

FINANCE COMMITTEE MEETING

December 10, 2013

Council Chambers

7:00 P.M.

Present:

Mayor Jean
Councilor Varney
Councilor Keans
Councilor Walker
Councilor Lauterborn
Councilor Larochelle

Others Present

Councilor Gray
City Manager Fitzpatrick
Deputy City Manager Cox
Councilor Elect Collins
Police Chief Allen
Councilor Elect Gates
HR Coordinator Hoyt
Councilor Lachapelle (7:00 -
7:10)

Excused:

Councilor Torr

MINUTES

1] Call to Order

Mayor Jean called the meeting to order at 7:05 P.M.

2] Public Input

There was no public input.

3] Old Business

3.1 Stillwater Circle

Mayor Jean stated that he had sent a letter to the residents as requested by the Committee at the November meeting and that he had received a response. The Mayor stated that he would continue to work with the residents at Stillwater and this item would be kept in Committee.

3.2 Outside Details

City Manager Fitzpatrick informed the Committee that he had reviewed this issue with the Police, Fire and Public Works departments. His recommendation would be to charge for outside details except when an event is co-sponsored by the City.

Councilor Larochelle MOVED that the outside detail expenses for events to be co- sponsored by the City are to be included in the City Manager's annual

budget presented to the Council. Councilor Walker offered a second to the motion which was ADOPTED by a unanimous voice vote.

Mayor Jean stated that the existing details to be co-sponsored would include the Christmas Parade, Memorial Day Parade, Night Before the 4th of July, Zombie Trick or Treat Night, Oktoberfest and the Christmas Tree Lighting event.

3.3 Water and Sewer Rates

Deputy City Manager Cox informed the Committee that the Finance Office has created a new rates model for the Committee and had received an updated Working Capital Analysis from the auditor for both the Water and Sewer funds.

Senior Accountant Sullivan presented a series of Power Point slides displaying the new rates model (copy attached).

Mayor Jean requested that the Finance Office work with the auditor to amend the Working Capital Analysis Liquidity Ratio to factor out the "due to other funds."

Councilor Varney MOVED to recommend to the full Council a rate increase of 1.5% to the current Water Rate and to recommend no adjustment to the Sewer Rate. Councilor Walker offered a second to the motion which was ADOPTED by a unanimous voice vote.

4] New Business

4.1 Historical Society Boiler

After a brief discussion, the Mayor determined the intent of the Council is to fund the boiler replacement at the Historical Society by transferring funds from General Overhead "Contingency", Account 11080050-584000.

4.2 Police Overtime and Compensatory Time

Chief Allen reviewed the worksheet contained in the Committee packet and ended by stating that the overtime expenditure budget is trending over budget for the year due to the compensatory time allocation which was not budgeted. He also informed the Committee that the Police Department has averaged seven to eight officers short staffed since the start of the fiscal year on July 1st.

Mayor Jean requested that Police Chief Allen add the ComStat data report to the monthly department report that is provided to the full Council every month.

Chief Allen also made the point that in addition to being short staffed, as noted above, the Police Department has experienced a marked increase in the volume of calls for service.

5] Finance Director's Report

Deputy City Manager Cox indicated that the FY2015 Budget Development schedule is outlined in his report for the Committee's review and comment.

Mayor Jean requested that the O & M Budget and CIP Budget Public Hearings scheduled for June 3, 2014 be moved to June 17, 2014. The Mayor stated that this would place the Public Hearings after all the individual department budgets have been presented, thus allowing the public to comment on all budgets.

Mr. Cox received confirmation from the Committee that due to the inauguration of new City Councilors on January 7, 2014 and the recess of the Regular City Council Meeting to January 14, 2014, there will be no Finance Committee meeting in January.

Mr. Cox handed out a memorandum from Fire Chief Sanborn (copy attached) dated December 10, 2013. The Chief submitted this information in response to the Committee's request for additional information regarding the Fire Department's overtime expense.

Councilor Varney stated that this information does not answer his request to see how vacation time converts to "man-years."

6] Monthly Financial Statements

Councilor Varney requested that the Arena Department provide a report on the FY2014 use of "contingency" at next Tuesday's Council Workshop.

Mayor Jean asked Mr. Cox why many of the insurance liability accounts appear overspent. Mr. Cox indicated that:

- a) The insurance carrier, Local Government Center Property Liability Trust, had changed how these premiums are being calculated causing the City to be slightly under budgeted and
- b) The Finance Office was correcting how these expenses are being assessed to individual departments. As a result, some departments, such as police, are being charged more than what they were budgeted for in FY2014.

Councilor Varney inquired why the Building, Zoning and Licensing account line for legal was trending over budget. Mr. Cox responded that the BZL department has been very active in their code compliance efforts which has resulted in increased legal expense.

7] Other

Deputy City Manager Cox distributed a worksheet (copy attached) detailing the pay scales for all employee groups. Mr. Cox stated that the non-union pay scales were adjusted in 2006 (2.1%) and again in 2007 (3.43%), but have not been adjusted for the last six years. This in addition to recent adjustments to the pay ranges under collective bargaining agreements has resulted in the non-union pay scales being approximately 5% below the collectively bargained pay scales.

The Mayor determined that the Committee would support the City Manager bringing to the full Council an adjustment to the non-union scales.

Councilor Larochelle stated that he was looking for the agenda to contain an item regarding the creation of a formal policy to address the issue of when and where the City extends water and sewer infrastructure. The Mayor indicated he would consider the creation of select committee to address the issue.

8] Non-Public Session

Councilor Walker **MOVED** to enter non-public session per RSA 91-A:3, II (a) for Personnel and as RSA 91-A:3, II (d) Land. Councilor Keans provided a second to the motion which was **ADOPTED** by a unanimous roll-call vote.

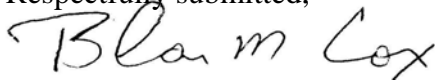
The Committee entered non-public session at 8:34 P.M.

Councilor Walker **MOVED** to exit non-public session and to seal the minutes indefinitely. Councilor Lauterborn provided a second to the motion which was **ADOPTED** by a unanimous voice vote. The Committee exited non-public session at 9:55 P.M.

9] Councilor Walker **MOVED** to adjourn. Councilor Varney provided a second to the motion which was **ADOPTED** by a unanimous voice vote.

The meeting adjourned at 9:10 P.M.

Respectfully submitted,



Blaine M. Cox
Deputy City Manager

BMC:sam

FY14–FY17
Water Rate
Core Assumptions

Consumption Growth
1.2 % to 2.0% Each Year

Operating Expense Increases
2.0% Each Year

Additional Debt Service Increase
\$ 3.5 Million Each Year FY15-FY17
20 Year Level Principal @ 3.5% Interest

Water FY14-FY17 Rate Projections

	WATER FUND	FY13	FY14	FY15	FY16	FY17
	New Connections	32	32	35	39	43
	Consumption Growth %	0.60%	1.20%	1.51%	2.01%	2.01%
A	TOTAL REVENUE UNITS	751,893	760,942	772,398	787,924	803,761
	(1) Unit = 748 gallons					
	OPERATING REVENUES					
	User Fees	\$3,444,992	\$3,553,598	\$3,668,893	\$3,892,343	\$4,203,670
	Other Service Charges	\$157,914	\$164,688	\$171,767	\$179,165	\$186,898
B	TOTAL OPERATING REVENUES	\$3,602,906	\$3,718,286	\$3,840,660	\$4,071,508	\$4,390,567
C	OPERATING EXPENSES (Less Depreciation)	\$1,838,738	\$1,875,513	\$1,913,023	\$1,951,283	\$1,990,309
	Percentage Increase over Prior Year		2.00%	2.00%	2.00%	2.00%
D	WATER CURRENT 20 YEAR DEBT SERVICE	\$1,531,460	\$1,473,409	\$1,447,020	\$1,347,542	\$1,320,524
E	ADDITIONAL DEBT SERVICE					
	Authorized & Unissued Debt	\$0	\$0	\$3,500,000	\$3,500,000	\$3,500,000
	Added Principal & Interest Payments	\$0	\$0	\$297,500	\$297,500	\$297,500
	Prior Year Authorized & Unissued P&I Payments	\$0	\$0	\$0	\$297,500	\$595,000
	Additional Principal & Interest Payments	\$0	\$0	\$297,500	\$595,000	\$892,500
F	ALL OPERATIONAL EXPENSES	\$3,370,198	\$3,348,922	\$3,657,543	\$3,893,825	\$4,203,333
G	MINIMUM RATE TO COVER ALL EXPENSES	\$4.48	\$4.40	\$4.74	\$4.94	\$5.23
H	PROJECTED USER RATES	\$4.60	\$4.67	\$4.75	\$4.94	\$5.23
	RATE INCREASE PERCENTAGE		1.5%	1.7%	4.0%	5.9%
I	PROJECTED SURPLUS (DEFICIT)	\$232,708	\$369,364	\$183,117	\$177,683	\$187,235

WATER FUND ALLOCATION OF MODEL COSTS

	ALLOCATION OF COSTS	FY13	FY14	FY15	FY16	FY17
	Operational OH Costs per Revenue Unit	\$2.0053	\$1.9718	\$1.9071	\$1.8574	\$1.8077
	Water Treatment Variable Costs Per Revenue Unit	\$0.4402	\$0.4929	\$0.5696	\$0.6191	\$0.6686
A	Sub Total All Operational Costs Per Revenue Unit	\$2.4455	\$2.4647	\$2.4767	\$2.4765	\$2.4762
	Current Debt Service Cost per Revenue Unit	\$2.0368	\$1.9363	\$1.8734	\$1.7102	\$1.6429
	Authorized & Unissued-Projections per Revenue Unit	\$0.0000	\$0.0000	\$0.3852	\$0.7627	\$1.1104
B	Sub Total Costs per Revenue Unit	\$4.4823	\$4.4010	\$4.7353	\$4.9495	\$5.2296
C	Estimated Water Treatment Total Production Units	1,070,000	1,080,700	1,091,507	1,102,422	1,113,446
	<i>1 Unit = 748 gallons</i>					
D	Water Treatment Variable Costs Per All Units	\$0.3343	\$0.3410	\$0.3478	\$0.3548	\$0.3619
E	Water Treatment Variable Costs Per Gallon	\$0.00041	\$0.00046	\$0.00054	\$0.00059	\$0.00065

MODEL RATE INCREASE VS LEVEL RATE INCREASE

A	WATER FUND	FY13	FY14	FY15	FY16	FY17
	PROJECTED USER RATES	\$4.60	\$4.67	\$4.75	\$4.94	\$5.23
	PERCENTAGE INCREASE		1.5%	1.7%	4.0%	5.9%
	PROJECTED SURPLUS (DEFICIT)	\$232,708	\$369,364	\$183,117	\$177,683	\$187,235
B	LEVEL RATE INCREASE 1.5%	\$4.60	\$4.67	\$4.74	\$4.81	\$4.88
	LEVEL RATE INCREASE 1.5%-VARIANCE	0	(\$0.00)	(\$0.01)	(\$0.13)	(\$0.35)
	LEVEL RATE SURPLUS (DEFICIT)	\$232,708	\$369,364	\$174,648	\$75,348	(\$92,255)

Water Fund-Audited Working Capital Analysis

CITY OF ROCHESTER, NEW HAMPSHIRE

Working Capital Analysis - Water Fund

	Fiscal Year Ending						
	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>	<u>2009</u>	<u>2008</u>	<u>2007</u>
Current Assets:							
Accounts receivable	\$ 1,049,075	\$ 1,071,649	\$ 968,845	\$ 1,064,724	\$ 998,144	\$ 937,330	\$ 904,314
Due from other governments	2,196	15,076	101,097	1,074,529	80	620,372	4,237
Due from other funds			549,991	622,112	4,493	677	7,000
Deferred debt financing expense	4,689	3,200	3,067	4,110	5,392	5,392	
Prepaid expenses	314	351	384	359	11,597	16,497	14,062
Inventory	321,831	276,733	247,190	265,134	248,539	231,381	242,083
Total Current Assets	<u>\$ 1,378,105</u>	<u>\$ 1,367,009</u>	<u>\$ 1,870,574</u>	<u>\$ 3,030,968</u>	<u>\$ 1,268,245</u>	<u>\$ 1,811,649</u>	<u>\$ 1,171,696</u>
Current Liabilities:							
Accounts payable	\$ 175,210	\$ 81,654	\$ 413,918	\$ 692,309	\$ 109,049	\$ 204,060	\$ 211,191
Accrued expenses	291,861	258,416	229,395	240,632	234,495	247,671	169,509
Retainage payable	61,920	79,878	105,641	141,730	82,495	125,280	159,081
Deposits payable							25,000
Due to other governments				14,235			
Due to other funds	855,648	301,372	38,533	19,227	1,995,109	191,445	4,067,581
Current portion of bonds payable	976,861	910,450	824,694	836,614	620,325	618,363	422,827
Total Current Liabilities	<u>\$ 2,361,500</u>	<u>\$ 1,631,770</u>	<u>\$ 1,612,181</u>	<u>\$ 1,944,747</u>	<u>\$ 3,041,473</u>	<u>\$ 1,386,819</u>	<u>\$ 5,055,189</u>
Working Capital Analysis:							
Working Capital Balance (Deficit)	<u>\$ (983,395)</u>	<u>\$ (264,761)</u>	<u>\$ 258,393</u>	<u>\$ 1,086,221</u>	<u>\$ (1,773,228)</u>	<u>\$ 424,830</u>	<u>\$ (3,883,493)</u>
Liquidity Ratio	0.58	0.84	1.16	1.56	0.42	1.31	0.23
Cash and Equivalents Analysis:							
Due from other funds	\$ -	\$ -	\$ 549,991	\$ 622,112	\$ 4,493	\$ 677	\$ 7,000
Due to other funds	855,648	301,372	38,533	19,227	1,995,109	191,445	4,067,581
Net Cash and Equivalents Position (Deficit)	<u>\$ (855,648)</u>	<u>\$ (301,372)</u>	<u>\$ 511,458</u>	<u>\$ 602,885</u>	<u>\$ (1,990,616)</u>	<u>\$ (190,768)</u>	<u>\$ (4,060,581)</u>

FY14–FY17
Sewer Rate
Core Assumptions

Discharge Growth
1.0 % to 1.5% Each Year

Operating Expense Increases
2.0% Each Year

Additional Debt Service Increase
\$4 Million Each Year FY15-FY17
20 Year Level Principal @ 3.5% Interest

Sewer FY14-FY17 Rate Projections

	SEWER FUND	FY13	FY14	FY15	FY16	FY17
	Regular Units	548,664	555,488	563,850	575,185	586,745
	High Volume	188,717	188,000	188,000	188,000	188,000
A	Total Units	737,381	743,488	751,850	763,185	774,745
	OPERATING REVENUES		0.83%	1.12%	1.51%	1.51%
	User Fees	\$4,484,253	\$4,522,805	\$4,574,984	\$4,813,615	\$5,136,211
	Other Service Charges	\$220,330	\$224,737	\$229,231	\$233,816	\$238,492
	Miscellaneous	\$88,624	\$90,396	\$92,204	\$94,048	\$95,929
B	Total Operating Revenues	\$4,793,207	\$4,837,938	\$4,896,420	\$5,141,480	\$5,470,633
	OPERATING EXPENSES	\$2,082,932	\$2,124,591	\$2,167,082	\$2,210,424	\$2,254,633
			2.00%	2.00%	2.00%	2.00%
D	SEWER CURRENT 20 YEAR DEBT SERVICE	\$2,318,882	\$2,142,368	\$2,123,392	\$2,037,070	\$1,976,021
E	ADDITIONAL DEBT SERVICE					
	Authorized & Unissued Debt	\$0	\$0	\$4,000,000	\$4,000,000	\$4,000,000
	Added Principal & Interest Payments	\$0	\$0	\$340,000	\$340,000	\$340,000
	Prior Year Authorized & Unissued P&I Payments	\$0	\$0	\$0	\$340,000	\$680,000
	Additional Principal & Interest Payments	\$0	\$0	\$340,000	\$680,000	\$1,020,000
F	ALL OPERATIONAL EXPENSES	\$4,401,814	\$4,266,959	\$4,630,475	\$4,927,495	\$5,250,654
G	MINIMUM RATE TO COVER ALL EXPENSES	\$5.97	\$5.74	\$6.16	\$6.46	\$6.78
H	Regular Rate	\$6.24	\$6.24	\$6.24	\$6.46	\$6.78
	High Volume Rate	\$5.62	\$5.62	\$5.62	\$5.84	\$6.16
	PERCENTAGE INCREASE		0.00%	0.00%	3.53%	4.95%
I	PROJECTED SURPLUS (DEFICIT)	\$391,393	\$570,980	\$265,945	\$213,985	\$219,979

SEWER FUND ALLOCATION OF MODEL COSTS

ALLOCATION OF COSTS			FY13	FY14	FY15	FY16	FY17
A	Operational OH Costs per Revenue Unit		\$2.2033	\$2.2289	\$2.2194	\$2.2012	\$2.2117
	Water Treatment Variable Costs Per Revenue Unit		\$0.6214	\$0.6287	\$0.6629	\$0.6951	\$0.6984
	Sub Total All Operational Costs Per Revenue Unit		\$2.8248	\$2.8576	\$2.8823	\$2.8963	\$2.9102
B	Current Debt Service Cost per Revenue Unit		\$3.1448	\$2.8815	\$2.8242	\$2.6692	\$2.5505
	Authorized & Unissued-Projections per Revenue Unit		\$0.0000	\$0.0000	\$0.4522	\$0.8910	\$1.3166
	Sub Total Costs per Revenue Unit		\$5.9695	\$5.7391	\$6.1588	\$6.4565	\$6.7773

MODEL RATE INCREASE VS LEVEL RATE INCREASE

A	SEWER FUND	FY13	FY14
	PROJECTED USER RATES	\$6.24	\$6.24
	PROJECTED HIGH VOLUME RATE	\$5.62	\$5.62
	PERCENTAGE INCREASE		0.0%
	PROJECTED SURPLUS (DEFICIT)	\$391,393	\$570,980

FY15	FY16	FY17
\$6.24	\$6.46	\$6.78
\$5.62	\$5.71	\$6.02
0.0%	3.5%	5.0%
\$265,945	\$213,985	\$219,979

B	LEVEL RATE INCREASE 1.5% USER	\$6.24	\$6.24
	LEVEL RATE INCREASE 1.5% HIGH VOL	\$5.62	\$5.62
	USER RATE INCREASE 1.5%-VARIANCE	\$0.00	\$0.00
	HIGH VOLUME INCREASE 1.5%-VARIANCE	\$0.00	\$0.00
	LEVEL RATE SURPLUS (DEFICIT)	\$391,393	\$570,980

\$6.33	\$6.43	\$6.53
\$5.70	\$5.79	\$5.88
\$0.09	(\$0.03)	(\$0.25)
\$0.08	\$0.08	(\$0.14)
\$334,570	\$186,501	\$17,120

Sewer Fund-Audited Working Capital Analysis

CITY OF ROCHESTER, NEW HAMPSHIRE

Working Capital Analysis - Sewer Fund

	Fiscal Year Ending						
	2013	2012	2011	2010	2009	2008	2007
Current Assets:							
Accounts receivable	\$ 1,634,302	\$ 1,682,551	\$ 1,642,851	\$ 1,766,532	\$ 1,645,527	\$ 1,592,872	\$ 1,073,562
Due from other governments	294,278	326,257	951,300	1,303,873	1,522,668	4,383,402	4,366,674
Due from other funds	2,663,685	3,178,744	2,439,382	1,066,957		4,278,937	7,114
Deferred debt financing expense	10,458	3,256	3,667	4,915	6,448	6,448	
Inventory	31,621						
Total Current Assets	<u>\$ 4,634,344</u>	<u>\$ 5,190,808</u>	<u>\$ 5,037,200</u>	<u>\$ 4,142,277</u>	<u>\$ 3,174,643</u>	<u>\$ 10,261,659</u>	<u>\$ 5,447,350</u>
Current Liabilities:							
Accounts payable	\$ 201,751	\$ 134,018	\$ 368,086	\$ 161,335	\$ 109,203	\$ 255,539	\$ 222,946
Accrued expenses	304,322	564,025	605,538	664,706	677,277	630,858	660,862
Retainage payable	66,866	19,595	17,646	54,091	50,338	133,988	181,755
Deferred revenue	355,482	379,182	402,880	426,579	436,752	466,033	
Due to other governments				5,231			
Due to other funds					250,870	3,681,239	751,948
Current portion of bonds payable	1,773,780	1,554,765	1,554,332	1,574,510	1,538,380	1,730,924	1,620,408
Total Current Liabilities	<u>\$ 2,702,201</u>	<u>\$ 2,651,585</u>	<u>\$ 2,948,482</u>	<u>\$ 2,886,452</u>	<u>\$ 3,062,820</u>	<u>\$ 6,898,581</u>	<u>\$ 3,437,919</u>
Working Capital Analysis:							
Working Capital Balance (Deficit)	<u>\$ 1,932,143</u>	<u>\$ 2,539,223</u>	<u>\$ 2,088,718</u>	<u>\$ 1,255,825</u>	<u>\$ 111,823</u>	<u>\$ 3,363,078</u>	<u>\$ 2,009,431</u>
Liquidity Ratio	<u>1.72</u>	<u>1.96</u>	<u>1.71</u>	<u>1.44</u>	<u>1.04</u>	<u>1.49</u>	<u>1.58</u>
Cash and Equivalents Analysis:							
Due from other funds	\$ 2,663,685	\$ 3,178,744	\$ 2,439,382	\$ 1,066,957	\$ -	\$ 4,278,937	\$ 7,114
Due to other funds	-	-	-	-	250,870	3,681,239	751,948
Net Cash and Equivalents Position (Deficit)	<u>\$ 2,663,685</u>	<u>\$ 3,178,744</u>	<u>\$ 2,439,382</u>	<u>\$ 1,066,957</u>	<u>\$ (250,870)</u>	<u>\$ 597,698</u>	<u>\$ (744,834)</u>



Norman Sanborn, Jr.
Chief of Department

Rochester Fire Department
City of Rochester
37 Wakefield Street • Rochester, NH 03867

Tel (603) 335-7545
Fax (603) 332-9711

December 10, 2013

TO: Blaine Cox, Deputy City Manager
FROM: Norm Sanborn, Jr., Fire Chief *Norm Sanborn Jr.*
SUBJECT: Request for Vacation Overtime

The following is a percentage of how all overtime is spent for FY14.

Vacation	30%
Sick Time	11%
Workers Comp	13%
Miscellaneous (Personal & Administrative Leave Coverage)	32%
Recalls, Box alarms	14%

As you see above, a large percentage of overtime is being spent this year in the miscellaneous area; specifically to cover shifts for two officers on administrative leave.

Please feel free to contact me if you need any other information.

Position Classifications & Pay Ranges for All City Personnel as of 2013-12-10

Managers' CBA

Grade	Position	Min	Max
10	City Clerk	\$ 55,181	\$ 73,935
11	Chief Assessor	\$ 57,966	\$ 77,703
11	Tax Collector	\$ 57,966	\$ 77,703
12	Director of Welfare	\$ 60,877	\$ 81,546
12	Systems Supervisor	\$ 60,877	\$ 81,546
13	Director of Recreation	\$ 63,864	\$ 85,645
13	Director of Code Enforcement	\$ 63,864	\$ 85,645
13	Economic Development Manager	\$ 63,864	\$ 85,645
13	Library Director	\$ 63,864	\$ 85,645
14	Director of Planning	\$ 67,114	\$ 89,952
17	Director of Public Works	\$ 77,686	\$ 104,119
17	Fire Chief	\$ 77,686	\$ 104,119

Middle Managers' CBA

Grade	Position	Min	Max
5	Deputy Tax Collector	\$ 16.28	\$ 21.85
5	Deputy City Clerk	\$ 16.28	\$ 21.85
7	Secretary III	\$ 18.85	\$ 25.25
9	Communications Center Manager	\$ 45,439	\$ 60,897
9	Recreation Supervisor	\$ 45,439	\$ 60,897
9	Arena Supervisor	\$ 45,439	\$ 60,897
10	Asst Director of Code Enf Services	\$ 55,181	\$ 73,935
10	Chief Planner	\$ 55,181	\$ 73,935
10	Municipal Services Supervisor	\$ 55,181	\$ 73,935
11	Deputy Fire Chief	\$ 57,966	\$ 77,703
11	Assistant Director of Recreation	\$ 57,966	\$ 77,703
11	Fire Marshal	\$ 57,966	\$ 77,703
11	Chief Water Treatment Operator	\$ 57,966	\$ 77,703
11	Chief Wastewater Treatment Operator	\$ 57,966	\$ 77,703
12	Bus. Administrator/Deputy Treasurer	\$ 60,877	\$ 81,546
13	City Engineer	\$ 63,864	\$ 85,645
14	Assitant Fire Chief	\$ 67,114	\$ 89,952

Municipal Employees

Grade	Position	Min	Max
2	Clerk Typist I	\$ 14.06	\$ 18.85
2	Secretary I	\$ 14.06	\$ 18.85
3	Administrative/Network Specialist	\$ 14.78	\$ 19.80
3	Arena Attendant	\$ 14.78	\$ 19.80
3	Clerk Typist II	\$ 14.78	\$ 19.80
3	Parking Enforcement Officer	\$ 14.78	\$ 19.80
3	Account Clerk I	\$ 14.78	\$ 19.80
4	Account Clerk II	\$ 15.51	\$ 20.81
5	Secretary II	\$ 16.28	\$ 21.85
5	Utility Billing Administrator	\$ 16.28	\$ 21.85
6	Animal Control Officer	\$ 17.95	\$ 24.07
6	Crime Analyst	\$ 17.95	\$ 24.07
6	IS Technician	\$ 17.95	\$ 24.07
6	Recreation Program Coordinator	\$ 17.95	\$ 24.07
7	Community Development Coordinator	\$ 18.85	\$ 25.27
7	Field Assessor	\$ 18.85	\$ 25.27
7	Juvenile Court Coordinator	\$ 18.85	\$ 25.27
7	Social Worker	\$ 18.85	\$ 25.27
8	Economic Development Specialist	\$ 19.80	\$ 26.53
9	Construction Engineer	\$ 21.85	\$ 29.28
9	Building/Mechanical Inspector	\$ 21.85	\$ 29.28
9	Health/Plumbing Inspector	\$ 21.85	\$ 29.28
10	Senior Accountant	\$ 26.53	\$ 35.54

Non-Union

Grade	Position	Min	Max
1	Library Page	\$ 8.95	\$ 13.26
2	Custodian (part time)	\$ 13.40	\$ 17.96
4	Assessing Technician	\$ 14.78	\$ 19.83
5	Lead Custodian (inactive)	\$ 15.51	\$ 20.82
6	Planner I	\$ 17.10	\$ 22.93
7	Financial Analyst (inactive)	\$ 17.96	\$ 24.08
8	Executive Secretary	\$ 18.86	\$ 25.28
9	Executive Assistant	\$ 20.82	\$ 27.90
9	Human Resource Coordinator	\$ 20.82	\$ 27.90
9	Office Manager	\$ 43,292	\$ 58,020
10	Deputy Assessor (inactive)	\$ 25.28	\$ 33.86
11	DPW Operations Manager (inactive)	\$ 55,227	\$ 74,032
11	Police Lieutenant	\$ 55,227	\$ 74,032
12	Prosecutor (part time)	\$ 27.89	\$ 37.35
13	Police Captain	\$ 60,847	\$ 81,599
15	Deputy Police Chief	\$ 67,142	\$ 90,010
17	Director of Finance (inactive)	\$ 74,017	\$ 99,201
18	Chief of Police	\$ 77,694	\$ 104,214
18	Deputy City Manager - Community Dev	\$ 77,694	\$ 104,214
18	Deputy City Manager - Finance & Admin	\$ 77,694	\$ 104,214