

MEETING DATE: 3/9/09

AGENDA ITEM: 1) Approval of the New Classification Specification for Network Administrator; and 2) Adoption of a Resolution Revising the Salary Schedule to Include Network Administrator and Rescinding Resolution No 2008-R072.

ATTACHMENTS

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1. New Classification Specification for Network Administrator	1-3
2. Labor Market Survey and Classification Specifications	4-27
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NETWORK ADMINISTRATOR

DEFINITION

Under Management direction, this unclassified classification analyzes, designs, implements, and manages an enterprise LAN/WAN comprised of converged technology for data, voice, video, security, wireless, fiber, and copper infrastructure. This position acts as an expert system administrator for physical and virtual servers, related technologies, devices, and appliances. This position acts as a focus for administration and planning of the unified LAN/WAN/MAN wired and wireless technology used by the City. The Network Administrator acts to identify and mitigate issues related to network vulnerability, traffic, and protocol problems on clients, servers, and the data flow infrastructure.

SUPERVISION RECEIVED AND EXERCISED

This position reports to the Technical Services Manager.

ESSENTIAL JOB DUTIES

The following tasks are essential for this position. The position may not perform all of these tasks, and/or may perform similar related tasks not listed here.

1. Plans, designs, develops, implements and maintains the City's metropolitan, wireless, wide and local area networks and infrastructure.
2. Acts as an expert systems administrator for physical and virtual servers on the City's network.
3. Evaluates and implements current and emerging technology appropriate to enhance reliability and extend the capabilities of the City's environment.
4. Monitors network operations to identify traffic flow, latency, and capacity issues. Develops, recommends, plans and implements new technologies and services to satisfy capacity and performance requirements.
5. Leads or participates in the evaluation and selection of hardware and software applicable to City network needs. Coordinates the installation and maintenance of servers, clients, circuits, and data communications equipment. Configures routers, switches, concentrators, firewalls, and other network devices.
6. Monitors network security and performance including adding applications, users, and devices. Identifies unauthorized access and potential security risks. Recommends and participates in projects to enhance network security.
7. Investigates, configures and maintains complex physical technology including, but not limited to, wireless, wide, and local area networks, servers, workstations, and printers. Develops and implements backup and disaster recovery for physical systems.
8. Investigates, configures and maintains complex virtual technology including, but not limited to, virtual private networks, virtual local area networks, virtual servers, and virtual workstations. Assists in the migration of systems from physical hardware to virtual systems. Develops and implements backup and disaster recovery for virtualized systems.

9. Investigates, configures, and migrates physical servers to virtual environments, virtual servers to physical environments, and develops distributed backup/failover/migration plans for business continuity in a disaster.
10. Investigates and implements Domain to Domain connections including authentication, use and restriction of access to systems across Domains, and appropriate firewall and auditing/tracking technologies.
11. Investigates, recommends, and configures Wireless technology with new and existing networks. Documents configurations and potential security issues and solutions in integrating wireless access to networks.
12. Performs technical writing in the development and production of system documentation, instructional and procedural manuals.
13. Interacts on a regular basis with managers, employees, vendors and consultants regarding the City's computer resources and services.
14. Attends and participates in professional group meetings; stays current on essential knowledge and practices by obtaining necessary training, and subsequently providing the latest training and assistance to staff on use of applications as appropriate.
15. Provides user support for micro computer, network, e-mail, security, database, and web systems and hardware.
16. Plans, prioritizes and schedules work and tasks for project team members.
17. Performs other duties as assigned.

MINIMUM KNOWLEDGE, SKILLS AND ABILITY

Knowledge of:

- Operation, design, configuration, services, and troubleshooting of wireless, wide, and local area network systems.
- Client-server networking, hardware, and software.
- Server administration utilities, troubleshooting tools, scripting, and communication protocols.
- Industry standard computer, server, printer, communications, security, anti-virus, anti-spam, anti-spyware, database, and collaboration hardware and software products.
- Methods and techniques of developing technical manuals, instructional materials, and teaching students.
- Principles and practices of network security, threat assessment, intrusion prevention, intrusion detection, intrusion containment, and forensic security investigation.
- Principles and practices of project management.
- Methods, techniques, and tools for evaluating network performance, capacity, and topology.
- Operations and characteristics of a breadth of computer systems, applications, hardware, software, switches, routers, firewalls, concentrators, printers, sniffers, protocol analyzers, and peripheral equipment.
- Enterprise backup systems software and technologies; including physical and virtual system backup, restoration, and disaster recovery.
- Fiber optic, wireless, and copper cable based networking technology and tools.
- Video streaming technology and formats.
- Pertinent federal, state, and local laws, codes, and regulations.

Skill and Ability to:

- Plan, evaluate, develop, implement, and manage MAN/WAN/LAN and wireless network systems.

- Deploy physical and virtual servers and software systems based on physical or virtual servers.
- Troubleshoot and resolve Domain, server, workstation, wireless, and network operational problems.
- Evaluate network topology, traffic flow, latency, and interconnection and apply technical principles and concepts to develop solutions to current problems or recommend enhancements.
- Evaluate, test, implement, and support network systems.
- Analyze and take steps to protect the network from intrusion or damage. Investigate anomalous network issues and mitigate impacts from intrusions, spyware/virus activity.
- Analyze and resolve technical problems using logical and methodical processes.
- Analyze problems, identify alternative solutions, project consequences of proposed actions, and implement recommendations in support of City goals.
- Research, analyze, and evaluate new technology and methods of utilizing existing technology more efficiently or cost effectively.
- Research and prepare disaster recovery plans including tape systems and alternate hardware/software solutions.
- Establish and maintain effective working relationships with City staff, vendors, and members of the public.
- Organize, direct, and review the work of assigned staff or teammates.
- Write clearly and effectively. Communicate ideas and issues to management, peers, and staff. Document systems and processes.

LICENSE AND CERTIFICATES

Possession of a valid California Class C driver's license. Possession of an MCSE and security certifications relevant to the technology installed in the City's environment.

TRAINING AND EXPERIENCE

Any combination equivalent to training and experience that could likely provide the required knowledge, skills and abilities would be qualifying. A typical way to obtain the knowledge, skills and abilities would be: an MCSE and security certification, six years experience in a position equivalent to Information Systems Analyst. Knowledge of Microsoft client & server operating systems, MS Office, Internet, mail, security, and database software, web, security technology products. Experience with network discovery technology such as analyzers/sniffers, and intrusion prevention technology would assist in qualifying. A Bachelor's Degree in Computer Science, Computer Engineering, Information Systems or Telecommunications from an accredited college or university is highly desirable.

PHYSICAL REQUIREMENTS AND WORKING CONDITIONS

- Requires vision (which may be corrected) to read small print.
- Requires mobility to stand, stoop, reach and bend; mobility of arms to reach and dexterity of hands to grasp and manipulate small objects.
- Requires the ability to stand for long periods.
- Requires the ability to walk long distances.
- Requires the ability to perform work which involves frequent lifting, pushing and/or pulling of objects which may approximate 50 pounds and may occasionally weigh up to 100 pounds.
- Is subject to office environmental conditions.

Survey City	Top Monthly Salary	Classification Title	Comparable position	Professional Certification required	Education	Experience	Comments
Beverly Hills	\$8,900	Network Administrator	yes	N/A	Bachelor's Degree: Computer Science, Computer Engineering, Info Systems	10+ yrs	
Burbank	\$7,557	Network Support Analyst IV	yes	Recognized networking certification	College coursework in networking	Four years exp. installing, configuring, troubleshooting, repairing, maintaining, upgrading, monitoring and evaluating network performance	Min req include either 4 yrs exp or one yr exp as Network Support Analyst III and college coursework
Downey			no	N/A	N/A	N/A	
Gardena			no	N/A	N/A	N/A	
Inglewood	\$6,107	Network Administrator	yes	N/A	Bachelor's Degree in Info Technology or Info Systems	Three years exp in network operation or technical support	
Long Beach							
	\$7,332	Systems Support Specialist VI	yes	N/A	Four year college degree with major coursework in computer science	Two years related experience	Six years of related experience may be substituted for the education/experience req.
Montebello			no	N/A	N/A	N/A	
Norwalk			no	N/A	N/A	N/A	
Pasadena	\$8,032	Information Technology Analyst III	yes	N/A	Bachelor's Degree in Computer Science, Computer Engineering, Information Systems, Telecommunications	Four years related work experience	
Redondo Beach	\$6,050	Information Systems Specialist	yes	N/A	HS or equiv.	Three years technical experience	One year of experience may be substituted by a Bachelor's Degree
Santa Monica	\$8,291	Network Engineer	yes	Cisco networking (CCNA, CCNE) or Microsoft (MCSA, MCSE) certification	Bachelor's Degree in Information Systems or Computer Science	Three years recent paid work exp in designing, installing and management of local and wide area networks running voice, video and data applications over Ethernet, fiber-optic and wireless technologies, and in hands-on hardware/software troubleshooting.	
Torrance	\$7,132	Information Technology Analyst	yes	Professional certification in applications, hardware and systems used by City is highly desirable	Associates Degree in Data Processing or Computer Science or a Certificate in Data Processing	Three years journey level related exp LAN/WAN and telecommunications in an info tech organization w/two yrs professional technical exp working with network operations and equipment used by City	
West Hollywood	\$6,851	Network Administrator	yes	Certified Systems Engineer	Bachelor's Degree from an accredited four year college/university	2-3 yrs progressively responsible exp	Any combo of education, training and experience which provides the required knowledge, skills, and abilities to perform the essential functions of the job
Labor Market Average							
	\$7,361				\$24	\$0	
Culver City	\$7,365		\$630	MCSE and security certification	Bachelor's Degree in Computer Science, Computer Engineering, Information Systems, or Telecommunications from an accredited college or university degree is highly desirable	Six years experience in a position equivalent to Information Systems Analyst	



CITY OF BEVERLY HILLS
Established Date: Jun 14, 2007
Revision Date: Jul 2, 2007

Network Administrator

Class Code:
BV00

SALARY RANGE

\$41.33 - \$51.35 Hourly
\$3,306.00 - \$4,107.69 Biweekly
\$7,163.00 - \$8,900.00 Monthly
\$85,956.00 - \$106,800.00 Annually

JOB SUMMARY:

UNDER ADMINISTRATIVE DIRECTION, DESIGNS, DEVELOPS, ARCHITECTS ADVANCED DATA SYSTEMS SOLUTIONS AND STRATEGIES FOR THE FOLLOWING: 1) AN ENTERPRISE CLASS LAN COMPRISED OF CONVERGED TECHNOLOGIES IN VOICE, VIDEO AND DATA SERVICES, SYSTEMS AND DELIVERY 2) ADVANCED TRANSPORT SOLUTIONS AND STRATEGIES FOR A CARRIER CLASS METROPOLITAN AREA NETWORK SUPPORTING ADVANCED SERVICE DELIVERY TECHNOLOGY FOR MULTIPLE AUTONOMOUS SYSTEMS 3) ADVANCED TRANSPORT INFRASTRUCTURE IN SUPPORT OF LAN/WAN/MAN ENVIRONMENTS ENCOMPASSING INSIDE AND OUTSIDE FIBER AND COPPER DISTRIBUTION 4) AUTONOMOUS WIRELESS SYSTEMS BASED ON WIFI AND GSM TECHNOLOGIES AS WELL AS MAINTAINING SYSTEMS ADMINISTRATION AND MANAGEMENT FUNCTION AND SOLUTIONS FOR A UNIFIED LAN/WAN/MAN WIRED AND WIRELESS ENVIRONMENT. IS THE PRINCIPAL DRIVER AND CONDUIT FOR PROMOTING, DEVELOPING AND MAINTAINING A FOCUS THAT DELIVERS A LONG-TERM COHESIVE TECHNOLOGY PLAN FOR ALL RELATED PROJECTS AND INITIATIVES THAT UNIFIES AND STREAMLINES SERVICES DELIVERY.

MAJOR DUTIES:

- Works cooperatively with others and accepts direction from supervisors.
- Plans, designs, architects and executes large complex converged solutions.
- Evaluates and implements current and emerging communications technologies as appropriate to the mission and priorities of the organization achieving optimal benefit while avoiding technical and financial risk.
- Vets, reviews, tests and makes recommendations on products, services and solutions in technologies dealing with IT, IT networks, network security and converged systems solutions.
- Serves as a principal expert advisor on all matters dealing with computer networking technology and maintain primary responsibility for supporting computing networks and data communications infrastructure; this includes troubleshooting and repair, management and control, design and installation, and educating constituents.
- Maintains expertise in a wide range of computing hardware and software.
- Provides workforce back-up and augments the technical skills of other systems managers and technicians in the organization.
- Assists in aspects of long and short range planning for Information Technology.
- Participates in the design, planning and implementation of construction projects and renovations to ensure that computing and communications infrastructure issues are suitably addressed to meet current and long-term technological goals.

- Acts as lead technical consultant for inside and outside projects dealing with IT.
- Plans, documents, and performs complex maintenance windows that involve significant configuration changes on the network.
- Works effectively and systematically with Information Security personnel to ensure comprehensive network security across all platforms.
- Provides daily support and monitoring of system and system events organization wide.

REQUIRED QUALIFICATIONS:

- Any combination of education and/or experience that has provided the knowledge, skills and abilities necessary for acceptable job performance such as: Bachelor's degree in Computer Science, Computer Engineering, Information Systems, or a related field, and three years supervisory or managerial experience in a medium to large production environment on a 24/7 support schedule ensuring critical system availability.
- 10 years or more of industry experience in a multitude of technologies, vendors, environments and disciplines.

KNOWLEDGE, SKILLS & ABILITIES:

- Strong working knowledge in deployment, configuration and maintenance of Extreme Networks, Cisco and Juniper equipment.
- In-depth knowledge of ExtremeWare, EXOS, Cisco IOS and Juniper OS in an ISP/LAN/MAN/WAN/Carrier internetworking environment.
- Ability to develop service delivery classification providing Quality of Service (QoS) leveraging 802.1Q, 802.1p, TOS, DSCP and HQoS.
- Capable of utilizing complex test and troubleshooting equipment including but not limited to BERT testers, light meters, OTDRs, sniffers, and protocol analyzers.
- Strong working knowledge of SNMP and network management platforms and tools including open source.
- Background knowledge and experience dealing with multiple network system environments such as UNIX, Linux and Windows.
- Working knowledge of voice and video transport technologies and service delivery.
- Ability to develop telemetry required for capacity planning purposes.
- Effective working knowledge of industry standards and technologies for network services delivery such as Ethernet, LACP, EAPS, STP, TCP/IP, VRRP, RIP, OSPF, ISIS, BGP, and Virtual Routing.
- Excellent written and oral communication skills
- Flexible and able to work independently and as a part of a team.
- Knowledge of industry established standards and best practices as it pertains to design implementation of computer networks.
- Extensive experience with major computer equipment hardware, software, applications and solutions specific to government.
- Experience in designing, developing, implementing, and supporting large scale network systems for large companies, organizations or environments.
- Hands on experience with the provisioning, troubleshooting, and understanding of transport technologies Carrier Ethernet, MPLS, ATM, SONET, PDH, Optical, DWDM.
- Operational experience with security configurations and issues including firewalls and IDS and IPS systems.
- Extensive operational experience with the enterprise/carrier-class routers and switches (experience with Extreme Networks, Cisco, and Juniper required).
- Hands-on experience with TDM and VOIP solutions. Avaya networks preferred.

CITY OF BURBANK

NETWORK SUPPORT ANALYST IV

DEFINITION

Under general direction, provides comprehensive and complex technical consultation in specialty areas of networking, including solving complex network problems; and performs related work as required.

ESSENTIAL FUNCTIONS

Responsible to review and approve procedures for network management including resource allocation; reviews network utilization for capacity planning purposes; reviews and selects major network applications; researches and coordinates with customers, recommends network and workstation standards; coordinates changes to network infrastructure to improve performance, reliability, or availability; performs minor and major network design and implementation; leads and supervises a network support team; acts as a network project manager; establishes designs for workstation imaging compatibility; designs and tests network disaster recovery plans; designs and supervises the implementation of automated software rollouts; performs capacity planning; researches and evaluates new network technology; designs and implements complex network and server configurations; ensures network security.

MINIMUM QUALIFICATIONS

Employment Standards

- Knowledge of - computer networking principles and concepts including network design and analysis and the common elements of networking such as protocols, addressing, file servers, host machine, network client/node, cable plant, and topologies.
- Ability to - support network functions such as e-mail, file and print services, routers, firewalls, fax and modem services, host access, client/server software and Internet; perform assigned tasks quickly and accurately; follow oral and written directions; use telephone; write or use keyboard to communicate through written directions; write technical documentation; establish and maintain effective working relationships with supervisors, fellow employees, and the public.
- Skill in - installing, configuring, troubleshooting, repairing, maintaining, upgrading, monitoring, testing, and evaluating network performance.

Education/Training: Any combination of education and/or experience that has provided the knowledge, skills, and abilities necessary for acceptable job performance as determined by the City. Example combination includes, but is not limited to four years experience in installing, configuring, troubleshooting, repairing, maintaining, upgrading, monitoring and evaluating network performance or one year experience as a Network Support Analyst III and college work in networking from an accredited college or university.

Special Conditions & Requirements: The physical ability to lift computer equipment up to 40 pounds, physically perform sedentary to medium work involving moving from one area to another, sufficient hand/eye coordination to perform repetitive movements such as typing and extensive exposure to video display terminals/computers. To intermittently twist to reach equipment surrounding desk; perform simple and power grasping, pushing, pulling and fine manipulation; see and hear with sufficient acuity to successfully perform all aspects of the job; differentiate various colors of wires and diagrams; bend, kneel, squat and twist to adjust equipment; stand, walk, bend, stoop, twist, kneel and lift.

License & Certificates: A valid California Class "C" Driver's License or equivalent will be required at the time of appointment and a current industry recognized networking certification (to be determined at the time of recruitment) may be required at the time of appointment.

NETWORK ADMINISTRATOR

DEFINITION

Under general supervision, monitors, maintains and provides technical support to the various systems that compose the Local Area Network.

ESSENTIAL FUNCTIONS

Essential functions, as defined under the Americans with Disabilities Act, may include the following tasks, knowledge, skills and other characteristics. This list of tasks is ILLUSTRATIVE ONLY, and is not a comprehensive listing of all functions and tasks performed by positions in this class. Incumbents in this class may not be required to perform all duties listed and may be required to perform additional, position-specific duties.

TASKS

Monitors and maintains various system servers; monitors server backups; assists IT help desk with technical support and network related issues; troubleshoots network systems and applications to identify and correct malfunctions, connectivity problems and other operational difficulties; monitors network functions, enhancements and improvements.

Develops and recommends solutions to network needs; analyzes and monitors platform needs to maintain consistent performance; maintains data security and limited access to users other than City staff; assists with identifying staffing and training needs of department employees; drafts, composes, reviews, edits and/or revises a variety of written documents, summaries and reports.

KNOWLEDGE, SKILLS AND OTHER CHARACTERISTICS

Knowledgeable of advanced network system administration principles and practices
Knowledgeable of network security methods and techniques
Knowledgeable of user support and training methods and techniques
Skilled in troubleshooting and repairing network services and systems
Skilled in following and providing oral and written instructions
Skilled in establishing and maintaining positive and productive working relationships
Ability to effectively communicate verbally and in writing in English with all levels of staff
Ability to perform essential duties with little to no immediate supervision

WORK ENVIRONMENT AND PHYSICAL REQUIREMENTS

Work is performed in an office environment. Work may require frequent standing, walking, bending and lifting up to 60 pounds. May be exposed to repetitive motion, vision to monitor and electrical current.

QUALIFICATIONS

A Bachelors degree in Information Technology, Information Systems or closely related field, **AND** three (3) years experience in network operation and technical support.



**CITY OF LONG BEACH
CLASSIFICATION SPECIFICATION**

TITLE: SYSTEMS SUPPORT SPECIALIST I - VI

DEFINITION: Under supervision, performs specialized technical work involved in the installation and maintenance of systems software, including operating systems, database systems and software utilities and tools.

DISTINGUISHING CHARACTERISTICS:

- Grade Level I - under immediate supervision, performs general technical work mainly in the installation, support and maintenance of personal computer and small server hardware, software, operating systems and utilities.
- Grade Level II - under immediate supervision, performs skilled technical work mainly in the support and maintenance of personal computers and server hardware, software, operating systems and utilities.
- Grade Level III - under general supervision, performs specialized technical work involved with installation, support and maintenance of moderately complex operating systems software, and assists in system analysis and installation activities on medium to large servers.
- Grade Level IV - under limited supervision, performs highly specialized technical work involving the installation, maintenance and accountability for moderately complex operating systems software. Performs system analysis and installation activities on large servers and may direct the work of lower level technical staff or contractors.
- Grade Level V - under limited supervision, plans, develops, implements and leads systems work that enhances end user productivity and effectiveness. This includes coordinating efforts of team members; promoting internal development of systems and resources; and providing technical analysis and counsel to senior staff. Grade V requires a four-year college degree with major coursework in computer science or related field and two years related experience. Six years of related experience may be substituted for the education and experience requirement.
- Grade Level VI - under general direction, provides highly specialized strategic technical advice and consulting services to senior staff. Grade VI requires a four-year college degree with major coursework in computer science or related field and two years related experience. Six years of related experience may be substituted for the education and experience requirement.

SYSTEMS SUPPORT SPECIALIST I-VI (continued)

EXAMPLES OF DUTIES:

- Installs, customizes, maintains, and integrates operation system software;
- Installs and maintains database management systems, data communications systems and software utilities and tools;
- Defines backup, recovery, and security procedures for all databases and systems software products/programs;
- Analyzes operating systems and software, defines problems and develops problem solutions or coordinates resolutions through the use of vendors;
- Monitors systems performance and reports capacity status;
- Develops, maintains, and/or updates system procedures and documentation;
- Ensures system integrity and reliability to minimize downtime;
- May evaluate end user requests and concerns and analyze current systems to determine appropriate steps to be taken to meet needs or prevent problems;
- May perform feasibility analysis and evaluate potential solutions;
- May prepare reports, documentation, and plans for designs and system enhancements;
- May plan, prioritize and schedule work and tasks for project team members;
- May prepare or evaluate training materials and manuals;
- Performs other related duties as assigned.

MINIMUM REQUIREMENTS:

- Two-year college degree with major coursework in computer science or related field and two years of related experience, one of which must be equivalent to a Systems Technician, OR completion of a certificate program or technical school in computer science or related field and two years of related experience one of which must be equivalent to a Systems Technician, OR a four-year college degree with major coursework in computer science or related field and one year experience equivalent to a Systems Technician;
- Experience may be substituted for education on a year-for-year basis;
- Some positions require an extensive background investigation;
- A valid California Driver's License may be required;
- Thorough knowledge of the principles, techniques, and methods used in acquiring, developing, implementing and/or enhancing computer hardware and software;
- Ability to work effectively with others through the use of solid interpersonal/people skills.

HISTORY:

Established 10/01/1999

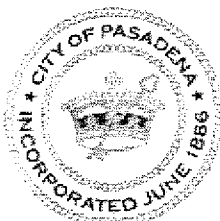
Grade Level III consolidated with Systems Programmer I.
Grade Level IV consolidated with Systems Programmer II.

SYSTEMS SUPPORT SPECIALIST I – VI (continued)

Grade Level V consolidated with Systems Programmer III.

Grade Level VI consolidated with Systems Programmer IV.

Approval/Adoption Dates: 07/12/2000



CITY OF PASADENA
Established Date: Aug 1, 2004
Revision Date: Mar 31, 2007

Information Technology Analyst III

Class Code:
045931

SALARY RANGE

\$37.07 - \$46.34 Hourly
\$2,965.70 - \$3,707.12 Biweekly
\$6,425.67 - \$8,032.09 Monthly
\$77,108.10 - \$96,385.12 Annually

DEFINITION:

Under general direction, analyzes large and complex computer and/or communications systems; plans, designs, implements, troubleshoots and enhances systems or networks at the pre-application level.

CLASS CHARACTERISTICS

The Information Technology Analyst III is the advanced journey level for the IT Analyst series. Incumbent works independently to diagnose and resolve more complex problems and projects than the IT Analyst I and II. Incumbent possesses higher knowledge, experience and skill levels than the Information Technology Analyst I and II levels and generally exercises independent judgment in performing assigned duties. The incumbent has authority over determining work methods and decisions required to complete work. Work may require the development of recommendations based on directive, policies and regulations. The work is judged on overall results by supervisory and management personnel.

ESSENTIAL FUNCTIONS:

These functions may not be present in all positions in this class. When a position is to be filled, the essential functions will be noted in the announcement of position availability.

Programs and analyzes computer and/or communications hardware and software. Designs, develops, tests and maintains new applications.

Diagnoses, troubleshoots and resolves problems with computer and/or communications systems.

Consults with customers to assess needs. Receives, researches, responds to and resolves customer questions and complaints.

Consults with system operators and technicians to ensure operational integrity, maintenance and system reliability. Trains customers and provides support to ensure proper and effective utilization of computer and/or communications systems.

Develops techniques for analyzing and evaluating system efficiency; assists with evaluations; and conducts research, testing and feasibility studies.

Analyzes, researches, optimizes utilization and resolves complex hardware and software

problems. Performs performance tests, runs diagnostic procedures, researches documentation and modifies software/hardware to resolve problems.

Provides user support. Consults with users and instructs users regarding operating procedures to optimize operations and avoid operating problems.

Performs system operations such as backup duties, printing reports and advising users on data backup and recovery.

Provides technical information for planning, installing and upgrading information systems and networks.

Completes specialized development projects.

Establishes and maintains system security.

Performs system engineering and administration.

Programs, configures, installs and upgrades hardware, software and network components. Tests new software and hardware and researches new technologies.

Documents policies, procedures and processes.

Assists in developing section policies and goals.

QUALIFICATION GUIDELINES:

Any combination of education and/or experience that has provided the knowledge, skills and abilities necessary for acceptable job performance such as: Bachelor's Degree in Computer Science, Computer Engineering, Electrical Engineering, Information Systems, Telecommunications or closely related field and four years related work experience.

Knowledge, Skills and Abilities

Considerable knowledge of principles and practices regarding computers and communications as they relate to city departments.

Ability to establish and maintain working relationships and communicate both orally and in writing with customers, co-workers, consultants, and vendors. Ability to advise and provide instruction to others; develop, interpret and analyze technical data and information. Ability to advise and provide interpretation regarding the application of policies, procedures and standards to specific situations. Ability to exercise the judgment, decisiveness and creativity required in situations involving the evaluation of information against measurable criteria to determine consequences and identify and select alternatives. Ability to analyze and interpret complex computer and communications systems to solve system operating problems.

Ability to operate a personal computer and peripherals, telephone, calculator, fax machine, common hand tools, test instruments and specialized tools associated with hardware installation. Ability to obtain vendor certifications. Ability to learn and adapt to new technologies. Ability to exert moderate physical effort to lift, push, pull and/or carry equipment; bend, stoop and crouch; coordinate hands and limbs in installing and connecting cables and equipment; physical strength and agility to lift up to 40 lbs, bend in all directions, squeeze with arms and hands, pull and lower up to 40 lbs; Ability to sustain prolonged visual concentration and sit for long periods of time.

Excellent customer service skills required.

SPECIAL REQUIREMENTS:

Possession of a valid Class C California driver's license is required at time of appointment and as a condition of continued employment. FCC General Class radio/telephone Operator's license may be required. Vendor certifications may be required. Work may be required on evenings, weekends and holidays. Position may require on-call status during non-office hours for emergencies.

CLASS DATA:

PROBATIONARY WORK TEST PERIOD = One year

FLSA = Exempt

EEO = Professional

UNIT = PMA PRO

Formerly: Systems Analyst

INFORMATION SYSTEMS SPECIALIST

DEFINITION

Under general supervision from the Information Systems Manager, install and maintain personal computer systems, network and related equipment; perform technical and administrative work in administering the City's network infrastructure and information systems; provides technical guidance to computer technicians as necessary; and does related work as required.

EXAMPLES OF DUTIES

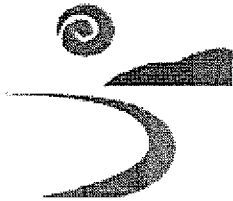
Installs, upgrades, troubleshoots and maintains City wide Novell network and Windows 95/98 based personal computer hardware, software and applications; maintains and supports the City's computer network infrastructure which includes providing network, workstation, telephone, software, and user support services to City users; monitors and maintains the data communications network to ensure the network functions properly; assists all City departments with software and hardware support through periodic installation, maintenance, upgrades and troubleshooting of equipment and software; provides support for terminal, personal computer, printer and print queue problems and malfunctions and take appropriate corrective action; makes recommendations regarding the purchase of computer equipment; works with and supervises the installation and repair work from outside vendors; refurbishes and rebuilds older computer equipment as necessary; asset/inventory management of PC's, printers, components and software; maintains user and technical documentation; prepares reports and other related information as required. May be required to work shifts, weekends and/or holidays.

MINIMUM QUALIFICATIONS

Knowledge of: Operating and maintaining IBM compatible personal computers within a municipal networked environment; data communications networks and equipment; DOS, Windows 95/98, MS Office 97, communications and utilities software; Novell NetWare, Windows NT, Novell GroupWise, Internet support, UNIX familiarity is a plus; the operations and management of local area networks; project management practices.

Ability to: Meet the physical employment standards prescribed in the Industrial Relations and Insurance Support Services Job Analysis; install, maintain, operate and configure computer hardware and software; provide support for the City's computers and users; troubleshoot personal computer and hardware problems and malfunctions and offer recommendations; effectively understand and follow oral and written directions; communicate clearly and concisely, both orally and in writing; establish and maintain effective working relationships with others; operate a motor vehicle in the State of California.

Education and Experience: Requires a high school diploma or G.E.D. and three (3) years of technical experience in performing a full range of personal computer support and networking activities. One year of experience may be substituted by a Bachelors degree. Must have a valid California driver's license at time of employment.



City of
Santa Monica

CITY OF SANTA MONICA

NETWORK ENGINEER

Class Code:
1789

SALARY RANGE

\$38.75 - \$47.83 Hourly
\$3,099.69 - \$3,826.62 Biweekly
\$6,716.00 - \$8,291.00 Monthly
\$80,592.00 - \$99,492.00 Annually

REPORTS TO: Systems and Network Officer

DEPARTMENT: Information Systems

DIVISION: Technical Services

APPROVED: Personnel Board 7/26/07 (rev.); 5/22/2002

JOB SUMMARY: Responsible for the overall integration of the enterprise-wide network including the planning, design, installation, maintenance, management, and coordination of the City's local and wide area networks. Provides top-level technical expertise with advanced knowledge and experience in the area of local and wide area networking, wireless technologies, communications infrastructure standards and best practices, and related hardware/software solutions.

MAJOR DUTIES:

Plans, designs, installs, configures and maintains a large enterprise network consisting of local, wide, metropolitan, campus area and wireless networks (LAN, WAN, MAN, CAN and Wi-Fi).

Studies vendor LAN, WAN, CAN, MAN, VLAN, WVLAN solutions to determine those that best meet the City's requirements and standards. Advises management and end-users on software and hardware solutions or upgrades that improve system and operation effectiveness for all network systems.

Reviews network initiatives and ensures that solutions follow standards and align with the department's technology strategies.

Conducts research on emerging products, services, protocols and standards in support of network systems procurement and development efforts.

Designs and maintains communication facilities including intermediate data frame (IDF), main distribution frame (MDF), main point of entry (MPOE), data centers and computer rooms. Prepares scope-of-works, specifications for Structured Communications Cabling Standards for new build-outs of voice and data communications facilities and related equipment.

Manages all network hardware and equipment, including routers, switches, virtual private network (VPN) bridges; optics transport devices; network management and security appliances; channel service unit/data service unit (CSU/DSU); and patch panels.

Monitors performance of the network and software applications to identify potential problems and bottlenecks. Troubleshoots and resolves network problems.

Manages and maintains communication assets, including fiber optic network, and designs and manages construction of pathways for outside plant cabling in the public-right-of-way.

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Develops corrective action and resolutions with vendors, as appropriate, which may include vendor support for installing upgrades or patches and configuring and optimizing all network hardware, software and communication links.

Analyzes and resolves end-user voice and data communication problems that originate from the Help Desk in a timely and accurate fashion. Provides end-user training, when required.

Ensures enterprise-wide security of the network and addresses appropriate recovery and redundancy issues.

Manages security and access to resources on the network, including firewall, VPN and Intrusion Detection systems. Refines network access policies and practices.

Manages configuration and connection security for all networks (LAN, WAN, MAN, VLAN, WLAN), systems that provide or restrict access to internal and external systems, and web sites in accordance with department policies and guidelines, access security of databases, thin client applications, and data transferred both internally and externally.

Designs, performs, and oversees penetration testing of all systems in order to identify system vulnerabilities.

Assists in the development and execution of security plans for protection of City business data from unauthorized internal or external access.

Develops, implements and maintains policies, procedures, and associated training plans for network administration, usage, and disaster recovery.

Creates and maintains documentation as it relates to network configuration, network mapping, processes, and service records.

Provides network monitoring and reporting, security, and system usage and trending. Monitors firewall log, intrusion detection logs, and network traffic for unusual or suspicious activity.

Assists in the design and implementation of IT disaster recovery plan.

Provides technical guidance to Telecommunications, Systems, Software applications and Support Services staff and assists department staff with implementations of voice, data, video and wireless applications on the network.

Serves as the project manager for network development projects involved with voice, video, data, radio and wireless communications, including surveillance, traffic management systems, public-safety applications and public-works applications.

Assists in the design and implementation, configuration and management of municipal fiber optic network conduit, cabling and equipment.

Negotiates with vendors on pricing and other terms and conditions for all networking infrastructure and related solutions.

Provides on-call technical assistance and ensures network connectivity of all servers, workstations, wireless access points, telephony equipment and network appliances.

Performs other related duties, as assigned.

MINIMUM QUALIFICATIONS:

Knowledge, Abilities and Skills:

Knowledge of:

Planning, design, installation, maintenance and operation of local and wide area network equipment and operating systems.

Multi-platform operating systems, i.e. Windows NT/2000/2003, Unix, HP-UX, Linux, Cisco IOS and all desktop operating systems.

Working technical knowledge of current network hardware, protocols, and standards, including Ethernet, the 7 layers of the open systems interconnection (OSI) model, internet protocol (IP) addressing, Wireless 802.11x (a,b,g,n) communications protocols, network infrastructure services including domain name service (DNS), windows internet name service (WINS), dynamic host configuration protocol (DHCP), virtual local area network

(VLAN), virtual private network (VPN), pre-boot execution environment (PXE), wake on lan (WOL) & voice over internet protocol (VoIP).

Standards of and best practices in network security.

Fiber-optic, copper media and implementation of structured communications cabling system (SCCS) using available and next generation technologies.

Network transport solutions using DSL, Broadband Cable, Frame-Relay, T-1, GigE, Sonet, coarse wavelength division multiplexing (CWDM) and dense wavelength division multiplexing (DWDM).

Applicable data privacy laws and practices.

Effective customer service techniques.

Ability to:

Plan, design, implement, operate, administer and maintain large enterprise networks.

Manage network security and network node management systems.

Organize and implement outside plant projects in the public-right-of-way, from design to final restoration, including drawings, bidding, noticing, job-site monitoring, acceptance and documentation.

Determine cost effective methods to implement technologies throughout the City's network.

Communicate clearly and effectively, both orally and in writing.

Provide effective customer service.

Establish and maintain cooperative and effective working relationships with City employees and the public.

Education, Training and Experience:

Graduation from an accredited college or university with a Bachelor's degree in Information Systems or Computer Science or closely related field.

Three years of recent, paid work experience in designing, installing and management of local and wide area networks running voice, video and data applications over Ethernet, fiber-optic and wireless technologies, and in hands-on hardware/software troubleshooting. Possession of Cisco Networking (CCNA, CCNE) or Microsoft (MCSA, MCSE) Certification desirable.

Licenses and Certificates:

Possession of a valid Class C driver license.

SUPPLEMENTAL INFORMATION:

SUPERVISION RECEIVED:

Works under the administrative and technical supervision of the Systems and Network Officer who outlines work, occasionally reviews work in progress and periodically reviews completed work.

SUPERVISION EXERCISED:

May exercise technical supervision over Technical Services Specialists, on a project basis, making detailed work assignments, periodically reviewing work in progress and carefully reviewing completed work.

WORKING CONDITIONS:

Work is generally performed in a busy office environment. Position requires frequent visits to off-site locations. Physical demands may include climbing, bending and stooping and movement of objects requiring motions such as lifting and carrying.

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Class Code: 1525
City of Torrance
Civil Service.

October 2005
(Revised)

Representation Unit: Professional

TO EXPRESS INTEREST IN THIS POSITION, [CLICK HERE](#)

Information Technology Analyst

Definition

Under direction, performs professional and technical duties in one of the following areas: 1) Applications and Programming, 2) Network Operations, 3) IT User Support, 4) IT Network Support.

Applications and Programming supports multiple computer application subsystems including system analysis, computer program implementations, support and maintenance of subsystems, enhancement of ongoing systems, and development of computer logic flowcharts for analysis and integration into a computer program.

Network Operations maintains, tests, monitors, troubleshoots and provides "on-call" technical support of the City's Local and Wide Area Networks (LANs and WANs), and all related network software and hardware.

IT User Support supervises staff and coordinates the installation, testing, implementation, and maintenance for all reported IT hardware and software problems, or system problems and training.

IT Network Support coordinates the maintenance, testing, monitoring, security and troubleshooting for all centralized server IT hardware and software.

Distinguishing Characteristics

Distinguished from Systems Analyst in the level and complexity of the systems and projects assigned, the scope of work performed, and the assigned area of responsibility. Assignments at this level are generally limited in scope and are set within procedural frameworks established by higher level positions. Work requires the incumbent to exercise some judgement in selecting appropriate established guidelines to follow; significant deviations require prior approval. Interpretation of general administrative or operational policies is necessary. Work is reviewed upon completion for overall results.

Supervision Exercised/Received

Receives direction from Systems Analyst or management staff. May provide direct supervision to Information Technology Specialist staff.

Examples Of Duties

The following describes the principal responsibilities and functions; however, they may vary depending upon assignment, and are not all-inclusive.

- Assist in the analysis of client requirements for new and existing systems, makes subsequent recommendations, and designs appropriate systems to

improve automation of City processes and client productivity.

- Plans and conducts training sessions for users and CIT staff as needed.
- Demonstrates continuous effort to improve operations, decrease turnaround times, streamline work processes, and work cooperatively and jointly to provide the highest level of customer service to our users.
- Maintains up-to-date, accurate maintenance records of all information technology and network components and inventory of all system hardware and software including charges for labor and parts.
- Implements, maintains, and updates backup and recovery programs to ensure system recovery can be achieved in the event of serious failure, to include backing up and storing of backup storage data medium as required by department and legal standards.

In addition to the duties listed above, incumbents assigned to the specific areas listed below perform the following:

Applications and Programming

- Prepares specifications for revision of existing computer programs, including operating procedures for users and computer operating personnel.
- Prepares test material for each program and reviews the results.
- Analyzes problems and prepares concept design specifications for existing system; trouble-shoots existing and new program applications.
- Researches, recommends and implements applications upgrades, enhancements, and required modifications to keep current and meet the end-user needs.
- Prepares detailed documentation and flow charts.

Network Operations

- Maintains and configures Local Area Networks (LANs) and Wide Area Networks (WANs) utilizing various network management applications and common industry diagnostic tools and technologies.
- Acts proactively and reactively to monitor network activity, in order to maintain optimum performance, minimize down-time, and insure optimum network performance and security.
- Installs, configures and maintains network equipment such as, but not limited to, routers, switches, hubs, and other related equipment and cabling schemes.

IT User Support

- Plans and directs the work of staff. Instructs, assigns, plans and reviews work, coordinates activities, maintains standards, allocates personnel and provides input on performance evaluations. Assists in the selection of new employees, acts on employee problems, recommends and implements employee discipline.
- Provides training, advice and assistance as needed.
- Handles non-routine or complex installation, testing, implementation, and maintenance for all reported IT hardware and software problems, network or system problems and training.

- Provides technical user support and training.
- Monitors computer activity to maintain optimum performance.
- Performs regular security audits to safeguard equipment and system.
- Manages and administers user passwords.

IT Network Support

- Handles non-routine or complex maintenance, testing, monitoring, security and troubleshooting and technical support for all centralized and server IT hardware and software.
- Administers and maintains email accounts, internet access, and server room.
- Monitors computer use activity to maintain optimum performance.
- Performs security audits to safeguard equipment and system.
- Assists in the research of new technical solutions to improve the City's network functions.
- When assigned as supervisor, coordinates day-to-day operations including assignment of work, training, advice and assistance as needed.

Examples of Other Duties

The following are duties generally performed by incumbents in this position, but are not considered to be principal job duties.

- May serve as project leader for user or department specific information technology or network requirements.
- Performs related duties as required.

Minimum Qualification Guidelines

Knowledge of:

- Data modeling, process modeling, form design, and control procedures.
- Project organization necessary to achieve objectives, controls resources, and report status.
- Data input methods and control techniques used for computer processing.
- Proper English usage, spelling, grammar and punctuation.
- Federal, State, County and Municipal laws, regulations, rules, policies, and procedures pertaining to department operations.
- General City operations.
- LAN, WAN, Internet, and Intranet networking characteristics, protocols, technologies, applications, and integration concepts.

In addition to the above, incumbents assigned to the specific areas listed below are also expected to have knowledge of the following:

Application and Programming

- Computer systems and applications.
- Computer programming and control languages currently in use by the City of Torrance.
- Data base organization access and retrieval techniques.
- Principles of conducting a business system analysis, design, and

specifications including the analysis of office procedures, equipment and methods.

- Forms design and report layouts.
- Application and data security.

Network Operations

- Contemporary network environments, hardware platforms, topologies and operating structures, and related equipment and tools.
- Current Federal, State and local legislation pertaining to network technology.
- Routing, switching and hub concepts, circuit and packet switching, broadcast vs. collision domains, network address translation and configurations, and firewall technology.
- Network traffic variances, performance parameters, traffic collisions, packet types and network security/privacy procedures.

IT User Support

- Computer integration to communication devices, control systems, and other computerized devices.
- Computer security, software flaws, and patches.
- Helpdesk technologies.

IT Network Support

- Computer integration to communication devices, control systems, and other computerized devices.
- Computer security, software flaws, and patches.
- Centralized computer hardware design, fault tolerance, and capacity planning.

Ability to:

- Understand and carry out complex oral and written instructions; comprehend and make inferences from written material.
- Anticipate problems, develop solutions, to implement a plan of action; reason both logically and creatively.
- Follow-through on assignments including providing feedback and continual refinement.
- Exercise independent action and judgment within established guidelines.
- Learn and utilize new skills and information to improve job performance and efficiency.
- Perform several tasks simultaneously, prioritize and meet deadlines.
- Establish rapport quickly and effectively with groups and individuals and maintain effective working relationships with those encountered in the course of work both internal and external to the City.
- Communicate effectively orally and in writing.
- Deal tactfully and effectively with the public.

License or Certificate

Must possess and maintain an appropriate California driver's license.
Professional certification in applications, hardware and systems used by the City is highly desirable.

Education and Experience

Any combination of education and experience that provides the required knowledge and skills is qualifying. A typical way to obtain the knowledge and skills would be:

An Associate's degree in Data Processing or Computer Sciences or a Certificate in Data Processing;

Applications and Programming

Three years of progressively responsible information technology experience consisting of systems design, program design, coding, testing, implementing and documenting business application systems currently in use by the City.

Network Operations

Three years of journey level related experience LAN/WAN and telecommunications in an information technology organization with at least two years of professional technical experience working with network operations and equipment currently in use by the City.

IT User Support

Three years of journey level related experience in technical computer support with at least two years of professional technical experience with computer equipment and software currently in use by the City.

IT Network Support

Three years of journey level experience in computer support with at least two years of professional technical experience working with computer equipment and network software currently in use by the City.

Special Requirements

Performance of the essential duties of this class includes the following physical demands and/or working conditions.

Requires the ability to perform data or information entry into a keyboard device and the ability to remain in a sitting position for extended periods of time. Also requires some walking and climbing, some lifting and carrying objects of moderate weight (up to 50 pounds) and/or the operation of vehicles or tools in which manipulative skills and sufficient hand/eye coordination to perform semi-skilled repetitive movements are used. Tasks require sound and visual perception and discrimination. Tasks are regularly performed without exposure to adverse environmental conditions.

Must be available to respond to emergency call outs during and after normal work hours.

Career Ladder Information

Experience gained in this classification in addition to training and course work may serve to meet the qualification guidelines for Systems Analyst, Information Technology Manager or Communications Manager.

**NETWORK ADMINISTRATOR**Class Code:
50309CITY OF WEST HOLLYWOOD
Revision Date: Sep 5, 2006**SALARY RANGE**

\$30.93 - \$39.53 Hourly
\$2,474.40 - \$3,162.40 Biweekly
\$5,361.20 - \$6,851.87 Monthly
\$64,334.40 - \$82,222.40 Annually

JOB SUMMARY:

Performs a variety of complex technical functions related to network administration, including: coordinating migration and installation projects; researching products and operation systems; checking the status of critical services; providing local area network and email support to users; troubleshooting and resolving system problems; creating technical documentation; and providing assistance through a help desk.

EXAMPLES OF DUTIES:

ESSENTIAL JOB FUNCTIONS: (All responsibilities may not be performed by all incumbents.)

Monitors the status of critical services; reviews taped backups, servers, indexers, logs, etc.

Coordinates various information systems projects; plans and oversees system migrations.

Creates information systems technical documentation for staff; maintains disaster recovery materials.

Coordinates the development and generating of system reports; creates work plans; makes changes to networks based on report requirements/needs; analyzes reports.

Integrates new servers into information system network acquires and installs hardware, software and other operating systems; configures software to work with network; attaches servers.

Provides advice to and works with Help Desk staff to resolve user problems.

Oversee the adding, deleting and changing of user accounts.

Researches information systems products and operating systems.

Configures networks, including: installing drivers; installing network communication protocols; and making connections to printers.

Researches and tests new technology and make recommendations.

Meets with department representatives from throughout the organization to consult on projects, information requirements and technical support.

IMPORTANT JOB FUNCTIONS:

Researches product specifications and secures bids; purchases hardware, software and related items; prepares check requests and related documentation; conducts and maintains inventory of computer hardware and software.

Disseminates a variety of information and/or reports to various agencies, division, or departments via telephone, mail, email or FAX.

Maintains and upgrades knowledge, skills, and development by attending seminars and training programs and reading trade and professional journals and publications.

Reports administrative and/or operational problems to supervisor.

May serve as backup for other positions within the department.

Performs other related duties as assigned.

MINIMUM QUALIFICATIONS REQUIRED:

Education and Experience:

Bachelor's degree from an accredited four-year college or university in a related field; and,

Two to three years of progressively responsible related experience; or,

Any combination of education, training and experience which provides the required knowledge, skills, and abilities to perform the essential functions of the job.

Licenses and Certifications:

Valid California Driver's License

Certified Systems Engineer

KNOWLEDGE, SKILLS, AND ABILITIES:

Knowledge of:

Applicable state, federal and local ordinances, codes, laws, rules and regulations and legislative issues.

Computer systems technology, protocols, administration utilities and operating systems.

Network interface and configuration techniques.

Email systems.

Integration and use of office automation applications and diagnostic utilities.

Record keeping, report preparation, filing methods and records management techniques.

Skill in:

Using a computer and all computer applications to perform the essential and important functions of the job.

Installing and configuring computer software, hardware and protocols.

Troubleshooting information systems problems.

Preparing clear and concise reports, correspondence and other written materials.

Using tact, discretion, initiative and independent judgment within established guidelines.

Researching, compiling, and summarizing a variety of informational and statistical data and materials.

Organizing work, setting priorities, meeting critical deadlines, and following up on assignments with a minimum of direction.

Applying logical thinking to solve problems or accomplish tasks; to understand, interpret and communicate complicated policies, procedures and protocols.

Communicating orally with internal staff, public, and City and government officials in order to give and receive information in a courteous manner.

Operation and routine maintenance of complex, computer servers and related hardware and software

Operation and routine maintenance of general office machine, such as copiers, facsimiles machines, and telephone systems

Abilities:

Ability to read and interpret documents such as operation and maintenance instructions, procedure manuals, and so forth.

Ability to learn City accounting and purchasing policies and procedures.

Ability to understand and carry out written and oral instructions, giving close attention to detail and accuracy.

Ability to establish and maintain effective working relationships with others.

Ability to identify confidential material and information and maintain confidentiality of same.

Ability to communicate in English both orally and in writing at the appropriate level.

Ability to perform mathematical calculations at the appropriate level.

Ability to deal with problems involving several variables in complex situations.

While performing the essential functions of this job, the incumbent is regularly required to sit; use hands to finger, handle, or feel objects; move about/crawl on hands and knees or hands and feet; bend body downward and forward, requiring full use of the lower extremities and back muscles; reach with hands and arms; speak and hear; use color, sound, texture, odor and shape perception and discrimination; and frequently push, pull and /or lift up to 50 pounds with proper safety equipment or heavier with appropriate assistance.

Working Conditions:

Work is performed in a normal office environment, computer room and/or in the field where there may be extreme temperatures, exposure to sun, dirt and/or dust. The incumbent is required to travel to various locations to complete the essential functions of the job.

The incumbent's working conditions are typically moderately loud. When working in computer rooms, the incumbent is exposed to cold temperatures.

This class specification should not be interpreted as all inclusive. It is intended to identify the essential functions and requirements of this job. Incumbents may be requested to perform job-related responsibilities and tasks other than those stated in this specification. Any essential function or requirement of this class will be evaluated as necessary should an incumbent/applicant be unable to perform the function or requirement due to a disability as defined by the Americans with Disabilities Act (ADA). Reasonable accommodation for the specific disability will be made for the incumbent/applicant when possible.

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RESOLUTION NO. 2009-R

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
CULVER CITY, CALIFORNIA, ADOPTING A REVISED
CLASSIFICATION AND SALARY PLAN TO INCLUDE THE
POSITION OF NETWORK ADMINISTRATOR AND
RESCINDING RESOLUTION NO. 2008-R072.

NOW, THEREFORE, the City Council of the City of Culver City, California,
DOES RESOLVE as follows:

1. The Classification and Salary Plan attached hereto as Exhibit "A" and
incorporated herein by reference, which includes the new position of Network
Administrator, is hereby adopted by establishing the salary range for Network Administrator
to 530.

2. Resolution 2008-R072 is hereby rescinded.

3. The Chief Financial Officer is hereby directed to adjust and pay
salaries of the City employees in accordance with the Classification and Salary Plan
adopted and approved by this Resolution.

4. This Resolution is effective immediately upon its adoption.

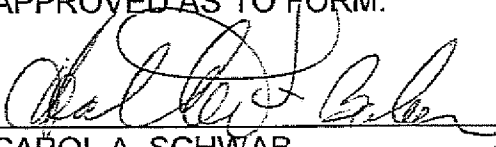
APPROVED and ADOPTED this ____ day of _____ 2009.

D. SCOTT MALSIN, Mayor
City of Culver City, California

ATTEST:

APPROVED AS TO FORM:

MARTIN COLE
City Clerk
A09-00084



CAROL A. SCHWAB
City Attorney

Exhibit A



CLASSIFICATION AND SALARY PLAN

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
A/C & Heating Technician	GENSV	483	A	SKW001	27.616	4,786.77	57,441.28
		483	B	SKW001	29.027	5,031.35	60,376.16
		483	C	SKW001	30.511	5,288.57	63,462.88
		483	D	SKW001	32.070	5,558.80	66,705.60
		483	E	SKW001	33.708	5,842.72	70,112.64
Account Clerk	GENSV	400	A	ASA004	18.280	3,168.53	38,022.40
		400	B	ASA004	19.215	3,330.60	39,967.20
		400	C	ASA004	20.198	3,500.99	42,011.84
		400	D	ASA004	21.230	3,679.87	44,158.40
		400	E	ASA004	22.316	3,868.11	46,417.28
Accountant	GENSV	479	A	PRA001	27.072	4,692.48	56,309.76
		479	B	PRA001	28.455	4,932.20	59,186.40
		479	C	PRA001	29.909	5,184.23	62,210.72
		479	D	PRA001	31.437	5,449.08	65,388.96
		479	E	PRA001	33.044	5,727.63	68,731.52
Accountant II	GENSV	497	A	PRA002	29.612	5,132.75	61,592.96
		497	B	PRA002	31.125	5,395.00	64,740.00
		497	C	PRA002	32.716	5,670.77	68,049.28
		497	D	PRA002	34.388	5,960.59	71,527.04
		497	E	PRA002	36.145	6,265.13	75,181.60
Accounting Technician	GENSV	439	A	ASA002	22.205	3,848.87	46,186.40
		439	B	ASA002	23.342	4,045.95	48,551.36
		439	C	ASA002	24.508	4,248.05	50,976.64
		439	D	ASA002	25.755	4,464.20	53,570.40
		439	E	ASA002	27.072	4,692.48	56,309.76
Admin Clerk	GENSV	398	A	ASC004	18.098	3,136.99	37,643.84
		398	B	ASC004	19.025	3,297.67	39,572.00
		398	C	ASC004	19.998	3,466.32	41,595.84
		398	D	ASC004	21.020	3,643.47	43,721.60
		398	E	ASC004	22.095	3,829.80	45,957.60
Admin Secretary	GENSV	438	A	ASC008	22.095	3,829.80	45,957.60
		438	B	ASC008	23.226	4,025.84	48,310.08
		438	C	ASC008	24.389	4,227.43	50,729.12
		438	D	ASC008	25.627	4,442.01	53,304.16
		438	E	ASC008	26.937	4,669.08	56,028.96
Admin Secretary-Ltd/Prov-BENE	GENSV	438	A	ASC018	22.095	3,829.80	45,957.60
		438	B	ASC018	23.226	4,025.84	48,310.08
		438	C	ASC018	24.389	4,227.43	50,729.12
		438	D	ASC018	25.627	4,442.01	53,304.16
		438	E	ASC018	26.937	4,669.08	56,028.96
Admin Secretary-SH/AO/SUPV	GENSV	448	A	ASC012	23.226	4,025.84	48,310.08
		448	B	ASC012	24.389	4,227.43	50,729.12
		448	C	ASC012	25.627	4,442.01	53,304.16
		448	D	ASC012	26.937	4,669.08	56,028.96

		448	E	ASC012	28.313	4,907.59	58,891.04
Animal Services Officer - LTD	GENSV	428	A	PSO015	21.020	3,643.47	43,721.60
		428	B	PSO015	22.095	3,829.80	45,957.60
		428	C	PSO015	23.226	4,025.84	48,310.08
		428	D	PSO015	24.389	4,227.43	50,729.12
		428	E	PSO015	25.627	4,442.01	53,304.16
Assoc Analyst	GENSV	475	A	PAA001	26.537	4,599.75	55,196.96
		475	B	PAA001	27.893	4,834.79	58,017.44
		475	C	PAA001	29.318	5,081.79	60,981.44
		475	D	PAA001	30.816	5,341.44	64,097.28
		475	E	PAA001	32.391	5,614.44	67,373.28
Assoc Engineer	GENSV	530	A	PRE003	34.906	6,050.37	72,604.48
		530	B	PRE003	36.690	6,359.60	76,315.20
		530	C	PRE003	38.565	6,684.60	80,215.20
		530	D	PRE003	40.535	7,026.07	84,312.80
		530	E	PRE003	42.607	7,385.21	88,622.56
Assoc Engineer-CR	GENSV	550	A	PRE009	38.565	6,684.60	80,215.20
		550	B	PRE009	40.535	7,026.07	84,312.80
		550	C	PRE009	42.607	7,385.21	88,622.56
		550	D	PRE009	44.784	7,762.56	93,150.72
		550	E	PRE009	47.073	8,159.32	97,911.84
Assoc Engineer-EIT	GENSV	540	A	PRE008	36.690	6,359.60	76,315.20
		540	B	PRE008	38.565	6,684.60	80,215.20
		540	C	PRE008	40.535	7,026.07	84,312.80
		540	D	PRE008	42.607	7,385.21	88,622.56
		540	E	PRE008	44.784	7,762.56	93,150.72
Assoc Microcomputer Analyst	GENSV	438	A	TCI002	22.095	3,829.80	45,957.60
		438	B	TCI002	23.226	4,025.84	48,310.08
		438	C	TCI002	24.389	4,227.43	50,729.12
		438	D	TCI002	25.627	4,442.01	53,304.16
		438	E	TCI002	26.937	4,669.08	56,028.96
Assoc Planner	GENSV	509	A	PRP005	31.437	5,449.08	65,388.96
		509	B	PRP005	33.044	5,727.63	68,731.52
		509	C	PRP005	34.732	6,020.21	72,242.56
		509	D	PRP005	36.507	6,327.88	75,934.56
		509	E	PRP005	38.373	6,651.32	79,815.84
Asst Engineer	GENSV	494	A	PRE002	29.172	5,056.48	60,677.76
		494	B	PRE002	30.663	5,314.92	63,779.04
		494	C	PRE002	32.230	5,586.53	67,038.40
		494	D	PRE002	33.877	5,872.01	70,464.16
		494	E	PRE002	35.608	6,172.05	74,064.64
Asst Engineer-CR	GENSV	514	A	PRE007	32.230	5,586.53	67,038.40
		514	B	PRE007	33.877	5,872.01	70,464.16
		514	C	PRE007	35.608	6,172.05	74,064.64
		514	D	PRE007	37.428	6,487.52	77,850.24
		514	E	PRE007	39.340	6,818.93	81,827.20
Asst Engineer-EIT	GENSV	504	A	PRE006	30.663	5,314.92	63,779.04
		504	B	PRE006	32.230	5,586.53	67,038.40
		504	C	PRE006	33.877	5,872.01	70,464.16

		504	D	PRE006	35.608	6,172.05	74,064.64
		504	E	PRE006	37.428	6,487.52	77,850.24
Asst Planner	GENSV	481	A	PRP002	27.343	4,739.45	56,873.44
		481	B	PRP002	28.740	4,981.60	59,779.20
		481	C	PRP002	30.209	5,236.23	62,834.72
		481	D	PRP002	31.753	5,503.85	66,046.24
		481	E	PRP002	33.375	5,785.00	69,420.00
Automated Enforcement Tech	GENSV	428	A	ASC023	21.020	3,643.47	43,721.60
		428	B	ASC023	22.095	3,829.80	45,957.60
		428	C	ASC023	23.226	4,025.84	48,310.08
		428	D	ASC023	24.389	4,227.43	50,729.12
		428	E	ASC023	25.627	4,442.01	53,304.16
Building & Safety Inspector	GENSV	475	A	OAI003	26.537	4,599.75	55,196.96
		475	B	OAI003	27.893	4,834.79	58,017.44
		475	C	OAI003	29.318	5,081.79	60,981.44
		475	D	OAI003	30.816	5,341.44	64,097.28
		475	E	OAI003	32.391	5,614.44	67,373.28
Building Engineer	GENSV	517	A	SKS006	32.716	5,670.77	68,049.28
		517	B	SKS006	34.388	5,960.59	71,527.04
		517	C	SKS006	36.145	6,265.13	75,181.60
		517	D	SKS006	37.992	6,585.28	79,023.36
		517	E	SKS006	39.933	6,921.72	83,060.64
Building Services Specialist	GENSV	381	A	SML014	16.628	2,882.19	34,586.24
		381	B	SML014	17.478	3,029.52	36,354.24
		381	C	SML014	18.371	3,184.31	38,211.68
		381	D	SML014	19.312	3,347.41	40,168.96
		381	E	SML014	20.299	3,518.49	42,221.92
Bus Operator	GENSV	423	A	SMD001	20.502	3,553.68	42,644.16
		423	B	SMD001	21.550	3,735.33	44,824.00
		423	C	SMD001	22.653	3,926.52	47,118.24
		423	D	SMD001	23.800	4,125.33	49,504.00
		423	E	SMD001	24.996	4,332.64	51,991.68
Bus Operator X	GENSV	403	A	SMD000	18.556	3,216.37	38,596.48
Business Tax Inspector	GENSV	440	A	OAI008	22.316	3,868.11	46,417.28
		440	B	OAI008	23.458	4,066.05	48,792.64
		440	C	OAI008	24.628	4,268.85	51,226.24
		440	D	OAI008	25.884	4,486.56	53,838.72
		440	E	OAI008	27.207	4,715.88	56,590.56
Buyer	GENSV	518	A	PAS006	32.879	5,699.03	68,388.32
		518	B	PAS006	34.560	5,990.40	71,884.80
		518	C	PAS006	36.326	6,296.51	75,558.08
		518	D	PAS006	38.182	6,618.21	79,418.56
		518	E	PAS006	40.133	6,956.39	83,476.64
Cement Finisher	GENSV	444	A	SKW002	22.767	3,946.28	47,355.36
		444	B	SKW002	23.917	4,145.61	49,747.36
		444	C	SKW002	25.121	4,354.31	52,251.68
		444	D	SKW002	26.405	4,576.87	54,922.40
		444	E	SKW002	27.754	4,810.69	57,728.32

Claims Technician	GENSV	438	A	OAI001	22.095	3,829.80	45,957.60
		438	B	OAI001	23.226	4,025.84	48,310.08
		438	C	OAI001	24.389	4,227.43	50,729.12
		438	D	OAI001	25.627	4,442.01	53,304.16
		438	E	OAI001	26.937	4,669.08	56,028.96
Clerk	GENSV	349	A	ASC024	14.175	2,457.00	29,484.00
		349	B	ASC024	14.900	2,582.67	30,992.00
		349	C	ASC024	15.662	2,714.75	32,576.96
		349	D	ASC024	16.463	2,853.59	34,243.04
		349	E	ASC024	17.304	2,999.36	35,992.32
Clerk Typist	GENSV	368	A	ASC001	15.583	2,701.05	32,412.64
		368	B	ASC001	16.380	2,839.20	34,070.40
		368	C	ASC001	17.219	2,984.63	35,815.52
		368	D	ASC001	18.098	3,136.99	37,643.84
		368	E	ASC001	19.025	3,297.67	39,572.00
Code Enforcement Analyst	GENSV	503	A	PAA004	30.511	5,288.57	63,462.88
		503	B	PAA004	32.070	5,558.80	66,705.60
		503	C	PAA004	33.708	5,842.72	70,112.64
		503	D	PAA004	35.431	6,141.37	73,696.48
		503	E	PAA004	37.242	6,455.28	77,463.36
Code Enforcement Officer	GENSV	457	A	OAI006	24.270	4,206.80	50,481.60
		457	B	OAI006	25.500	4,420.00	53,040.00
		457	C	OAI006	26.803	4,645.85	55,750.24
		457	D	OAI006	28.173	4,883.32	58,599.84
		457	E	OAI006	29.612	5,132.75	61,592.96
Communications Technician	GENSV	485	A	TCO001	27.893	4,834.79	58,017.44
		485	B	TCO001	29.318	5,081.79	60,981.44
		485	C	TCO001	30.816	5,341.44	64,097.28
		485	D	TCO001	32.391	5,614.44	67,373.28
		485	E	TCO001	34.046	5,901.31	70,815.68
Computer Operator	GENSV	448	A	TCI005	23.226	4,025.84	48,310.08
		448	B	TCI005	24.389	4,227.43	50,729.12
		448	C	TCI005	25.627	4,442.01	53,304.16
		448	D	TCI005	26.937	4,669.08	56,028.96
		448	E	TCI005	28.313	4,907.59	58,891.04
Custodian	GENSV	371	A	SML001	15.819	2,741.96	32,903.52
		371	B	SML001	16.628	2,882.19	34,586.24
		371	C	SML001	17.478	3,029.52	36,354.24
		371	D	SML001	18.371	3,184.31	38,211.68
		371	E	SML001	19.312	3,347.41	40,168.96
Data Entry Clerk	GENSV	386	A	ASC002	17.048	2,954.99	35,459.84
		386	B	ASC002	17.919	3,105.96	37,271.52
		386	C	ASC002	18.836	3,264.91	39,178.88
		386	D	ASC002	19.799	3,431.83	41,181.92
		386	E	ASC002	20.811	3,607.24	43,286.88
Engineering Drawing & Doc Tech	GENSV	509	A	TCE003	31.437	5,449.08	65,388.96
		509	B	TCE003	33.044	5,727.63	68,731.52
		509	C	TCE003	34.732	6,020.21	72,242.56
		509	D	TCE003	36.507	6,327.88	75,934.56
		509	E	TCE003	38.373	6,651.32	79,815.84

Engineering Technician	GENSV	459	A	TCE001	24.508	4,248.05	50,976.64
		459	B	TCE001	25.755	4,464.20	53,570.40
		459	C	TCE001	27.072	4,692.48	56,309.76
		459	D	TCE001	28.455	4,932.20	59,186.40
		459	E	TCE001	29.909	5,184.23	62,210.72
Enterprise Business Analyst	GENSV	529	A	TCI014	34.732	6,020.21	72,242.56
		529	B	TCI014	36.507	6,327.88	75,934.56
		529	C	TCI014	38.373	6,651.32	79,815.84
		529	D	TCI014	40.334	6,991.23	83,894.72
		529	E	TCI014	42.395	7,348.47	88,181.60
Equipment Maint Supervisor	GENSV	496	A	SKS007	29.465	5,107.27	61,287.20
		496	B	SKS007	30.971	5,368.31	64,419.68
		496	C	SKS007	32.553	5,642.52	67,710.24
		496	D	SKS007	34.217	5,930.95	71,171.36
		496	E	SKS007	35.965	6,233.93	74,807.20
Equipment Service Worker	GENSV	400	A	SML008	18.280	3,168.53	38,022.40
		400	B	SML008	19.215	3,330.60	39,967.20
		400	C	SML008	20.198	3,500.99	42,011.84
		400	D	SML008	21.230	3,679.87	44,158.40
		400	E	SML008	22.316	3,868.11	46,417.28
Events Supervisor	GENSV	506	A	SMR003	30.971	5,368.31	64,419.68
		506	B	SMR003	32.553	5,642.52	67,710.24
		506	C	SMR003	34.217	5,930.95	71,171.36
		506	D	SMR003	36.145	6,265.13	75,181.60
		506	E	SMR003	37.803	6,552.52	78,630.24
Facilities Leadworker	GENSV	485	A	SKW016	27.893	4,834.79	58,017.44
		485	B	SKW016	29.318	5,081.79	60,981.44
		485	C	SKW016	30.816	5,341.44	64,097.28
		485	D	SKW016	32.391	5,614.44	67,373.28
		485	E	SKW016	34.046	5,901.31	70,815.68
Facilities Maint Crew Leader	GENSV	465	A	SKS009	25.247	4,376.15	52,513.76
		465	B	SKS009	26.537	4,599.75	55,196.96
		465	C	SKS009	27.893	4,834.79	58,017.44
		465	D	SKS009	29.318	5,081.79	60,981.44
		465	E	SKS009	30.816	5,341.44	64,097.28
Facilities Maint Worker	GENSV	422	A	SML002	20.399	3,535.83	42,429.92
		422	B	SML002	21.442	3,716.61	44,599.36
		422	C	SML002	22.540	3,906.93	46,883.20
		422	D	SML002	23.684	4,105.23	49,262.72
		422	E	SML002	24.872	4,311.15	51,733.76
Fire Prevention Spec	GENSV	524	A	PSO004	33.877	5,872.01	70,464.16
		524	B	PSO004	35.608	6,172.05	74,064.64
		524	C	PSO004	37.428	6,487.52	77,850.24
		524	D	PSO004	39.340	6,818.93	81,827.20
		524	E	PSO004	41.351	7,167.51	86,010.08
Fire Prevention Spec-Cert	GENSV	534	A	PSO010	35.608	6,172.05	74,064.64
		534	B	PSO010	37.428	6,487.52	77,850.24
		534	C	PSO010	39.340	6,818.93	81,827.20
		534	D	PSO010	41.351	7,167.51	86,010.08

		534	E	PSO010	43.464	7,533.76	90,405.12
Forensic Specialist	GENSV	498	A	TCP001	29.760	5,158.40	61,900.80
		498	B	TCP001	31.281	5,422.04	65,064.48
		498	C	TCP001	32.879	5,699.03	68,388.32
		498	D	TCP001	34.560	5,990.40	71,884.80
		498	E	TCP001	36.326	6,296.51	75,558.08
Forensic Unit Supervisor	GENSV	555	A	TCS006	39.537	6,853.08	82,236.96
		555	B	TCS006	41.557	7,203.21	86,438.56
		555	C	TCS006	43.681	7,571.37	90,856.48
		555	D	TCS006	45.913	7,958.25	95,499.04
		555	E	TCS006	48.259	8,364.89	100,378.72
GIS Analyst	GENSV	529	A	TCI017	34.732	6,020.21	72,242.56
		529	B	TCI017	36.507	6,327.88	75,934.56
		529	C	TCI017	38.373	6,651.32	79,815.84
		529	D	TCI017	40.334	6,991.23	83,894.72
		529	E	TCI017	42.395	7,348.47	88,181.60
GIS Technician	GENSV	492	A	TCI012	28.883	5,006.39	60,076.64
		492	B	TCI012	30.359	5,262.23	63,146.72
		492	C	TCI012	31.910	5,531.07	66,372.80
		492	D	TCI012	33.541	5,813.77	69,765.28
		492	E	TCI012	35.255	6,110.87	73,330.40
Graphic Services Assistant	GENSV	399	A	ASO004	18.189	3,152.76	37,833.12
		399	B	ASO004	19.120	3,314.13	39,769.60
		399	C	ASO004	20.097	3,483.48	41,801.76
		399	D	ASO004	21.125	3,661.67	43,940.00
		399	E	ASO004	22.205	3,848.87	46,186.40
Graphic Services Supervisor	GENSV	470	A	TCO007	25.884	4,486.56	53,838.72
		470	B	TCO007	27.207	4,715.88	56,590.56
		470	C	TCO007	28.597	4,956.81	59,481.76
		470	D	TCO007	30.059	5,210.23	62,522.72
		470	E	TCO007	31.595	5,476.47	65,717.60
Hazardous Materials Technician	GENSV	446	A	TCO005	22.995	3,985.80	47,829.60
		446	B	TCO005	24.151	4,186.17	50,234.08
		446	C	TCO005	25.373	4,397.99	52,775.84
		446	D	TCO005	26.670	4,622.80	55,473.60
		446	E	TCO005	28.032	4,858.88	58,306.56
Heavy Equipment Operator	GENSV	440	A	SMD002	22.316	3,868.11	46,417.28
		440	B	SMD002	23.458	4,066.05	48,792.64
		440	C	SMD002	24.628	4,268.85	51,226.24
		440	D	SMD002	25.884	4,486.56	53,838.72
		440	E	SMD002	27.207	4,715.88	56,590.56
Heavy Truck Driver	GENSV	432	A	SMD003	21.442	3,716.61	44,599.36
		432	B	SMD003	22.540	3,906.93	46,883.20
		432	C	SMD003	23.684	4,105.23	49,262.72
		432	D	SMD003	24.872	4,311.15	51,733.76
		432	E	SMD003	26.143	4,531.45	54,377.44
Help Desk Technician	GENSV	449	A	TCI013	23.342	4,045.95	48,551.36
		449	B	TCI013	24.508	4,248.05	50,976.64
		449	C	TCI013	25.755	4,464.20	53,570.40

		449	D	TCI013	27.072	4,692.48	56,309.76
		449	E	TCI013	28.455	4,932.20	59,186.40
Housing Assistant	GENSV	460	A	PAS004	24.628	4,268.85	51,226.24
		460	B	PAS004	25.884	4,486.56	53,838.72
		460	C	PAS004	27.207	4,715.88	56,590.56
		460	D	PAS004	28.597	4,956.81	59,481.76
		460	E	PAS004	30.059	5,210.23	62,522.72
Housing Specialist	GENSV	495	A	PAS005	29.318	5,081.79	60,981.44
		495	B	PAS005	30.816	5,341.44	64,097.28
		495	C	PAS005	32.391	5,614.44	67,373.28
		495	D	PAS005	34.046	5,901.31	70,815.68
		495	E	PAS005	35.786	6,202.91	74,434.88
Human Resources Svc Associate	GENSV	465	A	PAA006	25.247	4,376.15	52,513.76
		465	B	PAA006	26.537	4,599.75	55,196.96
		465	C	PAA006	27.893	4,834.79	58,017.44
		465	D	PAA006	29.318	5,081.79	60,981.44
		465	E	PAA006	30.816	5,341.44	64,097.28
Human Resources Technician	GENSV	465	A	PAA002	25.247	4,376.15	52,513.76
		465	B	PAA002	26.537	4,599.75	55,196.96
		465	C	PAA002	27.893	4,834.79	58,017.44
		465	D	PAA002	29.318	5,081.79	60,981.44
		465	E	PAA002	30.816	5,341.44	64,097.28
HVAC Maintenance Worker	GENSV	472	A	SKW015	26.143	4,531.45	54,377.44
		472	B	SKW015	27.479	4,763.03	57,156.32
		472	C	SKW015	28.883	5,006.39	60,076.64
		472	D	SKW015	30.359	5,262.23	63,146.72
		472	E	SKW015	31.910	5,531.07	66,372.80
Information Systems Analyst	GENSV	519	A	TCI018	33.044	5,727.63	68,731.52
		519	B	TCI018	34.732	6,020.21	72,242.56
		519	C	TCI018	36.507	6,327.88	75,934.56
		519	D	TCI018	38.373	6,651.32	79,815.84
		519	E	TCI018	40.334	6,991.23	83,894.72
Information Technology Analyst	GENSV	477	A	PAA005	26.803	4,645.85	55,750.24
		477	B	PAA005	28.173	4,883.32	58,599.84
		477	C	PAA005	29.612	5,132.75	61,592.96
		477	D	PAA005	31.125	5,395.00	64,740.00
		477	E	PAA005	32.716	5,670.77	68,049.28
Irrigation Maint Tech	GENSV	422	A	TCO002	20.399	3,535.83	42,429.92
		422	B	TCO002	21.442	3,716.61	44,599.36
		422	C	TCO002	22.540	3,906.93	46,883.20
		422	D	TCO002	23.684	4,105.23	49,262.72
		422	E	TCO002	24.872	4,311.15	51,733.76
Jailer	GENSV	422	A	PSO005	20.399	3,535.83	42,429.92
		422	B	PSO005	21.442	3,716.61	44,599.36
		422	C	PSO005	22.540	3,906.93	46,883.20
		422	D	PSO005	23.684	4,105.23	49,262.72
		422	E	PSO005	24.872	4,311.15	51,733.76
Laborer	GENSV	385	A	SML003	16.962	2,940.08	35,280.96
		385	B	SML003	17.829	3,090.36	37,084.32

		385	C	SML003	18.742	3,248.61	38,983.36
		385	D	SML003	19.701	3,414.84	40,978.08
		385	E	SML003	20.707	3,589.21	43,070.56
Land Use Compliance Specialist	GENSV	503	A	OAI004	30.511	5,288.57	63,462.88
		503	B	OAI004	32.070	5,558.80	66,705.60
		503	C	OAI004	33.708	5,842.72	70,112.64
		503	D	OAI004	35.431	6,141.37	73,696.48
		503	E	OAI004	37.242	6,455.28	77,463.36
Legal Secretary	GENSV	469	A	ASC006	25.755	4,464.20	53,570.40
		469	B	ASC006	27.072	4,692.48	56,309.76
		469	C	ASC006	28.455	4,932.20	59,186.40
		469	D	ASC006	29.909	5,184.23	62,210.72
		469	E	ASC006	31.437	5,449.08	65,388.96
Maintenance Carpenter	GENSV	452	A	SKW003	23.684	4,105.23	49,262.72
		452	B	SKW003	24.872	4,311.15	51,733.76
		452	C	SKW003	26.143	4,531.45	54,377.44
		452	D	SKW003	27.616	4,786.77	57,441.28
		452	E	SKW003	29.027	5,031.35	60,376.16
Maintenance Electrician	GENSV	475	A	SKW005	26.537	4,599.75	55,196.96
		475	B	SKW005	27.893	4,834.79	58,017.44
		475	C	SKW005	29.318	5,081.79	60,981.44
		475	D	SKW005	30.816	5,341.44	64,097.28
		475	E	SKW005	32.391	5,614.44	67,373.28
Maintenance Painter	GENSV	451	A	SKW006	23.570	4,085.47	49,025.60
		451	B	SKW006	24.749	4,289.83	51,477.92
		451	C	SKW006	26.014	4,509.09	54,109.12
		451	D	SKW006	27.343	4,739.45	56,873.44
		451	E	SKW006	28.740	4,981.60	59,779.20
Maintenance Plumber	GENSV	475	A	SKW007	26.537	4,599.75	55,196.96
		475	B	SKW007	27.893	4,834.79	58,017.44
		475	C	SKW007	29.318	5,081.79	60,981.44
		475	D	SKW007	30.816	5,341.44	64,097.28
		475	E	SKW007	32.391	5,614.44	67,373.28
Maintenance Worker I	GENSV	394	A	SML005	17.741	3,075.11	36,901.28
		394	B	SML005	18.648	3,232.32	38,787.84
		394	C	SML005	19.603	3,397.85	40,774.24
		394	D	SML005	20.604	3,571.36	42,856.32
		394	E	SML005	21.658	3,754.05	45,048.64
Maintenance Worker II	GENSV	406	A	SML006	18.836	3,264.91	39,178.88
		406	B	SML006	19.799	3,431.83	41,181.92
		406	C	SML006	20.811	3,607.24	43,286.88
		406	D	SML006	21.875	3,791.67	45,500.00
		406	E	SML006	22.995	3,985.80	47,829.60
Mechanic	GENSV	455	A	SKW008	24.034	4,165.89	49,990.72
		455	B	SKW008	25.247	4,376.15	52,513.76
		455	C	SKW008	26.537	4,599.75	55,196.96
		455	D	SKW008	27.893	4,834.79	58,017.44
		455	E	SKW008	29.318	5,081.79	60,981.44
Mechanic Assistant	GENSV	429	A	SKW009	21.125	3,661.67	43,940.00

		429	B	SKW009	22.205	3,848.87	46,186.40
		429	C	SKW009	23.342	4,045.95	48,551.36
		429	D	SKW009	24.508	4,248.05	50,976.64
		429	E	SKW009	25.755	4,464.20	53,570.40
Microcomputer Analyst	GENSV	481	A	TCI004	27.343	4,739.45	56,873.44
		481	B	TCI004	28.740	4,981.60	59,779.20
		481	C	TCI004	30.209	5,236.23	62,834.72
		481	D	TCI004	31.753	5,503.85	66,046.24
		481	E	TCI004	33.375	5,785.00	69,420.00
Network Administrator	GENSV	530	A	Unassigned	34.906	6,050.37	72,604.48
		530	B	Unassigned	36.690	6,359.60	76,315.20
		530	C	Unassigned	38.565	6,684.60	80,215.20
		530	D	Unassigned	40.535	7,026.07	84,312.80
		530	E	Unassigned	42.607	7,385.21	88,622.56
Occupancy Specialist	GENSV	357	A	ASC007	14.752	2,557.01	30,684.16
		357	B	ASC007	15.506	2,687.71	32,252.48
		357	C	ASC007	16.299	2,825.16	33,901.92
		357	D	ASC007	17.133	2,969.72	35,636.64
		357	E	ASC007	18.008	3,121.39	37,456.64
Office Assistant	GENSV	416	A	ASC005	19.799	3,431.83	41,181.92
		416	B	ASC005	20.811	3,607.24	43,286.88
		416	C	ASC005	21.875	3,791.67	45,500.00
		416	D	ASC005	22.995	3,985.80	47,829.60
		416	E	ASC005	24.151	4,186.17	50,234.08
Office Automation Specialist	GENSV	459	A	ASO008	24.508	4,248.05	50,976.64
		459	B	ASO008	25.755	4,464.20	53,570.40
		459	C	ASO008	27.072	4,692.48	56,309.76
		459	D	ASO008	28.455	4,932.20	59,186.40
		459	E	ASO008	29.909	5,184.23	62,210.72
Park Maintenance Crew Leader	GENSV	446	B	SMS002	24.151	4,186.17	50,234.08
		446	C	SMS002	25.373	4,397.99	52,775.84
		446	D	SMS002	26.670	4,622.80	55,473.60
		446	E	SMS002	28.032	4,858.88	58,306.56
Park Maintenance Crewleader	GENSV	446	A	SMS002	22.995	3,985.80	47,829.60
Park Patrol Officer	GENSV	428	A	PSO002	21.020	3,643.47	43,721.60
		428	B	PSO002	22.095	3,829.80	45,957.60
		428	C	PSO002	23.226	4,025.84	48,310.08
		428	D	PSO002	24.389	4,227.43	50,729.12
		428	E	PSO002	25.627	4,442.01	53,304.16
Parking Enforcement Officer	GENSV	411	A	PSO007	19.312	3,347.41	40,168.96
		411	B	PSO007	20.299	3,518.49	42,221.92
		411	C	PSO007	21.336	3,698.24	44,378.88
		411	D	PSO007	22.428	3,887.52	46,650.24
		411	E	PSO007	23.570	4,085.47	49,025.60
Parking Meter Technician	GENSV	429	A	SKW010	21.125	3,661.67	43,940.00
		429	B	SKW010	22.205	3,848.87	46,186.40
		429	C	SKW010	23.342	4,045.95	48,551.36
		429	D	SKW010	24.508	4,248.05	50,976.64
		429	E	SKW010	25.755	4,464.20	53,570.40

Payroll Technician	GENSV	459	A	ASA003	24.508	4,248.05	50,976.64
		459	B	ASA003	25.755	4,464.20	53,570.40
		459	C	ASA003	27.072	4,692.48	56,309.76
		459	D	ASA003	28.455	4,932.20	59,186.40
		459	E	ASA003	29.909	5,184.23	62,210.72
Permit Technician	GENSV	416	A	ASC003	19.799	3,431.83	41,181.92
		416	B	ASC003	20.811	3,607.24	43,286.88
		416	C	ASC003	21.875	3,791.67	45,500.00
		416	D	ASC003	22.995	3,985.80	47,829.60
		416	E	ASC003	24.151	4,186.17	50,234.08
Pest Control Technician	GENSV	446	A	TCO003	22.995	3,985.80	47,829.60
		446	B	TCO003	24.151	4,186.17	50,234.08
		446	C	TCO003	25.373	4,397.99	52,775.84
		446	D	TCO003	26.670	4,622.80	55,473.60
		446	E	TCO003	28.032	4,858.88	58,306.56
Pest Control Technician-Cert	GENSV	456	A	TCO006	24.151	4,186.17	50,234.08
		456	B	TCO006	25.373	4,397.99	52,775.84
		456	C	TCO006	26.670	4,622.80	55,473.60
		456	D	TCO006	28.023	4,857.32	58,287.84
		456	E	TCO006	29.465	5,107.27	61,287.20
Plan Check Engineer	GENSV	524	A	PRE004	33.877	5,872.01	70,464.16
		524	B	PRE004	35.608	6,172.05	74,064.64
		524	C	PRE004	37.428	6,487.52	77,850.24
		524	D	PRE004	39.340	6,818.93	81,827.20
		524	E	PRE004	41.351	7,167.51	86,010.08
Plan Check Engineer-CR	GENSV	544	A	PRE011	37.428	6,487.52	77,850.24
		544	B	PRE011	39.340	6,818.93	81,827.20
		544	C	PRE011	41.351	7,167.51	86,010.08
		544	D	PRE011	43.464	7,533.76	90,405.12
		544	E	PRE011	45.685	7,918.73	95,024.80
Plan Check Engineer-EIC	GENSV	534	A	PRE010	35.608	6,172.05	74,064.64
		534	B	PRE010	37.428	6,487.52	77,850.24
		534	C	PRE010	39.340	6,818.93	81,827.20
		534	D	PRE010	41.351	7,167.51	86,010.08
		534	E	PRE010	43.464	7,533.76	90,405.12
Planning Technician	GENSV	428	A	PAS002	21.020	3,643.47	43,721.60
		428	B	PAS002	22.095	3,829.80	45,957.60
		428	C	PAS002	23.226	4,025.84	48,310.08
		428	D	PAS002	24.389	4,227.43	50,729.12
		428	E	PAS002	25.627	4,442.01	53,304.16
Police Records Technician	GENSV	398	A	ASC010	18.098	3,136.99	37,643.84
		398	B	ASC010	19.025	3,297.67	39,572.00
		398	C	ASC010	19.998	3,466.32	41,595.84
		398	D	ASC010	21.020	3,643.47	43,721.60
		398	E	ASC010	22.095	3,829.80	45,957.60
Pool Maintenance Technician	GENSV	475	A	SKW014	26.537	4,599.75	55,196.96
		475	B	SKW014	27.893	4,834.79	58,017.44
		475	C	SKW014	29.318	5,081.79	60,981.44
		475	D	SKW014	30.816	5,341.44	64,097.28

		475	E	SKW014	32.391	5,614.44	67,373.28
Project Leader	GENSV	538	A	TCS001	36.326	6,296.51	75,558.08
		538	B	TCS001	38.182	6,618.21	79,418.56
		538	C	TCS001	40.133	6,956.39	83,476.64
		538	D	TCS001	42.184	7,311.89	87,742.72
		538	E	TCS001	44.340	7,685.60	92,227.20
Property Technician	GENSV	430	A	TCP003	21.230	3,679.87	44,158.40
		430	B	TCP003	22.316	3,868.11	46,417.28
		430	C	TCP003	23.458	4,066.05	48,792.64
		430	D	TCP003	24.628	4,268.85	51,226.24
		430	E	TCP003	25.884	4,486.56	53,838.72
Public Works Inspector	GENSV	476	A	OAI009	26.670	4,622.80	55,473.60
		476	B	OAI009	28.032	4,858.88	58,306.56
		476	C	OAI009	29.465	5,107.27	61,287.20
		476	D	OAI009	30.971	5,368.31	64,419.68
		476	E	OAI009	32.553	5,642.52	67,710.24
Public Works Inspector - Cert	GENSV	486	A	OAI011	28.032	4,858.88	58,306.56
		486	B	OAI011	29.465	5,107.27	61,287.20
		486	C	OAI011	30.971	5,368.31	64,419.68
		486	D	OAI011	32.553	5,642.52	67,710.24
		486	E	OAI011	34.217	5,930.95	71,171.36
Records Management Coordinator	GENSV	463	A	ASO005	24.996	4,332.64	51,991.68
		463	B	ASO005	26.273	4,553.99	54,647.84
		463	C	ASO005	27.616	4,786.77	57,441.28
		463	D	ASO005	29.027	5,031.35	60,376.16
		463	E	ASO005	30.511	5,288.57	63,462.88
Recreation Coordinator	GENSV	455	A	PAR002	24.034	4,165.89	49,990.72
		455	B	PAR002	25.247	4,376.15	52,513.76
		455	C	PAR002	26.537	4,599.75	55,196.96
		455	D	PAR002	27.893	4,834.79	58,017.44
		455	E	PAR002	29.318	5,081.79	60,981.44
Redevelopment Project Spec	GENSV	524	A	PAS007	33.877	5,872.01	70,464.16
		524	B	PAS007	35.608	6,172.05	74,064.64
		524	C	PAS007	37.428	6,487.52	77,850.24
		524	D	PAS007	39.340	6,818.93	81,827.20
		524	E	PAS007	41.351	7,167.51	86,010.08
Safety Officer	GENSV	494	A	OAI012	29.172	5,056.48	60,677.76
		494	B	OAI012	30.663	5,314.92	63,779.04
		494	C	OAI012	32.230	5,586.53	67,038.40
		494	D	OAI012	33.877	5,872.01	70,464.16
		494	E	OAI012	35.608	6,172.05	74,064.64
Safety Services Comm Oper	GENSV	445	A	PSO008	22.880	3,965.87	47,590.40
		445	B	PSO008	24.034	4,165.89	49,990.72
		445	C	PSO008	25.247	4,376.15	52,513.76
		445	D	PSO008	26.537	4,599.75	55,196.96
		445	E	PSO008	27.893	4,834.79	58,017.44
Sanitation Collector	GENSV	400	A	SML009	18.280	3,168.53	38,022.40
		400	B	SML009	19.215	3,330.60	39,967.20
		400	C	SML009	20.198	3,500.99	42,011.84

		400	D	SML009	21.230	3,679.87	44,158.40
		400	E	SML009	22.316	3,868.11	46,417.28
Sanitation Crew Supervisor	GENSV	452	A	SMS007	23.684	4,105.23	49,262.72
		452	B	SMS007	24.872	4,311.15	51,733.76
		452	C	SMS007	26.143	4,531.45	54,377.44
		452	D	SMS007	27.616	4,786.77	57,441.28
		452	E	SMS007	29.027	5,031.35	60,376.16
Sanitation Dispatcher	GENSV	450	A	SML010	23.458	4,066.05	48,792.64
		450	B	SML010	24.628	4,268.85	51,226.24
		450	C	SML010	25.884	4,486.56	53,838.72
		450	D	SML010	27.207	4,715.88	56,590.56
		450	E	SML010	28.597	4,956.81	59,481.76
Sanitation Driver	GENSV	425	A	SMD004	20.707	3,589.21	43,070.56
		425	B	SMD004	21.766	3,772.77	45,273.28
		425	C	SMD004	22.880	3,965.87	47,590.40
		425	D	SMD004	24.034	4,165.89	49,990.72
		425	E	SMD004	25.247	4,376.15	52,513.76
Sanitation Roll-Off Driver	GENSV	429	A	SMD005	21.125	3,661.67	43,940.00
		429	B	SMD005	22.205	3,848.87	46,186.40
		429	C	SMD005	23.342	4,045.95	48,551.36
		429	D	SMD005	24.508	4,248.05	50,976.64
		429	E	SMD005	25.755	4,464.20	53,570.40
Scout Vehicle Operator	GENSV	404	A	SML007	18.648	3,232.32	38,787.84
		404	B	SML007	19.603	3,397.85	40,774.24
		404	C	SML007	20.604	3,571.36	42,856.32
		404	D	SML007	21.658	3,754.05	45,048.64
		404	E	SML007	22.767	3,946.28	47,355.36
Secretary	GENSV	416	A	ASC009	19.799	3,431.83	41,181.92
		416	B	ASC009	20.811	3,607.24	43,286.88
		416	C	ASC009	21.875	3,791.67	45,500.00
		416	D	ASC009	22.995	3,985.80	47,829.60
		416	E	ASC009	24.151	4,186.17	50,234.08
Secretary-Ltd/Prov Bene	GENSV	416	A	ASC019	19.799	3,431.83	41,181.92
		416	B	ASC019	20.811	3,607.24	43,286.88
		416	C	ASC019	21.875	3,791.67	45,500.00
		416	D	ASC019	22.995	3,985.80	47,829.60
		416	E	ASC019	24.151	4,186.17	50,234.08
Secretary-SH	GENSV	426	A	ASC013	20.811	3,607.24	43,286.88
		426	B	ASC013	21.875	3,791.67	45,500.00
		426	C	ASC013	22.995	3,985.80	47,829.60
		426	D	ASC013	24.151	4,186.17	50,234.08
		426	E	ASC013	25.375	4,398.33	52,780.00
Sewer Lift Stat Electro Mech	GENSV	451	B	SML011	24.749	4,289.83	51,477.92
		451	C	SML011	26.014	4,509.09	54,109.12
		451	D	SML011	27.343	4,739.45	56,873.44
		451	E	SML011	28.740	4,981.60	59,779.20
Sewer Lift Stat Electro Meche	GENSV	451	A	SML011	23.570	4,085.47	49,025.60
Sr & Social Services Spec	GENSV	460	A	PAS003	24.628	4,268.85	51,226.24

		460	B	PAS003	25.884	4,486.56	53,838.72
		460	C	PAS003	27.207	4,715.88	56,590.56
		460	D	PAS003	28.597	4,956.81	59,481.76
		460	E	PAS003	30.059	5,210.23	62,522.72
Sr Account Clerk	GENSV	418	A	ASA001	19.998	3,466.32	41,595.84
		418	B	ASA001	21.020	3,643.47	43,721.60
		418	C	ASA001	22.095	3,829.80	45,957.60
		418	D	ASA001	23.226	4,025.84	48,310.08
		418	E	ASA001	24.389	4,227.43	50,729.12
Sr Computer Programmer	GENSV	513	A	TCI007	32.070	5,558.80	66,705.60
		513	B	TCI007	33.708	5,842.72	70,112.64
		513	C	TCI007	35.431	6,141.37	73,696.48
		513	D	TCI007	37.242	6,455.28	77,463.36
		513	E	TCI007	39.145	6,785.13	81,421.60
Sr Computer Programmer Analyst	GENSV	549	A	TCI001	38.373	6,651.32	79,815.84
		549	B	TCI001	40.334	6,991.23	83,894.72
		549	C	TCI001	42.395	7,348.47	88,181.60
		549	D	TCI001	44.561	7,723.91	92,686.88
		549	E	TCI001	46.838	8,118.59	97,423.04
Sr Engineering Technician	GENSV	476	A	TCE002	26.670	4,622.80	55,473.60
		476	B	TCE002	28.032	4,858.88	58,306.56
		476	C	TCE002	29.465	5,107.27	61,287.20
		476	D	TCE002	30.971	5,368.31	64,419.68
		476	E	TCE002	32.553	5,642.52	67,710.24
Sr Enterprise Business Analyst	GENSV	549	A	TCI020	38.373	6,651.32	79,815.84
		549	B	TCI020	40.334	6,991.23	83,894.72
		549	C	TCI020	42.395	7,348.47	88,181.60
		549	D	TCI020	44.561	7,723.91	92,686.88
		549	E	TCI020	46.838	8,118.59	97,423.04
Sr Irrigation Maint Technician	GENSV	446	A	TCS005	22.995	3,985.80	47,829.60
		446	B	TCS005	24.151	4,186.17	50,234.08
		446	C	TCS005	25.373	4,397.99	52,775.84
		446	D	TCS005	26.670	4,622.80	55,473.60
		446	E	TCS005	28.032	4,858.88	58,306.56
Sr Jailer	GENSV	452	A	PSO013	23.684	4,105.23	49,262.72
		452	B	PSO013	24.872	4,311.15	51,733.76
		452	C	PSO013	26.143	4,531.45	54,377.44
		452	D	PSO013	27.616	4,786.77	57,441.28
		452	E	PSO013	29.027	5,031.35	60,376.16
Sr Maintenance Worker	GENSV	414	A	SML004	19.603	3,397.85	40,774.24
		414	B	SML004	20.604	3,571.36	42,856.32
		414	C	SML004	21.658	3,754.05	45,048.64
		414	D	SML004	22.767	3,946.28	47,355.36
		414	E	SML004	23.917	4,145.61	49,747.36
Sr Microcomputer Analyst	GENSV	506	A	TCI003	30.971	5,368.31	64,419.68
		506	B	TCI003	32.553	5,642.52	67,710.24
		506	C	TCI003	34.217	5,930.95	71,171.36
		506	D	TCI003	36.145	6,265.13	75,181.60
		506	E	TCI003	37.803	6,552.52	78,630.24

Sr Project Leader	GENSV	558	A	TCS002	40.133	6,956.39	83,476.64
		558	B	TCS002	42.184	7,311.89	87,742.72
		558	C	TCS002	44.340	7,685.60	92,227.20
		558	D	TCS002	46.605	8,078.20	96,938.40
		558	E	TCS002	48.987	8,491.08	101,892.96
Sr Public Works Inspector	GENSV	500	A	OAI005	30.059	5,210.23	62,522.72
		500	B	OAI005	31.595	5,476.47	65,717.60
		500	C	OAI005	33.209	5,756.23	69,074.72
		500	D	OAI005	34.906	6,050.37	72,604.48
		500	E	OAI005	36.690	6,359.60	76,315.20
Sr Tree Maintenance Worker	GENSV	416	A	SMS012	19.799	3,431.83	41,181.92
		416	B	SMS012	20.811	3,607.24	43,286.88
		416	C	SMS012	21.875	3,791.67	45,500.00
		416	D	SMS012	22.995	3,985.80	47,829.60
		416	E	SMS012	24.151	4,186.17	50,234.08
Staff Asst/Solid Waste Ops	GENSV	494	A	PAA003	29.172	5,056.48	60,677.76
		494	B	PAA003	30.663	5,314.92	63,779.04
		494	C	PAA003	32.230	5,586.53	67,038.40
		494	D	PAA003	33.877	5,872.01	70,464.16
		494	E	PAA003	35.608	6,172.05	74,064.64
Street Lights Technician	GENSV	475	A	SKW004	26.537	4,599.75	55,196.96
		475	B	SKW004	27.893	4,834.79	58,017.44
		475	C	SKW004	29.318	5,081.79	60,981.44
		475	D	SKW004	30.816	5,341.44	64,097.28
		475	E	SKW004	32.391	5,614.44	67,373.28
Street Maintenance Crew Leader	GENSV	465	A	SMS010	25.247	4,376.15	52,513.76
		465	B	SMS010	26.537	4,599.75	55,196.96
		465	C	SMS010	27.893	4,834.79	58,017.44
		465	D	SMS010	29.318	5,081.79	60,981.44
		465	E	SMS010	30.816	5,341.44	64,097.28
Structural Rehab Spec	GENSV	493	A	OAI007	29.027	5,031.35	60,376.16
		493	B	OAI007	30.511	5,288.57	63,462.88
		493	C	OAI007	32.070	5,558.80	66,705.60
		493	D	OAI007	33.708	5,842.72	70,112.64
		493	E	OAI007	35.431	6,141.37	73,696.48
Subdrain Crew Leader	GENSV	465	A	SMS009	25.247	4,376.15	52,513.76
		465	B	SMS009	26.537	4,599.75	55,196.96
		465	C	SMS009	27.893	4,834.79	58,017.44
		465	D	SMS009	29.318	5,081.79	60,981.44
		465	E	SMS009	30.816	5,341.44	64,097.28
Subdrain Worker	GENSV	411	A	SML013	19.312	3,347.41	40,168.96
		411	B	SML013	20.299	3,518.49	42,221.92
		411	C	SML013	21.336	3,698.24	44,378.88
		411	D	SML013	22.428	3,887.52	46,650.24
		411	E	SML013	23.570	4,085.47	49,025.60
Telecommunications Analyst	GENSV	506	A	TCI011	30.971	5,368.31	64,419.68
		506	B	TCI011	32.553	5,642.52	67,710.24
		506	C	TCI011	34.217	5,930.95	71,171.36
		506	D	TCI011	36.145	6,265.13	75,181.60
		506	E	TCI011	37.803	6,552.52	78,630.24

Traffic Painter	GENSV	428	A	SKW011	21.020	3,643.47	43,721.60
		428	B	SKW011	22.095	3,829.80	45,957.60
		428	C	SKW011	23.226	4,025.84	48,310.08
		428	D	SKW011	24.389	4,227.43	50,729.12
		428	E	SKW011	25.627	4,442.01	53,304.16
Traffic Painting Crew Leader	GENSV	468	A	SKS004	25.627	4,442.01	53,304.16
		468	B	SKS004	26.937	4,669.08	56,028.96
		468	C	SKS004	28.313	4,907.59	58,891.04
		468	D	SKS004	29.760	5,158.40	61,900.80
		468	E	SKS004	31.281	5,422.04	65,064.48
Traffic Signal Technician	GENSV	508	A	SKW012	31.281	5,422.04	65,064.48
		508	B	SKW012	32.879	5,699.03	68,388.32
		508	C	SKW012	34.560	5,990.40	71,884.80
		508	D	SKW012	36.326	6,296.51	75,558.08
		508	E	SKW012	38.182	6,618.21	79,418.56
Training & Safety Instructor	GENSV	470	A	SMS005	25.884	4,486.56	53,838.72
		470	B	SMS005	27.207	4,715.88	56,590.56
		470	C	SMS005	28.597	4,956.81	59,481.76
		470	D	SMS005	30.059	5,210.23	62,522.72
		470	E	SMS005	31.595	5,476.47	65,717.60
Trans/Air Quality Prog Spec	GENSV	490	A	ASO006	28.597	4,956.81	59,481.76
		490	B	ASO006	30.059	5,210.23	62,522.72
		490	C	ASO006	31.595	5,476.47	65,717.60
		490	D	ASO006	33.209	5,756.23	69,074.72
		490	E	ASO006	34.906	6,050.37	72,604.48
Transit Operations Supervisor	GENSV	460	A	SMS004	24.628	4,268.85	51,226.24
		460	B	SMS004	25.884	4,486.56	53,838.72
		460	C	SMS004	27.207	4,715.88	56,590.56
		460	D	SMS004	28.597	4,956.81	59,481.76
		460	E	SMS004	30.059	5,210.23	62,522.72
Transportation Dispatcher	GENSV	450	A	ASO009	23.458	4,066.05	48,792.64
		450	B	ASO009	24.628	4,268.85	51,226.24
		450	C	ASO009	25.884	4,486.56	53,838.72
		450	D	ASO009	27.207	4,715.88	56,590.56
		450	E	ASO009	28.597	4,956.81	59,481.76
Urban Designer	GENSV	524	A	PRP001	33.877	5,872.01	70,464.16
		524	B	PRP001	35.608	6,172.05	74,064.64
		524	C	PRP001	37.428	6,487.52	77,850.24
		524	D	PRP001	39.340	6,818.93	81,827.20
		524	E	PRP001	41.351	7,167.51	86,010.08
Van Driver	GENSV	385	A	SMD006	16.962	2,940.08	35,280.96
		385	B	SMD006	17.829	3,090.36	37,084.32
		385	C	SMD006	18.742	3,248.61	38,983.36
		385	D	SMD006	19.701	3,414.84	40,978.08
		385	E	SMD006	20.707	3,589.21	43,070.56
Veterans Complex Maint Coord	GENSV	426	A	SMS008	20.811	3,607.24	43,286.88
		426	B	SMS008	21.875	3,791.67	45,500.00
		426	C	SMS008	22.995	3,985.80	47,829.60
		426	D	SMS008	24.151	4,186.17	50,234.08

		426	E	SMS008	25.375	4,398.33	52,780.00
Warehouse Supervisor	GENSV	432	A	SMS003	21.442	3,716.61	44,599.36
		432	B	SMS003	22.540	3,906.93	46,883.20
		432	C	SMS003	23.684	4,105.23	49,262.72
		432	D	SMS003	24.872	4,311.15	51,733.76
		432	E	SMS003	26.143	4,531.45	54,377.44
Warehouse Wkr/Delivery Drv	GENSV	402	A	SML012	18.463	3,200.25	38,403.04
		402	B	SML012	19.408	3,364.05	40,368.64
		402	C	SML012	20.399	3,535.83	42,429.92
		402	D	SML012	21.550	3,735.33	44,824.00
		402	E	SML012	22.653	3,926.52	47,118.24
Webmaster	GENSV	546	A	TCI010	37.803	6,552.52	78,630.24
		546	B	TCI010	39.735	6,887.40	82,648.80
		546	C	TCI010	41.765	7,239.27	86,871.20
		546	D	TCI010	43.899	7,609.16	91,309.92
		546	E	TCI010	46.143	7,998.12	95,977.44
Webmaster-RPT	GENSV	546	A	TCI010	37.803	6,552.52	78,630.24
		546	B	TCI010	39.735	6,887.40	82,648.80
		546	C	TCI010	41.765	7,239.27	86,871.20
Welder	GENSV	453	A	SKW013	23.800	4,125.33	49,504.00
		453	B	SKW013	24.996	4,332.64	51,991.68
		453	C	SKW013	26.273	4,553.99	54,647.84
		453	D	SKW013	27.754	4,810.69	57,728.32
		453	E	SKW013	29.172	5,056.48	60,677.76

Minutes Excerpt from the January 7, 2009 Civil Service Commission Meeting

REGULAR MEETING OF THE
CIVIL SERVICE COMMISSION
CITY OF CULVER CITY, CALIFORNIA

January 7, 2009
7:00 P.M.

Present: Chair Michael Whitaker
Vice Chair Sharon Zeitlin
Commissioner Sandy Stivers
Commissioner Richard Ochoa
Commissioner Dan Gallagher

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Action Items

Item A-3

New Classification Specification: Network Administrator

Staff provided a summary of the material of record.

Discussion between staff and Commissioners included: corrections to language for consistency; a suggestion to expand the field in which the bachelor's degree can be obtained; the importance of the Cisco certification; and clarification that the position had been approved as a reclassification.

MOVED BY VICE CHAIR ZEITLIN, SECONDED BY COMMISSIONER GALLAGHER, AND UNANIMOUSLY CARRIED TO APPROVE THE NEW CLASSIFICATION SPECIFICATION FOR NETWORK ADMINISTRATOR AS AMENDED.

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Minutes Approved: February 4, 2009