistant	22,068	65,629	109,200
	Staff Helper External	Staff Helper External			
	Staff Helper Internal	Staff Helper Internal	22,068	65,629	109,200
	Substitute Library Clerk				
	Zoo Service Worker				
105			\$36,359	\$47,194	\$58,030
	Administrative Clerk				
	Animal Svcs Lost & Found Clerk	Animal Svcs Lost & Found Clerk	31,512	40,331	49,150
	Bad Check/Restitution Clerk				
	Comm Hlth Services Clerk - BX	Comm Hlth Services Clerk - BX			
	Corrections Transport Officer				
	Engineering Assistant				
	Human Relations Clerk				
	Peer Advisor	Peer Advisor	22,068	65,629	109,200
	Recreation Instructor				
	Zoo Aide				
106			\$38,177	\$49,554	\$60,931
	Clerk III				
	Court Liaison				
	DUI Victims Assistant				
	Lifeguard	Lifeguard	34,944	44,886	54,787
	Parks & Rec. Ambassador				

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
106			\$38,177	\$49,554	\$60,931
	Research Assistant				
	Secretary				
	Swimming Pool Prog. Temp Wkr				
	Zoo Service Assistant				
107			\$40,086	\$52,032	\$63,978
	Business Specialist	Business Specialist	31,512	40,331	49,150
	Corrections Support Technician				
	Customer Service Center Spec	Customer Service Center Spec	31,512	40,331	49,150
	Events Specialist				
	Fleet Service Writer	Fleet Service Writer	31,512	40,331	49,150
	Graphic Specialist	Graphic Specialist	31,512	40,331	49,150
	Graphic Specialist	Graphic Specialist - S4	89,980	99,590	109,200
	Graphic Specialist - S4				
	Laborer	Laborer	22,068	65,629	109,200
	Legal Secretary I				
	Mate - Unlicensed				
	PARC Customer Service Spec				
	Payroll Analyst				
	Solid Waste Education Specialist				
	Veterinary Technician	Veterinary Technician	31,512	40,331	49,150
	Zoo Crew Leader-Seasonal				
	Zoo Team Leader - Seasonal				
108			\$42,090	\$54,633	\$67,176
	Animal Behavior Coordinator	Animal Behavior Coordinator	31,512	40,331	49,150
	Animal Svcs Volunteer Coord	Animal Svcs Volunteer Coord	31,512	40,331	49,150
	Education Instructor				
	EMT Recruit				
	Foster Coordinator	Foster Coordinator	34,944	44,886	54,787
	Homeless Res Outreach Spec.	Homeless Res Outreach Spec	34,944	44,886	54,787
	HRC Administrative Intake Spec				
	Landscaping Coordinator				
	Lead Cust Service Center Spec	Lead Cust Service Center Spec	31,512	40,331	49,150
	Legal Secretary II				
	Licenses & Permits Invest Trn				
	Lifeguard, Senior	Lifeguard Senior	38,771	50,044	61,297
	Mate - Licensed				

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
108			\$42,090	\$54,633	\$67,176
	Naturalist	Naturalist	34,944	44,886	54,787
	OMB Accounts Receivable Spec	OMB Accounts Receivable Spec	38,771	50,044	61,297
	Records Storage Specialist	Records Storage Specialist	38,771	50,044	61,297
	Substitute Library Assistant				
	Volunteer Coordinator	Volunteer Coordinator	31,512	40,331	49,150
109			\$44,195	\$57,365	\$70,535
	Administrative Assist.	Administrative Assistant NU07	31,512	40,331	49,150
	Administrative Assist.	Administrative Assistant NU09	38,771	50,044	61,297
	Administrative Assist.	Administrative Assistant S3	22,068	65,629	109,200
	Administrative Assist.	Administrative Specialist	31,512	40,331	49,150
	Administrative Assist.	Administrative Specialist S3	89,980	99,590	109,200
	Administrative Asst - NoEEORpt				
	Administrative Asst - OT NoEEORpt				
	Administrative Specialist S3	Secretary	31,512	40,331	49,150
	Buyer	Buyer II	38,771	50,044	61,297
	Community Health Specialist				
	Community Outreach Spec	Community Outreach Spec	34,944	44,886	54,787
	Contract Compliance Specialist				
	Correction Officer Recruit				
	Corrections Officer Lateral				
	Detective - Commonwealth Attorney				
	Equipment Repair Tech	Equipment Repair Tech	34,944	44,886	54,787
	Housing Program Specialist	Housing Program Specialist	34,944	44,886	54,787
	Info Systems Technician	Info Systems Technician	38,771	50,044	61,297
	Inventory Coordinator	Inventory Coordinator	34,944	44,886	54,787
	Legislative Affairs Specialist				
	Parking Facilities Inspector				
	Payroll Specialist				
	Personnel Specialist	Personnel Specialist	34,944	44,886	54,787
	Reentry Referral Specialist	Reentry Referral Specialist			
	Victim Services Specialist I	Victim Services Specialist I	38,771	50,044	61,297
110			\$46,405	\$60,233	\$74,062
	911 Telecommunicator Trainee				
	Ambassador Institute Coord	Ambassador Institute Coord	43,201	55,931	68,640
	APCD Records Coordinator	APCD Records Coordinator	38,771	50,044	61,297
	Archival Specialist				

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
110			\$46,405	\$60,233	\$74,062
	Correction Officer Lateral Ent				
	Corrections Support Coordinator	Corrections Support Coordinato	48,152	62,587	77,001
	Data Analytics Supervisor				
	Education Coordinator				
	Environmental Specialist	Environmental Specialist	38,771	50,044	61,297
	Equity & Diversity Specialist				
	Events Coordinator	Events Coordinator	38,771	50,044	61,297
	Executive Assistant	Executive Assistant	31,512	40,331	49,150
	Facilities Safety Systems Spec	Facilities Safety Systems Spec	38,771	50,044	61,297
	Geographic Info Syst Spec	Geographic Info Syst Spec	34,944	44,886	54,787
	Health and Safety Specialist	Health and Safety Specialist	38,771	50,044	61,297
	Health Program Analyst	Health Program Analyst	43,201	55,931	68,640
	Higher Education Coordinator				
	Historic Preservation Spec	Historic Preservation Spec	38,771	50,044	61,297
	Litigation Coordinator	Litigation Coordinator	34,944	44,886	54,787
	Media Producer	Media Producer	34,944	44,886	54,787
	Metro Council Assist Clerk				
	Ombudsman	Ombudsman	34,944	44,886	54,787
	Paralegal				
	Paralegal - NoEORpt	Paralegal	34,944	44,886	54,787
	Victim Services Specialist II	Victim Services Specialist II	43,201	55,931	68,640
	Video Records Specialist	Video Records Specialist	34,944	44,886	54,787
	Waterfront Park Coordinator				
	Workforce Development Specialist				
111			\$48,725	\$63,245	\$77,765
	Accountant				
	Administrative Coordinator	Administrative Coordinator	38,771	50,044	61,297
	Administrative Coordinator	Administrative Coordinator S4	89,980	99,590	109,200
	Administrative Coordinator S4				
	Animal Adoption Supervisor	Animal Adoption Supervisor	34,944	44,886	54,787
	Animal Commissary Supervisor	Animal Commissary Supvsr	38,771	50,044	61,297
	Animal Rescue Supervisor	Animal Rescue Supervisor	34,944	44,886	54,787
	APCD Compliance & Enf Coord				
	Archival Coordinator	Archival Coordinator	43,201	55,931	68,640
	Cashier Supvsr	Cashier Supvsr	38,771	50,044	61,297
	Community Health Coordinator	Community Health Coordinator	43,201	55,931	68,640
	Community Outreach Coord	Community Outreach Coord	38,771	50,044	61,297

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
111			\$48,725	\$63,245	\$77,765
	Development Coordinator	Development Coordinator	38,771	50,044	61,297
	Down Payment Assistance Coord	Down Payment Assistance Coord	43,201	55,931	68,640
	Environmental Comp Association Coord.	Environmental Comp Asstnc Coord	43,201	55,931	68,640
	Environmental Coordinator	Environmental Coordinator	43,201	55,931	68,640
	Facilities Security Coord	Facilities Security Coord	38,771	50,044	61,297
	Geographic Info Syst Analyst	Geographic Info Syst Analyst	38,771	50,044	61,297
	Grants Compliance Monitor	Grants Compliance Monitor	43,201	55,931	68,640
	Grants Coordinator	Grants Coordinator	43,201	55,931	68,640
	Group Sales & Marketing Rep.				
	Housing Dev Compliance Monitor	Housing Dev Compliance Monitor	43,201	55,931	68,640
	Housing Program Coordinator	Housing Program Coordinator	43,201	55,931	68,640
	Human Resources Generalist				
	Kennel Supervisor				
	Lead Program Coordinator	Lead Program Coordinator	43,201	55,931	68,640
	Library Progrms Coordinator	Library Progrms Coordinator	43,201	55,931	68,640
	Licenses & Permits Investigator				
	Marketing Coordinator	Marketing Coordinator	38,771	50,044	61,297
	Open Records Specialist Intake	Open Records Specialist Intake	43,201	55,931	68,640
	OPI Performance Coach				
	OSHN Project Specialist	OSHN Project Specialist	43,201	55,931	68,640
	Parking Facilities Coord				
	Police Recruit				
	Public Education Coordinator	Public Education Coordinator	38,771	50,044	61,297
	Public Information Specialist	Public Information Specialist	38,771	50,044	61,297
	Public Works Inspector I	Public Works Inspector I	38,771	50,044	61,297
	Real Estate Coordinator	Real Estate Coordinator	38,771	50,044	61,297
	Real Estate Program Coord	Real Estate Program Coord	43,201	55,931	68,640
	Safety and Compliance Coord	Safety and Compliance Coord	38,771	50,044	61,297
	SAMHSA Clinical Services Coord	SAMHSA Clinical Services Coord	43,201	55,931	68,640
	Senior Media Producer	Senior Media Producer	43,201	55,931	68,640
	Social Service Prog Coord	Social Service Prog Coord	43,201	55,931	68,640
	Tax Clerk				
	Victim Advocate				
112			\$51,161	\$66,407	\$81,653
	Accounts Payable Specialist	AP Specialist II	48,152	62,587	77,001

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
112			\$51,161	\$66,407	\$81,653
	Administrative Supervisor I	Administrative Supervisor I	34,944	44,886	54,787
	Business Accountant I	Business Accountant I	38,771	50,044	61,297
	Business Accountant I - Quasi Call Center Med Triage Coord.				
	Chaplain	Chaplain	43,201	55,931	68,640
	Communications Assistant	Communications Assistant	22,068	65,629	109,200
	Criminal Justice Specialist	Criminal Justice Specialist	43,201	55,931	68,640
	Criminal Justice Specialist	Equity & Diversity Specialist	43,201	55,931	68,640
	Digital Forensics Examiner	Digital Forensics Examiner	43,201	55,931	68,640
	Employee Benefits Specialist	Employee Benefits Specialist	43,201	55,931	68,640
	Facilities Labor Supervisor	Facilities Labor Supervisor	34,944	44,886	54,787
	Health & Safety Coordinator				
	Horticulturist	Horticulturist	34,944	44,886	54,787
	Human Res Hiring Coord	Human Res Hiring Coord	43,201	55,931	68,640
	Human Resources Coord	Human Resources Coord	43,201	55,931	68,640
	Human Resources Testing Coord	Human Resources Testing Coord	43,201	55,931	68,640
	Mayor's Spec Events Coord I	Mayor's Special Events Coordinator I	43,201	55,931	68,640
	OMB Accountant I				
	OMB Grant Accountant I	OMB Grant Accountant I	38,771	50,044	61,297
	Operations Coordinator	Operations Coordinator	89,980	99,590	109,200
	Performance Analyst	Performance Analyst	43,201	55,931	68,640
	Policy Analyst	Policy Analyst	43,201	55,931	68,640
	Procurement Program Analyst I	Procurement Program Analyst I	38,771	50,044	61,297
	Public Works Inspector II	Public Works Inspector II	43,201	55,931	68,640
	Risk Management Specialist	Risk Management Specialist	43,201	55,931	68,640
	Security Supervisor	Security Supvsr	43,201	55,931	68,640
	Special Assistant	Special Assistant	89,980	99,590	109,200
	Traffic Guard Supervisor	Traffic Guard Supervisor	38,771	50,044	61,297
	Training Specialist				
	Waterfront Park Supervisor				
	Youth Services Coordinator	Youth Services Coordinator II	43,201	55,931	68,640
	Zoo Marketing & Design Coord	Zoo Marketing & Design Coord	38,771	50,044	61,297
113			\$53,719	\$69,728	\$85,736
	911 Records Coordinator	911 Records Coordinator	48,152	62,587	77,001
	Administrative Supervisor II	Administrative Supervisor II	48,152	62,587	77,001
	Animal Control Supervisor	Animal Control Supervisor	43,201	55,931	68,640
	Animal Services Operations Supervisor	Operations Supervisor	43,201	55,931	68,640

Sunday, August 27, 2023

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
113			\$53,719	\$69,728	\$85,736
	APCD Data Analysis Coordinator	APCD Data Analysis Coordinator	48,152	62,587	77,001
	APCD Engineer I	APCD Engineer I	43,201	55,931	68,640
	APCD Regulatory Coordinator				
	Elephant Area Supervisor				
	Engineer I	Engineer I	43,201	55,931	68,640
	Facilities Repair Worker				
	Human Res Specialist - Comp				
	Info Systems Analyst	Information Systems Analyst	43,201	55,931	68,640
	Lead Accounts Payable Spec.	Lead Accounts Payable Spec	53,768	70,179	86,569
	Logistics & Training Coord	Logistics & Training Coord	38,771	50,044	61,297
	OMB Accountant II	OMB Accountant II	48,152	62,587	77,001
	OMB Grant Accountant II	OMB Grant Accountant II	48,152	62,587	77,001
	OMB Risk Management Coord	OMB Risk Management Coord	48,152	62,587	77,001
	Open Records Specialist	Open Records Specialist	48,152	62,587	77,001
	Parks & Rec. Supvrs I	Parks Supvrs I	43,201	55,931	68,640
	Parks & Rec. Supvrs I - CDL	Parks Supvrs I - CDL	43,201	55,931	68,640
	Parks & Rec. Construction Supervisor	Parks Construction Supervisor	43,201	55,931	68,640
	Planner I	Historic Preservation Spec	38,771	50,044	61,297
	Planner I	Planner I	43,201	55,931	68,640
	Procurement Program Analyst II	Procurement Program Analyst II	48,152	62,587	77,001
	Public Health Planner	Public Health Planner	38,771	50,044	61,297
	Public Works Inspector III	Public Works Inspector III	48,152	62,587	77,001
	Quality Assurance Coordinator	Quality Assurance Coordinator	38,771	50,044	61,297
	Records Supervisor I	Records Supvrs I	38,771	50,044	61,297
	Recreation Supervisor	Recreation Supervisor	43,201	55,931	68,640
	Retail Sales/Gift Shop Supervisor				
	Systems Analyst	Systems Analyst	43,201	55,931	68,640
	Telecom Training Coordinator	Telecom Training Coordinator	43,201	55,931	68,640
	Training Coordinator	Training Coordinator	43,201	55,931	68,640
	Vehicle Impoundment Supervisor I	Vehicle Impoundment Supervisor	38,771	50,044	61,297
	Zoo Assistant Curator	Zoo Assistant Curator	43,201	55,931	68,640
114			\$56,405	\$73,214	\$90,023
	APCD Air Quality Assurance Coord.	APCD Air Quality Assurance Coo	53,768	70,179	86,569
	APCD Engineer II	APCD Engineer II	48,152	62,587	77,001
	Arborist	Arborist	48,152	62,587	77,001
	Budget Analyst I	Budget Analyst I	48,152	62,587	77,001
	Business Accountant II	Business Accountant II	48,152	62,587	77,001

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
114			\$56,405	\$73,214	\$90,023
	Business Accountant II - KWF				
	Communication Specialist (Appointed)	Communications Specialist	89,980	99,590	109,200
	Communications Coordinator I	Communications Coordinator I	43,201	55,931	68,640
	Community Outreach Supervisor				
	Construction Coordinator	Construction Coordinator	43,201	55,931	68,640
	Corrections Supvsr II	Corrections Supvsr II	43,201	55,931	68,640
	Education Manager				
	Engineer II	Engineer II	48,152	62,587	77,001
	Environmental Health Supvsr	Environmental Health Supvsr	48,152	62,587	77,001
	Historic Site Supvsr	Historic Site Supvsr	43,201	55,931	68,640
	Intragovernmental Affairs Officer	IGA	89,980	99,590	109,200
	KYANA Works Communications Mgr.				
	Lactation Program Manager				
	Mayor's Spec Events Coord II	Mayor's Spec Events Coord II	89,980	99,590	109,200
	OSHN Community Outreach Coord	OSHN Community Outreach Coord	48,152	62,587	77,001
	Payroll Coordinator	Payroll Coordinator	48,152	62,587	77,001
	Personnel Coordinator	Personnel Coordinator	48,152	62,587	77,001
	Personnel Coordinator	Personnel Specialist	34,944	44,886	54,787
	Planner II	Planner II	43,201	55,931	68,640
	Property Room Supvsr	Property Room Supvsr	38,771	50,044	61,297
	Senior Safety & Equip Training Spec.	Sr Safety & Equip Training Spe	48,152	62,587	77,001
	Sustainability Specialist				
	Technical Services Librarian				
	Vehicle Impoundment Supervisor II	Vehicle Impoundment Supvsr II	48,152	62,587	77,001
	Zoo Events Supervisor	Zoo Events Supervisor	43,201	55,931	68,640
115			\$59,226	\$76,875	\$94,524
	Acct and Grants Mgmt Coord				
	APCD Air Monitoring Chemist	APCD Air Monitoring Chemist	53,768	70,179	86,569
	Aquatics Manager	Aquatics Manager	53,768	70,179	86,569
	Business Manager I				
	Class & Comp Analyst	Class & Comp Analyst	48,152	62,587	77,001
	Communications Coordinator II	Communications Coordinator II	48,152	62,587	77,001
	Community Action Training Coord	Community Action Training Coord	48,152	62,587	77,001
	Community Forestry Supervisor	Community Forestry Supervisor	53,768	70,179	86,569
	Compliance Coordinator	Compliance Coordinator	48,152	62,587	77,001
	Corporate Sr Park Manager				
	Deputy Coroner				

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
115			\$59,226	\$76,875	\$94,524
	Emergency Mngt Operations Coor	Emergency Mngt Operations Coor	48,152	62,587	77,001
	Emergency Services Coordinator				
	Employee Benefits Coordinator	Employee Benefits Coordinator	48,152	62,587	77,001
	Engineer III	Engineer III	53,768	70,179	86,569
	Engineering Technician	Engineering Technician II	38,771	50,044	61,297
	Env Compliance Supervisor	Env Compliance Supvsr	53,768	70,179	86,569
	Epidemiologist I	Epidemiologist I	48,152	62,587	77,001
	Facilities Labor Manager	Facilities Labor Manager	38,771	50,044	61,297
	Facilities Project Coordinator	Facilities Project Coordinator	48,152	62,587	77,001
	Forestry Supvsr I				
	Golf Operations Supervisor I	Golf Operations Supervisor I	43,201	55,931	68,640
	Grant Writer	Grant Writer	89,980	99,590	109,200
	Grants Contract Coordinator	Grants Contract Coordinator	48,152	62,587	77,001
	Grants Mgmt Acct Coord	Grants Mgmt Acct Coord	53,768	70,179	86,569
	Guest Services Supervisor	Guest Services Supervisor II	48,152	62,587	77,001
	HRC Compliance Analyst	HRC Compliance Analyst	48,152	62,587	77,001
	HRIS Analyst	HRIS Analyst	48,152	62,587	77,001
	Human Resources Training Coord	Human Resources Training Coord	48,152	62,587	77,001
	Inspector General Analyst	Inspector General Analyst	53,768	70,179	86,569
	Labor Relations Implementation Liaison				
	Legislative Aide				
	Library Content Supervisor	Library Content Supervisor	53,768	70,179	86,569
	Library Programs Supv-Regional	Library Programs Supv-Regional	48,152	62,587	77,001
	Library Supervisor-Community	Library Supervisor-Community	48,152	62,587	77,001
	Mechanical Inspections Coordinator				
	Mobility Coordinator				
	Office Manager - NoEORpt				
	Open Records Supervisor	Open Records Supervisor	53,768	70,179	86,569
	Parking Facilities Supervisor				
	Parks & Rec. Supervisor II	Parks Supvsr II	48,152	62,587	77,001
	Personnel Examination Analyst	Personnel Examination Analyst	48,152	62,587	77,001
	Personnel Supervisor	Personnel Supvsr	48,152	62,587	77,001
	Plumber				
	Procurement Analyst	Procurement Analyst	53,768	70,179	86,569
	Public Education Supvsr	Public Education Supvsr	48,152	62,587	77,001
	Public Protection Coordinator	Public Protection Coordinator	48,152	62,587	77,001
	Quality Improvement Coord	Quality Improvement Coord	48,152	62,587	77,001

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
115			\$59,226	\$76,875	\$94,524
	Real Estate Program Supervisor	Real Estate Program Supervisor	53,768	70,179	86,569
	Revenue Auditor II	Revenue Auditor II	53,768	70,179	86,569
	Revenue Systems Analyst	Revenue Systems Analyst	48,152	62,587	77,001
	Sector Strategies Coordinator				
	Senior OPI Performance Coach				
	Substance Abuse Program Coord	Substance Abuse Program Coordinator	48,152	62,587	77,001
	Talent Acquisition Coordinator				
	Tax Policy Coordinator	OMB Coordinator	53,768	70,179	86,569
	Transportation Planner II	Transportation Planner II	48,152	62,587	77,001
	Workforce Development Coordinator				
	Workforce Initiatives Coordinator				
116			\$62,187	\$80,718	\$99,250
	APCD Air Monitoring Project Supervisor	APCD Air Monitoring Proj Supv	53,768	70,179	86,569
	APCD Engineer III	APCD Engineer III	53,768	70,179	86,569
	Audio Visual Manager				
	Business Manager II				
	Cash Management Supervisor	Cash Management Supervisor	53,768	70,179	86,569
	Code Enforcement Supervisor	Code Enforcement Supv	48,152	62,587	77,001
	Comm Hlth Nurse Speclst - BX	Comm Hlth Nurse Speclst - BX			
	Community Health Nurse Supervisor	Community Health Nurse Supv	48,152	62,587	77,001
	Compliance & Enforcement Supervisor	Compliance & Enforcement Supv	43,201	55,931	68,640
	Court Process Supervisor	Court Process Supv	48,152	62,587	77,001
	Crime Center Supervisor				
	Customer Service Supervisor	Customer Service Supervisor	53,768	70,179	86,569
	Enterprise Security Supervisor				
	Env Health & Safety Supervisor	Env Health & Safety Supv	48,152	62,587	77,001
	Events Supervisor	Events Supv	48,152	62,587	77,001
	Facilities Maintenance Supervisor I	Facilities Maintenance Supv	38,771	50,044	61,297
	Financial Systems Administrator				
	Firearms Instructor	Firearms Instructor	48,152	62,587	77,001
	Fleet Supervisor	Fleet Supv	43,201	55,931	68,640
	Forestry Supv	Forestry Supv	48,152	62,587	77,001
	Geographic Info Syst Coord	Geographic Info Syst Coord	53,768	70,179	86,569
	Golf Operations Supervisor II	Golf Operations Supervisor II	48,152	62,587	77,001
	Group Violence Victimology Spec.	Group Violence Victimology Spe	53,768	70,179	86,569
	Health & Safety Consultant	Health & Safety Consultant	53,768	70,179	86,569

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
116			\$62,187	\$80,718	\$99,250
	Horticulture Supervisor	Horticulture Supvrs	38,771	50,044	61,297
	Housing Program Supvrs	Housing Program Supvrs	48,152	62,587	77,001
	Housing Rehab. Supervisor				
	HRC Compliance Officer	HRC Compliance Officer	53,768	70,179	86,569
	Internal Auditor	Internal Auditor	53,768	70,179	86,569
	IT Asset Coordinator	IT Asset Coordinator	67,516	88,753	110,011
	Landscaping Supvrs	Landscaping Supvrs II	48,152	62,587	77,001
	Legislative Assistant				
	Library Manager-Neighborhood	Library Manager-Neighborhood	48,152	62,587	77,001
	Library Supervisor-Regional	Library Supervisor-Regional	53,768	70,179	86,569
	Licenses & Permits Invest Supv				
	Marketing Supvrs	Marketing Supvrs	48,152	62,587	77,001
	Membership Supervisor	Membership Supvrs	48,152	62,587	77,001
	Multimedia Services Supervisor	Multimedia Services Supervisor	48,152	62,587	77,001
	Nutrition Supvrs	Nutrition Supvrs	48,152	62,587	77,001
	OMB Accounting Coordinator	OMB Accounting Coordinator	53,768	70,179	86,569
	OMB Coordinator				
	OMB Financial Reporting Coord	OMB Financial Reporting Coord	60,195	78,852	97,489
	OSHN Community Engagement Supervisor	OSHN Community Engagement Sup	48,152	62,587	77,001
	Parking Supervisor				
	Payroll Supervisor	Payroll Supvrs	53,768	70,179	86,569
	Performance Supervisor	Performance Supervisor	53,768	70,179	86,569
	Personnel Manager	Personnel Manager	53,768	70,179	86,569
	Plan Review Supervisor	Plan Review Supvrs	48,152	62,587	77,001
	Polygraph Technician	Polygraph Technician	53,768	70,179	86,569
	Public Information Supervisor	Public Information Supvrs	48,152	62,587	77,001
	Public Works Inspect Supervisor	Public Works Inspect Supvrs	53,768	70,179	86,569
	Revenue Examiner	Revenue Examiner	53,768	70,179	86,569
	Revenue IT Compliance Analyst	Revenue IT Compliance Analyst	53,768	70,179	86,569
	Revenue Training Coordinator	Revenue Manager	75,857	100,110	124,384
	Right-of-Way Permit/Lic Supervisor	Right-of-Way Permit Lic Supvrs	53,768	70,179	86,569
	Safety & Equipment Trg Supervisor	Safety & Equipment Trg Supr	53,768	70,179	86,569
	Senior Data Analyst	Senior Data Analyst	53,768	70,179	86,569
	Social Service Prog Supvrs I	Social Service Prog Supvrs I	48,152	62,587	77,001
	Solid Waste Supervisor	Solid Waste Supervisor	53,768	70,179	86,569
	Special Events Manager	Special Events Manager	53,768	70,179	86,569
	Sustainability Coordinator				

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
116			\$62,187	\$80,718	\$99,250
	Systems Administrator	Systems Administrator	53,768	70,179	86,569
	Technology Relationship Coordinator				
	Telecom Supvsr I	Telecom Supvsr I	43,201	55,931	68,640
	Training Academy Instructor	Training Academy Instructor	48,152	62,587	77,001
	Urban Planner	Urban Planner	89,980	99,590	109,200
	Victim Services Supervisor	Victim Services Supervisor	53,768	70,179	86,569
117			\$65,296	\$84,754	\$104,213
	Air Monit. Network & Data Supv	Air Monit. Network & Data Supv	60,195	78,852	97,489
	Building Inspection Supervisor	Building Inspection Supvsr	48,152	62,587	77,001
	Civilian Investigator	Civilian Investigator	43,201	55,931	68,640
	Community Health Supervisor	Community Health Supvsr	48,152	62,587	77,001
	Content Management Coord	Content Management Coord	60,195	78,852	97,489
	Criminal Justice Supervisor	Criminal Justice Supvsr	48,152	62,587	77,001
	Curriculum Development Coord	Curriculum Development Coord	60,195	78,852	97,489
	Emergency Services Supervisor	Emergency Services Supervisor	48,152	62,587	77,001
	Environmental Health Mgr	Environmental Health Mngr	53,768	70,179	86,569
	Facilities Administrative Mgr	Facilities Administrative Mgr	48,152	62,587	77,001
	Facilities Maintenance Supervisor II				
	Information Systems Supervisor	Info Systems Supvsr	53,768	70,179	86,569
	Information Systems Supervisor	Information Systems Analyst	43,201	55,931	68,640
	Labor Supervisor	Labor Supervisor	53,768	70,179	86,569
	Landscape Architect	Landscape Architect	48,152	62,587	77,001
	Library Manager-Community	Library Manager-Community	53,768	70,179	86,569
	Nutrition Manager				
	Offender Services Manager	Offender Services Manager	53,768	70,179	86,569
	Procurement Systems Coord	Procurement Systems Coord	60,195	78,852	97,489
	Program Administrator				
	Quality Assurance Supervisor	Quality Assurance Supvsr	53,768	70,179	86,569
	Records Manager	Records Manager	53,768	70,179	86,569
	Revenue BI Analyst	Revenue BI Analyst	60,195	78,852	97,489
	Senior Golf Operations Supervisor	Senior Golf Operations Supv	53,768	70,179	86,569
	Senior Planner	Senior Planner	48,152	62,587	77,001
	Social Service Prog Supvsr II	Social Service Prog Supvsr II	53,768	70,179	86,569
	Taxonomic Curator	Taxonomic Curator	48,152	62,587	77,001
	Transportation Supervisor	Transportation Supervisor	48,152	62,587	77,001
	Veterinary Hospital Manager	Veterinary Hospital Manager	48,152	62,587	77,001
	Zoo Aquatic LSS Engineer	Zoo Aquatic LSS Engineer	48,152	62,587	77,001

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
117			\$65,296	\$84,754	\$104,213
	Zoo Facilities Supervisor	Zoo Facilities Supervisor	38,771	50,044	61,297
118			\$68,561	\$88,992	\$109,423
	Admin Project Manager	Admin Project Manager	60,195	78,852	97,489
	Assist. County Attorney				
	Attorney I - NoEEO Rpt				
	Business Administrator				
	Communications & Policy Coord	Communications & Policy Coord	60,195	78,852	97,489
	Community Engagement Mgr	Community Engagement Mgr	89,980	99,590	109,200
	Community Health Manager	Community Health Manager	53,768	70,179	86,569
	Crime Center Manager	Crime Center Manager	53,768	70,179	86,569
	Customer Experience Supervisor	Customer Experience Supervisor	60,195	78,852	97,489
	Development Manager	Development Manager	60,195	78,852	97,489
	District Operations Manager	District Operations Manager	60,195	78,852	97,489
	EMS Manager	EMS Manager	53,768	70,179	86,569
	Enterprise App System Analyst	Enterprise App System Analyst	60,195	78,852	97,489
	Environmental Health Administrator	Environmental Health Administr	60,195	78,852	97,489
	Eviction Prevention Manager	Eviction Prevention Manager	60,195	78,852	97,489
	Facilities Operations Manager	Facilities Operations Manager	60,195	78,852	97,489
	Facilities Project Manager	Facilities Project Manager	60,195	78,852	97,489
	Fleet Manager	Fleet Manager	53,768	70,179	86,569
	Forestry Manager	Forestry Manager	53,768	70,179	86,569
	Grants Compliance Supervisor	Grants Compliance Supvr	60,195	78,852	97,489
	Grants Management Supervisor	Grants Management Supvr	60,195	78,852	97,489
	Guest Services Manager	Guest Services Manager	53,768	70,179	86,569
	Health Data Scientist				
	Homeless Project Manager				
	Info Security Specialist	Info Security Specialist	53,768	70,179	86,569
	Laboratory Tech & General Supervisor	Laboratory Tech & General Supv	60,195	78,852	97,489
	Lead Engineer				
	Library Manager-Regional	Library Manager-Regional	60,195	78,852	97,489
	Licenses & Permits Invest Mgr	Licenses & Permits Invest Mgr	60,195	78,852	97,489
	Marketing Manager	Marketing Manager	53,768	70,179	86,569
	OMB Grants Advisor				
	OSHN Community Outreach Supvrs	OSHN Community Outreach Supvr	60,195	78,852	97,489
	Parks & Rec. Manager	Parks Manager	53,768	70,179	86,569
	Parks & Rec. Manager/Architect	Parks Manager Architect	53,768	70,179	86,569
	Planning & Design Supvrs	Planning & Design Supvrs	48,152	62,587	77,001

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
118			\$68,561	\$88,992	\$109,423
	Police Performance Auditor	Police Performance Auditor	60,195	78,852	97,489
	Public Education Administrator	Public Education Administrator	60,195	78,852	97,489
	Recreation Manager				
	Safety & Equip Training Mgr	Safety & Equip Training Mngr	60,195	78,852	97,489
	Senior Labor Market Intel. Advisor				
	Senior Org Performance Analyst	Senior Org Performance Analyst	53,768	70,179	86,569
	Senior Program Manager				
	Soc Svc Policy & Advocacy Supv	Soc Svc Policy & Advocacy Supv	60,195	78,852	97,489
	Social Services Supvrs	Social Services Supvrs	48,152	62,587	77,001
	Telecom Manager	Telecom Manager	53,768	70,179	86,569
	Traffic Signal OPS Engineer	Traffic Signal Ops Engineer	53,768	70,179	86,569
	Turf Manager I				
	Videographer	Videographer	60,195	78,852	97,489
119			\$71,989	\$93,442	\$114,894
	Attorney II				
	Chief Deputy Coroner				
	Community Health Admin	Community Health Admin	60,195	78,852	97,489
	Council Financial Analyst				
	Economic Development Coord	Economic Development Coord	89,980	99,590	109,200
	Electrical Inspection Supervisor	Electrical Inspection Supvrs	48,152	62,587	77,001
	Electrical Maintenance Supervisor	Electrical Maintenance Supv	53,768	70,179	86,569
	Facilities Maintenance Manager	Facilities Maintenance Manager	48,152	62,587	77,001
	Finance Supervisor	Finance Supvrs II	53,768	70,179	86,569
	Fleet Administrator	Fleet Administrator	60,195	78,852	97,489
	Innovation Project Manager	Innovation Project Manager	22,068	65,629	109,200
	Internal Audit Senior	Internal Audit Senior	60,195	78,852	97,489
	Network Engineer I	Network Engineer I	48,152	62,587	77,001
	Project Manager I	Project Manager I			
	Public Art Coordinator	Public Art Administrator	89,980	99,590	109,200
	Public Works Inspect Mgr	Public Works Inspect Mgr	60,195	78,852	97,489
	Radio Syst Elec Supervisor I	Radio Syst Elec Supvrs I	43,201	55,931	68,640
	Revenue Audit Supervisor	Revenue Audit Supervisor	60,195	78,852	97,489
	Revenue Supervisor	Revenue Supvrs	53,768	70,179	86,569
	Social Media Coordinator	Social Media Coordinator	22,068	65,629	109,200
	Systems Engineer I	Systems Engineer I	48,152	62,587	77,001
	Video Engineer	Video Engineer II	60,195	78,852	97,489
	Web Application Developer	Web Application Developer	60,195	78,852	97,489

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
119			\$71,989	\$93,442	\$114,894
	Zoo General Curator	Zoo General Curator	60,195	78,852	97,489
120			\$75,588	\$98,114	\$120,639
	APCD Air Monitoring Prog Mgr	APCD Air Monitoring Prog Mgr	67,516	88,753	110,011
	Assistant County Attorney I				
	Attorney III				
	Budget Planning Analyst	Budget Planning Analyst	60,195	78,852	97,489
	Client Services Supervisor	Client Services Supvsr	48,152	62,587	77,001
	Coroner				
	Database Admin I	Database Admin I	60,195	78,852	97,489
	Deflection/Triage Program Man	Deflection/Triage Program Man	89,980	99,590	109,200
	Environmental Engineer Supervisor	Environmental Engineer Supvsr	60,195	78,852	97,489
	Globalization Program Manager	Globalization Program Manager	89,980	99,590	109,200
	Lead Purser				
	Licensed Counselor - Police				
	Mayor's Scheduler	Mayor's Scheduler	89,980	99,590	109,200
	Metro Council Clerk				
	Network Engineer II	Network Engineer II	53,768	70,179	86,569
	Parks & Rec. Administrator	Parks Administrator	60,195	78,852	97,489
	Parks & Rec. Administrator	Recreation Administrator	60,195	78,852	97,489
	Performance Improvement Mgr	Performance Improvement Mgr	89,980	99,590	109,200
	Procurement Supervisor	Procurement Supervisor	60,195	78,852	97,489
	Project Manager II	Project Manager II	89,980	99,590	109,200
	Radio Syst Elec Supervisor II	Radio Syst Elec Supvsr II	48,152	62,587	77,001
	Recreation Administrator				
	Revenue IT Supervisor				
	Sector Strategies Manager				
	Small Business Developmnt Coord				
	Soc Svc Policy & Advocacy Mgr	Soc Svc Policy & Advocacy Mgr	67,516	88,753	110,011
	Social Services Manager	Social Services Manager	60,195	78,852	97,489
	Solid Waste Mgr	Solid Waste Mngr	60,195	78,852	97,489
	Special Police				
	Telecom & Technology Admin	Telecom & Technology Admin	60,195	78,852	97,489
	Transportation Planner Supervisor	Transportation Planner Supvsr	60,195	78,852	97,489
	Workday Administrator I	Workday Administrator I	53,768	70,179	86,569
	Workforce Solutions Manager	Workforce Solutions Manager			
121			\$79,368	\$103,019	\$126,671

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
121			\$79,368	\$103,019	\$126,671
	Contract Administration Mgr	Contract Administration Mgr	75,857	100,110	124,384
	Engineer Supervisor	Engineer Supvsr	60,195	78,852	97,489
	Financial Advisor				
	Info Systems Architect	Info Systems Architect	67,516	88,753	110,011
	Manager of Design and Construction	Manager of Design and Construc	67,516	88,753	110,011
	Non-Sworn Rotorcraft Pilot	Non-Sworn Rotorcraft Pilot	67,516	88,753	110,011
	Press Secretary	Press Secretary			
	Senior Attorney				
	Senior Policy Advisor	Senior Policy Advisor	72,001	105,292	138,585
	Sr Ent Sys Busn Analyst I				
	Systems Engineer II	Systems Engineer II	53,768	70,179	86,569
	Technology Services Supervisor	Technology Services Supervisor	67,516	88,753	110,011
	Vulnerability Mitigation Engineer	Vulnerability Mitigation Engr	67,516	88,753	110,011
	Workday Administrator II	Workday Administrator II	67,516	88,753	110,011
122			\$83,336	\$108,170	\$133,005
	Applications Dev Supervisor	Applications Dev Supvsr	67,516	88,753	110,011
	Assistant County Attorney II				
	Clean Collaborative Coord	Clean Collaborative Coord	72,001	105,292	138,585
	Communications Manager	Communications Manager	89,980	99,590	109,200
	Compliance Coordinator-Police	Compliance Coordinator-Police	89,980	99,590	109,200
	Database Admin II	Database Admin II	75,857	100,110	124,384
	Epidemiologist Administrator	Epidemiologist Administrator	67,516	88,753	110,011
	Equity & Diversity Manager	Equity & Diversity Manager	72,001	105,292	138,585
	Facilities Administrator	Facilities Administrator	67,516	88,753	110,011
	Facilities Maint. Engineer				
	Fiscal Coordinator	Fiscal Administrator	67,516	88,753	110,011
	Full Stack Engineer	Full Stack Engineer	75,857	100,110	124,384
	Health Services Administrator	Health Services Administrator	67,516	88,753	110,011
	Information Technology Liaison	Information Technology Liaison	75,857	100,110	124,384
	Inspector General Investigator	Inspector General Investigator	75,857	100,110	124,384
	Library Communications Manager	Library Communications Manager	67,516	88,753	110,011
	Library Content Manager	Library Content Manager	67,516	88,753	110,011
	Library Services Manager	Library Services Manager	67,516	88,753	110,011
	Majority Caucus Comm & PR Mgr				
	Maternal Child Health Admin	Maternal Child Health Admin	67,516	88,753	110,011
	Network Engineer III	Network Engineer III	75,857	100,110	124,384

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
122			\$83,336	\$108,170	\$133,005
	OMB Financial Manager	OMB Financial Manager	75,857	100,110	124,384
	OMB Risk Management Manager	OMB Risk Management Manager	75,857	100,110	124,384
	Revenue Manager	Revenue Manager	75,857	100,110	124,384
	SAMHSA Program Manager	SAMHSA Program Manager	67,516	88,753	110,011
	Systems Engineer III	Systems Engineer III	75,857	100,110	124,384
	Tax Policy Advisor	Tax Policy Advisor	67,516	88,753	110,011
	Veterinarian	Veterinarian	60,195	78,852	97,489
	Workday Support Analyst	Workday Support Analyst	67,516	88,753	110,011
123			\$87,503	\$113,579	\$139,655
	Business Analytics Manager	Business Analytics Manager	67,516	88,753	110,011
	Computer Svcs Manager	Computer Svcs Manager	67,516	88,753	110,011
	District Operations Admin	District Operations Admin	67,516	88,753	110,011
	EMA Public Information Officer	EMA Public Information Officer	67,516	88,753	110,011
	Engineer Manager	Engineer Manager	67,516	88,753	110,011
	Environmental Engineer Mngr	Environmental Engineer Mngr	67,516	88,753	110,011
	Fiscal Manager	Fiscal Manager	75,857	100,110	124,384
	Information Technology Manager	Information Technology Manager	75,857	100,110	124,384
	Internal Audit Manager	Internal Audit Manager	75,857	100,110	124,384
	IT Services Manager	IT Services Manager	75,857	100,110	124,384
	Licensed Psychologist - Police				
	Planning and Design Manager	Planning and Design Manager	53,768	70,179	86,569
	Solid Waste Administrator	Solid Waste Administrator	67,516	88,753	110,011
	Sr Ent Sys Busn Analyst II	Sr Ent Sys Busn Analyst II	75,857	100,110	124,384
124			\$91,878	\$119,258	\$146,638
	Benefits Admin	Benefits Admin	75,857	100,110	124,384
	Business Manager - County Attorney				
	Caucus Director				
	Chief Examiner	Chief Examiner	75,857	100,110	124,384
	Compliance and Training Admin	Compliance and Training Admin	75,857	100,110	124,384
	Corrections Major	Corrections Major			
	Executive Administrator	Executive Administrator	72,001	105,292	138,585
	Health and Safety Admin	Health and Safety Admin	75,857	100,110	124,384
	HRIS Admin	HRIS Admin	75,857	100,110	124,384
	Info Security Analyst	Info Security Analyst	67,516	88,753	110,011
	IT Project Manager	IT Project Manager	67,516	88,753	110,011

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
124			\$91,878	\$119,258	\$146,638
	Majority Caucus Director				
	Senior IT Manager	Senior IT Manager	75,857	100,110	124,384
	Senior Security Advisor	Senior Security Advisor	75,857	100,110	124,384
	Senior Veterinarian	Senior Veterinarian	72,001	105,292	138,585
	Speech Writer	Speech Writer			
	Talent and Retention Admin	Talent and Retention Admin	75,857	100,110	124,384
	Technology Program Manager	Technology Program Manager	67,516	88,753	110,011
	Veterinarian, Zoo	Veterinarian Zoo	67,516	88,753	110,011
125			\$96,472	\$125,221	\$153,970
	APCD Assist. Director				
	Assist. Dir. - Waterfront Development				
	Assist. Dir. ABC				
	Assist. Dir. Public Health & Wellness	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Codes & Regulations	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Develop Louisville				
	Assist. Dir., Fleet & Facilities	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Human Relations	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Kentuckiana Works Foundation				
	Assist. Dir., Library	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Metro Animal Services	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Metro Parks & Recreation	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Office of Performance Improvement				
	Assist. Dir., PW & Assets /Solid Waste Mgmt				
	Assist. Dir., PW & Assets/Streets & Roads				
	Assist. Dir., Resilience & Community Svcs				
	Assist. Dir., River City Parking Auth.				
	Assist. Dir., Safety & Healthy Neighborhoods	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Youth Transitional Services				
	Assist. Dir., Zoo	Assistant Director	72,001	105,292	138,585
	Assist., Dir. Corrections				
	Assistant Dir., Office of Planning	Assistant Director	72,001	105,292	138,585
	Assistant Director, Housing & Community Development	Assistant Director	72,001	105,292	138,585
	Assistant Director., PW & Assets	Assistant Director	72,001	105,292	138,585
	Assistant Director., PW & Assets	Assistant Director	72,001	105,292	138,585
	ASST. Director				

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
125			\$96,472	\$125,221	\$153,970
	County Attorney				
126			\$101,296	\$131,482	\$161,668
	Assist. Dir., Emergency Mgmt/MetroSafe	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Emergency Mgmt/MetroSafe	Assistant Director	72,001	105,292	138,585
	Assist. EMS Director	Asst. EMS Director	72,001	105,292	138,585
	Assist. Fire Chief	Asst Fire Chief	22,068	65,629	109,200
	Asst Fire Chief 56 Hr	Asst Fire Chief 56 Hr	22,068	65,629	109,200
127			\$106,361	\$138,056	\$169,751
	Assist. Dir., Economic Development	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Economic Development	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Finance				
	Assist. Dir., Human Resources	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Internal Audit	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Metro Technology	Assistant Director	72,001	105,292	138,585
	Assist. Dir., Revenue Commission	Assistant Director	72,001	105,292	138,585
	Assistant Director				
	Assistant Fire Chief Executive	Assistant Fire Chief Executive	72,001	105,292	138,585
	Corrections Deputy	Corrections Deputy	72,001	105,292	138,585
	EMS Associate Medical Director	EMS Associate Medical Director	72,001	105,292	138,585
	Labor Relations Negotiator	Chief Labor Negotiator	72,001	105,292	138,585
129			\$117,262	\$152,207	\$187,151
	APCD Director	Director	84,008	132,002	179,992
	Corrections Chief	Corrections Chief	84,008	132,002	179,992
	Dir. ABC				
	Dir. Brightside	Director	84,008	132,002	179,992
	Dir. River City Parking Authority				
	Dir., - Belle				
	Dir., Codes & Regulations	Director	84,008	132,002	179,992
	Dir., Communications				
	Dir., Community Initiatives				
	Dir., Community Services				
	Dir., Criminal Justice				
	Dir., Develop Louisville				
	Dir., Economic Development	Director	84,008	132,002	179,992
	Dir., Emergency Mgmt/MetroSafe	Director	84,008	132,002	179,992
	Dir., Fleet & Facilities Management	Director	84,008	132,002	179,992

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
129			\$117,262	\$152,207	\$187,151
	Dir., Group Violence Intervention	Director	84,008	132,002	179,992
	Dir., Human Relations Commission	Director	84,008	132,002	179,992
	Dir., Immigrant Services				
	Dir., Internal Audit				
	Dir., Kentuckiana Works Foundation				
	Dir., Law Library				
	Dir., Louisville Free Public Library	Director	84,008	132,002	179,992
	Dir., Louisville Zoo	Director	84,008	132,002	179,992
	Dir., Mayor's Office				
	Dir., Metro Animal Services	Director	84,008	132,002	179,992
	Dir., Metro Council Svcs				
	Dir., Metro Parks & Recreation	Director	84,008	132,002	179,992
	Dir., Office of Equity	Director	84,008	132,002	179,992
	Dir., Office of Housing & Community Development	Director	84,008	132,002	179,992
	Dir., Office of Performance Improvement				
	Dir., Office of Philanthropy	Director	84,008	132,002	179,992
	Dir., Office of Planning	Director	84,008	132,002	179,992
	Dir., Office of Safe & Healthy Neighborhoods	Director	84,008	132,002	179,992
	Dir., Office of Sustainability	Director	84,008	132,002	179,992
	Dir., Office of Women				
	Dir., OMB Finance	Director	84,008	132,002	179,992
	Dir., Public Health & Wellness	Director	84,008	132,002	179,992
	Dir., Public Works & Assessts	Director	84,008	132,002	179,992
	Dir., Resilience & Comm. Services				
	Dir., Revenue Commission				
	Dir., River City Parking Auth.				
	Dir., Universal Pre-K				
	Dir., Waterfront Dev. Corp.				
	Dir., Youth Transitional Services	Director	84,008	132,002	179,992
	Director	Director	84,008	132,002	179,992
	Director IGA				
	Executive Liaison				
	Executive Liason, Metro Criminal Justice Comm.	Executive Liaison	22,068	65,629	109,200
	Information Security Officer	Chief Info Security Officer			
	Police Major	Police Major			
131			\$129,282	\$167,808	\$206,334

Class Comparison List By Pay Plan Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
131			\$129,282	\$167,808	\$206,334
	Assist. Police Chief - Lt Colonel	Asst Police Chief - Lt Colonel	72,001	105,292	138,585
	Assistant Chief Executive Officer	Assistant Chief Executive Off	89,980	99,590	109,200
	Enterprise Auditor	Director	84,008	132,002	179,992
	Inspector General	Inspector General	84,008	132,002	179,992
132			\$135,746	\$176,198	\$216,651
	Fire Chief	Fire Chief	84,008	132,002	179,992
133			\$142,533	\$185,008	\$227,483
	Deputy Police Chief	Deputy Police Chief	84,008	132,002	179,992
134			\$149,660	\$194,259	\$238,857
	Deputy General Counsel	Deputy General Counsel			
	Exec. Dir. Office of Housing & Community Dev.	Director	84,008	132,002	179,992
	Exec. Dir., Budget				
	Exec. Dir., Business Solutions				
	Exec. Dir., Contracts				
	Exec. Dir., Economic Development				
	Exec. Dir., Human Resources	Director	84,008	132,002	179,992
	Exec. Dir., Metro Technology Services	Director	84,008	132,002	179,992
	Exec. Dir., Office of Equity	Director	84,008	132,002	179,992
	Exec. Dir., OMB Finance	Director	84,008	132,002	179,992
	Exec. Dir., Open Records				
	Exec. Dir., PW & Assests/Streets & Roads				
	Exec. Dir., Revenue Commission	Director	84,008	132,002	179,992
	Exec., Dir., Procurement				
	Exec., Dir., Records Compliance				
	Executive Director				
	Executive Director - Waterfont Dev. Corp.				
135			\$157,143	\$203,972	\$250,800
	Chief Financial Officer	Chief Financial Officer	84,008	132,002	179,992
	Deputy Chief of Staff-Mayor's Offc	Dp Chief of Staff-Mayors Offc			
136			\$165,000	\$214,170	\$263,340
	Deputy Mayor	Deputy Mayor	72,001	105,292	138,585
	Deputy Mayor - Chief of Staff & General Counsel	Chief of Staff-General Counsel			

Class Comparison List By Pay Plan
Louisville KY

Proposed Pay Plan: GENERAL

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Annual Range</i>		
			<i>Min</i>	<i>Mid</i>	<i>Max</i>
136			\$165,000	\$214,170	\$263,340

Police Chief

Louisville KY Implementation Report

Proposed Pay Plan **GENERAL**

Dep't Name: Human Resources Dep't Code: 225

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Days All'd	Min	Equity	OrgExp	Asgn	Employee Name				
Director		012000	84,009	132,002	179,993	EXE-	1.000	03/18/2013	02/28/2020	124,810	6,241	0		94.55%	225-012000-36		
Exec. Dir., Human Resources		012000H	149,660	179,592	238,857	134		1219		157,130	24,850	1,230					
Assistant Director		013000	72,002	105,292	138,585	EXE-	1.000	01/01/2013	11/13/2017	106,657	5,333	0		101.30%	225-013000-35		
Assist. Dir., Human Resources		013000J	106,361	127,633	169,751	127		2056		114,081	0	2,091					
Assistant Director		013000	72,002	105,292	138,585	EXE-	1.000	08/31/2000	01/01/2023	110,971	5,549	0		105.39%	225-013000-20		
Assist. Dir., Human Resources		013000J	106,361	127,633	169,751	127		181		116,519	0	0					
Chief Labor Negotiator		010210	72,002	105,292	138,585	EXE-	1.000	05/01/2017	09/12/2022	105,001	5,250	0		99.72%	225-010210-40		
Labor Relations Negotiator		010210	106,361	127,633	169,751	127		292		111,611	1,360	0					
Benefits Admin		020300	75,858	100,110	124,384	NU-1	1.000	03/24/2014	05/04/2020	86,050	4,302	0		85.95%	225-020300-37		
Benefits Admin		020300	91,878	110,254	146,638	124		1153		96,669	5,829	488					
Chief Examiner		020540	75,858	100,110	124,384	NU-1	1.000	04/15/1999	12/11/2008	94,890	4,744	0		94.78%	225-020540-18		
Chief Examiner		020540	91,878	110,254	146,638	124		5315		105,909	0	6,275					
Compliance and Training Admin		023030	75,858	100,110	124,384	NU-1	1.000	01/11/2021	01/11/2021	86,050	4,302	0		85.95%	225-023030-43		
Compliance and Training Admin		023030	91,878	110,254	146,638	124		901		96,248	5,829	68					
Health and Safety Admin		018540	75,858	100,110	124,384	NU-1	1.000	01/12/2015	08/08/2022	80,018	4,001	0		79.93%	225-018540-37		
Health and Safety Admin		018540	91,878	110,254	146,638	124		327		95,879	11,861	0					
HRIS Admin		023040	75,858	100,110	124,384	NU-1	1.000	08/21/2017	10/03/2022	75,858	3,793	0		75.77%	225-023040-40		
HRIS Admin		023040	91,878	110,254	146,638	124		271		95,671	16,021	0					
Talent and Retention Admin		020120	75,858	100,110	124,384	NU-1	1.000	11/04/2020	10/17/2022	77,376	3,869	0		77.29%	225-020120-43		
Talent and Retention Admin		020120	91,878	110,254	146,638	124		257		95,747	14,502	0					
Communications & Policy Coord		035040	60,195	78,853	97,490	NU-1	1.000	04/16/2012	12/09/2016	79,872	3,994	0		101.29%	225-035040-35		
Communications & Policy Coord		035040	68,561	82,273	109,423	118		2395		83,866	0	0					
Senior Org Performance Analyst		025290	53,768	70,179	86,570	NU-1	1.000	04/11/2011	03/12/2018	70,138	3,507	0		99.94%	225-025290-34		
Senior Org Performance Analyst		025290	68,561	82,273	109,423	118		1937		74,359	0	715					
Health & Safety Consultant		076140	53,768	70,179	86,570	NU-1	1.000	12/14/2009	12/12/2022	64,002	3,200	0		91.20%	225-076140-33		
Health & Safety Consultant		076140	62,187	74,624	99,250	116		201		67,202	0	0					
Health & Safety Consultant		076140	53,768	70,179	86,570	NU-1	1.000	05/23/2017	05/23/2017	61,630	3,082	0		87.82%	225-076140-40		
Health & Safety Consultant		076140	62,187	74,624	99,250	116		2230		66,757	556	1,489					
Class & Comp Analyst		020160	48,152	62,587	77,002	NU-1	1.000	03/04/2014	12/19/2022	57,990	2,900	0		92.66%	225-020160-36		
Class & Comp Analyst		020160	59,226	71,071	94,524	115		194		62,125	1,235	0					
Class & Comp Analyst		020160	48,152	62,587	77,002	NU-1	1.000	05/17/2021	05/31/2022	52,042	2,602	0		83.15%	225-020160-43		
Class & Comp Analyst		020160	59,226	71,071	94,524	115		396		61,828	7,184	0					
Compliance Coordinator		023070	48,152	62,587	77,002	NU-1	1.000	07/09/1997	12/06/2021	51,563	2,578	0		82.39%	225-023070-25		
Compliance Coordinator		023070	59,226	71,071	94,524	115		572		61,804	7,662	0					
Compliance Coordinator		023070	48,152	62,587	77,002	NU-1	1.000	06/21/2022	06/21/2022	49,109	2,455	0		78.46%	225-023070-44		
Compliance Coordinator		023070	59,226	71,071	94,524	115		375		61,681	10,117	0					

Louisville KY Implementation Report

Proposed Pay Plan **GENERAL**

Dep't Name: Human Resources Dep't Code: 225

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Days All'd		Min	Equity	OrgExp	Asgn	Employee Name			
Compliance Coordinator		023070	48,152	62,587	77,002	NU-1	1.000	06/04/2018	01/01/2020	52,042	2,602	0		83.15%	225-023070-41		
Compliance Coordinator		023070	59,226	71,071	94,524	115		1277		62,332	7,184	505					
Compliance Coordinator		023070	48,152	62,587	77,002	NU-1	1.000	01/17/2023	01/17/2023	48,152	2,408	0		76.94%	225-023070-45		
Compliance Coordinator		023070	59,226	71,071	94,524	115		165		61,633	11,074	0					
Employee Benefits Coordinator		020360	48,152	62,587	77,002	NU-1	1.000	08/23/2021	07/25/2022	49,046	2,452	0		78.36%	225-020360-44		
Employee Benefits Coordinator		020360	59,226	71,071	94,524	115		341		61,678	10,179	0					
Employee Benefits Coordinator		020360	48,152	62,587	77,002	NU-1	1.000	10/29/2018	06/15/2020	52,042	2,602	0		83.15%	225-020360-41		
Employee Benefits Coordinator		020360	59,226	71,071	94,524	115		1111		62,154	7,184	326					
HRIS Analyst		020190	48,152	62,587	77,002	NU-1	1.000	02/27/2023	02/27/2023	49,046	2,452	0		78.36%	225-020190-38		
HRIS Analyst		020190	59,226	71,071	94,524	115		124		61,678	10,179	0					
HRIS Analyst		020190	48,152	62,587	77,002	NU-1	1.000	02/20/2023	02/20/2023	49,046	2,452	0		78.36%	225-020190-45		
HRIS Analyst		020190	59,226	71,071	94,524	115		131		61,678	10,179	0					
HRIS Analyst		020190	48,152	62,587	77,002	NU-1	1.000	03/20/2023	03/20/2023	49,046	2,452	0		78.36%	225-020190-45		
HRIS Analyst		020190	59,226	71,071	94,524	115		103		61,678	10,179	0					
HRIS Analyst		020190	48,152	62,587	77,002	NU-1	1.000	01/09/2023	01/09/2023	49,046	2,452	0		78.36%	225-020190-45		
HRIS Analyst		020190	59,226	71,071	94,524	115		173		61,678	10,179	0					
Human Resources Training Coord		036130	48,152	62,587	77,002	NU-1	1.000	02/08/2021	02/08/2021	52,042	2,602	0		83.15%	225-036130-43		
Human Resources Training Coord		036130	59,226	71,071	94,524	115		873		61,898	7,184	71					
Human Resources Training Coord		036130	48,152	62,587	77,002	NU-1	1.000	01/22/2007	07/02/2015	63,003	3,150	0		100.66%	225-036130-29		
Human Resources Training Coord		036130	59,226	71,071	94,524	115		2921		66,983	0	829					
Personnel Examination Analyst		020140	48,152	62,587	77,002	NU-1	1.000	06/12/2023	06/12/2023	48,152	2,408	0		76.94%	225-020140-45		
Personnel Examination Analyst		020140	59,226	71,071	94,524	115		19		61,633	11,074	0					
Personnel Examination Analyst		020140	48,152	62,587	77,002	NU-1	1.000	06/01/1999	12/09/2016	64,272	3,214	0		102.69%	225-020140-18		
Personnel Examination Analyst		020140	59,226	71,071	94,524	115		2395		67,486	0	0					
Personnel Examination Analyst		020140	48,152	62,587	77,002	NU-1	1.000	10/11/2021	03/20/2023	48,152	2,408	0		76.94%	225-020140-44		
Personnel Examination Analyst		020140	59,226	71,071	94,524	115		103		61,633	11,074	0					
Employee Benefits Specialist		020390	43,202	55,931	68,640	NU-1	1.000	08/23/2021	08/23/2021	45,323	2,266	0		81.03%	225-020390-44		
Employee Benefits Specialist		020390	51,161	61,393	81,653	112		677		53,427	5,838	0					
Human Res Hiring Coord		020180	43,202	55,931	68,640	NU-1	1.000	07/24/2000	12/01/2016	59,675	2,984	0		106.69%	225-020180-20		
Human Res Hiring Coord		020180	51,161	61,393	81,653	112		2403		62,659	0	0					
Human Res Hiring Coord		020180	43,202	55,931	68,640	NU-1	1.000	10/19/2020	12/13/2021	46,966	2,348	0		83.97%	225-020180-42		
Human Res Hiring Coord		020180	51,161	61,393	81,653	112		565		53,510	4,195	0					
Human Res Hiring Coord		020180	43,202	55,931	68,640	NU-1	1.000	05/23/2016	04/06/2020	47,674	2,384	0		85.24%	225-020180-39		
Human Res Hiring Coord		020180	51,161	61,393	81,653	112		1181		53,847	3,488	302					
Human Resources Coord		031630	43,202	55,931	68,640	NU-1	1.000	02/27/2006	05/09/2022	47,216	2,361	0		84.42%	225-031630-28		
Human Resources Coord		031630	51,161	61,393	81,653	112		418		53,522	3,945	0					

Louisville KY Implementation Report

Proposed Pay Plan **GENERAL**

Dep't Name: Human Resources Dep't Code: 225

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty		Days All'd		Min	Equity	OrgExp	Asgn	Employee Name		
Human Resources Testing Coord	020170		43,202	55,931	68,640	NU-1	1.000	10/02/2017	06/14/2022	44,075	2,204	0			78.80%	225-020170-40	
Human Resources Testing Coord	020170		51,161	61,393	81,653	112			382	53,365	7,086	0					
Administrative Coordinator	031030		38,771	50,045	61,298	NU-0	0.625	02/29/1988	03/09/2022	34,320	1,716	0			109.73%	225-031030-11	
Administrative Coordinator	031030		48,725	58,470	77,765	111			479	36,036	0	0					
Administrative Coordinator	031030		38,771	50,045	61,298	NU-0	1.000	04/18/2022	04/18/2022	39,541	1,977	0			79.01%	225-031030-44	
Administrative Coordinator	031030		48,725	58,470	77,765	111			439	50,702	9,184	0					
Staff Helper Internal	097840		22,069	65,629	109,200	OS-S	0.500	12/26/1989	09/30/2019	24,066	1,203	0			73.34%	225-097840-12	
Staff Helper Internal	097840		34,628	41,554	55,266	104			1370	25,269	0	0					

Summary for

Current Payroll	\$2,495,969	# Positions	40
Flat 5% Adjustment	\$124,798	# Positions Adjusted (any type)	40 # Not Adj 0
Adjustment To Minimum	\$246,408	# Adjusted To Minimum	29
Adjustment Towards Mkt Point	\$0	# Adjusted Towards Mkt Pt	0
Adjustment Toward Maximum	\$14,388	# Adjusted Toward Maximum	12
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$385,595		
Proposed Payroll	\$2,881,563	% Change	15.45%

Louisville KY Implementation Report

Proposed Pay Plan **GENERAL**

Dep't Name: Human Resources Dep't Code: 225

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Days All'd	Min	Equity	OrgExp	Asgn	Employee Name				

Summary for Human Resources

Current Payroll	\$2,495,969	# Positions	40
Flat 5% Adjustment	\$124,798	# Positions Adjusted (any type)	40 # Not Adj 0
Adjustment To Minimum	\$246,408	# Adjusted To Minimum	29
Adjustment Toward Mid	\$0	# Adjusted Toward Mid	0
Adjustment Toward Maximum	\$14,388	# Adjusted Toward Maximum	12
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$385,595		
Proposed Payroll	\$2,881,563	% Change	15.45%

Louisville KY Implementation Report

Proposed Pay Plan **GENERAL**

Dep't Name: OMB Finance Dep't Code: 210

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Days All'd		Min	Equity	OrgExp	Asgn	Employee Name			
Chief Financial Officer		010190	84,009	132,002	179,993	EXE-	1.000	09/20/2004	01/17/2023	135,000	6,750	0		102.27%	210-010190-27		
Chief Financial Officer		010190	157,143	188,572	250,800	135		165		163,893	22,143	0					
Director		012000	84,009	132,002	179,993	EXE-	1.000	12/14/2015	07/01/2022	120,409	6,020	0		91.22%	210-012000-38		
Exec. Dir., OMB Finance		012000S	149,660	179,592	238,857	134		365		155,680	29,251	0					
Director		012000	84,009	132,002	179,993	EXE-	1.000	11/08/2004	04/05/2021	120,409	6,020	0		91.22%	210-012000-27		
Exec. Dir., OMB Finance		012000S	149,660	179,592	238,857	134		817		155,892	29,251	212					
Director		012000	84,009	132,002	179,993	EXE-	1.000	01/03/2006	08/24/2015	120,409	6,020	0		91.22%	210-012000-28		
Exec. Dir., OMB Finance		012000S	149,660	179,592	238,857	134		2868		161,461	29,251	5,781					
Director		012000	84,009	132,002	179,993	EXE-	1.000	01/04/2016	10/22/2018	120,409	6,020	0		91.22%	210-012000-38		
Exec. Dir., OMB Finance		012000S	149,660	179,592	238,857	134		1713		158,325	29,251	2,644					
Director		012000	84,009	132,002	179,993	EXE-	1.000	07/30/1984	12/05/2022	131,100	6,555	0		99.32%	210-012000-11		
Dir., OMB Finance		31182	117,262	140,715	187,151	129		208		137,655	0	0					
Executive Administrator		014000	72,002	105,292	138,585	EXE-	1.000	08/16/2021	01/02/2023	103,795	5,190	0		98.58%	210-014000-44		
Executive Administrator		014000	91,878	110,254	146,638	124		180		108,985	0	0					
Executive Administrator		014000	72,002	105,292	138,585	EXE-	1.000	03/02/1998	01/02/2023	103,795	5,190	0		98.58%	210-014000-25		
Executive Administrator		014000	91,878	110,254	146,638	124		180		108,985	0	0					
Executive Administrator		014000	72,002	105,292	138,585	EXE-	1.000	08/16/2021	08/01/2022	91,850	4,593	0		87.23%	210-014000-44		
Executive Administrator		014000	91,878	110,254	146,638	124		334		96,471	28	0					
Executive Administrator		014000	72,002	105,292	138,585	EXE-	1.000	07/10/2023	07/10/2023	92,001	4,600	0		87.38%	210-014000-45		
Executive Administrator		014000	91,878	110,254	146,638	124		0		96,601	0	0					
Executive Administrator		014000	72,002	105,292	138,585	EXE-	1.000	02/05/2001	06/14/2021	96,452	4,823	0		91.60%	210-014000-20		
Executive Administrator		014000	91,878	110,254	146,638	124		747		101,275	0	0					
Executive Administrator		014000	72,002	105,292	138,585	EXE-	1.000	12/29/2014	08/01/2022	91,850	4,593	0		87.23%	210-014000-37		
Executive Administrator		014000	91,878	110,254	146,638	124		334		96,471	28	0					
Fiscal Manager		015020	75,858	100,110	124,384	NU-1	1.000	04/05/1998	05/30/2023	84,698	4,235	0		84.60%	210-015020-17		
Fiscal Manager		015020	87,503	105,004	139,655	123		32		91,738	2,805	0					
Fiscal Manager		015020	75,858	100,110	124,384	NU-1	1.000	02/14/1996	10/11/2021	84,822	4,241	0		84.73%	210-015020-25		
Fiscal Manager		015020	87,503	105,004	139,655	123		628		91,744	2,681	0					
Fiscal Manager		015020	75,858	100,110	124,384	NU-1	1.000	01/06/2003	11/01/2021	86,112	4,306	0		86.02%	210-015020-22		
Fiscal Manager		015020	87,503	105,004	139,655	123		607		91,809	1,391	0					
Fiscal Manager		015020	75,858	100,110	124,384	NU-1	1.000	08/08/2016	12/19/2022	84,822	4,241	0		84.73%	210-015020-39		
Fiscal Manager		015020	87,503	105,004	139,655	123		194		91,744	2,681	0					
Fiscal Manager		015020	75,858	100,110	124,384	NU-1	1.000	03/05/2005	08/08/2022	84,698	4,235	0		84.60%	210-015020-27		
Fiscal Manager		015020	87,503	105,004	139,655	123		327		91,738	2,805	0					
Fiscal Manager		015020	75,858	100,110	124,384	NU-1	1.000	01/04/1999	07/27/2015	89,606	4,480	0		89.51%	210-015020-24		
Fiscal Manager		015020	87,503	105,004	139,655	123		2896		96,490	0	2,403					

Louisville KY Implementation Report

Proposed Pay Plan **GENERAL**

Dep't Name: OMB Finance Dep't Code: 210

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Days All'd	Min	Equity	OrgExp	Asgn	Employee Name				
Fiscal Manager		015020	75,858	100,110	124,384	NU-1	1.000	07/12/2005	01/22/2018	86,237	4,312	0		86.14%	210-015020-28		
Fiscal Manager		015020	87,503	105,004	139,655	123		1986		93,531	1,266	1,716					
Fiscal Manager		015020	75,858	100,110	124,384	NU-1	1.000	01/11/2016	02/01/2021	86,237	4,312	0		86.14%	210-015020-38		
Fiscal Manager		015020	87,503	105,004	139,655	123		880		91,815	1,266	0					
Fiscal Manager		015020	75,858	100,110	124,384	NU-1	1.000	12/13/2021	12/13/2021	82,264	4,113	0		82.17%	210-015020-44		
Fiscal Manager		015020	87,503	105,004	139,655	123		565		91,616	5,239	0					
Information Technology Manager		026030	75,858	100,110	124,384	NU-1	1.000	06/02/2008	09/12/2022	91,000	4,550	0		90.90%	210-026030-31		
Information Technology Manager		026030	87,503	105,004	139,655	123		292		95,550	0	0					
Fiscal Administrator		015050	67,517	88,754	110,011	NU-1	1.000	10/10/2016	10/17/2022	67,517	3,376	0		76.07%	210-015050-39		
Fiscal Coordinator		015050	83,336	100,004	133,005	122		257		86,712	15,819	0					
Fiscal Administrator		015050	67,517	88,754	110,011	NU-1	1.000	06/16/2014	02/20/2023	70,242	3,512	0		79.14%	210-015050-37		
Fiscal Coordinator		015050	83,336	100,004	133,005	122		131		86,848	13,095	0					
Fiscal Administrator		015050	67,517	88,754	110,011	NU-1	1.000	10/24/2022	10/24/2022	70,242	3,512	0		79.14%	210-015050-45		
Fiscal Coordinator		015050	83,336	100,004	133,005	122		250		86,848	13,095	0					
Fiscal Administrator		015050	67,517	88,754	110,011	NU-1	1.000	03/15/2000	09/12/2022	70,242	3,512	0		79.14%	210-015050-25		
Fiscal Coordinator		015050	83,336	100,004	133,005	122		292		86,848	13,095	0					
Fiscal Administrator		015050	67,517	88,754	110,011	NU-1	1.000	06/13/2005	09/24/2018	80,662	4,033	0		90.88%	210-015050-28		
Fiscal Coordinator		015050	83,336	100,004	133,005	122		1741		88,657	2,674	1,288					
Fiscal Administrator		015050	67,517	88,754	110,011	NU-1	1.000	05/23/2016	05/23/2016	80,662	4,033	0		90.88%	210-015050-39		
Fiscal Coordinator		015050	83,336	100,004	133,005	122		2595		89,949	2,674	2,579					
Fiscal Administrator		015050	67,517	88,754	110,011	NU-1	1.000	05/08/2023	05/08/2023	67,517	3,376	0		76.07%	210-015050-25		
Fiscal Coordinator		015050	83,336	100,004	133,005	122		54		86,712	15,819	0					
OMB Financial Manager		015040	75,858	100,110	124,384	NU-1	1.000	02/16/2015	12/27/2021	89,440	4,472	0		89.34%	210-015040-37		
OMB Financial Manager		015040	83,336	100,004	133,005	122		551		93,912	0	0					
OMB Financial Manager		015040	75,858	100,110	124,384	NU-1	1.000	02/13/2017	02/13/2017	93,038	4,652	0		92.94%	210-015040-40		
OMB Financial Manager		015040	83,336	100,004	133,005	122		2329		97,690	0	0					
OMB Risk Management Manager		018030	75,858	100,110	124,384	NU-1	1.000	06/01/2015	01/30/2017	86,112	4,306	0		86.02%	210-018030-38		
OMB Risk Management Manager		018030	83,336	100,004	133,005	122		2343		91,600	0	1,182					
Workday Support Analyst		016860	67,517	88,754	110,011	NU-1	1.000	05/01/2023	05/01/2023	80,018	4,001	0		90.16%	210-016860-45		
Workday Support Analyst		016860	83,336	100,004	133,005	122		61		87,337	3,319	0					
Contract Administration Mgr		016160	75,858	100,110	124,384	NU-1	1.000	07/10/2017	01/24/2022	79,581	3,979	0		79.49%	210-016160-40		
Contract Administration Mgr		016160	79,368	95,241	126,671	121		523		83,560	0	0					
Senior Policy Advisor		010100	72,002	105,292	138,585	EXE-	1.000	07/20/2015	11/15/2021	89,450	4,473	0		84.95%	210-010100-38		
Senior Policy Advisor		010100	79,368	95,241	126,671	121		593		93,923	0	0					
Workday Administrator II		016890	67,517	88,754	110,011	NU-1	1.000	08/14/2000	02/06/2023	76,086	3,804	0		85.73%	210-016890-25		
Workday Administrator II		016890	79,368	95,241	126,671	121		145		83,172	3,281	0					

Louisville KY Implementation Report

Proposed Pay Plan **GENERAL**

Dep't Name: OMB Finance Dep't Code: 210

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Days All'd	Min	Equity	OrgExp	Asgn	Employee Name				
Budget Planning Analyst	016100	60,195	78,853	97,490	NU-1	1.000	01/26/2015	06/14/2021	70,242	3,512	0		89.08%	210-016100-37			
Budget Planning Analyst	016100	75,588	90,706	120,639	120			747	79,101	5,347	0						
Budget Planning Analyst	016100	60,195	78,853	97,490	NU-1	1.000	04/12/2021	05/08/2023	67,517	3,376	0		85.62%	210-016100-43			
Budget Planning Analyst	016100	75,588	90,706	120,639	120			54	78,964	8,072	0						
Budget Planning Analyst	016100	60,195	78,853	97,490	NU-1	1.000	09/19/2022	09/19/2022	70,242	3,512	0		89.08%	210-016100-45			
Budget Planning Analyst	016100	75,588	90,706	120,639	120			285	79,101	5,347	0						
Budget Planning Analyst	016100	60,195	78,853	97,490	NU-1	1.000	01/11/2021	09/19/2022	67,517	3,376	0		85.62%	210-016100-43			
Budget Planning Analyst	016100	75,588	90,706	120,639	120			285	78,964	8,072	0						
Procurement Supervisor	019090	60,195	78,853	97,490	NU-1	1.000	06/12/2023	06/12/2023	74,506	3,725	0		94.49%	210-019090-45			
Procurement Supervisor	019090	75,588	90,706	120,639	120			19	79,314	1,083	0						
Project Manager II	098940	89,981	99,590	109,200	OSE-	1.000	09/05/2007	08/16/2021	94,359	4,718	0		94.75%	210-098940-30			
Project Manager II	098940	75,588	90,706	120,639	120			684	99,077	0	0						
Workday Administrator I	016880	53,768	70,179	86,570	NU-1	1.000	03/01/2021	11/28/2022	54,642	2,732	0		77.86%	210-016880-43			
Workday Administrator I	016880	75,588	90,706	120,639	120			215	78,321	20,947	0						
Workforce Solutions Manager	010870					1.000	05/31/2022	05/30/2023	70,762	3,538	0		#Error	210-010870-44			
Workforce Solutions Manager	010870	75,588	90,706	120,639	120			32	79,127	4,827	0						
Finance Supvsr II	016300	53,768	70,179	86,570	NU-1	1.000	08/31/1998	03/27/2017	82,888	4,144	0		118.11%	210-016300-17			
Finance Supervisor	016300	71,989	86,387	114,894	119			2287	87,032	0	0						
Finance Supvsr II	016300	53,768	70,179	86,570	NU-1	1.000	04/06/2020	10/31/2022	63,440	3,172	0		90.40%	210-016300-42			
Finance Supervisor	016300	71,989	86,387	114,894	119			243	75,161	8,549	0						
Finance Supvsr II	016300	53,768	70,179	86,570	NU-1	1.000	07/06/2004	03/27/2017	77,542	3,877	0		110.49%	210-016300-26			
Finance Supervisor	016300	71,989	86,387	114,894	119			2287	81,420	0	0						
Finance Supvsr II	016300	53,768	70,179	86,570	NU-1	1.000	11/17/2008	05/16/2016	66,040	3,302	0		94.10%	210-016300-32			
Finance Supervisor	016300	71,989	86,387	114,894	119			2602	77,589	5,949	2,298						
Project Manager I	098970					1.000	04/25/2022	06/26/2023	62,000	3,100	0		#Error	210-098970-44			
Project Manager I	098970	71,989	86,387	114,894	119			5	75,089	9,989	0						
Admin Project Manager	015080	60,195	78,853	97,490	NU-1	1.000	09/12/2001	11/03/2017	94,349	4,717	0		119.65%	210-015080-24			
Admin Project Manager	015080	68,561	82,273	109,423	118			2066	99,066	0	0						
Grants Compliance Supvr	016900	60,195	78,853	97,490	NU-1	1.000	12/10/2012	07/10/2023	80,538	4,027	0		102.14%	210-016900-35			
Grants Compliance Supervisor	016900	68,561	82,273	109,423	118			0	84,564	0	0						
Grants Management Supvr	016180	60,195	78,853	97,490	NU-1	1.000	03/20/2023	03/20/2023	71,573	3,579	0		90.77%	210-016180-45			
Grants Management Supervisor	016180	68,561	82,273	109,423	118			103	75,151	0	0						
Procurement Systems Coord	015170	60,195	78,853	97,490	NU-1	1.000	04/09/2018	08/15/2022	68,016	3,401	0		86.26%	210-015170-41			
Procurement Systems Coord	015170	65,296	78,355	104,213	117			320	71,417	0	0						
Cash Management Supervisor	016020	53,768	70,179	86,570	NU-1	1.000	06/09/2014	10/05/2020	65,832	3,292	0		93.81%	210-016020-37			
Cash Management Supervisor	016020	62,187	74,624	99,250	116			999	69,124	0	0						

Louisville KY Implementation Report

Proposed Pay Plan **GENERAL**

Dep't Name: OMB Finance Dep't Code: 210

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Days All'd		Min	Equity	OrgExp	Asgn	Employee Name			
OMB Accounting Coordinator	016290		53,768	70,179	86,570	NU-1	1.000	06/06/2022	06/26/2023	53,768	2,688	0		76.62%	210-016290-44		
OMB Accounting Coordinator	016290		62,187	74,624	99,250	116		5		64,875	8,419	0					
OMB Accounting Coordinator	016290		53,768	70,179	86,570	NU-1	1.000	09/08/2015	09/07/2021	65,042	3,252	0		92.68%	210-016290-38		
OMB Accounting Coordinator	016290		62,187	74,624	99,250	116		662		68,294	0	0					
OMB Financial Reporting Coord	015070		60,195	78,853	97,490	NU-1	1.000	03/06/2023	03/06/2023	60,195	3,010	0		76.34%	210-015070-45		
OMB Financial Reporting Coord	015070		62,187	74,624	99,250	116		117		65,197	1,992	0					
Payroll Supvsr	015810		53,768	70,179	86,570	NU-1	1.000	07/18/2022	07/18/2022	65,000	3,250	0		92.62%	210-015810-44		
Payroll Supervisor	015810		62,187	74,624	99,250	116		348		68,250	0	0					
Personnel Manager	021030		53,768	70,179	86,570	NU-1	1.000	01/21/2020	01/21/2020	62,421	3,121	0		88.94%	210-021030-42		
Personnel Manager	021030		62,187	74,624	99,250	116		1257		65,842	0	300					
Senior Data Analyst	035120		53,768	70,179	86,570	NU-1	1.000	08/29/2022	08/29/2022	65,000	3,250	0		92.62%	210-035120-45		
Senior Data Analyst	035120		62,187	74,624	99,250	116		306		68,250	0	0					
Grants Mgmt Acct Coord	016190		53,768	70,179	86,570	NU-1	1.000	08/29/2016	02/18/2020	65,042	3,252	0		92.68%	210-016190-39		
Grants Mgmt Acct Coord	016190		59,226	71,071	94,524	115		1229		68,294	0	0					
Grants Mgmt Acct Coord	016190		53,768	70,179	86,570	NU-1	1.000	07/11/2022	07/11/2022	59,488	2,974	0		84.77%	210-016190-44		
Grants Mgmt Acct Coord	016190		59,226	71,071	94,524	115		355		62,462	0	0					
Procurement Analyst	019210		53,768	70,179	86,570	NU-1	1.000	09/04/2018	03/28/2022	54,850	2,742	0		78.16%	210-019210-41		
Procurement Analyst	019210		59,226	71,071	94,524	115		460		61,968	4,376	0					
Procurement Analyst	019210		53,768	70,179	86,570	NU-1	1.000	10/11/2004	09/28/2015	59,176	2,959	0		84.32%	210-019210-27		
Procurement Analyst	019210		59,226	71,071	94,524	115		2833		64,242	50	2,058					
Procurement Analyst	019210		53,768	70,179	86,570	NU-1	1.000	10/16/1998	06/18/2012	63,398	3,170	0		90.34%	210-019210-25		
Procurement Analyst	019210		59,226	71,071	94,524	115		4030		68,451	0	1,883					
Procurement Analyst	019210		53,768	70,179	86,570	NU-1	1.000	01/03/2005	08/29/2016	57,990	2,900	0		82.63%	210-019210-27		
Procurement Analyst	019210		59,226	71,071	94,524	115		2497		63,842	1,235	1,717					
OMB Coordinator	023240		53,768	70,179	86,570	NU-1	1.000	07/13/2020	06/12/2023	53,768	2,688	0		76.62%	210-023240-43		
Tax Policy Coordinator	023240		59,226	71,071	94,524	115		19		61,914	5,458	0					
Budget Analyst I	016150		48,152	62,587	77,002	NU-1	0.500	04/28/1975	08/27/2007	40,726	2,036	0		130.14%	210-016150-10		
Budget Analyst I	016150		56,405	67,686	90,023	114		5787		42,763	0	0					
Business Accountant II	015090		48,152	62,587	77,002	NU-1	1.000	12/30/2019	11/23/2020	52,042	2,602	0		83.15%	210-015090-42		
Business Accountant II	015090		56,405	67,686	90,023	114		950		59,112	4,364	105					
Business Accountant II	015090		48,152	62,587	77,002	NU-1	1.000	07/26/1999	03/17/2014	58,635	2,932	0		93.69%	210-015090-19		
Business Accountant II	015090		56,405	67,686	90,023	114		3393		63,319	0	1,752					
Business Accountant II	015090		48,152	62,587	77,002	NU-1	1.000	11/17/2008	07/26/2011	58,635	2,932	0		93.69%	210-015090-32		
Business Accountant II	015090		56,405	67,686	90,023	114		4358		64,306	0	2,739					
Payroll Coordinator	015830		48,152	62,587	77,002	NU-1	1.000	07/10/2023	07/10/2023	52,000	2,600	0		83.08%	210-015830-45		
Payroll Coordinator	015830		56,405	67,686	90,023	114		0		59,005	4,405	0					

Louisville KY Implementation Report

Proposed Pay Plan **GENERAL**

Dep't Name: OMB Finance Dep't Code: 210

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Days All'd		Min	Equity	OrgExp	Asgn	Employee Name			
Lead Accounts Payable Spec	015140		53,768	70,179	86,570	NU-1	1.000	12/01/2008	09/12/2022	53,768	2,688	0		76.62%	210-015140-32		
Lead Accounts Payable Spec.	015140		53,719	64,463	85,736	113		292		56,456	0	0					
OMB Accountant II	016370		48,152	62,587	77,002	NU-1	1.000	01/08/2007	07/25/2016	73,237	3,662	0		117.02%	210-016370-29		
OMB Accountant II	016370		53,719	64,463	85,736	113		2532		76,899	0	0					
OMB Grant Accountant II	016420		48,152	62,587	77,002	NU-1	1.000	01/22/2013	06/01/2020	54,642	2,732	0		87.30%	210-016420-35		
OMB Grant Accountant II	016420		53,719	64,463	85,736	113		1125		57,374	0	0					
OMB Grant Accountant II	016420		48,152	62,587	77,002	NU-1	1.000	06/27/2022	06/27/2022	60,674	3,034	0		96.94%	210-016420-44		
OMB Grant Accountant II	016420		53,719	64,463	85,736	113		369		63,707	0	0					
OMB Grant Accountant II	016420		48,152	62,587	77,002	NU-1	1.000	08/15/2022	08/15/2022	55,245	2,762	0		88.27%	210-016420-44		
OMB Grant Accountant II	016420		53,719	64,463	85,736	113		320		58,007	0	0					
OMB Grant Accountant II	016420		48,152	62,587	77,002	NU-1	1.000	06/17/2007	12/14/2015	59,155	2,958	0		94.52%	210-016420-30		
OMB Grant Accountant II	016420		53,719	64,463	85,736	113		2756		62,113	0	0					
OMB Grant Accountant II	016420		48,152	62,587	77,002	NU-1	1.000	12/19/2005	04/21/2015	60,986	3,049	0		97.44%	210-016420-28		
OMB Grant Accountant II	016420		53,719	64,463	85,736	113		2993		64,035	0	0					
OMB Risk Management Coord	018150		48,152	62,587	77,002	NU-1	1.000	09/13/2021	02/13/2023	48,152	2,408	0		76.94%	210-018150-44		
OMB Risk Management Coord	018150		53,719	64,463	85,736	113		138		56,127	5,567	0					
Procurement Program Analyst II	016680		48,152	62,587	77,002	NU-1	1.000	01/17/2023	01/17/2023	48,152	2,408	0		76.94%	210-016680-45		
Procurement Program Analyst II	016680		53,719	64,463	85,736	113		165		56,127	5,567	0					
AP Specialist II	015220		48,152	62,587	77,002	NU-1	1.000	02/19/2002	01/28/2013	57,470	2,874	0		91.82%	210-015220-21		
Accounts Payable Specialist	015220		51,161	61,393	81,653	112		3806		60,816	0	472					
AP Specialist II	015220		48,152	62,587	77,002	NU-1	1.000	06/24/1996	09/19/2022	51,064	2,553	0		81.59%	210-015220-14		
Accounts Payable Specialist	015220		51,161	61,393	81,653	112		285		53,714	97	0					
AP Specialist II	015220		48,152	62,587	77,002	NU-1	1.000	06/21/2021	09/19/2022	49,525	2,476	0		79.13%	210-015220-43		
Accounts Payable Specialist	015220		51,161	61,393	81,653	112		285		53,637	1,636	0					
AP Specialist II	015220		48,152	62,587	77,002	NU-1	1.000	02/17/2014	03/13/2023	48,152	2,408	0		76.94%	210-015220-36		
Accounts Payable Specialist	015220		51,161	61,393	81,653	112		110		53,569	3,009	0					
AP Specialist II	015220		48,152	62,587	77,002	NU-1	1.000	03/29/2007	10/21/2019	53,102	2,655	0		84.85%	210-015220-30		
Accounts Payable Specialist	015220		51,161	61,393	81,653	112		1349		55,758	0	0					
Business Accountant I	015130		38,771	50,045	61,298	NU-0	1.000	04/10/2017	03/01/2021	45,365	2,268	0		90.65%	210-015130-40		
Business Accountant I	015130		51,161	61,393	81,653	112		852		53,464	5,796	35					
Business Accountant I	015130		38,771	50,045	61,298	NU-0	1.000	11/14/2022	11/21/2022	38,771	1,939	0		77.47%	210-015130-45		
Business Accountant I	015130		51,161	61,393	81,653	112		222		53,100	12,390	0					
Business Accountant I	015130		38,771	50,045	61,298	NU-0	1.000	05/30/2023	05/30/2023	38,771	1,939	0		77.47%	210-015130-45		
Business Accountant I	015130		51,161	61,393	81,653	112		32		53,100	12,390	0					
Business Accountant I	015130		38,771	50,045	61,298	NU-0	1.000	02/28/2022	11/29/2022	39,541	1,977	0		79.01%	210-015130-44		
Business Accountant I	015130		51,161	61,393	81,653	112		214		53,138	11,620	0					

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Proposed Pay Plan **GENERAL**

Dep't Name: OMB Finance Dep't Code: 210

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Days All'd		Min	Equity	OrgExp	Asgn	Employee Name			
OMB Grant Accountant I		016510	38,771	50,045	61,298	NU-0	1.000	05/08/2023	05/08/2023	47,840	2,392	0		95.59%	210-016510-45		
OMB Grant Accountant I		016510	51,161	61,393	81,653	112		54		53,553	3,321	0					
OMB Grant Accountant I		016510	38,771	50,045	61,298	NU-0	1.000	01/04/2010	08/22/2011	49,629	2,481	0		99.17%	210-016510-33		
OMB Grant Accountant I		016510	51,161	61,393	81,653	112		4331		56,836	1,532	3,193					
Procurement Program Analyst I		016670	38,771	50,045	61,298	NU-0	1.000	06/19/2017	01/21/2020	43,077	2,154	0		86.08%	210-016670-40		
Procurement Program Analyst I		016670	51,161	61,393	81,653	112		1257		53,764	8,084	449					
Risk Management Specialist		018240	43,202	55,931	68,640	NU-1	1.000	06/05/2006	06/28/2021	46,675	2,334	0		83.45%	210-018240-29		
Risk Management Specialist		018240	51,161	61,393	81,653	112		733		53,495	4,486	0					
Administrative Assistant S3		010390	22,069	65,629	109,200	OS-S	1.000	06/13/2011	06/13/2011	47,902	2,395	0		72.99%	210-010390-34		
Administrative Assist.		10380	44,195	53,034	70,535	109		4401		51,792	0	1,495					
Buyer II		019150	38,771	50,045	61,298	NU-0	1.000	04/16/2001	01/01/2015	46,696	2,335	0		93.31%	210-019150-21		
Buyer		019150	44,195	53,034	70,535	109		3103		49,907	0	876					
Buyer II		019150	38,771	50,045	61,298	NU-0	1.000	07/14/2014	05/22/2023	46,675	2,334	0		93.27%	210-019150-37		
Buyer		019150	44,195	53,034	70,535	109		40		49,009	0	0					
OMB Accounts Receivable Spec		016700	38,771	50,045	61,298	NU-0	1.000	09/13/2021	03/13/2023	38,771	1,939	0		77.47%	210-016700-44		
OMB Accounts Receivable Spec		016700	42,090	50,509	67,176	108		110		44,029	3,319	0					
OMB Accounts Receivable Spec		016700	38,771	50,045	61,298	NU-0	1.000	11/16/2015	08/22/2022	43,014	2,151	0		85.95%	210-016700-38		
OMB Accounts Receivable Spec		016700	42,090	50,509	67,176	108		313		45,165	0	0					
OMB Accounts Receivable Spec		016700	38,771	50,045	61,298	NU-0	1.000	01/31/2011	06/13/2016	45,365	2,268	0		90.65%	210-016700-34		
OMB Accounts Receivable Spec		016700	42,090	50,509	67,176	108		2574		47,751	0	118					
OMB Accounts Receivable Spec		016700	38,771	50,045	61,298	NU-0	1.000	02/04/2013	02/04/2013	45,365	2,268	0		90.65%	210-016700-35		
OMB Accounts Receivable Spec		016700	42,090	50,509	67,176	108		3799		48,687	0	1,054					
Business Specialist		015210	31,512	40,331	49,150	NU-0	1.000	02/20/2023	02/20/2023	31,512	1,576	0		78.13%	210-015210-45		
Business Specialist		015210	40,086	48,103	63,978	107		131		41,662	8,574	0					

Louisville KY Implementation Report

Proposed Pay Plan **GENERAL**

Dep't Name: OMB Finance Dep't Code: 210

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Hire Date	Promotion		Flat %	Mid	Step	% Chg		
Proposed	Title	Code	Min	Mid	Max	#	Duty	Days All'd		Min	Equity	OrgExp	Asgn	Employee Name			

Summary for OMB Finance

Current Payroll	\$7,106,254	# Positions	102
Flat 5% Adjustment	\$355,313	# Positions Adjusted (any type)	102 # Not Adj 0
Adjustment To Minimum	\$438,081	# Adjusted To Minimum	57
Adjustment Toward Mid	\$0	# Adjusted Toward Mid	0
Adjustment Toward Maximum	\$38,347	# Adjusted Toward Maximum	24
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$831,740		
Proposed Payroll	\$7,937,994	% Change	11.70%

Louisville KY Implementation Report

Summary for Louisville KY

Current Payroll	\$86,206,885	# Positions	1,302
Flat 5% Adjustment	\$4,264,360	# Positions Adjusted (any type)	1,296 # Not Adj 6
Adjustment To Minimum	\$5,020,345	# Adjusted To Minimum	722
Adjustment Toward Mid	\$0	# Adjusted Toward Mid	0
Adjustment Toward Maximum	\$481,213	# Adjusted Toward Maximum	332
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$9,765,918		
Proposed Payroll	\$95,972,803	% Change in Total Payroll	11.33%
FICA Rate: 0			
Proposed Payroll plus FICA	\$95,972,803		

**AGREEMENT TO PROVIDE
PROFESSIONAL MANAGEMENT CONSULTING SERVICES**

THIS AGREEMENT, entered into this ____ day of February 2024 (“effective date”) by and between **Management Advisory Group International, Inc.** (hereinafter called the "Consultant") and Munster, Indiana (hereinafter called the "Client") (together referred to as the “parties”).

WITNESSETH:

WHEREAS, the Client is interested in obtaining professional human resource and management consulting services to assist in developing plans and programs that conform to Federal, State, and local requirements and that will be approved by their representatives; and

WHEREAS, the Consultant is staffed with personnel knowledgeable and experienced in the development of human resource and management systems.

NOW, THEREFORE, for and in consideration of the services hereinafter contained, the parties hereby agree as follows:

1. **Employment of Consultant.** The Client agrees to engage the Consultant and the Consultant hereby agrees to perform the services described in the "Scope of Services" listed below.

2. **Scope of Services.** The Consultant shall do, perform and carry out in a good and professional manner human resource and management consulting services as may be requested by the Client, and included by reference herein is the Consultant’s Proposal to the Client dated January 12, 2024, which details the proposed study timeline, work plan, and deliverables. (Exhibit “A”)

3. **Time of Performance.** The services to be performed hereunder by the Consultant shall be undertaken and completed in such sequence so as to ensure their expeditious completion and best carry out the purposes of the agreement. The project will commence within ten (10) days of notification to proceed and will be completed within a 180-day time period or as agreed to by the Consultant and the Client.

4. **Method of Payment.** Total cost of the proposed scope of services is \$. Ten percent (10%) of the total agreement amount shall be held back by Client - payable to Consultant upon successful completion of the services. Twenty percent (20%) of the total agreement amount will be paid to Consultant within (7) days from the effective date of this agreement and upon Consultant providing Client an invoice for said amount. Additional payments shall be due and payable in accordance with periodic invoices based upon work performed toward delivery of final reports and products as described herein.

5. **Changes and Additional Services.** The Client may, from time to time, require changes in the “Scope of Services” of the Consultant to be performed hereunder. Such changes, which are mutually agreed upon by and between the Client and the Consultant, shall be incorporated in written amendment to this agreement. The written amendment shall identify whether said change(s) alter the total agreement amount. For services not included in the “Scope of Services”, a rate of \$ 250 per professional hour expended and \$ 60 per clerical hour expended, plus expenses will be charged. Any expenses for work done beyond the scope of services anticipated under this agreement will be approved prior to undertaking.

6. **Services and Materials to be Furnished by the Client.** The Client shall furnish the Consultant with all available necessary information pertinent to the execution of this agreement. The Client shall cooperate with the Consultant in scheduling and carrying out the work herein.

7. **Rights to Terminate Agreement.** The terms of this agreement shall be in effect through and including July 2024. Either party shall have the right to terminate this agreement with or without cause, by giving written notice to the other party of such termination at least thirty (30) days before the effective date of such termination. Consultant shall be entitled to compensation for services rendered and expenses incurred through the effective date of termination.

8. **Indemnification.** Subject to Section 9, Limitation of Liability, set forth herein, Consultant agrees, to the fullest extent permitted by law, to indemnify and hold harmless Client for any amounts (including reasonable attorney’s fees) for which the Client shall become legally obligated to pay as damages for negligent acts, errors and/or omissions of the Consultant arising out of the Consultant's performance under this agreement.

9. **Limitation of Liability.** The Client agrees that the Consultant's total aggregate of liability hereunder (whether contractual, statutory, tortious or otherwise) for damages on any one or more or all claims (regardless of the number of different or other claims, claimants or occurrences) shall not exceed the total of professional fees actually paid under this agreement. The Client further agrees that the Consultant shall not be liable to the Client for any indirect, incidental, special or consequential damages, any lost profits or any claim or demand against the Client by any other party, arising out of or in connection with the performance of services hereunder.

10. **Information and Reports.** The Consultant shall, at such time and in such form as the Client may require, furnish such periodic reports concerning the status of the project as may be requested by the Client. The Consultant shall furnish the Client, upon request, with copies of all documents and other materials prepared or developed in relation with or as a part of the services herein.
11. **Matters to be Disregarded.** The titles of the several sections, subsections, and paragraphs set forth in this agreement are inserted for convenience of reference only and shall be disregarded in construing or interpreting any of the provisions of this agreement.
12. **Completeness of Agreement.** This agreement and any additional or supplementary document or documents incorporated herein by specific reference contain all of the terms and conditions agreed upon by the parties hereto, and no other agreements, oral or otherwise, regarding the subject matter of this agreement or any part thereof shall have any validity or bind any of the parties hereto.
13. **Personnel.** The Consultant represents that it has, or will secure at its own expense, all personnel required in performing the services under this agreement. Such personnel shall not be employees of or have any contractual relationship with the Client. All of the personnel engaged in the services herein shall be fully qualified to perform such services.
14. **Signatures.** The Parties, may execute this agreement in counterparts. Each executed counterpart shall be deemed an original and all of them, together, shall constitute one and the same agreement.

15. **Notices.** Any notices, bills, invoices, or reports required by this agreement shall be sufficient if sent by the parties hereto in the United States mail, postage paid, to the address noted below.

As to Client:	As to Consultant: Management Advisory Group International, Inc. 12730 Fair Lakes Circle, Suite 600 Fairfax, VA 22033
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[Signature page and exhibits to follow]

IN WITNESS WHEREOF, All of the above occurred as of the date first written below; this agreement shall be binding on Consultant beginning on the date it is accepted and executed by Client.

Consultant:

Client:

Management Advisory Group International, Inc.
12730 Fair Lakes Circle, Suite 600
Fairfax, VA 22033