

**DEPARTMENT OF CITY CIVIL SERVICE  
CITY OF NEW ORLEANS  
REVISED PAY PLAN  
FOR  
THE CLASSIFIED SERVICE**

**ADOPTED BY THE CIVIL SERVICE COMMISSION ON NOVEMBER 17, 2008  
APPROVED BY THE CITY COUNCIL TO BE EFFECTIVE ON APRIL 5, 2009  
UPDATED THROUGH March 1, 2026**

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**SPECIAL RATES OF PAY (Including Retention Pay Motions)**

**ATTACHED**

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## **EXPLANATORY NOTES:**

1.) The number in parentheses immediately preceding each class title in this pay plan represents the occupational code (OC) as defined by the Federal Equal Employment Opportunity Commission for that class of work. These codes are as follows:

1. Officials and Administrators
2. Professionals
3. Technicians
4. Protective Service Workers
5. Para-professionals
6. Office and Clerical
7. Skilled Crafts Workers
8. Service/Maintenance

This information is required for the preparation of statistical reports by the Management Information System and has no other significance.

2.) Under the heading EAP there is a designation "EX" to indicate which classifications are exempt from the FLSA regulations on overtime. This indicator is provided for informational purposes only and is subject to change.

3.) Two astericks (\*\*) indicate a hiring rate which incorporates a flexible hiring rate up to the step indicated.

Pay Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 11 2nd Quartile	Step 21 Midpoint	Step 41 Maximum
48	22528.23	22809.83	23094.96	23383.64	23675.94	25508.06	28882.03	37027.84
49	23094.96	23383.64	23675.94	23971.89	24271.54	26149.75	29608.59	37959.32
50	23675.94	23971.89	24271.54	24574.93	24882.12	26807.58	30353.44	38914.23
51	24271.54	24574.93	24882.12	25193.14	25508.06	27481.95	31117.01	39893.17
52	24882.12	25193.14	25508.06	25826.91	26149.75	28173.30	31899.80	40896.73
53	25508.06	25826.91	26149.75	26476.62	26807.58	28882.03	32702.28	41925.54
54	26149.75	26476.62	26807.58	27142.67	27481.95	29608.59	33524.95	42980.23
55	26807.58	27142.67	27481.95	27825.48	28173.30	30353.44	34368.31	44061.45
56	27481.95	27825.48	28173.30	28525.46	28882.03	31117.01	35232.89	45169.87
57	28173.30	28525.46	28882.03	29243.06	29608.59	31899.80	36119.21	46306.18
58	28882.03	29243.06	29608.59	29978.70	30353.44	32702.28	37027.84	47471.07
59	29608.59	29978.70	30353.44	30732.85	31117.01	33524.95	37959.32	48665.26
60	30353.44	30732.85	31117.01	31505.98	31899.80	34368.31	38914.23	49889.50
61	31117.01	31505.98	31899.80	32298.55	32702.28	35232.89	39893.17	51144.53
62	31899.80	32298.55	32702.28	33111.06	33524.95	36119.21	40896.73	52431.13
63	32702.28	33111.06	33524.95	33944.01	34368.31	37027.84	41925.54	53750.11
64	33524.95	33944.01	34368.31	34797.91	35232.89	37959.32	42980.23	55102.26
65	34368.31	34797.91	35232.89	35673.30	36119.21	38914.23	44061.45	56488.42
66	35232.89	35673.30	36119.21	36570.71	37027.84	39893.17	45169.87	57909.46
67	36119.21	36570.71	37027.84	37490.69	37959.32	40896.73	46306.18	59366.24
68	37027.84	37490.69	37959.32	38433.81	38914.23	41925.54	47471.07	60859.68
69	37959.32	38433.81	38914.23	39400.66	39893.17	42980.23	48665.26	62390.68
70	38914.23	39400.66	39893.17	40391.84	40896.73	44061.45	49889.50	63960.19
71	39893.17	40391.84	40896.73	41407.94	41925.54	45169.87	51144.53	65569.19
72	40896.73	41407.94	41925.54	42449.61	42980.23	46306.18	52431.13	67218.67
73	41925.54	42449.61	42980.23	43517.48	44061.45	47471.07	53750.11	68909.64
74	42980.23	43517.48	44061.45	44612.22	45169.87	48665.26	55102.26	70643.14
75	44061.45	44612.22	45169.87	45734.50	46306.18	49889.50	56488.42	72420.26
76	45169.87	45734.50	46306.18	46885.01	47471.07	51144.53	57909.46	74242.08
77	46306.18	46885.01	47471.07	48064.46	48665.26	52431.13	59366.24	76109.74
78	47471.07	48064.46	48665.26	49273.58	49889.50	53750.11	60859.68	78024.37
79	48665.26	49273.58	49889.50	50513.12	51144.53	55102.26	62390.68	79987.17
80	49889.50	50513.12	51144.53	51783.84	52431.13	56488.42	63960.19	81999.35
81	51144.53	51783.84	52431.13	53086.52	53750.11	57909.46	65569.19	84062.15
82	52431.14	53086.52	53750.11	54421.98	55102.26	59366.24	67218.67	86176.83
83	53750.11	54421.98	55102.26	55791.04	56488.42	60859.68	68909.64	88344.72
84	55102.26	55791.04	56488.42	57194.53	57909.46	62390.68	70643.14	90567.14
85	56488.42	57194.53	57909.46	58633.33	59366.24	63960.19	72420.26	92845.47
86	57909.46	58633.33	59366.24	60108.32	60859.68	65569.19	74242.08	95181.12
87	59366.24	60108.32	60859.68	61620.42	62390.68	67218.67	76109.74	97575.52
88	60859.68	61620.42	62390.68	63170.56	63960.19	68909.64	78024.37	100030.15
89	62390.68	63170.56	63960.19	64759.70	65569.19	70643.14	79987.17	102546.53
90	63960.19	64759.70	65569.19	66388.81	67218.67	72420.26	81999.35	105126.22
91	65569.19	66388.81	67218.67	68058.90	68909.64	74242.08	84062.15	107770.80
92	67218.67	68058.90	68909.64	69771.01	70643.14	76109.74	86176.83	110481.91
93	68909.64	69771.01	70643.14	71526.18	72420.26	78024.37	88344.72	113261.22
94	70643.14	71526.18	72420.26	73325.51	74242.08	79987.17	90567.14	116110.45
95	72420.26	73325.51	74242.08	75170.11	76109.74	81999.35	92845.47	119031.35
96	74242.08	75170.11	76109.74	77061.11	78024.37	84062.15	95181.12	122025.73
97	76109.74	77061.11	78024.37	78999.68	79987.17	86176.83	97575.52	125095.44
98	78024.37	78999.68	79987.17	80987.01	81999.35	88344.72	100030.15	128242.38
99	79987.17	80987.01	81999.35	83024.34	84062.15	90567.14	102546.53	131468.47
100	81999.35	83024.34	84062.15	85112.92	86176.83	92845.47	105126.22	134775.73
101	84062.15	85112.92	86176.83	87254.04	88344.72	95181.12	107770.80	138166.18
102	86176.83	87254.04	88344.72	89449.03	90567.14	97575.52	110481.91	141641.92
103	88344.72	89449.03	90567.14	91699.23	92845.47	100030.15	113261.22	145205.10
104	90567.14	91699.23	92845.47	94006.04	95181.12	102546.53	116110.45	148857.92

105	92845.47	94006.04	95181.12	96370.88	97575.52	105126.22	119031.35	152602.62
106	95181.12	96370.88	97575.52	98795.21	100030.15	107770.80	122025.73	156441.53
107	97575.52	98795.21	100030.15	101280.53	102546.53	110481.91	125095.44	160377.02
108	100030.15	101280.53	102546.53	103828.36	105126.22	113261.22	128242.38	164411.50
109	102546.53	103828.36	105126.22	106440.30	107770.80	116110.45	131468.47	168547.48
110	105126.22	106440.30	107770.80	109117.94	110481.91	119031.35	134775.73	172787.50
111	107770.80	109117.94	110481.91	111862.93	113261.22	122025.73	138166.18	177134.19
112	110481.91	111862.93	113261.22	114676.99	116110.45	125095.44	141641.92	181590.22
113	113261.22	114676.99	116110.45	117561.83	119031.35	128242.38	145205.10	186158.35
114	116110.45	117561.83	119031.35	120519.24	122025.73	131468.47	148857.92	190841.39
115	119031.35	120519.24	122025.73	123551.06	125095.44	134775.73	152602.62	195642.25
116	122025.73	123551.06	125095.44	126659.14	128242.38	138166.18	156441.53	200563.87
117	125095.44	126659.14	128242.38	129845.41	131468.47	141641.92	160377.02	205609.31
118	128242.38	129845.41	131468.47	133111.83	134775.73	145205.10	164411.50	210781.66
119	131468.47	133111.83	134775.73	136460.42	138166.18	148857.92	168547.48	216084.14
120	134775.73	136460.42	138166.18	139893.26	141641.92	152602.62	172787.50	221520.01
121	138166.18	139893.26	141641.92	143412.45	145205.10	156441.53	177134.19	227092.62
122	141641.92	143412.45	145205.10	147020.16	148857.92	160377.02	181590.22	232805.42
123	145205.10	147020.16	148857.92	150718.64	152602.62	164411.50	186158.35	238661.93
124	148857.92	150718.64	152602.62	154510.16	156441.53	168547.48	190841.39	244665.77
125	152602.62	154510.16	156441.53	158397.05	160377.02	172787.50	195642.25	250820.64
126	156441.53	158397.05	160377.02	162381.73	164411.50	177134.19	200563.87	257130.35
127	160377.02	162381.73	164411.50	166466.64	168547.48	181590.22	205609.31	263598.78
128	164411.50	166466.64	168547.48	170654.32	172787.50	186158.35	210781.66	270229.94
129	168547.48	170654.32	172787.50	174947.34	177134.19	190841.39	216084.14	277027.91
130	172787.50	174947.34	177134.19	179348.36	181590.22	195642.25	221520.01	283996.90
131	177134.19	179348.36	181590.22	183860.09	186158.35	200563.87	227092.62	291141.19
132	181590.22	183860.09	186158.35	188485.33	190841.39	205609.31	232805.42	298465.21
133	186158.35	188485.33	190841.39	193226.91	195642.25	210781.66	238661.93	305973.48
134	190841.39	193226.91	195642.25	198087.77	200563.87	216084.14	244665.77	313670.63
135	195642.25	198087.77	200563.87	203070.92	205609.31	221520.01	250820.64	321561.40

## NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
	(2)	C7306	911 LIAISON OFFICER	67	36,119	59,366	40	(58,633)
EX	(2)	C7307	911 LIAISON SUPERVISOR	76	45,169	74,242	40	(73,325)
	(2)	C0421	ACCOUNTANT I	72	40,896	67,218	29	(57,909)
	(2)	C0422	ACCOUNTANT II	74	42,980	70,643	29	(60,859)
	(2)	C0410	ACCOUNTANT III	76	45,169	74,242	29	(63,960)
	(2)	C0417	ACCOUNTANT TRAINEE	60	30,353	49,889	17	(37,027)
	(5)	C0439	ACCOUNTS PAYABLE SUPERVISOR	57	28,173	46,306	17	(34,368)
	(2)	C0028	ADMINISTRATIVE SUPPORT MANAGER I	69	37,959	62,390	17	(46,306)
	(2)	C0408	ADMINISTRATIVE SUPPORT MANAGER II	71	39,893	65,569	17	(48,665)
	(6)	C0246	ADMINISTRATIVE SUPPORT SUPERVISOR	65	34,368	56,488	17	(41,925)
	(6)	C0492	ADMINISTRATIVE SUPPORT SUPERVISOR III	67	36,119	59,366	17	(44,061)
	(2)	C0027	ADMINISTRATIVE SUPPORT SUPERVISOR IV	69	37,959	62,391	17	(46,306)
EX	(2)	C4401	ARCHITECT	93	68,909	113,261	17	(84,062)
EX	(2)	C4402	ARCHITECT, SENIOR	96	74,242	122,025	17	(90,567)
	(2)	C4406	ARCHITECTURAL HISTORIAN	72	40,896	67,218	17	(49,889)
	(2)	C4407	ARCHITECTURAL HISTORIAN, SENIOR	79	48,665	79,987	17	(59,366)
EX	(1)	C0485	ASSISTANT MANAGER, RETIREMENT SYSTEM	90	63,960	105,126	17	(78,024)
	(2)	C4301	ASSOCIATE CITY PLANNER	65	34,368	56,488	31	(49,889)
	(5)	C8553	ASSOCIATE CURATOR	63	32,702	53,750	17	(39,893)
EX	(2)	C7021	ATTORNEY I	73	41,925	68,909	39	(67,218)
EX	(2)	C7025	ATTORNEY II	90	63,960	105,126	25	(86,176)
EX	(2)	C7026	ATTORNEY III	97	76,109	125,095	25	(102,546)
EX	(2)	C7027	ATTORNEY IV	103	88,344	145,205	23	(116,110)
	(2)	C0426	AUDITOR	74	42,980	70,643	29	(60,859)
	(2)	C0425	AUDITOR ASSISTANT	72	40,896	67,218	29	(57,909)
	(2)	C0427	AUDITOR, SENIOR	76	45,169	74,242	29	(63,960)
	(2)	C0412	AUDITOR TRAINEE	60	30,353	49,889	17	(37,027)
	(3)	C3457	AUTOMATED METERING INFRASTRUCTURE (AMI) DATA ANALYST I	69	37,959	62,390	27	(52,431)
	(3)	C3458	AUTOMATED METERING INFRASTRUCTURE (AMI) DATA ANALYST II	77	46,306	76,109	25	(62,390)
	(3)	C3459	AUTOMATED METERING INFRASTRUCTURE (AMI) DATA ANALYST SUPERVISOR	86	57,909	95,181	25	(78,024)
	(3)	C3454	AUTOMATED METERING INFRASTRUCTURE (AMI) MANAGER	86	57,909	95,181	25	(78,024)
	(3)	C3453	AUTOMATED METERING INFRASTRUCTURE (AMI) MASTER SPECIALIST	73	41,925	68,909	25	(56,488)
	(3)	C3452	AUTOMATED METERING INFRASTRUCTURE (AMI) SPECIALIST	71	39,893	65,569	25	(53,750)
	(3)	C3419	AUTOMATED METERING INFRASTRUCTURE (AMI) SUPERVISOR	81	51,144	84,062	29	(72,420)
	(3)	C3451	AUTOMATED METERING INFRASTRUCTURE (AMI) TECHNICIAN	65	34,368	56,488	29	(48,665)
	(3)	C3450	AUTOMATED METERING INFRASTRUCTURE (AMI) TECHNICIAN, TRAINEE	59	29,608	48,665	29	(41,925)
	(1)	C1938	AUTOMOTIVE & STORES SUPERINTENDENT	78	47,471	78,024	17	(57,909)
	(7)	C1934	AUTOMOTIVE DIESEL MECHANIC	71	39,893	65,569	29	(56,488)
	(7)	C1913	AUTOMOTIVE MAINTENANCE SPECIALIST	68	37,027	60,859	17	(45,169)
	(1)	C1925	AUTOMOTIVE MAINTENANCE SUPERINTENDENT	74	42,980	70,643	17	(52,431)
	(7)	C1933	AUTOMOTIVE MECHANIC (JOURNEYMAN)	68	37,027	60,859	29	(52,431)
	(7)	C1935	AUTOMOTIVE MECHANIC (LEAD)	73	41,925	68,909	29	(59,366)
	(7)	C1990	AUTOMOTIVE MECHANIC I	50	23,675	38,914	36	(36,570)
	(7)	C1991	AUTOMOTIVE MECHANIC II	58	28,882	47,471	24	(38,433)
	(7)	C1992	AUTOMOTIVE MECHANIC III	66	35,232	57,909	17	(42,980)
	(7)	C1932	AUTOMOTIVE MECHANIC, ASSISTANT	62	31,899	52,431	29	(45,169)
	(7)	C1930	AUTOMOTIVE TECHNICIAN I	52	25,508	40,896	36	(38,433)
	(7)	C1931	AUTOMOTIVE TECHNICIAN II	58	28,882	47,471	32	(42,449)
	(6)	C0402	AWARDS COORDINATOR (POLICE DEPARTMENT)	63	32,702	53,750	17	(39,893)
	(7)	C3060	BOILER PLANT OPERATOR	56	27,481	45,169	28	(38,433)
	(2)	C0520	BROADCAST AND PRODUCTION COORDINATOR	77	46,306	76,109	33	(68,909)
EX	(2)	C0521	BROADCAST AND PRODUCTION MANAGER	84	55,102	90,567	35	(84,062)
EX	(1)	C0457	BUDGET ADMINISTRATOR	99	79,987	131,468	17	(97,575)
EX	(2)	C0359	BUDGET CONSULTANT (CAO)	80	49,889	81,999	27	(68,909)
EX	(1)	C5179	BUDGET COORDINATOR	86	57,909	95,181	21	(74,242)
	(3)	C2210	BUILDING INSPECTOR	63	32,702	53,750	51	(60,859)
	(3)	C2213	BUILDING INSPECTOR, LEAD	72	40,896	67,218	45	(70,643)
	(1)	C2107	BUILDING INSPECTOR MANAGER	82	52,431	86,176	44	(89,449)
	(3)	C2211	BUILDING INSPECTOR, SENIOR	66	35,232	57,909	51	(65,569)
EX	(1)	C2214	BUILDING INSPECTOR SUPERVISOR	78	47,471	78,024	44	(80,897)
	(3)	C2215	BUILDING INSPECTOR, TRAINEE	59	29,608	48,665	47	(52,431)
	(3)	C4245	BUILDING PLAN REVIEWER	72	40,896	67,218	36	(63,170)
	(3)	C4244	BUILDING PLAN REVIEWER, INTERN	68	37,027	60,859	32	(54,421)
	(2)	C4247	BUILDING PLAN REVIEWER, PRINCIPAL	78	47,471	78,024	31	(68,909)
EX	(2)	C4248	BUILDING PLAN REVIEWER, SUPERVISOR	82	52,431	86,176	35	(79,987)
	(3)	C5220	BUILDING SERVICES WORKER	50	23,675	38,914	36	(36,570)

## NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
EX	(1)	C2413	BUILDINGS MAINTENANCE MANAGER	90	63,960	105,126	22	(83,024)
	(7)	C2425	BUILDINGS REPAIR SUPERVISOR	73	41,925	68,909	17	(51,144)
	(3)	C0308	BUYER	63	32,702	53,750	17	(39,893)
	(2)	C0309	BUYER, SENIOR	71	39,893	65,569	17	(48,665)
EX	(1)	C4410	CAPITAL PROJECTS ADMINISTRATOR	103	88,344	145,205	39	(141,641)
EX	(1)	C4409	CAPITAL PROJECTS ADMINISTRATOR, ASSISTANT	99	79,987	131,468	37	(125,095)
	(7)	C1740	CARPENTER	60	30,353	49,889	24	(40,391)
	(7)	C1741	CARPENTER, SENIOR	64	33,524	55,102	20	(42,449)
	(8)	C8605	CEMETARY ATTENDANT I	52	24,882	40,896	36	(38,433)
	(8)	C8606	CEMETARY ATTENDANT II	54	26,149	42,980	36	(40,391)
	(8)	C2421	CEMETERY SERVICES SPECIALIST	52	24,882	40,896	32	(36,570)
EX	(2)	C0405	CHIEF ACCOUNTANT	88	60,859	100,030	17	(74,242)
EX	(1)	C0510	CHIEF ADMINISTRATIVE OFFICER, ASSISTANT	110	105,126	172,787	17	(128,242)
EX	(1)	C3005	CHIEF AUDIT EXECUTIVE (S&WB)	108	100,030	164,411	17-45**	(122,025)
EX	(2)	C0419	CHIEF AUDITOR	88	60,859	100,030	17	(74,242)
EX	(1)	C2108	CHIEF BUILDING OFFICIAL	96	74,242	122,025	45	(128,242)
EX	(2)	C0729	CHIEF MONITOR (OFFICE OF THE INDEPENDENT POLICE MONITOR)	95	72,420	119,031	17	(88,344)
	(7)	C2412	CHIEF OPERATING ENGINEER (1st Class)	79	48,665	79,987	37	(76,109)
EX	(1)	C4223	CHIEF OPERATIONS MANAGER	90	63,960	105,126	19	(79,987)
EX	(2)	C4222	CHIEF OPERATIONS MANAGER, ASSISTANT	84	55,102	90,567	23	(72,420)
EX	(1)	C7154	CHIEF OPERATIONS OFFICER (POLICE)	104	90,567	148,857	17	(110,481)
EX	(2)	C4252	CHIEF ZONING OFFICIAL	96	74,242	122,025	41	(122,025)
EX	(2)	C0601	CITY ECONOMIST	96	74,242	122,025	17	(90,567)
	(2)	C4302	CITY PLANNER	71	39,893	65,569	31	(57,909)
	(2)	C4303	CITY PLANNER, SENIOR	76	45,169	74,242	28	(63,170)
	(5)	C7009	CLAIMS INVESTIGATOR (S&WB)	58	28,882	47,471	21	(37,027)
EX	(1)	C0051	CLERK OF COUNCIL	99	79,987	131,468	17	(97,575)
EX	(2)	C0050	CLERK OF COUNCIL, ASSISTANT	84	55,102	90,567	23	(72,420)
	(2)	C7518	CLERK OF COURT, ASSISTANT	76	45,169	74,242	17	(55,102)
	(3)	C5316	CODE ENFORCEMENT ASSISTANT I	52	24,882	40,896	31	(36,119)
	(3)	C5317	CODE ENFORCEMENT ASSISTANT II	54	26,149	42,980	31	(37,959)
	(2)	C5311	CODE ENFORCEMENT CASE SPECIALIST I	61	31,117	51,144	31	(45,169)
	(2)	C5312	CODE ENFORCEMENT CASE SPECIALIST II	64	33,524	55,102	31	(48,665)
	(2)	C5313	CODE ENFORCEMENT CASE SPECIALIST III	71	39,893	65,569	25	(53,750)
EX	(2)	C5314	CODE ENFORCEMENT CASE SUPERVISOR	78	47,471	78,024	29	(67,218)
	(3)	C2205	CODE ENFORCEMENT DISTRICT SUPERVISOR	71	39,893	65,569	25	(53,750)
	(3)	C2202	CODE ENFORCEMENT FIELD SUPERVISOR	68	37,027	60,859	27	(51,144)
	(3)	C2204	CODE ENFORCEMENT INSPECTOR I	61	31,117	51,144	31	(45,169)
	(3)	C2203	CODE ENFORCEMENT INSPECTOR II	64	33,524	55,102	31	(48,665)
EX	(2)	C2209	CODE ENFORCEMENT MANAGER	78	47,471	78,024	29	(67,218)
EX	(2)	C0250	COMMUNITY POLICE MEDIATION PROGRAM MANAGER	84	55,102	90,567	31	(79,987)
	(2)	C0730	COMMUNITY POLICE REVIEW SPECIALIST	79	48,665	79,987	17	(59,366)
EX	(1)	C0460	COMPTROLLER	100	81,999	134,775	25-45**	(110,481)
EX	(1)	C0459	COMPTROLLER, ASSISTANT	96	74,242	122,025	17	(90,567)
	(3)	C4418	CONSTRUCTION INSPECTOR, ASSISTANT	59	29,608	48,665	40	(48,064)
	(3)	C4419	CONSTRUCTION INSPECTOR I	63	32,702	53,750	40	(53,086)
	(3)	C4420	CONSTRUCTION INSPECTOR II	66	35,232	57,909	40	(57,194)
	(3)	C4422	CONSTRUCTION INSPECTOR LEAD	69	37,959	62,390	40	(61,620)
	(3)	C4421	CONSTRUCTION INSPECTOR SUPERVISOR	72	40,896	67,218	42	(68,058)
EX	(1)	C3012	CONTINUOUS IMPROVEMENT ADMINISTRATOR	104	90,567	148,858	17-29**	(110,481)
	(3)	C4035	COST ESTIMATOR SPECIALIST	75	44,061	72,420	17	(53,750)
EX	(2)	C0522	COUNCIL PUBLIC INFORMATION OFFICER	98	78,024	128,242	17	(95,181)
EX	(1)	C0245	COUNCIL RESEARCH OFFICER	99	79,987	131,468	17	(97,575)
EX	(2)	C0265	COUNCIL RESEARCH OFFICER, ASSISTANT	84	55,102	90,567	23	(72,420)
	(2)	C7016	COURT EVIDENCE CLERK	53	25,508	41,925	25	(34,368)
	(2)	C6078	COURT PROBATION COORDINATOR	70	38,914	63,960	17	(47,471)
	(2)	C6077	COURT PROBATION COORDINATOR, ASSISTANT	64	33,524	55,102	17	(40,896)
	(2)	C6075	COURT PROBATION OFFICER	57	28,173	46,306	21	(36,119)
	(2)	C6076	COURT PROBATION OFFICER, SENIOR	61	31,117	51,144	17	(37,959)
EX	(2)	C7601	CRIME ANALYST I	87	59,366	97,575	17	(72,420)
EX	(2)	C7602	CRIME ANALYST II	89	62,390	102,546	17	(76,109)
EX	(2)	C7603	CRIME ANALYST III	91	65,569	107,770	17	(79,987)
EX	(2)	C7604	CRIME ANALYST IV	93	68,909	113,261	17	(84,062)
	(2)	C7600	CRIME ANALYST, ASSOCIATE	75	44,061	72,420	17	(53,750)
EX	(1)	C5261	CRIME LABORATORY DEPUTY DIRECTOR	86	57,909	95,181	59	(119,031)
EX	(1)	C5253	CRIME LABORATORY DIRECTOR	88	60,859	100,030	69	(141,641)
	(4)	C5283	CRIME SCENE INVESTIGATION LEAD SPECIALIST	66	35,232	57,909	31	(51,144)
	(4)	C5282	CRIME SCENE INVESTIGATION SENIOR SPECIALIST	64	33,524	55,102	29	(47,471)
	(4)	C5281	CRIME SCENE INVESTIGATION SPECIALIST	62	31,890	52,431	22	(41,407)

## NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
	(4)	C5280	CRIME SCENE INVESTIGATION SPECIALIST ASSOCIATE	53	25,508	41,925	36	(39,400)
	(4)	C5284	CRIME SCENE INVESTIGATION SUPERVISOR	71	39,893	65,569	29	(56,488)
	(2)	C5250	CRIMINALIST I	63	32,702	53,750	35	(49,889)
	(2)	C5251	CRIMINALIST II	71	39,893	65,569	29	(56,488)
	(2)	C5252	CRIMINALIST III (LEAD)	79	48,665	79,987	27	(67,218)
EX	(2)	C5254	CRIMINALIST IV (SUPERVISOR)	82	52,431	86,176	29	(74,242)
EX	(1)	C0269	CURO, DEPUTY CHIEF OF STAFF	104	90,567	148,857	17	(110,481)
EX	(2)	C0296	CURO ENERGY POLICY ANALYST	93	68,909	113,261	17	(84,062)
EX	(2)	C0299	CURO LEGISLATIVE AIDE	77	46,306	76,109	25	(62,390)
EX	(2)	C0297	CURO REGULATORY AUDITOR	93	68,909	113,261	17	(84,062)
EX	(2)	C0298	CURO STAFF ATTORNEY	103	88,344	145,205	17	(107,770)
	(6)	C7401	CUSTOMER SERVICE ASSOCIATE	52	24,882	40,896	25	(33,524)
	(6)	C7400	CUSTOMER SERVICE ASSOCIATE, TRAINEE	50	23,675	38,914	25	(31,899)
	(6)	C7406	CUSTOMER SERVICE MANAGER	71	39,893	65,569	17	(48,665)
	(6)	C7405	CUSTOMER SERVICE SPECIALIST	61	31,117	51,144	19	(38,914)
	(6)	C7402	CUSTOMER SERVICE, SENIOR ASSOCIATE	56	27,481	45,169	21	(35,232)
	(2)	C7403	CUSTOMER SERVICE, SUPERVISOR	67	36,119	59,366	17	(44,061)
	(5)	C5062	DENTAL ASSISTANT I	50	23,675	38,914	25	(31,899)
	(5)	C5063	DENTAL ASSISTANT II	52	24,882	40,896	25	(33,524)
	(5)	C5064	DENTAL ASSISTANT III	54	26,149	42,980	25	(35,232)
	(3)	C5072	DENTAL HYGIENIST I	78	47,471	78,024	17	(57,909)
	(3)	C5073	DENTAL HYGIENIST II	84	55,102	90,567	17	(67,218)
EX	(2)	C5055	DENTIST	112	110,481	181,590	23	(145,205)
EX	(2)	C5056	DENTIST (PROGRAM DIRECTOR)	118	128,242	210,781	23	(168,547)
EX	(2)	C5057	DENTIST SUPERVISOR	115	119,031	195,642	17	(145,205)
EX	(1)	C0267	DEPUTY COUNCIL CHIEF OF STAFF	104	90,567	148,857	17	(110,481)
EX	(2)	C0266	DEPUTY COUNCIL UTILITIES REGULATORY OFFICER	84	55,102	90,567	17	(67,218)
EX	(1)	C4240	DEPUTY DIRECTOR OF PUBLIC WORKS	108	100,030	164,411	41	(164,411)
EX	(1)	C4233	DEPUTY DIRECTOR, MUSEUM	107	97,575	160,377	17	(119,031)
EX	(1)	C0235	DEPUTY PERSONNEL DIRECTOR	99	79,987	131,468	17	(97,575)
EX	(1)	C7028	DEPUTY SPECIAL COUNSEL	109	102,546	168,547	23	(134,775)
	(2)	C4411	DISASTER RECOVERY PROGRAM ASSISTANT I	62	31,899	52,431	29	(45,169)
	(2)	C4412	DISASTER RECOVERY PROGRAM ASSISTANT II	69	37,959	62,390	25	(51,144)
	(2)	C4413	DISASTER RECOVERY PROGRAM ASSISTANT III	75	44,061	72,420	25	(59,366)
	(2)	C5255	DNA ANALYST I	77	46,306	76,109	33	(68,909)
EX	(2)	C5256	DNA ANALYST II	79	48,665	79,987	41	(79,987)
EX	(2)	C5257	DNA ANALYST III	81	51,144	84,062	45	(88,344)
EX	(1)	C5258	DNA SUPERVISOR	85	56,488	92,845	55	(110,481)
EX	(1)	C5259	DNA TECHNICAL LEADER	83	53,750	88,344	51	(100,030)
	(3)	C4262	DRAFTING TECHNICIAN	58	28,882	47,471	24	(38,433)
	(3)	C3050	DRAINAGE & SEWAGE PUMPING SUPERVISOR	88	60,859	100,030	25	(81,999)
	(3)	C2220	ELECTRICAL INSPECTOR	63	32,702	53,750	51	(60,859)
	(3)	C2223	ELECTRICAL INSPECTOR, LEAD	72	40,896	67,218	45	(70,643)
	(3)	C2221	ELECTRICAL INSPECTOR, SENIOR	66	35,232	57,909	51	(65,569)
EX	(1)	C2224	ELECTRICAL INSPECTOR SUPERVISOR	78	47,471	78,024	44	(80,897)
	(3)	C4215	ELECTRICAL PLAN EXAMINER	66	35,232	57,909	29	(49,889)
	(3)	C4217	ELECTRICAL PLAN EXAMINER, SENIOR	70	38,914	63,960	29	(55,102)
	(7)	C1760	ELECTRICIAN - ASSISTANT	62	31,899	52,431	29	(45,169)
	(7)	C1751	ELECTRICIAN - JOURNEYMAN	66	35,232	57,909	29	(49,889)
	(7)	C1752	ELECTRICIAN - MAINTENANCE	73	41,925	68,909	29	(59,366)
	(7)	C1753	ELECTRICIAN - MASTER	77	46,306	76,109	25	(62,390)
	(3)	C2500	ELECTRONICS TECHNICIAN	65	34,368	56,488	17	(41,925)
	(3)	C2501	ELECTRONICS TECHNICIAN, SENIOR	69	37,959	62,390	17	(46,306)
	(3)	C2502	ELECTRONICS TECHNICIAN SUPERVISOR	71	39,893	65,569	17	(48,665)
EX	(2)	C8112	EMERGENCY MANAGEMENT GIS COORDINATOR	88	60,859	100,030	29	(86,176)
EX	(1)	C8113	EMERGENCY MANAGEMENT OPERATIONS ADMINISTRATOR	90	63,960	105,126	35	(97,575)
	(2)	C8117	EMERGENCY MANAGEMENT SERVICES ANALYST	71	39,893	65,569	25	(53,750)
	(2)	C8114	EMERGENCY MANAGEMENT SERVICES ASSOCIATE	65	34,368	56,488	27	(47,471)
EX	(2)	C8115	EMERGENCY MANAGEMENT SERVICES COORDINATOR	74	42,980	70,643	37	(67,218)
EX	(2)	C8118	EMERGENCY MANAGEMENT SERVICES COORDINATOR, SENIOR	78	47,471	78,024	35	(72,420)
	(3)	C5180	EMERGENCY MEDICAL COMMUNICATIONS DISPATCHER	65	34,368	56,488	17	(41,925)
	(3)	C5181	EMERGENCY MEDICAL COMMUNICATIONS DISPATCHER, SENIOR	70	38,914	63,960	17	(47,471)
	(2)	C5183	EMERGENCY MEDICAL COMMUNICATIONS SUPERVISOR	78	47,471	78,024	17	(57,909)
	(2)	C5182	EMERGENCY MEDICAL COMMUNICATIONS SUPERVISOR, ASSISTANT	74	42,980	70,643	17	(52,431)
EX	(3)	C5177	EMERGENCY MEDICAL COORDINATOR	87	59,366	97,575	29	(84,062)
EX	(3)	C5176	EMERGENCY MEDICAL COORDINATOR, ASSISTANT	81	51,144	84,062	25	(68,909)
EX	(1)	C5509	EMERGENCY MEDICAL SERVICES, DEPUTY DIRECTOR	89	62,390	102,546	17	(76,109)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	GRADE	RANGE		HIRING RATE:	
					MINIMUM	MAXIMUM	STEP	RATE
EX	(1)	C5508	EMERGENCY MEDICAL SERVICES, DIRECTOR	118	128,242	210,781	23	(168,547)
	(3)	C5170	EMERGENCY MEDICAL TECHNICIAN	64	33,524	55,102	21	(42,980)
	(3)	C5175	EMERGENCY MEDICAL TECHNICIAN, ADVANCED	66	35,232	57,909	24	(46,885)
	(3)	C5171	EMERGENCY MEDICAL TECHNICIAN, PARAMEDIC	75	44,061	72,420	23	(57,909)
	(3)	C5190	EMERGENCY MEDICAL TECHNICIAN, RECRUIT	58	28,882	47,471	20	(36,570)
EX	(2)	C4025	ENGINEER	90	63,960	105,126	31	(92,845)
EX	(2)	C4022	ENGINEER, SENIOR	92	67,218	110,481	35	(102,546)
	(2)	C4020	ENGINEER INTERN I	79	48,665	79,987	39	(78,024)
	(2)	C4021	ENGINEER INTERN II	81	51,144	84,062	39	(81,999)
	(3)	C4012	ENGINEERING ASSISTANT	60	30,353	49,889	29	(42,980)
EX	(1)	C4028	ENGINEERING DIVISION MANAGER	102	86,176	141,641	37	(134,775)
EX	(1)	C4029	ENGINEER DIVISION MANAGER, SENIOR	105	92,845	152,602	39	(148,857)
	(3)	C4002	ENGINEERING INSPECTOR	52	24,882	40,896	32	(36,570)
	(2)	C4015	ENGINEERING SPECIALIST	71	39,893	65,569	29	(56,488)
	(3)	C4018	ENGINEERING TECHNICIAN	63	32,702	53,750	33	(48,665)
	(2)	C4230	ENTOMOLOGIST I	81	51,144	84,062	17	(62,390)
EX	(2)	C4231	ENTOMOLOGIST II	85	56,488	92,845	17	(68,909)
EX	(1)	C3097	ENVIRONMENTAL ENFORCEMENT SUPERINTENDENT	87	59,366	97,575	17	(72,420)
	(3)	C3084	ENVIRONMENTAL ENFORCEMENT TECHNICIAN, INTERN	62	31,899	52,431	29	(45,169)
	(3)	C3085	ENVIRONMENTAL ENFORCEMENT TECHNICIAN I	65	34,368	56,488	35	(52,431)
	(3)	C3086	ENVIRONMENTAL ENFORCEMENT TECHNICIAN II	69	37,959	62,390	35	(57,909)
	(3)	C3089	ENVIRONMENTAL ENFORCEMENT TECHNICIAN LEAD	73	41,925	68,909	35	(63,960)
	(3)	C3088	ENVIRONMENTAL ENFORCEMENT TECHNICIAN SUPERVISOR	81	44,061	72,420	29	(72,420)
	(6)	C2515	EQUIPMENT & SERVICES DISPATCHER	50	23,675	38,914	25	(31,899)
	(6)	C0404	EQUIPMENT AND SERVICES DISPATCHER, SENIOR	52	24,882	40,896	25	(33,524)
	(8)	C2320	EQUIPMENT OPERATOR I	52	24,882	40,896	36	(38,433)
	(8)	C2321	EQUIPMENT OPERATOR II	54	26,149	42,980	36	(40,391)
	(8)	C2322	EQUIPMENT OPERATOR III	58	28,882	47,471	32	(42,449)
	(8)	C2323	EQUIPMENT OPERATOR IV	62	31,899	52,431	29	(45,169)
	(2)	C0268	EXECUTIVE ASSISTANT	69	37,959	62,391	17	(46,306)
	(2)	C0264	EXECUTIVE SECRETARY	67	36,119	59,366	17	(44,061)
	(3)	C4036	FACILITIES ENGINEERING SUPERVISOR	75	44,061	72,420	29	(62,390)
EX	(2)	C0253	FINANCE OPERATIONS MANAGER	88	60,859	100,030	17	(74,242)
	(6)	C0407	FINANCIAL SERVICES AGENT	51	24,271	39,893	17	(29,608)
EX	(1)	C0252	FINANCIAL SYSTEMS ADMINISTRATOR	92	67,218	110,481	17	(81,999)
	(3)	C7228	FIRE SUPPLY AND MAINTENANCE TECHNICIAN	61	31,117	51,144	40	(50,513)
EX	(1)	C1939	FLEET ADMINISTRATOR	99	79,987	131,468	17	(97,575)
	(1)	C1940	FLEET ADMINISTRATOR, ASSISTANT	84	55,102	90,567	23	(72,420)
EX	(1)	C0502	FLEET MANAGER	99	79,987	131,468	17	(97,575)
EX	(2)	C4232	FLEET MANAGER, ASSISTANT	80	49,889	81,999	17	(60,859)
EX	(1)	C1937	FLEET OPERATIONS MANAGER (SECOND LEVEL SUPERVISOR)	77	46,306	76,109	29	(65,569)
	(7)	C1936	FLEET OPERATIONS SUPERVISOR (FIRST LEVEL SUPERVISOR)	75	44,061	72,420	29	(62,390)
EX	(1)	C4255	FLOODPLAIN PROGRAM MANAGER	78	47,471	78,024	43	(79,987)
EX	(2)	C4256	FLOODPLAIN PROGRAM MANAGER, ASSISTANT	76	45,169	74,242	39	(72,420)
	(8)	C1210	FOOD SERVICES WORKER	50	23,675	38,914	36	(36,570)
	(8)	C1211	FOOD SERVICES WORKER, SENIOR	52	24,882	40,896	36	(38,433)
EX	(2)	C5270	FORENSIC FIREARM EXAMINER	77	46,306	76,109	33	(68,909)
EX	(2)	C5272	FORENSIC FIREARM EXAMINER, LEAD	81	51,144	86,176	45	(88,344)
EX	(2)	C5271	FORENSIC FIREARM EXAMINER, SENIOR	79	48,665	79,987	41	(79,987)
EX	(2)	C5273	FORENSIC FIREARM EXAMINER, SUPERVISOR	85	56,488	92,845	51	(105,126)
EX	(2)	C5260	FORENSIC QUALITY ASSURANCE MANAGER	83	53,750	88,344	45	(92,845)
EX	(2)	C8213	FRENCH MARKET SECURITY MANAGER	80	49,889	81,999	29	(70,643)
	(8)	C1608	GARDENER	50	23,675	38,914	36	(36,570)
EX	(1)	C0181	GIS ADMINISTRATOR	99	79,987	131,468	33	(119,031)
EX	(1)	C0188	GIS SERVER ADMINISTRATOR	90	63,960	105,126	25	(86,176)
EX	(1)	C8620	GOLF COURSE SUPERINTENDENT	84	55,102	90,567	26	(75,170)
	(6)	C0135	GRAPHIC DESIGNER	65	34,368	56,488	17	(41,925)
	(4)	C7185	GROUNDS PATROL OFFICER	58	28,882	47,471	27	(39,893)
	(4)	C8575	GROUNDS PATROL OFFICER, LEAD	63	32,702	53,750	27	(45,169)
	(4)	C7186	GROUNDS PATROL OFFICER, SENIOR	60	30,353	49,889	29	(42,980)
	(8)	C1611	GROUNDSKEEPER II	50	23,675	38,914	36	(36,570)
	(8)	C1612	GROUNDSKEEPER III	52	24,882	40,896	40	(40,391)
EX	(2)	C8116	HAZARD MITIGATION ADMINISTRATOR	96	74,242	122,025	29	(105,126)
EX	(2)	C4308	HAZARD MITIGATION COORDINATOR	81	51,144	84,062	35	(78,024)
	(3)	C1967	HEATING, VENTILATION & AIR CONDITIONING, MECHANIC	76	45,169	74,242	17	(55,102)
EX	(2)	C1968	HEATING, VENTILATION & AIR CONDITIONING, SERVICES MANAGER	83	53,750	88,344	29	(76,109)
	(2)	C4280	HISTORIC PRESERVATION BUILDING INSPECTOR	63	32,702	53,750	40	(53,086)
	(2)	C4282	HISTORIC PRESERVATION BUILDING INSPECTOR, PRINCIPAL	68	37,027	60,859	40	(60,108)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
	(2)	C4281	HISTORIC PRESERVATION BUILDING INSPECTOR, SENIOR	66	35,232	57,909	40	(57,194)
EX	(2)	C4283	HISTORIC PRESERVATION BUILDING INSPECTOR, SUPERVISOR	78	47,471	78,024	36	(73,325)
	(2)	C4260	HISTORIC PRESERVATION PLAN REVIEWER	68	37,027	60,859	37	(57,909)
	(2)	C4262	HISTORIC PRESERVATION PLAN REVIEWER, PRINCIPAL	78	47,471	78,024	31	(68,909)
	(2)	C4261	HISTORIC PRESERVATION PLAN REVIEWER, SENIOR	72	40,896	67,218	36	(63,170)
EX	(2)	C4263	HISTORIC PRESERVATION PLAN REVIEWER, SUPERVISOR	82	52,431	86,176	35	(79,987)
	(3)	C2600	HOUSING REHABILITATION CONSTRUCTION SPECIALIST	67	36,119	59,366	31	(52,431)
	(3)	C2601	HOUSING REHABILITATION CONSTRUCTION SPECIALIST, SENIOR	69	37,959	62,390	31	(55,102)
	(3)	C2602	HOUSING REHABILITATION CONSTRUCTION SUPERVISOR	75	44,061	72,420	31	(63,960)
EX	(2)	C0254	HRIS COORDINATOR	84	55,102	90,567	17	(67,218)
EX	(2)	C0255	HRIS MANAGER	90	63,960	105,126	17	(78,024)
EX	(2)	C0728	INDEPENDENT POLICE MONITOR AUDITOR	91	65,569	107,770	17	(79,987)
EX	(2)	C4174	INDUSTRIAL HYGIENIST	80	49,889	81,999	29	(70,643)
EX	(1)	C0179	INFORMATION TECHNOLOGY DIRECTOR**	99	79,987	131,468	33	(119,031)
EX	(2)	C0178	INFORMATION TECHNOLOGY MANAGER	93	68,909	113,261	35	(105,126)
EX	(3)	C0727	INFORMATION TECHNOLOGY SECURITY SPECIALIST	93	68,909	113,261	25	(92,845)
	(3)	C0165	INFORMATION TECHNOLOGY SPECIALIST I	67	36,119	59,366	25	(48,665)
	(3)	C0163	INFORMATION TECHNOLOGY SPECIALIST II	77	46,306	76,109	25	(62,390)
EX	(3)	C0177	INFORMATION TECHNOLOGY SPECIALIST III	86	57,909	95,181	25	(78,024)
EX	(2)	C0180	INFORMATION TECHNOLOGY SUPERVISOR	90	63,960	105,126	33	(95,181)
	(2)	C3414	INFRASTRUCTURE PROJECT MANAGER, INTERN	75	44,061	72,420	31	(63,960)
EX	(2)	C3415	INFRASTRUCTURE PROJECT MANAGER I	79	48,665	79,987	35	(74,242)
EX	(2)	C3416	INFRASTRUCTURE PROJECT MANAGER II	87	59,366	97,575	31	(86,176)
EX	(2)	C3417	INFRASTRUCTURE PROJECT MANAGER III	92	67,218	110,481	29	(95,181)
EX	(1)	C3418	INFRASTRUCTURE PROJECT MANAGER SUPERVISOR	96	74,242	122,025	29	(105,126)
	(5)	C6025	INSTITUTIONAL COUNSELOR I	51	24,271	39,893	34	(36,570)
	(5)	C6026	INSTITUTIONAL COUNSELOR II	53	25,508	41,925	34	(38,433)
	(5)	C6027	INSTITUTIONAL COUNSELOR III	58	28,882	47,471	28	(40,391)
	(8)	C1521	INSTITUTIONAL FOOD SERVICES SUPERVISOR	54	26,149	42,980	36	(40,391)
	(5)	C6046	INSTITUTIONAL RECREATION SPECIALIST	53	25,508	41,925	34	(38,433)
	(2)	C0482	INTERNAL AUDITOR	75	44,061	72,420	25	(59,366)
	(2)	C0481	INTERNAL AUDITOR ASSISTANT	69	37,959	62,390	25	(51,144)
EX	(2)	C0483	INTERNAL AUDITOR, SENIOR	77	46,306	76,109	25	(62,390)
EX	(1)	C0484	INTERNAL AUDITOR, SUPERVISOR	88	60,859	100,030	19	(76,109)
	(2)	C0423	INVESTMENTS COORDINATOR	83	53,750	88,344	17	(65,569)
	(6)	C0420	JUNIOR ACCOUNTANT	56	27,481	45,169	21	(35,232)
	(5)	C6028	JUVENILE DETENTION COUNSELOR I	55	26,807	44,061	34	(40,391)
	(5)	C6029	JUVENILE DETENTION COUNSELOR II	58	28,882	47,471	32	(42,449)
	(5)	C6030	JUVENILE DETENTION COUNSELOR III	60	30,353	49,889	32	(44,612)
	(5)	C6031	JUVENILE DETENTION SUPERVISOR	63	32,702	53,750	30	(46,885)
EX	(1)	C2429	JUVENILE JUSTICE CENTER MAINTENANCE SUPERINTENDENT	82	52,431	86,176	21	(67,218)
EX	(1)	C6081	JUVENILE JUSTICE CENTER RESIDENTIAL LIFE SUPERINTENDENT	87	59,366	97,575	43	(100,030)
	(2)	C6062	JUVENILE JUSTICE CENTER RESIDENTIAL LIFE SUPERINTENDENT, ASST	69	37,959	62,390	47	(67,218)
EX	(1)	C6080	JUVENILE JUSTICE CENTER SUPPORTIVE SERVICES SUPERINTENDENT	87	59,366	97,575	43	(100,030)
	(2)	C6063	JUVENILE JUSTICE CENTER TRAINING COORDINATOR	69	37,959	62,390	47	(67,218)
	(2)	C6024	JUVENILE REENTRY SUPPORT SPECIALIST	63	32,702	53,750	27	(45,169)
	(2)	C5275	LABORATORY SPECIALIST I	66	35,232	57,909	17	(42,980)
	(2)	C5276	LABORATORY SPECIALIST II	75	44,061	72,420	17	(53,750)
	(3)	C5201	LABORATORY TECHNICIAN I	50	23,675	38,914	36	(36,570)
	(3)	C5202	LABORATORY TECHNICIAN II	56	27,481	45,169	28	(38,433)
	(3)	C5203	LABORATORY TECHNICIAN III	61	31,117	51,144	22	(40,391)
	(3)	C5200	LABORATORY TECHNICIAN TRAINEE	48	22,528	37,027	36	(34,797)
	(8)	C1510	LABORER	48	22,528	37,027	36	(34,797)
	(8)	C1511	LABORER-WASTE COLLECTOR	48	22,528	37,027	36	(34,797)
EX	(2)	C1630	LANDSCAPE ARCHITECT	79	48,665	79,987	17	(59,366)
	(2)	C1629	LANDSCAPE ARCHITECT INTERN	65	34,368	56,488	17	(41,925)
EX	(2)	C1631	LANDSCAPE ARCHITECT SUPERVISOR	84	55,102	90,567	29	(78,024)
EX	(2)	C5262	LATENT PRINT SUPERVISOR	82	52,431	86,176	42	(87,254)
	(5)	C7019	LAW CLERK	66	35,232	57,909	17	(42,980)
	(5)	C0065	LAW OFFICE MANAGER	66	35,232	57,909	17	(42,980)
EX	(2)	C0313	LEAD BUYER	75	44,061	72,420	25	(59,366)
EX	(3)	C0150	LEAD INFORMATION TECHNOLOGY SPECIALIST (CAO-ITI)	92	67,218	110,481	29	(95,181)
	(2)	C0173	LEAD PROGRAMMER-ANALYST	90	63,960	105,126	17	(78,024)
	(6)	C7029	LEGAL ADMINISTRATIVE ASSISTANT	67	36,119	59,366	27	(49,889)
	(6)	C7014	LEGAL ADMINISTRATIVE SUPERVISOR	71	39,893	65,569	33	(59,366)
	(2)	C0261	LEGISLATIVE SERVICES SPECIALIST	60	30,353	49,889	19	(37,959)
	(2)	C0262	LEGISLATIVE SERVICES SPECIALIST, SENIOR	61	31,117	51,144	21	(39,893)
	(2)	C6530	LIBRARIAN I	64	33,524	55,102	29	(47,471)
	(2)	C6531	LIBRARIAN II	71	39,893	65,569	25	(53,750)

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EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
EX	(2)	C6563	LIBRARIAN II, LEAD	74	42,980	70,643	27	(59,366)
EX	(2)	C6532	LIBRARIAN III	77	46,306	76,109	25	(62,390)
EX	(2)	C6560	LIBRARY ARCHIVIST	82	52,431	86,176	25	(70,643)
	(2)	C6520	LIBRARY ASSOCIATE I	55	26,807	44,061	29	(37,959)
	(2)	C6521	LIBRARY ASSOCIATE II	60	30,353	49,889	29	(42,980)
	(2)	C6522	LIBRARY ASSOCIATE III	64	33,524	55,102	27	(46,306)
	(2)	C6523	LIBRARY ASSOCIATE IV	68	37,027	60,859	27	(51,144)
EX	(2)	C6534	LIBRARY BRANCH MANAGER	75	44,061	72,420	27	(60,859)
EX	(1)	C6535	LIBRARY BUREAU CHIEF	86	57,909	95,181	23	(76,109)
EX	(3)	C6564	LIBRARY FACILITIES ADMINISTRATOR	94	70,643	116,110	29	(100,030)
EX	(1)	C6561	LIBRARY FISCAL ADMINISTRATOR	90	63,960	105,126	19	(79,987)
	(6)	C6510	LIBRARY PAGE	48	22,528	37,027	25	(30,353)
EX	(1)	C6539	LIBRARY PROGRAMMING COORDINATOR	84	55,102	90,567	17	(67,218)
EX	(1)	C6559	LIBRARY PUBLIC SERVICES ADMINISTRATOR	99	79,987	131,468	21	(102,546)
EX	(2)	C6533	LIBRARY REGIONAL BRANCH MANAGER	84	55,102	90,567	23	(72,420)
	(8)	C6562	LIBRARY SECURITY COORDINATOR	74	42,980	70,643	29	(60,859)
	(3)	C5118	LICENSED PRACTICAL NURSE I	69	37,959	62,390	17	(46,306)
	(3)	C5119	LICENSED PRACTICAL NURSE II	72	40,896	67,218	17	(49,889)
	(3)	C5117	LICENSED PRACTICAL NURSE III	75	44,061	72,420	17	(53,750)
	(7)	C1973	MAINTENANCE WELDER	66	35,232	57,909	20	(44,612)
	(7)	C1974	MAINTENANCE WELDER, SENIOR	69	37,959	62,390	17	(46,306)
	(7)	C1720	MAINTENANCE WORKER	50	23,675	38,914	36	(36,570)
EX	(1)	C0367	MANAGEMENT DEVELOPMENT ADMINISTRATOR	88	60,859	100,030	19	(76,109)
	(2)	C0361	MANAGEMENT DEVELOPMENT ANALYST I	62	31,899	52,431	29	(45,169)
	(2)	C0362	MANAGEMENT DEVELOPMENT ANALYST II	69	37,959	62,390	25	(51,144)
	(2)	C0360	MANAGEMENT DEVELOPMENT ASSISTANT	55	26,807	44,061	21	(34,368)
EX	(2)	C0363	MANAGEMENT DEVELOPMENT SPECIALIST I	75	44,061	72,420	25	(59,366)
EX	(2)	C0364	MANAGEMENT DEVELOPMENT SPECIALIST II	77	46,306	76,109	25	(62,390)
EX	(2)	C0365	MANAGEMENT DEVELOPMENT SUPERVISOR I	80	49,889	81,999	25	(67,218)
EX	(1)	C0366	MANAGEMENT DEVELOPMENT SUPERVISOR II	82	52,431	86,176	25	(70,643)
EX	(2)	C0239	MANAGEMENT SERVICES ADMINISTRATOR	88	60,859	100,030	19	(76,109)
EX	(1)	C0247	MANAGEMENT SERVICES SPECIALIST	78	47,471	78,024	25	(63,960)
EX	(2)	C8211	MARKETING DEVELOPMENT COORDINATOR	81	51,144	84,062	17	(62,390)
	(3)	C0340	MATERIAL AND STORES SUPERVISOR	61	31,117	51,144	22	(40,391)
	(2)	C2240	MECHANICAL EQUIPMENT INSPECTOR	63	32,702	53,750	51	(60,859)
	(2)	C2243	MECHANICAL EQUIPMENT INSPECTOR, LEAD	72	40,896	67,218	45	(70,643)
	(3)	C2241	MECHANICAL EQUIPMENT INSPECTOR, SENIOR	66	35,232	57,909	51	(65,569)
EX	(1)	C2244	MECHANICAL EQUIPMENT INSPECTOR SUPERVISOR	78	47,471	78,024	44	(80,897)
	(3)	C4225	MECHANICAL PLAN EXAMINER	66	35,232	57,909	29	(49,889)
	(3)	C4227	MECHANICAL PLAN EXAMINER, SENIOR	70	38,914	63,960	29	(55,102)
	(2)	C0249	MEDIATION COORDINATOR	78	47,471	78,024	17	(57,909)
	(3)	C5462	MOSQUITO CONTROL AVIATION SUPERVISOR	88	60,859	100,030	29	(86,176)
	(2)	C5428	MOSQUITO CONTROL OPERATIONS AND MAINTENANCE SUPERVISOR	75	44,061	72,420	33	(65,569)
EX	(1)	C5429	MOSQUITO TERMITE & RODENT CONTROL, ASSISTANT DIRECTOR	107	97,575	160,377	17	(119,031)
EX	(1)	C5430	MOSQUITO TERMITE & RODENT CONTROL DIRECTOR	113	113,261	186,158	17	(138,166)
	(1)	C2249	MOTOR VEHICLE INSPECTION PROGRAM MANAGER	78	47,471	78,024	17	(57,909)
	(3)	C2248	MOTOR VEHICLE INSPECTION PROGRAM MANAGER, ASSISTANT	69	37,959	62,391	17	(46,306)
EX	(1)	C8556	MUSEUM DIVISION CHIEF	86	57,909	95,181	17	(70,643)
	(7)	C8550	MUSEUM PREPARATOR	71	39,893	65,569	17	(48,665)
	(7)	C8549	MUSEUM PREPARATOR, ASSISTANT	63	32,702	53,750	17	(39,893)
	(3)	C6180	NORDC POOL MAINTENANCE TECHNICIAN	60	30,353	49,889	20	(38,433)
EX	(2)	C8212	NORDC PUBLIC OUTREACH AND COMMUNICATIONS COORDINATOR	84	55,102	90,567	17	(67,218)
EX	(1)	C5515	NURSE PRACTITIONER	93	68,909	113,261	29	(97,575)
	(6)	C0132	OFFICE ASSISTANT	50	23,675	38,914	25	(31,899)
	(6)	C0070	OFFICE SUPPORT SPECIALIST	54	26,149	42,980	21	(33,524)
	(6)	C0145	OFFICE SUPPORT SPECIALIST SENIOR	56	27,481	45,169	21	(35,232)
	(6)	C0061	OFFICE WORKER	48	22,528	37,027	25	(30,353)
	(7)	C2411	OPERATING ENGINEER (2nd Class)	69	37,959	62,390	31	(55,102)
	(7)	C2410	OPERATING ENGINEER (3rd Class)	64	33,524	55,102	25	(45,169)
	(7)	C1780	PAINTER	58	28,882	47,471	24	(38,433)
	(7)	C1781	PAINTER, SENIOR	62	31,899	52,431	20	(40,391)
	(5)	C7017	PARALEGAL	67	36,119	59,366	31	(52,431)
	(5)	C7015	PARALEGAL SUPERVISOR	73	41,925	68,909	33	(62,390)
EX	(1)	C4236	PARKING ADMINISTRATOR	80	49,889	81,999	21	(63,960)
EX	(2)	C4237	PARKING ADMINISTRATOR, ASSISTANT	76	45,169	74,242	23	(59,366)
	(8)	C0434	PARKING DIVISION MANAGER	71	39,893	65,569	19	(49,889)
	(8)	C7164	PARKING ENFORCEMENT FIELD SUPERVISOR	59	29,608	48,665	34	(44,612)
	(8)	C7163	PARKING ENFORCEMENT OFFICER I	50	23,675	38,914	36	(36,570)

## NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	GRADE	RANGE		HIRING RATE:	
					MINIMUM	MAXIMUM	STEP	RATE
	(8)	C7160	PARKING ENFORCEMENT OFFICER II	52	24,882	40,896	36	(38,433)
	(8)	C7156	PARKING ENFORCEMENT OFFICER, SENIOR	54	26,149	42,980	36	(40,391)
	(8)	C7165	PARKING ENFORCEMENT SECTION SUPERVISOR	63	32,702	53,750	26	(44,612)
	(8)	C7157	PARKING ENFORCEMENT SQUAD LEADER	56	27,481	45,169	36	(42,449)
	(2)	C1622	PARKWAYS MAINTENANCE SECTION ASSISTANT	69	37,959	62,390	25	(51,144)
EX	(1)	C5124	PARKWAYS MAINTENANCE SECTION MANAGER	80	49,889	81,999	25	(67,218)
	(8)	C1620	PARKWAYS MAINTENANCE SUPERVISOR	54	26,149	42,980	40	(42,449)
	(8)	C1621	PARKWAYS MAINTENANCE SUPERVISOR, SENIOR	60	30,353	49,889	32	(44,612)
	(8)	C1606	PARKWAYS TREE SPECIALIST	53	25,508	41,925	36	(39,400)
EX	(2)	C0416	PAYROLL SUPERVISOR	83	53,750	88,344	17	(65,569)
	(2)	C0411	PAYROLL SUPERVISOR, ASSISTANT	69	37,959	62,390	17	(46,306)
	(2)	C2450	PERMIT TECHNICIAN I	64	33,524	55,102	35	(51,144)
	(2)	C2451	PERMIT TECHNICIAN II	71	39,893	65,569	31	(57,909)
	(2)	C2452	PERMIT TECHNICIAN, LEAD	73	41,925	68,909	31	(60,859)
	(2)	C2454	PERMIT TECHNICIAN SUPERVISOR	78	47,471	78,024	29	(67,218)
EX	(1)	C4213	PERSONNEL ADMINISTRATOR	90	63,960	105,126	19	(79,987)
EX	(2)	C4212	PERSONNEL ADMINISTRATOR, ASSISTANT	84	55,102	90,567	23	(72,420)
EX	(2)	C0358	PERSONNEL CONSULTANT (CIVIL SERVICE)	80	49,889	81,999	27	(68,909)
EX	(1)	C0240	PERSONNEL DIRECTOR	106	95,181	156,441	17	(116,110)
EX	(1)	C0238	PERSONNEL DIVISION CHIEF	86	57,909	95,181	21	(74,242)
	(3)	C5426	PEST CONTROL INSPECTOR I	51	24,271	39,893	23	(31,899)
	(3)	C5427	PEST CONTROL INSPECTOR II	56	27,481	45,169	17	(33,524)
	(3)	C5463	PEST CONTROL INSPECTOR III	58	28,882	47,471	17	(35,232)
	(3)	C1531	PEST CONTROL INSPECTOR IV	63	32,702	53,750	17	(39,893)
	(3)	C5466	PEST CONTROL SPECIALIST I	66	35,232	57,909	17	(42,980)
	(3)	C5434	PEST CONTROL SPECIALIST II	68	37,027	60,859	17	(45,169)
	(3)	C6620	PEST CONTROL SPECIALIST III	70	38,914	63,960	17	(47,471)
EX	(2)	C5020	PHYSICIAN	116	122,025	200,563	39	(195,642)
EX	(2)	C5021	PHYSICIAN (PROGRAM DIRECTOR)	118	128,242	210,781	23	(168,547)
	(3)	C1869	PLANNER & ESTIMATOR	52	24,882	40,896	32	(36,570)
EX	(1)	C4304	PLANNING ADMINISTRATOR	86	57,909	95,181	37	(90,567)
EX	(1)	C4306	PLANNING ADMINISTRATOR, ASSISTANT	84	55,102	90,567	29	(78,024)
	(2)	C4307	PLANNING INTERN	53	25,508	41,925	25	(34,368)
	(7)	C3010	PLANT ATTENDANT	50	23,675	38,914	36	(36,570)
	(7)	C3080	PLANT MAINTENANCE SUPERVISOR	65	34,368	56,488	17	(41,925)
	(7)	C1810	PLUMBER	66	35,232	57,909	40	(57,194)
	(7)	C1809	PLUMBER, ASSISTANT	58	28,882	47,471	33	(42,980)
	(7)	C1811	PLUMBER, SENIOR	73	41,925	68,909	34	(63,170)
EX	(1)	C2235	PLUMBING INSPECTION SUPERVISOR	78	47,471	78,024	36	(73,325)
	(3)	C2231	PLUMBING INSPECTOR	66	35,232	57,909	44	(60,108)
	(3)	C2234	PLUMBING INSPECTOR, LEAD	74	42,980	70,643	36	(66,388)
EX	(1)	C7140	POLICE ACADEMY ADMINISTRATOR	100	81,999	134,775	23	(107,770)
EX	(2)	C7138	POLICE ACADEMY CURRICULUM DEVELOPER	84	55,102	90,567	17	(67,218)
EX	(2)	C7137	POLICE ACADEMY FIREARMS INSTRUCTOR	77	46,306	76,109	21	(59,366)
EX	(2)	C7135	POLICE ACADEMY INSTRUCTOR	77	46,306	76,109	21	(59,366)
EX	(2)	C7136	POLICE ACADEMY LEGAL INSTRUCTOR	84	55,102	90,567	55	(107,770)
EX	(2)	C7139	POLICE ACCOUNTING SECTION MANAGER	84	55,102	90,567	17	(67,218)
	(4)	C7105	POLICE AIDE	58	28,882	47,471	20	(36,570)
	(2)	C7606	POLICE APPLICATIONS SPECIALIST (EARLY INTERVENTION SPEC.)	78	47,471	78,024	17	(57,909)
EX	(1)	C7153	POLICE BUREAU CHIEF OF STAFF	88	60,859	100,030	17	(74,242)
	(4)	C7151	POLICE CADET	50	23,675	38,914	36	(36,570)
	(4)	C7150	POLICE CADET, TRAINEE	48	22,528	37,027	36	(34,797)
EX	(1)	C0475	POLICE FISCAL AND BUDGET ADMINISTRATOR	90	63,960	105,126	17	(78,024)
EX	(1)	C5139	POLICE HUMAN RESOURCE ADMINISTRATOR	90	63,960	105,126	45	(110,481)
EX	(1)	C0182	POLICE INFORMATION TECHNOLOGY ADMINISTRATOR	96	74,242	122,025	25	(100,030)
	(2)	C7166	POLICE INTAKE SPECIALIST	67	36,119	59,366	17	(44,061)
	(4)	C7167	POLICE INVESTIGATIVE SPECIALIST	74	42,980	70,643	17	(52,431)
	(8)	C7159	POLICE INVESTIGATIVE SPECIALIST, TRAINEE	53	25,508	41,925	30	(36,570)
	(4)	C7152	POLICE INVESTIGATIVE SUPERVISOR	78	47,471	78,024	17	(57,909)
EX	(2)	C7605	POLICE RECRUITMENT & APPLICANT INVESTIGATION	90	63,960	105,126	17	(78,024)
EX	(1)	C0373	POLICE SECONDARY EMPL ADMINISTRATOR ASSISTANT	99	79,987	131,468	17	(97,575)
	(2)	C0370	POLICE SECONDARY EMPL COORDINATOR ANALYST I	62	31,899	52,431	29	(45,169)
	(2)	C0371	POLICE SECONDARY EMPL COORDINATOR ANALYST II	69	37,959	62,390	25	(51,144)
EX	(1)	C0372	POLICE SECONDARY EMPL MANAGEMENT SUPERVISOR	90	63,960	105,126	19	(79,987)
	(3)	C7143	POLICE TECHNICAL SPECIALIST	53	25,508	41,925	36	(39,400)
	(3)	C7148	POLICE TECHNICAL SPECIALIST (SENIOR)	62	31,899	52,431	22	(41,407)
	(3)	C7146	POLICE TECHNICAL SPECIALIST, TRAINEE	51	24,271	39,893	36	(37,490)
	(3)	C7149	POLICE TECHNICAL SUPERVISOR	66	35,232	57,909	18	(43,517)

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				GRADE	MINIMUM	MAXIMUM	STEP	RATE
	(6)	C7142	POLICE TECHNICIAN	50	23,675	38,914	36	(36,570)
	(6)	C7144	POLICE TECHNICIAN (SENIOR)	52	24,882	40,896	36	(38,433)
	(6)	C7145	POLICE TECHNICIAN SUPERVISOR	58	28,882	47,471	28	(40,391)
	(6)	C1116	POLICE TECHNICIAN, TRAINEE	48	22,528	37,027	36	(34,797)
	(3)	C3499	POWER CONTROL ROOM MANAGER	88	60,859	100,030	25	(81,999)
	(3)	C3495	POWER CONTROL ROOM OPERATOR I	61	31,117	51,144	30	(44,612)
	(3)	C3496	POWER CONTROL ROOM OPERATOR II	67	36,119	59,366	30	(51,783)
	(3)	C3497	POWER CONTROL ROOM OPERATOR LEAD	73	41,925	68,909	31	(60,859)
	(3)	C3498	POWER CONTROL ROOM SUPERVISOR	81	51,144	84,062	29	(72,420)
	(3)	C3055	POWER DISPATCHER I	61	31,117	51,144	22	(40,391)
	(3)	C3056	POWER DISPATCHER II	67	36,119	59,366	22	(46,885)
	(3)	C3057	POWER DISPATCHER III	81	51,144	84,062	29	(72,420)
	(3)	C3058	POWER DISPATCHER IV	88	60,859	100,030	25	(81,999)
	(1)	C3494	POWER SYSTEMS FIELD MANAGER	88	60,859	100,030	25	(81,999)
	(3)	C3490	POWER SYSTEMS FIELD OPERATOR I	61	31,117	51,144	30	(44,612)
	(3)	C3491	POWER SYSTEMS FIELD OPERATOR II	67	36,119	59,366	30	(51,783)
	(3)	C3492	POWER SYSTEMS FIELD OPERATOR LEAD	73	41,925	68,909	31	(60,859)
	(3)	C3493	POWER SYSTEMS FIELD SUPERVISOR	81	51,144	84,062	29	(72,420)
EX	(2)	C4404	PRESERVATION ARCHITECT	79	48,665	79,987	17	(59,366)
	(2)	C0418	PRINCIPAL ACCOUNTANT	78	47,471	78,024	29	(67,218)
EX	(1)	C0189	PRINCIPAL APPLICATIONS DEVELOPER	90	63,960	105,126	25	(86,176)
EX	(2)	C4408	PRINCIPAL ARCHITECTURAL HISTORIAN	85	56,488	92,845	17	(68,909)
	(2)	C0415	PRINCIPAL AUDITOR	78	47,471	78,024	29	(67,218)
EX	(2)	C4305	PRINCIPAL CITY PLANNER	81	51,144	84,062	29	(72,420)
EX	(2)	C8555	PRINCIPAL CURATOR	82	52,431	86,176	17	(63,960)
EX	(2)	C8119	PRINCIPAL EMERGENCY MANAGEMENT SERVICES COORDINATOR	84	55,102	90,567	29	(78,024)
EX	(1)	C4023	PRINCIPAL ENGINEER	96	74,242	122,025	35	(113,261)
EX	(1)	C4027	PRINCIPAL ENGINEER, SENIOR	98	78,024	128,242	37	(122,025)
	(6)	C0074	PRINCIPAL OFFICE SUPPORT SPECIALIST	59	29,608	48,665	21	(37,959)
EX	(1)	C4234	PRINCIPAL RESEARCH ENTOMOLOGIST	103	88,344	145,205	17	(107,770)
	(3)	C2264	PRINCIPAL TAXICAB INVESTIGATOR	56	27,481	45,169	33	(40,896)
	(2)	C0172	PROGRAMMER-ANALYST SENIOR	86	57,909	95,181	17	(70,643)
	(6)	C0075	PROJECT OFFICE SUPPORT SPECIALIST	61	31,117	51,144	19	(38,914)
EX	(1)	C2414	PROPERTY OPERATIONS ADMINISTRATOR	86	57,909	95,181	17	(70,643)
EX	(1)	C2423	PUBLIC BUILDINGS ADMINISTRATOR	90	63,960	105,126	17	(78,024)
	(2)	C5439	PUBLIC HEALTH EDUCATOR	50	23,675	38,914	25	(31,899)
	(2)	C5455	PUBLIC HEALTH EDUCATOR, SENIOR	58	28,882	47,471	21	(37,027)
	(2)	C5130	PUBLIC HEALTH NURSE I	80	49,889	81,999	17	(60,859)
	(2)	C5131	PUBLIC HEALTH NURSE II	82	52,431	86,176	17	(63,960)
EX	(2)	C5132	PUBLIC HEALTH NURSE III	84	55,102	90,567	17	(67,218)
EX	(1)	C5133	PUBLIC HEALTH NURSE IV	94	70,643	116,110	17	(86,176)
EX	(2)	C5138	PUBLIC HEALTH NURSING CLINIC SUPERVISOR	89	62,390	102,546	17	(76,109)
	(2)	C5137	PUBLIC HEALTH NURSING TEAM LEADER	65	34,368	56,488	17	(41,925)
EX	(1)	C1226	PUBLIC HEALTH NUTRITIONIST COORDINATOR	82	52,431	86,176	17	(63,960)
	(2)	C1223	PUBLIC HEALTH NUTRITIONIST I	67	36,119	59,366	18	(44,612)
	(2)	C1224	PUBLIC HEALTH NUTRITIONIST II	73	41,925	68,909	17	(51,144)
	(2)	C1225	PUBLIC HEALTH NUTRITIONIST III	75	44,061	72,420	19	(55,102)
	(2)	C7125	PUBLIC RELATIONS ANALYST	69	37,959	62,391	17	(46,306)
EX	(2)	C7126	PUBLIC RELATIONS SPECIALIST	76	45,169	74,242	23	(59,366)
EX	(2)	C7127	PUBLIC RELATIONS SPECIALIST, SENIOR	78	47,471	78,024	23	(62,390)
EX	(2)	C7128	PUBLIC RELATIONS SUPERVISOR	80	49,889	81,999	25	(67,218)
EX	(2)	C8120	PUBLIC SAFETY SUPPORT SERVICES ADMINISTRATOR	87	59,366	97,575	41	(97,575)
EX	(1)	C0455	PUBLIC UTILITY COMPTROLLER	83	53,750	88,344	17	(65,569)
	(1)	C0454	PUBLIC UTILITY COMPTROLLER, ASSISTANT	79	48,665	79,987	17	(59,366)
	(2)	C4414	PUBLIC WORKS CONSTRUCTION MANAGER I	75	44,061	72,420	29	(62,390)
EX	(2)	C4415	PUBLIC WORKS CONSTRUCTION MANAGER II	79	48,665	79,987	25	(65,569)
EX	(2)	C4416	PUBLIC WORKS CONSTRUCTION MANAGER III	87	59,366	97,575	21	(76,109)
EX	(2)	C4417	PUBLIC WORKS CONSTRUCTION MANAGER IV	92	67,218	110,481	17	(81,999)
	(7)	C3110	PUBLIC WORKS MAINTENANCE SPECIALIST	56	27,481	45,169	28	(38,433)
	(7)	C2426	PUBLIC WORKS MAINTENANCE SUPERINTENDENT	77	46,306	76,109	25	(62,390)
	(8)	C3126	PUBLIC WORKS MAINTENANCE WORKER	50	23,675	38,914	36	(36,570)
	(8)	C3130	PUBLIC WORKS SUPERVISOR I	60	30,353	49,889	32	(44,612)
	(8)	C3131	PUBLIC WORKS SUPERVISOR II	65	34,368	56,488	27	(47,471)
	(7)	C3132	PUBLIC WORKS SUPERVISOR III	69	37,959	62,390	25	(51,144)
	(7)	C3133	PUBLIC WORKS SUPERVISOR IV	73	41,925	68,909	25	(56,488)
	(3)	C3045	PUMPING AND POWER PLANT OPERATOR	60	30,353	49,889	28	(42,449)
	(3)	C3040	PUMPING PLANT OPERATOR	55	26,807	44,061	30	(38,433)
	(3)	C3041	PUMPING PLANT OPERATOR, SENIOR	57	28,173	46,306	30	(40,391)
	(3)	C3048	PUMPING STATIONS SUPERVISOR	81	51,144	84,062	29	(72,420)

## NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	GRADE	RANGE		HIRING RATE:	
					MINIMUM	MAXIMUM	STEP	RATE
	(3)	C3047	PUMPING STATIONS SUPERVISOR, ASSISTANT	71	39,893	65,569	23	(52,431)
EX	(1)	C0310	PURCHASING ADMINISTRATOR	100	81,999	134,775	25-45**	(110,481)
EX	(2)	C0311	PURCHASING ADMINISTRATOR, ASSISTANT	96	74,242	122,025	17	(90,567)
EX	(2)	C0312	PURCHASING AGENT	84	55,102	90,567	17	(67,218)
EX	(2)	C0316	PURCHASING SUPERVISOR	88	60,859	100,030	25	(81,999)
EX	(1)	C7050	REAL ESTATE ADMINISTRATOR	86	57,909	95,181	17	(70,643)
	(2)	C7047	REAL ESTATE MANAGER	69	37,959	62,390	17	(46,306)
	(2)	C7048	REAL ESTATE MANAGER, SENIOR	71	39,893	65,569	17	(48,665)
	(2)	C6122	RECREATION ACTIVITIES COORDINATOR	61	31,117	51,144	26	(42,449)
EX	(1)	C6154	RECREATION ADMINISTRATOR II (AQUATICS DIRECTOR)	82	52,431	86,176	21	(67,218)
EX	(1)	C6155	RECREATION ADMINISTRATOR II (ATHLETICS DIRECTOR)	82	52,431	86,176	17	(63,960)
EX	(1)	C6156	RECREATION ADMINISTRATOR II (SPECIAL PROGRAMS)	82	52,431	86,176	17	(63,960)
EX	(1)	C6157	RECREATION ADMINISTRATOR III (CENTER DIRECTOR)	88	60,859	100,030	17	(74,242)
	(2)	C6151	RECREATION AQUATICS MANAGER	65	34,368	56,488	18	(42,449)
	(5)	C6148	RECREATION ATHLETICS MANAGER I	58	28,882	47,471	28	(40,391)
	(2)	C6150	RECREATION ATHLETICS MANAGER II	65	34,368	56,488	18	(42,449)
	(5)	C6158	RECREATION CENTER ASSISTANT I	50	23,675	38,914	36	(36,570)
	(5)	C6159	RECREATION CENTER ASSISTANT II	55	26,807	44,061	30	(38,433)
	(5)	C6117	RECREATION CENTER MANAGER I	58	28,882	47,471	28	(40,391)
	(2)	C6118	RECREATION CENTER MANAGER II	65	34,368	56,488	18	(42,449)
	(2)	C6119	RECREATION CENTER MANAGER III	70	38,914	63,960	17	(47,471)
	(2)	C6123	RECREATION COORDINATOR I	65	34,368	56,488	18	(42,449)
	(2)	C6124	RECREATION COORDINATOR II	71	39,893	65,569	17	(48,665)
	(5)	C6121	RECREATION LEADER I	50	23,675	38,914	36	(36,570)
	(5)	C6146	RECREATION LEADER II	55	26,807	44,061	30	(38,433)
	(4)	C6110	RECREATION LIFEGUARD I	50	23,675	49,889	36	(36,570)
	(4)	C6111	RECREATION LIFEGUARD II	55	26,807	52,431	30	(38,433)
	(7)	C6140	RECREATION MAINTENANCE SUPERVISOR	76	45,169	74,242	17	(55,102)
	(5)	C6149	RECREATION PROGRAMMING ASSISTANT	58	28,882	47,471	28	(40,391)
	(2)	C6152	RECREATION PROGRAMMING MANAGER I	70	38,914	63,960	17	(47,471)
EX	(2)	C6153	RECREATION PROGRAMMING MANAGER II	77	46,306	76,109	21	(59,366)
	(5)	C6145	RECREATION SITE FACILITATOR I	50	23,675	38,914	36	(36,570)
	(5)	C6147	RECREATION SITE FACILITATOR II	55	26,807	44,061	30	(38,433)
EX	(2)	C0220	RECRUITING SPECIALIST	78	47,471	78,024	27	(65,569)
EX	(1)	C0221	RECRUITING SUPERVISOR	86	57,909	95,181	25	(78,024)
	(7)	C1965	REFRIGERATION MECHANIC	64	33,524	55,102	20	(42,449)
EX	(2)	C4235	RESEARCH ENTOMOLOGIST	88	60,859	100,030	17	(74,242)
EX	(1)	C0463	REVENUE COLLECTION SUPERVISOR	88	60,859	100,030	17	(74,242)
EX	(1)	C0450	REVENUE COLLECTOR	100	81,999	134,775	25-45**	(110,481)
EX	(1)	C0449	REVENUE COLLECTOR, ASSISTANT	96	74,242	122,025	17	(90,567)
	(5)	C0445	REVENUE FIELD AGENT	61	31,117	51,144	31	(45,169)
	(5)	C0441	REVENUE FIELD AGENT, LEAD	72	40,896	67,218	31	(59,366)
	(5)	C0447	REVENUE FIELD AGENT, SENIOR	69	37,959	62,390	25	(51,144)
	(5)	C0443	REVENUE FIELD SUPERVISOR	78	47,471	78,024	31	(68,909)
EX	(1)	C4600	ROADS AND DRAINAGE MAINTENANCE SUPERINTENDENT	85	56,488	92,845	17	(68,909)
	(2)	C4170	SAFETY COORDINATOR	71	39,893	65,569	25	(53,750)
EX	(2)	C4172	SAFETY COORDINATOR, LEAD	80	49,889	81,999	25	(67,218)
	(2)	C4171	SAFETY COORDINATOR, SENIOR	74	42,980	70,643	25	(57,909)
	(2)	C4110	SAFETY ENGINEER	71	39,893	65,569	17	(48,665)
	(8)	C7162	SCHOOL CROSSING GUARD	48	22,528	37,027	36	(34,797)
	(4)	C6179	SECURITY MANAGER	69	37,959	62,390	29	(53,750)
	(4)	C3093	SECURITY SYSTEMS SUPERVISOR	65	34,368	56,488	29	(48,665)
	(2)	C8554	SENIOR CURATOR	71	39,893	65,569	17	(48,665)
	(7)	C1970	SHEET METAL WORKER	58	28,882	47,471	24	(38,433)
	(7)	C1770	SIGN FABRICATOR	58	28,882	47,471	24	(38,433)
	(7)	C1771	SIGN FABRICATOR, SENIOR	65	34,368	56,488	17	(41,925)
EX	(2)	C6050	SOCIAL SERVICES ADMINISTATOR	80	49,889	81,999	37	(78,024)
EX	(2)	C6058	SOCIAL SERVICES SUPERVISOR	78	47,471	78,024	37	(74,242)
	(2)	C6042	SOCIAL SERVICES WORKER	63	32,702	53,750	35	(49,889)
	(2)	C6034	SOCIAL SERVICES WORKER (SENIOR)	68	37,027	60,859	33	(55,102)
	(2)	C6045	SOCIAL WORKER I	70	38,914	63,960	37	(60,859)
	(2)	C0295	SOCIAL WORKER II	71	39,893	65,569	39	(63,960)
	(2)	C0294	SOCIAL WORKER, LMSW/LCSW	75	44,061	72,420	39	(70,643)
EX	(2)	C4040	SPACE PLANNER	79	48,665	79,987	35	(74,242)
	(2)	C2810	SPECIAL AGENT	76	45,169	74,242	17	(55,102)
	(2)	C2811	SPECIAL AGENT, SENIOR	78	47,471	78,024	17	(57,909)
	(7)	C3070	STEAM PLANT ENGINEER I	61	31,117	51,144	22	(40,391)
	(7)	C3071	STEAM PLANT ENGINEER II	67	36,119	59,366	22	(46,885)
	(7)	C3072	STEAM PLANT ENGINEER III	81	51,144	84,062	29	(72,420)
	(7)	C3073	STEAM PLANT ENGINEER IV	88	60,859	100,030	25	(81,999)
	(6)	C0321	STOREKEEPER	50	23,675	38,914	36	(36,570)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
	(6)	C0323	STOREKEEPER (SENIOR)	52	24,882	40,896	36	(38,433)
	(6)	C6109	SUMMER YOUTH WORKER	48	22,528	37,027	05	(23,675)
	(5)	C0437	TAX COLLECTION SPECIALIST I	57	28,173	46,306	21	(36,119)
	(5)	C0438	TAX COLLECTION SPECIALIST II	61	31,117	51,144	19	(38,914)
	(5)	C0440	TAX COLLECTION SUPERVISOR	65	34,368	56,488	17	(41,925)
EX	(1)	C2265	TAXICAB BUREAU ADMINISTRATOR	78	47,471	78,024	37	(74,242)
EX	(2)	C6621	TAXICAB BUREAU ADMINISTRATOR, ASSISTANT	75	44,061	72,420	33	(65,569)
	(3)	C2263	TAXICAB INVESTIGATOR	50	23,675	38,914	33	(35,232)
	(3)	C2262	TAXICAB INVESTIGATOR, SENIOR	52	24,882	40,896	36	(38,433)
	(3)	C6178	TAXICAB OPERATIONS SUPERVISOR	63	32,702	53,750	29	(46,306)
	(2)	C4049	TECHNICAL ADMINISTRATOR	75	44,061	72,420	25	(59,366)
EX	(1)	C0174	TECHNICAL SERVICES SUPERVISOR	85	56,488	92,845	17	(68,909)
	(2)	C4048	TECHNICAL SPECIALIST	69	37,959	62,390	25	(51,144)
EX	(1)	C0277	TEST DEVELOPMENT AND VALIDATION ADMINISTRATOR	90	63,960	105,126	29	(90,567)
	(2)	C0276	TEST DEVELOPMENT AND VALIDATION ASSOCIATE	73	41,925	68,909	29	(59,366)
	(2)	C0275	TEST DEVELOPMENT AND VALIDATION INTERN	71	39,893	65,569	17	(48,665)
	(1)	C0278	TEST DEVELOPMENT AND VALIDATION SPECIALIST	87	59,366	97,575	29	(84,062)
	(8)	C1914	TOW TRUCK OPERATOR	52	24,882	40,896	36	(38,433)
	(8)	C1918	TOW TRUCK OPERATOR- LEAD	58	28,882	47,471	32	(42,449)
	(8)	C1916	TOW TRUCK OPERATOR (SENIOR)	57	28,173	46,306	30	(40,391)
	(8)	C1919	TOW TRUCK OPERATOR SUPERVISOR	59	29,608	48,665	34	(44,612)
	(6)	C0073	TRAFFIC COURT CASHIER SUPERVISOR	59	29,608	48,665	21	(37,959)
EX	(3)	C7519	TRAFFIC COURT SUPPORT SERVICES MANAGER	81	51,144	84,062	17	(62,390)
	(7)	C2046	TRAFFIC SIGN SUPERVISOR	56	27,481	45,169	30	(39,400)
	(7)	C2045	TRAFFIC SIGN TECHNICIAN	50	23,675	38,914	36	(36,570)
	(3)	C4229	TRAFFIC SIGNAL SPECIALIST	73	41,925	68,909	17	(51,144)
	(7)	C2055	TRAFFIC SIGNAL SUPERVISOR	71	39,893	65,569	17	(48,665)
	(7)	C2054	TRAFFIC SIGNAL SUPERVISOR, ASSISTANT	67	36,119	59,366	17	(44,061)
	(7)	C2050	TRAFFIC SIGNAL TECHNICIAN	61	31,117	51,144	29	(44,061)
	(7)	C2052	TRAFFIC SIGNAL TECHNICIAN (SENIOR)	65	34,368	56,488	25	(46,306)
EX	(1)	C0465	TREASURY BUREAU CHIEF	100	81,999	134,775	25-45**	(110,481)
EX	(2)	C0464	TREASURY BUREAU CHIEF, ASSISTANT	96	74,242	122,025	17	(90,567)
	(3)	C1601	TREE TRIMMER	52	24,882	40,896	36	(38,433)
	(8)	C1602	TREE TRIMMER, SENIOR	54	26,149	42,980	36	(40,391)
	(7)	C3411	UTILITIES DEPUTY MAINTENANCE MANAGER	86	57,909	95,181	25	(78,024)
	(7)	C3412	UTILITIES MAINTENANCE MANAGER	88	60,859	100,030	25	(81,999)
	(7)	C3403	UTILITIES MAINTENANCE TECHNICIAN I	59	29,608	48,665	26	(40,391)
	(7)	C3404	UTILITIES MAINTENANCE TECHNICIAN II	63	32,702	53,750	22	(42,449)
	(7)	C3405	UTILITIES MAINTENANCE TECHNICIAN III	69	37,959	62,390	19	(47,471)
	(7)	C3401	UTILITIES MAINTENANCE TRAINEE I	50	23,675	38,914	36	(36,570)
	(7)	C3402	UTILITIES MAINTENANCE TRAINEE II	52	24,882	40,896	36	(38,433)
	(7)	C3408	UTILITIES MASTER MAINTENANCE SPECIALIST I	75	44,061	72,420	19	(55,102)
	(7)	C3409	UTILITIES MASTER MAINTENANCE SPECIALIST II	77	46,306	76,109	19	(57,909)
	(7)	C3410	UTILITIES MASTER MAINTENANCE SUPERVISOR	81	51,144	84,062	29	(72,420)
	(6)	C3153	UTILITIES METER SERVICES MANAGER	71	39,893	65,569	22	(51,783)
	(6)	C3152	UTILITIES METER SERVICES SUPERVISOR	69	37,959	62,390	22	(49,273)
	(6)	C3151	UTILITIES METER SERVICES SUPERVISOR, ASSISTANT	65	34,368	56,488	26	(46,885)
	(5)	C3016	UTILITIES PLANT WORKER	52	24,882	40,896	32	(36,570)
	(7)	C3406	UTILITIES TRADE SPECIALIST I	72	40,896	67,218	17	(49,889)
	(7)	C3407	UTILITIES TRADE SPECIALIST II	73	41,925	68,909	19	(52,431)
EX	(3)	C3471	UTILITY BUSINESS SERVICES MANAGER	96	74,242	122,025	29	(105,126)
EX	(2)	C3558	UTILITY CHIEF INFORMATION OFFICER	104	90,567	148,856	29-65**	(128,242)
EX	(2)	C3456	UTILITY CUSTOMER SERVICE MANAGER	90	63,960	105,126	29	(90,567)
EX	(1)	C3473	UTILITY FLEET AND MAINTENANCE ADMINISTRATOR	98	78,024	128,242	33-42**	(131,468)
	(1)	C3470	UTILITY FLEET MANAGER	88	60,859	100,030	25	(81,999)
EX	(1)	C3011	UTILITY HUMAN RESOURCES ADMINISTRATOR	94	70,643	116,110	33-48**	(105,126)
	(3)	C3480	UTILITY INVENTORY CONTROL TECHNICIAN I	52	24,882	40,896	36	(38,433)
	(3)	C3481	UTILITY INVENTORY CONTROL TECHNICIAN II	55	26,807	44,061	38	(42,449)
	(3)	C3482	UTILITY INVENTORY CONTROL TECHNICIAN, LEAD	65	34,368	56,488	26	(46,885)
EX	(1)	C3483	UTILITY INVENTORY CONTROL SUPERVISOR	69	37,959	62,390	26	(51,783)
	(7)	C3460	UTILITY PROGRAM RELATIONS LIAISON I	62	40,896	52,431	29	(45,169)
	(7)	C3461	UTILITY PROGRAM RELATIONS LIAISON II	69	37,959	62,390	25	(51,144)
	(7)	C3462	UTILITY PROGRAM RELATIONS LIAISON , LEAD	73	41,925	68,909	25	(56,488)
EX	(2)	C3463	UTILITY PROGRAM RELATIONS SUPERVISOR	86	74,242	95,181	21	(74,242)
EX	(1)	C4173	UTILITY SAFETY ADMINISTRATOR	94	70,643	116,110	28	(98,795)
EX	(1)	C3038	UTILITY SENIOR SERVICES ADMINISTRATOR	104	90,567	148,857	28	(126,659)
EX	(1)	C3095	UTILITY SENIOR SERVICES MANAGER	94	70,643	116,110	28	(98,795)
EX	(1)	C3036	UTILITY SERVICES ADMINISTRATOR	98	78,024	128,242	28	(109,117)
EX	(1)	C3094	UTILITY SERVICES MANAGER	88	60,859	100,030	28	(85,112)
EX	(1)	C3013	UTILITY STRATEGIC PLANNING ADMINISTRATOR	104	90,567	148,858	17-29**	(110,481)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	GRADE	RANGE		HIRING RATE:	
					MINIMUM	MAXIMUM	STEP	RATE
	(3)	C0345	WAREHOUSE & SUPPLIES MANAGER	65	34,368	56,488	17	(41,925)
	(2)	C5240	WATER CHEMIST I	65	34,368	56,488	35	(52,431)
	(2)	C5241	WATER CHEMIST II	75	44,061	72,420	26	(60,108)
	(2)	C5242	WATER CHEMIST III	84	55,102	90,567	25	(74,242)
	(8)	C3141	WATER METER READER	52	24,882	40,896	36	(38,433)
	(3)	C3142	WATER METER READER AND SERVICES TECHNICIAN	54	26,149	42,980	36	(40,391)
	(8)	C3150	WATER METER READER AND SERVICES TECHNICIAN (LEAD)	55	26,807	44,061	38	(42,449)
	(8)	C3140	WATER METER READER TRAINEE	50	23,675	38,914	36	(36,570)
	(8)	C3154	WATER METER READING FIELD SERVICES SUPERVISOR	58	28,882	47,471	36	(44,612)
		C3725	WATER PURIFICATION MANAGER	88	60,859	100,030	25	(81,999)
	(3)	C3020	WATER PURIFICATION OPERATOR I	56	27,481	45,169	28	(38,433)
	(3)	C3021	WATER PURIFICATION OPERATOR II	61	31,117	51,144	22	(40,391)
	(3)	C3022	WATER PURIFICATION OPERATOR III	67	36,119	59,366	22	(46,885)
	(3)	C3023	WATER PURIFICATION OPERATOR IV	79	48,665	79,987	21	(62,390)
	(3)	C3724	WATER PURIFICATION SUPERVISOR	81	51,144	84,062	29	(72,420)
	(3)	C3720	WATER TREATMENT OPERATOR (CLASS I)	56	27,481	45,169	28	(38,433)
	(3)	C3721	WATER TREATMENT OPERATOR (CLASS II)	61	31,117	51,144	22	(40,391)
	(3)	C3722	WATER TREATMENT OPERATOR (CLASS III)	64	33,524	55,102	22	(43,517)
	(3)	C3723	WATER TREATMENT OPERATOR (CLASS IV)	73	41,925	68,909	35	(63,960)
EX	(3)	C0168	WEB/DATA ADMINISTRATOR	86	57,909	95,181	17	(70,643)
	(7)	C1960	WELDER	62	31,899	52,431	20	(40,391)
	(7)	C1961	WELDER, SENIOR	64	33,524	55,102	20	(42,449)
	(7)	C1745	WORKSHOP SUPERVISOR	68	37,027	60,859	17	(45,169)
EX	(2)	C8224	YACHT HARBOR FISCAL MANAGER	80	49,889	81,999	29	(70,643)
EX	(1)	C4250	ZONING ADMINISTRATOR	90	63,960	105,126	29	(90,567)
EX	(2)	C4251	ZONING ADMINISTRATOR, ASSISTANT	84	55,102	90,567	29	(78,024)
	(2)	C4249	ZONING INSPECTOR SUPERVISOR	74	42,980	70,643	35	(65,569)
	(2)	C4253	ZONING PLAN REVIEWER	72	40,896	67,218	33	(60,859)
EX	(2)	C4254	ZONING SECTION MANAGER	86	57909	95181	29	(81,999)

NEW ORLEANS CIVIL SERVICE (AVIATION CLASSES)

EAP	OC	CLASS		GRADE	RANGE		HIRING STEP/RT	
		CODE	CLASS OF POSITIONS		MINIMUM	MAXIMUM		
		(6)	C8022	AIRPORT ADMINISTRATIVE INTERN	48	22,508	37,027	36 (34,797)
		(6)	C8024	AIRPORT ADMINISTRATIVE SPECIALIST I	50	23,675	38,914	36 (36,570)
		(6)	C8026	AIRPORT ADMINISTRATIVE SPECIALIST II	53	25,508	41,925	34 (38,433)
		(6)	C8028	AIRPORT ADMINISTRATIVE SPECIALIST III	60	30,353	49,889	24 (40,391)
		(6)	C8030	AIRPORT ADMINISTRATIVE SPECIALIST IV	64	33,524	55,102	20 (42,449)
		(6)	C8032	AIRPORT ADMINISTRATIVE SPECIALIST V	68	37,027	60,859	17 (45,169)
		(7)	C8140	AIRPORT ASSISTANT MAINTENANCE MANAGER	77	46,306	76,109	41 (76,109)
		(2)	C8300	AIRPORT ASSISTANT SERVICES AGENT	64	33,524	55,102	29 (47,471)
EX		(1)	C8318	AIRPORT ASSISTANT SERVICES MANAGER	87	59,366	97,575	21 (76,109)
		(6)	C8060	AIRPORT COMMUNICATIONS SPECIALIST	57	28,173	46,306	30 (40,391)
		(6)	C8062	AIRPORT COMMUNICATIONS SUPERVISOR	68	37,027	60,859	21 (47,471)
		(3)	C8080	AIRPORT JANITORIAL SUPERVISOR	68	37,027	60,859	25 (49,889)
EX		(2)	C8314	AIRPORT LEAD SERVICES AGENT	80	49,889	81,999	17 (60,859)
EX		(2)	C8050	AIRPORT MAINTENANCE SERVICES MANAGER	90	63,960	105,126	33 (95,181)
		(7)	C8047	AIRPORT MAINTENANCE SUPERVISOR	68	37,027	60,859	25 (49,889)
EX		(1)	C8322	AIRPORT OPERATIONS ANALYST	94	70,643	116,110	29 (100,030)
		(7)	C8049	AIRPORT PRINCIPAL MAINTENANCE SUPERVISOR	75	44,061	72,420	39 (70,643)
EX		(2)	C8316	AIRPORT PRINCIPAL SERVICES AGENT	84	55,102	90,567	23 (72,420)
		(6)	C8061	AIRPORT SENIOR COMMUNICATIONS SPECIALIST	64	33,524	55,102	20 (42,449)
		(2)	C8312	AIRPORT SENIOR SERVICES AGENT	77	46,306	76,109	25 (62,390)
EX		(1)	C8326	AIRPORT SENIOR SERVICES MANAGER	99	79,987	131,468	23 (105,126)
		(7)	C8055	AIRPORT SENIOR TRANSPORTATION OFFICER	64	33,524	55,102	20 (42,449)
		(8)	C8042	AIRPORT SENIOR WORKER	58	28,882	47,471	24 (38,433)
		(2)	C8310	AIRPORT SERVICES AGENT	71	39,893	65,569	29 (56,488)
EX		(1)	C8320	AIRPORT SERVICES MANAGER	90	63,960	105,126	19 (79,987)
		(7)	C8048	AIRPORT SKILLED MAINTENANCE SUPERVISOR	72	40,896	67,218	39 (65,569)
		(6)	C8170	AIRPORT SYSTEMS SPECIALIST	64	33,524	55,102	20 (42,449)
		(2)	C8172	AIRPORT SYSTEMS SUPERVISOR	77	46,306	76,109	17 (56,488)
		(7)	C8043	AIRPORT TECHNICIAN I	62	31,899	52,431	33 (47,471)
		(7)	C8044	AIRPORT TECHNICIAN II	68	37,027	60,859	33 (55,102)
		(7)	C8045	AIRPORT TECHNICIAN III	71	39,893	65,569	33 (59,366)
		(7)	C8046	AIRPORT TECHNICIAN SPECIALIST	74	42,980	70,643	33 (63,960)
		(3)	C8053	AIRPORT TRANSPORTATION OFFICER	57	28,173	46,306	30 (40,391)
		(3)	C8057	AIRPORT TRANSPORTATION SUPERVISOR	68	37,027	60,859	21 (47,471)
		(8)	C8041	AIRPORT WORKER	50	23,675	38,914	36 (36,570)
		(8)	C8040	AIRPORT WORKER TRAINEE	48	22,528	37,027	36 (34,797)

Special Rate of Pay:

Employees of the New Orleans Aviation Board who reside in the Parish of Orleans and who work at New Orleans International Airport (Louis Armstrong) shall receive five (5%) percent over their normal rate of pay.

NEW ORLEANS CIVIL SERVICE (FIRE CLASSES)

EAP	OC	CLASS		GRADE	RANGE		HIRING STEP/RT
		CODE	CLASS OF POSITIONS		MINIMUM	MAXIMUM	
EX	(1)	C2274	ASSISTANT CHIEF OF FIRE PREVENTION	76	45,169	74,242	40 (73,325)
EX	(1)	C2275	CHIEF OF FIRE PREVENTION	80	49,889	81,999	40 (80,987)
EX	(1)	C7223	DEPUTY FIRE CHIEF	80	49,889	81,999	40 (80,987)
	(4)	C7215	FIRE APPARATUS OPERATOR	61	31,117	51,144	40 (50,513)
	(2)	C7221	FIRE CAPTAIN	67	36,119	59,366	40 (58,633)
EX	(1)	C7222	FIRE DISTRICT CHIEF	76	45,169	74,242	40 (73,325)
EX	(1)	C7224	FIRE DIVISION CHIEF	80	49,889	81,999	40 (80,987)
EX	(2)	C7205	FIRE EDUCATION OFFICER	67	36,119	59,366	40 (58,633)
	(2)	C7230	FIRE MEDICAL TRAINING INSTRUCTOR	72	40,896	67,218	40 (66,388)
	(3)	C2270	FIRE PREVENTION INSPECTOR	67	36,119	59,366	40 (58,633)
	(3)	C2276	FIRE PREVENTION INSPECTOR, RECRUIT	55	26,807	44,061	28 (37,490)
	(3)	C2272	FIRE PREVENTION PLAN EXAMINER	72	40,896	67,218	40 (66,388)
	(4)	C7209	FIRE RECRUIT	51	24,271	39,893	45 (41,925)
	(4)	C7210	FIREFIGHTER I	57	28,173	46,306	40 (45,734)
	(2)	C7227	FIRE TRAINING INSTRUCTOR	72	40,896	67,218	40 (66,388)
	(2)	C7229	FIRE TRAINING TECHNICIAN	61	31,117	51,144	40 (50,513)
	(3)	C2271	SENIOR FIRE PREVENTION INSPECTOR	72	40,896	67,218	40 (66,388)

In accordance with the decree of the Supreme Court of the State of Louisiana, the base salary for each classification is determined by combining the monthly salary rate paid by the City of New Orleans with the monthly salary rates established by the State Legislature for supplemental pay in the amount of \$600.00 per month after one year.

For purposes of information only, it should be noted that personnel in the above Fire classifications may also receive an annual millage distribution amounting to approximately \$5,948 annually currently. This amount is not included in the determination of what constitutes base pay.

NEW ORLEANS CIVIL SERVICE  
 (HEALTH POLICY/GRANT FUNDED POSITIONS)

EAP	OC	CLASS CODE	CLASS OF POSITIONS	GRADE	MINIMUM	MAXIMUM	HIRING STEP/RT
EX	(1)	C5506	DENTIST (PROGRAM DIRECTOR)	118	128,242	210,781	23 (168,547)
EX	(1)	C5516	HEALTHCARE FOR THE HOMELESS AMINISTRATOR	94	70,643	116,110	28 (98,795)
EX	(1)	C5504	HEALTH PROJECT & PLANNING ADMINISTRATOR	86	57,909	95,181	23 (76,109)
	(2)	C5501	HEALTH PROJECT & PLANNING ANALYST	54	26,149	44,061	45 (45,169)
	(6)	C5512	HEALTH PROJECT & PLANNING ASSISTANT	50	23,675	38,914	25 (31,899)
EX	(1)	C5503	HEALTH PROJECT & PLANNING MANAGER	82	52,431	86,176	27 (72,420)
EX	(1)	C5513	HEALTH PROJECT & PLANNING SENIOR ADMINISTRATOR	90	63,960	105,126	21 (81,999)
	(2)	C5510	HEALTH PROJECT & PLANNING SENIOR ANALYST	63	32,702	53,750	37 (51,144)
EX	(1)	C5502	HEALTH PROJECT & PLANNING SPECIALIST	76	45,169	74,242	27 (62,390)
EX	(1)	C5507	PHARMACIST (PROGRAM DIRECTOR)	80	49,889	81,999	17 (60,859)
EX	(1)	C5505	PHYSICIAN (PROGRAM DIRECTOR)	118	128,242	210,781	23 (168,547)

NEW ORLEANS CIVIL SERVICE (INSPECTOR GENERAL CLASSIFICATIONS)

EAP	OC	CLASS		GRADE	RANGE:		HIRING STEP/RT
		CODE	CLASS OF POSITIONS		MINIMUM	MAXIMUM	
EX	(1)	C0704	ASSISTANT CHIEF OF AUDIT AND REVIEW (INSPECTOR GENERAL)	95	72,420	119,031	17 (88,344)
EX	(1)	C0711	ASSISTANT CHIEF OF CRIMINAL INVESTIGATIONS (INSPECTOR GENERAL)	95	72,420	119,031	17 (88,344)
EX	(1)	C0724	ASSISTANT CHIEF OF INSPECTIONS AND EVALUATIONS (INSPECTOR GENERAL)	95	72,420	119,031	17 (88,344)
EX	(1)	C0705	CHIEF OF AUDIT AND REVIEW (INSPECTOR GENERAL)	99	79,987	131,468	17 (97,575)
EX	(1)	C0712	CHIEF OF CRIMINAL INVESTIGATIONS (INSPECTOR GENERAL)	99	79,987	131,468	17 (97,575)
EX	(1)	C0725	CHIEF OF INSPECTIONS AND EVALUATIONS (INSPECTOR GENERAL)	99	79,987	131,468	17 (97,575)
EX	(1)	C0707	CRIMINAL INVESTIGATOR I (INSPECTOR GENERAL)	87	59,366	97,575	17 (72,420)
EX	(1)	C0708	CRIMINAL INVESTIGATOR II (INSPECTOR GENERAL)	89	62,390	102,546	17 (76,109)
EX	(1)	C0709	CRIMINAL INVESTIGATOR III (INSPECTOR GENERAL)	91	65,569	107,770	17 (79,987)
EX	(1)	C0710	CRIMINAL INVESTIGATOR IV (INSPECTOR GENERAL)	93	68,909	113,261	17 (84,062)
EX	(1)	C0706	DEPUTY INSPECTOR GENERAL OF AUDIT AND REVIEW	104	90,567	148,857	17 (110,481)
EX	(1)	C0713	DEPUTY INSPECTOR GENERAL OF CRIMINAL INVESTIGATIONS	104	90,567	148,857	17 (110,481)
EX	(1)	C0726	DEPUTY INSPECTOR GENERAL OF INSPECTIONS AND EVALUATIONS	104	90,567	148,857	17 (110,481)
EX	(1)	C0700	FORENSIC AUDITOR I (INSPECTOR GENERAL)	87	59,366	97,575	17 (72,420)
EX	(1)	C0701	FORENSIC AUDITOR II (INSPECTOR GENERAL)	89	62,390	102,546	17 (76,109)
EX	(1)	C0702	FORENSIC AUDITOR III (INSPECTOR GENERAL)	91	65,569	107,770	17 (79,987)
EX	(1)	C0703	FORENSIC AUDITOR IV (INSPECTOR GENERAL)	93	68,909	113,261	17 (84,062)
EX	(1)	C0714	FORENSIC ENGINEER I (INSPECTOR GENERAL)	94	70,643	116,110	17 (86,176)
EX	(1)	C0715	FORENSIC ENGINEER II (INSPECTOR GENERAL)	97	76,109	125,095	17 (92,845)
EX	(1)	C0716	FORENSIC ENGINEER III (INSPECTOR GENERAL)	99	79,987	131,468	17 (97,575)
EX	(1)	C0717	FORENSIC ENGINEER IV (INSPECTOR GENERAL)	102	86,176	141,641	17 (105,126)
EX	(1)	C0727	INFORMATION TECHNOLOGY SECURITY SPECIALIST (INSPECTOR GENERAL)	93	68,909	113,261	25 (92,845)
EX	(1)	C0720	INSPECTOR AND EVALUATOR I (INSPECTOR GENERAL)	87	59,366	97,575	17 (72,420)
EX	(1)	C0721	INSPECTOR AND EVALUATOR II (INSPECTOR GENERAL)	89	62,390	102,546	17 (76,109)
EX	(1)	C0722	INSPECTOR AND EVALUATOR III (INSPECTOR GENERAL)	91	65,569	107,770	17 (79,987)
EX	(1)	C0723	INSPECTOR AND EVALUATOR IV (INSPECTOR GENERAL)	93	68,909	113,261	17 (84,062)
	(1)	C0719	INSPECTOR AND EVALUATOR, ASSOCIATE (INSPECTOR GENERAL)	75	44,061	72,420	17 (53,750)
EX	(1)	C0731	INSPECTOR AND EVALUATOR SENIOR ASSOCIATE (INSPECTOR GENERAL)	78	47,411	78,024	25 (63,960)
	(1)	C0732	INTELLIGENCE ANALYST (INSPECTOR GENERAL)	71	39,893	65,569	25 (53,750)
EX	(1)	C0718	SUPERVISOR OF FORENSIC ENGINEERING (INSPECTOR GENERAL)	105	92,845	152,602	17 (113,261)

NEW ORLEANS CIVIL SERVICE (POLICE CLASSIFICATIONS)

		CLASS		RANGE:			HIRING
EAP	OC	CODE	CLASS OF POSITIONS	GRADE	MINIMUM	MAXIMUM	STEP/RT
		(2) C7175	ASSOCIATE SPECIAL INVESTIGATOR	65	34,368	56,488	19 (42,980)
		(4) C7155	DESK SERGEANT	54	26,149	42,980	21 (33,524)
EX		(1) C7168	INTERNAL AFFAIRS DIRECTOR	91	65,569	107,770	19 (81,999)
EX		(1) C7113	POLICE CAPTAIN	87	59,366	97,575	47 (105,126)
		(1) C7130	POLICE CORPORAL	75	44,061	72,420	34 (66,388)
		(4) C7112	POLICE LIEUTENANT	83	53,750	88,344	34 (80,987)
EX		(1) C7122	POLICE MAJOR	90	63,960	105,126	45 (110,481)
		(4) C7110	POLICE OFFICER	67	36,119	59,366	34 (54,421)
		(4) C7109	POLICE RECRUIT	65	34,368	56,488	26 (46,885)
		(4) C7111	POLICE SERGEANT	79	48,665	79,987	34 (73,325)
		(4) C7134	SENIOR POLICE OFFICER	73	41,925	68,909	30 (60,108)

In order for parity to be effected between certain law enforcement classifications and other comparable classes who also receive supplemental pay from the State, the base salary for each classification is determined by combining the monthly salary rate paid by the City of New Orleans with the monthly salary rates established by the State Legislature for supplemental pay in the amount of \$600.00 per month after one year of service.

For purposes of information only, it should be noted that personnel in the above Police classifications may also receive an annual millage distribution amounting to approximately \$5,000 currently. This amount is not included in the determination of what constitutes base pay.

NEW ORLEANS CIVIL SERVICE (S&WB NETWORK CLASSIFICATIONS)

EAP	OC	CLASS CODE	CLASS OF POSITIONS	GRADE	RANGE		HIRING RATE
					MINIMUM	MAXIMUM	
(7)	C3301	NETWORKS MAINTENANCE TECHNICIAN I	52	24,882	40,896	32 (36,570)	
(7)	C3302	NETWORKS MAINTENANCE TECHNICIAN II	57	28,173	46,306	26 (38,433)	
(7)	C3305	NETWORKS MASTER MAINTENANCE TECHNICIAN I	67	36,119	59,366	22 (46,885)	
(7)	C3306	NETWORKS MASTER MAINTENANCE TECHNICIAN II	71	39,893	65,569	21 (51,144)	
(2)	C3308	NETWORKS PLANNER/SCHEDULER	81	51,144	84,062	29 (72,420)	
(2)	C3307	NETWORKS QUALITY ASSURANCE AND SAFETY INSPECTOR	74	42,980	70,643	29 (60,859)	
(7)	C3303	NETWORKS SENIOR MAINTENANCE TECHNICIAN I	59	29,608	48,665	26 (40,391)	
(7)	C3304	NETWORKS SENIOR MAINTENANCE TECHNICIAN II	63	32,702	53,750	22 (42,449)	
(7)	C3311	NETWORKS ZONE SUPERVISOR	88	60,859	100,030	25 (81,999)	

All personnel in the classifications listed above are eligible to participate in the Sewerage and Water Board's pilot incentive program in accordance with Rule IV, Section 12.1.

## **SPECIAL RATES OF PAY FIRE (11)**

1. Employees of the Fire Department shall receive twenty (20) percent over their normal rate of pay when assigned to the Department's Public Information Unit.
2. Employees in the class of Fire Education Officer who are assigned as training officers at the Fire Training School shall receive twenty (20) percent over their normal rate of pay.
3. Employees in the class of Fire Apparatus Operator who are assigned as training officers at the Fire Training School shall receive ten (10) percent over their normal rate of pay.
4. Fire Department employees working at New Orleans International Airport who are certified as Emergency Medical Technicians, Paramedic shall receive ten (10) percent over their normal rate of pay when so assigned.
5. Fire Department employees working at New Orleans International Airport who are certified as an Emergency Medical Technician shall receive 5 percent over their normal rate of pay when so assigned or as an Emergency Medical Technician, Advanced shall receive 7.5 percent over their normal rate of pay when so assigned.
6. Fire Department employees assigned to duty at an airport shall receive five (5) percent over their normal rate of pay.
7. Employees in the classification of Firefighter I, Fire Apparatus Operator, Fire Captain, Fire Education Officer, Fire District Chief, Fire Division Chief and Fire Deputy Fire Chief not assigned to the New Orleans International Airport who are currently certified as Emergency Medical Technician Basic, Intermediate or Paramedic shall receive five (5) percent over their normal rate of pay. Employees are limited to one premium regardless of the number of certifications.
8. Fire Department employees regularly assigned to Rescue 2, Rescue 7, Squad 2, Squad 7 shall receive five (5) percent over their normal rate of pay.
9. Employees in the class of Firefighter, Fire Apparatus Operator or Fire Captain shall receive 5.09% over their normal rate of pay while actively engaged in assignments to Rescue 2, Rescue 7, Squad 2, Squad 7 or the Hazardous Materials Unit on a temporary basis.
10. Employees in the class of Fire Training Technician who are assigned training responsibilities at the Fire Training School shall receive ten (10) percent over their normal rate of pay.

### **11. Fire Bilingual Pay**

Employees of the Fire Department who are assigned to use bilingual skills (including American Sign Language) in the regular performance of the employee's duties shall receive 5% over their normal rate of pay if designated by the department as a translator or interpreter. Positions with the approval of Civil Service can only be designated to receive the Bilingual Salary Differential Allowance when the following eligibility requirements are met and procedures are followed:

- a. The Department communicates the need for a particular position to be designated to receive the bilingual salary differential by submitting for approval the official "Request for Bilingual Special Rate of Pay Form" that is designated for this purpose.
- b. Employees must pass the bilingual skill proficiency test(s) approved by the Director of Personnel to be eligible for Bilingual Pay.
- c. The Department notifies the employee in writing of the translation duties, starting date of bilingual pay, and end date (if applicable) of bilingual pay.
- d. In the event that an incumbent moves to a position that is not designated as bilingual or if the bilingual designation of a position is removed, the bilingual pay will cease. Bilingual pay shall be removed upon termination and not be included in terminal leave.
- e. The appointing authority should also conduct periodic audits of the above bilingual eligibility requirements to ensure this special rate of pay continues to be warranted.

All special rates listed above are subject to the following conditions: Employees must be certified to be eligible for these special rates. These special rates are not part of base pay and may be removed when the employee changes assignment or does not maintain certification in designated area. Special rates are also removed prior to an employee's terminal leave payout. Effective May 26, 2017, special rates of pay for EMT, Advanced EMT, and Paramedic certifications shall be effective at the beginning of the pay period following the pay period in which the documentation is received by Civil Service.

#### **FIRE SPECIAL DUAL ASSIGNMENT PAY (5)**

1. Employees in the class of Firefighter I who, in the absence of the regular Fire Apparatus Operator are assigned such responsibility for a minimum of 12 hours or are designated as the primary Fire Apparatus Operator for that period, assuming minimum qualification requirements are met, shall receive 10.45% (percent) over their normal rate of pay while actively engaged in such assignments.
2. Employees in the class of Firefighter I who, in the absence of the regular Fire Captain are assigned such responsibility, assuming minimum qualifications are met, for a minimum of 12 hours or are designated as the primary Fire Captain for that period, shall receive 28.2% (percent) over their normal rate of pay while actively engaged in such assignments.
3. Employees in the class of Firefighter Apparatus Operator who, in the absence of the regular Fire Captain are assigned such responsibility, assuming minimum qualifications are met, for a minimum of 12 hours or are designated as the primary Fire Captain for that period, shall receive 16.08% (percent) over their normal rate of pay while actively engaged in such assignments.
4. Employees in the class of Firefighter Captain who, in the absence of the regular Fire District Chief are assigned such responsibility, assuming minimum qualifications are met, for a minimum of 12 hours or are designated as the primary Fire District Chief for that period, shall receive 10.45% (percent) over their normal rate of pay while actively engaged in such assignments.
5. Employees in the class of Firefighter, Fire Apparatus Operator or Fire Captain shall receive 16.08% over their normal rate of pay while actively engaged in assignments for the Public Information Unit or Fire Training School on a temporary basis.

It is the intent of aforementioned Dual Assignment Pays to allow for payment for firefighters for occasional or intermittent performance of job duties of a higher class.

#### **SPECIAL RATES OF PAY HEALTH/EMS (8)**

1. Employees in the classes of Emergency Medical Technician, Basic, Emergency Medical Technician, Intermediate, Emergency Medical Technician, Paramedic, Emergency Medical Coordinator, Assistant and Emergency Medical Coordinator shall receive \$1,500 annually over their normal rate of pay when currently certified and assigned as a Rescue Swimmer/Rapid Diver, Hazmat, Urban Search and Rescue or Tactical Paramedic. Employees are limited to one \$1,500 premium.
2. Employees in the class of Emergency Medical Technician, Paramedic shall receive five (5) percent over their normal rate of pay when currently certified and assigned as Rescue Technicians and/or Instructors assigned to the Rescue Unit (8).
3. Employees in the classes of Emergency Medical Technician, Basic, Emergency Medical Technician, Intermediate, Emergency Medical Technician, Paramedic and Emergency Medical Coordinator, Assistant who are IPMBA certified shall receive \$1.25 per hour over their normal rate of pay when engaged in bicycle operation and related training.

4. **EMS Field Training Officer**-Employees in the classes of Emergency Medical Technician, Emergency Medical Technician, Advanced or Emergency Medical Technician, Paramedic shall receive five (5) percent over their normal rate of pay when assigned by the EMS Appointing Authority as an EMS Field Training Officer with trainees or actively engaged in field training or education support activities.
5. **EMS Preceptor**-Employees in the classes of Emergency Medical Technician, Emergency Medical Technician, Advanced and Emergency Medical Technician, Paramedic shall receive a two and a half (2.5) % percent over their normal rate of pay when assigned by the NOEMS Appointing Authority as EMS Preceptor to assist in the supervision and delivery of field training of third-party/external riders on an assigned precepting shift or while actively engaged in precepting or education support activities.
6. Employees in the classes of Emergency Medical Technician, Advanced, or Emergency Medical Technician, Paramedic who are assigned by NOEMS Appointing Authority to assist in the supervision and training of EMS field personnel on an assigned shift shall receive a five (5) % percent increase over their normal rate of pay while actively engaged in such assignments.
7. Employees in the classes of Emergency Medical Technician, Emergency Medical Technician, Advanced, Emergency Medical Technician, Paramedic or Emergency Medical Coordinator, Assistant who work “Essential and Difficult to Fill Shifts/Assignments” for which they are not regularly scheduled shall receive ten (10) percent over their normal rate of pay when actively engaged in such assignments. “Essential and Difficult to Fill Shifts/Assignments” shall be designated by the NOEMS Director or designee in writing to the Personnel Director prior to eligibility.
8. Employees of the Department of Health who actively and successfully participate in a professional development program designed to enhance professional capabilities related to public health service delivery shall receive 1.25% over their normal rate of pay when so designated. This special rate of pay will sunset on November 30, 2027, unless the Center for Disease Control’s grant funding is renewed beyond that date.

All special rates listed above are subject to the following conditions: Employees must be certified to be eligible for these special rates of pay. These special rates are not part of base pay and must be removed when the employee changes assignments or fails to maintain certification in the designated area. Special Rates of Pay are removed prior to an employee’s terminal leave payout. Annual rates are pro-rated and are not paid in an annual lump sum.

#### **SPECIAL RATES OF PAY MOSQUITO, TERMITE AND RODENT CONTROL (4)**

1. Employees of the Mosquito Control Board who are certified pilots shall be paid \$80.00 per hour while engaged in spray mission and \$20.00 per hour for all other flights, in addition to their base rate.
2. Employees of the Mosquito Control Board who are licensed aircraft and power plant mechanics shall be paid \$10.00 per hour while engaged in aircraft maintenance, in addition to their base rate.
3. Employees of the Mosquito Control Board who are certified flight observers and/or aerial photographers shall be paid \$10.00 per hour while engaged in such assignments, in addition to their base rate.
4. Employees of the Mosquito Control Board who are involved in the mixing and loading of toxic pesticide concentrates shall be paid \$10.00 per hour while directly engaged in such assignments, in addition to their base rate

## **SPECIAL RATES OF PAY POLICE (18)**

1. Employees of the Police Department who are assigned to patrol duties which require operation of a two wheels motor scooter shall receive \$1.25 per hour over their normal rate of pay for time spent actually operating the vehicle.
2. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant shall receive ten (10) percent over their normal rate of pay when assigned to the Public Integrity Division.
3. Employees in the class of Police Officer, Senior Police Officer shall receive ten (10) percent over their normal rate of pay when currently certified and assigned as Field Training Officers and when assigned a recruit or lateral for training.
4. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant will receive \$1,500 annually over their normal rate of pay when currently certified and assigned to the Bomb Squad (7).
5. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant will receive \$1,500 annually over their normal rate of pay when currently certified and assigned to the Marine Unit (12).
6. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant will receive \$1,500 annually over their normal rate of pay when duly certified and assigned to the K-9 Unit (10).
7. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant will receive \$1,500 annually over their normal rate of pay when assigned to the NOPD's Motorcycle Operator Units (31).
8. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant shall receive ten (10) percent over their normal rate of pay when assigned detective responsibilities on a full-time basis.
9. Employees in the classes of Police Office, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant will receive \$1,500 annually over their normal rate of pay when assigned to the Special Operations Division – Tactical Unit.
10. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant will receive \$1,500 annually over their normal rate of pay when assigned to the Mounted Patrol Unit (10).
11. Employees in the classes of Criminalist I-IV who are certified as a DNA analyst will receive a fifteen (15%) increase over their above their normal rate of pay.
12. Employees in the class of Crime Laboratory Director who are certified as a DNA Technical Leader shall be paid \$100.00 per hour when employed on a part time call-in basis.
13. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant shall receive ten (10) percent over their normal rate of pay when assigned training responsibilities at the Police Academy on a full-time basis.

\*The special rates of pay listed above for employees in the rank of Police Officer are subject to the eligibility criteria below.

- Permanent status as a Police Officer with NOPD.
- Three (3) years of experience with NOPD in the Police Officer\*\* classification.
- Successful completion of the current New Orleans Police Academy Police Officer II, II, IV or Senior Police Officer Training program. A letter from the Police Education and Training Division certifying successful completion of this training must be submitted to Civil Service.

**\*\*Patrol and/or investigative law enforcement experience from outside agencies gained after completion of a police academy and field training will also be accepted.**

14. Employees in the classes of Police Technician Trainee, Police Technician, Senior Police Technician and Police Technician Supervisor who are currently certified in the Criminal Justice Information System (CJIS), Louisiana Law Enforcement Telecommunications Systems (LLETs) and or National Law Enforcement Telecommunication System (NLETs) shall receive five (5) percent over their normal rate of pay when assigned to the NCIC unit.
15. Employees in the classes of Police Recruit and Police Officer who are hired between July 24, 2022, and October 21, 2024, and who do not yet qualify for supplemental pay from the State under La. R.S. § 40:1667.1 shall receive additional pay from the City of New Orleans that is equivalent to the supplemental pay established under state law.
16. Employees in the classifications of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant, and Police Lieutenant who sign up for and are needed to work additional difficult to fill weekend shifts for the French Quarter Supplemental Police Patrol Program (SPPP) for which they are not regularly scheduled, will be eligible to receive an incentive payment of \$25 hourly for each additional shift worked. Difficult to fill shifts shall be designated in writing to the Personnel Director prior to eligibility.
17. Employees in the classifications of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant, and Police Lieutenant who sign up for and are needed to work additional difficult to fill weekday shifts for the French Quarter Supplemental Police Patrol Program (SPPP) for which they are not regularly scheduled, will be eligible to receive an incentive payment of \$12.50 hourly for each additional shift worked. Difficult to fill shifts shall be designated in writing to the Personnel Director prior to eligibility.

**18. POLICE BILINGUAL PAY (POLICE)**

Employees of the Police Department who are assigned to use bilingual skills (including American Sign Language) in the regular performance of the employee's duties shall receive five (5) percent over their normal rate of pay if designed by the department as a translator or interpreter. Positions with the approval of Civil Service can only be designated to receive the Bilingual Salary Differential Allowance when the following eligibility requirements are met, and procedures are followed:

- a. The Department communicates the need for particular position to be designated to receive the bilingual salary differential by submitting for approval the official "Request for Bilingual Special Rate of Pay Form" that is designated for this purpose.
- b. Employees must pass the bilingual skill proficiency test(s) approved by the Director of Personnel to be eligible for Bilingual Pay.
- c. The Department notifies the employee in writing of the translation duties, starting date of bilingual pay, and end date (if applicable) of Bilingual Pay.
- d. In the event that an incumbent moves to a position that is not designated as bilingual or if the bilingual designation is removed, the bilingual pay will cease. Bilingual Pay shall be removed upon termination and not be included in terminal leave.

The appointing authority should also conduct periodic audits of the above bilingual eligibility requirements to ensure this special rate of pay continues to be warranted.

All special rates listed above are subject to the following conditions: Employees must be certified to be eligible for these special rates. These special rates are not part of base pay and may be removed when the employee changes assignments or does not maintain certification in designated area. Note that the number in parentheses indicates the number of employees who are authorized to perform such assignments.

Special Rates are also removed prior to an employee's terminal leave payout. Also, the annual rates are pro-rated and are not paid in an annual lump sum.

### **POLICE EDUCATIONAL INCENTIVE PAY**

Employees in the classifications of Police Recruit, Police Officer, Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant, Police Captain and Police Major are eligible for a special rate of compensation upon completion of academic levels in accordance with the following:

<u>Degree Level</u>	<u>Annual Premium</u>
Associate's Degree	\$1,000
Bachelor's Degree	\$2,000
Graduate Degree	\$3,000

1. Employees are limited to one premium. Here are some examples.
  - a. An employee who has a Bachelor's Degree and a Master's degree would receive \$3,000 total. An employee is only eligible for one premium based upon the highest degree received.
  - b. An employee with two Bachelor's Degrees would only receive one \$2,000 premium. Thus, an employee with two degrees at the same level is not eligible for two annual premiums.
2. Proposed Annual Premium is pro-rated over a year and is not paid in a lump sum.
3. The effective date of the special rate shall be the first Sunday of the month following the submission of the original diploma or original transcript to Civil Service.
4. The following special rates of pay apply to only those institutions who are accredited as a College or University by regional agency that is recognized by the US Dept. of Education (USDOE). Degrees from Occupational Education Institutions will not be accepted.
5. The Director of Personnel shall reserve the right to determine a qualifying institution and/or qualifying degree under these guidelines.

All current police officers who meet these guidelines listed above will be eligible for this special rate. If diploma is not on file with the Civil Service Department, these individuals may need to submit the original diploma or transcript.

### **POLICE RECRUITER INCENTIVE PAY (PILOT)**

The Police Department may be authorized by the Personnel Director to implement the following incentive pay to address a documented recruitment problem as follows:

1. Employees in the classes of Management Development Analyst I and Management Development Analyst II who are tasked with recruiting Police Recruits shall be eligible to earn an additional \$500 for converting twenty-five (25) Police Recruit applicants to test takers.
2. Employees in the classes of Management Development Analyst I and Management Development Analyst II who are tasked with recruiting Police Recruits shall be eligible to earn an additional \$500 when an applicant is hired as a Police Recruit.
3. Employees in the classes of Management Development Analyst I and Management Development Analyst II who are tasked with recruiting Police Recruits shall be eligible to earn an additional \$500 when an applicant graduates from the Police Academy.

The aforementioned special rates of pay are subject to the following conditions

1. Employees are not limited in the number of premiums he or she may earn.
2. The applicant must have indicated on his/her Civil Service application that they were recruited by the recipient.
3. Recruiter Pay is paid in the three (3) separate \$500 lump sum amounts, as described above.

4. The Superintendent of Police may revoke or suspend this program at any time by notice to the Personnel Director.
5. The Personnel Director may revoke or suspend this special rate of pay with cause by notice to the Police Department
6. The Pilot program will be subject to Civil Service staff audit within six months of implementation to determine the effectiveness of the program.

### **POLICE REFERRAL PAY**

In order to enhance Police Department's recruitment efforts, City of New Orleans employees, are given the option of taking on a voluntary additional duty for compensation related to recruitment. Recruiting prospective officers and ensuring that they begin work as officers during periods of recruitment difficulties has a significant value to the safety of citizens that far exceeds the cost of the recruitment and mentorship special rate of pay. Employees in all classifications are eligible for a special rate of compensation upon satisfactory completion of officer recruitment in accordance with the following:

#### **One Time Referral Pay**

\$2,000 upon recruit's start of academy

An additional \$2,000 upon the same recruit's start date as a Police Officer

Or

\$2,000 upon a lateral transfer's start of lateral academy

An additional \$2,000 upon the same lateral transfer's start date as a Police Officer

1. City of New Orleans employees are not limited in the number of premiums he or she may earn.
2. The Referral Pay is paid in two (2) \$2,000 lump sum amounts, as described above.
3. The Chief Administrative Officer shall submit the request for Referral Pay to the Civil Service Department.

The Request for the first \$2,000 referral pay for recruit's start of academy shall include the following:

- a. The name of employee to be awarded referral pay.
- b. The application(s) of incumbent Police Recruit or Police officer (Lateral transfer) that lists employee to be awarded the referral pay as the referral source.
- c. Proof of the referees' enrollment and attendance at the first day of the academy.
- d. The Request for the second \$2,000 referral pay for successful academy completion and start of employment as a Police Officer shall include the following:
  - e. The name of employee to be awarded referral pay.
  - f. The application(s) of incumbent Police Recruit or Police Officer (Lateral transfer) that lists employee to be awarded the referral pay as the referral source.
  - g. Proof of the referee's successful completion academy completion and transfer out of academy as a Police Officer.
4. Police Department staff whose normal duties require them to recruit, refer, and/or support prospective officers in the Police Department formal application and formal departmental training process are ineligible for this additional duty, as recruitment is already part of their regular job duties.
5. This Referral pay is available for limited periods solely to address recruitment difficulties. The Commission may invoke and revoke this pay upon the request of the Superintendent of Police. This pay may be invoked only when the Superintendent of Police has determined that recruitment is a significant challenge that may affect the safety of the citizens of the City.

## **POLICE NEWLY HIRED LAW ENFORCEMENT OFFICER PAY INCENTIVE FROM STATE OF LOUISIANA**

According to LRS 40:1669, newly hired law enforcement officers (LEOs) who are hired on or after July 1, 2023, and until July 1, 2025 (or before if funding is exhausted) and have never worked as a law enforcement officer before are eligible for a \$5,000 incentive payment. The LEO must become POST certified within one year of being hired and work full-time for a municipality for two years with no breaks in service longer than fifteen calendar days. If the LEO does not obtain POST certification within one year or has a break in service for more than fifteen calendar days, the LEO must repay the state treasury in full within twelve months of receiving the determination letter from the Louisiana Department of Treasury. According to statute, every request must include pre-application certifications: (1) signed by the Chief of Police stating that the newly hired officer meets the eligibility criteria for receiving the incentive payment. (2) signed by the newly hired officer acknowledging the reimbursement requirements if eligibility is not maintained.

### **SPECIAL RATES OF PAY – MISCELLANEOUS (18)**

1. Employees in the class of Laborer (1510) who, in the absence of a regular crew supervisor, are assigned the responsibility of transmitting instructions, assuming supervision and taking the lead in the performance of crew assignments, shall be designated “Lead Laborer” and shall receive ten (10) percent over their normal rate of pay.
2. Employees who are designated as certified Civil Service Department trainers by the Civil Service Department shall receive five (5) percent over their normal rate of pay.
3. Employees of the Sewerage & Water Board shall receive ten (10) percent over their normal rate of pay when assigned to the unloading or comparable handling of chemicals.
4. Employees in the class of Physician shall be paid \$66.00 per hour when employed on a part-time call-in basis in accordance with Rule IV, Section 1.5.
5. Employees in the class of Dentist shall be paid \$66.00 per hour when employed on a part-time call-in basis in accordance with Rule IV, Section 1.5.
6. Employees in the class of Dentist shall be paid \$145.00 per hour when employed on a part-time call-in basis to perform oral and maxillofacial surgery in accordance with Rule IV, Section 1.5.
7. Office Support employees who are assigned to use keyboarding skills (including typing at a rate of 40 words per minute and are proficient in Microsoft Office Software as demonstrated by completion of software courses and /or tests) in the regular performance of the employee’s duties and are assigned such duties in writing by the appointing authority and who pass the requisite proficiency test(s) approved by the Director of Personnel, shall receive (5) percent over their normal rate of Pay.
8. Any non-exempt employee of the Sewerage and Water Board who is required to be on call. In accordance with the policies and procedures established by the Executive Director of the Sewerage and Water Board, shall be entitled to an additional 12.5% of his or her base hourly rate for each hour served on call.
9. Non-exempt employees who are assigned pipeline condition assessment and inspection duties and are currently certified by the National Association of Sewer Service Companies (NASSCO) in the Pipeline Assessment Certification Program (PACP), Lateral Assessment Certification Program (LACP), and Manhole Assessment Certification Program (MACP) shall receive five (5) percent over their normal rate of pay. All three (3) certifications must be received before 5% is granted.
10. Employees who are assigned inspectional duties relating to the construction of public infrastructure and facilities and are currently certified as a Certified Public Infrastructure Inspector (CPII) shall receive five (5) percent over their normal rate of pay when so assigned.

### 11. **Educational Incentive Pay**

Non-exempt employees at pay grade 69 and below are eligible for a special rate of compensation upon completion of academic levels in accordance with the following, provided that such education was not a qualification requirement for their position or used for extraordinary qualifications pay.

#### Degree Level Annual Premium

Associate's Degree: 2.5%

Bachelor's Degree: 5%

Graduate Degree: 7.5%

Employees are limited to one premium

- Proposed Annual Premium is pro-rated over a year and is not paid in a lump sum.
- The effective date of the special rate shall be the first Sunday of the month following the submission of the original diploma or original transcript to Civil Service.
- The following special rates of pay apply to only those institutions who are accredited as a College or University by a regional agency that is recognized by the US Dept. of Education (USDOE). Degrees from Occupational Education Institutions will not be accepted.
- The Director of Personnel shall reserve the right to determine a qualifying institution and/or qualifying degree under these guidelines.

Notes: Education pay may not be granted if it was a requirement for entry into a job series.

### 12. **Professional Certification Incentive Pay**

Exempt Employees, with the approval of their appointing authority may be granted a 5% increase in pay upon completion of a professional certification that is directly related to the employee's work. This is a one-time premium pay to recognize the additional education and training acquired by an employee. This will not apply to multiple certifications earned in the same field of professional work.

For purposes of this incentive pay, a professional certification shall be considered:

- A third-party attestation of an individual's level of knowledge or proficiency in a certain industry or profession.
- Certifications must be granted by authorities in the field, such as professional societies and universities, or by private certificate granting agencies.
- Certifications must be time-limited; some expire after a period of time (e.g., the lifetime of a product that required certification for use), while others can be renewed indefinitely as long as certain requirements are met. Renewal usually requires ongoing education to remain up-to-date on advancements in the field, evidenced by earning the specified number of continuing education credits (CECs), or continuing education units (CEUs), from approved professional development courses
- The professional certification cannot be a minimum qualification for the employee's current position or have been used for extraordinary qualifications pay.

Notes:

- Professional Certification pay may not be granted if it was a requirement for entry into a job series.
- The Professional certification cannot have been required for placement into a special assignment for which the employee is currently receiving special assignment pay.
- Employees are limited to one premium regardless of the number of certifications earned.

- The special rate of pay is pro-rated over a year, is not paid in a lump sum, and will be removed from terminal leave calculations.
  - This special rate of pay shall be removed if the certification is allowed to lapse. Employees are required to notify their Human Resources Manager immediately if their certification lapses. Failure to remove the special rate of pay in a timely manner will result in a retroactive pay decrease.
  - The effective date of this special rate shall be the first Sunday of the month following the submission of this form and a copy of the certification to Civil Service.
  - The Director of Personnel shall reserve the right to determine a qualifying certification under these guidelines.
  - Certifications must require a minimum of fifteen (15) Continuing Education Hours per year to be considered Professional.
13. Any non-exempt employee assigned duties performing or directly supporting Mardi Gras field operations may, at the approval of their Appointing Authority, receive ten (10) percent above their normal rate of pay for all hours worked while directly engaged in such duties. The Chief Administrative Officer or other executive authority shall be responsible for maintaining policies and procedures for documenting, evaluating, and approving eligibility for this special rate of pay.

The application of this special rate of pay shall begin no earlier than two weeks prior to Mardi Gras Day and shall end on Ash Wednesday. The specific start date shall be designated each year by the Chief Administrative Officer or other executive authority in accordance with the Mardi Gras schedule and shall be submitted in writing to the Personnel Director. This pilot program is subject to Civil Service staff audit to determine the appropriateness of continuation.

14. Employees in the classifications of Grounds Patrol Officer, Senior Grounds Patrol Officer, Lead, Security Systems Supervisor and Security Manager who have been trained and assigned to administer first aid and calls for emergency aid shall receive five (5) percent over their normal rate of pay.
15. Employees of the Office of Homeland Security who are assigned to the Public Safety Support Services Unit and are currently certified as a Certified Real Time Crime Center Professional (RCCP) awarded by the National Real Time Crime Center Association (NRTCCA) shall receive five (5) percent over their normal rate of pay when so assigned. Note that unless otherwise specified, employees of exempt classifications are limited to only one professional certification premium regardless of the number of certifications earned.
16. Employees who are assigned to use Bilingual Skills (including American Sign Language) in the regular performance of the employee's duties shall receive 5% over their normal rate of pay if designated by the department as a translator or interpreter. Positions with the approval of Civil Service can only be designated to receive the Bilingual Salary Differential Allowance when the following eligibility requirements are met, and procedures are followed:
- a. The Department communicates the need for a particular position to be designated to receive the bilingual salary differential by submitting for approval the official "Request for Bilingual Special Rate of Pay Form" that is designated for this purpose.
  - b. Employees must pass the bilingual skill proficiency test(s) approved by the Director of Personnel to be eligible for Bilingual Pay.

- c. The Department notifies the employee in writing of the translation duties, starting date of bilingual pay, and end date (if applicable) of bilingual pay.
- d. In the event that an incumbent moves to a position that is not designated as bilingual or if the bilingual designation of a position is removed, the bilingual pay will cease. Bilingual pay shall be removed upon termination and not be included in terminal leave.
- e. The appointing authority should also conduct periodic audits of the above bilingual eligibility requirements to ensure this special rate of pay continues to be warranted.

17. Employees at pay grade 88 and below who are assigned notary duties and are commissioned by the State of Louisiana shall receive five (5) percent over their normal rate of pay.

18. Employees in the classifications of Automotive Technician I, Automotive Technician II, Automotive Mechanic, Assistant, and Automotive Mechanic (Journeyman) who are certified by the New Orleans Motor Vehicle Inspection Bureau to perform automotive and commercial inspections and are assigned such duties shall receive five percent over their normal rate of pay.

All special rates listed above are subject to the following conditions: Employees must be certified to be eligible for these special rates of pay. These special rates are not part of base pay and must be removed when the employee changes assignments or fails to maintain certification in the designated area. Special Rates of Pay are removed prior to an employee's terminal leave payout. Annual rates are pro-rated and are not paid in an annual lump sum.

19. An employee in the classification of **Golf Course Superintendent** who is certified as a Golf Course Superintendent by the Gold Course Superintendents association of America (GCSAA) shall receive ten (10) percent over their normal rate of pay.

20. **MISCELLANEOUS - REFERRAL PAY**

In order to enhance recruitment efforts for the positions impact the health, welfare or safety of the public, employees may take on voluntary additional duty for compensation related to the recruitment of difficult to fill positions. An appointing authority may request that the Commission authorize this pay provided that the recruitment of the position provides significant value that exceeds the cost of the referral pay.

Existing employees are eligible for a special rate of compensation upon satisfactory completion of an employee's recruitment in accordance with the following:

One Time Referral Pay (awarded to an existing employee)

\$1,000 after the new employee either completes their first month of employment in the designated job classification or upon completion of their required training for the designated job classification, whichever occurs later.

An additional \$1,000 upon the same employee's successful completion of twelve (12) months of continuous service.

\*Employees are not limited in number of premiums he or she may earn.

\*The Referral Pay is paid in two (2) \$1,000 lump sum amounts, as described above.

\*The appointing authority shall submit the request for referral pay to the Civil Service Department.

The request for the first \$1,000 referral pay for the employees' first month of employment or completion of required training shall include the following:

- A. The name of employee to be awarded referral pay.
- B. The application(s) of the recruited employee that lists the incumbent employee to be awarded the referral pay as the referral source.
- C. Documentation of the recruited employee's hiring and one month employment or completion of the required training.
- D. Documentation that the appointing authority has considered each person on the current eligible list for appointment.

The request for the second \$1,000 referral pay for the employee's successful completion of the one year of continuous service shall include the following:

- A. The name of the employee to be awarded referral pay.
- B. The application(s) of the recruited employee that lists the incumbent employee to be awarded the referral pay as the referral source.
- C. Documentation of the recruited employee's successful completion of the one year of continuous service.

The effective date of each payment shall be the next payday of the month following the request for Referral Pay.

Employees whose normal duties require them to recruit, refer, and/or support prospective employees in the formal application and formal departmental training process are ineligible for this additional duty pay, as recruitment is already part of their regular job duties.

This Referral Pay is available for limited periods solely to address recruitment difficulties. The Commission may invoke and revoke this pay upon the request of appointing authority. This pay may be invoked only when the appointing authority has determined that recruitment is a significant challenge that may affect the health, welfare or safety of the public.

## **21. RETENTION PAY EXECUTIVE SERVICE**

An agency may pay a retention incentive to employees in the executive service (pay grade 102 and above) if the agency determines the unusually high or unique qualifications of the employee or a special need of the agency for the employee's services makes it essential to retain the employee and the employee would be likely to leave the city service in the absence of a retention incentive.

A retention incentive may not exceed 25 percent (20 steps) of the employee's present base salary and may not exceed the maximum of the range attached to the classification.

Positions with the approval of Civil Service can only be designated to receive the Retention Incentive when the following eligibility requirements are met, and procedures are followed:

- a. The Appointing Authority provides official correspondence that communicates the need for a particular position to be designated to receive the retention incentive by submitting for approval written justification for the percentage being requested.
- b. In the event that an incumbent moves to a position that is not designated as in the executive service, such retention shall be removed.
- c. Employees are not limited in the number of retention incentive premiums; however base pay cannot exceed the maximum of the classification.
- d. This Retention Special Rate of Pay shall be removed upon termination and not included in terminal leave.

## 22. MISCELLANEOUS- INNOVATION STIPEND

In order to enhance the effectiveness of City operations and complement the on-going innovation efforts, the City will fund promising ideas to improve City government. Annually, the Chief Administrative Officer (“CAO”) will invite City employees to submit plans for improving City operations.

### City Innovation Stipends

Successful applicants will be awarded a City Innovation Stipend (up to \$2,000) for taking on voluntary, additional duties that are not part of their day-to-day responsibilities. Work on funded projects should be completed outside of an employee’s normal working hours. Any time an employee spends on grant-related work is purely voluntary and not compensable time under the Fair Labor Standards Act.

Revising business process, procurement efforts, and other operational concerns saves the City money and allows it to more efficiently deliver services to citizens and far exceeds the cost of providing this benefit. Employees in all classifications are eligible for this special rate of compensation upon acceptance of a proposal up to (\$1,000). An additional payment of up to (\$1,000) may be awarded upon implementation of the innovation developed through the proposal. Acceptance or rejection of a proposal is not an employment action and is not appealable.

In order to facilitate the review of applications and issue stipends, the CAO shall establish an Innovation Working Group. The Working Group shall assess proposals on the following criteria:

- (1) Value creation
- (2) Cost/feature of implementation
- (3) Impact on City business processes.

In awarding stipends, the Working Group must determine that, if successfully implemented, the proposed innovation would produce at least the equivalent value of the stipend itself. This value may be expressed in saved time and/or money for the City, partners, or community members or demonstrable improvements to City services.

Once the Working Group awards a stipend, the CAO shall transmit to the Civil Service Department a form that contains:

- 1) The amount of the stipend
- 2) Employee(s) receiving the grant
- 3) The evaluation completed by the Working Group

The Civil Service Department will not be responsible for assessing the merits of the proposal or approving the payment.

In the event that the Working Group issues an additional payment related to the successful implementation of a proposal, the CAO shall transmit to the Civil Service Department a form that contains:

- 1) The name of the employee(s) to be awarded the pay
- 2) A copy of the project charter
- 3) Statement from the Working Group that the project has been implemented as described in the project charter.

The Civil Service Department will not be responsible for assessing the merits of the project plan, success of implementation or approving the payment.

Notes: The effective date of each payment shall be the next pay day of the month following CAO's submission of the form(s) described above.

\*Innovation Stipends are intended to enhance the cost-effectiveness of City services. Consideration and awarding of Stipends is contingent upon available funding as determined by the CAO.

### **23. INFRASTRUCTURE SPECIAL RATES OF PAY**

Employees who are assigned project management duties who are currently as a Certified Construction Manager (CCM) administered by the Construction Management Association of America shall receive five (5) percent over their normal rate when so assigned.

Employees who are assigned project management duties who are a currently Certified Project Management Professional (PMP) administered by the Project Management Institute shall receive five (5) percent over their normal rate when so assigned.

Employees who are assigned project management duties who are actively licensed Engineers (PE) shall receive five (5) percent over their normal rate when so assigned.

\*[An Employee May be Eligible for up to (3) three Special Rates of Pay]

All special rates listed above are subject to the following conditions: Employees must be certified to be eligible for these special rates of pay. These special rates are not part of base pay and must be removed when the employee changes assignments or fails to maintain certification in the designated area. Special Rates of Pay are removed prior to an employee's terminal leave payout. Annual rates are pro-rated and are not paid in an annual lump sum.

### **24. DISCRETIONARY INCENTIVE PAY AND LEAVE AWARD INCENTIVE**

Discretionary Incentive Pay and Leave award incentives are intended to recognize, reward and comment outstanding individual or team job performance.

#### **I. General**

1. As authorized by the Appointing Authority, a department may grant a lump sum discretionary monetary and or leave award to an employee for any of the following reasons:

- a) Outstanding or commendable job performance;
- b) Reducing costs in a measurable way while maintaining or improving service and/or quality;
- c) Increasing productivity;
- d) Simplifying procedures;
- e) Improving program effectiveness;
- f) Increasing citizen satisfaction;
- g) Other recognizable achievements that are beneficial to the city and its citizens.

2. The funding source for this program in the personal services budget fund within a department's annual budget. The allocated amount for this purpose would be capped at no more than 1.25% of the personal services budget for each fiscal year. Incentive plans that require the use of funds not already available in the department's personal services budget must be approved by the City Council.

3. Incentive Cash Awards may not exceed \$4,000 per employee in the aggregate over a fiscal year. Employee paid incentive leave day awards may not exceed 5 days in a calendar year. Each of these two types of awards shall be calculated and given a dollar value to be added so not to exceed the 1.25% cap or the \$4,000 cap per employee.

## **II: Incentive Award Requirements**

An Incentive Award must be in writing and include the following:

- i. A description of the performance that justified the incentive by employee.
- ii. The amount of the incentive (s) to be awarded by employee.
- iii. Incentive Awards granted to an employee require written approval from the Appointing Authority as well as the notification to the Personnel Director.
- iv. All awards are given on an annual basis and the number of recipients would vary based on the calculated award values.
- v. All awards are finalized in the month of November to allow payment by the end of the calendar year.
- vi. Discretionary incentive pay and leave award incentives are determined solely by the Appointing Authority with no guarantees regarding their issuance or amount.

All awards are subject to Civil Service staff audit to determine the effectiveness of such awards.