

MEETING DATE: 08/25/08

AGENDA ITEM: 1) Approval of the Classification Specification for Senior Enterprise Business Analyst; and 2) Adoption of a Resolution Revising the Classification and Salary Plan to Include the Position of Senior Enterprise Business Analyst and Rescinding Resolution No 2008-R006.

ATTACHMENTS

	<u>Pages</u>
1. Classification Specification for Senior Enterprise Business Analyst	1-2
2. Resolution and Exhibit A	3-22
3. Minutes Excerpt from the August 6, 2008 Civil Service Commission Meeting	23
4. Organization Chart for the Finance Department	24

SENIOR ENTERPRISE BUSINESS ANALYST**DEFINITION**

This unclassified classification is responsible for project management, coordination, integration, and support for finance related technology systems between Finance and various departments throughout the City. Responsibilities include the translation, coordination and integration of business requirements, between the Finance Department and City departments into the City's financial system(s); ensuring the day-to-day accuracy and integrity of the information produced by the City's financial systems; review of existing and proposed applications; recommendation, implementation, testing and training of new systems and/or applications. This classification requires a combination of high level accounting, analytical and computer knowledge and skills to ensure the effective delivery of financial services.

SUPERVISION RECEIVED AND EXERCISED

This position reports to the Chief Financial Officer.

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. Performs overall management of financial information system projects including the selection and implementation of packages or internally developed systems.
2. Coordinates, monitors and reports on project status and schedules; coordinates the procurement process; resolves schedule problems/conflicts; identifies and develops necessary integration of applications; and manages future product enhancements.
3. Translates financial business requirements into system definitions and solutions.
4. Works closely with end-users to review, identify and define functional limitations of existing and proposed applications and systems, and recommends, implements and test solutions.
5. Researches and recommends enhancements for integration of various applications and for extracting primary application data for end-user access and analysis.
6. Effectively communicates and delivers presentations to all City staff, vendors, consultants, and the public.
7. 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.
8. Documents, reviews and verifies applications of computer programs including updates of all enhancements, modifications, user manuals, flowcharts, system flow, and definitions.
9. Assists City staff in the use, maintenance, troubleshooting, and development of reports using the City's financial system.
10. Performs other duties as assigned.

MINIMUM KNOWLEDGE, SKILLS AND ABILITY

Knowledge of:

- Enterprise financial operations.
- Principles of business process reengineering.
- Municipal accounting and financial business principles, practices and systems.
- Federal, state and local government finance rules, regulations and laws.
- Current technologies and standards.
- Project management methodology.
- System analysis, development life cycle, and testing methodologies.
- Reporting solutions such as Crystal Reports or similar applications.

Skill and Ability to:

- Effectively analyze citywide financial business systems requirements, and coordinate/integrate technology solutions.
- Understand and use J.D. Edwards tools for managing system configurations and security.
- Deal constructively with conflict and competing priorities, and develop effective action plans.
- Establish and maintain effective working relationships with City staff, vendors, consultants, and the public.
- Prepare complex financial reports using J.D. Edwards Report Writer and Crystal Report Writer.
- Communicate effectively orally and in writing.
- Provide effective overall project management including maintaining budgets, coordinating with consultants, vendors.

LICENSE AND CERTIFICATES

Possession of a valid California Class C driver's license.

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: a Bachelor's Degree in Accounting, Finance, Public or Business Administration, Economics, Business or Computer Information Systems, or a related field, and four (4) years experience in the analysis, development and implementation of automated financial business applications/systems. Experience with a municipal enterprise financial system and/or J.D. Edwards Enterprise Resource Planning (ERP) is 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.
- Performs work which is primarily sedentary.
- 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.
- May be required to work evenings and weekends.

1 RESOLUTION NO. 2008-R____

2
3 A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF
4 CULVER CITY, CALIFORNIA, ADOPTING A REVISED
5 CLASSIFICATION AND SALARY PLAN TO INCLUDE THE
6 POSITION OF SENIOR ENTERPRISE BUSINESS
7 ANALYST RESCINDING RESOLUTION NO 2008-R006.

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

10 1. The Classification and Salary Plan attached hereto as Exhibit "A" and
11 incorporated herein by reference, which includes the new position of Senior Enterprise
12 Business Analyst, is hereby adopted effective August 25, 2008 by establishing the salary
13 range for Senior Enterprise Business Analyst to 524.

14 2. Resolution 2008-R006 is hereby rescinded effective August 25, 2008.

15 3. The Chief Financial Officer is hereby directed to adjust and pay
16 salaries of the City employee in accordance with the Classification and Salary Plan
17 adopted and approved by this Resolution, effective August 28, 2008.

18 APPROVED and ADOPTED this ____ day of _____ 2008.

19
20 _____
21 D. SCOTT MALSIN, Mayor
22 City of Culver City, California

23 ATTEST:

24 APPROVED AS TO FORM:

25
26 _____
27 MARTIN COLE
28 City Clerk
A08-00316

29
30 _____
31 CAROL A. SCHWAB
32 City Attorney



EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
A/C & Heating Technician	GENSV	475	A	SKW001	26.537	4,599.75	55,196.96
		475	B	SKW001	27.893	4,834.79	58,017.44
		475	C	SKW001	29.318	5,081.79	60,981.44
		475	D	SKW001	30.816	5,341.44	64,097.28
		475	E	SKW001	32.391	5,614.44	67,373.28
Account Clerk	GENSV	392	A	ASA004	17.564	3,044.43	36,533.12
		392	B	ASA004	18.463	3,200.25	38,403.04
		392	C	ASA004	19.408	3,364.05	40,368.64
		392	D	ASA004	20.399	3,535.83	42,429.92
		392	E	ASA004	21.442	3,716.61	44,599.36
Accountant	GENSV	471	A	PRA001	26.014	4,509.09	54,109.12
		471	B	PRA001	27.343	4,739.45	56,873.44
		471	C	PRA001	28.740	4,981.60	59,779.20
		471	D	PRA001	30.209	5,236.23	62,834.72
		471	E	PRA001	31.753	5,503.85	66,046.24
Accountant II	GENSV	489	A	PRA002	28.455	4,932.20	59,186.40
		489	B	PRA002	29.909	5,184.23	62,210.72
		489	C	PRA002	31.437	5,449.08	65,388.96
		489	D	PRA002	33.044	5,727.63	68,731.52
		489	E	PRA002	34.732	6,020.21	72,242.56
Accounting Technician	GENSV	431	A	ASA002	21.336	3,698.24	44,378.88
		431	B	ASA002	22.428	3,887.52	46,650.24
		431	C	ASA002	23.570	4,085.47	49,025.60
		431	D	ASA002	24.749	4,289.83	51,477.92
		431	E	ASA002	26.014	4,509.09	54,109.12
Admin Clerk	GENSV	390	A	ASC004	17.391	3,014.44	36,173.28
		390	B	ASC004	18.280	3,168.53	38,022.40
		390	C	ASC004	19.215	3,330.60	39,967.20
		390	D	ASC004	20.198	3,500.99	42,011.84
		390	E	ASC004	21.230	3,679.87	44,158.40
Admin Secretary	GENSV	430	A	ASC008	21.230	3,679.87	44,158.40
		430	B	ASC008	22.316	3,868.11	46,417.28
		430	C	ASC008	23.458	4,066.05	48,792.64
		430	D	ASC008	24.628	4,268.85	51,226.24
		430	E	ASC008	25.884	4,486.56	53,838.72
Admin Secretary-Ltd/Prov-BENE	GENSV	430	A	ASC018	21.230	3,679.87	44,158.40
		430	B	ASC018	22.316	3,868.11	46,417.28
		430	C	ASC018	23.458	4,066.05	48,792.64
		430	D	ASC018	24.628	4,268.85	51,226.24
		430	E	ASC018	25.884	4,486.56	53,838.72
Admin Secretary-SH/AO/SUPV	GENSV	440	A	ASC012	22.316	3,868.11	46,417.28



EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		440	B	ASC012	23.458	4,066.05	48,792.64
		440	C	ASC012	24.628	4,268.85	51,226.24
		440	D	ASC012	25.884	4,486.56	53,838.72
		440	E	ASC012	27.207	4,715.88	56,590.56
Assoc Analyst	GENSV	467	A	PAA001	25.500	4,420.00	53,040.00
		467	B	PAA001	26.803	4,645.85	55,750.24
		467	C	PAA001	28.173	4,883.32	58,599.84
		467	D	PAA001	29.612	5,132.75	61,592.96
		467	E	PAA001	31.125	5,395.00	64,740.00
Assoc Engineer	GENSV	522	A	PRE003	33.541	5,813.77	69,765.28
		522	B	PRE003	35.255	6,110.87	73,330.40
		522	C	PRE003	37.056	6,423.04	77,076.48
		522	D	PRE003	38.950	6,751.33	81,016.00
		522	E	PRE003	40.940	7,096.27	85,155.20
Assoc Engineer-CR	GENSV	542	A	PRE009	37.056	6,423.04	77,076.48
		542	B	PRE009	38.950	6,751.33	81,016.00
		542	C	PRE009	40.940	7,096.27	85,155.20
		542	D	PRE009	43.032	7,458.88	89,506.56
		542	E	PRE009	45.231	7,840.04	94,080.48
Assoc Engineer-EIT	GENSV	532	A	PRE008	35.255	6,110.87	73,330.40
		532	B	PRE008	37.056	6,423.04	77,076.48
		532	C	PRE008	38.950	6,751.33	81,016.00
		532	D	PRE008	40.940	7,096.27	85,155.20
		532	E	PRE008	43.032	7,458.88	89,506.56
Assoc Microcomputer Analyst	GENSV	430	A	TCI002	21.230	3,679.87	44,158.40
		430	B	TCI002	22.316	3,868.11	46,417.28
		430	C	TCI002	23.458	4,066.05	48,792.64
		430	D	TCI002	24.628	4,268.85	51,226.24
		430	E	TCI002	25.884	4,486.56	53,838.72
Assoc Planner	GENSV	501	A	PRP005	30.209	5,236.23	62,834.72
		501	B	PRP005	31.753	5,503.85	66,046.24
		501	C	PRP005	33.375	5,785.00	69,420.00
		501	D	PRP005	35.081	6,080.71	72,968.48
		501	E	PRP005	36.873	6,391.32	76,695.84
Asst Engineer	GENSV	486	A	PRE002	28.032	4,858.88	58,306.56
		486	B	PRE002	29.465	5,107.27	61,287.20
		486	C	PRE002	30.971	5,368.31	64,419.68
		486	D	PRE002	32.553	5,642.52	67,710.24
		486	E	PRE002	34.217	5,930.95	71,171.36
Asst Engineer-CR	GENSV	506	A	PRE007	30.971	5,368.31	64,419.68
		506	B	PRE007	32.553	5,642.52	67,710.24



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Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		506	C	PRE007	34.217	5,930.95	71,171.36
		506	D	PRE007	35.965	6,233.93	74,807.20
		506	E	PRE007	37.803	6,552.52	78,630.24
Asst Engineer-EIT	GENSV	496	A	PRE006	29.465	5,107.27	61,287.20
		496	B	PRE006	30.971	5,368.31	64,419.68
		496	C	PRE006	32.553	5,642.52	67,710.24
		496	D	PRE006	34.217	5,930.95	71,171.36
		496	E	PRE006	35.965	6,233.93	74,807.20
Asst Planner	GENSV	473	A	PRP002	26.273	4,553.99	54,647.84
		473	B	PRP002	27.616	4,786.77	57,441.28
		473	C	PRP002	29.027	5,031.35	60,376.16
		473	D	PRP002	30.511	5,288.57	63,462.88
		473	E	PRP002	32.070	5,558.80	66,705.60
Automated Enforcement Tech	GENSV	420	A	ASC023	20.198	3,500.99	42,011.84
		420	B	ASC023	21.230	3,679.87	44,158.40
		420	C	ASC023	22.316	3,868.11	46,417.28
		420	D	ASC023	23.458	4,066.05	48,792.64
		420	E	ASC023	24.628	4,268.85	51,226.24
Building & Safety Inspector	GENSV	467	A	OAI003	25.500	4,420.00	53,040.00
		467	B	OAI003	26.803	4,645.85	55,750.24
		467	C	OAI003	28.173	4,883.32	58,599.84
		467	D	OAI003	29.612	5,132.75	61,592.96
		467	E	OAI003	31.125	5,395.00	64,740.00
Building Engineer	GENSV	509	A	SKS006	31.437	5,449.08	65,388.96
		509	B	SKS006	33.044	5,727.63	68,731.52
		509	C	SKS006	34.732	6,020.21	72,242.56
		509	D	SKS006	36.507	6,327.88	75,934.56
		509	E	SKS006	38.373	6,651.32	79,815.84
Building Services Specialist	GENSV	373	A	SML014	15.977	2,769.35	33,232.16
		373	B	SML014	16.794	2,910.96	34,931.52
		373	C	SML014	17.653	3,059.85	36,718.24
		373	D	SML014	18.556	3,216.37	38,596.48
		373	E	SML014	19.505	3,380.87	40,570.40
Bus Operator	GENSV	415	A	SMD001	19.701	3,414.84	40,978.08
		415	B	SMD001	20.707	3,589.21	43,070.56
		415	C	SMD001	21.766	3,772.77	45,273.28
		415	D	SMD001	22.880	3,965.87	47,590.40
		415	E	SMD001	24.034	4,165.89	49,990.72
Bus Operator X	GENSV	395	A	SMD000	17.829	3,090.36	37,084.32
Business Tax Inspector	GENSV	432	A	OAI008	21.442	3,716.61	44,599.36

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EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		432	B	OAI008	22.540	3,906.93	46,883.20
		432	C	OAI008	23.684	4,105.23	49,262.72
		432	D	OAI008	24.872	4,311.15	51,733.76
		432	E	OAI008	26.143	4,531.45	54,377.44
Buyer	GENSV	510	A	PAS006	31.595	5,476.47	65,717.60
		510	B	PAS006	33.209	5,756.23	69,074.72
		510	C	PAS006	34.906	6,050.37	72,604.48
		510	D	PAS006	36.690	6,359.60	76,315.20
		510	E	PAS006	38.565	6,684.60	80,215.20
Cement Finisher	GENSV	436	A	SKW002	21.875	3,791.67	45,500.00
		436	B	SKW002	22.995	3,985.80	47,829.60
		436	C	SKW002	24.151	4,186.17	50,234.08
		436	D	SKW002	25.373	4,397.99	52,775.84
		436	E	SKW002	26.670	4,622.80	55,473.60
Claims Technician	GENSV	430	A	OAI001	21.230	3,679.87	44,158.40
		430	B	OAI001	22.316	3,868.11	46,417.28
		430	C	OAI001	23.458	4,066.05	48,792.64
		430	D	OAI001	24.628	4,268.85	51,226.24
		430	E	OAI001	25.884	4,486.56	53,838.72
Clerk	GENSV	341	A	ASC024	13.621	2,360.97	28,331.68
		341	B	ASC024	14.318	2,481.79	29,781.44
		341	C	ASC024	15.049	2,608.49	31,301.92
		341	D	ASC024	15.819	2,741.96	32,903.52
		341	E	ASC024	16.628	2,882.19	34,586.24
Clerk Typist	GENSV	360	A	ASC001	14.974	2,595.49	31,145.92
		360	B	ASC001	15.740	2,728.27	32,739.20
		360	C	ASC001	16.545	2,867.80	34,413.60
		360	D	ASC001	17.391	3,014.44	36,173.28
		360	E	ASC001	18.280	3,168.53	38,022.40
Code Enforcement Analyst	GENSV	495	A	PAA004	29.318	5,081.79	60,981.44
		495	B	PAA004	30.816	5,341.44	64,097.28
		495	C	PAA004	32.391	5,614.44	67,373.28
		495	D	PAA004	34.046	5,901.31	70,815.68
		495	E	PAA004	35.786	6,202.91	74,434.88
Code Enforcement Officer	GENSV	449	A	OAI006	23.342	4,045.95	48,551.36
		449	B	OAI006	24.508	4,248.05	50,976.64
		449	C	OAI006	25.755	4,464.20	53,570.40
		449	D	OAI006	27.072	4,692.48	56,309.76
		449	E	OAI006	28.455	4,932.20	59,186.40
Communications Technician	GENSV	477	A	TCO001	26.803	4,645.85	55,750.24
		477	B	TCO001	28.173	4,883.32	58,599.84



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Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		477	C	TCO001	29.612	5,132.75	61,592.96
		477	D	TCO001	31.125	5,395.00	64,740.00
		477	E	TCO001	32.716	5,670.77	68,049.28
Computer Operator	GENSV	440	A	TCI005	22.316	3,868.11	46,417.28
		440	B	TCI005	23.458	4,066.05	48,792.64
		440	C	TCI005	24.628	4,268.85	51,226.24
		440	D	TCI005	25.884	4,486.56	53,838.72
		440	E	TCI005	27.207	4,715.88	56,590.56
Custodian	GENSV	363	A	SML001	15.200	2,634.67	31,616.00
		363	B	SML001	15.977	2,769.35	33,232.16
		363	C	SML001	16.794	2,910.96	34,931.52
		363	D	SML001	17.653	3,059.85	36,718.24
		363	E	SML001	18.556	3,216.37	38,596.48
Data Entry Clerk	GENSV	378	A	ASC002	16.380	2,839.20	34,070.40
		378	B	ASC002	17.219	2,984.63	35,815.52
		378	C	ASC002	18.098	3,136.99	37,643.84
		378	D	ASC002	19.025	3,297.67	39,572.00
		378	E	ASC002	19.998	3,466.32	41,595.84
Engineering Drawing & Doc Tech	GENSV	501	A	TCE003	30.209	5,236.23	62,834.72
		501	B	TCE003	31.753	5,503.85	66,046.24
		501	C	TCE003	33.375	5,785.00	69,420.00
		501	D	TCE003	35.081	6,080.71	72,968.48
		501	E	TCE003	36.873	6,391.32	76,695.84
Engineering Technician	GENSV	451	A	TCE001	23.570	4,085.47	49,025.60
		451	B	TCE001	24.749	4,289.83	51,477.92
		451	C	TCE001	26.014	4,509.09	54,109.12
		451	D	TCE001	27.343	4,739.45	56,873.44
		451	E	TCE001	28.740	4,981.60	59,779.20
Enterprise Business Analyst	GENSV	521	A	TCI014	33.375	5,785.00	69,420.00
		521	B	TCI014	35.081	6,080.71	72,968.48
		521	C	TCI014	36.873	6,391.32	76,695.84
		521	D	TCI014	38.758	6,718.05	80,616.64
		521	E	TCI014	40.738	7,061.25	84,735.04
Equipment Maint Supervisor	GENSV	488	A	SKS007	28.313	4,907.59	58,891.04
		488	B	SKS007	29.760	5,158.40	61,900.80
		488	C	SKS007	31.281	5,422.04	65,064.48
		488	D	SKS007	32.879	5,699.03	68,388.32
		488	E	SKS007	34.560	5,990.40	71,884.80
Equipment Service Worker	GENSV	392	A	SML008	17.564	3,044.43	36,533.12
		392	B	SML008	18.463	3,200.25	38,403.04
		392	C	SML008	19.408	3,364.05	40,368.64



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Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		392	D	SML008	20.399	3,535.83	42,429.92
		392	E	SML008	21.442	3,716.61	44,599.36
Events Supervisor	GENSV	498	A	SMR003	29.760	5,158.40	61,900.80
		498	B	SMR003	31.281	5,422.04	65,064.48
		498	C	SMR003	32.879	5,699.03	68,388.32
		498	D	SMR003	34.560	5,990.40	71,884.80
		498	E	SMR003	36.326	6,296.51	75,558.08
Facilities Leadworker	GENSV	477	A	SKW016	26.803	4,645.85	55,750.24
		477	B	SKW016	28.173	4,883.32	58,599.84
		477	C	SKW016	29.612	5,132.75	61,592.96
		477	D	SKW016	31.125	5,395.00	64,740.00
		477	E	SKW016	32.716	5,670.77	68,049.28
Facilities Maint Crew Leader	GENSV	457	A	SKS009	24.270	4,206.80	50,481.60
		457	B	SKS009	25.500	4,420.00	53,040.00
		457	C	SKS009	26.803	4,645.85	55,750.24
		457	D	SKS009	28.173	4,883.32	58,599.84
		457	E	SKS009	29.612	5,132.75	61,592.96
Facilities Maint Worker	GENSV	414	A	SML002	19.603	3,397.85	40,774.24
		414	B	SML002	20.604	3,571.36	42,856.32
		414	C	SML002	21.658	3,754.05	45,048.64
		414	D	SML002	22.767	3,946.28	47,355.36
		414	E	SML002	23.917	4,145.61	49,747.36
Fire Prevention Spec	GENSV	516	A	PSO004	32.553	5,642.52	67,710.24
		516	B	PSO004	34.217	5,930.95	71,171.36
		516	C	PSO004	35.965	6,233.93	74,807.20
		516	D	PSO004	37.803	6,552.52	78,630.24
		516	E	PSO004	39.735	6,887.40	82,648.80
Fire Prevention Spec-Cert	GENSV	526	A	PSO010	34.217	5,930.95	71,171.36
		526	B	PSO010	35.965	6,233.93	74,807.20
		526	C	PSO010	37.803	6,552.52	78,630.24
		526	D	PSO010	39.735	6,887.40	82,648.80
		526	E	PSO010	41.765	7,239.27	86,871.20
Forensic Specialist	GENSV	490	A	TCP001	28.597	4,956.81	59,481.76
		490	B	TCP001	30.059	5,210.23	62,522.72
		490	C	TCP001	31.595	5,476.47	65,717.60
		490	D	TCP001	33.209	5,756.23	69,074.72
		490	E	TCP001	34.906	6,050.37	72,604.48
Forensic Unit Supervisor	GENSV	547	A	TCS006	37.992	6,585.28	79,023.36
		547	B	TCS006	39.933	6,921.72	83,060.64
		547	C	TCS006	41.974	7,275.49	87,305.92
		547	D	TCS006	44.119	7,647.29	91,767.52



EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		547	E	TCS006	46.373	8,037.99	96,455.84
GIS Analyst	GENSV	521	A	TCI017	33.375	5,785.00	69,420.00
		521	B	TCI017	35.081	6,080.71	72,968.48
		521	C	TCI017	36.873	6,391.32	76,695.84
		521	D	TCI017	38.758	6,718.05	80,616.64
		521	E	TCI017	40.738	7,061.25	84,735.04
GIS Technician	GENSV	484	A	TCI012	27.754	4,810.69	57,728.32
		484	B	TCI012	29.172	5,056.48	60,677.76
		484	C	TCI012	30.663	5,314.92	63,779.04
		484	D	TCI012	32.230	5,586.53	67,038.40
		484	E	TCI012	33.877	5,872.01	70,464.16
Graphic Services Assistant	GENSV	391	A	ASO004	17.478	3,029.52	36,354.24
		391	B	ASO004	18.371	3,184.31	38,211.68
		391	C	ASO004	19.312	3,347.41	40,168.96
		391	D	ASO004	20.299	3,518.49	42,221.92
		391	E	ASO004	21.336	3,698.24	44,378.88
Graphic Services Coordinator	GENSV	462	A	TCO004	24.872	4,311.15	51,733.76
		462	B	TCO004	26.143	4,531.45	54,377.44
		462	C	TCO004	27.479	4,763.03	57,156.32
		462	D	TCO004	28.883	5,006.39	60,076.64
		462	E	TCO004	30.359	5,262.23	63,146.72
Hazardous Materials Technician	GENSV	438	A	TCO005	22.095	3,829.80	45,957.60
		438	B	TCO005	23.226	4,025.84	48,310.08
		438	C	TCO005	24.389	4,227.43	50,729.12
		438	D	TCO005	25.627	4,442.01	53,304.16
		438	E	TCO005	26.937	4,669.08	56,028.96
Heavy Equipment Operator	GENSV	432	A	SMD002	21.442	3,716.61	44,599.36
		432	B	SMD002	22.540	3,906.93	46,883.20
		432	C	SMD002	23.684	4,105.23	49,262.72
		432	D	SMD002	24.872	4,311.15	51,733.76
		432	E	SMD002	26.143	4,531.45	54,377.44
Heavy Truck Driver	GENSV	424	A	SMD003	20.604	3,571.36	42,856.32
		424	B	SMD003	21.658	3,754.05	45,048.64
		424	C	SMD003	22.767	3,946.28	47,355.36
		424	D	SMD003	23.917	4,145.61	49,747.36
		424	E	SMD003	25.121	4,354.31	52,251.68
Help Desk Technician	GENSV	441	A	TCI013	22.428	3,887.52	46,650.24
		441	B	TCI013	23.570	4,085.47	49,025.60
		441	C	TCI013	24.749	4,289.83	51,477.92
		441	D	TCI013	26.014	4,509.09	54,109.12
		441	E	TCI013	27.343	4,739.45	56,873.44



EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
Housing Assistant	GENSV	452	A	PAS004	23.684	4,105.23	49,262.72
		452	B	PAS004	24.872	4,311.15	51,733.76
		452	C	PAS004	26.143	4,531.45	54,377.44
		452	D	PAS004	27.479	4,763.03	57,156.32
		452	E	PAS004	28.883	5,006.39	60,076.64
Housing Specialist	GENSV	487	A	PAS005	28.173	4,883.32	58,599.84
		487	B	PAS005	29.612	5,132.75	61,592.96
		487	C	PAS005	31.125	5,395.00	64,740.00
		487	D	PAS005	32.716	5,670.77	68,049.28
		487	E	PAS005	34.388	5,960.59	71,527.04
HVAC Maintenance Worker	GENSV	464	A	SKW015	25.121	4,354.31	52,251.68
		464	B	SKW015	26.405	4,576.87	54,922.40
		464	C	SKW015	27.754	4,810.69	57,728.32
		464	D	SKW015	29.172	5,056.48	60,677.76
		464	E	SKW015	30.663	5,314.92	63,779.04
Information Systems Analyst	GENSV	511	A	TCI018	31.753	5,503.85	66,046.24
		511	B	TCI018	33.375	5,785.00	69,420.00
		511	C	TCI018	35.081	6,080.71	72,968.48
		511	D	TCI018	36.873	6,391.32	76,695.84
		511	E	TCI018	38.758	6,718.05	80,616.64
Information Technology Analyst	GENSV	469	A	PAA005	25.755	4,464.20	53,570.40
		469	B	PAA005	27.072	4,692.48	56,309.76
		469	C	PAA005	28.455	4,932.20	59,186.40
		469	D	PAA005	29.909	5,184.23	62,210.72
		469	E	PAA005	31.437	5,449.08	65,388.96
Irrigation Maint Tech	GENSV	414	A	TCO002	19.603	3,397.85	40,774.24
		414	B	TCO002	20.604	3,571.36	42,856.32
		414	C	TCO002	21.658	3,754.05	45,048.64
		414	D	TCO002	22.767	3,946.28	47,355.36
		414	E	TCO002	23.917	4,145.61	49,747.36
Jailer	GENSV	414	A	PSO005	19.603	3,397.85	40,774.24
		414	B	PSO005	20.604	3,571.36	42,856.32
		414	C	PSO005	21.658	3,754.05	45,048.64
		414	D	PSO005	22.767	3,946.28	47,355.36
		414	E	PSO005	23.917	4,145.61	49,747.36
Laborer	GENSV	377	A	SML003	16.299	2,825.16	33,901.92
		377	B	SML003	17.133	2,969.72	35,636.64
		377	C	SML003	18.008	3,121.39	37,456.64
		377	D	SML003	18.929	3,281.03	39,372.32
		377	E	SML003	19.898	3,448.99	41,387.84

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EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
Land Use Compliance Specialist	GENSV	495	A	OAI004	29.318	5,081.79	60,981.44
		495	B	OAI004	30.816	5,341.44	64,097.28
		495	C	OAI004	32.391	5,614.44	67,373.28
		495	D	OAI004	34.046	5,901.31	70,815.68
		495	E	OAI004	35.786	6,202.91	74,434.88
Legal Secretary	GENSV	461	A	ASC006	24.749	4,289.83	51,477.92
		461	B	ASC006	26.014	4,509.09	54,109.12
		461	C	ASC006	27.343	4,739.45	56,873.44
		461	D	ASC006	28.740	4,981.60	59,779.20
		461	E	ASC006	30.209	5,236.23	62,834.72
Maintenance Carpenter	GENSV	444	A	SKW003	22.767	3,946.28	47,355.36
		444	B	SKW003	23.917	4,145.61	49,747.36
		444	C	SKW003	25.121	4,354.31	52,251.68
		444	D	SKW003	26.405	4,576.87	54,922.40
		444	E	SKW003	27.754	4,810.69	57,728.32
Maintenance Electrician	GENSV	467	A	SKW005	25.500	4,420.00	53,040.00
		467	B	SKW005	26.803	4,645.85	55,750.24
		467	C	SKW005	28.173	4,883.32	58,599.84
		467	D	SKW005	29.612	5,132.75	61,592.96
		467	E	SKW005	31.125	5,395.00	64,740.00
Maintenance Painter	GENSV	443	A	SKW006	22.653	3,926.52	47,118.24
		443	B	SKW006	23.800	4,125.33	49,504.00
		443	C	SKW006	24.996	4,332.64	51,991.68
		443	D	SKW006	26.273	4,553.99	54,647.84
		443	E	SKW006	27.616	4,786.77	57,441.28
Maintenance Plumber	GENSV	467	A	SKW007	25.500	4,420.00	53,040.00
		467	B	SKW007	26.803	4,645.85	55,750.24
		467	C	SKW007	28.173	4,883.32	58,599.84
		467	D	SKW007	29.612	5,132.75	61,592.96
		467	E	SKW007	31.125	5,395.00	64,740.00
Maintenance Worker I	GENSV	386	A	SML005	17.048	2,954.99	35,459.84
		386	B	SML005	17.919	3,105.96	37,271.52
		386	C	SML005	18.836	3,264.91	39,178.88
		386	D	SML005	19.799	3,431.83	41,181.92
		386	E	SML005	20.811	3,607.24	43,286.88
Maintenance Worker II	GENSV	398	A	SML006	18.098	3,136.99	37,643.84
		398	B	SML006	19.025	3,297.67	39,572.00
		398	C	SML006	19.998	3,466.32	41,595.84
		398	D	SML006	21.020	3,643.47	43,721.60
		398	E	SML006	22.095	3,829.80	45,957.60
Mechanic	GENSV	447	A	SKW008	23.110	4,005.73	48,068.80



EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		447	B	SKW008	24.270	4,206.80	50,481.60
		447	C	SKW008	25.500	4,420.00	53,040.00
		447	D	SKW008	26.803	4,645.85	55,750.24
		447	E	SKW008	28.173	4,883.32	58,599.84
Mechanic Assistant	GENSV	421	A	SKW009	20.299	3,518.49	42,221.92
		421	B	SKW009	21.336	3,698.24	44,378.88
		421	C	SKW009	22.428	3,887.52	46,650.24
		421	D	SKW009	23.570	4,085.47	49,025.60
		421	E	SKW009	24.749	4,289.83	51,477.92
Microcomputer Analyst	GENSV	473	A	TCI004	26.273	4,553.99	54,647.84
		473	B	TCI004	27.616	4,786.77	57,441.28
		473	C	TCI004	29.027	5,031.35	60,376.16
		473	D	TCI004	30.511	5,288.57	63,462.88
		473	E	TCI004	32.070	5,558.80	66,705.60
Occupancy Specialist	GENSV	349	A	ASC007	14.175	2,457.00	29,484.00
		349	B	ASC007	14.900	2,582.67	30,992.00
		349	C	ASC007	15.662	2,714.75	32,576.96
		349	D	ASC007	16.463	2,853.59	34,243.04
		349	E	ASC007	17.304	2,999.36	35,992.32
Office Assistant	GENSV	408	A	ASC005	19.025	3,297.67	39,572.00
		408	B	ASC005	19.998	3,466.32	41,595.84
		408	C	ASC005	21.020	3,643.47	43,721.60
		408	D	ASC005	22.095	3,829.80	45,957.60
		408	E	ASC005	23.226	4,025.84	48,310.08
Office Automation Specialist	GENSV	451	A	ASO008	23.570	4,085.47	49,025.60
		451	B	ASO008	24.749	4,289.83	51,477.92
		451	C	ASO008	26.014	4,509.09	54,109.12
		451	D	ASO008	27.343	4,739.45	56,873.44
		451	E	ASO008	28.740	4,981.60	59,779.20
Park Maintenance Crew Leader	GENSV	438	B	SMS002	23.226	4,025.84	48,310.08
		438	C	SMS002	24.389	4,227.43	50,729.12
		438	D	SMS002	25.627	4,442.01	53,304.16
		438	E	SMS002	26.937	4,669.08	56,028.96
Park Maintenance Crewleader	GENSV	438	A	SMS002	22.095	3,829.80	45,957.60
Park Patrol Officer	GENSV	420	A	PSO002	20.198	3,500.99	42,011.84
		420	B	PSO002	21.230	3,679.87	44,158.40
		420	C	PSO002	22.316	3,868.11	46,417.28
		420	D	PSO002	23.458	4,066.05	48,792.64
		420	E	PSO002	24.628	4,268.85	51,226.24
Parking Enforcement Officer	GENSV	403	A	PSO007	18.556	3,216.37	38,596.48



EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		403	B	PSO007	19.505	3,380.87	40,570.40
		403	C	PSO007	20.502	3,553.68	42,644.16
		403	D	PSO007	21.550	3,735.33	44,824.00
		403	E	PSO007	22.653	3,926.52	47,118.24
Parking Meter Technician	GENSV	421	A	SKW010	20.299	3,518.49	42,221.92
		421	B	SKW010	21.336	3,698.24	44,378.88
		421	C	SKW010	22.428	3,887.52	46,650.24
		421	D	SKW010	23.570	4,085.47	49,025.60
		421	E	SKW010	24.749	4,289.83	51,477.92
Payroll Technician	GENSV	451	A	ASA003	23.570	4,085.47	49,025.60
		451	B	ASA003	24.749	4,289.83	51,477.92
		451	C	ASA003	26.014	4,509.09	54,109.12
		451	D	ASA003	27.343	4,739.45	56,873.44
		451	E	ASA003	28.740	4,981.60	59,779.20
Permit Technician	GENSV	408	A	ASC003	19.025	3,297.67	39,572.00
		408	B	ASC003	19.998	3,466.32	41,595.84
		408	C	ASC003	21.020	3,643.47	43,721.60
		408	D	ASC003	22.095	3,829.80	45,957.60
		408	E	ASC003	23.226	4,025.84	48,310.08
Personnel Services Associate	GENSV	457	A	PAA006	24.270	4,206.80	50,481.60
		457	B	PAA006	25.500	4,420.00	53,040.00
		457	C	PAA006	26.803	4,645.85	55,750.24
		457	D	PAA006	28.173	4,883.32	58,599.84
		457	E	PAA006	29.612	5,132.75	61,592.96
Personnel Technician	GENSV	457	A	PAA002	24.270	4,206.80	50,481.60
		457	B	PAA002	25.500	4,420.00	53,040.00
		457	C	PAA002	26.803	4,645.85	55,750.24
		457	D	PAA002	28.173	4,883.32	58,599.84
		457	E	PAA002	29.612	5,132.75	61,592.96
Pest Control Technician	GENSV	438	A	TCO003	22.095	3,829.80	45,957.60
		438	B	TCO003	23.226	4,025.84	48,310.08
		438	C	TCO003	24.389	4,227.43	50,729.12
		438	D	TCO003	25.627	4,442.01	53,304.16
		438	E	TCO003	26.937	4,669.08	56,028.96
Pest Control Technician-Cert	GENSV	448	A	TCO006	23.226	4,025.84	48,310.08
		448	B	TCO006	24.389	4,227.43	50,729.12
		448	C	TCO006	25.627	4,442.01	53,304.16
		448	D	TCO006	26.937	4,669.08	56,028.96
		448	E	TCO006	28.313	4,907.59	58,891.04
Plan Check Engineer	GENSV	516	A	PRE004	32.553	5,642.52	67,710.24
		516	B	PRE004	34.217	5,930.95	71,171.36

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EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		516	C	PRE004	35.965	6,233.93	74,807.20
		516	D	PRE004	37.803	6,552.52	78,630.24
		516	E	PRE004	39.735	6,887.40	82,648.80
Plan Check Engineer-CR	GENSV	536	A	PRE011	35.965	6,233.93	74,807.20
		536	B	PRE011	37.803	6,552.52	78,630.24
		536	C	PRE011	39.735	6,887.40	82,648.80
		536	D	PRE011	41.765	7,239.27	86,871.20
		536	E	PRE011	43.899	7,609.16	91,309.92
Plan Check Engineer-EIC	GENSV	526	A	PRE010	34.217	5,930.95	71,171.36
		526	B	PRE010	35.965	6,233.93	74,807.20
		526	C	PRE010	37.803	6,552.52	78,630.24
		526	D	PRE010	39.735	6,887.40	82,648.80
		526	E	PRE010	41.765	7,239.27	86,871.20
Planning Technician	GENSV	420	A	PAS002	20.198	3,500.99	42,011.84
		420	B	PAS002	21.230	3,679.87	44,158.40
		420	C	PAS002	22.316	3,868.11	46,417.28
		420	D	PAS002	23.458	4,066.05	48,792.64
		420	E	PAS002	24.628	4,268.85	51,226.24
Police Records Technician	GENSV	390	A	ASC010	17.391	3,014.44	36,173.28
		390	B	ASC010	18.280	3,168.53	38,022.40
		390	C	ASC010	19.215	3,330.60	39,967.20
		390	D	ASC010	20.198	3,500.99	42,011.84
		390	E	ASC010	21.230	3,679.87	44,158.40
Pool Maintenance Technician	GENSV	467	A	SKW014	25.500	4,420.00	53,040.00
		467	B	SKW014	26.803	4,645.85	55,750.24
		467	C	SKW014	28.173	4,883.32	58,599.84
		467	D	SKW014	29.612	5,132.75	61,592.96
		467	E	SKW014	31.125	5,395.00	64,740.00
Project Leader	GENSV	530	A	TCS001	34.906	6,050.37	72,604.48
		530	B	TCS001	36.690	6,359.60	76,315.20
		530	C	TCS001	38.565	6,684.60	80,215.20
		530	D	TCS001	40.535	7,026.07	84,312.80
		530	E	TCS001	42.607	7,385.21	88,622.56
Property Technician	GENSV	422	A	TCP003	20.399	3,535.83	42,429.92
		422	B	TCP003	21.442	3,716.61	44,599.36
		422	C	TCP003	22.540	3,906.93	46,883.20
		422	D	TCP003	23.684	4,105.23	49,262.72
		422	E	TCP003	24.872	4,311.15	51,733.76
Public Works Inspector	GENSV	468	A	OAI009	25.627	4,442.01	53,304.16
		468	B	OAI009	26.937	4,669.08	56,028.96
		468	C	OAI009	28.313	4,907.59	58,891.04

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EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		468	D	OAI009	29.760	5,158.40	61,900.80
		468	E	OAI009	31.281	5,422.04	65,064.48
Public Works Inspector - Cert	GENSV	478	A	OAI011	26.937	4,669.08	56,028.96
		478	B	OAI011	28.313	4,907.59	58,891.04
		478	C	OAI011	29.760	5,158.40	61,900.80
		478	D	OAI011	31.281	5,422.04	65,064.48
		478	E	OAI011	32.879	5,699.03	68,388.32
Records Management Coordinator	GENSV	455	A	ASO005	24.034	4,165.89	49,990.72
		455	B	ASO005	25.247	4,376.15	52,513.76
		455	C	ASO005	26.537	4,599.75	55,196.96
		455	D	ASO005	27.893	4,834.79	58,017.44
		455	E	ASO005	29.318	5,081.79	60,981.44
Recreation Coordinator	GENSV	447	A	PAR002	23.110	4,005.73	48,068.80
		447	B	PAR002	24.270	4,206.80	50,481.60
		447	C	PAR002	25.500	4,420.00	53,040.00
		447	D	PAR002	26.803	4,645.85	55,750.24
		447	E	PAR002	28.173	4,883.32	58,599.84
Redevelopment Project Spec	GENSV	516	A	PAS007	32.553	5,642.52	67,710.24
		516	B	PAS007	34.217	5,930.95	71,171.36
		516	C	PAS007	35.965	6,233.93	74,807.20
		516	D	PAS007	37.803	6,552.52	78,630.24
		516	E	PAS007	39.735	6,887.40	82,648.80
Safety Officer	GENSV	486	A	OAI012	28.032	4,858.88	58,306.56
		486	B	OAI012	29.465	5,107.27	61,287.20
		486	C	OAI012	30.971	5,368.31	64,419.68
		486	D	OAI012	32.553	5,642.52	67,710.24
		486	E	OAI012	34.217	5,930.95	71,171.36
Safety Services Comm Oper	GENSV	437	A	PSO008	21.984	3,810.56	45,726.72
		437	B	PSO008	23.110	4,005.73	48,068.80
		437	C	PSO008	24.270	4,206.80	50,481.60
		437	D	PSO008	25.500	4,420.00	53,040.00
		437	E	PSO008	26.803	4,645.85	55,750.24
Sanitation Collector	GENSV	392	A	SML009	17.564	3,044.43	36,533.12
		392	B	SML009	18.463	3,200.25	38,403.04
		392	C	SML009	19.408	3,364.05	40,368.64
		392	D	SML009	20.399	3,535.83	42,429.92
		392	E	SML009	21.442	3,716.61	44,599.36
Sanitation Crew Supervisor	GENSV	444	A	SMS007	22.767	3,946.28	47,355.36
		444	B	SMS007	23.917	4,145.61	49,747.36
		444	C	SMS007	25.121	4,354.31	52,251.68
		444	D	SMS007	26.405	4,576.87	54,922.40

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EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		444	E	SMS007	27.754	4,810.69	57,228.32
Sanitation Dispatcher	GENSV	442	A	SML010	22.540	3,906.93	46,883.20
		442	B	SML010	23.684	4,105.23	49,262.72
		442	C	SML010	24.872	4,311.15	51,733.76
		442	D	SML010	26.143	4,531.45	54,377.44
		442	E	SML010	27.479	4,763.03	57,156.32
Sanitation Driver	GENSV	417	A	SMD004	19.898	3,448.99	41,387.84
		417	B	SMD004	20.915	3,625.27	43,503.20
		417	C	SMD004	21.984	3,810.56	45,726.72
		417	D	SMD004	23.110	4,005.73	48,068.80
		417	E	SMD004	24.270	4,206.80	50,481.60
Sanitation Roll-Off Driver	GENSV	421	A	SMD005	20.299	3,518.49	42,221.92
		421	B	SMD005	21.336	3,698.24	44,378.88
		421	C	SMD005	22.428	3,887.52	46,650.24
		421	D	SMD005	23.570	4,085.47	49,025.60
		421	E	SMD005	24.749	4,289.83	51,477.92
Scout Vehicle Operator	GENSV	396	A	SML007	17.919	3,105.96	37,271.52
		396	B	SML007	18.836	3,264.91	39,178.88
		396	C	SML007	19.799	3,431.83	41,181.92
		396	D	SML007	20.811	3,607.24	43,286.88
		396	E	SML007	21.875	3,791.67	45,500.00
Secretary	GENSV	408	A	ASC009	19.025	3,297.67	39,572.00
		408	B	ASC009	19.998	3,466.32	41,595.84
		408	C	ASC009	21.020	3,643.47	43,721.60
		408	D	ASC009	22.095	3,829.80	45,957.60
		408	E	ASC009	23.226	4,025.84	48,310.08
Secretary-Ltd/Prov Bene	GENSV	408	A	ASC019	19.025	3,297.67	39,572.00
		408	B	ASC019	19.998	3,466.32	41,595.84
		408	C	ASC019	21.020	3,643.47	43,721.60
		408	D	ASC019	22.095	3,829.80	45,957.60
		408	E	ASC019	23.226	4,025.84	48,310.08
Secretary-SH	GENSV	418	A	ASC013	19.998	3,466.32	41,595.84
		418	B	ASC013	21.020	3,643.47	43,721.60
		418	C	ASC013	22.095	3,829.80	45,957.60
		418	D	ASC013	23.226	4,025.84	48,310.08
		418	E	ASC013	24.389	4,227.43	50,729.12
Sewage Lift Station Worker	GENSV	443	A	SML011	22.653	3,926.52	47,118.24
		443	B	SML011	23.800	4,125.33	49,504.00
		443	C	SML011	24.996	4,332.64	51,991.68
		443	D	SML011	26.273	4,553.99	54,647.84
		443	E	SML011	27.616	4,786.77	57,441.28



EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
Sr & Social Services Spec	GENSV	452	A	PAS003	23.684	4,105.23	49,262.72
		452	B	PAS003	24.872	4,311.15	51,733.76
		452	C	PAS003	26.143	4,531.45	54,377.44
		452	D	PAS003	27.479	4,763.03	57,156.32
		452	E	PAS003	28.883	5,006.39	60,076.64
Sr Account Clerk	GENSV	410	A	ASA001	19.215	3,330.60	39,967.20
		410	B	ASA001	20.198	3,500.99	42,011.84
		410	C	ASA001	21.230	3,679.87	44,158.40
		410	D	ASA001	22.316	3,868.11	46,417.28
		410	E	ASA001	23.458	4,066.05	48,792.64
Sr Computer Programmer	GENSV	505	A	TCI007	30.816	5,341.44	64,097.28
		505	B	TCI007	32.391	5,614.44	67,373.28
		505	C	TCI007	34.046	5,901.31	70,815.68
		505	D	TCI007	35.786	6,202.91	74,434.88
		505	E	TCI007	37.615	6,519.93	78,239.20
Sr Computer Programmer Analyst	GENSV	541	A	TCI001	36.873	6,391.32	76,695.84
		541	B	TCI001	38.758	6,718.05	80,616.64
		541	C	TCI001	40.738	7,061.25	84,735.04
		541	D	TCI001	42.820	7,422.13	89,065.60
		541	E	TCI001	45.008	7,801.39	93,616.64
Sr Engineering Technician	GENSV	468	B	TCE002	26.937	4,669.08	56,028.96
		468	C	TCE002	28.313	4,907.59	58,891.04
		468	D	TCE002	29.760	5,158.40	61,900.80
		468	E	TCE002	31.281	5,422.04	65,064.48
Sr Enterprise Business Analyst	GENSV	524	A		33.877	5,872.01	70,464.16
		524	B		35.608	6,172.05	74,064.64
		524	C		37.428	6,487.52	77,850.24
		524	D		39.340	6,818.93	81,827.20
		524	E		41.351	7,167.51	86,010.08
Sr Irrigation Maint Technician	GENSV	438	A	TCS005	22.095	3,829.80	45,957.60
		438	B	TCS005	23.226	4,025.84	48,310.08
		438	C	TCS005	24.389	4,227.43	50,729.12
		438	D	TCS005	25.627	4,442.01	53,304.16
		438	E	TCS005	26.937	4,669.08	56,028.96
Sr Jailer	GENSV	444	A	PSO013	22.767	3,946.28	47,355.36
		444	B	PSO013	23.917	4,145.61	49,747.36
		444	C	PSO013	25.121	4,354.31	52,251.68
		444	D	PSO013	26.405	4,576.87	54,922.40
		444	E	PSO013	27.754	4,810.69	57,728.32
Sr Maintenance Worker	GENSV	406	A	SML004	18.836	3,264.91	39,178.88



EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		406	B	SML004	19.799	3,431.83	41,181.92
		406	C	SML004	20.811	3,607.24	43,286.88
		406	D	SML004	21.875	3,791.67	45,500.00
		406	E	SML004	22.995	3,985.80	47,829.60
Sr Microcomputer Analyst	GENSV	498	A	TCI003	29.760	5,158.40	61,900.80
		498	B	TCI003	31.281	5,422.04	65,064.48
		498	C	TCI003	32.879	5,699.03	68,388.32
		498	D	TCI003	34.560	5,990.40	71,884.80
		498	E	TCI003	36.326	6,296.51	75,558.08
Sr Project Leader	GENSV	550	A	TCS002	38.565	6,684.60	80,215.20
		550	B	TCS002	40.535	7,026.07	84,312.80
		550	C	TCS002	42.607	7,385.21	88,622.56
		550	D	TCS002	44.784	7,762.56	93,150.72
		550	E	TCS002	47.073	8,159.32	97,911.84
Sr Public Works Inspector	GENSV	492	A	OAI005	28.883	5,006.39	60,076.64
		492	B	OAI005	30.359	5,262.23	63,146.72
		492	C	OAI005	31.910	5,531.07	66,372.80
		492	D	OAI005	33.541	5,813.77	69,765.28
		492	E	OAI005	35.255	6,110.87	73,330.40
Sr Tree Maintenance Worker	GENSV	408	A	SMS012	19.025	3,297.67	39,572.00
		408	B	SMS012	19.998	3,466.32	41,595.84
		408	C	SMS012	21.020	3,643.47	43,721.60
		408	D	SMS012	22.095	3,829.80	45,957.60
		408	E	SMS012	23.226	4,025.84	48,310.08
Staff Asst/Solid Waste Ops	GENSV	486	A	PAA003	28.032	4,858.88	58,306.56
		486	B	PAA003	29.465	5,107.27	61,287.20
		486	C	PAA003	30.971	5,368.31	64,419.68
		486	D	PAA003	32.553	5,642.52	67,710.24
		486	E	PAA003	34.217	5,930.95	71,171.36
Street Lights Technician	GENSV	467	A	SKW004	25.500	4,420.00	53,040.00
		467	B	SKW004	26.803	4,645.85	55,750.24
		467	C	SKW004	28.173	4,883.32	58,599.84
		467	D	SKW004	29.612	5,132.75	61,592.96
		467	E	SKW004	31.125	5,395.00	64,740.00
Street Maintenance Crew Leader	GENSV	457	A	SMS010	24.270	4,206.80	50,481.60
		457	B	SMS010	25.500	4,420.00	53,040.00
		457	C	SMS010	26.803	4,645.85	55,750.24
		457	D	SMS010	28.173	4,883.32	58,599.84
		457	E	SMS010	29.612	5,132.75	61,592.96
Structural Rehab Spec	GENSV	485	A	OAI007	27.893	4,834.79	58,017.44
		485	B	OAI007	29.318	5,081.79	60,981.44



EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		485	C	OAI007	30.816	5,341.44	64,097.28
		485	D	OAI007	32.391	5,614.44	67,373.28
		485	E	OAI007	34.046	5,901.31	70,815.68
Subdrain Crew Leader	GENSV	457	A	SMS009	24.270	4,206.80	50,481.60
		457	B	SMS009	25.500	4,420.00	53,040.00
		457	C	SMS009	26.803	4,645.85	55,750.24
		457	D	SMS009	28.173	4,883.32	58,599.84
		457	E	SMS009	29.612	5,132.75	61,592.96
Subdrain Worker	GENSV	403	A	SML013	18.556	3,216.37	38,596.48
		403	B	SML013	19.505	3,380.87	40,570.40
		403	C	SML013	20.502	3,553.68	42,644.16
		403	D	SML013	21.550	3,735.33	44,824.00
		403	E	SML013	22.653	3,926.52	47,118.24
Telecommunications Analyst	GENSV	498	A	TCI011	29.760	5,158.40	61,900.80
		498	B	TCI011	31.281	5,422.04	65,064.48
		498	C	TCI011	32.879	5,699.03	68,388.32
		498	D	TCI011	34.560	5,990.40	71,884.80
		498	E	TCI011	36.326	6,296.51	75,558.08
Traffic Painter	GENSV	420	A	SKW011	20.198	3,500.99	42,011.84
		420	B	SKW011	21.230	3,679.87	44,158.40
		420	C	SKW011	22.316	3,868.11	46,417.28
		420	D	SKW011	23.458	4,066.05	48,792.64
		420	E	SKW011	24.628	4,268.85	51,226.24
Traffic Painting Crew Leader	GENSV	460	A	SKS004	24.628	4,268.85	51,226.24
		460	B	SKS004	25.884	4,486.56	53,838.72
		460	C	SKS004	27.207	4,715.88	56,590.56
		460	D	SKS004	28.597	4,956.81	59,481.76
		460	E	SKS004	30.059	5,210.23	62,522.72
Traffic Signal Technician	GENSV	500	A	SKW012	30.059	5,210.23	62,522.72
		500	B	SKW012	31.595	5,476.47	65,717.60
		500	C	SKW012	33.209	5,756.23	69,074.72
		500	D	SKW012	34.906	6,050.37	72,604.48
		500	E	SKW012	36.690	6,359.60	76,315.20
Training & Safety Instructor	GENSV	462	A	SMS005	24.872	4,311.15	51,733.76
		462	B	SMS005	26.143	4,531.45	54,377.44
		462	C	SMS005	27.479	4,763.03	57,156.32
		462	D	SMS005	28.883	5,006.39	60,076.64
		462	E	SMS005	30.359	5,262.23	63,146.72
Trans/Air Quality Prog Spec	GENSV	482	A	ASO006	27.479	4,763.03	57,156.32
		482	B	ASO006	28.883	5,006.39	60,076.64
		482	C	ASO006	30.359	5,262.23	63,146.72



EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		482	D	ASO006	31.910	5,531.07	66,372.80
		482	E	ASO006	33.541	5,813.77	69,765.28
Transit Operations Supervisor	GENSV	452	A	SMS004	23.684	4,105.23	49,262.72
		452	B	SMS004	24.872	4,311.15	51,733.76
		452	C	SMS004	26.143	4,531.45	54,377.44
		452	D	SMS004	27.479	4,763.03	57,156.32
		452	E	SMS004	28.883	5,006.39	60,076.64
Transportation Dispatcher	GENSV	442	A	ASO009	22.540	3,906.93	46,883.20
		442	B	ASO009	23.684	4,105.23	49,262.72
		442	C	ASO009	24.872	4,311.15	51,733.76
		442	D	ASO009	26.143	4,531.45	54,377.44
		442	E	ASO009	27.479	4,763.03	57,156.32
Urban Designer	GENSV	516	A	PRP001	32.553	5,642.52	67,710.24
		516	B	PRP001	34.217	5,930.95	71,171.36
		516	C	PRP001	35.965	6,233.93	74,807.20
		516	D	PRP001	37.803	6,552.52	78,630.24
		516	E	PRP001	39.735	6,887.40	82,648.80
Van Driver	GENSV	377	A	SMD006	16.299	2,825.16	33,901.92
		377	B	SMD006	17.133	2,969.72	35,636.64
		377	C	SMD006	18.008	3,121.39	37,456.64
		377	D	SMD006	18.929	3,281.03	39,372.32
		377	E	SMD006	19.898	3,448.99	41,387.84
Veterans Complex Maint Coord	GENSV	418	A	SMS008	19.998	3,466.32	41,595.84
		418	B	SMS008	21.020	3,643.47	43,721.60
		418	C	SMS008	22.095	3,829.80	45,957.60
		418	D	SMS008	23.226	4,025.84	48,310.08
		418	E	SMS008	24.389	4,227.43	50,729.12
Warehouse Supervisor	GENSV	424	A	SMS003	20.604	3,571.36	42,856.32
		424	B	SMS003	21.658	3,754.05	45,048.64
		424	C	SMS003	22.767	3,946.28	47,355.36
		424	D	SMS003	23.917	4,145.61	49,747.36
		424	E	SMS003	25.121	4,354.31	52,251.68
Warehouse Wkr/Delivery Drv	GENSV	394	A	SML012	17.741	3,075.11	36,901.28
		394	B	SML012	18.648	3,232.32	38,787.84
		394	C	SML012	19.603	3,397.85	40,774.24
		394	D	SML012	20.604	3,571.36	42,856.32
		394	E	SML012	21.658	3,754.05	45,048.64
Webmaster	GENSV	538	A	TCI010	36.326	6,296.51	75,558.08
		538	B	TCI010	38.182	6,618.21	79,418.56
		538	C	TCI010	40.133	6,956.39	83,476.64
		538	D	TCI010	42.184	7,311.89	87,742.72



EXHIBIT A CLASSIFICATION AND SALARY PLAN

Effective 8/25/08

Class Title	BU	Grade	Step	Class Code	Hourly Amt	Monthly Amt	Annual Amt
		538	E	TCI010	44.340	7,685.60	92,227.20
Webmaster-RPT	GENSV	538	A	TCI010	36.326	6,296.51	75,558.08
		538	B	TCI010	38.182	6,618.21	79,418.56
		538	C	TCI010	40.133	6,956.39	83,476.64

ATTACHMENT No. 3

Minutes Excerpt from the Civil Service Commission Meeting on August 6, 2008

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

August 6, 2008
7:00 P.M.

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

UNOFFICIAL MINUTES: These minutes are unofficial and will be submitted for approval at the Civil Service Commission meeting on September 3, 2008.

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Action Items

Item A-2

NEW CLASSIFICATION SPECIFICATION: SENIOR ENTERPRISE BUSINESS ANALYST

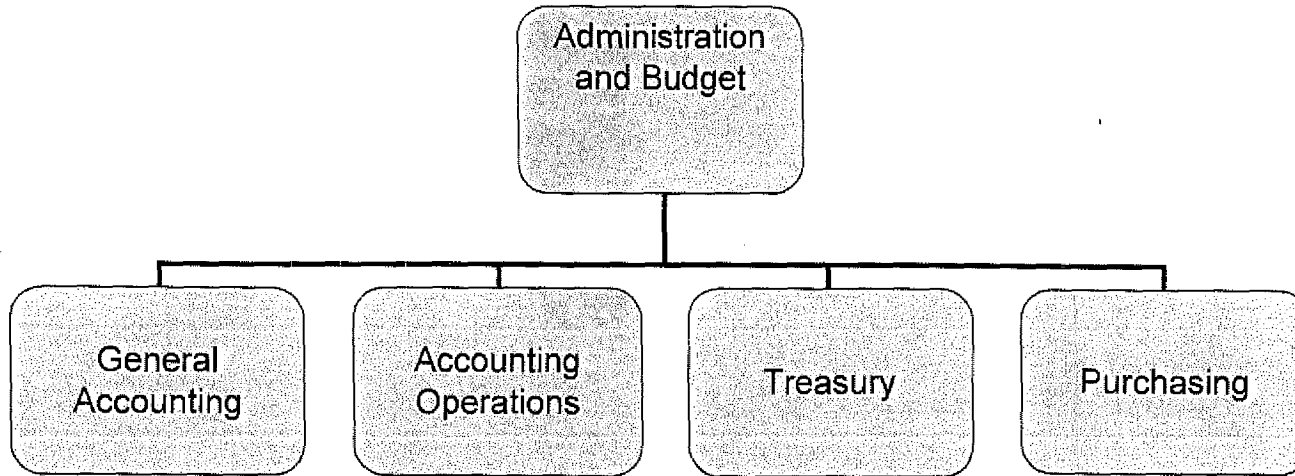
Serena Wright, Human Resources Director, gave an overview of the staff report, and advised of revisions to the physical requirements and working conditions.

IT WAS MOVED BY VICE CHAIR ZEITLIN, SECONDED BY COMMISSIONER STIVERS AND UNANIMOUSLY CARRIED, THAT THE CIVIL SERVICE COMMISSION APPROVE ACTION ITEM A-2 WITH REVISIONS.

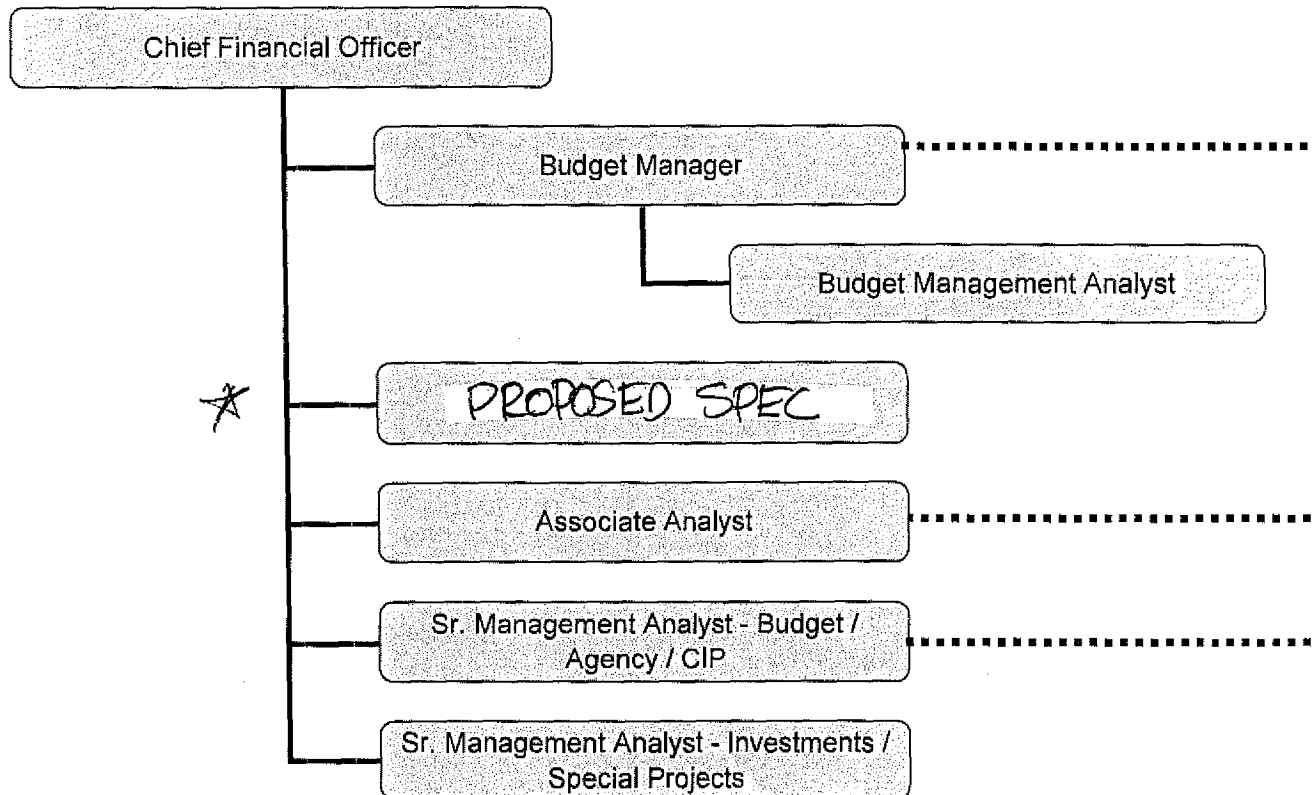
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Serena Wright
PERSONNEL & EMPLOYEE RELATIONS DIRECTOR of the City of Culver
City, California
SECRETARY TO THE CIVIL SERVICE COMMISSION of the
City of Culver City, California

Culver City Finance Department



Finance Department - Administration and Budget (7 FTE)



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Attachment No. 4