

FY22 Budget Pay and Compensation Package



FY22 Budget

Pay and Compensation Package

- **Police Department Retention Pay** **\$991,200**
 - \$2,000 Annual Supplement to CPD Sworn Personnel
 - 488 Sworn CPD Police Officers (400 current Officer cost based on avg retention)
- **Fire/EMS Pay Reform and Specialty Training Incentive** **\$635,482**
 - 376 Sworn Fire/EMS Protection
- **MCP Recruitment/Retention/Pay Reform & Sign on Bonus** **\$241,346**
 - 114 Sworn Correctional Officers
- **Executive Management Compensation Adjustment** **\$273,915**
 - 25 Executive Management Positions
- **Comprehensive Pay and Compensation Study** **\$325,000**
 - All CCG Positions (Public Safety and General Government)
- **Total Compensation Package** **\$2,466,943**

Review of Public Safety Pay Reform

Department	# of Positions Receiving Pay Reform
Police Department	488
Sheriff's Office	337
Fire/EMS Department	376 - FY22 proposed
Muscogee County Prison	114 - FY22 proposed
Total	1315

Police Pay Reform and Restructure

Historical Comparison

YEARS OF SERVICE	Adjustment #1	Adjustment #2	Adjustment #3
	BASE PAY INCREASE EFFECTIVE 07/04/2015 Ord. #15-24	BASE PAY INCREASE EFFECTIVE 07/01/2018 Ord. #18-21	BASE PAY INCREASE EFFECTIVE 07/01/2019 Ord. #19-027
	Base Pay Increase	Base Pay Increase	Base Pay Increase
After 3 Years	\$1,000	\$1,000	\$1,000
After 5 Years	\$1,300	\$1,300	\$3,500
After 7 Years	\$1,500	\$3,500	\$3,500
After 10 Years	\$1,500	\$3,500	\$3,500
After 15 Years	\$1,500	\$3,500	\$3,500
After 20 Years	\$1,500	\$3,500	\$3,500
After 25 Years	\$1,500	\$3,500	\$3,500
After 30 Years	\$1,500	\$3,500	\$3,500

Police Officer Recruitment – FY17 Budget - Adjust Police Officers entry level pay. Move all current entry level Police Officers, G-14, from Step A and B to Step C and D. All new Police Officers will be hired at Step C and D. **Military Incentive \$1200, POST Certification Incentive - \$2400**

Police Officer Recruitment – FY19 Budget – Adjust Police Officers entry level pay. Move all current entry level Police Officers, G-14, from Step C and D to Step D and E. All new Police Officers will be hired at Step D and E

Sheriff Pay Reform and Restructure

Historical Comparison

YEARS OF SERVICE	Adjustment #1	Adjustment #2
	SHERIFF DEPUTIES CORRECTION OFFICERS EFFECTIVE 07/01/2017 Ord. #16-17	SHERIFF DEPUTIES ONLY EFFECTIVE 07/01/2020 Ord. #20-018
	Base Pay Increase	Base Pay Increase
After 3 Years	\$1,000	\$1,000
After 5 Years	\$1,300	\$3,500
After 7 Years	\$1,500	\$3,500
After 10 Years	\$1,500	\$3,500
After 15 Years	\$1,500	\$3,500
After 20 Years	\$1,500	\$3,500
After 25 Years	\$1,500	\$3,500
After 30 Years	\$1,500	\$3,500

Sheriff's Office Recruitment – FY18 Budget - Adjust Sheriff Correctional Officers and Deputy entry level pay. Move all current entry level Correctional Officers and Deputies, G-12, and G-14, from Step A and B to Step C and D. All new Correctional Officers and Deputies will be hired at Step C and D.

Fire/EMS

Pay Reform &
Specialty Training
Proposed

Fire/EMS Pay Reform Proposed

Adjustment #1	
YEARS OF SERVICE	BASE PAY INCREASE
After 3 Years	\$1,000
After 5 Years	\$1,300
After 7 Years	\$1,500
After 10 Years	\$1,500
After 15 Years	\$1,500
After 20 Years	\$1,500
After 25 Years	\$1,500
After 30 Years	\$1,500

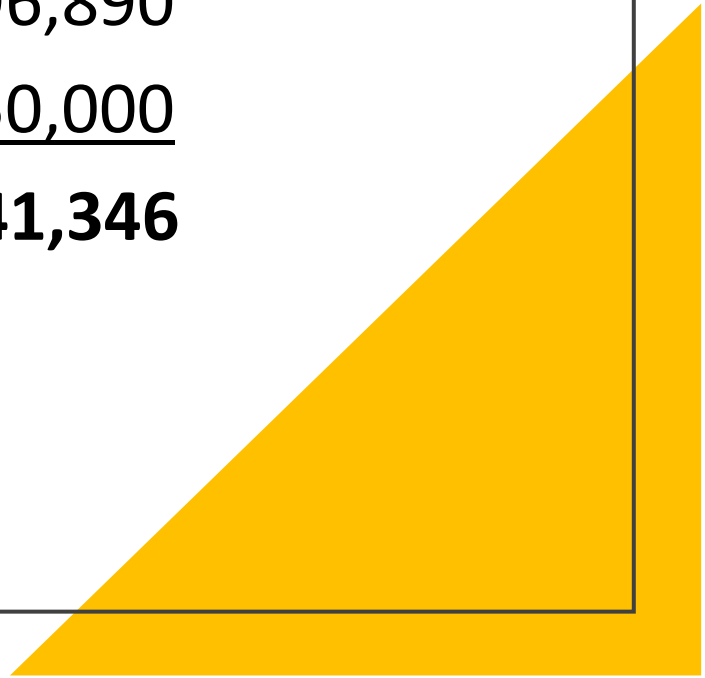
Fire/EMS Specialty Training Proposed

- Provide incentive pay for CFEMS employees serving on special operations teams
- Qualifying Certifications
 - Rescue Diver
 - Hazardous Materials Technician (NPQ)
 - Swift Water Rescue
 - Technical Rescue
- Approximately 94 personnel impacted
- Annual estimated cost is **\$106,306**

Muscogee County Prison

Recruitment/Retention/Pay Reform & Sign-On Bonus
Proposed

MCP Recruitment/Retention	\$94,456
Pay Reform	\$96,890
Sign-on Bonus	<u>\$50,000</u>
Total	\$241,346



Muscogee County Prison

Recruitment and Retention Proposed

- MCP Corrections Officer recruitment to increase Corrections Officer entry level pay
- All current Corrections Officers (G-12, G-13, and G-14) at Step A or B would be moved to Step C. Corrections Officers with degrees will move to Step D.
- All new Corrections Officers, G-12, will be hired at Step C; w/degree hired at Step D.
- Reinstate \$2,000 Sign-On Bonus for new Corrections Officers

Adjustment #1

YEARS OF SERVICE

BASE PAY INCREASE

After 3 Years

\$1,000

After 5 Years

\$1,300

After 7 Years

\$1,500

After 10 Years

\$1,500

After 15 Years

\$1,500

After 20 Years

\$1,500

After 25 Years

\$1,500

After 30 Years

\$1,500

Muscogee
County Prison
Pay Reform
Proposed

Position Reclassifications FY2011 - FY2022

All positions reviewed are pay grades below Executive Management and Department Directors*

Fiscal Year	# of Positions Approved in Budget	# of Positions Reviewed by UGA/CSU
FY2022	TBD	50
FY2021	42	79
FY2020	46	72
FY2019	50	53
FY2018	41	47
FY2017	34	38
FY2016	8	9
FY2015	6	12
FY2014	13	16
FY2013	29	29
FY2012	6	12
FY2011	6	6
Total Positions Reviewed and Reclassified	281	423
Total Public Safety Positions Pay Adjusted – Pay Reform		<u>1315</u>
Total Positions Pay Adjusted and Reclassifications		1596

Note: Reclassifications include positions reviewed by UGA/CSU, position title changes, and moving employee pay further out on pay scale—increasing steps in grade. Not all “reclassifications” are reviewed by UGA/CSU. Position reclassifications include General Government and Public Safety positions. Additional (new) positions added are not included here. *Clerk of Council’s position reviewed in FY18.

There are 644 CCG position titles on the UGA Pay Plan

Position Reclassifications Summary

FY2011 – FY2022

- There are 644 Job Titles on the UGA Pay Plan
 - 44% of positions* have been reclassified and approved in the budget
 - 66% of positions* have been reviewed by UGA/CSU
- Job titles include General Government and Public Safety
- All positions are below Executive Management Level

*Positions below Executive Management level

A Comparison of CCG Director & Executive Level Compensation to Peer Municipalities

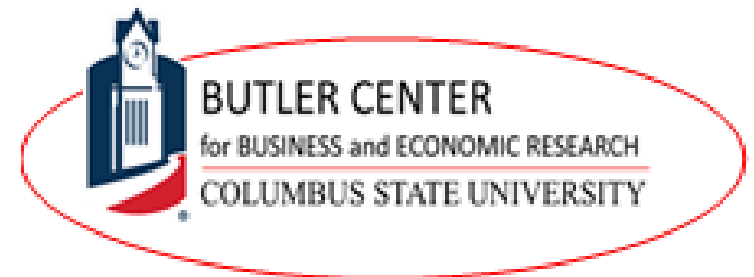
Submitted by:

The Butler Center for Business & Economic Development

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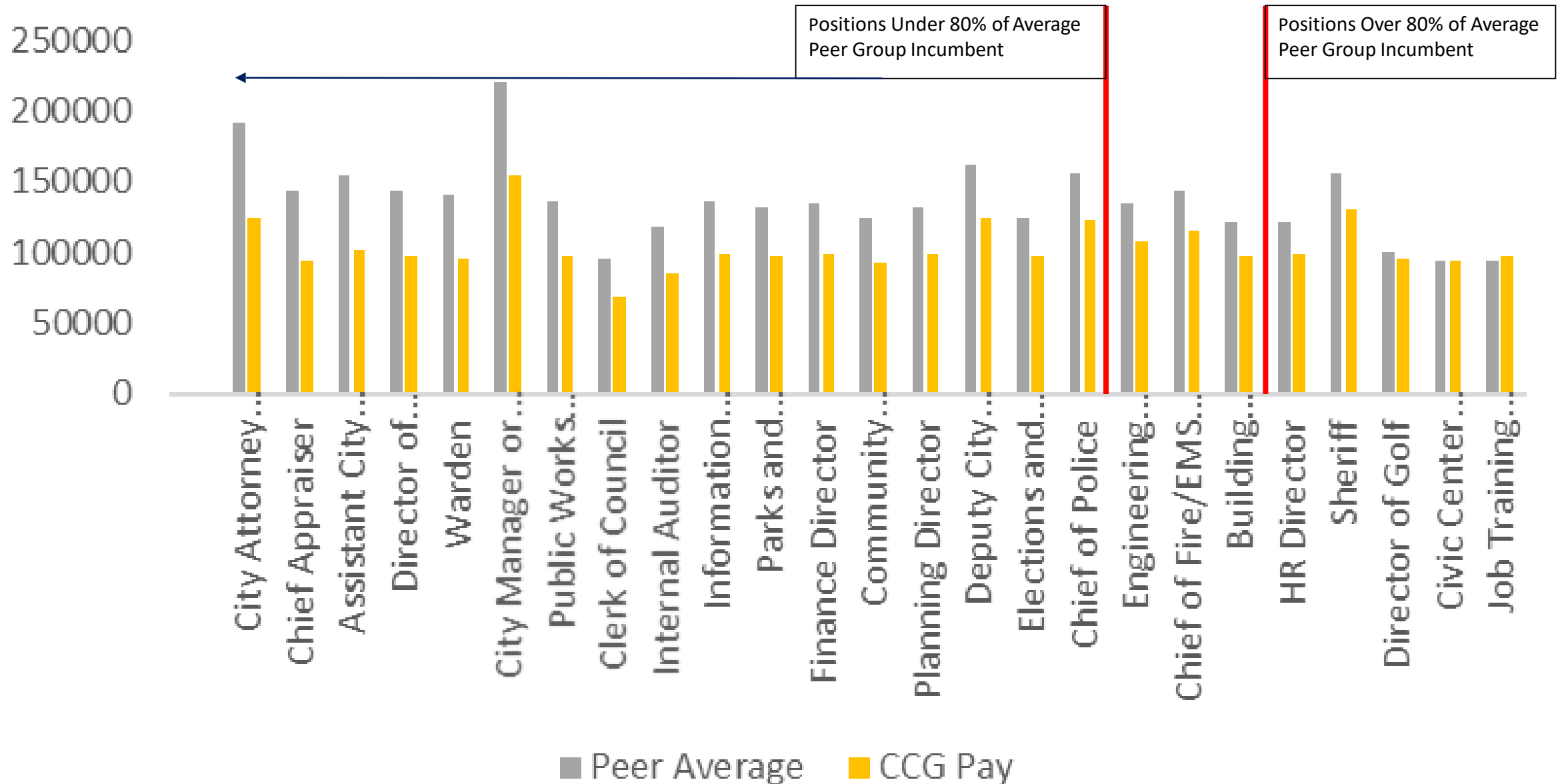
Project Overview

- Over the course of the latter half of 2020 the Butler Center for Business & Economic Research surveyed 22 of CCG's peer municipalities about salaries and salary ranges for 25 Director-level city positions.
- We asked for minimum and maximum salary ranges for each position as well as the current salary of the incumbent, if applicable.
- Upon comparison to CCG current position salaries, we noted:
 - 23 of the 25 CCG positions' salaries are below the average reported peer incumbent salary for the same or similar position.
 - Details follow. The raw data is available upon request.

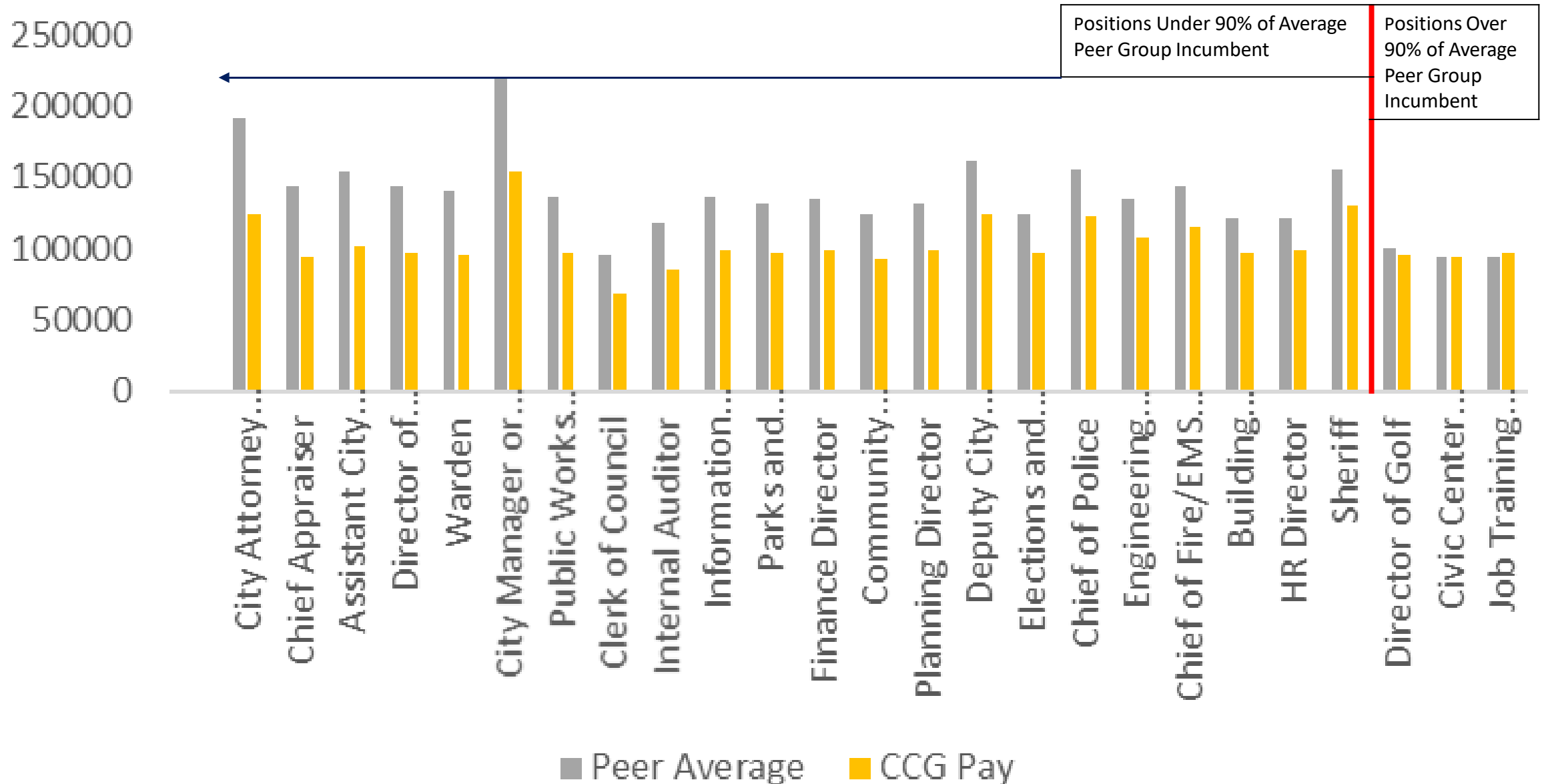
CCG Director-Level Salaries Compared with Peer Municipalities' Average Incumbent Salaries

- **23 positions' salaries are below the peer municipalities' Average Incumbent Salaries** for the same or comparable position.
 - The cost to bring all 23 positions **up to the peer municipalities' Average Incumbent Salaries** for the same or comparable position would be \$824,562.
- **22 positions' salaries are below 90% of the peer municipalities' Average Incumbent Salaries** for the same or comparable position.
 - The cost to bring all 22 positions **up to 90% of the peer municipalities' Average Incumbent Salaries** for the same or comparable position would be \$509,341.
- **17 positions' salaries are below 80% of the peer municipalities' Average Incumbent Salaries** for the same or comparable position.
 - The cost to bring all 17 positions **up to 80% of the peer municipalities' Average Incumbent Salaries** for the same or comparable position would be \$206,378.

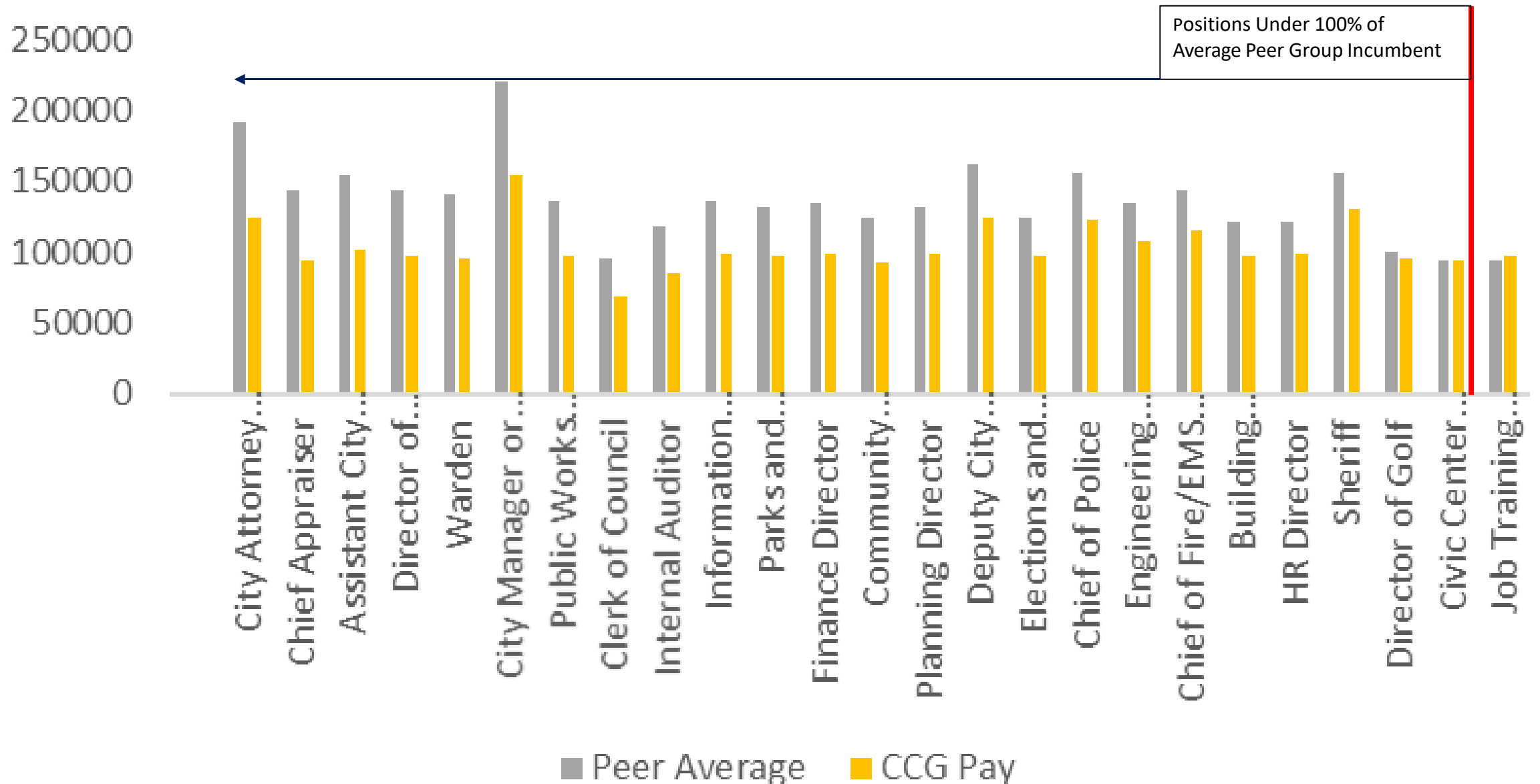
CCG Salaries to Peer Incumbent Salaries



CCG Salaries to Peer Incumbent Salaries



CCG Salaries to Peer Incumbent Salaries



Summary							
Position Titles	Peer Average	CCG Pay	CCG Pay as a % of Average Peer Incumbent Pay	To Match X% of Average Peer Incumbent CCG Salary Would Need to be...			# of Peers Reporting
				80%	90%	100%	
City Attorney (General Counsel)	192,164	123,793	64%	153,731	172,948	192,164	9
Chief Appraiser	144,096	94,351	65%	115,277	129,687	144,096	6
Assistant City Attorney	154,656	101,603	66%	123,725	139,191	154,656	8
Director of Transportation	143,677	96,707	67%	114,942	129,309	143,677	5
Warden	140,092	95,959	68%	112,074	126,083	140,092	5
City Manager or County Manager	219,651	154,601	70%	175,721	197,686	219,651	14
Public Works Director	135,763	96,709	71%	108,611	122,187	135,763	12
Clerk of Council	95,446	68,444	72%	76,357	85,902	95,446	13
Internal Auditor	117,662	85,475	73%	94,130	105,896	117,662	7
Information Technology Director	135,891	99,125	73%	108,713	122,302	135,891	13
Parks and Recreation Director	131,804	96,707	73%	105,443	118,624	131,804	12
Finance Director	134,786	99,125	74%	107,829	121,307	134,786	14
Community Reinvestment/ Real Estate Director	123,623	92,049	74%	98,898	111,260	123,623	7
Planning Director	131,049	99,125	76%	104,840	117,944	131,049	9
Deputy City Manager	161,702	123,793	77%	129,361	145,532	161,702	11
Elections and Registrar Director	123,903	96,707	78%	99,122	111,513	123,903	6
Chief of Police	155,759	122,732	79%	124,608	140,183	155,759	18
Engineering Director	134,067	106,746	80%	NA	120,660	134,067	9
Chief of Fire/EMS and EMA Director	143,285	115,036	80%	NA	128,956	143,285	14
Building Inspections and Codes Director	120,416	96,709	80%	NA	108,375	120,416	10
HR Director	120,683	99,125	82%	NA	108,615	120,683	13
Sheriff	155,759	130,383	84%	NA	140,183	155,759	18
Director of Golf	99,814	96,186	96%	NA	NA	99,814	2
Civic Center Director	94,681	94,351	100%	NA	NA	NA	1
Job Training (WIA) Director	94,681	96,707	102%	NA	NA	NA	1

Positions Analyzed

- Assistant City Attorney
- Building Inspections & Codes Director
- Chief Appraiser
- Chief of Police
- Sheriff
- City Attorney
- City / County Manager
- Civic Center Director *
- Clerk of Council
- Community Reinvestment / Real Estate Director
- Deputy City Manager
- Director of Transportation
- Elections & Registrar Director
- Engineering Director
- Finance Director
- Chief of Fire / EMS & EMA Director
- HR Director
- Internal Auditor
- Information Technology Director
- Job Training (WIA) Director *
- Parks & Recreation Director
- Planning Director
- Public Works Director
- Warden
- Director of Golf *

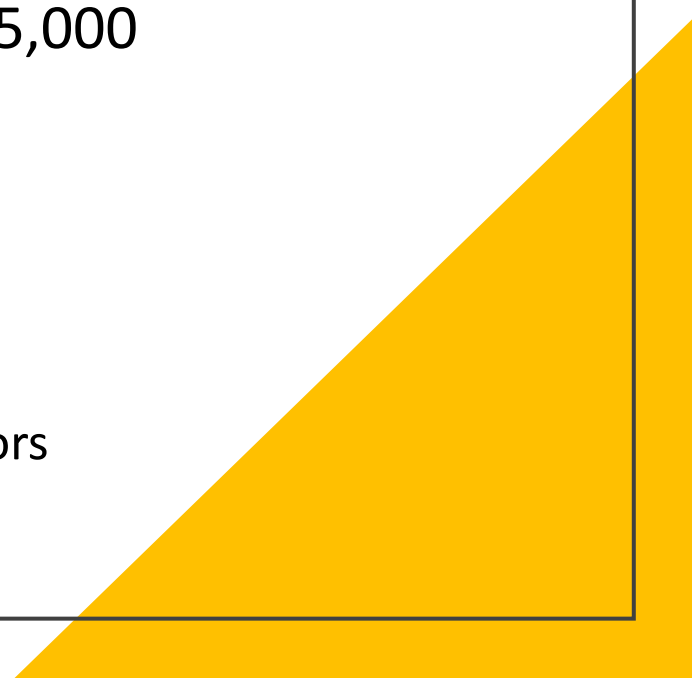
Municipalities Surveyed

- Albany, GA
- Auburn, AL
- Augusta, GA
- Athens – Clarke County, GA
- Bibb County, GA
- Charlottesville, VA
- Chatham County, GA
- Columbia County, GA
- Cobb County, GA
- DeKalb County, GA
- Fulton, GA
- Greenville, NC
- Gwinnett County, GA
- Jacksonville, FL
- Knoxville, TN
- La Grange, GA
- Montgomery, AL
- Phenix City, AL
- Richmond County, GA
- Sandy Springs, GA
- Savannah, GA
- Valdosta, GA
- * Average of reported Minimum and Maximum salaries for Civic Center Director, Director of Golf, & Job Training (WIA) Director were used in the analysis as there were no reported incumbent salaries for these positions.

Summary									
Position Titles	Pay Grade	Peer Average	CCG Pay	CCG Pay as a % of Average Peer Pay	Incumbent Avg 80%	CCG Alignment Internal Equity	# of Peers Reporting	UGA Pay Scale 3 Steps in Grade	
Clerk of Council	23	\$ 95,446.45	\$ 68,443.70	72%	\$ 76,357.00	\$ 76,357.00	13	\$ 73,706.00	77%
Community Reinvestment/ Real Estate Director	24	\$ 123,622.50	\$ 92,049.36	74%	\$ 98,898.00	\$ 112,153.00	7	\$ 99,127.00	80%
Elections and Registrar Director	24	\$ 123,903.06	\$ 96,707.00	78%	\$ 99,122.00	\$ 112,153.00	6	\$ 104,145.00	84%
Job Training (WIA) Director	24	\$ 94,681.00	\$ 96,707.00	102%	NA	\$ 112,153.00	1	\$ 104,145.00	110%
Chief Appraiser	25	\$ 144,096.40	\$ 94,350.62	65%	\$ 115,277.00	\$ 114,957.00	6	\$ 101,605.00	71%
Director of Transportation	25	\$ 143,677.20	\$ 96,707.00	67%	\$ 114,942.00	\$ 114,957.00	5	\$ 104,145.00	72%
Warden	25	\$ 140,092.00	\$ 95,958.72	68%	\$ 112,074.00	\$ 114,957.00	5	\$ 104,145.00	74%
Internal Auditor	25	\$ 117,662.17	\$ 85,475.00	73%	\$ 94,130.00	\$ 114,957.00	7	\$ 92,049.00	78%
Parks and Recreation Director	25	\$ 131,804.00	\$ 96,707.00	73%	\$ 105,443.00	\$ 114,957.00	12	\$ 104,145.00	79%
Planning Director	25	\$ 131,049.38	\$ 99,124.74	76%	\$ 104,840.00	\$ 114,957.00	9	\$ 106,749.00	81%
Building Inspections and Codes Director	25	\$ 120,416.44	\$ 96,709.34	80%	NA	\$ 114,957.00	10	\$ 104,145.00	86%
Civic Center Director	25	\$ 94,681.00	\$ 94,350.62	100%	NA	\$ 114,957.00	1	\$ 101,605.00	107%
Assistant City Attorney	26	\$ 154,656.25	\$ 101,602.80	66%	\$ 123,725.00	\$ 123,725.00	8	\$ 109,417.00	71%
Public Works Director	26	\$ 135,763.48	\$ 96,709.34	71%	\$ 108,611.00	\$ 117,831.00	12	\$ 104,145.00	77%
Information Technology Director	26	\$ 135,891.08	\$ 99,124.74	73%	\$ 108,713.00	\$ 117,831.00	13	\$ 106,749.00	79%
Finance Director	26	\$ 134,785.77	\$ 99,124.74	74%	\$ 107,829.00	\$ 117,831.00	14	\$ 106,749.00	79%
Engineering Director	26	\$ 134,066.83	\$ 106,746.38	80%	NA	\$ 117,831.00	9	\$ 114,957.07	86%
HR Director	26	\$ 120,683.05	\$ 99,124.74	82%	NA	\$ 117,831.00	13	\$ 106,749.00	88%
Chief of Police	27	\$ 155,759.41	\$ 122,732.22	79%	\$ 124,608.00	\$ 125,609.00	18	\$ 131,574.00	84%
Chief of Fire/EMS and EMA Director	27	\$ 143,284.52	\$ 115,035.96	80%	NA	\$ 117,772.00	14	\$ 123,449.00	86%
City Attorney (General Counsel)	28	\$ 192,164.17	\$ 123,792.76	64%	\$ 153,731.00	\$ 153,731.00	9	\$ 153,731.00	80%
Deputy City Manager - Operations	28	\$ 161,701.87	\$ 123,793.00	77%	\$ 129,361.00	\$ 129,361.00	11	\$ 133,315.00	82%
Deputy City Manager - Finance/Plann & Dev.	28	\$ 161,701.87	\$ 123,793.00	77%	\$ 129,361.00	\$ 129,361.00	11	\$ 133,315.00	82%
City Manager or County Manager	29	\$ 219,651.25	\$ 154,600.68	70%	\$ 175,721.00	\$ 175,721.00	14	\$ 180,000.00	82%
Director of Golf	-00-	\$ 99,813.75	\$ 96,185.96	96%	NA	\$ 96,185.96	2	\$ 104,145.00	104%
		\$ 3,411,054.90	\$ 2,575,656.42			\$ 2,973,092.96		\$ 2,808,006.07	
				\$ 397,436.54				\$ 232,349.65	

CCG Comprehensive Pay and Compensation Study

Comprehensive Pay and Compensation Study \$325,000

- To define a fair and competitive salary for employees
 - To provide the foundation for an appropriate classification and compensation system and pay plan
 - Based on current compensation levels for similar public sector employers, municipalities, and local market competitors
- 
- A large yellow triangle is positioned in the bottom right corner of the slide, pointing towards the top right.

Position Reclassifications Summary

FY2011 – FY2022

- There are 644 Job Titles on the UGA Pay Plan
 - 44% of positions* have been reclassified and approved in the budget
 - 66% of positions* have been reviewed by UGA/CSU
- Job titles include General Government and Public Safety
- All positions are below Executive Management Level

*Positions below Executive Management level

FY22 Position Reclassifications

Department/Office	Current Title/ Grade	Change Requested	CSU Review	Budget Approval
NEW POSITIONS				
Public Works	Deputy Director Public Works (Paving and Sewer Fund)	Add Deputy Director Public Works (Paving and Sewer Fund) (G24) PDQ	Yes	
Information Technology	Junior Network Engineer	Add Junior Network Engineer (G19)	Yes	
Superior Court	Pretrial Diversion Program Coordinator	Add Pretrial Diversion Program Coordinator (G21)	Yes	
Superior Court	Pretrial Diversion Investigator	Add Pretrial Diversion Investigator (G14)	No	
Superior Court	Deputy Clerk II - Appeals	Add Deputy Clerk II - Appeals (G12)	Yes	
Superior Court	Senior Deputy Clerk - Appeals	Add Senior Deputy Clerk - Appeals (G14)	Yes	
Superior Court	Administrative Assistant - B.O.E.	Add Administrative Assistant - B.O.E. (G12)	Yes	
Finance	Financial Analyst	Add Financial Analyst (G19)	Yes	
Human Resources	Human Resources Technician (G12)	Reclassify to Human Resources Technician II (G14C)	Yes	
City Manager's Office	Executive Assistant (G14)	Reclassify to a Chief of Staff/Executive Assistant to City Manager (G20C)	Yes	
Probate Court	Senior Deputy Clerk (G14B)	Reclassify to Chief Deputy Clerk/License Clerk Supervisor w/Judicial Powers (G15B)	Yes	
Elections & Registration	Elections Technician II (G13G)	Reclassify to a Elections Operations Manager (G17A)	Yes	
Tax Assessor	Appraisal Technician (G10B)	Reclassify to Senior Appraisal Technician (G11B)	Yes	
Civic Center	Administrative Secretary (G10)	Reclassify to Administrative Assistant (G12)	Yes	
Civic Center	Food and Beverage Coordinator (G15)	Reclassify to Food and Beverage Coordinator (G17)	Yes	
Fire & EMS	Fire Lieutenant (18D)	Reclassify to Logistics Captain Emergency Apparatus Coordinator (20C)	Yes	
Fire & EMS	Administrative Secretary (G10)	Reclassify to a Fire Payroll Technician (G12C)	Yes	
Fire & EMS	EMA Planner (17B)	Reclassify to EMA Planner (20C)	Yes	
Trade Center	Manager of Sales and Event Services (G21C)	Reclassify to Assistant Trade Center Director/Maintenance and Operations Director (G23C)	Yes	
Trade Center	Facilities Engineer (G23)	Reclassify to Facilities Maintenance Manager (G17)	Yes	
Trade Center	Conference Facilitator II (G16C)	Reclassify to Marketing Coordinator (G19)	Yes	
Trade Center	Conference Facilitator II (G16C)	Reclassify to Events Service Coordinator (G19)	Yes	
Sheriff	Administrative Secretary (G10)	Reclassify to Deputy Clerk II (G12)	Yes	
Sheriff	Judicial Administrative Tech II (10)	Reclassify to Deputy Clerk II (G12)	Yes	
Sheriff	Administrative Clerk II (G10)	Reclassify to Deputy Clerk II (G12)	Yes	
Sheriff	Administrative Clerk II (G10)	Reclassify to Deputy Clerk II (G12)	Yes	
Police	Criminal Record Tech (G10)	Reclassify to Open Records Compliance Coordinator (G14)	Yes	
Finance	Senior Accountant (G19)	Reclassify to Senior Accountant (G20)	Yes	
Finance	Budget & Management Analyst (G17)	Reclassify to Budget & Management Analyst (G19)	Yes	
Finance	Customer Service Representative (G9)	Reclassify to Business License Clerk (G12)	Yes	
Finance	Senior Customer Service Representative (G10)	Reclassify to Senior Business License Clerk (G13)	Yes	
Finance	Tax Supervisor (G18)	Reclassify to Licensing & Tax Supervisor (G19)	Yes	

FY22 Position Reclassifications

Department/Office	Current Title/Grade	Change Requested	CSU Review
Tax Commissioner	Administrative Technician (12)	Reclassify to Administrative Technician (14)	Yes
Coroner	Administrative Assistant (12)	Reclassify to Executive Assistant (G14)	Yes
			Yes
Public Works	Crew Leader (G12)	Reclassify to Public Works Cemetery Supervisor (G15)	
			Yes
Public Works	Equipment Operator III (G12B)	Reclassify to Inventory Control Specialist/Supervisor (G15)	
Public Works	Correctional Detail Supervisor (G15)	Reclassify to Public Safety Correctional Detail Supervisor (G16)	Yes
Public Works	Contract Inspector (G14B)	Reclassify to Contract Supervisor/Adopt-A-Spot Supervisor (G16A)	Yes
Public Works	Equipment Operator III (G12)	Reclassify to Heavy Equipment Crew Leader (13)	
			Yes
Public Works	Public Service Crew Leader (G12)	Reclassify to Heavy Equipment Crew Leader (13)	
			Yes
Public Works	Heavy Equipment Supervisor (G15C)	Reclassify to Heavy Equipment Supervisor (G17)	No
Public Works	Correctional Detail Supervisor (G15B)	Reclassify to Correctional Detail Supervisor (G17)	Yes
Public Works	Maintenance Worker I (G7B)	Reclassify to Inlet Inspector (G12)	Yes
	Equipment Operator III (G12D)		
Public Works		Reclassify to Fuel Truck and Vehicle Maintenance Technician (G14C)	Yes
Public Works	Waste Equipment Operator (G12C)	Reclassify to Administrative Technician (G12C)	No
Public Works	Recycling Route Supervisor (G15C)	Reclassify to Waste Collections Route Supervisor (G15C)	No
Public Works	Recycling Truck Driver (G12)	Reclassify to Environmental Compliance Officer (G13C)	No
Public Works	Waste Equipment Operator (G12)	Reclassify to Mobility Technician (G14)	Yes
Public Works	Waste Equipment Operator (G12)	Reclassify to Senior Waste Equipment Operator (G13C)	Yes
Public Works	Waste Collections Worker (G8B)	Reclassify to Inventory Control Technician (G10)	Yes
	Total		50

FY21 Position Reclassifications

Dept./ Office	Current Title/ Grade	Change Requested	CSU Review	Budget Approval
NEW POSITIONS				
Metra	Chief Safety Officer	Add Chief Safety Officer (G20)	Yes	Yes
Metra	Transit Security Specialist	Add (2) Transit Security Specialist (G10)	Yes	Yes
Sheriff	Director of Community Affairs	Add Director of Community Affairs (G23)	Yes	Yes
Sheriff	Command Sergeant	Add Command Sergeant (G19)	No	Yes
Police Department	Chief of Staff Public Information Officer	Add Chief of Staff Public Information Officer (G20)	Yes	Yes
Police Department	Administrative Coordinator	Add Administrative Coordinator (G14)	No	Yes
Inspection & Codes	Chief Inspector	Add Chief Inspector (G22)	Yes	Yes
RECLASSIFIED POSITIONS				
City Manager's Office	TV Station Manager (G19H)	Reclassify to a TV Station Manager (G23C)	Yes	Yes
Finance	Accounting Technician (G12)	Reclassify to Customer Service Representative (G9)	No	Yes
Finance	Payroll Coordinator (G14)	Reclassify to Payroll Specialist (G16)	Yes	Yes
Information Technology	(3) Application Support Analyst (G19)	Reclassify to (3) Application Developer (G19)	No	Yes
Information Technology	Network Manager (G22)	Reclassify to Network Operations Manager (G22)	No	Yes
Information Technology	Program & Development Administrator (G21)	Reclassify to Program & Development Coordinator (G21)	No	Yes
Information Technology	Data Control Technician-PT (G12)	Reclassify to Administrative Assistant-PT (G12)	No	Yes
Information Technology	GIS Supervisor (G17)	Reclassify to PC Services Supervisor (G17)	No	Yes
Information Technology	(2) Host Computer Operator (G12)	Reclassify to (2) PC Services Technician (G12)	No	Yes
Information Technology	Lead Host Computer Operator (G13)	Reclassify to Assistant Director of Technology - Operations (G25)	No	Yes
Inspection & Codes	Permit Technician (G10A)	Reclassify to a Permit Technician (G12A)	Yes	Yes
Inspection & Codes	Property Maintenance Inspector (G16)	Reclassify to a Code Enforcement Officer (G16)	Yes	Yes
Inspection & Codes	Special Enforcement Coordinator (G17)	Reclassify to a Code Enforcement Manager (G21)	Yes	Yes
Inspection & Codes	Special Enforcement Officer (G13)	Reclassify to a Code Enforcement Officer (G16)	Yes	Yes
Inspection & Codes	Inspection Services Coordinator (G14)	Reclassify to a GIS Technician (G14)	No	Yes
Inspection & Codes	Sign and Code Inspector (G15)	Reclassify to a Code Enforcement Officer (G16)	No	Yes
Inspection & Codes	Communications Officer (G10)	Reclassify to a Permit Technician (G12)	No	Yes
Engineering	Senior Engineering Technician (G16)	Senior Traffic Operations Technician (G16)	No	Yes
Public Works	Small Engine Supervisor (G15C)	Reclassify to Small Engine Supervisor (G16B)	No	Yes
Public Works	Maintenance Worker (G07)	Reclassify to Communication Officer (G10)	No	Yes
Public Works	Electrician (G14)	Reclassify to Maintenance Supervisor - Electrical (G16)	No	Yes
Police	Police HR Tech (G12B)	Reclassify to an Employment Coordinator (G14B)	No	Yes
Police	Police Major (G23)	Reclassify to Deputy Chief of Police (G23)	No	Yes
Police	Deputy Chief of Police (G24)	Reclassify to Assistant Chief of Police (G24)	No	Yes
Fire & EMS	Fire Payroll Technician (G12B)	Reclassify to an Employment Coordinator (G14B)	Yes	Yes

FY21 Position Reclassifications

Department/Office	Current Title/Grade	Change Requested	CSU Review	Budget Approval
Fire & EMS	Division Chief - Health, Safety & Information Systems	Reclassify to Division Chief	No	Yes
Clerk of Superior Court	Sr. Deputy Clerk (G14E)	Reclassify to Sr. Deputy Clerk (G14G)	No	Yes
Clerk of Superior Court	Sr. Deputy Clerk (G14H)	Reclassify to Sr. Deputy Clerk (G14I)	No	Yes
Clerk of Superior Court	Assistant Chief Deputy (G18A)	Reclassify to Assistant Chief Deputy (G18C)	No	Yes
Sheriff	Communication Technician III (G10)	Reclassify to Communication Technician (G11)	Yes	Yes
Public Works	Compost Manager (G16D)	Reclassify to Recycling Line Supervisor (G15F)	No	Yes
Public Works	Landfill Supervisor (G16D)	Reclassify to Compost Manager (G16D)	Yes	Yes
Community Reinvestment	Community Reinvestment Director (G24)	Reclassify to Director of Community Reinvestment & Real Estate (G24)	No	Yes
Metra	(1) FT Bus Operator (G12)	Reclassify to (2) Administrative Assistant-PT (G12)	No	Yes
CSU REQUEST				
Parks	Recreation Program Specialist III (G14)	Reclassify to Tennis Program Supervisor (G16C)	Yes	No
Parks	Recreation Program Specialist II (G13A)/ (G13B)	Reclassify to a Recreation Program Specialist III (G14A)	Yes	No
Finance	Accounts Payable Technician (G12)	Career Ladder to Senior Accounts Payable Technician (G13)	Yes	No
Civic Center	Arena Technician II (G10A)	Reclassify to Crew Leader (G12)	Yes	No
Fire & EMS	Administrative Secretary (G10)	Reclassify to a HR Technician (G12)	Yes	No
Adult Drug Court	Case Manager (G16)	Reclassify to an Adult Drug Court Coordinator (G21B) (CCG & Grant-funded)	Yes	No
Victim Witness	Law Enforcement Victim Advocate (G15)	Add Law Enforcement Victim Advocate (G15)	Yes	No
Victim Witness	Victim Advocate (G14)	Reclassify to an Event Coordinator/ Compensation Specialist (G15)	Yes	No
Trade Center	Conference Facilitator (G15)	Reclassify the Conference Manager (G17)	Yes	No
Trade Center	Conference Facilitator (G15)	Reclassify to Event Services Manager (G19)	Yes	No
Trade Center	Conference Facilitator (G15)	Reclassify to Marketing Manager (G19)	Yes	No
Trade Center	Events Attendant I (G08)	Reclassify to Events Attendant Crew Leader (G12)	Yes	No
MCP	Deputy Warden - Administration (G23)	Deputy Warden - Administration (G24)	Yes	No
MCP	Deputy Warden - Security (G23)	Deputy Warden - Security (G24)	Yes	No
Sheriff	Administrative Secretary (G10)	Reclassify to Deputy Clerk II (G12)	Yes	No
Sheriff	Judicial Administrative Tech II (10)	Reclassify to Deputy Clerk II (G12)	Yes	No
Sheriff	Administrative Clerk III (G10D)	Reclassify to Deputy Clerk II (G12)	Yes	No
Sheriff	ID Technician (G16B)	Reclassify to Sergeant (G18D)	Yes	No
Public Works	Auto Tire Shop Supervisor (G17)	Reclassify to Fleet Operations Manager (G21)	Yes	No
Public Works	Car Shop Supervisor (G16)	Add Car Shop Supervisor (G16)	Yes	No
Public Works	Crew Leader (G12)	Reclassify to PW Crew Supervisor (G15)	Yes	No
Public Works	Equipment Operator III (G12)	Reclassify to Fuel Truck & Vehicle Maintenance Technician (G14)	Yes	No
Public Works	Urban Forestry Supervisor (G15B)	Reclassify to G16B	Yes	No
Public Works	PW Crew Supervisor (G15)	Reclassify to Urban Forestry Supervisor (G16)	Yes	No
Public Works	Rainwater Division Manager (G21C)	Reclassify to G23A	Yes	No

FY21 Position Reclassifications

Department/Office	Current Title/Grade	Change Requested	CSU Review	Budget Approval
Public Works	Waste Equipment Worker (G08)	Reclassify to G11	Yes	No
Public Works	Waste Collections Route Supervisor (G15)	Reclassify to Route Supervisor G17	Yes	No
Public Works	Waste Equipment Operator (G12B)	Reclassify to Route Supervisor (G17)	Yes	No
Public Works	Recycling Route Supervisor (G15D)	Reclassify to Route Supervisor G17C	Yes	No
Public Works	Waste Equipment Operator (G12)	Reclassify to Compliance Officer (G13C)	Yes	No
Public Works	Landfill Maintenance Tech (G14)	Career Ladder to Landfill Maintenance Tech (G14)	Yes	No
Public Works	Correctional Detail Officer - Landfill (G12)	Career Ladder to Correctional Detail Officer - Landfill (G12)	Yes	No
Public Works	Landfill Operator (G12)	Career Ladder to Landfill Operator (G12)	Yes	No
Public Works	Heavy Equipment Operator (G13)	Career Ladder to Heavy Equipment Operator (G13)	Yes	No
Public Works	Senior Heavy Equipment Operator (G15)	Career Ladder to Senior Heavy Equipment Operator (G15)	Yes	No
Public Works	Waste Equipment Operator (G12)	Career Ladder to Waste Equipment Operator (G12)	Yes	No
Public Works	Route Supervisor (G17)	Career Ladder to Route Supervisor (G17)	Yes	No
Tax Commissioner	Administrative Technician (G12)	Administrative Technician (G14)	Yes	No
	Total		79	

FY20 Position Reclassifications

Dept./ Office	Current Title/ Grade	Change Requested	CSU Review	Budget Approval
NEW POSITIONS				
Police	Computer Forensic Analyst G16	Add 1 Computer Forensic Analyst G16	Yes	Yes
State Court Judge	Law Clerk (G20)	Add 1 Law Clerk (G20)	No	Yes
Municipal Court Judge	Deputy Clerk II (G12)	Add 1 Deputy Clerk II (G12)	No	Yes
Coroner	Deputy Coroner (PS16)	Add 1 Deputy Coroner (PS16)	No	Yes
Recorder's Court	Deputy Clerk II (G12)	Add 3 Deputy Clerk II (G12)	No	Yes
Clerk of Council	PT Support Clerk (G7)	Add 1 PT Support Clerk (G7)	No	Yes
District Attorney	PT Legal Administrative Clerk (G11)	Add 2 PT Legal Administrative Clerk (G11)	No	Yes
Public Works	Maintenance Workers (G7)	Add 2 Maintenance Workers (G7)	No	Yes
METRA	Transit Compliance Officer	Add 1 Transit Compliance Officer G20	Yes	Yes
Tax Assessor	Deputy Chief Appraiser (G23)	Add 1 Deputy Chief Appraiser (G23)	No	Yes
RECLASSIFIED POSITIONS				
Clerk of Council	PT Admin Sect. G10A	PT Deputy Clerk Pro Tem (G12E)	No	Yes
Clerk of Council	FT Admin Sect. G10A	Admin Sect. G10C	No	Yes
Mayor's Office	Executive Assistant to Mayor (G00) \$60,000	Executive Assistant to Mayor (G00) \$58,000	No	Yes
Mayor's Office	Admin. Secretary G10	Admin. Assistant G12	Yes	Yes
City Manager's Office	Admin. Secretary G10	Admin. Assistant G12	Yes	Yes
City Manager's Office	Citizens Service Coordinator G14	Citizens Service Technician G10	Yes	Yes
Information Technology	FT Data Control Tech. G12	PT Data Control Tech. G12	No	Yes
Information Technology	Network Manager (G22E)	Network Manager (G22F)	No	Yes
Information Technology	GIS Tech. G14	Program & Development Coordinator (G21)	No	Yes
Information Technology	Data Control Tech. G12D	IT Office Mgr. G14C	Yes	Yes
Information Technology	GIS Technician (G14)	Asst. Information Technology Director (G25)	No	Yes
Inspections & Codes	GIS Tech. G14	GIS Tech. G12	Yes	Yes
Inspections & Codes	Office Manager G14C	Office Manager G14E	No	Yes
Parks & Rec	PT Recreation Center Leaders (G2)	PT Therapeutic Recreation Aides (G5)	No	Yes
Public Works	Correctional Detail Officer (PS12)	Asst. Facilities Maintenance Division Manager (G19)	No	Yes
Public Works	PT Volunteer Coordinator (G13)	FT Volunteer Coordinator (G13)	No	Yes
Fire/EMS	Firefighter/EMT (PS14)	Lt. Fire Inspector (PS18)	No	Yes
Clerk of Municipal Court	Court Coordinator G18C	Chief Deputy Clerk G21A	Yes	Yes
Clerk of Municipal Court	Sr. Deputy Clerk G14A	Finance Manager G17	Yes	Yes
Clerk of Municipal Court	Deputy Clerk II G12	Sr. Deputy Clerk G14A	No	Yes
Clerk of Municipal Court	Sr. Deputy Clerk G14A	Asst. Chief Deputy G18A	Yes	Yes
Clerk of Superior Court	1 FT Deputy Clerk I (G10)	2 PT Deputy Clerk I (G10)	No	Yes

FY20 Position Reclassifications

Department/Office	Current Title/Grade	Change Requested	CSU Review	Budget Approval
Sheriff	Deputy Sheriff Technician (P16)	Sergeant (PS18)	No	Yes
Sheriff	ID Technician (P16)	Sergeant (PS18)	No	Yes
Public Defender	Investigator G16E	Investigator Supervisor G19A	Yes	Yes
District Attorney	Administrative Assistant (G12P)	Administrative Operations Manager (G18C)	No	Yes
Juvenile Court	Custody Investigator G13J	Juvenile Court Assistant Director G16G	Yes	Yes
Tax Commissioner	Accounting Operations Administrator (G20)	Accounting Operations Administrator (G22)	Yes	Yes
Tax Commissioner	3 Deputy Tax Commissioners (G18)	3 Deputy Tax Commissioners (G20)	No	Yes
Public Works	2 Heavy Equipment Supervisors (G15)	2 Heavy Equipment Supervisors (G17)	No	Yes
Public Works	2 Crew Supervisors (G15)	2 Heavy Equipment Supervisors (G17)	No	Yes
PW- ROW Maint.	Chem. App. Tech. G11B	Contract Inspector G14A	Yes	Yes
Engineering	Senior Engineering Technician (G16)	GIS Technology Supervisor (G16)	No	Yes
WIOA	Support Clerk G07	Administrative Assistant G12	Yes	Yes
Trade Center	Event Operations Supervisor G15	Event Operations Manager G17	Yes	Yes
Civic Center	Event Services Manager G17	Event Services Manager G20	Yes	Yes
CSU REQUEST				
Clerk of Council	PT Admin Sect. G10A	Assistant Deputy Clerk of Council (G13C)	Yes	No
District Attorney	Administrative Assistant (G12P)	Office Manager (G17F)	Yes	No
Inspections & Codes	Office Manager G14C	Inspections Services Administrative Supervisor (G15)	Yes	No
Tax Commissioner	Dpty Tax Commissioner G18	Property Tax Director G23	Yes	No
Tax Commissioner	Dpty Tax Commissioner G18	Motor Vehicle Director G23	Yes	No
Tax Commissioner	Dpty Tax Commissioner G18	Director of Delinquent Tax Department (G23)	Yes	No
Tax Commissioner	Chief Deputy Tax Commissioner G21	Chief Deputy Tax Commissioner G25	Yes	No
Tax Commissioner	Tax Clerk I G10	Tax Clerk I G12	Yes	No
Tax Commissioner	Tax Clerk II G11	Tax Clerk II G13	Yes	No
MCP	Captain- Corrections Position G22A	Add Captain- Corrections Position G22A	Yes	No
MCP	Acct. Clerk G10D	Acct. Tech. G12D	Yes	No
MCP	Admin. Clerk I G09A	Admin. Clerk II G10A	Yes	No
Parks & Rec	Park Ranger G14	Add Park Ranger G14	Yes	No
Parks & Rec	Park Ranger Chief G19	Add Park Ranger Chief G19	Yes	No
Police	Facilities Maint. Tech. G12	Range Master	Yes	No
Police	HR Tech- Police G12B	HR Specialist- Police G16A	Yes	No
Public Defender	Investigator G16A	Investigator G18A	Yes	No
PW- Animal Control	Maint. Worker I G07	Communication Officer G10	Yes	No
PW- Facilities Maint.	Electrician II G14A	Maint. Super. G16	Yes	No
PW- Facilities Maint.	Fountain Tech. G13	Add Fountain Tech. G13	Yes	No
PW- Pine Grove Landfill	Waste Disposal Mgr. G21C	Waste Disp. & Recycling Mgr. G23A	Yes	No
METRA	Fleet Maintenance Tech.	Add Fleet Maintenance Tech. Career Ladder Levels I (G10), II (G12), III (G14)	Yes	No
Public Works	Fleet Maintenance Tech.	Add Fleet Maintenance Tech. Career Ladder Levels I (G10), II (G12), III (G14)	Yes	No
Sheriff	Security Guard G09A	Security Guard G10A	Yes	No
Tax Assessor	Appraiser I	Add Appraiser I Career Ladder	Yes	No
Victim Witness	Advocate/Intern Coordinator G16A	Advocate/Intern Coordinator G16A	Yes	No
Total			72	

FY19 Position Reclassifications

Department/Office	Current Title/ Grade	Change Requested	CSU Review	Budget Approval
NEW POSITIONS				
Public Works	Baler Operator G12	Add 1 Baler Operator G12	Yes	Yes
RECLASSIFIED POSITIONS				
Clerk of Council	Deputy Clerk of Council G14	Deputy Clerk of Council G16	No	Yes
Finance	Administrative Assistant (PT) G12A	Administrative Coordinator (FT) G14	Yes	Yes
Inspections and Codes	Special Enforcement Supervisor G15	Special Enforcement Coordinator G17	Yes	Yes
Public Works	Animal Control Division Manager G21	Animal Control Veterinarian G23I	No	Yes
Parks & Recreation	Athletic Program Supervisor G16A	Athletic Division Manager G19C	No	Yes
Parks & Recreation	Community Schools Supervisor G16A	Community Schools Division Manager G19C	Yes	Yes
Parks & Recreation	Marina Supervisor G9A	Recreation Program Specialist III G14B	No	Yes
Parks & Recreation	Assistant Parks & Recreation Aquatic Center Director G23C	Aquatic Division Manager G19C	Yes	Yes
Parks & Recreation	PT Therapeutics Recreation Center Leader G2A	FT Administrative Secretary G10A	No	Yes
Parks & Recreation	Custodian G6A	Recreation Program Specialist III G14A	No	Yes
Probate Court	Fiduciary Compliance Officer/Law Clerk G20J	Associate Judge G22L	No	Yes
Probate Court	Deputy Clerk G12A	Passport Supervisor/Deputy Clerk G14A	No	Yes
Probate Court	Chief Deputy Clerk G16	Chief Deputy Clerk G18	Yes	Yes
Probate Court	Deputy Clerk II G12A	Senior Deputy Clerk G14A	No	Yes
Clerk of Superior Court	(2) Senior Deputy Clerks G14A	(2) Senior Deputy Clerks G14C	No	Yes
Clerk of Superior Court	(2) Accounting Clerks G10	(2) Deputy Clerk I (G10)	No	Yes
Sheriff	(1) Major PS22	(1) Deputy Sheriff PS14C	No	Yes
Sheriff	(1) Major PS22G	(1) Jail Commander PS23D	No	Yes
Sheriff	(1) Chief Deputy Sheriff PS24F	(1) Chief Deputy Sheriff PS24H	No	Yes
Recorder's Court	(2) Accounting Clerks G10	(2) Deputy Clerks II G12	Yes	Yes
Recorder's Court	(2) Judicial Admin Tech I G9	(2) Deputy Clerk II G12	Yes	Yes
Recorder's Court	(8) Judicial Admin Tech II G10	(8) Deputy Clerk II G12	Yes	Yes
Recorder's Court	(1) Judicial Admin Tech II G10	(1) Senior Deputy Clerk G14	Yes	Yes
Recorder's Court	(1) Judicial Admin Tech III G12	(1) Senior Deputy Clerk G14	Yes	Yes
Public Works	Stormwater Drainage Technician G15D	Stormwater Drainage Technician G13A	Yes	Yes
Public Works	Equipment Operator Crew Leader G13B	Heavy Equipment Supervisor G15B	No	Yes
Public Works	Maintenance Worker I G7B	GIS Technician G14C	Yes	Yes
Public Works		Correctional Detail Supervisor PS15A	No	Yes
Public Works	Maintenance Worker I G7C	GIS Technician II G15C	Yes	Yes
Public Works	Contract Inspector G14B	GIS Technology Supervisor G16C	Yes	Yes
Public Works	(2) Heavy Equipment Operator G13A	(2) Heavy Equipment Supervisor G15A	No	Yes

FY19 Position Reclassifications

Department/Office	Current Title/Grade	Change Requested	CSU Review	Budget Approval
Public Works	Landfill Operator G12A	Maintenance Worker I-Landfill G7A	No	Yes
Public Works	Landfill Operator G12A	Correctional Detail Officer-Waste Disposal PS12A	No	Yes
Planning	Administrative Secretary G10A	Administrative Assistant G12A	Yes	Yes
METRA TSPLOST	Correctional Officer - Transportation PS12A	Crew Leader G12A	No	Yes
CSU REQUEST				
Fire Department	Administrative Coordinator (G14)	Administrative Payroll Coordinator (G16)	Yes	No
Fire Department	Payroll Technician (G12)	Payroll Coordinator (14)	Yes	No
MCP	Administrative Coordinator (G14)	Administrative Coordinator/Accounting Technician (G17)	Yes	No
Coroner	Administrative Assistant (12)	Reclassify to Office Manager (G14)	Yes	No
Public Works	Fleet Manager	Add Fleet Manager (G22)	Yes	No
Public Works	Assistant Fleet Manager (G19)	Financial Operations Administrative (G20)	Yes	No
Public Works	Small Engine Supervisor (G15C)	Reclassify to Small Engine Supervisor (G16B)	Yes	No
Public Works	Special Enforcement Manager (G21)	Animal Control Veterinarian (G23)	Yes	No
Public Works	Heavy Equipment Supervisor (G15)	Heavy Equipment Supervisor (G17)	Yes	No
Public Works	Public Works Crew Supervisor (G15)	Public Works Crew Supervisor (G17)	Yes	No
Information Technology	Assistant Director of Technology - Operations	Add Assistant Director of Technology - Operations	Yes	No
Information Technology	Assistant Director of Technology - Applications	Add Assistant Director of Technology - Applications	Yes	No
Tax Assessor's Office	Administrative Manager (G20)	Career Ladder to Senior Administrative Manager (G21)	Yes	No
Tax Assessor's Office	Personal Property Manager (G20)	Career Ladder to Personal Property Manager II (G21)	Yes	No
Tax Assessor's Office	Residential Property Manager (G20)	Career Ladder to Residential Property Manager II (G21)	Yes	No
Tax Assessor's Office	Commercial Property Manager (G20)	Career Ladder to Commercial Property Manager II (G21)	Yes	No
Trade Center	Conference Facilitator I G15	Career Ladder to Conference Facilitator II (G16)	Yes	No
Total			53	

FY18 Position Reclassifications

Department/Office	Change Requested	UGA Review	Budget Approval
NEW POSITIONS			
District Attorney	Add 1 Asst. District Attorney (G22)	No	Yes
District Attorney	Add 1 Investigator I (G16)	No	Yes
Recorder's Court	Add 1 Senior Recorder's Court Judge (FT)	No	Yes
Recorder's Court	Add 1 Chief Recorder's Court Clerk (G18)	No	Yes
Risk Management - HR	Add 1 Risk Management Analyst (G19)	Yes	Yes
RECLASSIFIED POSITIONS			
Clerk of Council	(1) Clerk of Council (G22M) to (1) Clerk of Council (G23K)	Yes	Yes
City Manager	(1) Citizen Service Technician (G10C) to (1) Communication & Multimedia Specialist (G14A)	Yes	Yes
Inspections & Codes	(1) Permit Technician (G10A) to (1) Communications Officer (G10A)	No	Yes
Inspections & Codes	(1) Administrative Assistant (G12M) to (1) Office Manager (G14A)	No	Yes
Inspections & Codes	(1) Zoning Technician (G10) to (1) GIS Technician (G14A)	No	Yes
Parks & Recreation	(1) Park Maint. Supervisor (G14A) to (1) Parks Manager (G17A)	No	Yes
Parks & Recreation	(1) Comm. Schools District Supv. (G 16A) to (1) Recreation Program Spec. III (G14A)	No	Yes
General Fund-Tax Assessor	(1) Chief Appraiser (G25E) to (1) Chief Appraiser (G25H)	No	Yes
Elections & Registration	(1) Elections Tech (G9A) to (1) Elections Tech (G12A)	Yes	Yes
Elections & Registration	(2) Elections Tech II (G10A) to (2) Elections Tech II (G13A)	No	Yes
Elections & Registration	(1) Elections Specialist (G10A) to (1) Elections Specialist (G13A)	Yes	Yes
Elections & Registration	(1) Registration Coordinator (G15C) to (1) Asst. Director of Elections & Registration (G21A)	Yes	Yes
Elections & Registration	(1) Director of Elections & Registration (G24D) to (1) Director of Elections & Registration (G24L)	No	Yes
Engineering	(1) Traffic Engineer (G23) to (1) Asst Engineering Director (G24)	Yes	Yes
Victim Witness	(1) Victim Advocate (G14D) to (1) Victim Advocate (G14F)	No	Yes
Victim Witness	(1) Victim Advocate (G14A) to (1) Victim Advocate (G14C)	No	Yes
Victim Witness	(1) Victim Advocate Director (G18A) to (1) Victim Advocate Director (G18H)	No	Yes
Clerk of Municipal Court	(1) Deputy Clerk II (G12A) to (1) Senior Deputy Clerk (G14A)	No	Yes
Sheriff	(1) Deputy Sheriff (PS14D) to (1) Major (PS23G)	No	Yes
Sheriff	(1) Deputy Sheriff (PS14D) to (1) Jail Commander (PS23E)	No	Yes
Sheriff	(1) Lieutenant (PS20N) to (1) Captain (PS22H)	No	Yes
Sheriff	(1) Chief Deputy Sheriff (PS24D) to (1) Chief Deputy Sheriff (PS24F)	No	Yes
Coroner	(1) Deputy Coroner (PS16I) to (1) Chief Deputy Coroner (PS18I)	Yes	Yes
Fire/EMS	Fire Medics (PS14) to Fire Medics (PS15) (Restricted to 36 positions)	No	Yes
Public Works	(1) Rainwater Supervisor (G15) to (1) Rainwater Supervisor (PS15)	No	Yes
Public Works	(1) Correctional Officer (PS12) to (1) Public Works Crew Leader (G12)	No	Yes
Engineering	(1) Survey Crew Worker (G9) to (1) Storm water Data Inspector (G16)	No	Yes

FY18 Position Reclassifications

Department/Office	Change Requested	UGA Review	Budget Approval
Engineering	(1) Admin Assistant (G12) to (1) Office Manager (G14)	Yes	Yes
WIOA	(1) WIOA Director (G24G) to (1) WIOA Director (G24L)	No	Yes
Trade Center	(1) Accounting Technician (G12N) to (1) Office Manager (G14L)	Yes	Yes
Civic Center	(1) Event Coordinator (G15B) to (1) Event Services Manager (G17A)	No	Yes
UGA REQUEST			
Clerk of Council	Deputy Clerk (G14) to Deputy Clerk (G16)	Yes	No
Coroner	Administrative Assistant (G12) to Executive Assistant (G14)	Yes	No
Fire Department	Add ISO & Accreditation Analyst (G17)	Yes	No
Fire Department	Fire Medic (G14) to Fire Medic (G15)	Yes	No
Human Resources	HR Compensation & Benefit Analyst (G19) to Senior HR Compensation & Benefit Analyst (G21)	Yes	No
Human Resources	HR Employee Services Analyst (G19) to Senior HR Employee Services Analyst (G21)	Yes	No
Human Resources	Risk Manager (G23) to Risk Manager (G23)	Yes	No
Parks & Recreation	Add Special Events Supervisor (G16)	Yes	No
Planning	Administrative Secretary (G10) to Administrative Assistant (G12)	Yes	No
Public Defender's Office	Investigator (G16) to Investigator (G18)	Yes	No
Recorder's Court	Judicial Admin Tech I to Deputy Clerk (G10)	Yes	No
Recorder's Court	Judicial Admin Tech II to Deputy Clerk (G12)	Yes	No
Recorder's Court	Judicial Admin Tech III to Senior Deputy Clerk (G12)	Yes	No
	Total	47	

FY17 Position Reclassifications

Department/Office	Change Requested	UGA Review	Budget Approval
NEW POSITIONS			
Parks & Recreation	Add (1) FT Assistant Parks & Recreation Director (G23) for Aquatic Center	No	Yes
Parks & Recreation	Add (1) FT Aquatic Center Facility Supervisor (G16)	No	Yes
Parks & Recreation	Add (1) FT Aquatic Center Program Supervisor (G16)	No	Yes
Community Reinvestment	Add (1) Community Reinvestment Planner (G17)	No	Yes
Community Reinvestment	Add (1) Finance Manager (G17)	No	Yes
Community Reinvestment	Add (1) Program Manager (G19)	No	Yes
Metra	Add (1) Principal Transit Planner (G20)	No	Yes
RECLASSIFIED POSITIONS			
Information Technology	(1) Host Operator Supervisor (G19C) to (1) Network Engineer (G21A)	No	Yes
Information Technology	(1) PC Specialist (G14G) to (1) Network Engineer (G21A)	No	Yes
Information Technology	(1) LAN Manager (G22D) to (1) Network Operations Manager (G22E)	No	Yes
Information Technology	(1) Application Support Project Lead (20L) to (1) Systems and Enterprise Application Administrator (G21I)	No	Yes
Information Technology	(1) Application Support Project Lead (20E) to (1) Programming and Development Administrator (G21B)	No	Yes
Information Technology	(1) Web Developer (G17) to (1) Application Developer (G19)	No	Yes
Juvenile Court	(1) Custody Investigator (G13) to (1) Case Manager (G16)	No	Yes
State Court Solicitor	(1) Deputy Clerk II (G12) to (1) Senior Deputy Clerk (G14)	No	Yes
Public Works	(1) Public Works Supervisor (G14) to Public Works Supervisor (G15)	No	Yes
Public Works	(1) Chemical App. Supervisor (G13) to Public Works Supervisor (G15)	No	Yes
Community Reinvestment	(1) Community Reinvestment Division Manager (G24) to Community Reinvestment Director (G24)	No	Yes
Community Reinvestment	(1) FT Community Reinvestment Technician I (G10) to (1) PT Administrative Clerk I (G10)	No	Yes
Community Reinvestment	(1) Community Reinvestment Tech II (G12) to (1) Community Reinvestment Coordinator (G14)	No	Yes
Community Reinvestment	(1) Community Reinvestment Tech II (G12) to (1) Community Reinvestment Coordinator (G14)	No	Yes
Metra	(1) Transit Manager (G20) to Transit Manager (G22)	No	Yes
UGA REQUEST			
City Manager's Office	Citizens Service Center Technician (G10) to Communication & Multimedia Specialist (G14)	Yes	No
Clerk of Council	Clerk of Council (G22) to Clerk of Council (G23)	Yes	No
Clerk of Council	Deputy Clerk (G14) to Deputy Clerk of Council (G16)	Yes	No
Coroner's Office	Deputy Coroner (G16) to Chief Deputy Coroner (G18)	Yes	No
Coroner's Office	Administrative Assistant (G12) to Administrative Assistant (G12)	Yes	No
Engineering	Traffic Engineer Manager (G23) to Assistant Engineering Director (G24)	Yes	No
Engineering	Administrative Assistant (G12) to Administrative Coordinator (G14)	Yes	No
Fire Department	Add ISO & Accreditation Analyst (G16)	Yes	No
Fire Department	Add Fire Medic (G15)	Yes	No
Human Resources	Human Resources Analyst (G19) Career Ladder to Senior Human Resources Analyst (G20)	Yes	No
Human Resources	Add Risk Management Analyst (G19)	Yes	No
Human Resources	Risk Manager (G23) to Risk Manager (G23)	Yes	No
Parks & Recreation	Add Special Events Supervisor (G16)	Yes	No
Planning	Administrative Secretary (G10) to Administrative Assistant (G12)	Yes	No
Public Defender's Office	Investigator (G16) to Investigator (G16)	Yes	No
Trade Center	Accounting Technician (G12) to Administrative Coordinator (G14)	Yes	No
Total		38	

FY16 Position Reclassifications

Department/Office	Change Requested	UGA Review	Budget Approval
NEW POSITIONS			
Information Technology	Add (1) Network Engineer (G21)	Yes	Yes
Public Works	Add (1) Keep Columbus Beautiful (G20)	No	Yes
Trade Center	Add (1) Facilities Engineer (G23)	Yes	Yes
RECLASSIFIED POSITIONS			
Mayor's Office	(1) Executive Assistant (G14) to (1) Public Information Officer/Calendar Coordinator (G16B)	Yes	Yes
Mayor's Office	(1) Administrative Secretary (G10) to (1) Coordinator of Policy and Research (16B)	Yes	Yes
Adult Probation	(1) Full Time Accounting Clerk (G10) to (1) Part Time Accounting Clerk (G10)	No	Yes
Civic Center	(1) Maintenance Supervisor (G15) to (1) Food and Beverage Coordinator (G15)	Yes	Yes
Trade Center	(1) Facility Maintenance Supervisor (G15) to (1) Facilities Maintenance Wrkr I (G11)	Yes	Yes
UGA REQUEST			
Engineering	GIS Supervisor (G17) to GIS Analyst (G17)	Yes	No
Total		9	

FY15 Position Reclassifications

Department/Office	Change Requested	UGA Review	Budget Approval
NEW POSITIONS			
Tax Assessor	Add (1) Chief Deputy Appraiser (G23)	No	Yes
Probate Court	Add (1) Chief Clerk/License Supervisor (G16)	No	Yes
RECLASSIFIED POSITIONS			
Community Reinvestment	Community Reinvestment Director to Community Reinvestment Division Manager	No	Yes
UGA REQUEST			
City Manager's Office	Add Assistant TV Station Manager	Yes	No
Civic Center	Food and Beverage Coordinator PT to FT	Yes	No
Engineering	GIS/Graphics Supervisor to GIS Systems Analyst	Yes	No
Police Department	Add Crime Analyst (G16)	Yes	No
Public Works	Keep Columbus Beautiful Executive Director	Yes	No
Public Works	Corrections Detail Supervisor	Yes	No
WIA	Assistant Director	Yes	No
WIA	Account Clerk to Accounting Technician	Yes	No
Trade Center	Facilities Engineer	Yes	No
	Total	12	

FY14 Position Reclassifications

Department/Office		UGA Review	Budget Approval
NEW POSITIONS			
Probate Court	Add (1) Law Clerk/Fiduciary Compliance Officer (G20)	No	Yes
Juvenile Court	Add (1) Custody Investigator/Judicial Review Coordinator (G16)	No	Yes
Marshal	Add (1) Chief Deputy Marshal (P23)	No	Yes
Public Works	Add (1) Recycling Center Manager (G19)	Yes	Yes
RECLASSIFIED POSITIONS			
Clerk of Superior Court	(1) Deputy Clerk II (G12) to BOE Administrator (G14)	No	Yes
Probate Court	(1) Deputy Clerk II (G12) to Senior Deputy Clerk (G14)	No	Yes
State Court Solicitor	(1) Deputy Clerk I (G10) to Investigator Solicitor General (G16)	No	Yes
Information Technology	(2) Host Computer Operator (G12) to (2) Personal Computer Technicians (G12)	No	Yes
Adult Probation	Child Support Enforcement Manager to Adult Probation Office Manager	No	Yes
Inspections & Codes	Zoning Technician (G10) to Inspections Service Coordinator (G14)	No	Yes
UGA REQUEST			
Clerk of Superior Clerk	Deputy Clerk II (G12) to BOE Administrator (G14)	Yes	No
Probate Court	Add Law Clerk/Fiduciary Compliance Officer (G20)	Yes	No
Public Works	Volunteer Coordinator PT (G13) to Volunteer Coordinator FT (G12)	Yes	No
Public Works	Material Recovery Facility Supervisor (G12) to Line Supervisor (G15)	Yes	No
Public Works	Add Recycling Center Drop Off Site Operator (G12)	Yes	No
Public Works	Add Recycling Center Scale Operator (G12)	Yes	No
Total		16	

FY13 Position Reclassifications

Department/Office	Change Requested	Budget Approval
NEW POSITIONS		
Internal Audit	Add (1) Forensic Auditor (G21)	Yes
Engineering	Add (1) Traffic Control Center Operator - PT (TBD)	Yes
Public Services	MRF Assist Division Manager (G19)	Yes
Public Services	MRF Supervisor (G15)	Yes
Public Services	Add (1) Volunteer Coordinator ACCC - PT (G13)	Yes
Human Resources	Add (1) Risk Manager	Yes
Parks and Rec	Aquatics Division Manager (G19)	Yes
Parks and Rec	Natatorium Manager (G16)	Yes
Parks and Rec	Assist Natatorium Supervisor (G12)	Yes
Parks and Rec	Natatorium Technician (G10)	Yes
Marshal	Add (1) Sergeant Junior Marshal Program (G18)	Yes
Juvenile Drug Court	Add (1) Juvenile Drug Court Coordinator (G18)	Yes
RECLASSIFIED POSITIONS		
City Attorney	Paralegal (G11I to G15A)	Yes
Human Resources	Technical Training Manager (G16) to Training Coordinator (G18)	Yes
Probate Court	Deputy Clerk II (G12) to Permit/Licensing Supervisor (G14)	Yes
Public Services	Street Division Manager (G21 to G23)	Yes
Civic Center	(2) PT Arena Tech I (G9) to (2) FT Arena Tech I (G9)	Yes
Civic Center	(2) FT Arena Tech I (G9) to (2) FT Arena Tech II (G10)	Yes
Mayor's Office	Admin Secretary (G10A to G10 D)	Yes
City Manager's Office	Asst. to the City Manager (G22F to G22H)	Yes
City Manager's Office	TV Station Manager (G19E to G19H)	Yes
Information Technology	PC Services Supervisor (G17A to G17H)	Yes
Information Technology	(2) Computer Operators (G12A to G12E)	Yes
Information Technology	PC Specialist (G14A to G14E)	Yes
Information Technology	Application Support Project Leader (G20B to G20E)	Yes
Information Technology	Web Developer (G17A to G17C)	Yes
Tax Commissioner	Tax Computer Specialist (G13) to Tax Computer Specialist (G16)	Yes
Tax Commissioner	Tax Clerk (G10) to Tax Specialist (G16)	Yes
	Total	29

FY12 Position Reclassifications

Department/Office	Change Requested	Budget Approval
NEW POSITIONS		
Civic Center	Add (1) Ice Rink Manager (G19)	Yes
RECLASSIFIED POSITIONS		
WIA	Program Specialist (G17) to Asst. Director (G22)	Yes
City Attorney	Asst. City Attorney (G24) to Asst. City Attorney (G26)	Yes
Fire Department	(2) Firefighters (PS12) to Captains (PS20)	Yes
Fire Department	(1) Firefighter (PS12) to Lieutenant (PS18)	Yes
Fire Department	(3) Firefighters (PS12) to Sergeant (PS16)	Yes
	Total	6

FY11 Position Reclassifications

Department/Office	Budget Approval	
RECLASSIFIED POSITIONS		
Elections & Registration	Asst Director (G21) to Registration Coord (G15)	Yes
Elections & Registration	Registration Coord (G14} to Elections Specialist (G10) and Elections Technician (G9)	Yes
Parks & Recreation	Athletics Supervisor (G16) to Community Schools District Supervisor (G16)	Yes
Parks & Recreation	Tennis Specialist I (G9) to Marina Technician II (G9)	Yes
Parks & Recreation	Community Schools Site Supervisor (G4) to Gatekeeper II (G4)	Yes
Parks & Recreation	(2) Community Schools Activity Leaders (G2) to Gatekeeper I (G2)	Yes
Total		6

Questions