

Report for a Classification and Compensation Study



December 13, 2018



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MANAGEMENT ADVISORY GROUP INTL., INC.

MANAGEMENT CONSULTING SERVICES

December 13, 2018

Blaine Williams
County Manager
Athens-Clarke County
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Athens, GA 30601

Dear Mr. Williams:

Management Advisory Group International, Inc. (MAG) is pleased to present this final *Report for a Compensation and Classification Study of all included jobs in Athens-Clarke County*. We would ask you to review the report and MAG's recommendations. This report has been developed based on:

- Job analysis of included classifications (internal equity); and
- Market salary survey results (external competitiveness)

The Draft Report is organized into the following Sections:

- Section 1: Introduction and Approach
- Section 2: Selected Personnel Policies
- Section 3: Salary Survey Summary and Review of Benefits
- Section 4: Proposed Pay Plan and Structure
- Section 5: Alpha Listing of Job Titles
- Section 6: Implementation Costs by Job Class
- Section 7: Implementation Costs with Detail by position

MAG would like to express our thanks to all employees and staff who have participated in this important project. We look forward to your questions and input concerning the proposed plan.

Sincerely,

Donald C. Long, Ph.D.
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ATHENS-CLARKE COUNTY COMPENSATION AND CLASSIFICATION STUDY

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SECTION 1.0
Overview and Introduction

1.0 Introduction & Methodology

Introduction

The Unified Government of Athens-Clarke County contracted with Management Advisory Group International, Inc. (MAG) to conduct a compensation survey and assessment of jobs study for all current Unified Government classifications. This report presents the findings and recommendations of the study.

MAG's findings and recommendations are based on:

- salary survey results;
- current organizational structure;
- meetings with focus groups, employees, supervisory, managerial and senior management employees;
- job analysis based on input from individuals, groups and members of job families;
- internal equity and external competitiveness considerations.

The goal of the Unified Government for this project was 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. In response, MAG has developed a proposed pay plan and developed salary adjustment recommendations for current incumbents in included Unified Government classifications.

Project Focus

The objectives of the study were to:

- Conduct a review of all Unified Government job titles;
- Gather salary and compensation data from similar/competitor organizations;
- Develop a revised classification plan; and,
- Develop a revised compensation and pay plan;
- Provide options for the Unified Government's consideration to find a reasonable and cost-effective way to transition to the new plan(s).

A list of project tasks and activities is indicated below by Exhibit 1-1.

**EXHIBIT 1-1
THE UNIFIED GOVERNMENT OF ATHENS-CLARKE COUNTY
PROJECT TASKS**

Project Initiation – Developed project proposal, work plan and timeline. Discussed with Unified Government administration and revised project work plan.

Initial Meetings – Met with Unified Government Human Resources administration, Unified Government leadership and key management to clearly define the scope, goal(s), and objective(s) for the proposed study.

Conducted Department Head Sessions and Distributed JAQs – Conducted sessions to gather input regarding the proposed project. Made MAG’s *Job Analysis Questionnaires* (JAQs) – MAG’s online, web-based job information survey – available to all current Unified Government employees in included classifications to gather job specific information on specific duties, responsibilities, and essential job attributes.

Developed/Distributed Salary Survey Instrument – Developed a salary survey to gather compensation information from target organizations for selected Unified Government benchmark classifications.

Collected/Analyzed Compensation Data – Collected and reviewed compensation data from respondent organizations.

Conducted Job Analysis – Performed analysis of compensable factors based on completed JAQ’s.

Developed Revised Pay Plan – Developed a preliminary proposed pay plan based on the results of the market salary survey, job analysis, and internal/external equity considerations.

Developed Salary Adjustment Recommendations – Developed salary adjustment recommendations for all Unified Government classifications based on the revised pay plan(s) and employee classification, longevity in current positions, and current salary.

Developed & Submitted Draft Report – Developed and submitted a Draft Report for Unified Government review integrating the job analysis, proposed pay and classification plan, salary survey, and implementation recommendations.

Revised Draft Report – Incorporated Unified Government’s technical review of Draft Report materials.

Develop & Submit Final Report – Submitted a Final Report upon final review.

Exhibit 1-2 illustrates a flow-chart process used for developing a proposed pay and classification plan.

EXHIBIT 1-2
THE UNIFIED GOVERNMENT OF ATHENS-CLARKE COUNTY
PROJECT FLOWCHART



Methodology Overview

To begin the study, MAG requested and reviewed preliminary information and arranged for on-site work with the Unified Government. At this time, MAG conducted initial meetings with Unified Government administration and tailored several instruments to be used in conducting the compensation and classification analysis, including:

- a *Job Analysis Questionnaire*© (JAQ); and
- a Market Salary Survey to be conducted with comparable classifications with a selected group of agencies and employers.

The study methodology included:

- collection of current personnel, human resources and organizational background information;
- development, distribution, collection, and analysis of *Job Analysis Questionnaires*©;
- identification and selection of comparable agencies for the market salary survey;
- identification of classification benchmarks;
- conduct of a salary survey for selected positions; and,
- analysis with recommendations concerning the relative ranking of Unified Government positions to develop a classification plan that will ensure internal equity.

Initial Meetings and Orientation

Upon agreement to proceed, the project team met with Unified Government management and key Human Resources staff to discuss the study's objectives, along with the strengths and needs of the current organizational compensation management systems. Unified Government management provided input regarding the Unified Government's preferences, and needs of the systems to be developed. MAG's representatives requested documentation about current compensation and classification programs, met with management to discuss these systems, and developed an understanding of concerns to be addressed.

The project team also conducted meetings for Department Heads to provide an overview of the scope, content, and methodology of the study, encourage employee cooperation and commitment, and establish appropriate time frames for completing and returning necessary forms.

Using the Job Analysis Questionnaire© completed by employees:

MAG evaluated the included Unified Government classifications in order to assign positions to an appropriate pay range. There are three primary sources of input for job placement:

- 1) The value of the job profile as determined by the employee, the direct supervisor and when available, a combination of the values collectively provided by these subject matter experts through the combination point assessment derived from the Job Analysis Questionnaire (JAQ).
- 2) The value of the market data as determined by either direct survey or through published data or a combination agreed upon by the Unified Government and entered into the Classification Manager© software as a reference point for job placements and for referential jobs within the same or similar occupational families.
- 3) The input from the leadership of the organizational unit directly responsible for the jobs in his or her department. This is reflected in the Internal Relationship Adjustment (IRA) setting, which may be either a positive or negative number, depending on final discussion with leadership regarding job profile placement within the overall organizational hierarchy.

MAG staff serve as a facilitator to bring these primary source data together in a meaningful way, organize it into a pay plan or plans, depending on the needs of the organization and to support and assist the organization with making crucial decisions regarding overall hierarchal placement of jobs.

The study results and outcomes are not the result of decisions made in isolation by the consultant but are the result of the consultants working to bring together all of the different viewpoints of the shareholders, from the entry level employee to the highest level executives, assisting and supporting in ordering responsibilities of the work into a compensation and classification plan that serves as a starting point for making current and future placement decisions.

Information about each employee's job was collected through a *Job Analysis Questionnaire*® (JAQ). The questionnaire was available online, through MAG's website, and was made available to all incumbents in included Unified Government classifications.

The JAQ asked employees to rank their job in each of fourteen different job dimensions and provide brief written comments about their selections in each of the areas. For some jobs with multiple incumbents, supervisors held group sessions and proctored the completion of the job questionnaire.

Market Salary Survey

The Unified Government of Athens-Clarke County employs a wide range of jobs that contain a mix of work responsibilities found in both the public and private sectors. The Market Salary Survey of selected benchmark positions reflected the variety of duties and responsibilities in which Unified Government employees engage. The Market Salary Survey is one of the key components of a classification and compensation study, as well as one of the more difficult and sensitive activities in the study process.

In a collaborative effort with the Human Resources staff of the Unified Government, MAG developed a list of target organizations to be surveyed. Upon approval of the target list, the survey instrument, and the benchmark classifications, MAG conducted the survey and performed the technical analysis and evaluation.

Organizations typically included as targets in a salary survey are those that are:

- competing with The Unified Government for employees, for either lower level or higher level positions;
- geographically situated in such a fashion as to almost automatically be considered a competitor;
- structured similarly to The Unified Government, or providing similar types of services;
- attractive to highly valued employees for one reason or another; and,
- within a reasonable commuting distance.

Surveyed:

- Atlanta
- Augusta
- Chatham County
- Clarke County School District
- Cobb County
- Columbus
- DeKalb County
- Fulton County
- Greenville
- Gwinnett County
- Knoxville
- Macon-Bibb County
- University of Georgia

Benchmark Classes

The job classes included as benchmarks in the survey were clearly and concisely described. All classes had a clear and identifiable relationship to other Unified Government classes and were representative of the various functional areas within the various work areas/units.

In the survey instrument, 83 benchmark jobs were carefully described in a class profile. In addition to the statement of job duties and responsibilities, specific information pertaining to the education requirements and work experience needed for the class was included. The respondent's matching class title, annual minimum and maximum salary, duty days, and annual hours was also included in the survey.

The data from the survey were used to assist with the classification of the various jobs within the pay structure. It is important to note, however, that the market study simply serves as an indicator of market trends and the internal job analysis is a critical element in determining pay grade assignment.

Surveyed Job Classes:

Survey Title
ACCOUNTANT
AIRPORT DIRECTOR
ANIMAL CONTROL OFFICER
ASSISTANT FIRE CHIEF
ATTORNEY
AUTOMOTIVE TECHNICIAN
BATTALION CHIEF
BUDGET ADMINISTRATOR
BUDGET ANALYST
BUSINESS DEV SPECIALIST
BUYER
CARPENTER
CASE MANAGEMENT SPECIALIST
CHIEF DEPUTY
CODE ENFORCEMENT ADMINISTRATOR
COMPENSATION & PAYROLL ADMIN
CONSTRUCTION & MAINT SUPV
COUNSELOR
COURT SERVICES ADMINISTRATOR
CRIME ANALYST
DELINQUENT TAX OFFICER
DEPUTY POLICE CHIEF
DEPUTY SHERIFF
DETENTION OFFICER
DISPATCHER
ELECTRICIAN
ENGINEER/COORDINATOR
ENVIRONMENTAL ENGINEER
EQUIPMENT MECHANIC
FACILITIES ADMINISTRATOR
FINANCE DIRECTOR
FIRE CAPTAIN
FIRE CHIEF
FIRE LIEUTENANT
FIREFIGHTER
FLEET MGMT SUPERINTENDENT
GIS ANALYST
GIS TECHNICIAN I
HEAVY EQUIPMENT MECHANIC
HEAVY EQUIPMENT OPERATOR I
HOUSING & COMMUNITY DEV DIR
HUMAN RESOURCES DIRECTOR
HVAC TECHNICIAN I
INFORMATION TECHNOLOGY DIR
LABORATORY TECHNICIAN I
LANDFILL ADMINISTRATOR
LANDSCAPE CREW LEADER
LANDSCAPE GROUNDSKEEPER
LEISURE SERVICES DIRECTOR
MAINTENANCE MECHANIC
ORGANIZATIONAL DEVELOP TRAINER
PAYROLL SPECIALIST

Survey Title
PLANNER I
PLANNING DIRECTOR
PLANNING TECHNICIAN
PLUMBER I
POLICE CHIEF
POLICE LIEUTENANT
POLICE OFFICER
POLICE SERGEANT
PROBATION OFFICER
PUBLIC UTILITIES DIRECTOR
PURCHASING ADMINISTRATOR
REAL PROPERTY SUPERVISOR
SAFETY & RISK ADMINISTRATOR
SENIOR BUYER
SENIOR DEPUTY COURT CLERK
SENIOR DEPUTY SHERIFF
SHOP SUPERVISOR
SOLID WASTE DIRECTOR
SOLID WASTE DRIVER I
SR CODE ENFORCEMENT OFFICER
SR HUMAN RESOURCES GENERALIST
STREET & DRAINAGE WORKER
SUPT OF WATER TREATMENT
SYSTEMS ANALYST I
TRAFFIC ENGINEER
TRANSIT DIRECTOR
TRANSIT VEHICLE OPERATOR
UTILITY ENGINEER
VICTIM ADVOCATE
WATER TREATMENT PLANT OPER
WTR TREATMENT PLANT OPER SUPV

Proposed Pay Plans

Specific details of the plans are provided in report tables starting in section 4.0. The proposed pay plans put employees into a Unified range plan for general employees; a Public Safety Pay Plan for sworn positions; and, a Part-Time plan for employees who are working less than full-time.

Implementation Costs

Implementation costs are also provided, in summary format, in sections 6.0 and 7.0.

MAG's implementation options and recommendations consider the following:

- Current salary;
- Current job title or rank; and,
- Longevity within the current position and experience with Athens-Clarke County government.

MAG worked with Athens-Clarke County to calculate a target salary for each employee that fairly and equitably makes an adjustment. If the employee's current salary exceeds the target salary, then the calculations did not provide any further adjustment. No employee is recommended for any decrease in salary, even if the current salary substantially exceeds the target salary. MAG does recommend that any employee whose current salary exceeds the target salary should continue to advance through the ranges until they reach the range maximum.

No employee should receive any additional salary adjustments once their salary has reached the maximum of the range. The recommendation is to freeze the salary until there is sufficient market adjustment to provide an increase.

Pay Plan Structure

MAG has established a Unified pay plan structure, the 100 series, for the full-time general positions included within the scope of the study. It provides for ranges of approximately 55% from minimum to maximum. There is a distance of 5% between each pay grade.

For the Public Safety pay plan, the 200 Series, there is an established range width of 50% through grade 212; 48% for grade 213 and 47% for the balance of the grades. There is a distance of 5% between each grade.

For the Part-time Pay plan, a 300 series has been established with a range width of 24% and 5% between grades.

Plan Implementation

MAG recommends that the new compensation structure go into effect as soon as feasible along with the recommended salary adjustments.

The implementation approach considers both the length of service in the current position as well as providing experience credit for total unbroken service with The Unified Government. Then, if an individual's salary is below the recommended minimum of the pay range, the employee's salary is adjusted to the minimum of their pay range. The calculations then consider the total experience credit and provide for placement for Unified and Public Safety, within the proposed range. Part-time positions will be adjusted to the minimum of the new assigned range, if it is more than their current hourly rate.

Purpose of the Implementation Plan:

The purpose of providing some credit for prior, unbroken service with the Unified Government, rather than just providing service credit for time in the current job class, is to recognize that the prior service experience provides benefits to the Unified Government with respect to stability and longevity. The foundation of MAG's recommendation is primarily to provide for service credit in the current position.

- The Implementation Plan is a transition plan from one salary structure to another.
- The foundation of the implementation plan is meant to provide credit for experience in the current position, supplemented by a uniformly calculated/pro-rated time with The Unified Government of Athens-Clarke County.
- The foundation of the implementation calculation is not meant to address every pay decision made over the lifetime of professional experience of the employees.
- The foundation of the implementation calculation is to develop, using a standard formula for all incumbents, a target salary based on the employees' days of service in their current job, supplemented by a uniformly calculated/pro-rated time with The Unified Government of Athens-Clarke County. In no instance would MAG recommend that anyone's current salary be reduced, regardless of the relationship to the target salary.
- The foundation of the target salary is to provide internal equity and compression relief **based on experience in the current position**, supplemented by a uniformly calculated/pro-rated time with The Unified Government of Athens-Clarke County. The length of service calculation is based entirely on unbroken service where the employee did not leave the Unified Government's payroll

system. Any break in service recognized by the records available through the Unified Government's database, resets the service date to the most current date of hire or re-hire. Prior service with the Unified Government, or service in another public sector agency, even if in the same or similar position, is not considered in the target salary calculation.

- The Unified Government has elected to include a calculation that includes some service credit for total, unbroken service to the Unified Government. The Unified Government determined that both length of service in the current position as well as some credit for prior service should be included in the target salary calculation.

The foundation of the implementation calculation is one that is forward looking and does not look back on how current salaries came about. Transition to a new plan is not meant to change every pay decision, promotion or other legal changes in salary that have occurred over the tenure of the employee; nor is it meant to pretend the new pay structure should be retroactive in concept to the day an employee was hired.

To the extent that any uniform formula may result in unintended consequences, there may be isolated instances where administrative adjustments would be needed in order to address an inequity that is not readily apparent. This is not intended to address internal inequities, perceived by employees, that might result from previous pay structures or previous pay decisions. MAG assumes that all previous salary changes were based on information that was considered valid and appropriate at the time the decision was made.

The current "inequities" perceived in Police sworn position proposed salaries results from past decisions that created a number of "rank" titles between the entry "Police Officer" and the more typical promotion opportunities of Corporal and then Sergeant. As part of the current and proposed structure (no change recommended by MAG), there are three additional "title/ranks" that are not always found in departments with a more streamlined rank structure. There is nothing wrong with having overlapping ranges and additional titling in the rank structure; it is just another consideration when developing any implementation formula, *as both rank and longevity* play an important role in the calculation of the proposed target salary.

The Police Department appears to have had overlapping pay ranges for some period of time and the resulting calculation of target salaries, using overlapping ranges and rank structure titles, is a continuation of this same approach and not a result of an inequitable application of the implementation formula. Overlapping pay ranges are very typical of salary structures in public safety in State, County and Local governments.

If the proposed structure for Police Officers' did NOT include overlapping ranges, then a new structure with truncated ranges would provide little salary growth opportunity. Truncated ranges would result in an almost immediate "topping out" and salary holds for most sworn officers. In the public sector, overlapping pay ranges is a common practice utilized to provide an alternative opportunity for salary growth, based on length of service and not solely on promotion.

Perhaps the best-known instance of overlapping pay ranges is United States Federal Schedule. Closer to home is the overlapping pay ranges of teachers, based on both years of service and educational attainment. It is common practice, in the public sector, for length of service to be given considerable weight in salary determination. MAG does NOT recommend truncated pay ranges for Public Safety. MAG continues to support salary increases that are gained through both a combination of longevity and promotion. It is important to value both service credit as well as promotional opportunities as a legitimate way for Public Safety sworn personal to gain salary increases. This approach will allow the Unified Government to transition to the new pay structure.

SECTION 2.0
Selected Personnel Policies

2.0 – Selected Personnel Policies and Salary Management Suggestions

As part of the overall study, Management Advisory Group offers observations and recommendations regarding personnel policies directly related to the implementation and subsequent administration of the proposed pay plans. An objective statement of personnel policies also includes the expressed outcome to attract, reward, and retain qualified employees who can help The Unified Government of Athens-Clarke County achieve its mission. In support of the vision statement, MAG recommendation(s) will assist the Unified Government as it strives to provide a total compensation program that enables the Unified Government to:

- attract and retain a high-quality and diverse workforce;
- reward and retain qualified employees;
- provide a fair and consistent framework for assigning jobs;
- maintain salary structures at market competitive levels;
- ensure fair and consistent pay practices;
- comply with applicable laws and regulations; and,
- operate within the constraints of fiscal resources; and,
- be an employer that inspires excellence.

Compensation Philosophy Recommendations:

As an employer, The Unified Government of Athens-Clarke County embraces a fair and equitable compensation plan to support achievement of the following goals.

1. The Unified Government strives to provide a total compensation program that is fiscally sound and equitable in the defined marketplace.
2. Benchmarking of select classifications is used as a best practice for compensation of similar positions.
3. Competitive ranges are established for all positions to provide the flexibility needed to adapt to market changes, maintain internal equity, and address needs of the Unified Government that will ensure a high level of service to the residents of the Unified Government.
4. Starting pay for new employees is based upon education and work experience related to positional requirements as well as market conditions.

5. Pay adjustments, other than allowances and supplements, are provided to employees when appropriate to address equity, market responsiveness, and consistency in the administration of the Unified Government's compensation program.
6. Employees are eligible for pay increases resulting from true promotions and reclassifications.
7. Part-time/temporary employees may not be eligible for the same benefits as full-time employees.
8. Fair Labor Standards Act requirements will be applied fairly and consistently to applicable positions.
9. Benefit plans and other non-cash compensation plans are reviewed periodically for competitiveness, cost effectiveness, and their value to employees and the Unified Government.
10. Pay ranges for the Unified Government job groups are reviewed as needed, but not less than every three years.

Personnel Policies:

The following recommendations cover both the implementation of the plan, as well as, the on-going administration of the plan.

Numerous opportunities exist for varied work experiences and career advancement within the Unified Government. The following outlines how associated pay changes can be administered based on the category of change. All final decisions on the administration of pay are subject to Unified Government approval. In all instances of employee/job reassignment, the employee would be placed in the range, not to exceed the maximum of the range unless specifically stated. Many of MAG's clients choose to implement changes in phases.

A. Reclassification

- When a class has been reclassified to a higher pay grade, the employee's salary shall increase at least 5%, but not more than the maximum salary of the new pay grade.
- If the reclassification results in an upgrade of one pay grade, the employee's pay will be moved upward by 5%. An upgrade of two or more pay grades will increase the employee's pay by an additional 2.5% increase for each additional pay grade, up to a maximum of 10%.

Any increase of more than 10% would require documentation by the department or agency and a supporting recommendation from Human Resources.

- For an individual reclassification, done outside the normal budget cycle, the effective date of the pay increase will be consistent with the next full pay period.
- Reclassification or changes in pay grade, whether resulting from an internal or external compensation study or individual change in pay grade, shall **not be** retroactive.
- Internal Equity Adjustments, as a result of the implementation of a system-wide study, shall not be subject to the same guidelines as the “Reclassification” guideline. Internal Equity Adjustments can be the result of the application of a formula, applied to all positions in the same pay plan, and are done in order to insure employees’ salaries are internally equitable and are not done to reflect an individual “job audit” of a single member incumbent.
- Internal Equity Adjustments are also not tied to performance measures. ***The Unified Government may determine an Internal Equity Adjustment strategy that is separate and apart from the guidelines that cover reclassification.***
- When a class has been reclassified to a lower pay grade, the affected employee(s) shall not have their pay adjusted.
- If, after the pay grade adjustment, the employee(s) salary is greater than the maximum salary of the new pay range, the employee will continue to be paid at the higher rate of pay for the remainder of the current fiscal year and through the last day of the next full fiscal year. On the first day of the subsequent fiscal year the salary will be adjusted to the maximum salary of the assigned pay grade.

B. Promotion

- When an employee is promoted to a position in a classification in a higher pay grade, the employee shall receive an increase of 5% for the first pay grade and 2.5% for each additional pay grade up to a maximum of 15% or the minimum of the new pay grade, whichever is greater. In no case will the new salary exceed the maximum of the new grade. The effective date will be the day of approval and will be included in the next full pay period.
- There may be times when the uniqueness of an individual job and level or necessary skills required by the Unified Government, and not just possessed by the incumbent, may require a higher salary schedule placement than stipulated in this section. Under such circumstances, the promoting official *may recommend a higher salary placement within the assigned pay grade. The need should be documented by the appropriate department and reviewed and recommended by the Human Resources Department prior to final approval.*

C. Lateral Transfer

A lateral transfer occurs when an employee is transferred from one job class to another in the same, or substantially equivalent, pay grade. When there is no change in pay grade there shall be no adjustment in base salary. A lateral transfer is not considered a reclassification or a promotion. Lateral transfers from one pay plan to another will result in the employee being placed in the new pay range at the same salary.

D. Temporary Assignment(s)

- “Acting” or temporary assignment(s) occurs when the Unified Government recognizes a critical job assignment need that must be met and cannot be met through the normal recruitment process. This can occur when an unexpected vacancy occurs; when a mission critical job cannot be filled in a timely fashion; or when a mission objective changes abruptly and requires an immediate action.
- Temporary or “acting” assignment(s) would be anticipated to last more than 30 days, but less than 6 months. A temporary or “acting” assignment is to fill a vacancy and not to assume the duties of another employee who is on approved leave, i.e. vacation, holiday, medical, or other short-term absence(s).
- If the position assigned is lower in pay grade there would no reduction in salary for the assigned employee even if the salary exceeded the maximum of the new pay range.
- If the position assigned is higher in pay grade (or substantially equivalent pay range) and extends beyond 30 days, but less than 6 months, there should be a 5% “temporary assignment” pay adjustment for the first pay grade and 2.5% for each additional pay grade, not to exceed the maximum of the assigned range. Employees receiving temporary assignment pay shall sign an agreement acknowledging the understanding that they are receiving “Temporary Assignment Pay” and also acknowledging understanding that when the temporary assignment ends, the “assignment pay” will also end.

E. Hiring

- The hiring rate for a new employee with no equivalent and/or relevant level experience is the minimum of the salary range to which the job classification is assigned.
- New hiring rates (or re-hires) for employees may consider directly relevant experience and/or experience that can be verified by the Human Resources Department. Starting salaries will be considered based on the length of the experience on a one year of credit for three years of experience, up to a maximum of five years of credit. *Employees who have left the Unified Government and have been officially terminated will be re-hired using this formula and will not be rehired at the previous salary.* Re-hires will be considered using the same formula as new hires. In the situation of a difficult to fill position, experience credit can be given up to the market point of the range.

- Difficult to fill positions include those that have not received adequate interest to select a qualified candidate and/or where a job offer has been made that is rejected by one or more qualified applicants.
- Internal Equity is an equally important consideration in filling a vacant position. Before a salary offer is made, Human Resources will also consider the current salaries and length of service in the same/similar job class or classes of current incumbents. It is the policy of the Unified Government to make every effort to avoid inverted salary relationships by bringing in newly hired employees at a salary or rate that exceeds the current salaries of comparably placed existing employees in the same/similar job class.
- The Human Resources department may additionally consider current salary if the open position is determined to be a “hard to fill” position. “Hard to fill” positions will be determined by the Unified Government based on recommendations and documentation by the Human Resources department and will be based on the length of time the position has remained unfilled, the difficulty to recruit, and the market conditions of the position, at the time of a vacancy.
- Hiring Range is typically considered that span in salary between the minimum of the range and the midpoint for most positions. For Directorships or Assistant Director level positions, the qualifications of the applicant and/or the needs of the Unified Government should include the discretion to hire anywhere within the range. However, consideration should still be given to existing salaries of other employees who are in directly comparable positions.

F. Maximum of the Range

Ranges are established to reflect the market value of a job and not an incumbent. Once an employee reaches the maximum of his/her assigned range, the salary is frozen and the employee is not eligible for any additional compensation unless there is a range movement that would result in a higher maximum.

G. Salary Adjustment for Senior Leadership

Salary Adjustment for Department Directors:

There should be flexibility for making salary adjustments for Departmental Directors beyond an annual increase across-the-board, when it is based on exceptional performance.

The salaries of other substantially equivalent employees should also be given consideration so as to not create undue inequity in the salary relationships.

Salary Placement for Executive Leadership

The positions of County Manager and Assistant County Manager were not included in the formal study and MAG was not provided the salaries of the current incumbents in the data information collected from the Unified Government. Setting salaries for executive leadership can be difficult as benchmarking for actual salaries is a less exact “science” than for established pay ranges.

The salaries of the top Assistants can be based on their relationship to the County Manager’s salary, ranging from 15% to 20% less. For direct assistants to the County Manager, there is less emphasis on length of service and more on the span of control, duties and responsibilities. Since MAG’s review has included all senior level staff, the report would be remiss in not mentioning the need to review the salaries of the Assistant County Managers. MAG would recommend they be not more than 20% less than the salary of the County Manager. If the current salaries of the two incumbents exceed this benchmark, then no further salary adjustment should be necessary. If the current salaries are less than 20% of the County Manager’s salary, then an adjustment that would bring them in alignment would be needed.

Future Salary Adjustment Recommendations

The cost to implement and maintain the compensation system should be driven by changes in the labor market and should be applied globally to the system, which, in turn, adjusts each salary range. Compensation systems that are well maintained address two primary issues on an annual basis:

- the cost to maintain competitiveness within the system; and,
- the cost to adjust individual salaries.

From time to time, the Unified Government may determine the need to adjust pay grades/ranges based on some factor, such as the Economic Cost Index (ECI) to maintain competitiveness at salary range minimums and hiring rates, as well as accommodate current incumbent pay progression within the grades. Ideally, funding permitting, the Unified Government should conduct a salary/market review periodically to assess market conditions, and ensure a competitive posture in personnel recruitment and retention. At this time, a more detailed comparison to the external market, as well as, to immediate competitors can be made using a comprehensive methodology such as that used in this review.

Maintaining the Integrity of a Plan

Cost of Living Increases within a Budget Year

- Any cost of living adjustment should be applied to the entire range.
- If the cost of living adjustment is applied to the base salary, then the employee would get the cost of living increase.

Proposed Compensation Plan

Regardless of an organization's philosophy concerning advancement opportunities afforded to employees, it is essential that movements in the economy, and more specifically, the labor market in which the Unified Government competes, be addressed at the system level. Accordingly, salary administration procedures should take their priority based on funding levels and the Unified Government's philosophies on pay.

Allocation of Employees Within the New Proposed Ranges

For employees whose current salary level is below the minimum level in the assigned range, the salary level would be at least to the minimum in the range. For employees with current salary levels exceeding the maximum level in the assigned range, the salary would be frozen at that level, and the employee would be ineligible for any merit or cost of living increases until the range is adjusted to allow movement.

The placement of employees within the newly proposed salary matrix is based on a formula designed to address internal equity. No salary for any employee is recommended for reduction. Each employee has a calculated target salary and is then recommended for placement in the proposed pay grade. No salary will be calculated above the range maximum.

Future Administration of the Plan

In order to retain the currency of the plan, the Unified Government can establish a maintenance agreement with MAG that would provide a salary survey and a recommended market adjustment of ranges. Under the provisions of MAG's maintenance agreement, assistance is always available to the Unified Government to review requests for reclassification; conduct spot surveys for market sensitive positions; and, provide ongoing maintenance such as database updates reflecting current salaries, terminations, and new-hires; and develop/change class descriptions.

Proposed Compensation Under the New Plan

The Classification Manager® software has established a target salary for each employee by first calculating the cost to raise the incumbent to the minimum of the new range (if appropriate). A formula is then applied that calculates a target salary for the employee based on the total days of service in his/ her proposed job class.

Plan Implementation

MAG recognizes that implementation of the new or revised compensation and classification programs must take into account the financial disposition, current salary levels, and other variables unique to the Unified Government. Only after all of these factors are considered can a feasible implementation program be designed. MAG has worked to provide an implementation options that will permit the Unified Government to address the current inequities and will provide a framework for external competitiveness.

It is especially important that during the current economic times that the Unified Government retain its' highly qualified work force by providing a fair, and competitive, compensation program. Additionally, it is equally important, that the Unified Government not overpay for positions. The proposed implementation plan carefully balances these two important considerations.

SECTION 3.0
Salary Survey Summary/Benefits

Section 3.0 - Benefits Survey Summary

As a component of the overall compensation and classification study, Management Advisory Group, Inc. (MAG) conducted a benefits market analysis in addition to the compensation market analysis. A benefits analysis, much like salary & wage evaluation, represents a snapshot in time of what is available in peer organizations and can provide the organization with an understanding of the total compensation (salary and benefits) offered by its peers. It is important to realize that there are intricacies involved with benefits programs that are not captured by a market survey alone. Total compensation refers to the total dollar amount an employee receives from their organization and is generally calculated as the employee's salary plus all benefits, expressed as a dollar amount.

This information should be used as a cursory overview and not a line-by-line comparison since benefits can be weighted differently depending on the importance or priorities of the organization. It should also be noted that benefits are usually negotiated and acquired through third parties, so one-to-one comparisons can be difficult. The analysis below highlights aspects of the benefits survey that provide relevant information to assist the Unified Government of Athens-Clarke County (UGACC) in maintaining a competitive total compensation program.

For brevity, the Unified Government of Athens-Clarke County is abbreviated as ACCG (Athens-Clarke County Government) in the following charts.

General Benefits

Leave and Holidays

Exhibit 3A provides the average accrual rates accruable for Sick Leave and Vacation Leave for survey respondents. Paid Time off (PTO) was included in the benefits survey, but it was not included in the exhibit as no survey respondent nor UGACC provided data indicating that PTO leave was a current benefit. On average, the monthly accrual rates for Sick Leave were 13.3 days per year regardless of time in class. The Unified Government of Athens-Clarke County provided 12.0 days per year of Sick Leave per year, which was comparable with peer averages. The average maximum balance for carry-over was 85.5 days for those respondents that did not have an unlimited maximum balance of sick leave days. UGACC offers unlimited Sick Leave Balance carry-over, which is consistent with four of the respondents that do not have have a Sick Leave Maximum Balance. On average, the minimum and maximum accrual rates for Vacation Leave were 11.7 days minimum, with a maximum accrual of 22.9 days per year. UGACC offers 10 days minimum, with a maximum accrual of 20 days per year for employees. No change is recommended at this time.

EXHIBIT 3A LEAVE TIME ACCRUAL RATES

	Sick Leave Peer Average	ACCG	Vacation Leave Peer Average	ACCG
Years of Svc 1 Days/Yr	13.3	12.0	11.7	10.0
Years of Svc 1 Max Days	85.5	Unlimited	39.1	20.0
Years of Svc 3 Days/Yr	13.3	12.0	13.0	10.0
Years of Svc 3 Max Days	85.5	Unlimited	39.1	20.0
Years of Svc 5 Days/Yr	13.3	12.0	15.0	12.0
Years of Svc 5 Max Days	85.5	Unlimited	40.4	24.0
Years of Svc 10 Days/Yr	13.3	12.0	17.8	15.0
Years of Svc 10 Max Days	85.5	Unlimited	42.4	30.0
Years of Svc 15 Days/Yr	13.3	12.0	20.1	18.0
Years of Svc 15 Max Days	85.5	Unlimited	44.1	36.0
Years of Svc 20 Days/Yr	13.3	12.0	22.9	20.0
Years of Svc 20 Max Days	85.5	Unlimited	45.4	48.0

Source: Management Advisory Group International, Inc. March 2018

The percentages of peers offering and the holidays at UGACC are shown in Exhibit 3B. On average, peers offered 10.7 holidays annually to employees, and ACCG offered 9 paid holidays per year. Of the seven responding targets, 37.5 percent offered paid time off for those employees that do volunteer work in the community at an average rate of 0.8 days or 6 hours per year. There was no paid time off for community volunteer work at the UGACC. Respondents considered annual, and all administrative leave for the purpose of calculating overtime. UGACC considered holiday leave hours as hours worked for calculating overtime. Compensatory time in lieu of overtime was provided for exempt employees by 57.1 percent of respondents and earned at time and a half for 25.0 percent of target respondents. UGACC offered both compensatory time in lieu of overtime for exempt employees, as well as traditional time and a half. No change is recommended at this time.

**EXHIBIT 4B
HOLIDAYS AND OTHER LEAVE**

	Peer Percentage Yes	Peer Average	ACCG
How many paid holidays do you offer per year?		10.7	9
Do you offer paid time off for volunteering?	37.5%		NO
If so, how many days per year?		0.8	N/A
Are any leave hours considered "hours worked" for the purpose of calculating overtime?	50.0%		YES
If so, which leave type(s)?		Annual, ALL, Administrative	Holiday
Do you provide compensatory time in lieu of overtime for exempt employees?	57.1%		YES
If so, is it earned at time and a half?	25.0%		YES

Source: Management Advisory Group International, Inc. March 2018

Retirement

Exhibit 3C displays the participation rate in defined benefit plans and other retirement options of peer organizations and UGACC. All of the responding peers participated in a defined pension plan, 85.7 percent had a defined plan with employee contribution requirements, and 50.0 percent had a matching benefit as part of their respective plans. UGACC also offers a defined benefit, defined contribution requirement and a matching benefit. Average eligibility for full retirement was age 62.8 years and early retirement was 53.3 years with 7.3 years needed to be fully vested. Average retirement age was 62 years and early retirement was 55 years in which 10 years were required for full vestment at UGACC. No change is recommended at this time.

**EXHIBIT 3C
RETIREMENT OPTIONS GENERAL**

	Peer Percentage Yes	Peer Average	ACCG
Defined benefit	100.0%		YES
Pension Factor		2.13%	1.85%
Definition of Normal Retirement		62.8	62
Definition of Early Retirement		53.3	55
Early Retirement Penalty		4.50%	4%
Defined Contribution Required	85.7%		YES
Matching Benefit	50.0%		YES
Employer's % Contribution Matched		27.1%	25.0%
Maximum Matched		3.0%	1.0%
Years to Fully Vest		7.3	10

Source: Management Advisory Group, Inc. March 2018

EXHIBIT 3D illustrates Public Safety retirement benefits. All of the responding peers participated in a defined pension plan, 50.0 percent had a defined contribution requirement and 0.0 percent had a matching benefit option of the respondents that provided different benefits for Public Safety. ACCG also offers a a defined benefit, defined contribution requirement and a matching benefit to Public Safety. Average retirement age was 56.4 years and early retirement was 50 years with 7.0 years needed to be fully vested. Average retirement age was 60 years and early retirement was 55 years in which 10 years were required for full vestment at ACCG. No change is recommended at this time.

**EXHIBIT 3D
RETIREMENT OPTIONS PUBLIC SAFETY**

	Public Safety Peer Percentage Yes	Public Safety Peer Average	ACCG
Defined benefit	100.0%		YES
Pension Factor		2.06%	1.85%
Definition of Normal Retirement		56.4	60
Definition of Early Retirement		50	55
Early Retirement Penalty		0.00%	4%
Defined Contribution Required	50.0%		YES
Matching Benefit	0.0%		YES
Employer's % Contribution Matched		N/A	25.0%
Maximum Matched		N/A	1.0%
Years to Fully Vest		7.0	10

Source: Management Advisory Group International, Inc. March 2018

Health Insurance

Demonstrated in Exhibit 3E, the premium amounts paid for single and family coverage by employees, and UGACC for various health insurance plans and other supplemental benefits. Average amount paid for POS was \$1,674.39 and HD was \$1710.59. ACCG employees paid a higher premium of \$2,641.86 for POS and lower premium of \$867.10 for HD per year. Average premiums are shown for HMO and PPO. UGACC does not offer HMO or PPO health insurance plans. ACCG employees paid higher premiums for POS and Dental for Single and Family; however, premiums paid for Single and Family was lower than market average for HD and Vision. Short-term Disability Insurance premiums average paid for single Employees was \$1174.50 for respondents that gave an actual amount. One respondent offered the benefit through an outside carrier, while others based the benefit paid on age and hourly rates. Long-term Disability Insurance premiums were also based on plan chosen, age and earnings. Critical Illness was offered by one respondent through an outside carrier and is also based on on coverage amount, age and tobacco status. No change is recommended at this time.

**EXHIBIT 3E
EMPLOYEE PREMIUM**

	Employee Premium Single	ACC Employee Premium Single	Employee Premium Family	ACC Employee Premium Family
HMO	\$1,377.00	N/A	\$5,027.11	N/A
PPO	\$1,178.01	N/A	\$4,597.86	N/A
POS	\$1,674.39	\$2,641.86	\$5,635.04	\$7,925.32
HD	\$1,710.59	\$867.10	\$6,146.03	\$2,559.18
Dental	\$145.48	\$300.04	\$552.04	\$979.68
Vision	\$67.46	\$63.70	\$197.30	\$184.34
Short Term Disability Ins.	\$1,174.50	N/A	N/A	N/A
Long Term Disability Ins.	\$0.00	N/A	\$0.00	N/A
Critical Illness	\$248.16	N/A	\$460.74	N/A

Source: Management Advisory Group, Inc. March 2018

As displayed in Exhibit 4F, the premium amounts paid for single and family coverage by employer and UGACC for various health insurance plans and other supplemental benefits. Average amount paid for POS was \$5,864.80 and HD was \$5,779.70. ACCG paid a lower premium of \$3,693.56 for POS and lower premium of \$4,324.58 for HD per year for single employees. Average premiums were shown for HMO and PPO. ACCG does not offer HMO or PPO health insurance plans. UGACC did not offer employer paid premiums for Dental and Vision, which was comparable to market averages. One respondent included Vision in the health premium; however, premiums paid for Family was lower than market average for HD and Vision. Short-term Disability Insurance premiums average paid for single Employees were \$21.00 and \$109.50 for respondents that gave an actual amount. One respondent offered the benefit through an outside carrier, while others based the benefit paid on age and hourly rates. Long-term Disability Insurance premiums were also based on plan chosen, age and earnings. Critical Illness was

offered by one respondent through an outside carrier and is also based on on coverage amount, age and tobacco status. No change is recommended at this time.

**EXHIBIT 3F
EMPLOYER PREMIUM**

	Employer Premium Single	ACC Employer Premium Single	Employer Premium Family	ACC Employer Premium Family
HMO	\$6,836.89	N/A	\$15,276.82	N/A
PPO	\$5,382.37	N/A	\$14,896.33	N/A
POS	\$5,864.80	\$3,693.56	\$17,646.95	\$11,080.42
HD	\$5,779.70	\$4,324.58	\$11,392.02	\$15,324.40
Dental	\$163.50	\$0.00	\$395.83	\$0.00
Vision	\$0.00	\$0.00	\$0.00	\$0.00
Short Term Disability Ins.	\$21.00	N/A	\$21.00	N/A
Long Term Disability Ins.	\$109.50	N/A	N/A	N/A
Critical Illness	\$0.00	N/A	\$0.00	N/A

Source: Management Advisory Group, Inc. March 2018

Exhibit 3G displays the average participation percentages and amounts paid by employer for various supplemental benefits. Almost half of the respondents or 44.4 percent offered an HSA, and 66.7 percent had a Tobacco Surcharge. UGACC also offered an HSA and charged a Tobacco Surcharge. All of respondents extended benefits to retirees including health insurance or a supplement to help cover insurance premiums. UGACC provided health insurance to retirees. Retirees also receive a \$2,340 annual health cost reimbursement after transitioning to Medicare. The cost of providing employee health care coverage after retirement is a hotly debated national topic and is often an onerous unfunded liability for public sector agencies.

UGACC should closely monitor the cost of post retirement health care coverage cost and continue to watch trends. The Kaiser study, done in 2017, found that there is a downward trend in offering health care coverage for retirees. From the Kaiser study: “Among large firms offering health benefits, the share of public firms offering retiree benefits (67%) is higher than the shares of private for-profit firms (11%) or private not-for-profit firms (19%) offering retiree benefits.”

While offering retiree health benefits is still in the majority for public sector, it is something to watch as there is a potential long-term financial impact.

**EXHIBIT 3G
SUPPLEMENTAL BENEFITS**

	Peer Percentage Yes	Peer Average	ACCG
Is an HSA offered?	44.4%		YES
HSA Single		\$687.50	\$250.00
HSA Family		\$1,187.50	\$500.00
Tobacco Surcharge?	66.7%		YES
Amount		\$673.11	\$910.00
Spousal Surcharge	22.2%		YES
Amount		\$828.49	\$910.00
Employee Supplement?	0.0%		YES
On-site Clinic?	77.8%		NO
Retiree Insurance/Options	100.0%		YES
Retiree Health	100.0%		YES
Retiree Dental	22.2%		NO
Retiree Vision	33.3%		NO
Retiree Life	12.5%		NO

Source: Management Advisory Group, Inc. March 2018

Other Benefits

Additional Offerings

Exhibit 3H summarizes the take-home vehicle and residency policies. More than two-thirds or 71.4 percent of responding organizations offered take-home vehicles to employees; usually public safety personnel. One organization is in the process of discussions regarding take-vehicle policies and it is under consideration at another organization. UGACC offer take-home vehicles for Police Officers and Sheriff's Deputies. They are not allowed to take them outside the boundaries of the jurisdiction. Only 14.3 percent of respondents offered residency incentives. UGACC offered an incentive for residency within certain boundaries. No change is recommended at this time.

**EXHIBIT 3H
VEHICLES AND OTHER INCENTIVES**

	Peer Percentage Yes	ACCG
Are take-home vehicles offered to any employees?	71.4%	YES
Are allowed to take them outside the boundaries of your jurisdiction?	42.9%	NO
Offer incentives for residency within certain boundaries?	14.3%	YES

Source: Management Advisory Group, Inc. March 2018

Benefits Survey Conclusion

The UGACC was found to be comparable with the market with respect to leave, holidays and retirement offerings. UGACC employees paid higher premiums than their market peers as UGACC paid lower employer premiums for various health insurance benefits. Supplemental benefits were comparable to market offerings. Other benefits including take-home vehicles and boundary restrictions were similar to target respondents. The results were not surprising in that when single benefits were analyzed in isolation, some appeared more or less generous than those offered by peers. Taken as a whole, the total package appeared to be in alignment with the market.

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

Job Class Title	Averages For Each Job Class					ATHENS-CLARKE COUNTY								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
LANDSCAPE GROUNDSKEEPER	\$26,388	\$33,727	\$41,065				55.6%	\$27,387	3.6%	\$35,603	5.3%	\$43,819	6.3%	60.0%
TRANSIT VEHICLE OPERATOR	\$28,225	\$36,202	\$44,178				56.5%	\$31,929	11.6%	\$41,508	12.8%	\$51,087	13.5%	60.0%
SOLID WASTE DRIVER I	\$29,344	\$37,050	\$44,755				52.5%	\$27,387	-7.1%	\$35,603	-4.1%	\$43,819	-2.1%	60.0%
STREET & DRAINAGE WORKER	\$29,650	\$37,749	\$45,848				54.6%	\$27,387	-8.3%	\$35,603	-6.0%	\$43,819	-4.6%	60.0%
AUTOMOTIVE TECHNICIAN	\$30,290	\$38,969	\$47,648				57.3%	\$31,929	5.1%	\$41,508	6.1%	\$51,087	6.7%	60.0%
ANIMAL CONTROL OFFICER	\$30,457	\$39,075	\$47,692				56.6%	\$33,440	8.9%	\$43,472	10.1%	\$53,504	10.9%	60.0%
EQUIPMENT MECHANIC	\$30,846	\$39,821	\$48,797				58.2%	\$31,929	3.4%	\$41,508	4.1%	\$51,087	4.5%	60.0%
WATER TREATMENT PLANT OPER	\$31,684	\$40,285	\$48,886				54.3%	\$31,929	0.8%	\$41,508	2.9%	\$51,087	4.3%	60.0%
HEAVY EQUIPMENT OPERATOR I	\$31,471	\$40,887	\$50,303				59.8%	\$31,929	1.4%	\$41,508	1.5%	\$51,087	1.5%	60.0%
DISPATCHER	\$32,254	\$41,536	\$50,819				57.6%	\$33,440	3.5%	\$43,472	4.5%	\$53,504	5.0%	60.0%
PLUMBER I	\$33,257	\$42,823	\$52,390				57.5%	\$36,821	9.7%	\$47,868	10.5%	\$58,914	11.1%	60.0%
DETENTION OFFICER	\$34,016	\$43,284	\$52,552				54.5%	\$33,440	-1.7%	\$43,472	0.4%	\$53,504	1.8%	60.0%
LABORATORY TECHNICIAN I	\$33,200	\$43,628	\$54,055				62.8%	\$33,440	0.7%	\$43,472	-0.4%	\$53,504	-1.0%	60.0%
GIS TECHNICIAN I	\$34,486	\$43,796	\$53,105				54.0%	\$38,348	10.1%	\$49,853	12.1%	\$61,357	13.4%	60.0%
BUYER	\$34,011	\$44,056	\$54,101				59.1%	\$35,293	3.6%	\$45,881	4.0%	\$56,469	4.2%	60.0%
CARPENTER	\$34,325	\$44,543	\$54,762				59.5%	\$39,877	13.9%	\$51,840	14.1%	\$63,803	14.2%	60.0%
HVAC TECHNICIAN I	\$34,518	\$44,648	\$54,778				58.7%	\$36,821	6.3%	\$47,868	6.7%	\$58,914	7.0%	60.0%
SENIOR DEPUTY COURT CLERK	\$35,324	\$44,972	\$54,620				54.6%	\$36,821	4.1%	\$47,868	6.0%	\$58,914	7.3%	60.0%
MAINTENANCE MECHANIC	\$35,406	\$45,016	\$54,625				54.3%	\$33,440	-5.9%	\$43,472	-3.6%	\$53,504	-2.1%	60.0%
VICTIM ADVOCATE	\$35,173	\$45,054	\$54,935				56.2%	\$35,293	0.3%	\$45,881	1.8%	\$56,469	2.7%	60.0%
LANDSCAPE CREW LEADER	\$34,933	\$45,249	\$55,564				59.1%	\$35,293	1.0%	\$45,881	1.4%	\$56,469	1.6%	60.0%
HEAVY EQUIPMENT MECHANIC	\$34,838	\$45,270	\$55,702				59.9%	\$33,440	-4.2%	\$43,472	-4.1%	\$53,504	-4.1%	60.0%
FIREFIGHTER	\$36,148	\$45,315	\$54,482				50.7%	\$35,293	-2.4%	\$45,881	1.2%	\$56,469	3.5%	60.0%
ELECTRICIAN	\$36,090	\$46,901	\$57,712				59.9%	\$38,348	5.9%	\$49,853	5.9%	\$61,357	5.9%	60.0%
POLICE OFFICER	\$36,820	\$46,923	\$57,025				54.9%	\$35,293	-4.3%	\$45,881	-2.3%	\$56,469	-1.0%	60.0%
PLANNING TECHNICIAN	\$37,083	\$47,606	\$58,129				56.8%	\$36,821	-0.7%	\$47,868	0.5%	\$58,914	1.3%	60.0%
CASE MANAGEMENT SPECIALIST	\$37,792	\$48,225	\$58,658				55.2%	\$33,440	-13.0%	\$43,472	-10.9%	\$53,504	-9.6%	60.0%
DEPUTY SHERIFF	\$37,795	\$48,417	\$59,039				56.2%	\$35,293	-7.1%	\$45,881	-5.5%	\$56,469	-4.6%	60.0%
PAYROLL SPECIALIST	\$37,814	\$48,856	\$59,898				58.4%	\$38,348	1.4%	\$49,853	2.0%	\$61,357	2.4%	60.0%
PROBATION OFFICER	\$38,981	\$50,297	\$61,614				58.1%	\$35,293	-10.4%	\$45,881	-9.6%	\$56,469	-9.1%	60.0%
CRIME ANALYST	\$39,199	\$50,417	\$61,636				57.2%	\$41,405	5.3%	\$53,827	6.3%	\$66,248	7.0%	60.0%
COUNSELOR	\$39,553	\$50,531	\$61,509				55.5%	\$39,877	0.8%	\$51,840	2.5%	\$63,803	3.6%	60.0%
SENIOR BUYER	\$39,577	\$51,303	\$63,030				59.3%	\$39,877	0.8%	\$51,840	1.0%	\$63,803	1.2%	60.0%
SR CODE ENFORCEMENT OFFICER	\$40,738	\$51,803	\$62,867				54.3%	\$42,933	5.1%	\$55,813	7.2%	\$68,693	8.5%	60.0%
CONSTRUCTION & MAINT SUPV	\$42,033	\$53,522	\$65,011				54.7%	\$39,877	-5.4%	\$51,840	-3.2%	\$63,803	-1.9%	60.0%
SENIOR DEPUTY SHERIFF	\$41,954	\$53,924	\$65,895				57.1%	\$42,933	2.3%	\$55,813	3.4%	\$68,693	4.1%	60.0%
PLANNER I	\$42,630	\$54,363	\$66,096				55.0%	\$39,877	-6.9%	\$51,840	-4.9%	\$63,803	-3.6%	60.0%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

Job Class Title	Averages For Each Job Class					ATHENS-CLARKE COUNTY								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
ACCOUNTANT	\$42,030	\$54,834	\$67,638				60.9%	\$41,405	-1.5%	\$53,827	-1.9%	\$66,248	-2.1%	60.0%
SHOP SUPERVISOR	\$43,633	\$55,921	\$68,209				56.3%	\$39,877	-9.4%	\$51,840	-7.9%	\$63,803	-6.9%	60.0%
GIS ANALYST	\$43,380	\$57,001	\$70,622				62.8%	\$44,462	2.4%	\$57,801	1.4%	\$71,139	0.7%	60.0%
BUDGET ANALYST	\$44,432	\$57,911	\$71,389				60.7%	\$44,462	0.1%	\$57,801	-0.2%	\$71,139	-0.4%	60.0%
DELINQUENT TAX OFFICER	\$45,431	\$58,235	\$71,039				56.4%	\$44,462	-2.2%	\$57,801	-0.8%	\$71,139	0.1%	60.0%
SR HUMAN RESOURCES GENERALIST	\$45,491	\$58,270	\$71,049				56.2%	\$44,462	-2.3%	\$57,801	-0.8%	\$71,139	0.1%	60.0%
POLICE SERGEANT	\$46,555	\$60,002	\$73,449				57.8%	\$45,990	-1.2%	\$59,787	-0.4%	\$73,584	0.2%	60.0%
WTR TREATMENT PLANT OPER SUPV	\$48,201	\$60,998	\$73,794				53.1%	\$39,877	-20.9%	\$51,840	-17.7%	\$63,803	-15.7%	60.0%
ORGANIZATIONAL DEVELOP TRAINER	\$47,280	\$61,409	\$75,538				59.8%	\$47,517	0.5%	\$61,772	0.6%	\$76,027	0.6%	60.0%
FIRE LIEUTENANT	\$48,735	\$61,463	\$74,191				52.2%	\$49,044	0.6%	\$63,757	3.6%	\$78,470	5.5%	60.0%
SYSTEMS ANALYST I	\$48,825	\$62,784	\$76,743				57.2%	\$41,405	-17.9%	\$53,827	-16.6%	\$66,248	-15.8%	60.0%
BUSINESS DEV SPECIALIST	\$49,961	\$64,317	\$78,674				57.5%	\$42,933	-16.4%	\$55,813	-15.2%	\$68,693	-14.5%	60.0%
REAL PROPERTY SUPERVISOR	\$51,156	\$66,205	\$81,254				58.8%	\$49,044	-4.3%	\$63,757	-3.8%	\$78,470	-3.5%	60.0%
FLEET MGMT SUPERINTENDENT	\$51,045	\$66,413	\$81,781				60.2%	\$50,575	-0.9%	\$65,748	-1.0%	\$80,920	-1.1%	60.0%
ENGINEER/COORDINATOR	\$50,843	\$67,084	\$83,325				63.9%	\$49,044	-3.7%	\$63,757	-5.2%	\$78,470	-6.2%	60.0%
LANDFILL ADMINISTRATOR	\$53,406	\$68,838	\$84,269				57.8%	\$52,104	-2.5%	\$67,735	-1.6%	\$83,366	-1.1%	60.0%
FIRE CAPTAIN	\$54,246	\$69,897	\$85,549				57.7%	\$53,631	-1.1%	\$69,720	-0.3%	\$85,809	0.3%	60.0%
FACILITIES ADMINISTRATOR	\$53,490	\$70,094	\$86,698				62.1%	\$55,156	3.0%	\$71,703	2.2%	\$88,250	1.8%	60.0%
COMPENSATION & PAYROLL ADMIN	\$53,520	\$70,649	\$87,777				64.0%	\$53,631	0.2%	\$69,720	-1.3%	\$85,809	-2.3%	60.0%
POLICE LIEUTENANT	\$55,024	\$71,072	\$87,121				58.3%	\$53,631	-2.6%	\$69,720	-1.9%	\$85,809	-1.5%	60.0%
BUDGET ADMINISTRATOR	\$55,299	\$72,317	\$89,335				61.5%	\$55,156	-0.3%	\$71,703	-0.9%	\$88,250	-1.2%	60.0%
SUPT OF WATER TREATMENT	\$56,028	\$73,815	\$91,601				63.5%	\$55,156	-1.6%	\$71,703	-2.9%	\$88,250	-3.8%	60.0%
CODE ENFORCEMENT ADMINISTRATOR	\$57,208	\$73,874	\$90,541				58.3%	\$52,104	-9.8%	\$67,735	-9.1%	\$83,366	-8.6%	60.0%
UTILITY ENGINEER	\$59,507	\$76,680	\$93,852				57.7%	\$61,271	2.9%	\$79,652	3.7%	\$98,033	4.3%	60.0%
ATTORNEY	\$59,817	\$77,040	\$94,262				57.6%	\$53,631	-11.5%	\$69,720	-10.5%	\$85,809	-9.9%	60.0%
PURCHASING ADMINISTRATOR	\$59,827	\$78,610	\$97,393				62.8%	\$55,156	-8.5%	\$71,703	-9.6%	\$88,250	-10.4%	60.0%
SAFETY & RISK ADMINISTRATOR	\$60,898	\$79,857	\$98,817				62.3%	\$58,214	-4.6%	\$75,679	-5.5%	\$93,143	-6.1%	60.0%
TRAFFIC ENGINEER	\$62,133	\$80,564	\$98,995				59.3%	\$61,271	-1.4%	\$79,652	-1.1%	\$98,033	-1.0%	60.0%
ENVIRONMENTAL ENGINEER	\$63,557	\$82,149	\$100,741				58.5%	\$61,271	-3.7%	\$79,652	-3.1%	\$98,033	-2.8%	60.0%
COURT SERVICES ADMINISTRATOR	\$64,203	\$83,063	\$101,922				58.7%	\$61,271	-4.8%	\$79,652	-4.3%	\$98,033	-4.0%	60.0%
BATTALION CHIEF	\$65,919	\$83,906	\$101,893				54.6%	\$56,684	-16.3%	\$73,690	-13.9%	\$90,695	-12.3%	60.0%
SOLID WASTE DIRECTOR	\$70,116	\$90,861	\$111,605				59.2%	\$70,438	0.5%	\$91,570	0.8%	\$112,701	1.0%	60.0%
ASSISTANT FIRE CHIEF	\$79,989	\$100,831	\$121,673				52.1%	\$64,325	-24.4%	\$83,623	-20.6%	\$102,920	-18.2%	60.0%
DEPUTY POLICE CHIEF	\$83,268	\$105,113	\$126,959				52.5%	\$64,325	-29.4%	\$83,623	-25.7%	\$102,920	-23.4%	60.0%
CHIEF DEPUTY	\$81,837	\$105,450	\$129,062				57.7%	\$64,325	-27.2%	\$83,623	-26.1%	\$102,920	-25.4%	60.0%
TRANSIT DIRECTOR	\$84,347	\$110,473	\$136,599				61.9%	\$76,550	-10.2%	\$99,515	-11.0%	\$122,480	-11.5%	60.0%
PLANNING DIRECTOR	\$87,140	\$112,250	\$137,359				57.6%	\$76,550	-13.8%	\$99,515	-12.8%	\$122,480	-12.1%	60.0%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

Job Class Title	Averages For Each Job Class					ATHENS-CLARKE COUNTY								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
HOUSING & COMMUNITY DEV DIR	\$89,642	\$114,950	\$140,258				56.5%	\$70,438	-27.3%	\$91,570	-25.5%	\$112,701	-24.5%	60.0%
AIRPORT DIRECTOR	\$90,865	\$116,472	\$142,079				56.4%	\$65,855	-38.0%	\$85,611	-36.0%	\$105,367	-34.8%	60.0%
LEISURE SERVICES DIRECTOR	\$90,872	\$117,375	\$143,877			\$99,715	58.3%	\$76,550	-18.7%	\$99,515	-17.9%	\$122,480	-17.5%	60.0%
HUMAN RESOURCES DIRECTOR	\$94,021	\$123,115	\$152,210				61.9%	\$76,550	-22.8%	\$99,515	-23.7%	\$122,480	-24.3%	60.0%
INFORMATION TECHNOLOGY DIR	\$93,523	\$123,556	\$153,590				64.2%	\$76,550	-22.2%	\$99,515	-24.2%	\$122,480	-25.4%	60.0%
FINANCE DIRECTOR	\$99,022	\$129,523	\$160,024				61.6%	\$79,606	-24.4%	\$103,488	-25.2%	\$127,369	-25.6%	60.0%
POLICE CHIEF	\$102,303	\$132,118	\$161,932				58.3%	\$81,135	-26.1%	\$105,476	-25.3%	\$129,816	-24.7%	60.0%
PUBLIC UTILITIES DIRECTOR	\$106,276	\$136,538	\$166,800				56.9%	\$79,606	-33.5%	\$103,488	-31.9%	\$127,369	-31.0%	60.0%
FIRE CHIEF	\$112,049	\$142,808	\$173,566				54.9%	\$79,606	-40.8%	\$103,488	-38.0%	\$127,369	-36.3%	60.0%
Survey Averages	\$51,863	\$66,901	\$81,938			\$99,715	57.77%	\$48,051	-7.93%	\$62,466	-7.10%	\$76,882	-6.58%	60.00%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

ACCOUNTANT

Descrip The purpose of this job is to maintain current and accurate accounting records for all unified government financial transactions. Duties and responsibilities include, but are not limited to, ensuring compliance with Generally Accepted Accounting Principles (GAAP) and Government Accounting Standard Board (GASB), and federal, state and Unified Government policies and procedures, and performing additional tasks as assigned.

Quals Bachelor's degree in accounting or financial management with two (2) years of accounting experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	ACCOUNTANT	Good	\$28,017	\$44,349	\$60,680	116.6%	<input type="checkbox"/>		
CHATHAM COUNTY	ACCOUNTANT I	Good	\$37,500	\$49,688	\$61,875	65.0%	<input type="checkbox"/>		
AUGUSTA	ACCOUNTANT	Good	\$38,866	\$48,583	\$58,299	50.0%	<input type="checkbox"/>		
ATLANTA	Accountant I	Good	\$41,000	\$54,650	\$68,300	66.6%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Accountant I	Good	\$42,631	\$53,289	\$63,947	50.0%	<input checked="" type="checkbox"/>		
DEKALB COUNTY	Accountant	Good	\$42,938	\$54,747	\$66,555	55.0%	<input checked="" type="checkbox"/>		
COBB COUNTY	ACCOUNTANT I	Good	\$43,214	\$56,178	\$69,143	60.0%	<input type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	ACCOUNTANT I	Good	\$43,266	\$53,148	\$63,030	45.7%	<input type="checkbox"/>		
COLUMBUS	Senior Accountant	Good	\$44,314	\$55,872	\$67,429	52.2%	<input type="checkbox"/>		
GWINNETT COUNTY	FINANCIAL ANALYST	Good	\$45,851	\$60,753	\$75,655	65.0%	<input type="checkbox"/>		
GREENVILLE	SR ACCOUNTANT	Good	\$47,507	\$61,121	\$74,734	57.3%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	ACCOUNTANT	Good	\$49,254	\$65,634	\$82,014	66.5%	<input type="checkbox"/>		

Average		\$42,030	\$54,834	\$67,638	60.9%
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ATHENS-CLARKE COUNTY		\$41,405	\$53,827	\$66,248	60.0%
	\$ Difference	(\$625)	(\$1,008)	(\$1,390)	
	% Difference	-1.5%	-1.9%	-2.1%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

AIRPORT DIRECTOR

Descrip The purpose of this job is to plan, direct and manage the day-to-day operations of the Athens-Clarke County Airport and serve as the principle policy advisor to the Airport Authority. Duties and responsibilities include, but are not limited to, interacting with Authority members and other parties to provide direction, enforcing all FAA rules and regulations, negotiating contracts for airport facilities, resolving operation problems, conducting research projects, ensuring safety and services are maintained with a high level of accuracy and compliance for the Airport, and performing additional tasks as assigned.

Quals Bachelor's Degree in Aviation Management or related discipline and five (5) years of aviation management or airport operations experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Five (5) years of supervisory experience is required. Must possess a valid driver's license. Master's degree preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
FULTON COUNTY	Airport Manager	Good	\$70,291	\$87,864	\$105,436	50.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	DIVISION DIRECTOR, AIRPORT - DV23	Good	\$77,843	\$105,089	\$132,334	70.0%	<input type="checkbox"/>		
ATLANTA	Airport Director	Good	\$82,300	\$109,700	\$137,100	66.6%	<input checked="" type="checkbox"/>		
COBB COUNTY	DIVISION MANAGER, AIRPORT	Good	\$88,195	\$110,244	\$132,292	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Director, Airport	Good	\$109,548	\$139,674	\$169,799	55.0%	<input checked="" type="checkbox"/>		
AUGUSTA	AIRPORT DIRECTOR	Good	\$117,010	\$146,262	\$175,514	50.0%	<input type="checkbox"/>		

Average **\$90,865** **\$116,472** **\$142,079** 56.4%

ATHENS-CLARKE COUNTY **\$65,855** **\$85,611** **\$105,367** **60.0%**

\$ Difference (\$25,009) (\$30,861) (\$36,712)

% Difference -38.0% -36.0% -34.8%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

ANIMAL CONTROL OFFICER

Descrip The purpose of this job is to control and care for stray and abandoned animals and enforce the unified government animal control ordinances. Duties and responsibilities include, but are not limited to, attending to stray or dangerous animals, supervising inmate or temporary workers, maintaining related paperwork, and performing additional tasks as assigned.

Quals High school diploma or equivalent with one (1) year of experience working around a variety of animals required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid driver's license. Must possess a valid Certificate of Euthanasia or the ability to obtain such certifications within one (1) year of date of hire. Must obtain security training for the supervision of inmate workers as set forth by the Georgia Department of Corrections Standard Operating Procedures within six months of date of hire or first available opportunity.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
MACON-BIBB COUNTY	ANIMAL ENFORCEMENT OFFICER	Good	\$27,310	\$36,421	\$45,531	66.7%	<input type="checkbox"/>		
CHATHAM COUNTY	ANIMAL SERVICES OFFICER	Good	\$28,125	\$37,266	\$46,406	65.0%	<input type="checkbox"/>		
KNOXVILLE	Animal Control Officer	Good	\$29,478	\$36,055	\$42,631	44.6%	<input type="checkbox"/>		
AUGUSTA	ANIMAL CONTROL OFFICER	Good	\$29,798	\$37,247	\$44,696	50.0%	<input type="checkbox"/>		
COLUMBUS	Animal Control Officer I	Good	\$31,362	\$39,542	\$47,721	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Animal Control Officer	Good	\$31,767	\$40,503	\$49,239	55.0%	<input type="checkbox"/>		
COBB COUNTY	ANIMAL CONTROL OFFICER I	Good	\$32,015	\$41,620	\$51,224	60.0%	<input type="checkbox"/>		
GWINNETT COUNTY	ANIMAL CONTROL OFFICER II	Good	\$33,803	\$43,944	\$54,085	60.0%	<input type="checkbox"/>		

Average			\$30,457	\$39,075	\$47,692	56.6%
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ATHENS-CLARKE COUNTY			\$33,440	\$43,472	\$53,504	60.0%
	\$ Difference		\$2,983	\$4,398	\$5,812	
	% Difference		8.9%	10.1%	10.9%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

ASSISTANT FIRE CHIEF

Descrip	The purpose of this job is to coordinate and implement fire and emergency services for Athens-Clark County. Duties and responsibilities include, but are not limited to, management/supervision, assisting with policy development, assisting with developing and administering budgets, representing the department at public functions, responding to emergencies, coordinating training, and performing additional tasks as assigned.
Quals	Bachelor's degree in a course of study related to occupational field, with nine (9) years of related experience; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Three (3) years of supervisory experience is required. Must possess a valid Georgia Class A Non-Commercial Driver's License. Must have the ability to meet current requirements set forth by the Georgia Fire-Fighter Standards and Training Act.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
KNOXVILLE	Fire Assistant Chief	Good	\$63,526	\$76,549	\$89,572	41.0%	<input type="checkbox"/>		
AUGUSTA	ASSISTANT FIRE CHIEF	Good	\$68,269	\$85,336	\$102,403	50.0%	<input type="checkbox"/>		
COLUMBUS	Asst. Fire Chief (Reclassified from Director	Good	\$69,115	\$87,141	\$105,166	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Assistant Fire Chief	Good	\$72,463	\$92,391	\$112,318	55.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	DIVISION DIRECTOR, FIRE - DV33	Good	\$85,188	\$115,004	\$144,820	70.0%	<input type="checkbox"/>		
ATLANTA	Fire Assistant Chief E	Good	\$88,981	\$109,764	\$130,546	46.7%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Deputy Fire Chief	Good	\$89,631	\$112,039	\$134,447	50.0%	<input checked="" type="checkbox"/>		
COBB COUNTY	DEPUTY FIRE CHIEF	Good	\$102,739	\$128,424	\$154,109	50.0%	<input checked="" type="checkbox"/>		

Average	\$79,989	\$100,831	\$121,673	52.1%
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ATHENS-CLARKE COUNTY	\$64,325	\$83,623	\$102,920	60.0%
	\$ Difference	(\$15,664)	(\$17,208)	(\$18,753)
	% Difference	-24.4%	-20.6%	-18.2%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

ATTORNEY

Descrip The purpose of the job is to provide advice and consult to the consolidated government on legal issues and matters. Duties and responsibilities may include, but are not limited to, preparing and presenting cases for trial; preparing briefs, motions, contracts, deeds, resolutions, and ordinances; providing legal counsel to various departments and boards; assisting clients with responses to Open Records Act requests; drafting ordinances and resolutions; and performing additional tasks as assigned.

Quals Juris Doctorate with at least one (1) year of experience as a practicing attorney, law clerk, or law assistant required, or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must be a member of the Georgia State Bar and obtain a minimum of twelve (12) hours of accredited continuing education annually. Must possess a valid driver's license. Supervisory experience is preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
GWINNETT COUNTY	Attorney I - AT10	Good	\$48,632	\$64,438	\$80,243	65.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	SENIOR ASSISTANT COUNTY ATTORNEY I	Good	\$55,390	\$73,830	\$92,269	66.6%	<input type="checkbox"/>		
DEKALB COUNTY	Attorney I	Good	\$56,504	\$72,043	\$87,581	55.0%	<input checked="" type="checkbox"/>		
COLUMBUS	District Attorney	Good	\$56,726	\$71,520	\$86,315	52.2%	<input type="checkbox"/>		
COBB COUNTY	ASSOCIATE COUNTY ATTORNEY	Good	\$56,814	\$73,857	\$90,901	60.0%	<input checked="" type="checkbox"/>		
ATLANTA	Assistant Attorney	Good	\$58,800	\$78,400	\$98,000	66.7%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Assistant District Attorney I	Good	\$60,115	\$75,144	\$90,173	50.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Staff Attorney	Good	\$69,587	\$89,393	\$109,198	56.9%	<input checked="" type="checkbox"/>		
AUGUSTA	ATTORNEY	Good	\$75,789	\$94,736	\$113,682	50.0%	<input type="checkbox"/>		

Average	\$59,817	\$77,040	\$94,262	57.6%
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ATHENS-CLARKE COUNTY	\$53,631	\$69,720	\$85,809	60.0%
	\$ Difference	(\$6,186)	(\$7,320)	(\$8,453)
	% Difference	-11.5%	-10.5%	-9.9%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

AUTOMOTIVE TECHNICIAN

Descrip The purpose of this job is to service, maintain, and repair county vehicles. Duties and responsibilities include, but are not limited to, maintenance and repair, performing field service & repairs, and performing additional tasks as assigned.

Quals High school diploma or equivalent with specialized Vocational/Technical automotive training and one (1) year of automotive repair experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess a valid driver's license. Criminal background must indicate eligibility for the supervision of inmates. May be required to obtain security training for the supervision of inmate workers as set forth by the Georgia Department of Corrections Standard Operating Procedures within six months of date of hire or first available opportunity.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	AUTOMOTIVE MECHANIC I	Good	\$24,000	\$36,797	\$49,593	106.6%	<input type="checkbox"/>		
KNOXVILLE	Automotive Technician I	Good	\$26,766	\$32,531	\$38,295	43.1%	<input type="checkbox"/>		
COLUMBUS	PW Fleet Maint. Tech. I	Good	\$28,413	\$35,823	\$43,233	52.2%	<input type="checkbox"/>		
MACON-BIBB COUNTY	SMALL ENGINE TECHNICIAN	Good	\$28,413	\$37,887	\$47,362	66.7%	<input type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	BUS FLEET SERV MECH	Good	\$30,293	\$37,212	\$44,131	45.7%	<input type="checkbox"/>		
COBB COUNTY	AUTOMOTIVE TECHNICIAN I	Good	\$30,415	\$39,540	\$48,665	60.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Automotive/Heavy Equipment Technician I	Good	\$31,145	\$39,710	\$48,274	55.0%	<input type="checkbox"/>		
GREENVILLE	MECHANIC II	Good	\$33,238	\$41,548	\$49,858	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Fleet Maintenance Technician III	Good	\$34,959	\$44,573	\$54,186	55.0%	<input type="checkbox"/>		
FULTON COUNTY	Automotive Technician	Good	\$35,258	\$44,073	\$52,888	50.0%	<input type="checkbox"/>		

Average		\$30,290	\$38,969	\$47,648	<input type="text" value="57.3%"/>
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ATHENS-CLARKE COUNTY		\$31,929	\$41,508	\$51,087	60.0%
	\$ Difference	\$1,639	\$2,539	\$3,439	
	% Difference	5.1%	6.1%	6.7%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

BATTALION CHIEF

Descrip The purpose of this job is to supervise department operations on assigned shifts to ensure the safety and protection of Athens-Clarke County citizens. Duties and responsibilities include, but are not limited to, management/supervision, responding to and commanding routine and emergency situations, providing training, developing policy and procedures, conducting inspections, performing administrative tasks, and performing additional tasks as assigned.

Quals Bachelor's degree in fire science or other related discipline, with six (6) years of related experience, one (1) year of experience which must have been obtained at the rank of Fire Captain; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two (2) years of supervisory experience is required. Must possess a valid Georgia Class F Non-Commercial Driver's License. Must meet current requirements set forth by the National Fire Protection Association and the Georgia Firefighter Standards and Training Act. Must possess CPR and First Responder Certification.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	Battalion Chief	Good	\$56,726	\$71,520	\$86,315	52.2%	<input type="checkbox"/>		
AUGUSTA	BATTALION CHIEF	Good	\$59,820	\$74,775	\$89,729	50.0%	<input type="checkbox"/>		
KNOXVILLE	Fire Assistant Chief	Good	\$63,526	\$76,549	\$89,572	41.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	FIRE BATTALION CHIEF	Good	\$64,813	\$86,382	\$107,952	66.6%	<input type="checkbox"/>		
DEKALB COUNTY	Fire Battalion Chief	Good	\$66,079	\$84,251	\$102,423	55.0%	<input checked="" type="checkbox"/>		
COBB COUNTY	FIRE BATTALION CHIEF	Good	\$66,413	\$86,336	\$106,260	60.0%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Fire Battalion Chief	Good	\$66,899	\$83,624	\$100,348	50.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	FF Battalion Chief-BC15	Good	\$68,035	\$91,848	\$115,660	70.0%	<input checked="" type="checkbox"/>		
ATLANTA	Fire Battalion Chief (E)	Good	\$80,959	\$99,869	\$118,778	46.7%	<input checked="" type="checkbox"/>		

Average **\$65,919** **\$83,906** **\$101,893** 54.6%

ATHENS-CLARKE COUNTY **\$56,684** **\$73,690** **\$90,695** **60.0%**

\$ Difference (\$9,235) (\$10,216) (\$11,198)

% Difference -16.3% -13.9% -12.3%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

BUDGET ADMINISTRATOR

Descrip The purpose of this job is to manage the development and execution of the annual budget for Athens-Clarke County. Duties and responsibilities include, but are not limited to, developing, implementing and monitoring the annual budget, and performing additional tasks as assigned.

Quals Bachelor's degree in accounting, business administration, or public administration with four (4) years of local government budgeting, and/or accounting experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.
Two (2) years of supervisory experience is required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	UNIVERSITY BUDGET SUPERVISOR	Good	\$39,584	\$62,663	\$85,741	116.6%	<input checked="" type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	OFFICE & BUDGET MGR	Good	\$43,266	\$53,148	\$63,030	45.7%	<input type="checkbox"/>		
COLUMBUS	SR BUDGET & MANAGEMENT ANALYST	Good	\$44,314	\$55,872	\$67,429	52.2%	<input type="checkbox"/>		
COBB COUNTY	BUDGET SPECIALIST	Good	\$50,414	\$65,538	\$80,662	60.0%	<input checked="" type="checkbox"/>		
ATLANTA	Budget and Policy Manager	Good	\$54,700	\$72,900	\$91,100	66.5%	<input checked="" type="checkbox"/>		
CHATHAM COUNTY	ASSISTANT BUDGET OFFICER	Good	\$55,370	\$73,366	\$91,361	65.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Budget Supervisor - BS13	Good	\$59,470	\$78,798	\$98,125	65.0%	<input type="checkbox"/>		
FULTON COUNTY	Senior Budget Analyst	Good	\$60,115	\$75,144	\$90,173	50.0%	<input checked="" type="checkbox"/>		
GREENVILLE	BUDGET ADMINISTRATOR	Good	\$60,715	\$78,458	\$96,200	58.4%	<input checked="" type="checkbox"/>		
AUGUSTA	BUDGET ADMINISTRATOR	Good	\$62,636	\$78,295	\$93,954	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Budget & Management Coordinator	Good	\$62,888	\$80,182	\$97,476	55.0%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	BUDGET / GRANTS MANAGER	Good	\$70,117	\$93,444	\$116,771	66.5%	<input type="checkbox"/>		

Average	\$55,299	\$72,317	\$89,335	61.5%
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ATHENS-CLARKE COUNTY	\$55,156	\$71,703	\$88,250	60.0%
	\$ Difference	(\$143)	(\$614)	(\$1,085)
	% Difference	-0.3%	-0.9%	-1.2%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

BUDGET ANALYST

Descrip The purpose of this job is to assist in the preparation, execution and monitoring of the annual operating and capital budgets. Duties and responsibilities include, but are not limited to, preparation of the annual operating budget, preparation of the annual capital budget and five year capital improvement plan, reviewing and authorizing budget transfers and amendments, instructing departments in budget preparation, financial and budgetary analysis on various budgetary and fiscal issues, working with departments to develop and update descriptions of services and programs and allocating costs to those various services and programs, and performing additional tasks as assigned.

Quals Bachelor's degree in public administration, business administration or accounting with three (3) years of budgetary, cost accounting, accounting or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Master's degree or professional certification preferred. Valid driver's license required

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKE COUNTY SCHOOL DISTRICT	BUDGET/FISCAL SUPERV	Good	\$32,790	\$40,280	\$47,769	45.7%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	UNIVERSITY BUDGET ANALYST	Good	\$33,303	\$52,717	\$72,130	116.6%	<input type="checkbox"/>		
COLUMBUS	Budget & Management Analyst	Good	\$40,147	\$50,617	\$61,087	52.2%	<input type="checkbox"/>		
AUGUSTA	BUDGET ANALYST	Good	\$40,162	\$50,202	\$60,242	50.0%	<input type="checkbox"/>		
COBB COUNTY	BUDGET ANALYST	Good	\$44,814	\$58,258	\$71,703	60.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Financial Analyst II	Good	\$45,044	\$56,479	\$67,913	50.8%	<input checked="" type="checkbox"/>		
DEKALB COUNTY	Budget & Management Analyst	Good	\$46,928	\$59,834	\$72,739	55.0%	<input checked="" type="checkbox"/>		
ATLANTA	Budget Analyst, Senior	Good	\$47,300	\$63,100	\$78,900	66.8%	<input checked="" type="checkbox"/>		
GREENVILLE	BUDGET & MANAGEMENT ANALYST	Good	\$47,507	\$61,121	\$74,734	57.3%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	FINANCIAL ANALYST II	Good	\$49,862	\$66,067	\$82,272	65.0%	<input type="checkbox"/>		
FULTON COUNTY	Budget Analyst	Good	\$49,940	\$62,425	\$74,910	50.0%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	BUDGET / GRANTS ANALYST	Good	\$55,390	\$73,830	\$92,269	66.6%	<input type="checkbox"/>		

Average		\$44,432	\$57,911	\$71,389	<input type="text" value="60.7%"/>
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ATHENS-CLARKE COUNTY		\$44,462	\$57,801	\$71,139	60.0%
	\$ Difference	\$30	(\$110)	(\$250)	
	% Difference	0.1%	-0.2%	-0.4%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

BUSINESS DEV SPECIALIST

Descrip The purpose of this job is to manage the business development aspects of the department, including prospect outreach, project management, and other duties as assigned. Duties and responsibilities include, but are not limited to, implementing economic development programs, generating business leads, contributing to marketing efforts, and conference and trade show attendance.

Quals Bachelor's degree in Economics, Marketing, Business Administration, Real Estate or related discipline; Two (2) years of economic development, project management, marketing, public relations, or related experience required; Or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
MACON-BIBB COUNTY	DOWNTOWN DEVELOPMENT SPECIALIST	Good	\$37,419	\$49,868	\$62,317	66.5%	<input type="checkbox"/>		
AUGUSTA	BUSINESS DEV SPECIALIST	Good	\$40,162	\$50,202	\$60,242	50.0%	<input type="checkbox"/>		
KNOXVILLE	Economic & Community Development Project Manager	Good	\$45,044	\$56,479	\$67,913	50.8%	<input checked="" type="checkbox"/>		
COBB COUNTY	ECONOMIC DEVELOPMENT COORDINATOR	Good	\$47,214	\$61,378	\$75,542	60.0%	<input checked="" type="checkbox"/>		
GREENVILLE	ECONOMIC DEVELOPMENT ANALYST	Good	\$47,507	\$61,121	\$74,734	57.3%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Economic Development Specialist	Good	\$49,940	\$62,425	\$74,910	50.0%	<input checked="" type="checkbox"/>		
COLUMBUS	KEEP COLUMBUS BEAUTIFUL EXEC DIR	Good	\$52,675	\$65,436	\$78,197	48.5%	<input type="checkbox"/>		
GWINNETT COUNTY	FINANCIAL MANAGER - 108	Good	\$79,727	\$107,631	\$135,535	70.0%	<input type="checkbox"/>		
Average			\$49,961	\$64,317	\$78,674	57.5%			

ATHENS-CLARKE COUNTY

	\$42,933	\$55,813	\$68,693	60.0%
\$ Difference	(\$7,028)	(\$8,504)	(\$9,981)	
% Difference	-16.4%	-15.2%	-14.5%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

BUYER

Descrip The purpose of this job is to process purchase orders for all unified government departments. Duties and responsibilities include, but are not limited to, purchasing for the Athens-Clarke County Government the highest quality of goods and services for the best possible benefit, and performing additional tasks as assigned.

Quals Associate degree in business, accounting or related discipline with one (1) year of customer service, negotiations or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	ASSOC PROCUREMENT SPECIALIST	Good	\$25,383	\$40,180	\$54,977	116.6%	<input type="checkbox"/>		
KNOXVILLE	Buyer	Good	\$32,591	\$40,112	\$47,633	46.2%	<input type="checkbox"/>		
GWINNETT COUNTY	Purchasing Asc I	Good	\$32,782	\$42,616	\$52,450	60.0%	<input type="checkbox"/>		
AUGUSTA	BUYER	Good	\$33,684	\$42,105	\$50,526	50.0%	<input type="checkbox"/>		
COLUMBUS	Buyer	Good	\$34,618	\$43,647	\$52,675	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Procurement Technician	Good	\$34,959	\$44,573	\$54,186	55.0%	<input type="checkbox"/>		
COBB COUNTY	BUYER I	Good	\$35,215	\$45,779	\$56,344	60.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	PROCUREMENT OFFICER I	Good	\$35,984	\$47,954	\$59,925	66.5%	<input type="checkbox"/>		
ATLANTA	Procurement Specialist	Good	\$36,500	\$45,600	\$54,700	49.9%	<input type="checkbox"/>		
GREENVILLE	BUYER	Good	\$38,397	\$47,996	\$57,595	50.0%	<input type="checkbox"/>		

Average			\$34,011	\$44,056	\$54,101	59.1%			
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ATHENS-CLARKE COUNTY			\$35,293	\$45,881	\$56,469	60.0%			
	\$ Difference		\$1,282	\$1,825	\$2,368				
	% Difference		3.6%	4.0%	4.2%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

CARPENTER

Descrip The purpose of this job is to perform frame and finished carpentry work on unified government buildings. Duties and responsibilities include, but are not limited to, renovating existing properties, coordinates and executes new construction, painting, performing concrete tasks, maintaining tools, and performing additional tasks as assigned.

Quals High school diploma or equivalent with three (3) years of carpentry experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess a valid driver's license. Criminal background must indicate eligibility for the supervision of inmates. Must obtain security training for the supervision of inmate workers as set forth by the Georgia Department of Corrections Standard Operating Procedures within six months of date of hire or first available opportunity.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	CARPENTER	Good	\$24,763	\$39,198	\$53,633	116.6%	<input type="checkbox"/>		
MACON-BIBB COUNTY	CARPENTER III	Good	\$29,557	\$39,406	\$49,254	66.6%	<input type="checkbox"/>		
AUGUSTA	CARPENTER	Good	\$32,389	\$40,486	\$48,582	50.0%	<input type="checkbox"/>		
KNOXVILLE	Skilled Trades Craftsworker	Good	\$32,591	\$40,112	\$47,633	46.2%	<input type="checkbox"/>		
GREENVILLE	BUILDING MAINT. TECHNICIAN	Good	\$33,238	\$41,548	\$49,858	50.0%	<input type="checkbox"/>		
COLUMBUS	Carpenter II	Good	\$34,618	\$43,647	\$52,675	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Carpenter	Good	\$34,959	\$44,573	\$54,186	55.0%	<input type="checkbox"/>		
CHATHAM COUNTY	LEAD CARPENTER	Good	\$35,709	\$47,315	\$58,920	65.0%	<input type="checkbox"/>		
FULTON COUNTY	Tradesworker II	Good	\$39,682	\$49,603	\$59,523	50.0%	<input type="checkbox"/>		
COBB COUNTY	BUILDING TRADES TECHNICIAN III	Good	\$40,014	\$52,019	\$64,023	60.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Trades Tech III	Good	\$40,057	\$52,074	\$64,091	60.0%	<input type="checkbox"/>		

Average			\$34,325	\$44,543	\$54,762	59.5%			
ATHENS-CLARKE COUNTY			\$39,877	\$51,840	\$63,803	60.0%			
	\$ Difference		\$5,552	\$7,297	\$9,041				
	% Difference		13.9%	14.1%	14.2%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

CASE MANAGEMENT SPECIALIST

Descrip The purpose of this job is to provide support for the Alternative Dispute Resolution program. Duties and responsibilities include, but are not limited to, assisting with implementation of dispute resolution programs and projects, managing a caseload and coordinating the divorcing parents program for Superior Courts.

Quals Associates Degree with two (2) years of legal or court-related experience is required, or any equivalent combination of education, training and experience which provides the knowledge, skills and abilities for this position. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CHATHAM COUNTY	CASE MANAGER	Good	\$33,996	\$45,045	\$56,093	65.0%	<input type="checkbox"/>		
COLUMBUS	Case Mgr.	Good	\$38,212	\$48,178	\$58,144	52.2%	<input type="checkbox"/>		
ATLANTA	Case Manager	Good	\$38,300	\$47,900	\$57,500	50.1%	<input type="checkbox"/>		
GWINNETT COUNTY	Case Manager	Good	\$38,769	\$50,400	\$62,031	60.0%	<input type="checkbox"/>		
FULTON COUNTY	Judicial Case Manager	Good	\$39,682	\$49,603	\$59,523	50.0%	<input type="checkbox"/>		

Average **\$37,792** **\$48,225** **\$58,658** **55.2%**

ATHENS-CLARKE COUNTY

\$ Difference (\$4,352) (\$4,753) (\$5,154)
% Difference -13.0% -10.9% -9.6%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

CHIEF DEPUTY

Descrip The purpose of this job is to manage, direct, and administer all functions and daily operations of the Clarke County Sheriff's Office in accordance with all statutes, laws, ordinances, and regulations for which the Sheriff's Office is accountable. Duties and responsibilities include, but are not limited to, supervising day-to-day activities of assigned personnel; planning, developing, interpreting, and implementing division budget, policies, goals, and objectives; overseeing inmate care and treatment; ensuring safety and security for inmates, staff, and the public; reviewing and preparing reports.

Quals Bachelor's degree in Criminal Justice, Business/Public Administration, or related field with ten (10) years of corrections, law enforcement, or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Six (6) year supervisory experience is required. Must have a valid Driver's License. Requires ability to meet and maintain current certification requirements set forth in the Georgia Mandate Law Enforcement Training Act/Peace Officer's Standards and Training Act.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COBB COUNTY	DEPUTY SHERIFF, LIEUTENANT	Good	\$60,013	\$78,017	\$96,021	60.0%	<input type="checkbox"/>		
COLUMBUS	Chief Deputy Sheriff	Good	\$69,115	\$87,141	\$105,166	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Chief Deputy	Good	\$72,463	\$92,391	\$112,318	55.0%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	CHIEF DEPUTY	Good	\$82,014	\$109,304	\$136,594	66.5%	<input type="checkbox"/>		
AUGUSTA	CHIEF DEPUTY	Good	\$87,566	\$109,458	\$131,349	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	DEPUTY DIRECTOR, SHERIFF	Good	\$97,259	\$131,300	\$165,340	70.0%	<input type="checkbox"/>		
FULTON COUNTY	Deputy Sheriff, Colonel	Good	\$104,432	\$130,540	\$156,648	50.0%	<input checked="" type="checkbox"/>		

Average **\$81,837** **\$105,450** **\$129,062** 57.7%

ATHENS-CLARKE COUNTY **\$64,325** **\$83,623** **\$102,920** **60.0%**

\$ Difference (\$17,512) (\$21,827) (\$26,142)

% Difference -27.2% -26.1% -25.4%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

CODE ENFORCEMENT ADMINISTRATOR

Descrip The purpose of this job is to provide daily leadership, managerial support, and supervision for the Code Enforcement Division. Duties and responsibilities include, but are not limited to, manage the daily operations of the Division; plan, implement, supervise, monitor, and evaluate programs, services, and assigned staff; perform other duties as assigned.

Quals Bachelor's degree in public administration, business administration, management, criminal justice, planning, or related discipline; Four (4) years of related experience required; Or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two (2) years of supervisory experience required. Must possess or be able to complete a minimum of 16 hours of the curriculum required for the Georgia Association of Code Enforcement (GACE) Certification as a Code Enforcement Officer, or be able to obtain the International Code Council (ICC) Certification as either a Property Maintenance/Housing Inspector or a Zoning Inspector, within 18 months from date of hire. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CHATHAM COUNTY	COMPLIANCE COORDINATOR	Good	\$50,223	\$66,546	\$82,868	65.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	CODES INSPECTION MANAGER	Good	\$51,210	\$68,255	\$85,301	66.6%	<input type="checkbox"/>		
GWINNETT COUNTY	Code Enforcement Supervisor	Good	\$52,854	\$70,032	\$87,209	65.0%	<input type="checkbox"/>		
AUGUSTA	CODE ENFORCEMENT ADMINISTRATOR	Good	\$54,187	\$67,734	\$81,280	50.0%	<input type="checkbox"/>		
ATLANTA	Codes Compliance Deputy Director	Good	\$54,700	\$72,900	\$91,100	66.5%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Code Enforcement Manager	Good	\$56,723	\$70,904	\$85,085	50.0%	<input checked="" type="checkbox"/>		
COBB COUNTY	CODE ENFORCEMENT MANAGER	Good	\$60,013	\$78,017	\$96,021	60.0%	<input checked="" type="checkbox"/>		
GREENVILLE	ASST BLDG CODES ADMINISTRATOR	Good	\$60,715	\$78,458	\$96,200	58.4%	<input checked="" type="checkbox"/>		
COLUMBUS	Asst. Building Inspection & Codes Dir.	Good	\$62,615	\$78,945	\$95,275	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Code Compliance Administrator	Good	\$62,888	\$80,182	\$97,476	55.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Codes Administrator	Good	\$63,158	\$80,648	\$98,138	55.4%	<input checked="" type="checkbox"/>		

Average			\$57,208	\$73,874	\$90,541	<input type="text" value="58.3%"/>			
ATHENS-CLARKE COUNTY			\$52,104	\$67,735	\$83,366	60.0%			
	\$ Difference		(\$5,104)	(\$6,139)	(\$7,175)				
	% Difference		-9.8%	-9.1%	-8.6%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

COMPENSATION & PAYROLL ADMIN

Descrip The purpose of this job is to plan, design, and administer classification and compensation programs, and personal services budget for the Unified Government of Athens-Clarke County. Duties and responsibilities include, but are not limited to, supervising assigned staff; conducting interviews; developing, implementing, and monitoring budgets, programs, policies, and procedures; analyzing surveys and research; preparing and presenting findings, recommendations, and reports; performing additional tasks as assigned.

Quals Bachelor's degree in Business/Public Administration, Human Resources Management, or related field with three (3) years experience in human resources administration, budgeting, compensation and classification, or payroll; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Two (2) years supervisory experience required. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	PAYROLL SUPERVISOR	Good	\$33,303	\$52,717	\$72,130	116.6%	<input checked="" type="checkbox"/>		
COLUMBUS	HUMAN RESOURCES ANALYST	Good	\$44,314	\$55,872	\$67,429	52.2%	<input type="checkbox"/>		
MACON-BIBB COUNTY	PAYROLL MANAGER	Good	\$49,254	\$65,634	\$82,014	66.5%	<input type="checkbox"/>		
CHATHAM COUNTY	COMPENSATION AND BENEFITS ADMINISTRATOR	Good	\$50,223	\$66,546	\$82,868	65.0%	<input type="checkbox"/>		
GREENVILLE	COMPENSATION MANAGER	Good	\$51,251	\$66,030	\$80,808	57.7%	<input checked="" type="checkbox"/>		
DEKALB COUNTY	Payroll Services Manager	Good	\$56,504	\$72,043	\$87,581	55.0%	<input checked="" type="checkbox"/>		
ATLANTA	Compensation Manager	Good	\$58,800	\$78,400	\$98,000	66.7%	<input checked="" type="checkbox"/>		
COBB COUNTY	PAYROLL ADMINISTRATOR	Good	\$60,013	\$78,017	\$96,021	60.0%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Personnel Manager	Good	\$63,507	\$79,384	\$95,261	50.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	SECTION MANAGER - 106	Good	\$68,035	\$91,848	\$115,660	70.0%	<input type="checkbox"/>		

Average		\$53,520	\$70,649	\$87,777	<input style="width: 50px;" type="text" value="64.0%"/>
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ATHENS-CLARKE COUNTY		\$53,631	\$69,720	\$85,809	60.0%
	\$ Difference	\$111	(\$929)	(\$1,968)	
	% Difference	0.2%	-1.3%	-2.3%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

CONSTRUCTION & MAINT SUPV

Descrip The purpose of this job is to perform supervisory/manual work functions associated with coordinating the installation and repair of water/sewer mains and lines. Duties and responsibilities include, but are not limited to: supervising and participating in installation, maintenance, and repair of water and sewer service lines; reading and interpreting blueprints; operating heavy equipment; maintaining records; supervising assigned staff; and performing additional tasks as assigned.

Quals High school or equivalent with five (5) years of experience in a water/wastewater utility environment involving pipeline construction/maintenance and heavy equipment operation required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two (2) years of supervisory experience required. Georgia Department of Transportation Flagging certification required. Must possess a valid Georgia "Class A" Commercial Driver's License. May be required to possess or have the ability to obtain Georgia Level 1A Erosion and Sedimentation Card; OSHA Competent Person Certification within one (1) year of employment. Must possess or have the ability to obtain appropriate state certified license for water distribution or wastewater collection as appropriate within one (1) year of employment. Vocational Training in Water/Wastewater Management preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CHATHAM COUNTY	MAINTENANCE SERVICES SUPERVISOR	Good	\$37,500	\$49,688	\$61,875	65.0%	<input type="checkbox"/>		
COLUMBUS	PW Facilities Maint. Superv. - Plumbing	Good	\$38,212	\$48,178	\$58,144	52.2%	<input type="checkbox"/>		
GREENVILLE	BUILDING MAINT. SUPERVISOR	Good	\$38,397	\$47,996	\$57,595	50.0%	<input type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	SUPVSR BLDG MAINT	Good	\$39,187	\$48,138	\$57,089	45.7%	<input type="checkbox"/>		
ATLANTA	Construction/Maintenance Worker III	Good	\$40,600	\$50,800	\$61,000	50.2%	<input type="checkbox"/>		
FULTON COUNTY	Building Maintenance Supervisor	Good	\$41,157	\$51,446	\$61,735	50.0%	<input type="checkbox"/>		
KNOXVILLE	Maintenance Crew Leader	Good	\$42,205	\$52,594	\$62,983	49.2%	<input type="checkbox"/>		
DEKALB COUNTY	Facilities Maintenance Supervisor	Good	\$44,534	\$56,781	\$69,028	55.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Maint Supv	Good	\$44,691	\$58,098	\$71,505	60.0%	<input type="checkbox"/>		
COBB COUNTY	FACILITIES MAINTENANCE SUPERVISOR	Good	\$44,814	\$58,258	\$71,703	60.0%	<input checked="" type="checkbox"/>		
AUGUSTA	CONSTRUCTION & MAINT SUPV	Good	\$45,738	\$57,173	\$68,607	50.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	GENERAL MAINTENANCE SUPERVISOR	Good	\$47,362	\$63,118	\$78,874	66.5%	<input type="checkbox"/>		

Average **\$42,033** **\$53,522** **\$65,011** **54.7%**

ATHENS-CLARKE COUNTY **\$39,877** **\$51,840** **\$63,803** **60.0%**

\$ Difference (\$2,156) (\$1,682) (\$1,208)

% Difference -5.4% -3.2% -1.9%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

COUNSELOR

Descrip The purpose of this job is to provide counseling services to inmates at the Clarke County Correctional Institution. Duties and responsibilities include, but are not limited to, maintaining records, providing direct counseling services, overseeing library, directing/teaching classes, and performing additional tasks as assigned.

Quals Bachelor's degree in Psychology, Social Work, or Sociology with two years of counseling experience required, preferably in a corrections environment; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Master's degree preferred. Must complete certification as a Correctional Counselor within twelve (12) months of hire date. Position requires a twelve (12) month probationary period.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	Counselor – Corrections	Good	\$38,212	\$48,178	\$58,144	52.2%	<input type="checkbox"/>		
AUGUSTA	COUNSELOR	Good	\$38,866	\$48,583	\$58,299	50.0%	<input type="checkbox"/>		
CHATHAM COUNTY	CORRECTIONS COUNSELOR II	Good	\$39,390	\$52,192	\$64,994	65.0%	<input type="checkbox"/>		
FULTON COUNTY	Corrections Counselor	Good	\$39,682	\$49,603	\$59,523	50.0%	<input type="checkbox"/>		
COBB COUNTY	EMPLOYMENT COUNSELOR	Good	\$41,614	\$54,099	\$66,583	60.0%	<input type="checkbox"/>		

Average			\$39,553	\$50,531	\$61,509	<input type="text" value="55.5%"/>			
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ATHENS-CLARKE COUNTY

	\$39,877	\$51,840	\$63,803	60.0%
\$ Difference	\$324	\$1,309	\$2,295	
% Difference	0.8%	2.5%	3.6%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

COURT SERVICES ADMINISTRATOR

Descrip The purpose of this job is to provide a broad range of management and administrative services to the Superior, Juvenile, State, Magistrate, Probate, and Municipal Courts. Duties and responsibilities include, but are not limited to supervising assigned staff, designing, developing, and monitoring court programs, grants, and case management systems for the Courts.

Quals Bachelor's degree in Public Administration, Criminal Justice or a closely related field from an accredited college or university, along with a minimum of five years of progressively responsible experience in judicial or governmental administration, OR, a master's degree in Public Administration, Criminal Justice or a closely related field, and a minimum of three (3) years of progressively responsible experience in judicial or governmental administration. Specialized training by the Institute of Court Management or comparable organization may be substituted for one (1) year of the experience requirement. Must have a valid driver's license. Three (3) years of supervisory experience is required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	Chief Deputy Clerk (Clerk of Superior Court)	Good	\$51,391	\$64,794	\$78,197	52.2%	<input type="checkbox"/>		
KNOXVILLE	Municipal Court Administrator	Good	\$54,233	\$68,835	\$83,436	53.8%	<input checked="" type="checkbox"/>		
DEKALB COUNTY	Court Program Administrator	Good	\$59,696	\$76,112	\$92,528	55.0%	<input checked="" type="checkbox"/>		
COBB COUNTY	COURT PROGRAM ADMINISTRATO	Good	\$60,013	\$78,017	\$96,021	60.0%	<input checked="" type="checkbox"/>		
ATLANTA	Court Administrator, Assistant	Good	\$63,200	\$84,300	\$105,400	66.8%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Court Program Administrator	Good	\$63,507	\$79,384	\$95,261	50.0%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	MUNICIPAL COURT CLERK	Good	\$64,813	\$86,382	\$107,952	66.6%	<input type="checkbox"/>		
AUGUSTA	COURT SERVICES ADMINISTRATOR	Good	\$75,789	\$94,736	\$113,682	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	DEPUTY COURT ADMINISTRATOR	Good	\$85,188	\$115,004	\$144,820	70.0%	<input type="checkbox"/>		

Average			\$64,203	\$83,063	\$101,922	<input type="text" value="58.7%"/>
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ATHENS-CLARKE COUNTY			\$61,271	\$79,652	\$98,033	60.0%
	\$ Difference		(\$2,932)	(\$3,410)	(\$3,889)	
	% Difference		-4.8%	-4.3%	-4.0%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

CRIME ANALYST

Descrip The purpose of this job is to compile and disseminate statistical data relevant to crime, crime patterns and crime trends. Duties and responsibilities include, but are not limited to, performing crime analysis using analytical tools to track crime incidents and to identify patterns of crime and crime trends; conducting research, compiling reports, charts and graphs; maintaining and updating statistical records for documentation of criminal cases.

Quals Bachelor's degree in Criminal Justice, Public Administration, or related field with one (1) year experience in data analysis, research methods, statistics, or related field (preferably in a law enforcement environment) required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid driver's license. Knowledge of and experience in using Geographical Information Systems (GIS) and general purpose reporting tools such as Crystal Reports software preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
GREENVILLE	CRIME ANALYST	Good	\$33,238	\$41,548	\$49,858	50.0%	<input type="checkbox"/>		
AUGUSTA	CRIME ANALYST	Good	\$33,684	\$42,105	\$50,526	50.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	CRIME ANALYST	Good	\$35,984	\$47,954	\$59,925	66.5%	<input type="checkbox"/>		
KNOXVILLE	Crimed Analyst	Good	\$36,165	\$44,790	\$53,414	47.7%	<input type="checkbox"/>		
FULTON COUNTY	Forensic Technician	Good	\$36,733	\$45,916	\$55,099	50.0%	<input type="checkbox"/>		
COLUMBUS	Crime Analyst	Good	\$38,212	\$48,178	\$58,144	52.2%	<input type="checkbox"/>		
COBB COUNTY	CRIME ANALYSIS COORDINATOR	Good	\$41,614	\$54,099	\$66,583	60.0%	<input type="checkbox"/>		
ATLANTA	Criminalist	Good	\$47,300	\$63,100	\$78,900	66.8%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	CRIME & INTELLIGENCE ANALYST III	Good	\$49,862	\$66,067	\$82,272	65.0%	<input type="checkbox"/>		

Average		\$39,199	\$50,417	\$61,636	57.2%
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ATHENS-CLARKE COUNTY		\$41,405	\$53,827	\$66,248	60.0%
	\$ Difference	\$2,206	\$3,409	\$4,612	
	% Difference	5.3%	6.3%	7.0%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

DELINQUENT TAX OFFICER

Descrip The purpose of this job is to administer all delinquent collection functions of the Tax Commissioner's Office. Duties and responsibilities include, but are not limited to, supervising assigned staff, preparing the budget, contacting delinquent taxpayers, negotiating payment plans, sending levy notices, composing legal ads of property, assisting Tax Commissioner in tax sales, maintaining public records.

Quals Bachelor's degree in Business Management, Public Relations, Public Administration, or related discipline with three (3) years of related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. One (1) year of supervisory experience is required. Must possess a valid driver's license. Must successfully complete annual mandated certification courses taught by the State Department of Revenue and the University of Georgia. Must have the ability to be deputized as an ex-officio Deputy Sheriff.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUGUSTA	DELINQUENT TAX OFFICER	Good	\$40,162	\$50,202	\$60,242	50.0%	<input type="checkbox"/>		
COBB COUNTY	TAX BRANCH MANAGER	Good	\$41,614	\$54,099	\$66,583	60.0%	<input checked="" type="checkbox"/>		
COLUMBUS	Tax Superv.	Good	\$42,179	\$53,179	\$64,180	52.2%	<input type="checkbox"/>		
KNOXVILLE	Collections Manager	Good	\$45,044	\$56,479	\$67,913	50.8%	<input checked="" type="checkbox"/>		
DEKALB COUNTY	Tax Administrator	Good	\$46,928	\$59,834	\$72,739	55.0%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	DEPUTY COMMISSIONER OF TAX PAYER SERVICES	Good	\$47,362	\$63,118	\$78,874	66.5%	<input type="checkbox"/>		
FULTON COUNTY	Assistant Division Manager, Tax Commissioner	Good	\$49,940	\$62,425	\$74,910	50.0%	<input checked="" type="checkbox"/>		
CHATHAM COUNTY	DELINQUENT TAX ADMINISTRATOR	Good	\$50,223	\$66,546	\$82,868	65.0%	<input type="checkbox"/>		

Average		\$45,431	\$58,235	\$71,039	56.4%
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ATHENS-CLARKE COUNTY		\$44,462	\$57,801	\$71,139	60.0%
	\$ Difference	(\$969)	(\$434)	\$101	
	% Difference	-2.2%	-0.8%	0.1%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

DEPUTY POLICE CHIEF

Descrip The purpose of this job is to perform leadership, administrative, managerial and technical functions associated with assisting in directing the overall operation of the Police Department and enforcing all applicable ordinances, laws and regulations. Duties and responsibilities include, but are not limited to, assisting the Police Chief in leading and coordinating the community and the department personnel in preventing crime, the fear of crime, and disorder as well as the enforcement of laws/ordinances; assisting in developing departmental budget and controlling expenditures; planning, organizing, staffing, directing, coordinating, reporting, and budgeting functions within professional standards; teaching evaluating, and ensuring the implementation and institutionalization of the completed staff work principle; recognizing and protecting constitutionally guaranteed rights of citizens; continuous initiation of quality improvement systems' development and institutionalization; serving as the acting Police Chief in his/her absence; and performing additional legal and ethical tasks and responsibilities as may be assigned.

Quals Bachelor's Degree in Criminal Justice, Public Administration, Business Administration or related field; with six (6) years of experience in law enforcement work involving progressive responsibility and management; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Four (4) years of supervisory/police managerial experience required. Must possess a valid driver's license. Requires ability to meet and maintain current certification requirements set forth in the Georgia Mandate Law Enforcement Training Act/Peace Officer's Standards and Training Act. Master's Degree preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUGUSTA	DEPUTY POLICE CHIEF	Good	\$62,636	\$78,295	\$93,954	50.0%	<input type="checkbox"/>		
COLUMBUS	Deputy Chief of Police	Good	\$69,115	\$87,141	\$105,166	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Police Major	Good	\$72,463	\$92,391	\$112,318	55.0%	<input checked="" type="checkbox"/>		
ATLANTA	Police Deputy Chief	Good	\$79,229	\$97,451	\$115,672	46.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Police Deputy Chief	Good	\$79,253	\$97,624	\$115,994	46.4%	<input checked="" type="checkbox"/>		
GREENVILLE	POLICE MAJOR	Good	\$82,285	\$102,856	\$123,427	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	DEPUTY DIRECTOR, POLICE	Good	\$97,259	\$131,300	\$165,340	70.0%	<input type="checkbox"/>		
COBB COUNTY	DEPUTY POLICE CHIEF	Good	\$102,739	\$128,424	\$154,109	50.0%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Deputy Police Chief	Good	\$104,432	\$130,540	\$156,648	50.0%	<input checked="" type="checkbox"/>		

Average			\$83,268	\$105,113	\$126,959	52.5%			
ATHENS-CLARKE COUNTY			\$64,325	\$83,623	\$102,920	60.0%			
	\$ Difference		(\$18,943)	(\$21,491)	(\$24,039)				
	% Difference		-29.4%	-25.7%	-23.4%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

DEPUTY SHERIFF

Descrip	The purpose of this job is to preserve the peace and enforces the laws of the State of Georgia. Duties and responsibilities include, but are not limited to, protecting life and property, enforcing state laws, maintaining jail security, serving warrants and civil papers, assisting in court security, transporting prisoners, performing necessary functions to ensure safety and well-being of inmates, employees and visitors.
Quals	High school diploma or equivalent required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must be a United States Citizen. Must be at least 20 years of age. Valid driver's license. Requires ability to meet and maintain current certification requirements set forth in the Georgia Mandate Law Enforcement Training Act/Peace Officer's Standards and Training Act. Previous law enforcement or corrections experience preferred. This position requires a 12-month probationary period.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
MACON-BIBB COUNTY	DEPUTY SHERIFF (CERTIFIED)	Good	\$34,590	\$46,103	\$57,616	66.6%	<input type="checkbox"/>		
COLUMBUS	Deputy Sheriff	Good	\$34,618	\$43,647	\$52,675	52.2%	<input type="checkbox"/>		
AUGUSTA	DEPUTY SHERIFF	Good	\$37,571	\$46,964	\$56,356	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Deputy Sheriff	Good	\$38,151	\$48,643	\$59,134	55.0%	<input type="checkbox"/>		
FULTON COUNTY	Deputy Sheriff I	Good	\$39,682	\$49,603	\$59,523	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	DEPUTY SHERIFF, SR	Good	\$39,940	\$51,943	\$63,946	60.1%	<input type="checkbox"/>		
COBB COUNTY	DEPUTY SHERIFF I	Good	\$40,014	\$52,019	\$64,023	60.0%	<input type="checkbox"/>		

Average	\$37,795	\$48,417	\$59,039	56.2%
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ATHENS-CLARKE COUNTY	\$35,293	\$45,881	\$56,469	60.0%
	\$ Difference	(\$2,502)	(\$2,536)	(\$2,570)
	% Difference	-7.1%	-5.5%	-4.6%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

DETENTION OFFICER

Descrip The purpose of this position is to ensure security and protection of property of the jail facility, complete the admission process of inmates, prevent escapes, control behavior of inmates, protect inmates from each other, and provide for the wellbeing of inmates. The incumbent must be diligent in maintaining an inmate count, overseeing the dispensing of medication, and be able to take personal property of inmates. The incumbent must also adhere to definite standard operating procedures established by the Office to ensure that the inmates' constitutional rights are observed. A person in this position does not supervise other employees.

Quals High school diploma or equivalent required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid driver's license. Must be a United States Citizen. Must be at least 20 years of age. Previous law enforcement or corrections experience preferred. Must complete Basic Jail Certification Course and all additional jail training requirements when scheduled. This position requires a 12-month probationary period.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	Sheriff Correctional Officer	Good	\$31,362	\$39,542	\$47,721	52.2%	<input type="checkbox"/>		
GWINNETT COUNTY	Corr Ofcr-4125	Good	\$32,623	\$42,427	\$52,230	60.1%	<input type="checkbox"/>		
DEKALB COUNTY	Detention Officer I	Good	\$33,363	\$42,538	\$51,713	55.0%	<input type="checkbox"/>		
COBB COUNTY	DETENTION OFFICER	Good	\$35,215	\$45,779	\$56,344	60.0%	<input type="checkbox"/>		
FULTON COUNTY	Detention Officer I	Good	\$35,258	\$44,073	\$52,888	50.0%	<input type="checkbox"/>		
AUGUSTA	DETENTION OFFICER	Good	\$36,275	\$45,344	\$54,413	50.0%	<input type="checkbox"/>		

Average **\$34,016** **\$43,284** **\$52,552** **54.5%**

ATHENS-CLARKE COUNTY			\$33,440	\$43,472	\$53,504	60.0%			
	\$ Difference		(\$576)	\$188	\$953				
	% Difference		-1.7%	0.4%	1.8%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

DISPATCHER

Descrip The purpose of this job is to control the daily movement of transit vehicles throughout the transit system, monitor daily on-street transit operations, and relay all radio / telephone communications traffic for the Transit department's Operations Division. Duties and responsibilities include, but are not limited to, scheduling transit services, relaying messages to management staff, assigning work to Transit Vehicle Operator runs, supervising Transit vehicle operators in the absence of Route Supervisor or Superintendent of Operations, and performing additional tasks as assigned.

Quals High school diploma or equivalent with three (3) years of transit operations, vehicle dispatching or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
MACON-BIBB COUNTY	DISPATCHER	Good	\$25,251	\$33,675	\$42,099	66.7%	<input type="checkbox"/>		
AUGUSTA	DISPATCHER	Good	\$31,093	\$40,810	\$50,526	62.5%	<input type="checkbox"/>		
COBB COUNTY	SHERIFF DISPATCHER	Good	\$32,015	\$41,620	\$51,224	60.0%	<input type="checkbox"/>		
ATLANTA	Communications Dispatcher (D)	Good	\$34,700	\$43,400	\$52,100	50.1%	<input type="checkbox"/>		
COLUMBUS	TRANSIT SUPERVISOR	Good	\$38,212	\$48,178	\$58,144	52.2%	<input type="checkbox"/>		

Average **\$32,254 \$41,536 \$50,819 57.6%**

ATHENS-CLARKE COUNTY

	\$33,440 \$43,472 \$53,504 60.0%
\$ Difference	\$1,186 \$1,936 \$2,685
% Difference	3.5% 4.5% 5.0%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

ELECTRICIAN

Descrip The purpose of this job is to install, maintain, and repair electrical systems, equipment, and components associated with the operation and maintenance of Athens-Clarke County electrical systems, equipment and components. Duties and responsibilities include, but are not limited to, installing and repairing existing electrical systems, performing new wiring projects, inspecting equipment for code compliance; performing preventative maintenance; maintaining records, and performing additional tasks as assigned.

Quals Vocational or Technical Diploma with two (2) years of electrical construction experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a Georgia State Unrestricted Electrical Contractor's License or be able to obtain such license within six (6) months of date of hire. Valid driver's license required. One (1) year of supervisory experience preferred as applicable for assigned Department. Must obtain security training for the supervision of inmate workers as set forth by the Georgia Department of Corrections Standard Operating Procedures within one (1) year of date of hire or first available opportunity as applicable for assigned Department.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	ELECTRICIAN	Good	\$26,017	\$41,184	\$56,350	116.6%	<input type="checkbox"/>		
ATLANTA	Electrician (D)	Good	\$33,000	\$41,300	\$49,600	50.3%	<input type="checkbox"/>		
AUGUSTA	ELECTRICIAN	Good	\$33,684	\$42,105	\$50,526	50.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	ELECTRICIAN II	Good	\$34,590	\$46,103	\$57,616	66.6%	<input type="checkbox"/>		
COLUMBUS	Electrician II	Good	\$34,618	\$43,647	\$52,675	52.2%	<input type="checkbox"/>		
GREENVILLE	MASTER ELECTRICIAN	Good	\$35,547	\$44,429	\$53,310	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Electrician	Good	\$36,555	\$46,608	\$56,660	55.0%	<input type="checkbox"/>		
CHATHAM COUNTY	ELECTRICAL TECHNICIAN	Good	\$37,500	\$49,688	\$61,875	65.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Trades Tech III	Good	\$40,057	\$52,074	\$64,091	60.0%	<input type="checkbox"/>		
KNOXVILLE	Licensed Electrician	Good	\$42,205	\$52,594	\$62,983	49.2%	<input type="checkbox"/>		
COBB COUNTY	WRF ELECTRICAL TECHNICIAN	Good	\$43,214	\$56,178	\$69,143	60.0%	<input type="checkbox"/>		

Average			\$36,090	\$46,901	\$57,712	<input type="text" value="59.9%"/>
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ATHENS-CLARKE COUNTY			\$38,348	\$49,853	\$61,357	60.0%
	\$ Difference		\$2,258	\$2,952	\$3,645	
	% Difference		5.9%	5.9%	5.9%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

ENGINEER/COORDINATOR

Descrip	The purpose of this job is to perform administrative/supervisory functions associated with coordinating and managing Transportation and Public Works projects. Duties and responsibilities include but are not limited to: coordinating and supervising section personnel and activities as assigned, coordinating and reviewing engineering projects or activities, ensuring these activities are performed in accordance with applicable codes, and performing additional tasks as required.
Quals	High school diploma or equivalent required with four (4) years of experience in the required discipline (Engineering, Construction Management, Design Engineering, Land Development, Stormwater, Water & Waste Water systems, Pavement Management, Utilities Engineering) required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two years of supervisory experience is required. Bachelor's Degree preferred. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	ENGINEERING INSPECTION COORDINATOR	Good	\$40,147	\$50,617	\$61,087	52.2%	<input type="checkbox"/>		
AUGUSTA	ENGINEER/COORDINATOR	Good	\$45,738	\$71,958	\$98,178	114.7%	<input type="checkbox"/>		
GREENVILLE	CIVIL ENGINEER	Good	\$47,507	\$61,121	\$74,734	57.3%	<input checked="" type="checkbox"/>		
KNOXVILLE	Civil Engineer	Good	\$49,107	\$61,951	\$74,794	52.3%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Staff Engineer	Good	\$49,940	\$62,425	\$74,910	50.0%	<input checked="" type="checkbox"/>		
DEKALB COUNTY	Staff Engineer	Good	\$50,120	\$63,903	\$77,686	55.0%	<input checked="" type="checkbox"/>		
CHATHAM COUNTY	CIVIL ENGINEER	Good	\$52,741	\$69,882	\$87,023	65.0%	<input type="checkbox"/>		
COBB COUNTY	ENGINEER I	Good	\$53,614	\$69,698	\$85,781	60.0%	<input checked="" type="checkbox"/>		
ATLANTA	Civil Engineering Manager	Good	\$54,700	\$72,900	\$91,100	66.5%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	ENGINEER III	Good	\$64,813	\$86,382	\$107,952	66.6%	<input type="checkbox"/>		

Average	\$50,843	\$67,084	\$83,325	<input style="width: 50px;" type="text" value="63.9%"/>
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ATHENS-CLARKE COUNTY	\$49,044	\$63,757	\$78,470	60.0%
	\$ Difference	(\$1,799)	(\$3,327)	(\$4,854)
	% Difference	-3.7%	-5.2%	-6.2%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

ENVIRONMENTAL ENGINEER

Descrip Plans and directs major system design improvements in water and wastewater. Performs administrative/managerial and technical functions associated with directing activities within the Plant Operations Division of Public Utilities Department which includes the water treatment and wastewater treatment plants. Manages laboratory activities for water, wastewater and stormwater to ensure compliance with Athens-Clarke County National Pollutant Discharge Elimination Systems permits and Withdrawal permits. Manages the industrial pretreatment program.

Quals Bachelor's Degree in Engineering required, major in Civil or Environmental Engineering with five (5) years of experience involving water/wastewater design, laboratory procedures and requirements of a similar size system or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Three years supervisory experience required. Must possess a valid driver's license. Certification as an Engineer in Training required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	ENVIRONMENTAL SAFETY MGR	Good	\$43,694	\$69,169	\$94,643	116.6%	<input checked="" type="checkbox"/>		
COLUMBUS	Stormwater Management Engineer	Good	\$56,726	\$71,520	\$86,315	52.2%	<input type="checkbox"/>		
CHATHAM COUNTY	CIVIL ENGINEER II	Good	\$58,123	\$77,013	\$95,903	65.0%	<input type="checkbox"/>		
COBB COUNTY	ENVIRONMENTAL COMPLIANCE SUPERINTENDENT	Good	\$60,013	\$78,017	\$96,021	60.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Civil Engineer Manager	Good	\$63,158	\$80,648	\$98,138	55.4%	<input checked="" type="checkbox"/>		
ATLANTA	Environmental Compliance Manager	Good	\$63,200	\$84,300	\$105,400	66.8%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	ENGINEER III	Good	\$64,813	\$86,382	\$107,952	66.6%	<input type="checkbox"/>		
DEKALB COUNTY	Professional Engineer	Good	\$66,079	\$84,251	\$102,423	55.0%	<input checked="" type="checkbox"/>		
GREENVILLE	ASST CITY ENGINEER-ENV	Good	\$66,685	\$86,310	\$105,934	58.9%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Professional Engineer	Good	\$66,899	\$83,624	\$100,348	50.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	ENGINEER IV	Good	\$89,742	\$102,409	\$115,075	28.2%	<input type="checkbox"/>		

Average			\$63,557	\$82,149	\$100,741	<input type="text" value="58.5%"/>			
ATHENS-CLARKE COUNTY			\$61,271	\$79,652	\$98,033	60.0%			
	\$ Difference		(\$2,286)	(\$2,497)	(\$2,708)				
	% Difference		-3.7%	-3.1%	-2.8%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

EQUIPMENT MECHANIC

Descrip The purpose of this job is to repair a wide range of small engine equipment. Duties and responsibilities include, but are not limited to, performing preventive maintenance, testing equipment, maintaining an orderly shop, and performing additional tasks as assigned.

Quals Vocational or technical school diploma or equivalent with one (1) year of small engine repair experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must have a valid driver's license and the ability to obtain a valid Georgia Commercial Driver's License within six (6) months of the date of hire. Criminal background must indicate eligibility for the supervision of inmates. Must obtain security training for the supervision of inmate workers as set forth by the Georgia Department of Corrections Standard Operating Procedures within six (6) months of date of hire or first available opportunity. Must possess or be able to obtain CPR and First Aid Certification within one year of date of hire.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	EQUIPMENT MECHANIC	Good	\$24,000	\$34,464	\$44,928	87.2%	<input type="checkbox"/>		
CHATHAM COUNTY	EQUIPMENT MECHANIC	Good	\$26,661	\$35,326	\$43,991	65.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	LIGHT EQUIPMENT MECHANIC I	Good	\$27,310	\$36,421	\$45,531	66.7%	<input type="checkbox"/>		
COBB COUNTY	TRUCK/EQUIPMENT TECHNICIAN	Good	\$30,415	\$39,540	\$48,665	60.0%	<input type="checkbox"/>		
GWINNETT COUNTY	AUTOMOTIVE/HEAVY EQUIP TECHNICIAN I	Good	\$31,145	\$39,710	\$48,274	55.0%	<input type="checkbox"/>		
COLUMBUS	PW Fleet Maint. Tech. II	Good	\$31,362	\$39,542	\$47,721	52.2%	<input type="checkbox"/>		
AUGUSTA	EQUIPMENT MECHANIC	Good	\$32,389	\$44,372	\$56,355	74.0%	<input type="checkbox"/>		
KNOXVILLE	Equipment Technician	Good	\$32,591	\$40,112	\$47,633	46.2%	<input type="checkbox"/>		
GREENVILLE	MECHANIC II	Good	\$33,238	\$41,548	\$49,858	50.0%	<input type="checkbox"/>		
ATLANTA	Equipment Maintenance/Safety Inspector	Good	\$34,700	\$43,400	\$52,100	50.1%	<input type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	REPAIR SHOP TECH	Good	\$35,493	\$43,600	\$51,707	45.7%	<input type="checkbox"/>		

Average **\$30,846** **\$39,821** **\$48,797**

ATHENS-CLARKE COUNTY **\$31,929** **\$41,508** **\$51,087** **60.0%**

\$ Difference \$1,083 \$1,687 \$2,290

% Difference 3.4% 4.1% 4.5%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

FACILITIES ADMINISTRATOR

Descrip The purpose of this job is to manage, direct, and supervise the maintenance, repairs, and modification of Unified Government buildings and facilities throughout Athens-Clarke County. Duties and responsibilities include, but are not limited to, developing and implementing divisional goals and objectives, establishing and monitoring project activities, maintaining personnel and financial budgets, supervising maintenance and trade staff, and performing additional tasks as assigned.

Quals Bachelor's Degree in a related discipline with four years of experience which includes a combination of construction, management, accounting, and information systems is required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two (2) years of supervisory experience is required. Must possess a valid driver's license. Criminal background must indicate eligibility for the supervision of inmates. Must obtain security training for the supervision of inmate workers as set forth by the Georgia Department of Corrections Standard Operating Procedures within six (6) months of date of hire or first available opportunity.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COBB COUNTY	FACILITIES SUPERVISOR	Good	\$36,815	\$47,860	\$58,904	60.0%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	FACILITIES MANAGER II	Good	\$41,589	\$65,836	\$90,083	116.6%	<input checked="" type="checkbox"/>		
KNOXVILLE	Facilities Services Manager	Good	\$49,107	\$61,951	\$74,794	52.3%	<input checked="" type="checkbox"/>		
DEKALB COUNTY	Facilities Coordinator HS	Good	\$50,120	\$63,903	\$77,686	55.0%	<input checked="" type="checkbox"/>		
CHATHAM COUNTY	MAINTENANCE SUPERINTENDENT	Good	\$50,223	\$66,546	\$82,868	65.0%	<input type="checkbox"/>		
ATLANTA	Facilities Maintenance Supervisor, Senior	Good	\$50,900	\$67,850	\$84,800	66.6%	<input checked="" type="checkbox"/>		
AUGUSTA	FACILITIES ADMINISTRATOR	Good	\$51,371	\$64,214	\$77,056	50.0%	<input type="checkbox"/>		
GREENVILLE	BUILDING SERVICES MANAGER	Good	\$60,715	\$78,458	\$96,200	58.4%	<input checked="" type="checkbox"/>		
COLUMBUS	PW Facilities Maint. Mgr.	Good	\$62,615	\$78,945	\$95,275	52.2%	<input type="checkbox"/>		
FULTON COUNTY	Building Services Manager	Good	\$66,899	\$83,624	\$100,348	50.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	BUILDING SERVICES MANAGER	Good	\$68,035	\$91,848	\$115,660	70.0%	<input type="checkbox"/>		

Average			\$53,490	\$70,094	\$86,698	<input type="text" value="62.1%"/>
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ATHENS-CLARKE COUNTY			\$55,156	\$71,703	\$88,250	60.0%
	\$ Difference		\$1,666	\$1,609	\$1,552	
	% Difference		3.0%	2.2%	1.8%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

FINANCE DIRECTOR

Descrip The purpose of this job is to oversee the financial operations of Athens-Clarke County. Duties and responsibilities include, but are not limited to, providing accounting, financial services, internal audit, purchasing, and budget management services to Athens-Clarke County, and performing additional tasks as assigned.

Quals Master's degree in business, accounting, or public administration, with five (5) years of financial management experience (local government preferred) required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKE COUNTY SCHOOL DISTRICT	DIR FINANCE	Good	\$59,395	\$72,961	\$86,527	45.7%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	GC DIR OF FINANCE & BUDGETS	Good	\$61,200	\$99,600	\$138,000	125.5%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	DIRECTOR OF FINANCE	Good	\$82,014	\$109,304	\$136,594	66.5%	<input type="checkbox"/>		
ATLANTA	Financial & Accounting Director	Good	\$82,300	\$109,700	\$137,100	66.6%	<input checked="" type="checkbox"/>		
COLUMBUS	Finance Dir.	Good	\$84,210	\$106,172	\$128,135	52.2%	<input type="checkbox"/>		
CHATHAM COUNTY	FINANCE DIRECTOR	Good	\$98,735	\$130,824	\$162,913	65.0%	<input type="checkbox"/>		
GREENVILLE	DIR OF O.M.B.	Good	\$99,715	\$129,626	\$159,536	60.0%	<input type="checkbox"/>		
AUGUSTA	FINANCE DIRECTOR	Good	\$111,120	\$138,901	\$166,681	50.0%	<input type="checkbox"/>		
COBB COUNTY	DIRECTOR FINANCE/COMPTROLLER	Good	\$131,827	\$164,784	\$197,741	50.0%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Director, Finance	Good	\$134,033	\$167,542	\$201,050	50.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	DEPT DIRECTOR/CFO - DF46	Good	\$144,696	\$195,340	\$245,983	70.0%	<input type="checkbox"/>		

Average **\$99,022** **\$129,523** **\$160,024** 61.6%

ATHENS-CLARKE COUNTY

\$79,606 **\$103,488** **\$127,369** **60.0%**
\$ Difference (\$19,416) (\$26,035) (\$32,655)
% Difference -24.4% -25.2% -25.6%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

FIRE CAPTAIN

Descrip The purpose of this job is to manage the day-to-day operation of fire protection services or training division. Duties and responsibilities include, but are not limited to, management/supervision, responding to routine and emergency situations, providing training, performing assigned administrative tasks, and performing additional tasks as assigned.

Quals High school diploma or equivalent with eight (8) years of fire and rescue experience or service required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two (2) years of supervisory experience is required. Must possess a valid Georgia Class B commercial driver's license or Class F non-commercial driver's license; or a Georgia Class A commercial driver's license or Class E non-commercial driver's license. Must have or obtain within one (1) year of appointment, certification as an N.P.Q. Evaluator and Instructor I and II. Must possess and maintain CPR and First Responder Certification. Ability to meet and maintain current requirements set forth by the National Fire Protection Association and the Georgia Firefighter Standards and Training Act as applicable to position. This position requires a 12-month probationary period. Associate's/Technical/Vocational degree in fire science or related field preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	FIRE SAFETY MGR	Good	\$43,694	\$69,169	\$94,643	116.6%	<input checked="" type="checkbox"/>		
COLUMBUS	Fire Captain	Good	\$46,557	\$58,700	\$70,843	52.2%	<input type="checkbox"/>		
ATLANTA	Fire Captain (E)	Good	\$52,553	\$64,828	\$77,103	46.7%	<input type="checkbox"/>		
DEKALB COUNTY	Fire Captain	Good	\$53,312	\$67,973	\$82,634	55.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	Firefighter Capt	Good	\$53,963	\$70,180	\$86,397	60.1%	<input type="checkbox"/>		
AUGUSTA	FIRE CAPTAIN	Good	\$54,187	\$67,734	\$81,280	50.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	FIRE CAPTAIN	Good	\$55,380	\$73,819	\$92,258	66.6%	<input type="checkbox"/>		
FULTON COUNTY	Fire Captain, Company Officer	Good	\$56,723	\$70,904	\$85,085	50.0%	<input type="checkbox"/>		
GREENVILLE	FIRE CAPTAIN	Good	\$56,800	\$71,000	\$85,200	50.0%	<input type="checkbox"/>		
COBB COUNTY	FIRE CAPTAIN 40 HR	Good	\$60,013	\$78,017	\$96,021	60.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Fire Assistant Chief	Good	\$63,526	\$76,549	\$89,572	41.0%	<input type="checkbox"/>		

Average			\$54,246	\$69,897	\$85,549	57.7%			
ATHENS-CLARKE COUNTY			\$53,631	\$69,720	\$85,809	60.0%			
	\$ Difference		(\$615)	(\$177)	\$260				
	% Difference		-1.1%	-0.3%	0.3%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

FIRE CHIEF

Descrip The purpose of this job is to plan, coordinate, and implement fire, and rescue services for Athens-Clarke County. Duties and responsibilities include, but are not limited to, management/supervision, developing policies and procedures, developing fiscal and capital budgets, representing the department at public functions, responding to emergencies, performing inspections, providing training, and performing additional tasks as assigned.

Quals Bachelor's degree in public administration, fire science, business administration or a closely related field with ten (10) years of experience; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Five (5) years of supervisory experience required. Must have a valid Driver's License. Must be able to meet current requirements set forth by the National Fire Protection Association, and the Georgia Fire-fighter Standards and Training Act.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
MACON-BIBB COUNTY	CHIEF OF FIRE	Good	\$82,014	\$109,304	\$136,594	66.5%	<input type="checkbox"/>		
COLUMBUS	Fire Chief/EMA Dir.	Good	\$92,952	\$117,194	\$141,437	52.2%	<input type="checkbox"/>		
GREENVILLE	FIRE CHIEF	Good	\$99,715	\$129,626	\$159,536	60.0%	<input type="checkbox"/>		
DEKALB COUNTY	Deputy Fire Chief	Good	\$102,294	\$130,425	\$158,555	55.0%	<input checked="" type="checkbox"/>		
AUGUSTA	FIRE CHIEF	Good	\$111,120	\$138,901	\$166,681	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	DEPARTMENT DIRECTOR, FIRE	Good	\$118,635	\$160,157	\$201,679	70.0%	<input type="checkbox"/>		
FULTON COUNTY	Fire Chief	Good	\$119,233	\$149,041	\$178,849	50.0%	<input checked="" type="checkbox"/>		
COBB COUNTY	FIRE CHIEF	Good	\$131,827	\$164,784	\$197,741	50.0%	<input checked="" type="checkbox"/>		
ATLANTA	Fire Chief	Good	\$150,654	\$185,841	\$221,027	46.7%	<input checked="" type="checkbox"/>		

Average **\$112,049** **\$142,808** **\$173,566** 54.9%

ATHENS-CLARKE COUNTY **\$79,606** **\$103,488** **\$127,369** **60.0%**

\$ Difference (\$32,443) (\$39,320) (\$46,197)

% Difference -40.8% -38.0% -36.3%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

FIRE LIEUTENANT

Descrip The purpose of this job is to manage the day-to-day operation of fire protection services. Duties and responsibilities include, but are not limited to, management/supervision, responding to routine and emergency situations, providing training, preparing administrative paperwork, and performing additional tasks as assigned.

Quals High school diploma or equivalent with six (6) years of fire and rescue experience (two (2) years of which must have been obtained at the rank of Fire Sergeant with the Athens-Clarke County Fire and Emergency Services Department) or service required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid Georgia Class B commercial driver's license or Class F non-commercial driver's license; or a Georgia Class A commercial driver's license or Class E non-commercial driver's license. This position requires a 12-month probationary period. Must possess CPR and First Responder Certification.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	Fire Lieutenant	Good	\$42,179	\$53,179	\$64,180	52.2%	<input type="checkbox"/>		
ATLANTA	Fire Lieutenant (E)	Good	\$43,566	\$53,743	\$63,919	46.7%	<input type="checkbox"/>		
DEKALB COUNTY	Fire Command Technician	Good	\$46,928	\$59,834	\$72,739	55.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Firefighter Lt	Good	\$47,277	\$61,485	\$75,692	60.1%	<input type="checkbox"/>		
MACON-BIBB COUNTY	FIRE LIEUTENANT	Good	\$47,330	\$63,102	\$78,874	66.6%	<input type="checkbox"/>		
AUGUSTA	FIRE LIEUTENANT	Good	\$48,554	\$60,693	\$72,831	50.0%	<input type="checkbox"/>		
GREENVILLE	FIRE LIEUTENANT	Good	\$51,223	\$62,748	\$74,273	45.0%	<input type="checkbox"/>		
FULTON COUNTY	Fire Lieutenant	Good	\$53,332	\$66,665	\$79,997	50.0%	<input type="checkbox"/>		
KNOXVILLE	Fire Officer	Good	\$53,348	\$63,484	\$73,620	38.0%	<input type="checkbox"/>		
COBB COUNTY	FIRE LIEUTENANT	Good	\$53,614	\$69,698	\$85,781	60.0%	<input type="checkbox"/>		

Average		\$48,735	\$61,463	\$74,191	<input style="width: 50px;" type="text" value="52.2%"/>
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ATHENS-CLARKE COUNTY		\$49,044	\$63,757	\$78,470	60.0%
	\$ Difference	\$309	\$2,294	\$4,279	
	% Difference	0.6%	3.6%	5.5%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

FIREFIGHTER

Descrip The purpose of this job is to protect lives and property endangered by fire and other emergency situations, to promote fire prevention and safety activities, and to educate the public. Duties and responsibilities include, but are not limited to, performing fire suppression activities, performing rescue, salvage and overhaul operations, driving and operating apparatus, administering first response emergency medical care, inspecting and maintaining fire apparatus equipment, conducting station tours, and performing additional tasks as assigned.

Quals High school diploma or equivalent required. Must possess a valid driver's license. Must possess or obtain the following within twelve (12) months of date of hire: NPQ Firefighter I, NPQ Firefighter II, NPQ Hazardous Materials- Awareness and Operations, Georgia EMT-Basic. These certifications must be maintained throughout employment with Fire and Emergency Services. Must meet and maintain the requirements set forth by the Georgia Firefighter Standards and Training Council for Firefighters within twelve (12) months of date of hire. Must meet and maintain the requirements set forth by the Georgia Department of Public Health Office of Emergency Medical Services for EMT- Basic (minimum) within twelve (12) months of date of hire. Admission to EMT School will require proof of the following immunizations (or proof of the first immunization of a series) MMR, TB test, Hep B, Tdap (within last 5 years). Must have no felony convictions within the past 10 years.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	Firefighter	Good	\$31,362	\$39,542	\$47,721	52.2%	<input type="checkbox"/>		
AUGUSTA	FIREFIGHTER	Good	\$33,684	\$44,048	\$54,412	61.5%	<input type="checkbox"/>		
MACON-BIBB COUNTY	FIRE PRIVATE- CERTIFIED	Good	\$34,570	\$46,082	\$57,595	66.6%	<input type="checkbox"/>		
ATLANTA	Firefighter(E)	Good	\$35,255	\$42,909	\$50,562	43.4%	<input type="checkbox"/>		
GWINNETT COUNTY	Firefighter I	Good	\$35,273	\$45,873	\$56,473	60.1%	<input type="checkbox"/>		
KNOXVILLE	Firefighter	Good	\$35,824	\$42,094	\$48,363	35.0%	<input type="checkbox"/>		
GREENVILLE	FIREFIGHTER II	Good	\$37,669	\$42,340	\$47,012	24.8%	<input type="checkbox"/>		
DEKALB COUNTY	Firefighter	Good	\$38,151	\$48,643	\$59,134	55.0%	<input type="checkbox"/>		
FULTON COUNTY	Firefighter I	Good	\$39,682	\$49,603	\$59,523	50.0%	<input type="checkbox"/>		
COBB COUNTY	FIREFIGHTER I	Good	\$40,014	\$52,019	\$64,023	60.0%	<input type="checkbox"/>		

Average **\$36,148** **\$45,315** **\$54,482** **50.7%**

ATHENS-CLARKE COUNTY **\$35,293** **\$45,881** **\$56,469** **60.0%**

\$ Difference (\$855) \$566 \$1,987

% Difference -2.4% 1.2% 3.5%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

FLEET MGMT SUPERINTENDENT

Descrip The purpose of this job is to manage the Athens-Clarke County Fleet Management Division. Duties and responsibilities include, but are not limited to: managing/supervising employees, preparing and monitoring budgets, assessing equipment needs, preparing and maintaining reports, and performing additional tasks as assigned.

Quals Bachelor's degree in business, human resources, or related discipline with specialized automotive maintenance and repair training and three (3) years of vehicle maintenance and repair experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two (2) years of supervisory experience is required. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	FLEET MANAGER	Good	\$38,623	\$61,137	\$83,651	116.6%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	VEHICLE MAINTENANCE MANAGER	Good	\$42,099	\$56,108	\$70,117	66.6%	<input type="checkbox"/>		
ATLANTA	Fleet Manager	Good	\$44,000	\$58,700	\$73,400	66.8%	<input checked="" type="checkbox"/>		
COBB COUNTY	SUPERVISOR, FLEET MAINTENANCE	Good	\$44,814	\$58,258	\$71,703	60.0%	<input checked="" type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	ASST DIR FLEET MAIN	Good	\$45,014	\$55,295	\$65,577	45.7%	<input type="checkbox"/>		
GWINNETT COUNTY	Fleet Srvs Mgr	Good	\$45,851	\$60,753	\$75,655	65.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Fleet Coordinator	Good	\$49,107	\$61,951	\$74,794	52.3%	<input checked="" type="checkbox"/>		
COLUMBUS	Heavy Equipment Manager-G21	Good	\$51,391	\$64,794	\$78,197	52.2%	<input type="checkbox"/>		
CHATHAM COUNTY	GARAGE SUPERINTENDENT	Good	\$52,741	\$69,882	\$87,023	65.0%	<input type="checkbox"/>		
DEKALB COUNTY	Superintendent, Fleet Maintenance	Good	\$59,696	\$76,112	\$92,528	55.0%	<input checked="" type="checkbox"/>		
GREENVILLE	FLEET MANAGER II - PUBLIC WORKS	Good	\$60,715	\$78,458	\$96,200	58.4%	<input checked="" type="checkbox"/>		
AUGUSTA	FLEET MGMT SUPERINTENDENT	Good	\$62,636	\$78,295	\$93,954	50.0%	<input type="checkbox"/>		
FULTON COUNTY	Fleet Manager	Good	\$66,899	\$83,624	\$100,348	50.0%	<input checked="" type="checkbox"/>		

Average			\$51,045	\$66,413	\$81,781	60.2%			
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ATHENS-CLARKE COUNTY			\$50,575	\$65,748	\$80,920	60.0%			
	\$ Difference		(\$470)	(\$665)	(\$860)				
	% Difference		-0.9%	-1.0%	-1.1%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

GIS ANALYST

Descrip The purpose of this job is to perform technical functions associated with the department's Geographic Information System (GIS). Duties and responsibilities include, but are not limited to, coordinating geographic information system functions; producing and maintaining a computerized base maps; managing and updating GIS data layers; performing research; providing training, information, and education; performing computer maintenance functions; preparing correspondence, reports, and documentation; and performing additional tasks as assigned.

Quals Bachelor's Degree in planning/land use, public administration or related field, with major course work in geography, cartography, landscape architecture, geographic information systems, or related areas with two (2) years of experience involving GIS database design and implementation with the production and maintenance of GIS data layers required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUGUSTA	GIS ANALYST	Good	\$38,866	\$60,073	\$81,280	109.1%	<input type="checkbox"/>		
MACON-BIBB COUNTY	GIS ANALYST I	Good	\$38,917	\$51,865	\$64,813	66.5%	<input type="checkbox"/>		
COLUMBUS	GIS Analyst	Good	\$40,147	\$50,617	\$61,087	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	GIS Analyst	Good	\$41,343	\$52,712	\$64,081	55.0%	<input type="checkbox"/>		
CHATHAM COUNTY	GEOGRAPHIC INFORMATION SYSTEM ANALYST	Good	\$41,349	\$54,788	\$68,226	65.0%	<input type="checkbox"/>		
COBB COUNTY	GIS ANALYST	Good	\$41,614	\$54,099	\$66,583	60.0%	<input checked="" type="checkbox"/>		
GREENVILLE	GIS ANALYST I	Good	\$42,037	\$53,924	\$65,811	56.6%	<input type="checkbox"/>		
KNOXVILLE	Geographic Information Analyst	Good	\$42,205	\$52,594	\$62,983	49.2%	<input type="checkbox"/>		
GWINNETT COUNTY	GIS Analyst II	Good	\$49,862	\$66,067	\$82,272	65.0%	<input type="checkbox"/>		
FULTON COUNTY	GIS Specialist III	Good	\$49,940	\$62,425	\$74,910	50.0%	<input checked="" type="checkbox"/>		
ATLANTA	GIS Analyst	Good	\$50,900	\$67,850	\$84,800	66.6%	<input checked="" type="checkbox"/>		

Average			\$43,380	\$57,001	\$70,622	<input type="text" value="62.8%"/>
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ATHENS-CLARKE COUNTY			\$44,462	\$57,801	\$71,139	60.0%
	\$ Difference		\$1,082	\$799	\$517	
	% Difference		2.4%	1.4%	0.7%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

GIS TECHNICIAN I

Descrip Duties and responsibilities include, but are not limited to preparing maps and signs for zoning and variance requests; producing and updating GIS layers; performing research; performing computer maintenance functions; preparing correspondence, reports, and documentation; and performing additional tasks, as assigned.

Quals Associates degree in drafting, cartography, computer graphics, geography, landscape architecture, planning/land use, or related field required; one (1) year of experience with GIS database design, implementation, and/or the production and maintenance of GIS data layers; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUGUSTA	GIS TECHNICIAN I	Good	\$29,798	\$37,247	\$44,696	50.0%	<input type="checkbox"/>		
KNOXVILLE	Geographic Information Operator	Good	\$32,591	\$40,112	\$47,633	46.2%	<input type="checkbox"/>		
GWINNETT COUNTY	GIS Associate I	Good	\$32,782	\$42,616	\$52,450	60.0%	<input type="checkbox"/>		
ATLANTA	GIS Technician, Senior	Good	\$33,000	\$41,300	\$49,600	50.3%	<input type="checkbox"/>		
GREENVILLE	GIS TECHNICIAN	Good	\$33,238	\$41,548	\$49,858	50.0%	<input type="checkbox"/>		
COLUMBUS	GIS Tech.	Good	\$34,618	\$43,647	\$52,675	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	GIS Specialist	Good	\$34,959	\$44,573	\$54,186	55.0%	<input type="checkbox"/>		
COBB COUNTY	GIS TECHNICIAN	Good	\$35,215	\$45,779	\$56,344	60.0%	<input type="checkbox"/>		
CHATHAM COUNTY	GEOGRAPHIC INFORMATION SYSTEM TECHNICIAN I	Good	\$37,500	\$49,688	\$61,875	65.0%	<input type="checkbox"/>		
FULTON COUNTY	GIS Specialist II	Good	\$41,157	\$51,446	\$61,735	50.0%	<input type="checkbox"/>		

Average			\$34,486	\$43,796	\$53,105	54.0%			
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ATHENS-CLARKE COUNTY			\$38,348	\$49,853	\$61,357	60.0%			
	\$ Difference		\$3,862	\$6,057	\$8,252				
	% Difference		10.1%	12.1%	13.4%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

HEAVY EQUIPMENT MECHANIC

Descrip Duties and responsibilities include, but are not limited to: diagnosing and correcting mechanical problems, operating service trucks and its related on-board equipment, welding and fabricating, maintaining a clean and safe work area, and performing additional tasks as assigned. Specifically, diagnosing, maintaining and repairing heavy equipment manufactured by Caterpillar, John Deere, Case, New Holland, Takeuchi, Kubota, Freightliner, International, as well as automobiles and light trucks.

Quals High school diploma or equivalent with one (1) year of automotive and heavy equipment experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess a valid driver's license and the ability to obtain Georgia Commercial Driver's License within 6 months of date of hire. Criminal background must indicate eligibility for the supervision of inmates. Must obtain security training for the supervision of inmate workers as set forth by the Georgia Department of Corrections Standard Operating Procedures within six (6) months of date of hire or first available opportunity.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	HEAVY EQUIPMENT MECHANIC	Good	\$24,000	\$36,797	\$49,593	106.6%	<input type="checkbox"/>		
GWINNETT COUNTY	Automotive/Heavy Equipment Tech I	Good	\$31,145	\$39,710	\$48,274	55.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	HEAVY EQUIPMENT MECHANIC I	Good	\$31,970	\$42,619	\$53,269	66.6%	<input type="checkbox"/>		
AUGUSTA	HEAVY EQUIPMENT MECHANIC	Good	\$33,684	\$45,992	\$58,299	73.1%	<input type="checkbox"/>		
COLUMBUS	PW Fleet Maint. Tech. III	Good	\$34,618	\$43,647	\$52,675	52.2%	<input type="checkbox"/>		
COBB COUNTY	TRUCK/EQUIPMENT TECHNICIAN II	Good	\$35,215	\$45,779	\$56,344	60.0%	<input type="checkbox"/>		
GREENVILLE	MECHANIC III	Good	\$35,547	\$44,429	\$53,310	50.0%	<input type="checkbox"/>		
FULTON COUNTY	Heavy Equipment Mechanic	Good	\$36,733	\$45,916	\$55,099	50.0%	<input type="checkbox"/>		
CHATHAM COUNTY	EQUIPMENT MECHANIC III	Good	\$37,500	\$49,688	\$61,875	65.0%	<input type="checkbox"/>		
ATLANTA	Equipment Maintenance/Safety Supervisor	Good	\$40,600	\$50,800	\$61,000	50.2%	<input type="checkbox"/>		
KNOXVILLE	Equipment Master Technician	Good	\$42,205	\$52,594	\$62,983	49.2%	<input type="checkbox"/>		

Average			\$34,838	\$45,270	\$55,702	<input style="width: 50px;" type="text" value="59.9%"/>
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ATHENS-CLARKE COUNTY			\$33,440	\$43,472	\$53,504	60.0%
	\$ Difference		(\$1,398)	(\$1,798)	(\$2,198)	
	% Difference		-4.2%	-4.1%	-4.1%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

HEAVY EQUIPMENT OPERATOR I

Descrip	Duties and responsibilities include, but are not limited to, operating heavy equipment and vehicles to construct, maintain, and improve streets and drainage systems and perform additional tasks as assigned.
Quals	High school diploma or equivalent with one (1) year of heavy equipment operation or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess a valid driver's license. Must have the ability to obtain a Georgia Commercial Driver's License Class "A" with tanker endorsement within 5 months of being hired. Must be able to meet the current training requirements for this position as set forth in the Streets & Drainage Certification Program within the required time frame. If assigned an inmate detail: Criminal background must indicate eligibility for the supervision of inmates. Must obtain security training for the supervision of inmate workers as set forth by the Georgia Department of Corrections Standard Operating Procedures within six months of date of hire or first available opportunity.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	EQUIPMENT OPERATOR III	Good	\$24,000	\$36,191	\$48,382	101.6%	<input type="checkbox"/>		
AUGUSTA	HEAVY EQUIPMENT OPERATOR I	Good	\$27,206	\$37,894	\$48,582	78.6%	<input type="checkbox"/>		
MACON-BIBB COUNTY	HEAVY EQUIPMENT OPERATOR	Good	\$27,310	\$36,421	\$45,531	66.7%	<input type="checkbox"/>		
CHATHAM COUNTY	EQUIPMENT OPERATOR III	Good	\$28,125	\$37,266	\$46,406	65.0%	<input type="checkbox"/>		
KNOXVILLE	Equipment Operator III	Good	\$32,591	\$40,112	\$47,633	46.2%	<input type="checkbox"/>		
COLUMBUS	Heavy Equipment Operator	Good	\$32,950	\$41,544	\$50,137	52.2%	<input type="checkbox"/>		
ATLANTA	Equipment Operator III (D)	Good	\$33,000	\$41,300	\$49,600	50.3%	<input type="checkbox"/>		
GREENVILLE	WW COMBINATION TRUCK OPER	Good	\$33,238	\$41,548	\$49,858	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	MAINTENANCE TECHNICIAN II	Good	\$33,803	\$43,944	\$54,085	60.0%	<input type="checkbox"/>		
DEKALB COUNTY	Heavy Equipment Operator	Good	\$34,959	\$44,573	\$54,186	55.0%	<input type="checkbox"/>		
COBB COUNTY	HEAVY EQUIPMENT OPERATOR	Good	\$35,215	\$45,779	\$56,344	60.0%	<input type="checkbox"/>		
FULTON COUNTY	Heavy Equipment Operator	Good	\$35,258	\$44,073	\$52,888	50.0%	<input type="checkbox"/>		

Average		\$31,471	\$40,887	\$50,303	59.8%
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ATHENS-CLARKE COUNTY		\$31,929	\$41,508	\$51,087	60.0%
	\$ Difference	\$458	\$621	\$784	
	% Difference	1.4%	1.5%	1.5%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

HOUSING & COMMUNITY DEV DIR

Descrip Duties and responsibilities include, but are not limited to, identifying community needs, analyzing problems, designing programs to address those issues, and performing additional tasks as assigned. The Housing and Community Development Department serves as a conduit for federal, state and local resources used to fund a diverse set of programs to improve the physical housing stock, enhance neighborhood conditions, and stabilize the economic conditions in the community.

Quals Bachelor's degree in Sociology, Public Administration or a closely related field with six (6) years of experience in human service, economic development, housing and community development required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Four (4) years of supervisory experience required. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	Community Reinvestment Director	Good	\$69,115	\$87,141	\$105,166	52.2%	<input type="checkbox"/>		
ATLANTA	Housing Director	Good	\$74,800	\$99,700	\$124,600	66.6%	<input checked="" type="checkbox"/>		
GREENVILLE	DIR OF ECON./COMMTY. DEVELOP.	Good	\$99,715	\$129,626	\$159,536	60.0%	<input type="checkbox"/>		
AUGUSTA	HOUSING & COMMUNITY DEV DIR	Good	\$102,288	\$127,860	\$153,432	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Director Community Development	Good	\$102,294	\$130,425	\$158,555	55.0%	<input checked="" type="checkbox"/>		

Average **\$89,642 \$114,950 \$140,258 56.5%**

ATHENS-CLARKE COUNTY **\$70,438 \$91,570 \$112,701 60.0%**

\$ Difference (\$19,204) (\$23,380) (\$27,557)

% Difference -27.3% -25.5% -24.5%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

HUMAN RESOURCES DIRECTOR

Descrip Duties and responsibilities include, but are not limited to, overseeing the activities of its Administration Division, Employment and Payroll Division, Safety and Risk Division, and Compensation and Benefits Division; and performing additional tasks as assigned.

Quals Bachelor's degree in Public Administration, Human Resources Management or related discipline and six (6) years of public administration, human resources management or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Five (5) years of supervisory experience is required. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ATLANTA	Human Resources Director II	Good	\$68,000	\$90,650	\$113,300	66.6%	<input checked="" type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	EX DIR HR & INFO SUP	Good	\$73,850	\$90,718	\$107,586	45.7%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	HR SR MANAGING DIRECTOR	Good	\$76,500	\$124,500	\$172,500	125.5%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	DIRECTOR OF HUMAN RESOURCES	Good	\$82,014	\$109,304	\$136,594	66.5%	<input type="checkbox"/>		
COLUMBUS	Human Resources Dir.	Good	\$84,210	\$106,172	\$128,135	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Assistant Director HR & Merit System	Good	\$87,785	\$111,926	\$136,067	55.0%	<input checked="" type="checkbox"/>		
CHATHAM COUNTY	HUMAN RESOURCES DIRECTOR	Good	\$98,735	\$130,824	\$162,913	65.0%	<input type="checkbox"/>		
GREENVILLE	DIR OF HUMAN RESOURCES	Good	\$99,715	\$129,626	\$159,536	60.0%	<input type="checkbox"/>		
AUGUSTA	HUMAN RESOURCES DIRECTOR	Good	\$102,288	\$127,860	\$153,432	50.0%	<input type="checkbox"/>		
COBB COUNTY	DIRECTOR, HUMAN RESOURCES	Good	\$117,283	\$146,604	\$175,925	50.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	DEPARTMENT DIRECTOR, HR	Good	\$118,635	\$160,157	\$201,679	70.0%	<input type="checkbox"/>		
FULTON COUNTY	Director, Human Resources	Good	\$119,233	\$149,041	\$178,849	50.0%	<input checked="" type="checkbox"/>		

Average	\$94,021	\$123,115	\$152,210	61.9%
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ATHENS-CLARKE COUNTY	\$76,550	\$99,515	\$122,480	60.0%
	\$ Difference (\$17,471)	(\$23,600)	(\$29,729)	
	% Difference -22.8%	-23.7%	-24.3%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

HVAC TECHNICIAN I

Descrip Duties and responsibilities include, but are not limited to, assisting with all HVAC services, calculating heat gains/losses, designing duct units, inspecting HVAC for code compliance, and performing additional tasks as assigned.

Quals Vocational or technical diploma in related discipline with one (1) year of HVAC experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Six (6) months of supervisory experience is preferred. Must possess a valid driver's license. Criminal background must indicate eligibility for the supervision of inmates. Must obtain security training for the supervision of inmate workers as set forth by the Georgia Department of Corrections Standard Operating Procedures within six months of date of hire or first available opportunity.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKE COUNTY SCHOOL DISTRICT	HVAC SPECIALIST I	Good	\$30,293	\$37,212	\$44,131	45.7%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	HVAC SYSTEMS CONTROL TECH	Good	\$30,926	\$48,954	\$66,982	116.6%	<input type="checkbox"/>		
MACON-BIBB COUNTY	HVAC TECHNICIAN I	Good	\$31,970	\$42,619	\$53,269	66.6%	<input type="checkbox"/>		
COLUMBUS	HVAC Tech. I	Good	\$32,950	\$41,544	\$50,137	52.2%	<input type="checkbox"/>		
GREENVILLE	BUILDING MAINT. TECHNICIAN	Good	\$33,238	\$41,548	\$49,858	50.0%	<input type="checkbox"/>		
AUGUSTA	HVAC TECHNICIAN I	Good	\$33,684	\$42,105	\$50,526	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Trades Tech II	Good	\$33,803	\$43,944	\$54,085	60.0%	<input type="checkbox"/>		
KNOXVILLE	HVAC Technician	Good	\$36,165	\$44,790	\$53,414	47.7%	<input type="checkbox"/>		
ATLANTA	HVAC Technician (D)	Good	\$36,500	\$45,600	\$54,700	49.9%	<input type="checkbox"/>		
FULTON COUNTY	Tradesworker I	Good	\$36,733	\$45,916	\$55,099	50.0%	<input type="checkbox"/>		
COBB COUNTY	BUILDING TRADES TECHNICIAN II	Good	\$36,815	\$47,859	\$58,904	60.0%	<input type="checkbox"/>		
CHATHAM COUNTY	HVAC PREVENTATIVE MAINTENANCE MECHANIC	Good	\$37,500	\$49,688	\$61,875	65.0%	<input type="checkbox"/>		
DEKALB COUNTY	HVAC Technician	Good	\$38,151	\$48,643	\$59,134	55.0%	<input type="checkbox"/>		

Average			\$34,518	\$44,648	\$54,778	58.7%			
ATHENS-CLARKE COUNTY			\$36,821	\$47,868	\$58,914	60.0%			
	\$ Difference		\$2,304	\$3,220	\$4,136				
	% Difference		6.3%	6.7%	7.0%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

INFORMATION TECHNOLOGY DIR

Descrip Duties and responsibilities include, but are not limited to, strategically defining government information needs, analyzing problems and implementing corrective action(s) designing information systems that address information needs, and providing day-to-day IT support to ACC departments enhancing their abilities to deliver goods and services to the ACC citizens and, perform other additional tasks as assigned.

Quals Bachelor's degree in Management Information Systems, Business or Computer Science with six (6) years of related experience in management of personal computers, communications, networks, servers, or mid-range computers; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Five (5) years of supervisory experience required. CISSP - Certified Information Systems Security Professional preferred. Must possess a valid driver's license.
Criminal fingerprint background check must indicate eligibility for access to sensitive public safety information such as GCIC records and other confidential departmental data which may reasonably be accessed during execution of CIS duties.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	IT DIRECTOR	Good	\$60,000	\$117,728	\$175,456	192.4%	<input checked="" type="checkbox"/>		
GREENVILLE	INFORMATION TECHNOLOGY MGR	Good	\$66,685	\$86,310	\$105,934	58.9%	<input checked="" type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	DIR TECH INFRASTRCTR	Good	\$68,226	\$83,809	\$99,393	45.7%	<input type="checkbox"/>		
MACON-BIBB COUNTY	CHIEF INFORMATION OFFICER	Good	\$82,014	\$109,304	\$136,594	66.5%	<input type="checkbox"/>		
ATLANTA	IT Director	Good	\$82,300	\$109,700	\$137,100	66.6%	<input checked="" type="checkbox"/>		
COLUMBUS	Information Technology Dir.	Good	\$84,210	\$106,172	\$128,135	52.2%	<input type="checkbox"/>		
CHATHAM COUNTY	INFORMATION & COMPUTER SERVICES DIRECTOR	Good	\$89,759	\$118,931	\$148,102	65.0%	<input type="checkbox"/>		
AUGUSTA	INFORMATION TECHNOLOGY DIR	Good	\$102,287	\$127,814	\$153,341	49.9%	<input type="checkbox"/>		
DEKALB COUNTY	Assistant Director Information Technology	Good	\$102,294	\$130,425	\$158,555	55.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	DEPARTMENT DIRECTOR, IT	Good	\$118,635	\$160,157	\$201,679	70.0%	<input type="checkbox"/>		
COBB COUNTY	DIRECTOR, INFORMATION SERVICES	Good	\$131,827	\$164,784	\$197,741	50.0%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Director, Information Technology	Good	\$134,033	\$167,542	\$201,050	50.0%	<input checked="" type="checkbox"/>		

Average		\$93,523	\$123,556	\$153,590	64.2%
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ATHENS-CLARKE COUNTY		\$76,550	\$99,515	\$122,480	60.0%
	\$ Difference	(\$16,972)	(\$24,041)	(\$31,110)	
	% Difference	-22.2%	-24.2%	-25.4%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

LABORATORY TECHNICIAN I

Descrip Duties and responsibilities include, but are not limited to, analyzes water samples and performs various testing, evaluates the results of testing and recording data, prepares reports, maintains equipment, and performs additional tasks as assigned.

Quals Vocational/Technical school training in Chemistry, Biology, Environmental Science, Water or Wastewater Operations, or related discipline, with one (1) year of water treatment, sample collections, or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess or be able to obtain state certification as a water laboratory analyst or a wastewater laboratory analyst within 12 months of employment. Position requires a twelve-month probationary period. Must possess a valid Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	LABORATORY TECHNICIAN III	Good	\$24,763	\$39,198	\$53,633	116.6%	<input type="checkbox"/>		
GWINNETT COUNTY	Water Quality Support Technician	Good	\$32,782	\$42,616	\$52,450	60.0%	<input type="checkbox"/>		
ATLANTA	Laboratory Technician, Senior (D)	Good	\$33,000	\$41,300	\$49,600	50.3%	<input type="checkbox"/>		
AUGUSTA	LABORATORY TECHNICIAN I	Good	\$33,684	\$42,105	\$50,526	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Lab Technician	Good	\$36,555	\$46,608	\$56,660	55.0%	<input type="checkbox"/>		
COBB COUNTY	LAB TECHNICIAN	Good	\$38,414	\$49,939	\$61,464	60.0%	<input type="checkbox"/>		

Average			\$33,200	\$43,628	\$54,055	62.8%			
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ATHENS-CLARKE COUNTY

			\$33,440	\$43,472	\$53,504	60.0%
\$ Difference	\$240	(\$155)	(\$551)			
% Difference	0.7%	-0.4%	-1.0%			

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

LANDFILL ADMINISTRATOR

Descrip Duties and responsibilities include, but are not limited to, planning, directing, and managing all landfill operations, and performing additional tasks as assigned.

Quals Bachelor's Degree in Civil Engineering, Geology with three to four (4) years of surveying, landfill, and management of accounts receivable experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two (2) years of supervisory experience is required. Must possess a valid driver's license. Must possess and maintain a Georgia Landfill Operator's Certification. P.E. or P.G. preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
MACON-BIBB COUNTY	CERTIFIED ASSISTANT LANDFILL MANAGER	Good	\$42,099	\$56,108	\$70,117	66.6%	<input type="checkbox"/>		
COBB COUNTY	LANDFILL MAINTENANCE SUPERVISOR	Good	\$43,214	\$56,178	\$69,143	60.0%	<input type="checkbox"/>		
ATLANTA	Solid Waste Disposal Manager	Good	\$50,900	\$67,850	\$84,800	66.6%	<input checked="" type="checkbox"/>		
COLUMBUS	Waste Disposal Mgr. (PW Landfill)	Good	\$51,391	\$64,794	\$78,197	52.2%	<input type="checkbox"/>		
GREENVILLE	SOLID WASTE & RECYCLING MGR	Good	\$60,715	\$78,458	\$96,200	58.4%	<input type="checkbox"/>		
AUGUSTA	LANDFILL ADMINISTRATOR	Good	\$62,636	\$78,295	\$93,954	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Landfill Superintendent	Good	\$62,888	\$80,182	\$97,476	55.0%	<input checked="" type="checkbox"/>		

Average **\$53,406** **\$68,838** **\$84,269** **57.8%**

ATHENS-CLARKE COUNTY

\$ Difference (\$1,302) (\$1,103) (\$903) **60.0%**
% Difference -2.5% -1.6% -1.1%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

LANDSCAPE CREW LEADER

Descrip Duties and responsibilities include, but are not limited to, coordinating and accomplishing the objectives involved in landscape development and maintenance as well as performing additional tasks as assigned.

Quals High school diploma or equivalent with two years of landscape maintenance or construction experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must have a valid driver's license and the ability to obtain a valid Georgia Commercial Driver's License within six months of the date of hire. Criminal background must indicate eligibility for the supervision of inmates. Must obtain security training for the supervision of inmate workers as set forth by the Georgia Department of Corrections Standard Operating Procedures within six (6) months of date of hire or first available opportunity. Must possess or be able to obtain First Aid and CPR Certification within one (1) year of date of hire.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	LANDSCAPE DESIGNER	Good	\$26,017	\$41,184	\$56,350	116.6%	<input type="checkbox"/>		
MACON-BIBB COUNTY	CREW LEADER	Good	\$29,557	\$39,406	\$49,254	66.6%	<input type="checkbox"/>		
AUGUSTA	LANDSCAPE CREW LEADER	Good	\$33,684	\$42,105	\$50,526	50.0%	<input type="checkbox"/>		
COLUMBUS	Parks Crew Superv.	Good	\$34,618	\$43,647	\$52,675	52.2%	<input type="checkbox"/>		
GWINNETT COUNTY	GROUNDS MAINTENANCE ASSOCIATE III	Good	\$34,748	\$45,173	\$55,597	60.0%	<input type="checkbox"/>		
DEKALB COUNTY	Crew Leader	Good	\$36,555	\$46,608	\$56,660	55.0%	<input type="checkbox"/>		
FULTON COUNTY	Crew Leader, Senior	Good	\$36,733	\$45,916	\$55,099	50.0%	<input type="checkbox"/>		
COBB COUNTY	CREW LEADER, SENIOR	Good	\$36,815	\$47,859	\$58,904	60.0%	<input type="checkbox"/>		
GREENVILLE	ASST. SUPT GROUNDS	Good	\$38,397	\$47,996	\$57,595	50.0%	<input type="checkbox"/>		
KNOXVILLE	Maintenance Crew Leader	Good	\$42,205	\$52,594	\$62,983	49.2%	<input type="checkbox"/>		

Average			\$34,933	\$45,249	\$55,564	59.1%			
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ATHENS-CLARKE COUNTY			\$35,293	\$45,881	\$56,469	60.0%			
	\$ Difference		\$360	\$632	\$905				
	% Difference		1.0%	1.4%	1.6%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

LANDSCAPE GROUNDSKEEPER

Descrip Duties and responsibilities include, but are not limited to, soil preparation, installation and maintenance of landscaped and irrigation systems, application of chemical treatments, equipment operation and maintenance, and performing additional tasks as assigned.

Quals High school diploma or equivalent with six (6) months of landscaping or general outdoor work experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKE COUNTY SCHOOL DISTRICT	GROUNDSKEEPER I	Good	\$20,794	\$25,544	\$30,293	45.7%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	GROUNDS KEEPER III	Good	\$24,000	\$35,026	\$46,051	91.9%	<input type="checkbox"/>		
AUGUSTA	LANDSCAPE GROUNDSKEEPER	Good	\$24,615	\$30,769	\$36,923	50.0%	<input type="checkbox"/>		
KNOXVILLE	Horticulture Services Worker	Good	\$26,766	\$32,531	\$38,295	43.1%	<input type="checkbox"/>		
DEKALB COUNTY	Grounds Maintenance Worker, Senior	Good	\$26,979	\$34,399	\$41,818	55.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Grounds Maint Asc I	Good	\$27,018	\$34,448	\$41,877	55.0%	<input type="checkbox"/>		
FULTON COUNTY	Grounds & Parks Maintenance Worker	Good	\$27,886	\$34,857	\$41,828	50.0%	<input type="checkbox"/>		
CHATHAM COUNTY	GROUNDS MAINTENANCE LEAD WORKER	Good	\$28,125	\$37,266	\$46,406	65.0%	<input type="checkbox"/>		
COLUMBUS	Groundskeeper/Landscaper	Good	\$28,413	\$35,823	\$43,233	52.2%	<input type="checkbox"/>		
GREENVILLE	PARKS & REC MAINT TECH II	Good	\$29,286	\$36,608	\$43,930	50.0%	<input type="checkbox"/>		

Average		\$26,388	\$33,727	\$41,065	55.6%
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ATHENS-CLARKE COUNTY		\$27,387	\$35,603	\$43,819	60.0%
	\$ Difference	\$999	\$1,876	\$2,754	
	% Difference	3.6%	5.3%	6.3%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

LEISURE SERVICES DIRECTOR

Descrip Duties and responsibilities include, but are not limited to, developing, planning, and administering policies and procedures, goals and objectives, grants, operating and capital budgets, producing annual and statistical reports, staying abreast of future trends, hiring and supervising personnel, serving as liaison between the department, government agencies, affiliated non-profit agencies and the general public, and performing additional tasks as assigned.

Quals Bachelor's degree in Recreation and Parks Management, Recreation and Leisure Studies, or a course of study related to occupational field with five (5) years of related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Five (5) years of supervisory experience is required. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
GREENVILLE	DIR OF PARKS & RECREATION	Good					<input type="checkbox"/>		\$99,715
CHATHAM COUNTY	PARKS AND RECREATION DIRECTOR	Good	\$74,182	\$98,291	\$122,400	65.0%	<input type="checkbox"/>		
COLUMBUS	Parks & Recreation Dir.	Good	\$76,290	\$96,187	\$116,084	52.2%	<input type="checkbox"/>		
FULTON COUNTY	Director, Parks & Recreation	Good	\$77,074	\$96,343	\$115,612	50.0%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	DIRECTOR OF RECREATION	Good	\$82,014	\$109,304	\$136,594	66.5%	<input type="checkbox"/>		
ATLANTA	Parks Director	Good	\$82,300	\$109,700	\$137,100	66.6%	<input checked="" type="checkbox"/>		
DEKALB COUNTY	Deputy Director, Parks & Recreation	Good	\$87,785	\$111,926	\$136,067	55.0%	<input checked="" type="checkbox"/>		
AUGUSTA	LEISURE SERVICES DIRECTOR	Good	\$102,287	\$127,859	\$153,431	50.0%	<input type="checkbox"/>		
COBB COUNTY	DIRECTOR, P.A.R.K.S.	Good	\$117,283	\$146,604	\$175,925	50.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	DEPT DIRECTOR, COMMUNITY SERVICES	Good	\$118,635	\$160,157	\$201,679	70.0%	<input type="checkbox"/>		

Average			\$90,872	\$117,375	\$143,877	58.3%			\$99,715
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ATHENS-CLARKE COUNTY			\$76,550	\$99,515	\$122,480	60.0%			
		\$ Difference	(\$14,322)	(\$17,859)	(\$21,397)				
		% Difference	-18.7%	-17.9%	-17.5%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

MAINTENANCE MECHANIC

Descrip Duties and responsibilities include, but are not limited to: maintaining records, repairing, maintaining and operating pumps, wells and motors; performing preventive maintenance and manual work activities; performing carpentry, welding, plumbing and concrete finishing tasks; and performing additional tasks as assigned.

Quals High school diploma or equivalent, with one (1) or more years of experience in Mechanics, Pump Maintenance, Water Reclamation Systems, water treatment systems maintenance, wastewater systems maintenance, mechanical operations/maintenance or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess a valid driver's license. Must possess or have the ability to obtain a Georgia Commercial Driver's License within one year of date of hire, depending on area of assignment.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUGUSTA	MAINTENANCE MECHANIC	Good	\$33,684	\$42,105	\$50,526	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	MAINTENANCE TECH II	Good	\$33,803	\$43,944	\$54,085	60.0%	<input type="checkbox"/>		
ATLANTA	Plant Maintenance Mechanic (D)	Good	\$34,700	\$43,400	\$52,100	50.1%	<input type="checkbox"/>		
COBB COUNTY	TRUCK/EQUIPMENT TECHNICIAN II	Good	\$35,215	\$45,779	\$56,344	60.0%	<input type="checkbox"/>		
GREENVILLE	MECHANIC III	Good	\$35,547	\$44,429	\$53,310	50.0%	<input type="checkbox"/>		
CHATHAM COUNTY	BUILDING MAINTENANCE MECHANIC	Good	\$35,709	\$47,315	\$58,920	65.0%	<input type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	SUPVSR MECH MAINT	Good	\$39,187	\$48,138	\$57,089	45.7%	<input type="checkbox"/>		
Average			\$35,406	\$45,016	\$54,625	54.3%			

ATHENS-CLARKE COUNTY

	\$33,440	\$43,472	\$53,504	60.0%
\$ Difference	(\$1,966)	(\$1,544)	(\$1,121)	
% Difference	-5.9%	-3.6%	-2.1%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

ORGANIZATIONAL DEVELOP TRAINER

Descrip Duties and responsibilities include but are not limited to, designing, developing, and conducting on-going skill based training programs; assessing and analyzing training and educational needs of employees and making pertinent recommendations; and providing supervisory training.

Quals Bachelor's degree in Business Administration, Organizational Development, or related field with three (3) years of training experience; or any combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. One (1) year of computer training experience preferred. Supervisory experience preferred. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	TRAINING COORDINATOR	Good	\$42,179	\$53,180	\$64,180	52.2%	<input type="checkbox"/>		
CHATHAM COUNTY	RESOURCE/EDUCATION OFFICER	Good	\$43,408	\$57,516	\$71,623	65.0%	<input type="checkbox"/>		
ATLANTA	Training Specialist, Senior	Good	\$44,000	\$58,700	\$73,400	66.8%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	TRAINING AND WELLNESS OFFICER	Good	\$45,531	\$60,684	\$75,837	66.6%	<input type="checkbox"/>		
DEKALB COUNTY	Training Coordinator	Good	\$46,928	\$59,834	\$72,739	55.0%	<input checked="" type="checkbox"/>		
GREENVILLE	SAFETY & TRAINING COORD. PW	Good	\$47,507	\$61,121	\$74,734	57.3%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Senior Training Officer	Good	\$49,940	\$62,425	\$74,910	50.0%	<input checked="" type="checkbox"/>		
COBB COUNTY	LEARNING & DEVELOPMENT SPECIALIST	Good	\$50,414	\$65,538	\$80,662	60.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	Training Coordinator-TC12	Good	\$55,611	\$73,684	\$91,757	65.0%	<input type="checkbox"/>		

Average		\$47,280	\$61,409	\$75,538	59.8%
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ATHENS-CLARKE COUNTY		\$47,517	\$61,772	\$76,027	60.0%
	\$ Difference	\$237	\$363	\$489	
	% Difference	0.5%	0.6%	0.6%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

PAYROLL SPECIALIST

Descrip Duties and responsibilities include, but are not limited to, establishing goals and priorities, preparing payroll changes, compiling data, and performing additional tasks as assigned.

Quals Associates or Vocational degree in Accounting or related field with two (2) years of payroll, bookkeeping, or related financial experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	PAYROLL SPECIALIST I	Good	\$25,383	\$40,180	\$54,977	116.6%	<input type="checkbox"/>		
AUGUSTA	PAYROLL SPECIALIST	Good	\$32,389	\$40,486	\$48,583	50.0%	<input type="checkbox"/>		
COLUMBUS	Payroll Coordinator	Good	\$34,618	\$43,647	\$52,675	52.2%	<input type="checkbox"/>		
COBB COUNTY	PAYROLL SPECIALIST	Good	\$35,215	\$45,779	\$56,344	60.0%	<input type="checkbox"/>		
KNOXVILLE	Payroll Administrator	Good	\$36,165	\$44,790	\$53,414	47.7%	<input checked="" type="checkbox"/>		
ATLANTA	Payroll Specialist	Good	\$36,500	\$45,600	\$54,700	49.9%	<input type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	PAYROLL SUPVSR	Good	\$37,666	\$46,269	\$54,872	45.7%	<input type="checkbox"/>		
FULTON COUNTY	Personnel Payroll Coordinator	Good	\$38,208	\$47,760	\$57,311	50.0%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	PAYROLL SPECIALIST	Good	\$38,917	\$51,865	\$64,813	66.5%	<input type="checkbox"/>		
DEKALB COUNTY	Payroll Analyst	Good	\$41,343	\$52,712	\$64,081	55.0%	<input checked="" type="checkbox"/>		
GREENVILLE	PAYROLL ACCOUNTANT	Good	\$47,507	\$61,121	\$74,734	57.3%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	FINANCIAL ANALYST II	Good	\$49,862	\$66,067	\$82,272	65.0%	<input type="checkbox"/>		

Average	\$37,814	\$48,856	\$59,898	58.4%
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ATHENS-CLARKE COUNTY	\$38,348	\$49,853	\$61,357	60.0%
	\$ Difference	\$534	\$996	\$1,459
	% Difference	1.4%	2.0%	2.4%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

PLANNER I

Descrip Duties include, but are not limited to, preparing grant reimbursement requests, preparing grant applications, preparing topical reports and analysis, interpreting laws, serving as a liaison with other government departments and public agencies, corresponding with the general public, and performing additional tasks as assigned.

Quals Bachelor's degree in Transportation Planning, Urban Planning, Regional Planning, Historic Preservation, or related field with one (1) year of work related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
FULTON COUNTY	Planner I	Good	\$39,682	\$49,603	\$59,523	50.0%	<input checked="" type="checkbox"/>		
AUGUSTA	PLANNER I	Good	\$40,162	\$50,202	\$60,242	50.0%	<input type="checkbox"/>		
ATLANTA	Urban Planner I	Good	\$40,600	\$50,800	\$61,000	50.2%	<input checked="" type="checkbox"/>		
GREENVILLE	TRANSIT PLANNING & GRANT CORD	Good	\$42,037	\$53,924	\$65,811	56.6%	<input checked="" type="checkbox"/>		
DEKALB COUNTY	Planner	Good	\$42,938	\$54,747	\$66,555	55.0%	<input checked="" type="checkbox"/>		
COBB COUNTY	PLANNER I	Good	\$43,214	\$56,178	\$69,143	60.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Planner I	Good	\$45,851	\$60,753	\$75,655	65.0%	<input type="checkbox"/>		
COLUMBUS	Planner	Good	\$46,557	\$58,700	\$70,843	52.2%	<input type="checkbox"/>		
Average			\$42,630	\$54,363	\$66,096	55.0%			

ATHENS-CLARKE COUNTY

	\$39,877	\$51,840	\$63,803	60.0%
\$ Difference	(\$2,753)	(\$2,523)	(\$2,293)	
% Difference	-6.9%	-4.9%	-3.6%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

PLANNING DIRECTOR

Descrip	Duties and responsibilities include, but are not limited to, supervising staff, establishing policies and procedures, delivering presentations, setting goals, preparing budgets and performing additional tasks as assigned.
Quals	Master's degree in planning, public administration or related field and six (6) years of planning, personnel, and budget preparation or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Five (5) years of supervisory experience is required. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COBB COUNTY	PLANNING DIVISION MANAGER	Good	\$66,413	\$86,336	\$106,260	60.0%	<input checked="" type="checkbox"/>		
GREENVILLE	PLANNING & DEVELOPMENT MGR.	Good	\$66,685	\$86,310	\$105,934	58.9%	<input checked="" type="checkbox"/>		
ATLANTA	Planning & Transportation Director	Good	\$74,800	\$99,700	\$124,600	66.6%	<input checked="" type="checkbox"/>		
COLUMBUS	Planning Dir.	Good	\$76,290	\$96,187	\$116,084	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Deputy Director, Planning & Sustainability	Good	\$87,785	\$111,926	\$136,067	55.0%	<input checked="" type="checkbox"/>		
AUGUSTA	PLANNING DIRECTOR	Good	\$102,287	\$127,859	\$153,431	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	DEPT DIRECTOR, PLANNING & DEVELOPMENT	Good	\$111,029	\$149,889	\$188,749	70.0%	<input type="checkbox"/>		
FULTON COUNTY	Director, Planning and Community Services	Good	\$111,832	\$139,791	\$167,749	50.0%	<input checked="" type="checkbox"/>		

Average	\$87,140	\$112,250	\$137,359	57.6%
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ATHENS-CLARKE COUNTY	\$76,550	\$99,515	\$122,480	60.0%
	\$ Difference	(\$10,590)	(\$12,735)	(\$14,879)
	% Difference	-13.8%	-12.8%	-12.1%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

PLANNING TECHNICIAN

Descrip Duties and responsibilities include, but are not limited to, assisting the public by answering questions, researching issues, and providing information to elected officials, members of appointed bodies, other Athens-Clarke County Staff, Planning Department/Leisure Services Department customers, and the general public, and performing additional tasks as assigned.

Quals Bachelor's degree or equivalent with experience, knowledge and a level of competency commonly associated with completion of specialized training in Transportation Planning, Urban Planning, Regional Planning, Historic Planning, Recreation Planning, or a related field, such as landscape architecture required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid driver's license. Proficiency in ArcGIS, AutoCAD, and Adobe Suite software is preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	Planning Tech.	Good	\$29,851	\$37,636	\$45,422	52.2%	<input type="checkbox"/>		
GREENVILLE	ZONING COORDINATOR	Good	\$35,547	\$44,429	\$53,310	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	PLANNER I	Good	\$45,851	\$60,753	\$75,655	65.0%	<input type="checkbox"/>		

Average			\$37,083	\$47,606	\$58,129	56.8%			
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ATHENS-CLARKE COUNTY			\$36,821	\$47,868	\$58,914	60.0%			
	\$ Difference		(\$262)	\$262	\$785				
	% Difference		-0.7%	0.5%	1.3%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

PLUMBER I

Descrip	Duties and responsibilities include, but are not limited to, performing technical plumbing tasks, inspecting plumbing work, supervising inmate crews, and performing additional tasks as assigned.
Quals	Vocational or technical diploma in related discipline with one (1) year of plumbing experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Six months of supervisory experience is preferred. Must possess a valid driver's license. Criminal background must indicate eligibility for the supervision of inmates. Must obtain security training for the supervision of inmate workers as set forth by the Georgia Department of Corrections Standard Operating Procedures within six (6) months of date of hire or first available opportunity.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	PLUMBER	Good	\$26,017	\$41,184	\$56,350	116.6%	<input type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	PLUMBER I	Good	\$30,293	\$37,212	\$44,131	45.7%	<input type="checkbox"/>		
AUGUSTA	PLUMBER I	Good	\$32,389	\$40,486	\$48,582	50.0%	<input type="checkbox"/>		
KNOXVILLE	Skilled Trades Craftworker	Good	\$32,591	\$40,112	\$47,633	46.2%	<input type="checkbox"/>		
COLUMBUS	Plumber I	Good	\$32,950	\$41,544	\$50,137	52.2%	<input type="checkbox"/>		
GREENVILLE	BUILDING MAINT. TECHNICIAN	Good	\$33,238	\$41,548	\$49,858	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Trades Tech II	Good	\$33,803	\$43,944	\$54,085	60.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	MAINTENANCE TECHNICIAN-PLUMBER	Good	\$34,590	\$46,103	\$57,616	66.6%	<input type="checkbox"/>		
ATLANTA	Journey person	Good	\$34,700	\$43,400	\$52,100	50.1%	<input type="checkbox"/>		
DEKALB COUNTY	Plumber	Good	\$34,959	\$44,573	\$54,186	55.0%	<input type="checkbox"/>		
FULTON COUNTY	Tradesworker I	Good	\$36,733	\$45,916	\$55,099	50.0%	<input type="checkbox"/>		
COBB COUNTY	BUILDING TRADES TECHNICIAN II	Good	\$36,815	\$47,859	\$58,904	60.0%	<input type="checkbox"/>		

Average		\$33,257	\$42,823	\$52,390	57.5%
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ATHENS-CLARKE COUNTY		\$36,821	\$47,868	\$58,914	60.0%
	\$ Difference	\$3,565	\$5,044	\$6,524	
	% Difference	9.7%	10.5%	11.1%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

POLICE CHIEF

Descrip Duties and responsibilities include, but are not limited to: planning, organizing, staffing, directing, coordinating, reporting and budgeting (POSDCORB) for all aspects of department operations; leading the community and department personnel in preventing crime, the fear of crime, and disorder as well as managing the enforcement of laws/ordinances; formulating orders, regulations, and departmental policies and procedures that result in the implementation and institutionalization of completed staff work and problem solving; recognizing and protecting constitutionally guaranteed rights of citizens; continuous initiation of quality improvement systems' development and institutionalization; controlling expenditures; instructing and disciplining assigned staff; ensure succession planning; and performing additional legal and ethical tasks and responsibilities as may be assigned.

Quals Bachelor's Degree in Criminal Justice, Public Administration, Business Administration or related field with ten years experience in law enforcement work involving progressive responsibility required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Six (6) years of management/ supervisory experience required. Must possess a valid driver's license. Requires ability to meet and maintain current certification requirements set forth in the Georgia Mandate Law Enforcement Training Act/Peace Officer's Standards and Training Act. Master's Degree in Criminal Justice, Public Administration, Business Administration or related field strongly preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKE COUNTY SCHOOL DISTRICT	CHIEF OF POLICE	Good	\$51,707	\$63,517	\$75,327	45.7%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	POLICE CAPTAIN	Good	\$61,200	\$99,600	\$138,000	125.5%	<input checked="" type="checkbox"/>		
COLUMBUS	Chief of Police	Good	\$92,952	\$117,194	\$141,437	52.2%	<input type="checkbox"/>		
AUGUSTA	POLICE CHIEF	Good	\$93,455	\$116,819	\$140,182	50.0%	<input type="checkbox"/>		
GREENVILLE	POLICE CHIEF	Good	\$99,715	\$129,626	\$159,536	60.0%	<input type="checkbox"/>		
DEKALB COUNTY	Deputy Police Chief	Good	\$102,294	\$130,425	\$158,555	55.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	DEPARTMENT DIRECTOR, POLICE	Good	\$118,635	\$160,157	\$201,679	70.0%	<input type="checkbox"/>		
FULTON COUNTY	Police Chief	Good	\$119,233	\$149,041	\$178,849	50.0%	<input checked="" type="checkbox"/>		
COBB COUNTY	POLICE CHIEF	Good	\$131,827	\$164,784	\$197,741	50.0%	<input checked="" type="checkbox"/>		
ATLANTA	Police Chief	Good	\$152,011	\$190,014	\$228,016	50.0%	<input checked="" type="checkbox"/>		

Average **\$102,303** **\$132,118** **\$161,932** 58.3%

ATHENS-CLARKE COUNTY **\$81,135** **\$105,476** **\$129,816** **60.0%**

\$ Difference (\$21,168) (\$26,642) (\$32,116)

% Difference -26.1% -25.3% -24.7%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

POLICE LIEUTENANT

Descrip Duties and responsibilities include, but are not limited to: assisting in directing the day-to-day operations of assigned shift or section; leading and coordinating the community and the department personnel in the enforcement of laws/ordinances; recommending through the chain of command departmental budget improvements and controlling applicable expenditures; within scope of authority planning, organizing, staffing, directing, coordinating, reporting, and budgeting (POSDCORB) functions within professional standards; teaching, evaluating, and ensuring the implementation and institutionalization of the completed staff work principle; recognizing and protecting constitutionally guaranteed rights of citizens; continuous initiation of quality improvement systems' development and institutionalization; serving as acting precinct commander in the absence of the commander; and performing additional legal and ethical tasks and responsibilities as may be assigned.

Quals High school diploma or equivalent and completion of extensive specialized training in law enforcement techniques and administration with six (6) years of experience involving law enforcement, criminal investigation, police administration and/or radio communications, experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Must possess a valid driver's license. Three (3) years of management/supervisory experience required. Requires ability to meet current requirements set forth in the Georgia Mandate Law Enforcement Training Act/Peace Officer's Standards and Training Act, and must additionally attend required supervision, leadership, and/or management training. Bachelor's degree preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	Police Lieutenant	Good	\$46,557	\$58,700	\$70,843	52.2%	<input type="checkbox"/>		
MACON-BIBB COUNTY	SHERIFF LIEUTENANT	Good	\$47,362	\$63,118	\$78,874	66.5%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	POLICE LIEUTENANT	Good	\$51,940	\$82,220	\$112,500	116.6%	<input checked="" type="checkbox"/>		
AUGUSTA	POLICE LIEUTENANT	Good	\$54,187	\$67,734	\$81,281	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Police Officer Lieutenant	Good	\$54,558	\$70,954	\$87,349	60.1%	<input type="checkbox"/>		
ATLANTA	Police Lieutenant (E) (F) (O) (B) (S)	Good	\$55,449	\$68,202	\$80,955	46.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Police Lieutenant	Good	\$56,564	\$68,068	\$79,572	40.7%	<input type="checkbox"/>		
FULTON COUNTY	Police Lieutenant	Good	\$56,723	\$70,904	\$85,085	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Police Lieutenant	Good	\$59,696	\$76,112	\$92,528	55.0%	<input checked="" type="checkbox"/>		
COBB COUNTY	POLICE LIEUTENANT	Good	\$60,013	\$78,017	\$96,021	60.0%	<input type="checkbox"/>		
GREENVILLE	POLICE LIEUTENANT	Good	\$62,213	\$77,766	\$93,319	50.0%	<input type="checkbox"/>		

Average			\$55,024	\$71,072	\$87,121	58.3%			
ATHENS-CLARKE COUNTY			\$53,631	\$69,720	\$85,809	60.0%			
	\$ Difference		(\$1,393)	(\$1,352)	(\$1,312)				
	% Difference		-2.6%	-1.9%	-1.5%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

POLICE OFFICER

Descrip Duties and responsibilities include, but are not limited to: building the highest levels of trust and confidence within the community through fair and impartial constitutional policing; patrolling assigned locations; responding to emergency calls; conducting investigations and examining crime scenes; recognizing and protecting constitutionally guaranteed rights of citizens; apprehending offenders; administering first aid and CPR; investigating vehicle accidents, providing traffic direction; participating in court activities; preparing/maintaining documentation; providing information/assistance to the general public; and utilizing community-oriented policing, problem-oriented policing, and constitutional policing philosophies in service delivery to the community. Other duties as assigned or required.

Quals High school diploma or equivalent required. Must be a United States Citizen as required by P.O.S.T. Must be at least 21 years of age; within at least 90 days of your 21st birthday upon application. Must possess a valid driver's license. Requires ability to obtain and maintain current certification requirements set forth in the Georgia Mandate Law Enforcement Training Act/Peace Officer's Standards and Training Act within 6 months of date of hire.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKE COUNTY SCHOOL DISTRICT	CAMPUS POLICE OFFCR	Good	\$31,517	\$38,716	\$45,914	45.7%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	POLICE OFFICER	Good	\$32,489	\$51,430	\$70,371	116.6%	<input type="checkbox"/>		
MACON-BIBB COUNTY	LAW ENFORCEMENT RANGER	Good	\$34,590	\$46,103	\$57,616	66.6%	<input type="checkbox"/>		
COLUMBUS	Police Officer	Good	\$34,618	\$43,647	\$52,675	52.2%	<input type="checkbox"/>		
AUGUSTA	POLICE OFFICER	Good	\$36,275	\$45,344	\$54,413	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Police Officer	Good	\$37,156	\$48,322	\$59,488	60.1%	<input type="checkbox"/>		
KNOXVILLE	Police Officer I	Good	\$37,583	\$44,160	\$50,737	35.0%	<input type="checkbox"/>		
GREENVILLE	POLICE OFFICER I	Good	\$38,840	\$44,679	\$50,518	30.1%	<input type="checkbox"/>		
ATLANTA	Police Officer (E) (F) (O) (B) (S)	Good	\$39,327	\$48,372	\$57,417	46.0%	<input type="checkbox"/>		
FULTON COUNTY	Police Officer I	Good	\$39,682	\$49,603	\$59,523	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Police Officer	Good	\$39,747	\$50,677	\$61,607	55.0%	<input type="checkbox"/>		
COBB COUNTY	POLICE OFFICER I	Good	\$40,014	\$52,019	\$64,023	60.0%	<input type="checkbox"/>		

Average			\$36,820	\$46,923	\$57,025	54.9%			
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ATHENS-CLARKE COUNTY			\$35,293	\$45,881	\$56,469	60.0%			
	\$ Difference		(\$1,527)	(\$1,042)	(\$556)				
	% Difference		-4.3%	-2.3%	-1.0%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

POLICE SERGEANT

Descrip Duties and responsibilities include, but are not limited to, assisting the Lieutenant and Captain in the daily operation of leading and coordinating assigned personnel in preventing crime, the fear of crime, and disorder as well as the enforcement of laws/ordinances; building trust and confidence internally with all personnel; building trust and confidence within the community; planning, organizing, staffing, directing, coordinating, reporting, and participating in budgeting functions; teaching, evaluating, and ensuring the implementation and utilization of community-oriented policing, problem-oriented policing, and constitutional policing; continuous initiation to improve systems, processes, equipment, and technology; and, performing additional tasks and responsibilities as may be assigned.

Quals High school diploma or equivalent with completion of extensive specialized training in law enforcement techniques and five years of experience involving law enforcement, criminal investigation, and/or police administration to include a minimum of two (2) years of experience as an Athens-Clarke County Police Corporal (due to Rank Structure initiative: two (2) years of experience as an Athens-Clarke County Senior Police Officer will be accepted for Sergeant promotional opportunities until such time that Corporal promotions have exceeded two years). One (1) year of supervisory experience or supervisory equivalency required. Must possess a valid driver's license. Requires ability to meet current requirements set forth in the Georgia Peace Officer's Standards and Training Act. Bachelor's degree preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKE COUNTY SCHOOL DISTRICT	POLICE TEAM LEADER	Good	\$35,493	\$43,600	\$51,707	45.7%	<input type="checkbox"/>		
MACON-BIBB COUNTY	SHERIFF SERGEANT	Good	\$40,477	\$53,945	\$67,413	66.5%	<input type="checkbox"/>		
COLUMBUS	Police Sergeant	Good	\$42,179	\$53,179	\$64,180	52.2%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	POLICE SERGEANT	Good	\$43,694	\$69,169	\$94,643	116.6%	<input type="checkbox"/>		
FULTON COUNTY	Police Sergeant (FTO)	Good	\$44,106	\$55,133	\$66,159	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Police Officer Sergeant	Good	\$48,399	\$62,944	\$77,488	60.1%	<input type="checkbox"/>		
AUGUSTA	POLICE SERGEANT	Good	\$48,554	\$60,693	\$72,831	50.0%	<input type="checkbox"/>		
KNOXVILLE	Police Sergeant	Good	\$48,706	\$57,940	\$67,174	37.9%	<input type="checkbox"/>		
ATLANTA	Police Sergeant (E) (F) (O) (B) (S)	Good	\$49,553	\$60,949	\$72,345	46.0%	<input type="checkbox"/>		
GREENVILLE	POLICE SERGEANT	Good	\$50,574	\$64,803	\$79,032	56.3%	<input type="checkbox"/>		
DEKALB COUNTY	Police Sergeant	Good	\$53,312	\$67,973	\$82,634	55.0%	<input checked="" type="checkbox"/>		
COBB COUNTY	POLICE SERGEANT	Good	\$53,614	\$69,698	\$85,781	60.0%	<input type="checkbox"/>		

Average			\$46,555	\$60,002	\$73,449	57.8%			
ATHENS-CLARKE COUNTY			\$45,990	\$59,787	\$73,584	60.0%			
	\$ Difference		(\$565)	(\$215)	\$135				
	% Difference		-1.2%	-0.4%	0.2%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

PROBATION OFFICER

Descrip Work includes, but is not limited to, monitoring all aspects of a probationer's compliance with reporting, payment of fines and fees, completion of community service work, and completion of required courses, treatment programs and other conditions of probation.

Quals Associates Degree in criminal justice or two years (90 quarter hours/60 semester hours) at a four year college or university in criminal justice or a related field; or four (4) years of experience as a POST certified law enforcement officer required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Position requires a twelve-month introductory period. Requires the ability to meet current requirements set forth in the Georgia Mandate Law Enforcement Training Act/Peace Officers Standards and Training Act within one year of date of hire. Requires the ability to meet current requirements set forth in the Georgia Crime Information Center/National Crime Information Center requirements for Inquiry within one (1) year of date of hire. Must possess a valid driver's license. Bachelor's degree, POST certification as a law enforcement officer, and probation supervision experience are preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUGUSTA	PROBATION OFFICER	Good	\$33,684	\$42,105	\$50,526	50.0%	<input type="checkbox"/>		
CHATHAM COUNTY	PROBATION OFFICER I	Good	\$35,709	\$47,315	\$58,920	65.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	PROBATION OFFICER	Good	\$38,917	\$51,865	\$64,813	66.5%	<input type="checkbox"/>		
DEKALB COUNTY	Probation Officer	Good	\$39,747	\$50,677	\$61,607	55.0%	<input type="checkbox"/>		
COBB COUNTY	PROBATION OFFICER	Good	\$40,014	\$52,019	\$64,023	60.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Probation Ofcr	Good	\$42,162	\$54,811	\$67,459	60.0%	<input type="checkbox"/>		
FULTON COUNTY	Probation Officer	Good	\$42,631	\$53,289	\$63,947	50.0%	<input type="checkbox"/>		

Average			\$38,981	\$50,297	\$61,614	58.1%			
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ATHENS-CLARKE COUNTY			\$35,293	\$45,881	\$56,469	60.0%			
	\$ Difference		(\$3,688)	(\$4,416)	(\$5,144)				
	% Difference		-10.4%	-9.6%	-9.1%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

PUBLIC UTILITIES DIRECTOR

Descrip Duties and responsibilities include, but are not limited to: planning, coordinating and directing all aspects of department operations; developing departmental budget and controlling expenditures; instructing and disciplining assigned staff; and performing additional tasks as assigned.

Quals Bachelor's degree in Civil or Environmental Engineering or related discipline with seven years of experience involving water/wastewater design, operations and maintenance of a similar sized system, to include two (2) years of experience involving senior level management responsibilities required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Five (5) years of supervisory experience is required. Requires certification as a Georgia registered Professional Engineer (PE) or ability to obtain reciprocity within 90 days of employment . Requires a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ATLANTA	Watershed Director II	Good	\$82,300	\$109,700	\$137,100	66.6%	<input checked="" type="checkbox"/>		
COLUMBUS	PUBLIC WORKS DIRECTOR	Good	\$84,210	\$106,173	\$128,135	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Assistant Director, Water Operations	Good	\$102,294	\$130,425	\$158,555	55.0%	<input checked="" type="checkbox"/>		
AUGUSTA	PUBLIC UTILITIES DIRECTOR	Good	\$111,120	\$138,901	\$166,681	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	DEPT DIRECTOR, WATER RESOURCES	Good	\$118,635	\$160,157	\$201,679	70.0%	<input type="checkbox"/>		
COBB COUNTY	AGENCY DIRECTOR	Good	\$139,099	\$173,874	\$208,649	50.0%	<input type="checkbox"/>		

Average **\$106,276** **\$136,538** **\$166,800**

ATHENS-CLARKE COUNTY **\$79,606** **\$103,488** **\$127,369** **60.0%**

\$ Difference (\$26,670) (\$33,050) (\$39,431)

% Difference -33.5% -31.9% -31.0%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

PURCHASING ADMINISTRATOR

Descrip Duties and responsibilities include, but are not limited to, managing the Purchasing Division, serving as Purchasing Agent with authority delegated from the Manager, negotiating contracts, developing budgets, developing and delivering department training, monitoring changes in procurement regulations, ensuring compliance with relevant federal, state and local laws, and performing additional tasks as assigned.

Quals Bachelor's degree in accounting, purchasing, materials management, risk management or related discipline with three (3) years of accounting, budgeting, and/or purchasing experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two (2) years of supervisory experience is required. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	SR PROCUREMENT SPECIALIST	Good	\$44,787	\$70,898	\$97,009	116.6%	<input type="checkbox"/>		
COBB COUNTY	PURCHASING SUPERVISOR	Good	\$50,414	\$65,538	\$80,662	60.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Purchasing Agent	Good	\$54,233	\$68,835	\$83,436	53.8%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Chief Assistant Purchasing Agent	Good	\$56,723	\$70,904	\$85,085	50.0%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	SENIOR PROCUREMENT OFFICER	Good	\$57,616	\$76,783	\$95,950	66.5%	<input type="checkbox"/>		
CHATHAM COUNTY	ASSISTANT PURCHASING DIRECTOR	Good	\$58,123	\$77,013	\$95,903	65.0%	<input type="checkbox"/>		
ATLANTA	Procurement Officer	Good	\$58,800	\$78,400	\$98,000	66.7%	<input checked="" type="checkbox"/>		
GREENVILLE	PURCHASING ADMINISTRATOR	Good	\$60,715	\$78,458	\$96,200	58.4%	<input checked="" type="checkbox"/>		
COLUMBUS	Purchasing Mgr.	Good	\$62,615	\$78,945	\$95,275	52.2%	<input type="checkbox"/>		
AUGUSTA	PURCHASING ADMINISTRATOR	Good	\$62,636	\$78,295	\$93,954	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Purchasing Manager	Good	\$66,079	\$84,251	\$102,423	55.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	DIVISION DIRECTOR, PURCHASING	Good	\$85,188	\$115,004	\$144,820	70.0%	<input type="checkbox"/>		

Average			\$59,827	\$78,610	\$97,393	62.8%			
ATHENS-CLARKE COUNTY			\$55,156	\$71,703	\$88,250	60.0%			
	\$ Difference		(\$4,671)	(\$6,907)	(\$9,143)				
	% Difference		-8.5%	-9.6%	-10.4%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

REAL PROPERTY SUPERVISOR

Descrip Duties and responsibilities include but are not limited to, coordinating and maintaining sales ratio studies , educating and supervising staff, appraising and defending property valuations, preparing reports, and performing additional tasks as assigned.

Quals Bachelor's degree in Business Administration, Public Administration or related field with four (4) years of tax appraisal experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two (2) years of supervisory experience is required. Must possess a valid driver's license. Must possess Appraiser III certification. Must successfully complete forty hours of continuing education every two (2) years.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	Personal Property Mgr.	Good	\$46,557	\$58,700	\$70,843	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Real Estate Specialist	Good	\$46,928	\$59,834	\$72,739	55.0%	<input checked="" type="checkbox"/>		
ATLANTA	Real Estate Specialist, Senior	Good	\$47,300	\$63,100	\$78,900	66.8%	<input type="checkbox"/>		
FULTON COUNTY	Real Estate Specialist	Good	\$49,940	\$62,425	\$74,910	50.0%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	PERSONAL PROPERTY SUPERVISOR	Good	\$51,210	\$68,255	\$85,301	66.6%	<input type="checkbox"/>		
COBB COUNTY	APPRAISAL SUPERVISOR	Good	\$53,614	\$69,698	\$85,781	60.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Real Estate Manager	Good	\$54,233	\$68,835	\$83,436	53.8%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	APPRAISAL MANAGER	Good	\$59,470	\$78,798	\$98,125	65.0%	<input type="checkbox"/>		
Average			\$51,156	\$66,205	\$81,254	58.8%			

ATHENS-CLARKE COUNTY

	\$49,044	\$63,757	\$78,470	60.0%
\$ Difference	(\$2,112)	(\$2,448)	(\$2,784)	
% Difference	-4.3%	-3.8%	-3.5%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

SAFETY & RISK ADMINISTRATOR

Descrip Duties and responsibilities include, but are not limited to, negotiating premiums, contracts, lawsuits, and settlements, coordinating safety-related programs, developing budgets, appearing in court, preparing reports and correspondence, and performing additional duties as assigned.

Quals Bachelor's degree in Business Management, Risk Management, or related discipline with three (3) years of risk management, risk assessment, insurance, or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Three years of supervisory experience is required. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	SAFETY COORDINATOR	Good	\$42,629	\$67,482	\$92,334	116.6%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	RISK MANAGER	Good	\$53,269	\$70,990	\$88,712	66.5%	<input type="checkbox"/>		
CHATHAM COUNTY	RISK MANAGER	Good	\$58,123	\$77,013	\$95,903	65.0%	<input type="checkbox"/>		
DEKALB COUNTY	Risk Manager	Good	\$59,696	\$76,112	\$92,528	55.0%	<input checked="" type="checkbox"/>		
GREENVILLE	RISK MANAGER	Good	\$60,715	\$78,458	\$96,200	58.4%	<input checked="" type="checkbox"/>		
COLUMBUS	Risk Manager	Good	\$62,615	\$78,945	\$95,275	52.2%	<input type="checkbox"/>		
AUGUSTA	SAFETY & RISK ADMINISTRATOR	Good	\$62,636	\$78,295	\$93,954	50.0%	<input type="checkbox"/>		
KNOXVILLE	Risk Manager	Good	\$63,158	\$80,648	\$98,138	55.4%	<input checked="" type="checkbox"/>		
ATLANTA	Risk Manager	Good	\$63,200	\$84,300	\$105,400	66.8%	<input checked="" type="checkbox"/>		
COBB COUNTY	RISK MANAGER	Good	\$66,413	\$86,336	\$106,260	60.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	RISK MANAGER	Good	\$68,035	\$91,848	\$115,660	70.0%	<input type="checkbox"/>		
FULTON COUNTY	Risk Manager	Good	\$70,291	\$87,864	\$105,436	50.0%	<input checked="" type="checkbox"/>		

Average		\$60,898	\$79,857	\$98,817	62.3%
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ATHENS-CLARKE COUNTY		\$58,214	\$75,679	\$93,143	60.0%
	\$ Difference	(\$2,684)	(\$4,179)	(\$5,674)	
	% Difference	-4.6%	-5.5%	-6.1%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

SENIOR BUYER

Descrip	Duties and responsibilities include, but are not limited to, ensuring that goods and services are purchased at the best possible benefit to the government and from reliable providers, and performing additional tasks as assigned.
Quals	Associate's degree in business, public administration, purchasing, public relations or related discipline with two (2) years of purchasing, customer service, public relations or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Bachelor's degree and Buyer certification in public purchasing association such as NIGP, ISM, or NPI preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUGUSTA	SENIOR BUYER	Good	\$33,684	\$42,105	\$50,526	50.0%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	PROCUREMENT SPECIALIS	Good	\$34,988	\$55,386	\$75,784	116.6%	<input type="checkbox"/>		
KNOXVILLE	Buyer, Senior	Good	\$36,165	\$44,790	\$53,414	47.7%	<input type="checkbox"/>		
COLUMBUS	Senior Buyer	Good	\$38,212	\$48,178	\$58,144	52.2%	<input type="checkbox"/>		
COBB COUNTY	BUYER II	Good	\$38,414	\$49,939	\$61,464	60.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	PROCUREMENT OFFICER II	Good	\$38,917	\$51,865	\$64,813	66.5%	<input type="checkbox"/>		
DEKALB COUNTY	Procurement Agent	Good	\$39,747	\$50,677	\$61,607	55.0%	<input checked="" type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	COORD PURCHASING	Good	\$39,971	\$49,101	\$58,230	45.7%	<input type="checkbox"/>		
ATLANTA	Procurement Specialist, Senior	Good	\$40,600	\$50,800	\$61,000	50.2%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Assistant Purchasing Agent	Good	\$41,157	\$51,446	\$61,735	50.0%	<input type="checkbox"/>		
CHATHAM COUNTY	PROCUREMENT SPECIALIST	Good	\$41,349	\$54,788	\$68,226	65.0%	<input type="checkbox"/>		
GREENVILLE	LEAD BUYER	Good	\$41,434	\$51,802	\$62,171	50.1%	<input type="checkbox"/>		
GWINNETT COUNTY	PURCHASING ASSOC III	Good	\$49,862	\$66,067	\$82,272	65.0%	<input type="checkbox"/>		

Average			\$39,577	\$51,303	\$63,030	59.3%			
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ATHENS-CLARKE COUNTY			\$39,877	\$51,840	\$63,803	60.0%			
	\$ Difference		\$300	\$537	\$773				
	% Difference		0.8%	1.0%	1.2%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

SENIOR DEPUTY COURT CLERK

Descrip Duties and responsibilities are the maintaining of all books, papers, dockets, and records belonging to the office with care and security and to keep the documents filed, arranged, numbered, and labeled, so as to be of easy reference. It is also the responsibility of this position to give assistance to the public, perform duties necessary to act as custodian of court records, and to perform such other duties as are or may be required by law or as necessarily appertain to the office of Clerk of Court.

Quals High school diploma or equivalent with two (2) years of legal secretarial or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Supervisory experience is preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
GWINNETT COUNTY	DEPUTY CLERK III	Good	\$32,782	\$42,616	\$52,450	60.0%	<input type="checkbox"/>		
DEKALB COUNTY	Court Clerk Senior	Good	\$33,363	\$42,538	\$51,713	55.0%	<input type="checkbox"/>		
FULTON COUNTY	Court Clerk, Senior	Good	\$33,784	\$42,230	\$50,676	50.0%	<input type="checkbox"/>		
CHATHAM COUNTY	DEPUTY COURT CLERK IV	Good	\$33,996	\$45,045	\$56,093	65.0%	<input type="checkbox"/>		
COLUMBUS	Senior Deputy Clerk (Clerk of Superior Court)	Good	\$34,618	\$43,647	\$52,675	52.2%	<input type="checkbox"/>		
GREENVILLE	COURT SERVICES COORDINATOR	Good	\$35,547	\$44,429	\$53,310	50.0%	<input type="checkbox"/>		
KNOXVILLE	City Court Clerk	Good	\$36,165	\$44,790	\$53,414	47.7%	<input type="checkbox"/>		
ATLANTA	Court Administrative Coordinator	Good	\$36,500	\$45,600	\$54,700	49.9%	<input type="checkbox"/>		
AUGUSTA	SENIOR DEPUTY COURT CLERK	Good	\$37,571	\$46,963	\$56,355	50.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	DEPUTY CLERK SENIOR	Good	\$38,917	\$51,865	\$64,813	66.5%	<input type="checkbox"/>		

Average			\$35,324	\$44,972	\$54,620	54.6%			
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ATHENS-CLARKE COUNTY			\$36,821	\$47,868	\$58,914	60.0%			
	\$ Difference		\$1,497	\$2,895	\$4,294				
	% Difference		4.1%	6.0%	7.3%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

SENIOR DEPUTY SHERIFF

Descrip Duties and responsibilities include, but are not limited to, protecting life and property, enforcing state laws, maintaining jail security, serving warrants and civil papers, providing courthouse and courtroom security, transporting prisoners, performing necessary functions to ensure safety and well-being of inmates, employees and visitors. It is a demanding position, and when assigned to the jail it requires a heightened state of readiness at all times.

Quals High school diploma or equivalent required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two (2) years of law enforcement experience is required; one of which must be with the Clarke County Sheriff's Office. One (1) year of credit may be attained if the officer has served as a sworn law enforcement officer for a minimum of two continuous years with an agency that had a minimum of 40 sworn officers. Valid Driver's License required.

When assigned to driving the bus to transport inmates: Must possess a Class A or B CDL with passenger endorsement. Must successfully complete all requirements of career ladder promotion. Must possess a current basic law enforcement certification as set forth in the Georgia Mandate Law Enforcement Training Act/Peace Officer's Standards and Training Act. Must qualify and requalify with service weapon(s) semiannually.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
DEKALB COUNTY	Deputy Sheriff, Senior	Good	\$39,747	\$50,677	\$61,607	55.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Deputy Sheriff Sr	Good	\$39,940	\$51,943	\$63,946	60.1%	<input type="checkbox"/>		
MACON-BIBB COUNTY	SHERIFF SERGEANT	Good	\$40,477	\$53,945	\$67,413	66.5%	<input type="checkbox"/>		
COBB COUNTY	DEPUTY SHERIFF II	Good	\$41,614	\$54,099	\$66,583	60.0%	<input type="checkbox"/>		
COLUMBUS	Sergeant (Sheriff)	Good	\$42,179	\$53,179	\$64,180	52.2%	<input type="checkbox"/>		
FULTON COUNTY	Deputy Sheriff III	Good	\$42,631	\$53,289	\$63,947	50.0%	<input type="checkbox"/>		
GREENVILLE	MASTER POLICE OFFICER	Good	\$47,090	\$60,339	\$73,588	56.3%	<input type="checkbox"/>		

Average		\$41,954	\$53,924	\$65,895	57.1%
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ATHENS-CLARKE COUNTY		\$42,933	\$55,813	\$68,693	60.0%
	\$ Difference	\$979	\$1,889	\$2,798	
	% Difference	2.3%	3.4%	4.1%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

SHOP SUPERVISOR

Descrip Duties and responsibilities include, but are not limited to, training and supervising employees, assigning work, processing work orders, maintaining parts inventory, and performing additional tasks as assigned.

Quals High school diploma or equivalent with specialized training in supervising and performing vehicle and equipment repair and one year of direct experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. One (1) year of supervisory experience is required. Must possess a valid driver's license. Must be able to obtain a valid Georgia Commercial Driver's License within 5 months of employment.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUGUSTA	SHOP SUPERVISOR	Good	\$37,571	\$46,963	\$56,355	50.0%	<input type="checkbox"/>		
ATLANTA	Facilities Maintenance Crew Supervisor	Good	\$38,300	\$47,900	\$57,500	50.1%	<input type="checkbox"/>		
GREENVILLE	SHOP SUPERINTENDENT	Good	\$38,397	\$47,996	\$57,595	50.0%	<input type="checkbox"/>		
CHATHAM COUNTY	EQUIPMENT MECHANIC IV	Good	\$39,390	\$52,192	\$64,994	65.0%	<input type="checkbox"/>		
COLUMBUS	Automotive & Tire Shop Superv.	Good	\$40,147	\$50,617	\$61,087	52.2%	<input type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	TRAN SHOP FOREMAN	Good	\$40,771	\$50,083	\$59,395	45.7%	<input type="checkbox"/>		
MACON-BIBB COUNTY	VEHICLE MAINTENANCE MANAGER	Good	\$42,099	\$56,108	\$70,117	66.6%	<input type="checkbox"/>		
KNOXVILLE	Maintenance Crew Leader	Good	\$42,205	\$52,594	\$62,983	49.2%	<input type="checkbox"/>		
FULTON COUNTY	Supervisor, Fleet Maintenance	Good	\$42,631	\$53,289	\$63,947	50.0%	<input type="checkbox"/>		
COBB COUNTY	EQUIPMENT SHOP SUPERVISOR	Good	\$50,414	\$65,538	\$80,662	60.0%	<input type="checkbox"/>		
GWINNETT COUNTY	SECTION MANAGER, SHOP OPERATIONS	Good	\$68,035	\$91,848	\$115,660	70.0%	<input type="checkbox"/>		

Average **\$43,633** **\$55,921** **\$68,209** **56.3%**

ATHENS-CLARKE COUNTY

\$ Difference (\$3,756) (\$4,081) (\$4,405)
% Difference -9.4% -7.9% -6.9%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

SOLID WASTE DIRECTOR

Descrip Duties and responsibilities include, but are not limited to, managing a fee based refuse collection and disposal service, a fee based Subtitle D landfill, fee based recycling center, and leaf and limb disposal service; and performing additional tasks as assigned.

Quals Bachelor's degree in engineering, public administration, business, environmental management or related field with five (5) years of experience in management, operations and equipment of a similar sized solid waste system required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Six (6) years of supervisory experience required. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
COLUMBUS	SOLID WASTE & RECYCLING MANAGER	Good	\$62,615	\$78,945	\$95,275	52.2%	<input type="checkbox"/>		
AUGUSTA	SOLID WASTE DIRECTOR	Good	\$65,453	\$81,816	\$98,178	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	SECTION MANAGER, SOLID WASTE	Good	\$68,035	\$91,848	\$115,660	70.0%	<input type="checkbox"/>		
DEKALB COUNTY	Assistant Director, Sanitation	Good	\$72,463	\$92,391	\$112,318	55.0%	<input checked="" type="checkbox"/>		
MACON-BIBB COUNTY	DIRECTOR OF SOLID WASTE	Good	\$82,014	\$109,304	\$136,594	66.5%	<input type="checkbox"/>		

Average **\$70,116** **\$90,861** **\$111,605**

ATHENS-CLARKE COUNTY

\$70,438 **\$91,570** **\$112,701** **60.0%**
\$ Difference \$322 \$709 \$1,096
% Difference 0.5% 0.8% 1.0%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

SOLID WASTE DRIVER I

Descrip Duties and responsibilities include, but are not limited to, collecting the aforementioned materials, operating any non-CDL vehicles within the solid waste fleet (forklift, sidewalk scrubber, pick-up truck, and mini-packer/side-loader), maintaining daily records, navigating narrow roadways and performing additional duties as assigned.

Quals Must possess a valid Class C Georgia Driver's License. Six (6) month of related experience or any combination of education, training, and experience which would provide the requisite knowledge, skills, and abilities for this position are preferred. A high school diploma or equivalent is preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
MACON-BIBB COUNTY	SANITATION WORKER	Good	\$25,251	\$33,675	\$42,099	66.7%	<input type="checkbox"/>		
ATLANTA	Solid Waste Equipment Operator	Good	\$27,100	\$33,900	\$40,700	50.2%	<input type="checkbox"/>		
AUGUSTA	SOLID WASTE DRIVER I	Good	\$27,206	\$34,008	\$40,809	50.0%	<input type="checkbox"/>		
COLUMBUS	Equipment Operator II (PW Solid Waste)	Good	\$29,851	\$37,636	\$45,422	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Refuse Driver Collector	Good	\$30,171	\$38,468	\$46,765	55.0%	<input type="checkbox"/>		
KNOXVILLE	Equipment Operator III - Garbage Truck	Good	\$32,591	\$40,112	\$47,633	46.2%	<input type="checkbox"/>		
GREENVILLE	AUTOMATED SIDE LOAD REFUSE OP.	Good	\$33,238	\$41,548	\$49,858	50.0%	<input type="checkbox"/>		

Average **\$29,344** **\$37,050** **\$44,755** 52.5%

ATHENS-CLARKE COUNTY **\$27,387** **\$35,603** **\$43,819** **60.0%**

\$ Difference (\$1,957) (\$1,446) (\$936)

% Difference -7.1% -4.1% -2.1%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

SR CODE ENFORCEMENT OFFICER

Descrip Duties and responsibilities include, but are not limited to: Inspecting buildings, structures, and land in order to enforce zoning, housing, nuisance abatement, solid waste, and other related codes and ordinances, maintaining files, reviewing permit applications, issuing citations, and performing additional tasks as assigned.

Quals High school diploma or equivalent; Four (4) years experience in code compliance or enforcement required; two (2) years working as a Code Enforcement Officer II. Must possess the Georgia Association of Code Enforcement (GACE – Level 2) Certification as a Code Enforcement Officer, and have obtained International Code Council (ICC) Property Maintenance and Housing Inspector Certification, the ICC Zoning Inspector Certification, and maintained the Georgia State Soil and Water Conservation Commission- Level 1B Certification in Soil Erosion and Sedimentation Control (SESC). Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
FULTON COUNTY	Code Enforcement Team Leader	Good	\$38,208	\$47,760	\$57,311	50.0%	<input type="checkbox"/>		
COLUMBUS	BUILDING INSPECTOR	Good	\$38,212	\$48,178	\$58,144	52.2%	<input type="checkbox"/>		
AUGUSTA	SR CODE ENFORCEMENT OFFICER	Good	\$38,866	\$48,583	\$58,299	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Code Compliance Officer, Senior	Good	\$39,747	\$50,677	\$61,607	55.0%	<input type="checkbox"/>		
COBB COUNTY	CODE ENFORCEMENT OFFICER, SENIOR	Good	\$40,014	\$52,019	\$64,023	60.0%	<input type="checkbox"/>		
ATLANTA	Code Enforcement Officer, Senior	Good	\$40,600	\$50,800	\$61,000	50.2%	<input type="checkbox"/>		
GREENVILLE	CODE ENFORCEMENT SUPERVISOR	Good	\$41,434	\$51,802	\$62,171	50.1%	<input type="checkbox"/>		
KNOXVILLE	Code Enforcement Officer, Senior	Good	\$42,205	\$52,594	\$62,983	49.2%	<input type="checkbox"/>		
CHATHAM COUNTY	CODES INSPECTOR Iii	Good	\$43,408	\$57,516	\$71,623	65.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Code Enforcement Officer II	Good	\$44,691	\$58,098	\$71,505	60.0%	<input type="checkbox"/>		

Average		\$40,738	\$51,803	\$62,867	54.3%
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ATHENS-CLARKE COUNTY		\$42,933	\$55,813	\$68,693	60.0%
	\$ Difference	\$2,195	\$4,011	\$5,827	
	% Difference	5.1%	7.2%	8.5%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

SR HUMAN RESOURCES GENERALIST

Descrip The purpose of this job is to plan, organize and implement government wide human resources programs. Incumbents may be assigned to a division within the human resources department including: compensation and benefits, employment and safety and risk. Duties and responsibilities include, but are not limited to, researching, analyzing, coordinating and administering human resources initiatives within the assigned division. Duties and responsibilities include, but are not limited to, researching, analyzing, coordinating and administering human resources initiatives within the assigned division.

Quals Bachelor's degree in Human Resources Management, Business/Public Administration, Risk Management, Health Promotion, Public Health or related discipline with four (4) years of human resources, personnel administration, policy development, risk assessment, insurance, accounting, health promotion, financial management or related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills and abilities for the position. Must have completed the appropriate certification requirements and time in grade based on the career ladder criteria. Must possess or have the ability to acquire Notary Public status. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKE COUNTY SCHOOL DISTRICT	HR SPECIALIST II	Good	\$37,666	\$46,269	\$54,872	45.7%	<input type="checkbox"/>		
CHATHAM COUNTY	HUMAN RESOURCES ANALYST II	Good	\$41,349	\$54,788	\$68,226	65.0%	<input type="checkbox"/>		
ATLANTA	HR Administrator, Senior	Good	\$44,000	\$58,700	\$73,400	66.8%	<input checked="" type="checkbox"/>		
COLUMBUS	Human Resources Analyst	Good	\$44,314	\$55,872	\$67,429	52.2%	<input type="checkbox"/>		
DEKALB COUNTY	Human Resources Generalist, Senior	Good	\$44,534	\$56,781	\$69,028	55.0%	<input checked="" type="checkbox"/>		
COBB COUNTY	HUMAN RESOURCES SPECIALIST, SENIOR	Good	\$44,814	\$58,258	\$71,703	60.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Human Resources Analyst, Senior	Good	\$45,044	\$56,479	\$67,913	50.8%	<input checked="" type="checkbox"/>		
GREENVILLE	SR HUMAN RESOURCES GENERALIST	Good	\$47,507	\$61,121	\$74,734	57.3%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	HR ASSOCIATE III	Good	\$49,862	\$66,067	\$82,272	65.0%	<input type="checkbox"/>		
FULTON COUNTY	HR Consultant II	Good	\$49,940	\$62,425	\$74,910	50.0%	<input checked="" type="checkbox"/>		
AUGUSTA	SR HUMAN RESOURCES GENERALIST	Good	\$51,371	\$64,214	\$77,056	50.0%	<input type="checkbox"/>		

Average			\$45,491	\$58,270	\$71,049	56.2%			
ATHENS-CLARKE COUNTY			\$44,462	\$57,801	\$71,139	60.0%			
	\$ Difference		(\$1,029)	(\$470)	\$90				
	% Difference		-2.3%	-0.8%	0.1%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

STREET & DRAINAGE WORKER

Descrip The purpose of this job is to construct, maintain, and improve streets and drainage systems, and maintain and operate equipment and vehicles. Duties and responsibilities include, but are not limited to, performing construction and maintenance tasks, maintaining and operating equipment and vehicles, and performing additional tasks as assigned.

Quals Valid driver's license required.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUGUSTA	STREET & DRAINAGE WORKER	Good	\$25,911	\$32,389	\$38,866	50.0%	<input type="checkbox"/>		
DEKALB COUNTY	Crew Worker, Senior	Good	\$26,979	\$34,399	\$41,818	55.0%	<input type="checkbox"/>		
COBB COUNTY	CREW WORKER, SENIOR	Good	\$27,215	\$35,380	\$43,545	60.0%	<input type="checkbox"/>		
GREENVILLE	STREETS CONCRETE TECH I	Good	\$27,622	\$34,528	\$41,434	50.0%	<input type="checkbox"/>		
GWINNETT COUNTY	AUTO/HEAVY EQUIP TECH II	Good	\$33,803	\$43,944	\$54,085	60.0%	<input type="checkbox"/>		
COLUMBUS	Stormwater Drainage Tech.	Good	\$36,371	\$45,856	\$55,342	52.2%	<input type="checkbox"/>		

Average			\$29,650	\$37,749	\$45,848	54.6%			
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ATHENS-CLARKE COUNTY			\$27,387	\$35,603	\$43,819	60.0%			
	\$ Difference		(\$2,263)	(\$2,146)	(\$2,029)				
	% Difference		-8.3%	-6.0%	-4.6%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

SUPT OF WATER TREATMENT

Descrip The purpose of this job is to perform the managerial functions associated with water treatment plant operations and the Water Treatment section of the Public Utilities Department Plans and coordinates the activities of the water treatment plant operations, develops long- and short-term plans, plans the budget and monitors expenses, instructs and disciplines assigned staff, and performs additional tasks as assigned.

Quals Bachelor's Degree in environmental science or a related field, with five (5) years of experience involving water treatment systems or water operations at a supervisory or administrative level required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two (2) years of supervisory experience is required. Must possess a Class I state certified license for water treatment. Must possess or have the ability to readily obtain a Class I state certification as a water operator and laboratory analyst as appropriate within 12 months of date of hire. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
UNIVERSITY OF GEORGIA	SUPT PLANT OP AND ENGINEER	Good	\$40,577	\$64,233	\$87,889	116.6%	<input checked="" type="checkbox"/>		
ATLANTA	Water Distribution Superintendent	Good	\$50,900	\$67,850	\$84,800	66.6%	<input checked="" type="checkbox"/>		
DEKALB COUNTY	Assistant Treatment Plant Manager	Good	\$56,504	\$72,043	\$87,581	55.0%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	Water/WW Mgr	Good	\$57,480	\$76,161	\$94,841	65.0%	<input type="checkbox"/>		
AUGUSTA	SUPT OF WATER TREATMENT	Good	\$59,820	\$74,775	\$89,730	50.0%	<input type="checkbox"/>		
COBB COUNTY	WRF SUPERINTENDENT	Good	\$60,013	\$78,017	\$96,021	60.0%	<input type="checkbox"/>		
FULTON COUNTY	Superintendent, Water & Sewer I	Good	\$66,899	\$83,624	\$100,348	50.0%	<input checked="" type="checkbox"/>		

Average **\$56,028** **\$73,815** **\$91,601**

ATHENS-CLARKE COUNTY **\$55,156** **\$71,703** **\$88,250** **60.0%**

\$ Difference (\$871) (\$2,111) (\$3,351)

% Difference -1.6% -2.9% -3.8%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

SYSTEMS ANALYST I

Descrip The purpose of this job is to ensure that the performance obligations of in-house computing systems are met. Duties and responsibilities include, but are not limited to: gathering and analyzing data in support of systems performance, managing hardware and software usage, configuring and deploying end user devices, responding to service desk calls, and training users.

Quals Bachelor's degree in computer science, information systems or a related field and two years of experience in one (1) or more of the following areas in a multi-user environment required: Database Administration, Network Management, Desktop Management, Server Management, Virtual Environment Administration, Enterprise E-Mail Administration, Application Development, Security Management, Storage Area Network, Project Management, and/or Document Management; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess a valid driver's license. Criminal fingerprint background check must indicate eligibility for access to sensitive public safety information such as GCIC records and other confidential departmental data which may reasonably be accessed during execution of CIS duties.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
FULTON COUNTY	Information Systems Analyst I	Good	\$42,631	\$53,289	\$63,947	50.0%	<input type="checkbox"/>		
ATLANTA	Information Systems Manager	Good	\$44,000	\$58,700	\$73,400	66.8%	<input checked="" type="checkbox"/>		
COLUMBUS	Appl. Support Analyst	Good	\$44,314	\$55,872	\$67,429	52.2%	<input type="checkbox"/>		
KNOXVILLE	Systems Analyst	Good	\$45,044	\$56,479	\$67,913	50.8%	<input type="checkbox"/>		
CHATHAM COUNTY	SYSTEMS ANALYST I	Good	\$45,467	\$60,327	\$75,186	65.4%	<input type="checkbox"/>		
MACON-BIBB COUNTY	SYSTEM AND NETWORK ANALYST II	Good	\$45,531	\$60,684	\$75,837	66.6%	<input type="checkbox"/>		
AUGUSTA	SYSTEMS ANALYST I	Good	\$45,738	\$57,173	\$68,607	50.0%	<input type="checkbox"/>		
GREENVILLE	ENTERPRISE SYSTEMS BUS. ANALYST	Good	\$47,507	\$61,121	\$74,734	57.3%	<input checked="" type="checkbox"/>		
DEKALB COUNTY	Systems Analyst	Good	\$50,120	\$63,903	\$77,686	55.0%	<input checked="" type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	SYSTEMS SECURITY ADM	Good	\$51,707	\$63,517	\$75,327	45.7%	<input type="checkbox"/>		
GWINNETT COUNTY	IT Systems Analyst I	Good	\$54,226	\$71,850	\$89,473	65.0%	<input type="checkbox"/>		
COBB COUNTY	TECHNOLOGY SERVICES MANAGER	Good	\$69,612	\$90,496	\$111,380	60.0%	<input type="checkbox"/>		

Average **\$48,825** **\$62,784** **\$76,743**

ATHENS-CLARKE COUNTY **\$41,405** **\$53,827** **\$66,248** **60.0%**

\$ Difference (\$7,420) (\$8,957) (\$10,495)

% Difference -17.9% -16.6% -15.8%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

TRAFFIC ENGINEER

Descrip The purpose of this job is to manage and direct Unified Government traffic engineering functions. Duties and responsibilities include, but are not limited to: planning and directing the work of traffic engineering personnel, coordinating local transportation and traffic management programs, administering construction area signing programs, reviewing driveway permits, determining traffic control needs, conducting traffic and accident studies, administering neighborhood traffic management program, presenting traffic engineering studies to the Athens-Clarke County Commission, and performing additional tasks as assigned.

Quals Bachelor's degree in civil engineering, transportation or related discipline with five (5) years of related experience required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Three (3) years supervisory experience is required. Must possess a valid driver's license. Must possess certification as an Engineer-in-Training (EIT); license as a Professional Engineer (PE) in the State of Georgia preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
ATLANTA	Traffic Engineer Chief	Good	\$54,700	\$72,900	\$91,100	66.5%	<input checked="" type="checkbox"/>		
COLUMBUS	Traffic Engineer	Good	\$56,726	\$71,520	\$86,315	52.2%	<input type="checkbox"/>		
CHATHAM COUNTY	CIVIL ENGINEER II	Good	\$58,123	\$77,013	\$95,903	65.0%	<input type="checkbox"/>		
COBB COUNTY	ENGINEER II	Good	\$60,013	\$78,017	\$96,021	60.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Traffic Engineer Manager	Good	\$63,158	\$80,648	\$98,138	55.4%	<input type="checkbox"/>		
GWINNETT COUNTY	Engineer III	Good	\$64,130	\$84,973	\$105,815	65.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	TRAFFIC ENGINEER	Good	\$64,813	\$86,382	\$107,952	66.6%	<input type="checkbox"/>		
DEKALB COUNTY	Professional Engineer	Good	\$66,079	\$84,251	\$102,423	55.0%	<input checked="" type="checkbox"/>		
GREENVILLE	ASST CITY ENGINEER-TRAFFIC	Good	\$66,685	\$86,310	\$105,934	58.9%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Professional Engineer	Good	\$66,899	\$83,624	\$100,348	50.0%	<input checked="" type="checkbox"/>		

Average			\$62,133	\$80,564	\$98,995	59.3%			
ATHENS-CLARKE COUNTY			\$61,271	\$79,652	\$98,033	60.0%			
	\$ Difference		(\$861)	(\$912)	(\$962)				
	% Difference		-1.4%	-1.1%	-1.0%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

TRANSIT DIRECTOR

Descrip The purpose of this position is to manage and direct the Unified Government's transit bus system and oversees operations, maintenance and administration. Duties and responsibilities include, but are not limited to: directing and supervising the overall personnel, planning, administration, operation, contracts, projects, and budget of the transit department and perform additional tasks as assigned.

Quals Bachelor's degree in transportation or public administration or related field; Five (5) years of public transit operations or public administration experience required; Or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Four(4) years of supervisory experience is required. Must possess a valid Georgia Commercial Driver's License.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKE COUNTY SCHOOL DISTRICT	DIR TRANSPORTATION	Good	\$64,291	\$78,976	\$93,660	45.7%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	DIRECTOR TRANSPORTATION SVCS	Good	\$71,400	\$116,200	\$161,000	125.5%	<input checked="" type="checkbox"/>		
ATLANTA	Transportation Planning Director	Good	\$74,800	\$99,700	\$124,600	66.6%	<input checked="" type="checkbox"/>		
COLUMBUS	Director of Transportation	Good	\$76,290	\$96,187	\$116,084	52.2%	<input type="checkbox"/>		
GWINNETT COUNTY	DIVISION DIRECTOR - TRANSIT	Good	\$77,843	\$105,089	\$132,334	70.0%	<input type="checkbox"/>		
COBB COUNTY	DIVISION MANAGER, TRANSIT	Good	\$95,467	\$119,334	\$143,200	50.0%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Administrator, FTS Fleet & Transportation	Good	\$97,032	\$121,290	\$145,548	50.0%	<input checked="" type="checkbox"/>		
GREENVILLE	DIR OF PUBLIC TRANSPORTATION	Good	\$99,715	\$129,626	\$159,536	60.0%	<input type="checkbox"/>		
AUGUSTA	TRANSIT DIRECTOR	Good	\$102,287	\$127,859	\$153,431	50.0%	<input type="checkbox"/>		

Average **\$84,347** **\$110,473** **\$136,599** 61.9%

ATHENS-CLARKE COUNTY

\$76,550 **\$99,515** **\$122,480** **60.0%**
\$ Difference (\$7,797) (\$10,958) (\$14,119)
% Difference -10.2% -11.0% -11.5%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

TRANSIT VEHICLE OPERATOR

Descrip The purpose of this job is to operate a mainline bus or specialized van. Duties and responsibilities include, but are not limited to: picking up and dropping off passengers, collecting fares, operating a vehicle along prescribed routes, transporting paratransit/demand response passengers, providing good customer service, and performing additional tasks as assigned.

Quals High school diploma or equivalent required, with one (1) year of experience in the operation of a mainline bus and/or specialized van preferred; Or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Experience working with the elderly or disabled is also preferred. Must possess a valid driver's license. Must possess a CDL permit prior to date of hire and be able to obtain a full valid Georgia Commercial Driver's License with passenger endorsement within 6 weeks of the date of hire.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
CLARKE COUNTY SCHOOL DISTRICT	TRAN BUS DRIVER	Good	\$22,958	\$28,202	\$33,446	45.7%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	TRANSIT SERVICE WORKER	Good	\$24,000	\$36,797	\$49,593	106.6%	<input type="checkbox"/>		
FULTON COUNTY	Bus Driver	Good	\$26,411	\$33,014	\$39,616	50.0%	<input type="checkbox"/>		
KNOXVILLE	Equipment Operator I - Shuttle Truck	Good	\$26,766	\$32,531	\$38,295	43.1%	<input type="checkbox"/>		
GREENVILLE	BUS OPERATOR-GTA	Good	\$29,286	\$36,608	\$43,930	50.0%	<input type="checkbox"/>		
COLUMBUS	Bus Operator	Good	\$31,362	\$39,542	\$47,721	52.2%	<input type="checkbox"/>		
COBB COUNTY	EQUIPMENT OPERATOR, SENIOR	Good	\$32,015	\$41,620	\$51,224	60.0%	<input type="checkbox"/>		
ATLANTA	Streetcar Operator	Good	\$33,000	\$41,300	\$49,600	50.3%	<input type="checkbox"/>		

Average **\$28,225** **\$36,202** **\$44,178** 56.5%

ATHENS-CLARKE COUNTY **\$31,929** **\$41,508** **\$51,087** **60.0%**

\$ Difference \$3,704 \$5,307 \$6,909

% Difference 11.6% 12.8% 13.5%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

UTILITY ENGINEER

Descrip The purpose of this job is to perform administrative/supervisory functions associated with planning, coordinating, and supervising public utility projects. Duties and responsibilities include, but are not limited to, insures that water and sewer utilities are installed according to Athens-Clarke County specifications, monitors the capacity of public utilities, provides information to the public regarding the availability of public utilities, maintains records, supervises assigned staff, and performs additional tasks as assigned.

Quals Bachelor's Degree in Civil Engineering, with three (3) years of experience in a utility engineering capacity with exposure to field construction activities required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this job. Two (2) years of supervisory experience is required. Must possess a valid driver's license. Certification as an Engineer in Training required. Certification as a Professional Engineer preferred.

Respondent	MatchingTitle	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUGUSTA	UTILITY ENGINEER	Good	\$45,738	\$57,173	\$68,607	50.0%	<input type="checkbox"/>		
ATLANTA	Construction Project Manager	Good	\$54,700	\$72,900	\$91,100	66.5%	<input checked="" type="checkbox"/>		
COLUMBUS	Stormwater Management Engineer G22	Good	\$56,726	\$71,520	\$86,315	52.2%	<input type="checkbox"/>		
CHATHAM COUNTY	CIVIL ENGINEER II	Good	\$58,123	\$77,013	\$95,903	65.0%	<input type="checkbox"/>		
COBB COUNTY	ENGINEER II	Good	\$60,013	\$78,017	\$96,021	60.0%	<input checked="" type="checkbox"/>		
KNOXVILLE	Civil Engineer Manager	Good	\$63,158	\$80,648	\$98,138	55.4%	<input checked="" type="checkbox"/>		
GWINNETT COUNTY	Engineer III	Good	\$64,130	\$84,973	\$105,815	65.0%	<input type="checkbox"/>		
DEKALB COUNTY	Professional Engineer	Good	\$66,079	\$84,251	\$102,423	55.0%	<input checked="" type="checkbox"/>		
FULTON COUNTY	Professional Engineer	Good	\$66,899	\$83,624	\$100,348	50.0%	<input checked="" type="checkbox"/>		

Average **\$59,507** **\$76,680** **\$93,852**

ATHENS-CLARKE COUNTY **\$61,271** **\$79,652** **\$98,033** **60.0%**

\$ Difference \$1,764 \$2,972 \$4,181

% Difference 2.9% 3.7% 4.3%

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

VICTIM ADVOCATE

Descrip The purpose of this job is to perform administrative work functions and to provide information, support and referral services to victims of crime. Duties and responsibilities include, but are not limited to, handling crisis calls; interviewing victims; acting as a liaison between victims, attorneys and the court system; providing referral resources, information and assistance; providing case status reports to victims; accompanying victims in court; recruiting/supervising volunteers, interns and community service workers; preparing reports, forms and other documentation; maintaining records; and performing additional tasks as assigned.

Quals Associates Degree in criminal justice, psychology, sociology, political science or related field with two (2) years of victim assistance program experience (or related) required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
KNOXVILLE	Victim Services Advocate	Good	\$29,478	\$36,055	\$42,631	44.6%	<input type="checkbox"/>		
AUGUSTA	VICTIM ADVOCATE	Good	\$31,093	\$39,838	\$48,583	56.3%	<input type="checkbox"/>		
GREENVILLE	VICTIM WITNESS ADVOCATE	Good	\$33,238	\$41,548	\$49,858	50.0%	<input type="checkbox"/>		
MACON-BIBB COUNTY	VICTIM ADVOCATE	Good	\$33,259	\$44,325	\$55,390	66.5%	<input type="checkbox"/>		
COLUMBUS	Victim Advocate	Good	\$34,618	\$43,647	\$52,675	52.2%	<input type="checkbox"/>		
GWINNETT COUNTY	Victim Advocate-VAOD(DA)	Good	\$36,167	\$47,017	\$57,867	60.0%	<input type="checkbox"/>		
CHATHAM COUNTY	VICTIM ADVOCATE I	Good	\$37,500	\$49,688	\$61,875	65.0%	<input type="checkbox"/>		
DEKALB COUNTY	Victim Witness Assistant Program Coordinator	Good	\$38,151	\$48,643	\$59,134	55.0%	<input type="checkbox"/>		
FULTON COUNTY	Victim / Witness Advocate	Good	\$38,208	\$47,760	\$57,311	50.0%	<input type="checkbox"/>		
COBB COUNTY	VICTIM ADVOCATE	Good	\$40,014	\$52,019	\$64,023	60.0%	<input type="checkbox"/>		

Average		\$35,173	\$45,054	\$54,935	56.2%
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ATHENS-CLARKE COUNTY		\$35,293	\$45,881	\$56,469	60.0%
	\$ Difference	\$ 120	\$ 827	\$1,534	
	% Difference	0.3%	1.8%	2.7%	

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

WATER TREATMENT PLANT OPER

Descrip The purpose of this job is to perform general/technical work functions associated with operating the water treatment plant and to ensure a continuous, adequate supply of potable drinking water meeting federal/state regulations. Duties and responsibilities include, but are not limited to: analyzing and treating water; mixing chemicals; performing laboratory tests; operating various pumps and valves; repairing and maintaining machinery and equipment; maintaining records; and performing additional tasks as assigned.

Quals High school diploma or equivalent required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Must possess or have the ability to obtain state certified Class III license for water treatment or distribution as required within 12 months of date of hire. One (1) year of experience in water treatment systems maintenance or operations preferred.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
GWINNETT COUNTY	Water/WW Tech I	Good	\$28,639	\$36,515	\$44,391	55.0%	<input type="checkbox"/>		
AUGUSTA	WATER TREATMENT PLANT OPER	Good	\$29,798	\$37,247	\$44,696	50.0%	<input type="checkbox"/>		
ATLANTA	Water Distribution Operator I	Good	\$31,400	\$39,300	\$47,200	50.3%	<input type="checkbox"/>		
DEKALB COUNTY	Plant Operator III	Good	\$31,767	\$40,503	\$49,239	55.0%	<input type="checkbox"/>		
COBB COUNTY	WRF OPERATOR II	Good	\$36,815	\$47,860	\$58,904	60.0%	<input type="checkbox"/>		

Average			\$31,684	\$40,285	\$48,886	54.3%			
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ATHENS-CLARKE COUNTY			\$31,929	\$41,508	\$51,087	60.0%			
	\$ Difference		\$245	\$1,223	\$2,201				
	% Difference		0.8%	2.9%	4.3%				

Salary Survey Results for ATHENS-CLARKE COUNTY, GA

WTR TREATMENT PLANT OPER SUPV

Descrip The purpose of this job is to perform supervisory functions associated with operating the water treatment plant and to ensure a continuous, adequate supply of potable drinking water meeting federal/state regulations. Duties and responsibilities include but are not limited to: supervising water analysis and treatment; mixing chemicals; assisting in laboratory testing; operating various pumps and valves; repairing and maintaining machinery and equipment; maintaining records; assisting, instructing and disciplining assigned staff; & performing additional tasks as assigned.

Quals High School diploma or equivalent with two years of experience involving water treatment systems maintenance or operations required; or any equivalent combination of education, training, and experience which provides the requisite knowledge, skills, and abilities for this position. Vocational/Technical school degree in Water/Wastewater Treatment or related discipline preferred. One year of supervisory experience is required. Must possess a state certified Class II license for water treatment. Must possess a valid driver's license.

Respondent	Matching Title	Match	Min	Mid	Max	Range Width	Exempt	Avg Pay	Actual Pay
AUGUSTA	WTR TREATMENT PLANT OPER SUPV	Good	\$38,866	\$48,583	\$58,299	50.0%	<input type="checkbox"/>		
ATLANTA	Water Distribution Maintenance Supervisor	Good	\$40,600	\$50,800	\$61,000	50.2%	<input type="checkbox"/>		
DEKALB COUNTY	Plant Shift Supervisor	Good	\$46,928	\$59,834	\$72,739	55.0%	<input type="checkbox"/>		
COBB COUNTY	WRF SUPERVISOR	Good	\$47,214	\$61,378	\$75,542	60.0%	<input type="checkbox"/>		
GWINNETT COUNTY	Water/WW Shift Supv	Good	\$47,371	\$61,582	\$75,793	60.0%	<input type="checkbox"/>		
CLARKE COUNTY SCHOOL DISTRICT	EXEC. DIR PLANT SVS	Good	\$68,226	\$83,809	\$99,393	45.7%	<input type="checkbox"/>		
Average			\$48,201	\$60,998	\$73,794	53.1%			

ATHENS-CLARKE COUNTY

	\$39,877	\$51,840	\$63,803	60.0%
\$ Difference	(\$8,324)	(\$9,158)	(\$9,991)	
% Difference	-20.9%	-17.7%	-15.7%	

SECTION 4.0
Proposed Pay Structure and Plans

Pay Plans

Pay Plans
The Unified Government of Athens-Clarke County, GA

Code	Class Title	Hrly Min	Mkt	Hrly Max
Part-Time				
302		\$10.48	\$13.34	\$13.47
4998	PROGRAM ASSISTANT - P/T			
305		\$12.13	\$15.44	\$15.59
8013	GYMNASTICS INSTRUCTOR - P/T			
6003	PARK ASSISTANT - P/T			
6007	PARKING ATTENDANT I - P/T			
306		\$12.73	\$16.21	\$16.37
7001	ANIMAL CARETAKER - P/T			
7011	ELECTIONS CLERK I - P/T			
8001	FACILITY SERVICE WORKER - P/T			
7032	INFORMATION ATTENDANT - P/T			
7007	WELLNESS COACH - P/T			
307		\$13.37	\$17.02	\$17.19
7009	ADMINISTRATIVE ASSISTANT I - P/T			
8010	HOUSEHOLD HAZ WASTE TECH - P/T			
8016	LINE SERVICE TECHNICIAN - P/T			
8017	SECURITY ASSISTANT - P/T			
9010	TRANSIT MAINT WORKER - P/T			
308		\$14.04	\$17.87	\$18.05
9013	BAILIFF - P/T			
9021	MAINTENANCE WORKER I - P/T			
8009	SOLID WASTE DRIVER I - P/T			
309		\$14.74	\$18.77	\$18.95
1102	ADMINISTRATIVE ASSISTANT II - P/T			
1055	COURT CLERK - P/T			
1092	DISPOSAL EQUIP OPERATOR - P/T			
1066	ELECTIONS CLERK II - P/T			
1010	MEDICAL LABORATORY ASST- P/T			
310		\$15.48	\$19.70	\$19.90
1100	ACCOUNTING SPECIALIST PT			
1265	ANIMAL CONTROL OFFICER - P/T			
1138	RECREATION ASSISTANT - PT/NB			
1182	TRANSIT VEHICLE OPERATOR - P/T			
1143	WATER RECLAMATION OPER I - P/T			
311		\$16.25	\$20.69	\$20.90
1205	DEPUTY COURT CLERK P/T			
1204	MOTOR VEHICLE REGISTRAR - P/T			
1213	RECORDS CLERK - P/T			
1272	TRANSIT DISPATCHER P/T			
312		\$17.06	\$21.72	\$21.94
1358	COMMUNICATIONS OFFICER I - P/T			
1386	LSVCS PROGRAM LEADER - P/T			
313		\$17.92	\$22.81	\$23.04

Pay Plans
The Unified Government of Athens-Clarke County, GA

<i>Code</i>	<i>Class Title</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
Part-Time				
313		\$17.92	\$22.81	\$23.04
1457	PLANNING SUPPORT SPECIALIST - P/T			
1478	THEATRE EQUIPMENT TECHNICIAN			
314		\$18.81	\$23.95	\$24.19
1508	VOLUNTEER COORDINATOR - P/T			
316		\$20.74	\$26.40	\$26.67
1807	FIREARM INSTRUCTOR - P/T			
1808	INVESTIGATOR - P/T			
1752	ROUTE SUPERVISOR - P/T			

39 Active Proposed Classes in the Part-Time Pay Plan

Pay Plans
The Unified Government of Athens-Clarke County, GA

<i>Code</i>	<i>Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Public Safety				
210		\$36,149	\$41,932	\$54,093
1211	DETENTION OFFICER			
212		\$40,200	\$46,230	\$59,637
1310	CORRECTIONAL OFFICER			
1311	DEPUTY SHERIFF			
1314	FIREFIGHTER			
1320	POLICE OFFICER			
1304	PROBATION OFFICER			
213		\$42,210	\$48,542	\$62,619
1503	POLICE OFFICER FIRST CLASS			
214		\$44,710	\$50,969	\$65,750
1509	CORRECTIONAL CORPORAL			
2504	FIRE CORPORAL			
1826	POLICE OFFICER SENIOR			
1803	SENIOR PROBATION OFFICER			
1830	SHERIFF CORPORAL			
215		\$46,945	\$53,518	\$69,038
1912	CORRECTIONAL SERGEANT			
1916	FIRE SERGEANT			
1908	POLICE CORPORAL			
1806	POLICE OFFICER MASTER			
217		\$51,757	\$59,003	\$76,114
2220	CORRECTIONAL LIEUTENANT			
2205	FIRE LIEUTENANT			
2021	POLICE SERGEANT			
2022	SHERIFF SERGEANT			
218		\$54,345	\$61,953	\$79,920
2208	DEPUTY CHIEF PROBATION OFFICER			
219		\$57,062	\$65,051	\$83,916
2505	FIRE CAPTAIN			
2511	POLICE LIEUTENANT			
2517	SHERIFF LIEUTENANT			
221		\$62,911	\$71,719	\$92,517
2206	CORRECTIONAL CAPTAIN			
222		\$66,057	\$75,305	\$97,143
2712	BATTALION CHIEF			
2616	POLICE CAPTAIN			
2617	SHERIFF CAPTAIN			
223		\$69,359	\$79,070	\$102,000
2802	CHIEF PROBATION OFFICER			
224		\$72,827	\$83,023	\$107,100

Pay Plans
The Unified Government of Athens-Clarke County, GA

<i>Code</i>	<i>Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Public Safety				
224		\$72,827	\$83,023	\$107,100
2901	CHIEF JAILER			
226		\$80,292	\$91,533	\$118,078
2621	DEPUTY CORRECTIONS DIRECTOR			
227		\$84,307	\$96,110	\$123,982
3200	ASSISTANT FIRE CHIEF			
3203	CHIEF DEPUTY SHERIFF			
3206	DEPUTY POLICE CHIEF			
228		\$88,522	\$100,915	\$130,181
3702	CORRECTIONS DIRECTOR			
231		\$102,476	\$116,822	\$150,701
4200	FIRE CHIEF			
4300	POLICE CHIEF			

37 Active Proposed Classes in the Public Safety Pay Plan

Pay Plans
The Unified Government of Athens-Clarke County, GA

<i>Code</i>	<i>Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
106		\$26,486	\$33,717	\$41,050
6111	LAW LIBRARY CLERK			
7034	MAIL COURIER			
107		\$27,810	\$35,403	\$43,103
7008	ANIMAL CARETAKER			
7002	FACILITY SERVICE WORKER			
108		\$29,201	\$37,173	\$45,258
1103	ADMINISTRATIVE ASSISTANT I			
8004	GROUNDS WORKER I			
8012	METER READER			
9006	TRANSIT MAINTENANCE WORKER			
8003	WORKER I			
109		\$30,661	\$39,031	\$47,521
1119	FIELD CUSTOMER SERVICE REP			
1110	FIELD SERVICE TECHNICIAN			
9007	FOOD SERVICE WORKER			
9005	GROUNDS WORKER II			
9101	MAINTENANCE WORKER I			
1021	RECORDS RETENTION TECHNICIAN			
9001	SCALE OPERATOR			
9195	SIGN & MARKING WORKER I			
8008	SOLID WASTE DRIVER I			
110		\$32,194	\$40,983	\$49,897
9170	ADMINISTRATIVE ASSISTANT II			
1163	ARTS ASSISTANT			
1053	COURT CLERK			
1009	CUSTOMER SERVICE REP			
1048	GROUNDS WORKER III			
1011	LANDFILL CREW LEADER			
1299	MAINTENANCE WORKER II			
1018	PERMIT SPECIALIST I			
1039	VICTIM NOTIFICATION CLERK			
9099	WORKER II			
111		\$33,804	\$43,032	\$52,392
1105	ACCOUNTING SPECIALIST			
1212	AMI TECHNICIAN I			
1201	ANIMAL CONTROL OFFICER			
1170	CONTROL ROOM OPERATOR			
1199	HEAVY EQUIPMENT OPERATOR I			
1124	INVENTORY CONTROL CLERK I			
1114	LIGHT EQUIPMENT MECHANIC			
1131	NEIGHBORHOOD SVC OFFICER			
1259	PERMIT SPECIALIST II			
1134	PROPERTY TAX REPRESENTATIVE			
1137	RECREATION ASSISTANT			
1158	SHERIFFS RECORDS TECHNICIAN			

Pay Plans
The Unified Government of Athens-Clarke County, GA

<i>Code</i>	<i>Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
111		\$33,804	\$43,032	\$52,392
1141	SIGN & MARKING WORKER II			
1035	SOLID WASTE DRIVER II			
1181	TRANSIT VEHICLE OPERATOR			
1142	WATER RECLAMATION OPER I			
1148	WATER TREATMENT PLANT OPER I			
1198	WORKER III			
112		\$35,494	\$45,184	\$55,011
1280	AIRPORT OPERATIONS TECHNICIAN			
1328	AMI TECHNICIAN II			
1106	BILLING SPECIALIST			
1202	CASE MANAGEMENT SPECIALIST			
1054	COURT CLERK, LEAD			
1271	DEPUTY COURT CLERK			
1091	DISPOSAL EQUIP OPERATOR			
1215	ENVIRONMENTAL SAMPLER			
1249	FACILITIES LOCATOR			
1207	FACILITY SERVICE SUPERVISOR			
1101	FINANCIAL SUPPORT SPECIALIST I			
1297	HEAVY EQUIPMENT OPERATOR II			
1270	JUDICIAL ASSISTANT			
1262	LABORATORY TECHNICIAN I			
1227	LITTER CONTROL CREW LEADER			
1232	METER TESTING TECHNICIAN			
1203	MOTOR VEHICLE REGISTRAR			
1228	PLANT MAINTENANCE MECHANIC			
1155	RECORDS CLERK			
1241	SENIOR ACCOUNTING SPECIALIST			
1206	SENIOR CUSTOMER SERVICE REP			
1216	SEPTAGE PROGRAM SPEC.			
1108	SOLID WASTE DRIVER III			
1291	TRANSIT DISPATCHER			
1224	WATER RECLAMATION OPER II			
1248	WATER TREATMENT PLANT OPER II			
113		\$37,269	\$47,443	\$57,762
1301	ADMINISTRATIVE ASSISTANT III			
1303	ASSISTANT POLICE PLANNER			
1104	AUTOMOTIVE MECHANIC			
1316	BLDG. INSPECTOR I			
1305	BUYER			
1308	COMMUNICATIONS OFFICER I			
1384	DEPUTY CLERK OF COMMISSION			
1273	DEPUTY COURT CLERK, LEAD			
1496	ENGINEERING TECHNICIAN I			
1343	FINANCIAL SUPPORT SPECIALIST II			
1372	GROUNDS CREW LEADER			
1399	HEAVY EQUIPMENT OPERATOR III			
1464	HVAC TECHNICIAN I			

Pay Plans
The Unified Government of Athens-Clarke County, GA

<i>Code</i>	<i>Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
113		\$37,269	\$47,443	\$57,762
1312	INDUSTRIAL PRETREATMENT TECH			
1267	INVENTORY CONTROL CLERK II			
1342	LABORATORY TECHNICIAN II			
1385	LSVCS PROGRAM LEADER			
1317	MAINTENANCE CREW LEADER			
1319	PERSONAL PROP APPRAISER TECH			
1413	PLUMBER I			
1321	PRINT SHOP TECHNICIAN			
1346	PUBLIC INFORMATION ASSISTANT			
1471	SENIOR DEPUTY COURT CLERK			
1350	SENIOR TAX & TAG REPRESENTATIVE			
1361	SOLID WASTE CREW LEADER			
1474	TAX COMM. OPERATIONS ASSISTANT			
1306	TRAFFIC ENGINEERING TECH			
1476	TRANSIT INFORMATION SPECIALIST			
1322	TRANSIT MAINT CREW LEADER			
1602	UTILITY MAINT CREWLEADER			
1302	VICTIM ADVOCATE			
1324	WATER RECLAMATION OPER III			
114		\$39,132	\$49,815	\$60,650
1463	AIRPORT MAINTENANCE TECHNICIAN			
1414	BACKGROUND INVESTIGATOR PTNB			
1428	BUDGET SPECIALIST			
1663	CARPENTER			
1563	CODE ENFORCEMENT OFFICER I			
1403	COMMUNICATIONS OFFICER II			
1473	DELINQUENT TAX SPECIALIST			
1434	ELECTRIC TECHNICIAN			
1875	ENGINEERING TECHNICIAN II			
1459	FACILITY MAINTENANCE TECHNICIAN			
1315	FOG INSPECTOR			
1222	HEAVY EQUIPMENT MECHANIC			
1442	HUMAN RESOURCES TECH - POLICE			
1494	JUDICIAL ADMINISTRATIVE COORD			
1456	PLANNING SUPPORT SPECIALIST			
1640	SENIOR CASE MANAGEMENT SPECIALIST			
1538	TRAFFIC SIGNAL TECH			
115		\$41,089	\$52,306	\$63,682
1416	ADMINISTRATIVE OFFICER			
1507	APPRAISER I			
1520	BLDG. INSPECTOR II			
1451	CHIEF DEPUTY COURT CLERK			
1562	CODE ENFORCEMENT OFFICER II			
1572	COMMUNICATIONS OFFICER III			
1513	COMPUTER REPAIR TECHNICIAN			
1603	CONSTRUCTION & MAINT SUPV			
1610	COUNSELOR			

Pay Plans
The Unified Government of Athens-Clarke County, GA

<i>Code</i>	<i>Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
115		\$41,089	\$52,306	\$63,682
1567	DIESEL MECHANIC			
1568	ELECTIONS ASSISTANT			
1547	ELECTRICIAN I			
1605	FLEET RESOURCES COORDINATOR			
1573	GIS TECHNICIAN			
1528	HVAC TECHNICIAN II			
1506	PAYROLL SPECIALIST			
1661	PLUMBER II			
1804	QUALITY CONTROL COORDINATOR			
116		\$43,143	\$54,921	\$66,866
1701	ACCOUNTANT			
1615	AMI ANALYST			
1614	AMI SUPERVISOR			
1504	ANIMAL CONTROL SUPERVISOR			
1505	APPRAISER II			
1406	BILLING SUPERVISOR			
1834	CODE ENFORCEMENT OFFICER III			
1617	COMMUNICATIONS OFFICER IV			
1653	CUSTOMER SERVICE SUPERVISOR			
1611	DIVERSION CENTER CASE WORKER			
1913	ELECTRICIAN II			
1650	FIELD SERVICE SUPERVISOR			
1408	FINANCIAL SUPPORT SUPERVISOR			
1601	FIRE APPARATUS MECHANIC			
1606	HCD PROGRAM SUPPORT ANALYST			
1612	LOCKSMITH			
1666	PLANNER I			
1672	PUBLIC WORKS CREWLEADER			
1639	PUBLIC WORKS INSPECTOR			
1554	RIGHT-OF-WAY AGENT			
1675	SENIOR BUYER			
1896	SENIOR TRAFFIC SIGNAL TECH			
1643	SHOP SUPERVISOR			
1444	SIGN & MARKING CREWLEADER			
1649	UTILITY INSPECTOR			
117		\$45,300	\$57,667	\$70,210
1902	ACCOUNTING ANALYST			
1702	ACCOUNTING SUPERVISOR			
1801	APPRAISER III			
1903	BUDGET ANALYST			
1812	BUSINESS DEV SPECIALIST			
1835	CODE ENFORCEMENT OFFICER IV			
1833	COMMUNICATIONS SUPERVISOR			
1791	COMMUNITY DEVELOPMENT SPEC.			
1802	CONSTRUCTION PROJECT COORDINATOR			
1793	CRIME ANALYST			
1500	EXECUTIVE ASSISTANT			

Pay Plans
The Unified Government of Athens-Clarke County, GA

<i>Code</i>	<i>Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
117		\$45,300	\$57,667	\$70,210
1918	FOOD SERVICE COORDINATOR			
2006	GIS ANALYST			
1790	GROUNDS SUPERVISOR			
1842	HUMAN RESOURCES GENERALIST			
1837	INVESTIGATOR			
1828	LSVCS PROGRAM SPECIALIST			
1712	OPERATIONS ANALYST			
1832	PLANNER II			
1609	PLANT MAINTENANCE MECHANIC SUPERVISOR			
1732	PRINT SHOP SUPERVISOR			
1831	PROGRAM EDUCATION SPECIALIST			
1794	PUBLIC UTILITIES ANALYST			
1805	QUALITY CONTROL SUPERVISOR			
1735	ROUTE SUPERVISOR			
1821	SENIOR BLDG. INSPECTOR			
1811	SENIOR UTILITY INSPECTOR			
1719	SURVEYOR			
1822	TAX COMM. OPERATIONS SUPERVISOR			
1706	TRANSIT VEHICLE MECHANIC			
118		\$47,565	\$60,551	\$73,720
1501	ADR COORDINATOR			
1901	AIRPORT OPERATION SUPERVISOR			
2099	APPRAISER IV			
1744	BILLING COORDINATOR			
1952	COLLECTION SUPERVISOR			
1998	DELINQUENT TAX OFFICER			
1914	ENVIRONMENTL COMPLIANCE OFF			
1950	HOUSEHOLD HAZARDOUS WASTE SUPV			
1990	LABORATORY SUPERVISOR			
1607	ORGANIZATIONAL TECH TRAINER			
1951	PERMIT SUPERVISOR			
1996	PUBLIC INFO MEDIA ANALYST			
1929	SENIOR CONST & MAINT SUPV			
1796	SYSTEMS ANALYST I			
1907	TRANSIT SHOP FOREMAN			
1697	VICTIM WITNESS COORDINATOR			
1906	WATER RECLAMATION PLANT SUPV			
1655	WATER TREATMENT PLANT OPER SUPV			
119		\$49,943	\$63,578	\$77,406
2010	ACCREDITATION COORDINATOR			
2065	CAPITAL PROGRAMS COORD			
2025	CHIEF DEPUTY CLERK OF COURT			
2003	CLERK OF JUVENILE COURT			
2092	CLERK OF MAGISTRATE COURT			
2001	CLERK OF MUNICIPAL COURT			
2002	COMMUNITY FORESTRY COORDINATOR			
2016	CORRECTIONAL PROGRAMMING COORDINATOR			

Pay Plans
The Unified Government of Athens-Clarke County, GA

<i>Code</i>	<i>Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
119		\$49,943	\$63,578	\$77,406
1934	ELECTRICAL SUPERVISOR			
2017	FIRE APPARATUS SERVICES SUPERVISOR			
2018	MANAGEMENT ANALYST			
2118	ORGANIZATIONAL DEVELOP TRAINER			
2004	PARK COORDINATOR			
2126	PLANNER III			
2019	PLANNING & RESEARCH COORD			
2007	POLICE PUBLIC INFO OFFICER			
1905	SENIOR ACCOUNTING ANALYST			
1904	SENIOR BUDGET ANALYST			
1954	SENIOR HUMAN RESOURCES GENERALIST			
1937	SYSTEMS ANALYST II			
1608	VICTIM ASSISTANCE SUPERVISOR			
120		\$52,441	\$66,757	\$81,277
2015	ACCOUNTABILITY COURT COORDINATOR			
2201	ANIMAL CONTROL ADMINISTRATOR			
2107	BUSINESS DEVELOPMENT COORDINATOR			
2111	COMMUNITY and OUTREACH COORDINATOR			
2207	COMMUNITY DEVELOPMENT COORD			
2203	COMMUNITY ECON DEV COORDINATOR			
2121	DUI/DRUG COURT COORDINATOR			
2299	ENGINEER I			
2119	FACILITY AND PROGRAM SUPERVISOR			
2200	INFORMATION & TECHNOLOGY SUPV			
2106	OPERATIONS COORDINATOR			
2209	PERSONAL PROPERTY SUPV			
2213	PLANNING & STANDARDS SUPV			
2297	RADIO SYSTEMS COORDINATOR			
2210	REAL PROPERTY SUPERVISOR			
1838	SENIOR INVESTIGATOR			
2108	WATER CONSERVATION COORDINATOR			
121		\$55,063	\$70,095	\$85,340
2500	ATTORNEY I			
2320	BLDG. CODE ANALYST			
2529	COLLECTION ADMINISTRATOR			
2123	EDUCATION & OUTREACH COORD			
2499	ENGINEER II			
1613	EQUIPMENT MECHANIC COORDINATOR			
2614	FACILITIES ADMINISTRATOR			
2305	FLEET MGMT ADMINISTRATOR			
2317	INTERNAL SUPPORT ADMINISTRATOR			
2605	LANDSCAPE ADMINISTRATOR			
2411	MOTOR VEHICLE DIV ADMIN			
2304	NETWORK ENGINEER			
2202	PUBLIC UTILITIES COMPLIANCE SUPERVISOR			
2101	SAFETY AND TRAINING COORDINATOR			
2314	SYSTEMS ANALYST SUPERVISOR			

Pay Plans
The Unified Government of Athens-Clarke County, GA

<i>Code</i>	<i>Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
121		\$55,063	\$70,095	\$85,340
2323	TRANSIT MAINT ADMINISTRATOR			
2342	WASTE REDUCTION ADMINISTRATOR			
122		\$57,816	\$73,600	\$89,607
2700	ATTORNEY II			
2526	CHIEF INVESTIGATOR			
2422	CODE ENFORCEMENT ADMINISTRATOR			
2706	COMMUNITY DEVELOPMENT ADMIN			
2509	ECOLOGICAL RESOURCE COORDINATOR			
2498	ENGINEER III			
2590	GIS COORDINATOR			
2403	LANDFILL ADMINISTRATOR			
2506	LEISURE SERVICES DIV ADMIN			
2303	PLANT MAINT ADMINISTRATOR			
2620	SENIOR PLANNER			
123		\$60,707	\$77,280	\$94,088
2711	DEPUTY TAX COMMISSIONER			
2740	EMERGENCY MGT COORDINATOR			
2698	STREETS & DRAINAGE SUPT			
2608	SUPT OF METER MANAGEMENT			
2611	SUPT OF WATER & SEWER			
2610	SUPT OF WATER RECLAIM. FAC.			
2618	SUPT OF WATER TREATMENT			
2512	TRANSIT SUPT. OF OPERATIONS			
2613	WATER BUSINESS ADMINISTRATOR			
124		\$63,742	\$81,144	\$98,792
2601	ACCOUNTING ADMINISTRATOR			
2800	ATTORNEY III			
2518	BENEFITS & WELLNESS ADMIN			
2615	BUDGET ADMINISTRATOR			
2519	COMPENSATION & PAYROLL ADMIN			
2520	EMPLOYMENT ADMINISTRATOR			
2604	FINANCIAL SERVICES ADMIN			
2607	PURCHASING ADMINISTRATOR			
2807	SAFETY & RISK ADMINISTRATOR			
2212	TREASURER			
125		\$66,929	\$85,201	\$103,732
3004	COURT SERVICES ADMINISTRATOR			
2801	NETWORK ADMINISTRATOR			
126		\$70,276	\$89,461	\$108,918
3002	ASSISTANT PLANNING DIRECTOR			
3006	ENVIRONMENTAL ENGINEER			
2803	GEOGRAPHIC INFORMATION OFFICER			
2902	ORGANIZATIONAL DEVELOP ADMIN			
2701	PUBLIC INFORMATION OFFICER			
3005	STORMWATER ADMINISTRATOR			

Pay Plans
The Unified Government of Athens-Clarke County, GA

<i>Code</i>	<i>Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
126		\$70,276	\$89,461	\$108,918
2804	SUSTAINABILITY OFFICER			
3008	TRAFFIC ENGINEER			
3007	UTILITY ENGINEER			
127		\$73,789	\$93,934	\$114,364
2805	LEISURE SERVICES ASSISTANT DIRECTOR			
128		\$77,479	\$98,630	\$120,083
3300	ELECTIONS & VOTER REGIST DIR			
129		\$81,353	\$103,562	\$126,087
2900	ASSISTANT CHIEF ATTORNEY			
3100	ASSISTANT FINANCE DIRECTOR			
3205	ASSISTANT HUMAN RESOURCES DIR			
3099	ENGINEERING ADMINISTRATOR			
130		\$85,420	\$108,740	\$132,391
3201	ASSISTANT PUBLIC UTILITIES DIR			
4028	CHIEF APPRAISER			
4005	ECONOMIC DEVELOPMENT DIRECTOR			
3600	HOUSING & COMMUNITY DEV DIR			
3602	SOLID WASTE DIRECTOR			
131		\$89,691	\$114,177	\$139,011
4031	CENTRAL SERVICES DIRECTOR			
132		\$94,176	\$119,886	\$145,961
3302	AIRPORT DIRECTOR			
3601	BUILDING INSPECTIONS DIRECTOR			
4001	LEISURE SERVICES DIRECTOR			
4027	PLANNING DIRECTOR			
4002	TRANSIT DIRECTOR			
134		\$103,829	\$132,174	\$160,922
4003	CHIEF INFORMATION OFFICER			
4203	FINANCE DIRECTOR			
4040	HUMAN RESOURCES DIRECTOR			
135		\$109,020	\$138,783	\$168,968
4201	PUBLIC UTILITIES DIRECTOR			
4204	PUBLIC WORKS DIRECTOR			

330 Active Proposed Classes in the Unified Pay Plan

Pay Plans
The Unified Government of Athens-Clarke County, GA

<i>Code</i>	<i>Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
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406 Active Proposed Classes in The Unified Government of Athens-Clarke County, GA

SECTION 5.0
Alpha List of Proposed Titles

Proposed Class List By Title

Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
A							
ACCOUNTABILITY COURT COORDINATOR	2015	Unified	120	\$52,441	\$66,757	\$81,277	<u>5</u>
ACCOUNTANT	1701	Unified	116	\$43,143	\$54,921	\$66,866	<u>3</u>
ACCOUNTING ADMINISTRATOR	2601	Unified	124	\$63,742	\$81,144	\$98,792	<u>1</u>
ACCOUNTING ANALYST	1902	Unified	117	\$45,300	\$57,667	\$70,210	<u>3</u>
ACCOUNTING SPECIALIST	1105	Unified	111	\$33,804	\$43,032	\$52,392	<u>2</u>
ACCOUNTING SPECIALIST PT	1100	Part-Time	310	\$32,194	\$40,983	\$41,393	<u>1</u>
ACCOUNTING SUPERVISOR	1702	Unified	117	\$45,300	\$57,667	\$70,210	<u>1</u>
ACCREDITATION COORDINATOR	2010	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
ADMINISTRATIVE ASSISTANT II	9170	Unified	110	\$32,194	\$40,983	\$49,897	<u>35</u>
ADMINISTRATIVE ASSISTANT II - P/T	1102	Part-Time	309	\$30,661	\$39,031	\$39,422	<u>1</u>
ADMINISTRATIVE ASSISTANT I	1103	Unified	108	\$29,201	\$37,173	\$45,258	<u>3</u>
ADMINISTRATIVE ASSISTANT I - P/T	7009	Part-Time	307	\$27,810	\$35,403	\$35,757	<u>21</u>
ADMINISTRATIVE ASSISTANT III	1301	Unified	113	\$37,269	\$47,443	\$57,762	<u>22</u>
ADMINISTRATIVE OFFICER	1416	Unified	115	\$41,089	\$52,306	\$63,682	<u>4</u>
ADR COORDINATOR	1501	Unified	118	\$47,565	\$60,551	\$73,720	<u>1</u>
AIRPORT DIRECTOR	3302	Unified	132	\$94,176	\$119,886	\$145,961	<u>1</u>
AIRPORT MAINTENANCE TECHNICIAN	1463	Unified	114	\$39,132	\$49,815	\$60,650	<u>1</u>
AIRPORT OPERATION SUPERVISOR	1901	Unified	118	\$47,565	\$60,551	\$73,720	<u>1</u>
AIRPORT OPERATIONS TECHNICIAN	1280	Unified	112	\$35,494	\$45,184	\$55,011	<u>3</u>
AMI ANALYST	1615	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>
AMI SUPERVISOR	1614	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>
AMI TECHNICIAN I	1212	Unified	111	\$33,804	\$43,032	\$52,392	<u>4</u>
AMI TECHNICIAN II	1328	Unified	112	\$35,494	\$45,184	\$55,011	<u>3</u>
ANIMAL CARETAKER	7008	Unified	107	\$27,810	\$35,403	\$43,103	<u>3</u>
ANIMAL CARETAKER - P/T	7001	Part-Time	306	\$26,486	\$33,717	\$34,054	<u>1</u>
ANIMAL CONTROL ADMINISTRATOR	2201	Unified	120	\$52,441	\$66,757	\$81,277	<u>1</u>
ANIMAL CONTROL OFFICER	1201	Unified	111	\$33,804	\$43,032	\$52,392	<u>2</u>
ANIMAL CONTROL OFFICER - P/T	1265	Part-Time	310	\$32,194	\$40,983	\$41,393	<u>1</u>
ANIMAL CONTROL SUPERVISOR	1504	Unified	116	\$43,143	\$54,921	\$66,866	<u>2</u>
APPRAISER I	1507	Unified	115	\$41,089	\$52,306	\$63,682	<u>0</u>
APPRAISER II	1505	Unified	116	\$43,143	\$54,921	\$66,866	<u>3</u>
APPRAISER III	1801	Unified	117	\$45,300	\$57,667	\$70,210	<u>3</u>
APPRAISER IV	2099	Unified	118	\$47,565	\$60,551	\$73,720	<u>2</u>

Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
ARTS ASSISTANT	1163	Unified	110	\$32,194	\$40,983	\$49,897	<u>2</u>
ASSISTANT CHIEF ATTORNEY	2900	Unified	129	\$81,353	\$103,562	\$126,087	<u>1</u>
ASSISTANT FINANCE DIRECTOR	3100	Unified	129	\$81,353	\$103,562	\$126,087	<u>1</u>
ASSISTANT FIRE CHIEF	3200	Public Safety	227	\$84,307	\$96,110	\$123,982	<u>2</u>
ASSISTANT HUMAN RESOURCES DIR	3205	Unified	129	\$81,353	\$103,562	\$126,087	<u>1</u>
ASSISTANT PLANNING DIRECTOR	3002	Unified	126	\$70,276	\$89,461	\$108,918	<u>1</u>
ASSISTANT POLICE PLANNER	1303	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
ASSISTANT PUBLIC UTILITIES DIR	3201	Unified	130	\$85,420	\$108,740	\$132,391	<u>1</u>
ATTORNEY I	2500	Unified	121	\$55,063	\$70,095	\$85,340	<u>8</u>
ATTORNEY II	2700	Unified	122	\$57,816	\$73,600	\$89,607	<u>6</u>
ATTORNEY III	2800	Unified	124	\$63,742	\$81,144	\$98,792	<u>9</u>
AUTOMOTIVE MECHANIC	1104	Unified	113	\$37,269	\$47,443	\$57,762	<u>4</u>

B

BACKGROUND INVESTIGATOR PTNB	1414	Unified	114	\$39,132	\$49,815	\$60,650	<u>1</u>
BAILIFF - P/T	9013	Part-Time	308	\$29,201	\$37,173	\$37,545	<u>18</u>
BATTALION CHIEF	2712	Public Safety	222	\$66,057	\$75,305	\$97,143	<u>6</u>
BENEFITS & WELLNESS ADMIN	2518	Unified	124	\$63,742	\$81,144	\$98,792	<u>1</u>
BILLING COORDINATOR	1744	Unified	118	\$47,565	\$60,551	\$73,720	<u>3</u>
BILLING SPECIALIST	1106	Unified	112	\$35,494	\$45,184	\$55,011	<u>3</u>
BILLING SUPERVISOR	1406	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>
BLDG. CODE ANALYST	2320	Unified	121	\$55,063	\$70,095	\$85,340	<u>3</u>
BLDG. INSPECTOR I	1316	Unified	113	\$37,269	\$47,443	\$57,762	<u>2</u>
BLDG. INSPECTOR II	1520	Unified	115	\$41,089	\$52,306	\$63,682	<u>2</u>
BUDGET ADMINISTRATOR	2615	Unified	124	\$63,742	\$81,144	\$98,792	<u>1</u>
BUDGET ANALYST	1903	Unified	117	\$45,300	\$57,667	\$70,210	<u>3</u>
BUDGET SPECIALIST	1428	Unified	114	\$39,132	\$49,815	\$60,650	<u>4</u>
BUILDING INSPECTIONS DIRECTOR	3601	Unified	132	\$94,176	\$119,886	\$145,961	<u>1</u>
BUSINESS DEV SPECIALIST	1812	Unified	117	\$45,300	\$57,667	\$70,210	<u>2</u>
BUSINESS DEVELOPMENT COORDINATOR	2107	Unified	120	\$52,441	\$66,757	\$81,277	<u>1</u>
BUYER	1305	Unified	113	\$37,269	\$47,443	\$57,762	<u>3</u>

C

CAPITAL PROGRAMS COORD	2065	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
CARPENTER	1663	Unified	114	\$39,132	\$49,815	\$60,650	<u>4</u>
CASE MANAGEMENT SPECIALIST	1202	Unified	112	\$35,494	\$45,184	\$55,011	<u>3</u>

Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
CENTRAL SERVICES DIRECTOR	4031	Unified	131	\$89,691	\$114,177	\$139,011	<u>1</u>
CHIEF APPRAISER	4028	Unified	130	\$85,420	\$108,740	\$132,391	<u>1</u>
CHIEF DEPUTY CLERK OF COURT	2025	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
CHIEF DEPUTY COURT CLERK	1451	Unified	115	\$41,089	\$52,306	\$63,682	<u>1</u>
CHIEF DEPUTY SHERIFF	3203	Public Safety	227	\$84,307	\$96,110	\$123,982	<u>1</u>
CHIEF INFORMATION OFFICER	4003	Unified	134	\$103,829	\$132,174	\$160,922	<u>1</u>
CHIEF INVESTIGATOR	2526	Unified	122	\$57,816	\$73,600	\$89,607	<u>1</u>
CHIEF JAILER	2901	Public Safety	224	\$72,827	\$83,023	\$107,100	<u>1</u>
CHIEF PROBATION OFFICER	2802	Public Safety	223	\$69,359	\$79,070	\$102,000	<u>1</u>
CLERK OF JUVENILE COURT	2003	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
CLERK OF MAGISTRATE COURT	2092	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
CLERK OF MUNICIPAL COURT	2001	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
CODE ENFORCEMENT ADMINISTRATOR	2422	Unified	122	\$57,816	\$73,600	\$89,607	<u>1</u>
CODE ENFORCEMENT OFFICER I	1563	Unified	114	\$39,132	\$49,815	\$60,650	<u>0</u>
CODE ENFORCEMENT OFFICER II	1562	Unified	115	\$41,089	\$52,306	\$63,682	<u>1</u>
CODE ENFORCEMENT OFFICER III	1834	Unified	116	\$43,143	\$54,921	\$66,866	<u>7</u>
CODE ENFORCEMENT OFFICER IV	1835	Unified	117	\$45,300	\$57,667	\$70,210	<u>0</u>
COLLECTION ADMINISTRATOR	2529	Unified	121	\$55,063	\$70,095	\$85,340	<u>1</u>
COLLECTION SUPERVISOR	1952	Unified	118	\$47,565	\$60,551	\$73,720	<u>2</u>
COMMUNICATIONS OFFICER I	1308	Unified	113	\$37,269	\$47,443	\$57,762	<u>10</u>
COMMUNICATIONS OFFICER I - P/T	1358	Part-Time	312	\$35,494	\$45,184	\$45,636	<u>1</u>
COMMUNICATIONS OFFICER II	1403	Unified	114	\$39,132	\$49,815	\$60,650	<u>9</u>
COMMUNICATIONS OFFICER III	1572	Unified	115	\$41,089	\$52,306	\$63,682	<u>3</u>
COMMUNICATIONS OFFICER IV	1617	Unified	116	\$43,143	\$54,921	\$66,866	<u>4</u>
COMMUNICATIONS SUPERVISOR	1833	Unified	117	\$45,300	\$57,667	\$70,210	<u>6</u>
COMMUNITY and OUTREACH COORDINATOR	2111	Unified	120	\$52,441	\$66,757	\$81,277	<u>1</u>
COMMUNITY DEVELOPMENT ADMIN	2706	Unified	122	\$57,816	\$73,600	\$89,607	<u>1</u>
COMMUNITY DEVELOPMENT COORD	2207	Unified	120	\$52,441	\$66,757	\$81,277	<u>1</u>
COMMUNITY DEVELOPMENT SPEC.	1791	Unified	117	\$45,300	\$57,667	\$70,210	<u>2</u>
COMMUNITY ECON DEV COORDINATOR	2203	Unified	120	\$52,441	\$66,757	\$81,277	<u>1</u>
COMMUNITY FORESTRY COORDINATOR	2002	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
COMPENSATION & PAYROLL ADMIN	2519	Unified	124	\$63,742	\$81,144	\$98,792	<u>1</u>
COMPUTER REPAIR TECHNICIAN	1513	Unified	115	\$41,089	\$52,306	\$63,682	<u>1</u>
CONSTRUCTION & MAINT SUPV	1603	Unified	115	\$41,089	\$52,306	\$63,682	<u>7</u>
CONSTRUCTION PROJECT COORDINATOR	1802	Unified	117	\$45,300	\$57,667	\$70,210	<u>2</u>

Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
CONTROL ROOM OPERATOR	1170	Unified	111	\$33,804	\$43,032	\$52,392	<u>12</u>
CORRECTIONAL CAPTAIN	2206	Public Safety	221	\$62,911	\$71,719	\$92,517	<u>1</u>
CORRECTIONAL CORPORAL	1509	Public Safety	214	\$44,710	\$50,969	\$65,750	<u>20</u>
CORRECTIONAL LIEUTENANT	2220	Public Safety	217	\$51,757	\$59,003	\$76,114	<u>2</u>
CORRECTIONAL OFFICER	1310	Public Safety	212	\$40,200	\$46,230	\$59,637	<u>8</u>
CORRECTIONAL PROGRAMMING COORDINATOR	2016	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
CORRECTIONAL SERGEANT	1912	Public Safety	215	\$46,945	\$53,518	\$69,038	<u>6</u>
CORRECTIONS DIRECTOR	3702	Public Safety	228	\$88,522	\$100,915	\$130,181	<u>1</u>
COUNSELOR	1610	Unified	115	\$41,089	\$52,306	\$63,682	<u>1</u>
COURT CLERK	1053	Unified	110	\$32,194	\$40,983	\$49,897	<u>14</u>
COURT CLERK - P/T	1055	Part-Time	309	\$30,661	\$39,031	\$39,422	<u>1</u>
COURT CLERK, LEAD	1054	Unified	112	\$35,494	\$45,184	\$55,011	<u>0</u>
COURT SERVICES ADMINISTRATOR	3004	Unified	125	\$66,929	\$85,201	\$103,732	<u>1</u>
CRIME ANALYST	1793	Unified	117	\$45,300	\$57,667	\$70,210	<u>2</u>
CUSTOMER SERVICE REP	1009	Unified	110	\$32,194	\$40,983	\$49,897	<u>5</u>
CUSTOMER SERVICE SUPERVISOR	1653	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>

D

DELINQUENT TAX OFFICER	1998	Unified	118	\$47,565	\$60,551	\$73,720	<u>1</u>
DELINQUENT TAX SPECIALIST	1473	Unified	114	\$39,132	\$49,815	\$60,650	<u>1</u>
DEPUTY CHIEF PROBATION OFFICER	2208	Public Safety	218	\$54,345	\$61,953	\$79,920	<u>1</u>
DEPUTY CLERK OF COMMISSION	1384	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
DEPUTY CORRECTIONS DIRECTOR	2621	Public Safety	226	\$80,292	\$91,533	\$118,078	<u>1</u>
DEPUTY COURT CLERK	1271	Unified	112	\$35,494	\$45,184	\$55,011	<u>13</u>
DEPUTY COURT CLERK P/T	1205	Part-Time	311	\$33,804	\$43,032	\$43,462	<u>0</u>
DEPUTY COURT CLERK, LEAD	1273	Unified	113	\$37,269	\$47,443	\$57,762	<u>3</u>
DEPUTY POLICE CHIEF	3206	Public Safety	227	\$84,307	\$96,110	\$123,982	<u>1</u>
DEPUTY SHERIFF	1311	Public Safety	212	\$40,200	\$46,230	\$59,637	<u>43</u>
DEPUTY TAX COMMISSIONER	2711	Unified	123	\$60,707	\$77,280	\$94,088	<u>1</u>
DETENTION OFFICER	1211	Public Safety	210	\$36,149	\$41,932	\$54,093	<u>8</u>
DIESEL MECHANIC	1567	Unified	115	\$41,089	\$52,306	\$63,682	<u>1</u>
DISPOSAL EQUIP OPERATOR	1091	Unified	112	\$35,494	\$45,184	\$55,011	<u>2</u>
DISPOSAL EQUIP OPERATOR - P/T	1092	Part-Time	309	\$30,661	\$39,031	\$39,422	<u>1</u>
DIVERSION CENTER CASE WORKER	1611	Unified	116	\$43,143	\$54,921	\$66,866	<u>2</u>
DUI/DRUG COURT COORDINATOR	2121	Unified	120	\$52,441	\$66,757	\$81,277	<u>0</u>

Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
E							
ECOLOGICAL RESOURCE COORDINATOR	2509	Unified	122	\$57,816	\$73,600	\$89,607	<u>1</u>
ECONOMIC DEVELOPMENT DIRECTOR	4005	Unified	130	\$85,420	\$108,740	\$132,391	<u>1</u>
EDUCATION & OUTREACH COORD	2123	Unified	121	\$55,063	\$70,095	\$85,340	<u>1</u>
ELECTIONS & VOTER REGIST DIR	3300	Unified	128	\$77,479	\$98,630	\$120,083	<u>1</u>
ELECTIONS ASSISTANT	1568	Unified	115	\$41,089	\$52,306	\$63,682	<u>1</u>
ELECTIONS CLERK I - P/T	7011	Part-Time	306	\$26,486	\$33,717	\$34,054	<u>7</u>
ELECTIONS CLERK II - P/T	1066	Part-Time	309	\$30,661	\$39,031	\$39,422	<u>1</u>
ELECTRIC TECHNICIAN	1434	Unified	114	\$39,132	\$49,815	\$60,650	<u>1</u>
ELECTRICAL SUPERVISOR	1934	Unified	119	\$49,943	\$63,578	\$77,406	<u>2</u>
ELECTRICIAN I	1547	Unified	115	\$41,089	\$52,306	\$63,682	<u>3</u>
ELECTRICIAN II	1913	Unified	116	\$43,143	\$54,921	\$66,866	<u>2</u>
EMERGENCY MGT COORDINATOR	2740	Unified	123	\$60,707	\$77,280	\$94,088	<u>1</u>
EMPLOYMENT ADMINISTRATOR	2520	Unified	124	\$63,742	\$81,144	\$98,792	<u>1</u>
ENGINEER I	2299	Unified	120	\$52,441	\$66,757	\$81,277	<u>8</u>
ENGINEER II	2499	Unified	121	\$55,063	\$70,095	\$85,340	<u>0</u>
ENGINEER III	2498	Unified	122	\$57,816	\$73,600	\$89,607	<u>1</u>
ENGINEERING ADMINISTRATOR	3099	Unified	129	\$81,353	\$103,562	\$126,087	<u>1</u>
ENGINEERING TECHNICIAN I	1496	Unified	113	\$37,269	\$47,443	\$57,762	<u>2</u>
ENGINEERING TECHNICIAN II	1875	Unified	114	\$39,132	\$49,815	\$60,650	<u>1</u>
ENVIRONMENTAL ENGINEER	3006	Unified	126	\$70,276	\$89,461	\$108,918	<u>1</u>
ENVIRONMENTAL SAMPLER	1215	Unified	112	\$35,494	\$45,184	\$55,011	<u>4</u>
ENVIRONMENTL COMPLIANCE OFF	1914	Unified	118	\$47,565	\$60,551	\$73,720	<u>1</u>
EQUIPMENT MECHANIC COORDINATOR	1613	Unified	121	\$55,063	\$70,095	\$85,340	<u>1</u>
EXECUTIVE ASSISTANT	1500	Unified	117	\$45,300	\$57,667	\$70,210	<u>6</u>
F							
FACILITIES ADMINISTRATOR	2614	Unified	121	\$55,063	\$70,095	\$85,340	<u>1</u>
FACILITIES LOCATOR	1249	Unified	112	\$35,494	\$45,184	\$55,011	<u>2</u>
FACILITY AND PROGRAM SUPERVISOR	2119	Unified	120	\$52,441	\$66,757	\$81,277	<u>14</u>
FACILITY MAINTENANCE TECHNICIAN	1459	Unified	114	\$39,132	\$49,815	\$60,650	<u>3</u>
FACILITY SERVICE SUPERVISOR	1207	Unified	112	\$35,494	\$45,184	\$55,011	<u>1</u>
FACILITY SERVICE WORKER	7002	Unified	107	\$27,810	\$35,403	\$43,103	<u>7</u>
FACILITY SERVICE WORKER - P/T	8001	Part-Time	306	\$26,486	\$33,717	\$34,054	<u>1</u>
FIELD CUSTOMER SERVICE REP	1119	Unified	109	\$30,661	\$39,031	\$47,521	<u>2</u>

Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
FIELD SERVICE SUPERVISOR	1650	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>
FIELD SERVICE TECHNICIAN	1110	Unified	109	\$30,661	\$39,031	\$47,521	<u>4</u>
FINANCE DIRECTOR	4203	Unified	134	\$103,829	\$132,174	\$160,922	<u>1</u>
FINANCIAL SERVICES ADMIN	2604	Unified	124	\$63,742	\$81,144	\$98,792	<u>1</u>
FINANCIAL SUPPORT SPECIALIST I	1101	Unified	112	\$35,494	\$45,184	\$55,011	<u>3</u>
FINANCIAL SUPPORT SPECIALIST II	1343	Unified	113	\$37,269	\$47,443	\$57,762	<u>2</u>
FINANCIAL SUPPORT SUPERVISOR	1408	Unified	116	\$43,143	\$54,921	\$66,866	<u>2</u>
FIRE APPARATUS SERVICES SUPERVISOR	2017	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
FIRE CORPORAL	2504	Public Safety	214	\$44,710	\$50,969	\$65,750	<u>25</u>
FIRE APPARATUS MECHANIC	1601	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>
FIRE CAPTAIN	2505	Public Safety	219	\$57,062	\$65,051	\$83,916	<u>11</u>
FIRE CHIEF	4200	Public Safety	231	\$102,476	\$116,822	\$150,701	<u>1</u>
FIRE LIEUTENANT	2205	Public Safety	217	\$51,757	\$59,003	\$76,114	<u>29</u>
FIRE SERGEANT	1916	Public Safety	215	\$46,945	\$53,518	\$69,038	<u>39</u>
FIREARM INSTRUCTOR - P/T	1807	Part-Time	316	\$43,143	\$54,921	\$55,470	<u>1</u>
FIREFIGHTER	1314	Public Safety	212	\$40,200	\$46,230	\$59,637	<u>68</u>
FLEET MGMT ADMINISTRATOR	2305	Unified	121	\$55,063	\$70,095	\$85,340	<u>1</u>
FLEET RESOURCES COORDINATOR	1605	Unified	115	\$41,089	\$52,306	\$63,682	<u>1</u>
FOG INSPECTOR	1315	Unified	114	\$39,132	\$49,815	\$60,650	<u>1</u>
FOOD SERVICE COORDINATOR	1918	Unified	117	\$45,300	\$57,667	\$70,210	<u>0</u>
FOOD SERVICE WORKER	9007	Unified	109	\$30,661	\$39,031	\$47,521	<u>2</u>

G

GEOGRAPHIC INFORMATION OFFICER	2803	Unified	126	\$70,276	\$89,461	\$108,918	<u>1</u>
GIS ANALYST	2006	Unified	117	\$45,300	\$57,667	\$70,210	<u>4</u>
GIS COORDINATOR	2590	Unified	122	\$57,816	\$73,600	\$89,607	<u>1</u>
GIS TECHNICIAN	1573	Unified	115	\$41,089	\$52,306	\$63,682	<u>1</u>
GROUNDS CREW LEADER	1372	Unified	113	\$37,269	\$47,443	\$57,762	<u>18</u>
GROUNDS SUPERVISOR	1790	Unified	117	\$45,300	\$57,667	\$70,210	<u>3</u>
GROUNDS WORKER I	8004	Unified	108	\$29,201	\$37,173	\$45,258	<u>8</u>
GROUNDS WORKER II	9005	Unified	109	\$30,661	\$39,031	\$47,521	<u>5</u>
GROUNDS WORKER III	1048	Unified	110	\$32,194	\$40,983	\$49,897	<u>1</u>
GYMNASTICS INSTRUCTOR - P/T	8013	Part-Time	305	\$25,225	\$32,111	\$32,432	<u>13</u>

H

HCD PROGRAM SUPPORT ANALYST	1606	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>
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Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
HEAVY EQUIPMENT MECHANIC	1222	Unified	114	\$39,132	\$49,815	\$60,650	<u>4</u>
HEAVY EQUIPMENT OPERATOR I	1199	Unified	111	\$33,804	\$43,032	\$52,392	<u>19</u>
HEAVY EQUIPMENT OPERATOR II	1297	Unified	112	\$35,494	\$45,184	\$55,011	<u>18</u>
HEAVY EQUIPMENT OPERATOR III	1399	Unified	113	\$37,269	\$47,443	\$57,762	<u>6</u>
HOUSEHOLD HAZ WASTE TECH - P/T	8010	Part-Time	307	\$27,810	\$35,403	\$35,757	<u>2</u>
HOUSEHOLD HAZARDOUS WASTE SUPV	1950	Unified	118	\$47,565	\$60,551	\$73,720	<u>1</u>
HOUSING & COMMUNITY DEV DIR	3600	Unified	130	\$85,420	\$108,740	\$132,391	<u>1</u>
HUMAN RESOURCES DIRECTOR	4040	Unified	134	\$103,829	\$132,174	\$160,922	<u>1</u>
HUMAN RESOURCES GENERALIST	1842	Unified	117	\$45,300	\$57,667	\$70,210	<u>4</u>
HUMAN RESOURCES TECH - POLICE	1442	Unified	114	\$39,132	\$49,815	\$60,650	<u>1</u>
HVAC TECHNICIAN I	1464	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
HVAC TECHNICIAN II	1528	Unified	115	\$41,089	\$52,306	\$63,682	<u>2</u>
I							
INDUSTRIAL PRETREATMENT TECH	1312	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
INFORMATION & TECHNOLOGY SUPV	2200	Unified	120	\$52,441	\$66,757	\$81,277	<u>1</u>
INFORMATION ATTENDANT - P/T	7032	Part-Time	306	\$26,486	\$33,717	\$34,054	<u>3</u>
INTERNAL SUPPORT ADMINISTRATOR	2317	Unified	121	\$55,063	\$70,095	\$85,340	<u>1</u>
INVENTORY CONTROL CLERK I	1124	Unified	111	\$33,804	\$43,032	\$52,392	<u>1</u>
INVENTORY CONTROL CLERK II	1267	Unified	113	\$37,269	\$47,443	\$57,762	<u>7</u>
INVESTIGATOR	1837	Unified	117	\$45,300	\$57,667	\$70,210	<u>7</u>
INVESTIGATOR - P/T	1808	Part-Time	316	\$43,143	\$54,921	\$55,470	<u>1</u>
J							
JUDICIAL ADMINISTRATIVE COORD	1494	Unified	114	\$39,132	\$49,815	\$60,650	<u>1</u>
JUDICIAL ASSISTANT	1270	Unified	112	\$35,494	\$45,184	\$55,011	<u>1</u>
L							
LABORATORY SUPERVISOR	1990	Unified	118	\$47,565	\$60,551	\$73,720	<u>1</u>
LABORATORY TECHNICIAN I	1262	Unified	112	\$35,494	\$45,184	\$55,011	<u>3</u>
LABORATORY TECHNICIAN II	1342	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
LANDFILL ADMINISTRATOR	2403	Unified	122	\$57,816	\$73,600	\$89,607	<u>1</u>
LANDFILL CREW LEADER	1011	Unified	110	\$32,194	\$40,983	\$49,897	<u>1</u>
LANDSCAPE ADMINISTRATOR	2605	Unified	121	\$55,063	\$70,095	\$85,340	<u>1</u>
LAW LIBRARY CLERK	6111	Unified	106	\$26,486	\$33,717	\$41,050	<u>1</u>
LEISURE SERVICES ASSISTANT DIRECTOR	2805	Unified	127	\$73,789	\$93,934	\$114,364	<u>1</u>
LEISURE SERVICES DIRECTOR	4001	Unified	132	\$94,176	\$119,886	\$145,961	<u>1</u>

Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
LEISURE SERVICES DIV ADMIN	2506	Unified	122	\$57,816	\$73,600	\$89,607	<u>4</u>
LIGHT EQUIPMENT MECHANIC	1114	Unified	111	\$33,804	\$43,032	\$52,392	<u>0</u>
LINE SERVICE TECHNICIAN - P/T	8016	Part-Time	307	\$27,810	\$35,403	\$35,757	<u>5</u>
LITTER CONTROL CREW LEADER	1227	Unified	112	\$35,494	\$45,184	\$55,011	<u>1</u>
LOCKSMITH	1612	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>
LSVCS PROGRAM LEADER	1385	Unified	113	\$37,269	\$47,443	\$57,762	<u>10</u>
LSVCS PROGRAM LEADER - P/T	1386	Part-Time	312	\$35,494	\$45,184	\$45,636	<u>4</u>
LSVCS PROGRAM SPECIALIST	1828	Unified	117	\$45,300	\$57,667	\$70,210	<u>18</u>
M							
MAIL COURIER	7034	Unified	106	\$26,486	\$33,717	\$41,050	<u>1</u>
MAINTENANCE CREW LEADER	1317	Unified	113	\$37,269	\$47,443	\$57,762	<u>5</u>
MAINTENANCE WORKER I	9101	Unified	109	\$30,661	\$39,031	\$47,521	<u>2</u>
MAINTENANCE WORKER I - P/T	9021	Part-Time	308	\$29,201	\$37,173	\$37,545	<u>1</u>
MAINTENANCE WORKER II	1299	Unified	110	\$32,194	\$40,983	\$49,897	<u>6</u>
MANAGEMENT ANALYST	2018	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
MEDICAL LABORATORY ASST- P/T	1010	Part-Time	309	\$30,661	\$39,031	\$39,422	<u>3</u>
METER READER	8012	Unified	108	\$29,201	\$37,173	\$45,258	<u>4</u>
METER TESTING TECHNICIAN	1232	Unified	112	\$35,494	\$45,184	\$55,011	<u>1</u>
MOTOR VEHICLE DIV ADMIN	2411	Unified	121	\$55,063	\$70,095	\$85,340	<u>1</u>
MOTOR VEHICLE REGISTRAR	1203	Unified	112	\$35,494	\$45,184	\$55,011	<u>5</u>
MOTOR VEHICLE REGISTRAR - P/T	1204	Part-Time	311	\$33,804	\$43,032	\$43,462	<u>3</u>
N							
NEIGHBORHOOD SVC OFFICER	1131	Unified	111	\$33,804	\$43,032	\$52,392	<u>2</u>
NETWORK ADMINISTRATOR	2801	Unified	125	\$66,929	\$85,201	\$103,732	<u>1</u>
NETWORK ENGINEER	2304	Unified	121	\$55,063	\$70,095	\$85,340	<u>1</u>
O							
OPERATIONS ANALYST	1712	Unified	117	\$45,300	\$57,667	\$70,210	<u>1</u>
OPERATIONS COORDINATOR	2106	Unified	120	\$52,441	\$66,757	\$81,277	<u>10</u>
ORGANIZATIONAL DEVELOP ADMIN	2902	Unified	126	\$70,276	\$89,461	\$108,918	<u>1</u>
ORGANIZATIONAL DEVELOP TRAINER	2118	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
ORGANIZATIONAL TECH TRAINER	1607	Unified	118	\$47,565	\$60,551	\$73,720	<u>1</u>
P							
PARK ASSISTANT - P/T	6003	Part-Time	305	\$25,225	\$32,111	\$32,432	<u>27</u>
PARK COORDINATOR	2004	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>

Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
PARKING ATTENDANT I - P/T	6007	Part-Time	305	\$25,225	\$32,111	\$32,432	<u>6</u>
PAYROLL SPECIALIST	1506	Unified	115	\$41,089	\$52,306	\$63,682	<u>1</u>
PERMIT SPECIALIST I	1018	Unified	110	\$32,194	\$40,983	\$49,897	<u>2</u>
PERMIT SPECIALIST II	1259	Unified	111	\$33,804	\$43,032	\$52,392	<u>1</u>
PERMIT SUPERVISOR	1951	Unified	118	\$47,565	\$60,551	\$73,720	<u>1</u>
PERSONAL PROP APPRAISER TECH	1319	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
PERSONAL PROPERTY SUPV	2209	Unified	120	\$52,441	\$66,757	\$81,277	<u>1</u>
PLANNER I	1666	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>
PLANNER II	1832	Unified	117	\$45,300	\$57,667	\$70,210	<u>8</u>
PLANNER III	2126	Unified	119	\$49,943	\$63,578	\$77,406	<u>5</u>
PLANNING & RESEARCH COORD	2019	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
PLANNING & STANDARDS SUPV	2213	Unified	120	\$52,441	\$66,757	\$81,277	<u>1</u>
PLANNING DIRECTOR	4027	Unified	132	\$94,176	\$119,886	\$145,961	<u>1</u>
PLANNING SUPPORT SPECIALIST	1456	Unified	114	\$39,132	\$49,815	\$60,650	<u>1</u>
PLANNING SUPPORT SPECIALIST - P/T	1457	Part-Time	313	\$37,269	\$47,443	\$47,917	<u>1</u>
PLANT MAINT ADMINISTRATOR	2303	Unified	122	\$57,816	\$73,600	\$89,607	<u>1</u>
PLANT MAINTENANCE MECHANIC	1228	Unified	112	\$35,494	\$45,184	\$55,011	<u>8</u>
PLANT MAINTENANCE MECHANIC SUPERVISOR	1609	Unified	117	\$45,300	\$57,667	\$70,210	<u>2</u>
PLUMBER I	1413	Unified	113	\$37,269	\$47,443	\$57,762	<u>2</u>
PLUMBER II	1661	Unified	115	\$41,089	\$52,306	\$63,682	<u>2</u>
POLICE CAPTAIN	2616	Public Safety	222	\$66,057	\$75,305	\$97,143	<u>7</u>
POLICE CHIEF	4300	Public Safety	231	\$102,476	\$116,822	\$150,701	<u>1</u>
POLICE CORPORAL	1908	Public Safety	215	\$46,945	\$53,518	\$69,038	<u>12</u>
POLICE LIEUTENANT	2511	Public Safety	219	\$57,062	\$65,051	\$83,916	<u>16</u>
POLICE OFFICER	1320	Public Safety	212	\$40,200	\$46,230	\$59,637	<u>84</u>
POLICE OFFICER FIRST CLASS	1503	Public Safety	213	\$42,210	\$48,542	\$62,619	<u>19</u>
POLICE OFFICER MASTER	1806	Public Safety	215	\$46,945	\$53,518	\$69,038	<u>4</u>
POLICE OFFICER SENIOR	1826	Public Safety	214	\$44,710	\$50,969	\$65,750	<u>78</u>
POLICE PUBLIC INFO OFFICER	2007	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
POLICE SERGEANT	2021	Public Safety	217	\$51,757	\$59,003	\$76,114	<u>32</u>
PRINT SHOP SUPERVISOR	1732	Unified	117	\$45,300	\$57,667	\$70,210	<u>1</u>
PRINT SHOP TECHNICIAN	1321	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
PROBATION OFFICER	1304	Public Safety	212	\$40,200	\$46,230	\$59,637	<u>6</u>
PROGRAM ASSISTANT - P/T	4998	Part-Time	302	\$21,790	\$27,739	\$28,016	<u>4</u>
PROGRAM EDUCATION SPECIALIST	1831	Unified	117	\$45,300	\$57,667	\$70,210	<u>6</u>

Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
PROPERTY TAX REPRESENTATIVE	1134	Unified	111	\$33,804	\$43,032	\$52,392	<u>3</u>
PUBLIC INFO MEDIA ANALYST	1996	Unified	118	\$47,565	\$60,551	\$73,720	<u>2</u>
PUBLIC INFORMATION ASSISTANT	1346	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
PUBLIC INFORMATION OFFICER	2701	Unified	126	\$70,276	\$89,461	\$108,918	<u>1</u>
PUBLIC UTILITIES ANALYST	1794	Unified	117	\$45,300	\$57,667	\$70,210	<u>1</u>
PUBLIC UTILITIES COMPLIANCE SUPERVISOR	2202	Unified	121	\$55,063	\$70,095	\$85,340	<u>1</u>
PUBLIC UTILITIES DIRECTOR	4201	Unified	135	\$109,020	\$138,783	\$168,968	<u>1</u>
PUBLIC WORKS CREWLEADER	1672	Unified	116	\$43,143	\$54,921	\$66,866	<u>7</u>
PUBLIC WORKS DIRECTOR	4204	Unified	135	\$109,020	\$138,783	\$168,968	<u>1</u>
PUBLIC WORKS INSPECTOR	1639	Unified	116	\$43,143	\$54,921	\$66,866	<u>7</u>
PURCHASING ADMINISTRATOR	2607	Unified	124	\$63,742	\$81,144	\$98,792	<u>1</u>
Q							
QUALITY CONTROL COORDINATOR	1804	Unified	115	\$41,089	\$52,306	\$63,682	<u>1</u>
QUALITY CONTROL SUPERVISOR	1805	Unified	117	\$45,300	\$57,667	\$70,210	<u>1</u>
R							
RADIO SYSTEMS COORDINATOR	2297	Unified	120	\$52,441	\$66,757	\$81,277	<u>1</u>
REAL PROPERTY SUPERVISOR	2210	Unified	120	\$52,441	\$66,757	\$81,277	<u>1</u>
RECORDS CLERK	1155	Unified	112	\$35,494	\$45,184	\$55,011	<u>28</u>
RECORDS CLERK - P/T	1213	Part-Time	311	\$33,804	\$43,032	\$43,462	<u>2</u>
RECORDS RETENTION TECHNICIAN	1021	Unified	109	\$30,661	\$39,031	\$47,521	<u>1</u>
RECREATION ASSISTANT	1137	Unified	111	\$33,804	\$43,032	\$52,392	<u>5</u>
RECREATION ASSISTANT - PT/NB	1138	Part-Time	310	\$32,194	\$40,983	\$41,393	<u>2</u>
RIGHT-OF-WAY AGENT	1554	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>
ROUTE SUPERVISOR	1735	Unified	117	\$45,300	\$57,667	\$70,210	<u>4</u>
ROUTE SUPERVISOR - P/T	1752	Part-Time	316	\$43,143	\$54,921	\$55,470	<u>2</u>
S							
SAFETY & RISK ADMINISTRATOR	2807	Unified	124	\$63,742	\$81,144	\$98,792	<u>1</u>
SAFETY AND TRAINING COORDINATOR	2101	Unified	121	\$55,063	\$70,095	\$85,340	<u>0</u>
SCALE OPERATOR	9001	Unified	109	\$30,661	\$39,031	\$47,521	<u>2</u>
SECURITY ASSISTANT - P/T	8017	Part-Time	307	\$27,810	\$35,403	\$35,757	<u>0</u>
SENIOR ACCOUNTING ANALYST	1905	Unified	119	\$49,943	\$63,578	\$77,406	<u>0</u>
SENIOR ACCOUNTING SPECIALIST	1241	Unified	112	\$35,494	\$45,184	\$55,011	<u>1</u>
SENIOR BLDG. INSPECTOR	1821	Unified	117	\$45,300	\$57,667	\$70,210	<u>1</u>
SENIOR BUDGET ANALYST	1904	Unified	119	\$49,943	\$63,578	\$77,406	<u>0</u>

Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
SENIOR BUYER	1675	Unified	116	\$43,143	\$54,921	\$66,866	<u>2</u>
SENIOR CASE MANAGEMENT SPECIALIST	1640	Unified	114	\$39,132	\$49,815	\$60,650	<u>2</u>
SENIOR CONST & MAINT SUPV	1929	Unified	118	\$47,565	\$60,551	\$73,720	<u>2</u>
SENIOR CUSTOMER SERVICE REP	1206	Unified	112	\$35,494	\$45,184	\$55,011	<u>3</u>
SENIOR DEPUTY COURT CLERK	1471	Unified	113	\$37,269	\$47,443	\$57,762	<u>4</u>
SENIOR HUMAN RESOURCES GENERALIST	1954	Unified	119	\$49,943	\$63,578	\$77,406	<u>8</u>
SENIOR INVESTIGATOR	1838	Unified	120	\$52,441	\$66,757	\$81,277	<u>2</u>
SENIOR PLANNER	2620	Unified	122	\$57,816	\$73,600	\$89,607	<u>3</u>
SENIOR PROBATION OFFICER	1803	Public Safety	214	\$44,710	\$50,969	\$65,750	<u>10</u>
SENIOR TAX & TAG REPRESENTATIVE	1350	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
SENIOR TRAFFIC SIGNAL TECH	1896	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>
SENIOR UTILITY INSPECTOR	1811	Unified	117	\$45,300	\$57,667	\$70,210	<u>1</u>
SEPTAGE PROGRAM SPEC.	1216	Unified	112	\$35,494	\$45,184	\$55,011	<u>0</u>
SHERIFF CAPTAIN	2617	Public Safety	222	\$66,057	\$75,305	\$97,143	<u>4</u>
SHERIFF CORPORAL	1830	Public Safety	214	\$44,710	\$50,969	\$65,750	<u>73</u>
SHERIFF LIEUTENANT	2517	Public Safety	219	\$57,062	\$65,051	\$83,916	<u>8</u>
SHERIFF SERGEANT	2022	Public Safety	217	\$51,757	\$59,003	\$76,114	<u>19</u>
SHERIFFS RECORDS TECHNICIAN	1158	Unified	111	\$33,804	\$43,032	\$52,392	<u>0</u>
SHOP SUPERVISOR	1643	Unified	116	\$43,143	\$54,921	\$66,866	<u>2</u>
SIGN & MARKING CREWLEADER	1444	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>
SIGN & MARKING WORKER I	9195	Unified	109	\$30,661	\$39,031	\$47,521	<u>1</u>
SIGN & MARKING WORKER II	1141	Unified	111	\$33,804	\$43,032	\$52,392	<u>3</u>
SOLID WASTE CREW LEADER	1361	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
SOLID WASTE DIRECTOR	3602	Unified	130	\$85,420	\$108,740	\$132,391	<u>1</u>
SOLID WASTE DRIVER I	8008	Unified	109	\$30,661	\$39,031	\$47,521	<u>5</u>
SOLID WASTE DRIVER I - P/T	8009	Part-Time	308	\$29,201	\$37,173	\$37,545	<u>4</u>
SOLID WASTE DRIVER II	1035	Unified	111	\$33,804	\$43,032	\$52,392	<u>19</u>
SOLID WASTE DRIVER III	1108	Unified	112	\$35,494	\$45,184	\$55,011	<u>6</u>
STORMWATER ADMINISTRATOR	3005	Unified	126	\$70,276	\$89,461	\$108,918	<u>1</u>
STREETS & DRAINAGE SUPT	2698	Unified	123	\$60,707	\$77,280	\$94,088	<u>1</u>
SUPT OF METER MANAGEMENT	2608	Unified	123	\$60,707	\$77,280	\$94,088	<u>1</u>
SUPT OF WATER & SEWER	2611	Unified	123	\$60,707	\$77,280	\$94,088	<u>1</u>
SUPT OF WATER RECLAIM. FAC.	2610	Unified	123	\$60,707	\$77,280	\$94,088	<u>1</u>
SUPT OF WATER TREATMENT	2618	Unified	123	\$60,707	\$77,280	\$94,088	<u>1</u>
SURVEYOR	1719	Unified	117	\$45,300	\$57,667	\$70,210	<u>1</u>

Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
SUSTAINABILITY OFFICER	2804	Unified	126	\$70,276	\$89,461	\$108,918	<u>1</u>
SYSTEMS ANALYST I	1796	Unified	118	\$47,565	\$60,551	\$73,720	<u>2</u>
SYSTEMS ANALYST II	1937	Unified	119	\$49,943	\$63,578	\$77,406	<u>12</u>
SYSTEMS ANALYST SUPERVISOR	2314	Unified	121	\$55,063	\$70,095	\$85,340	<u>4</u>
T							
TAX COMM. OPERATIONS ASSISTANT	1474	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
TAX COMM. OPERATIONS SUPERVISOR	1822	Unified	117	\$45,300	\$57,667	\$70,210	<u>1</u>
THEATRE EQUIPMENT TECHNICIAN	1478	Part-Time	313	\$37,269	\$47,443	\$47,917	<u>2</u>
TRAFFIC ENGINEER	3008	Unified	126	\$70,276	\$89,461	\$108,918	<u>1</u>
TRAFFIC ENGINEERING TECH	1306	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
TRAFFIC SIGNAL TECH	1538	Unified	114	\$39,132	\$49,815	\$60,650	<u>4</u>
TRANSIT DIRECTOR	4002	Unified	132	\$94,176	\$119,886	\$145,961	<u>1</u>
TRANSIT DISPATCHER	1291	Unified	112	\$35,494	\$45,184	\$55,011	<u>2</u>
TRANSIT DISPATCHER P/T	1272	Part-Time	311	\$33,804	\$43,032	\$43,462	<u>3</u>
TRANSIT INFORMATION SPECIALIST	1476	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
TRANSIT MAINT ADMINISTRATOR	2323	Unified	121	\$55,063	\$70,095	\$85,340	<u>1</u>
TRANSIT MAINT CREW LEADER	1322	Unified	113	\$37,269	\$47,443	\$57,762	<u>1</u>
TRANSIT MAINT WORKER - P/T	9010	Part-Time	307	\$27,810	\$35,403	\$35,757	<u>2</u>
TRANSIT MAINTENANCE WORKER	9006	Unified	108	\$29,201	\$37,173	\$45,258	<u>3</u>
TRANSIT SHOP FOREMAN	1907	Unified	118	\$47,565	\$60,551	\$73,720	<u>1</u>
TRANSIT SUPT. OF OPERATIONS	2512	Unified	123	\$60,707	\$77,280	\$94,088	<u>1</u>
TRANSIT VEHICLE MECHANIC	1706	Unified	117	\$45,300	\$57,667	\$70,210	<u>5</u>
TRANSIT VEHICLE OPERATOR	1181	Unified	111	\$33,804	\$43,032	\$52,392	<u>44</u>
TRANSIT VEHICLE OPERATOR - P/T	1182	Part-Time	310	\$32,194	\$40,983	\$41,393	<u>9</u>
TREASURER	2212	Unified	124	\$63,742	\$81,144	\$98,792	<u>1</u>
U							
UTILITY ENGINEER	3007	Unified	126	\$70,276	\$89,461	\$108,918	<u>1</u>
UTILITY INSPECTOR	1649	Unified	116	\$43,143	\$54,921	\$66,866	<u>1</u>
UTILITY MAINT CREWLEADER	1602	Unified	113	\$37,269	\$47,443	\$57,762	<u>6</u>
V							
VICTIM ADVOCATE	1302	Unified	113	\$37,269	\$47,443	\$57,762	<u>11</u>
VICTIM ASSISTANCE SUPERVISOR	1608	Unified	119	\$49,943	\$63,578	\$77,406	<u>1</u>
VICTIM NOTIFICATION CLERK	1039	Unified	110	\$32,194	\$40,983	\$49,897	<u>2</u>
VICTIM WITNESS COORDINATOR	1697	Unified	118	\$47,565	\$60,551	\$73,720	<u>1</u>

Proposed Class List By Title

The Unified Government of Athens-Clarke County, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
VOLUNTEER COORDINATOR - P/T	1508	Part-Time	314	\$39,132	\$49,815	\$50,313	<u>2</u>
W							
WASTE REDUCTION ADMINISTRATOR	2342	Unified	121	\$55,063	\$70,095	\$85,340	<u>1</u>
WATER BUSINESS ADMINISTRATOR	2613	Unified	123	\$60,707	\$77,280	\$94,088	<u>1</u>
WATER CONSERVATION COORDINATOR	2108	Unified	120	\$52,441	\$66,757	\$81,277	<u>1</u>
WATER RECLAMATION OPER I	1142	Unified	111	\$33,804	\$43,032	\$52,392	<u>23</u>
WATER RECLAMATION OPER I - P/T	1143	Part-Time	310	\$32,194	\$40,983	\$41,393	<u>5</u>
WATER RECLAMATION OPER II	1224	Unified	112	\$35,494	\$45,184	\$55,011	<u>4</u>
WATER RECLAMATION OPER III	1324	Unified	113	\$37,269	\$47,443	\$57,762	<u>3</u>
WATER RECLAMATION PLANT SUPV	1906	Unified	118	\$47,565	\$60,551	\$73,720	<u>2</u>
WATER TREATMENT PLANT OPER I	1148	Unified	111	\$33,804	\$43,032	\$52,392	<u>5</u>
WATER TREATMENT PLANT OPER II	1248	Unified	112	\$35,494	\$45,184	\$55,011	<u>5</u>
WATER TREATMENT PLANT OPER SUPV	1655	Unified	118	\$47,565	\$60,551	\$73,720	<u>2</u>
WELLNESS COACH - P/T	7007	Part-Time	306	\$26,486	\$33,717	\$34,054	<u>2</u>
WORKER I	8003	Unified	108	\$29,201	\$37,173	\$45,258	<u>4</u>
WORKER II	9099	Unified	110	\$32,194	\$40,983	\$49,897	<u>24</u>
WORKER III	1198	Unified	111	\$33,804	\$43,032	\$52,392	<u>5</u>

406 Job Classes

SECTION 6.0
Implementation Cost by Job Class

Implementation Cost By Proposed Classification

The Unified Government of Athens-Clarke County, GA

Proposed Pay Plan Public Safety

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#				Total Adjust
Proposed Pay Plan	Public Safety																			
ASSISTANT FIRE CHIEF	3200		77,548	2	0	0	13,517	2	0	0	25,746	2	0	0	0	0	39,263	97,180	19,632	25.3%
BATTALION CHIEF	2712		69,802	6	0	0	0	0	0	0	49,327	6	0	0	0	0	49,327	78,023	8,221	11.8%
CHIEF DEPUTY SHERIFF	3203		82,036	1	0	0	2,271	1	0	0	14,600	1	0	0	0	0	16,871	98,907	16,871	20.6%
CHIEF JAILER	2901		76,609	1	0	0	0	0	0	0	7,065	1	0	0	0	0	7,065	83,674	7,065	9.2%
CHIEF PROBATION OFFICER	2802		68,716	1	0	0	643	1	0	0	8,378	1	0	0	0	0	9,021	77,737	9,021	13.1%
CORRECTIONAL CAPTAIN	2206		57,557	1	0	0	5,354	1	0	0	5,736	1	0	0	0	0	11,090	68,647	11,090	19.3%
CORRECTIONAL CORPORAL	1509		45,201	20	0	0	17,225	8	0	0	29,721	17	0	0	0	0	46,946	47,548	2,347	5.2%
CORRECTIONAL LIEUTENANT	2220		56,627	2	0	0	0	0	0	0	3,776	1	0	0	0	0	3,776	58,515	1,888	3.3%
CORRECTIONAL OFFICER	1310		38,175	8	0	0	17,545	7	0	0	1,943	5	0	0	0	0	19,488	40,611	2,436	6.4%
CORRECTIONAL SERGEANT	1912		54,455	6	0	0	0	0	0	0	0	0	0	0	0	0	0	54,455	0	0.0%
CORRECTIONS DIRECTOR	3702		94,150	1	0	0	0	0	0	0	0	0	0	0	0	0	0	94,150	0	0.0%
DEPUTY CHIEF PROBATION OFFICER	2208		51,999	1	0	0	2,346	1	0	0	4,058	1	0	0	0	0	6,404	58,403	6,404	12.3%
DEPUTY CORRECTIONS DIRECTOR	2621		70,889	1	0	0	9,403	1	0	0	3,706	1	0	0	0	0	13,109	83,998	13,109	18.5%
DEPUTY POLICE CHIEF	3206		89,693	1	0	0	0	0	0	0	0	0	0	0	0	0	0	89,693	0	0.0%
DEPUTY SHERIFF	1311		39,036	43	0	0	67,666	25	0	0	21,277	30	0	0	0	0	88,942	41,104	2,068	5.3%
DETENTION OFFICER	1211		35,182	8	0	0	12,873	5	0	0	1,689	4	0	0	0	0	14,562	37,003	1,820	5.2%
FIRE CORPORAL	2504		43,011	25	0	0	49,448	21	0	0	119,435	25	0	0	0	0	168,883	49,766	6,755	15.7%
FIRE CAPTAIN	2505		62,290	11	0	0	3,431	1	0	0	27,726	8	0	0	0	0	31,158	65,122	2,833	4.5%
FIRE CHIEF	4200		103,371	1	0	0	0	0	0	0	6,398	1	0	0	0	0	6,398	109,769	6,398	6.2%
FIRE LIEUTENANT	2205		57,314	29	0	0	5,426	2	0	0	65,237	24	0	0	0	0	70,663	59,751	2,437	4.3%
FIRE SERGEANT	1916		50,480	39	0	0	10,206	6	0	0	74,611	31	0	0	0	0	84,817	52,655	2,175	4.3%
FIREFIGHTER	1314		38,482	68	0	0	129,241	60	0	0	139,948	66	0	0	0	0	269,189	42,441	3,959	10.3%
POLICE CAPTAIN	2616		72,350	7	0	0	0	0	0	0	33,431	7	0	0	0	0	33,431	77,125	4,776	6.6%
POLICE CHIEF	4300		81,135	1	0	0	21,340	1	0	0	0	0	0	0	0	0	21,340	102,476	21,340	26.3%
POLICE CORPORAL	1908		53,541	12	0	0	0	0	0	0	0	0	0	0	0	0	0	53,541	0	0.0%
POLICE LIEUTENANT	2511		65,833	16	0	0	3,431	1	0	0	20,248	7	0	0	0	0	23,679	67,313	1,480	2.2%
POLICE OFFICER	1320		39,371	84	0	0	140,751	43	0	0	28,394	43	0	0	0	0	169,145	41,385	2,014	5.1%
POLICE OFFICER FIRST CLASS	1503		43,171	19	0	0	12,165	4	0	0	3,954	5	0	0	0	0	16,119	44,019	848	2.0%
POLICE OFFICER MASTER	1806		58,942	4	0	0	0	0	0	0	0	0	0	0	0	0	0	58,942	0	0.0%
POLICE OFFICER SENIOR	1826		49,520	78	0	0	17,767	10	0	0	85,376	49	0	0	0	0	103,142	50,843	1,322	2.7%
POLICE SERGEANT	2021		56,798	32	0	0	2,481	3	0	0	106,326	27	0	0	0	0	108,807	60,199	3,400	6.0%
PROBATION OFFICER	1304		39,757	6	0	0	3,353	4	0	0	1,980	5	0	0	0	0	5,333	40,646	889	2.2%
SENIOR PROBATION OFFICER	1803		51,048	10	0	0	1,777	1	0	0	619	1	0	0	0	0	2,396	51,287	240	0.5%
SHERIFF CAPTAIN	2617		76,307	4	0	0	0	0	0	0	9,983	3	0	0	0	0	9,983	78,803	2,496	3.3%
SHERIFF CORPORAL	1830		47,312	73	0	0	21,320	12	0	0	107,122	47	0	0	0	0	128,442	49,072	1,759	3.7%
SHERIFF LIEUTENANT	2517		66,924	8	0	0	3,431	1	0	0	1,045	2	0	0	0	0	4,476	67,484	559	0.8%
SHERIFF SERGEANT	2022		54,367	19	0	0	6,082	6	0	0	63,639	19	0	0	0	0	69,721	58,036	3,670	6.7%

Implementation Cost By Proposed Classification

The Unified Government of Athens-Clarke County, GA

Proposed Pay Plan Public Safety

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#			
Proposed Pay Plan Public Safety																			

Summary for Pay Plan: Public Safety

	# Job Classes	# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#	Total
Pay Plan Totals	37	649	0	0	580,493	228	0	0	1,072,492	441	0	0	0	0	1,652,985

Implementation Cost By Proposed Classification

The Unified Government of Athens-Clarke County, GA

Proposed Pay Plan Unified

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#			
Proposed Pay Plan	Unified																		
ACCOUNTABILITY COURT COORDINATO	2015	50,529	5	0	0	9,559	5	0	0	18,200	5	0	0	0	0	27,759	56,081	5,552	11.0%
ACCOUNTANT	1701	48,677	3	0	0	0	0	0	0	6,191	2	0	0	0	0	6,191	50,741	2,064	4.2%
ACCOUNTING ADMINISTRATOR	2601	71,789	1	0	0	0	0	0	0	422	1	0	0	0	0	422	72,212	422	0.6%
ACCOUNTING ANALYST	1902	49,197	3	0	0	0	0	0	0	659	1	0	0	0	0	659	49,417	220	0.4%
ACCOUNTING SPECIALIST	1105	36,497	2	0	0	1,875	1	0	0	3,515	1	0	0	0	0	5,390	39,192	2,695	7.4%
ACCOUNTING SUPERVISOR	1702	43,956	1	0	0	1,345	1	0	0	3,527	1	0	0	0	0	4,872	48,828	4,872	11.1%
ACCREDITATION COORDINATOR	2010	48,262	1	0	0	1,681	1	0	0	2,842	1	0	0	0	0	4,523	52,785	4,523	9.4%
ADMINISTRATIVE ASSISTANT II	9170	36,985	35	0	0	1,060	4	0	0	15,527	20	0	0	0	0	16,587	37,459	474	1.3%
ADMINISTRATIVE ASSISTANT I	1103	33,099	3	0	0	0	0	0	0	2,567	2	0	0	0	0	2,567	33,955	856	2.6%
ADMINISTRATIVE ASSISTANT III	1301	43,265	22	0	0	3,257	1	0	0	41,928	16	0	0	0	0	45,185	45,319	2,054	4.7%
ADMINISTRATIVE OFFICER	1416	46,115	4	0	0	3,556	2	0	0	10,301	3	0	0	0	0	13,857	49,580	3,464	7.5%
ADR COORDINATOR	1501	59,059	1	0	0	0	0	0	0	7,645	1	0	0	0	0	7,645	66,704	7,645	12.9%
AIRPORT DIRECTOR	3302	95,750	1	0	0	0	0	0	0	0	0	0	0	0	0	0	95,750	0	0.0%
AIRPORT MAINTENANCE TECHNICIAN	1463	45,065	1	0	0	0	0	0	0	6,105	1	0	0	0	0	6,105	51,170	6,105	13.5%
AIRPORT OPERATION SUPERVISOR	1901	57,090	1	0	0	0	0	0	0	7,672	1	0	0	0	0	7,672	64,761	7,672	13.4%
AIRPORT OPERATIONS TECHNICIAN	1280	40,149	3	0	0	402	1	0	0	8,156	3	0	0	0	0	8,558	43,002	2,853	7.1%
AMI ANALYST	1615	41,846	1	0	0	1,297	1	0	0	2,531	1	0	0	0	0	3,828	45,674	3,828	9.1%
AMI SUPERVISOR	1614	45,418	1	0	0	0	0	0	0	2,375	1	0	0	0	0	2,375	47,793	2,375	5.2%
AMI TECHNICIAN I	1212	36,003	4	0	0	0	0	0	0	3,945	2	0	0	0	0	3,945	36,990	986	2.7%
AMI TECHNICIAN II	1328	39,811	3	0	0	0	0	0	0	658	1	0	0	0	0	658	40,031	219	0.6%
ANIMAL CARETAKER	7008	26,893	3	0	0	2,751	3	0	0	2,030	3	0	0	0	0	4,781	28,487	1,594	5.9%
ANIMAL CONTROL ADMINISTRATOR	2201	64,477	1	0	0	0	0	0	0	5,843	1	0	0	0	0	5,843	70,320	5,843	9.1%
ANIMAL CONTROL OFFICER	1201	34,519	2	0	0	364	1	0	0	795	2	0	0	0	0	1,158	35,098	579	1.7%
ANIMAL CONTROL SUPERVISOR	1504	39,795	2	0	0	6,697	2	0	0	4,925	1	0	0	0	0	11,622	45,605	5,811	14.6%
APPRAISER II	1505	49,011	3	0	0	0	0	0	0	6,986	2	0	0	0	0	6,986	51,340	2,329	4.8%
APPRAISER III	1801	44,684	3	0	0	2,367	1	0	0	4,183	2	0	0	0	0	6,551	46,867	2,184	4.9%
APPRAISER IV	2099	47,912	2	0	0	1,575	1	0	0	2,240	1	0	0	0	0	3,815	49,819	1,908	4.0%
ARTS ASSISTANT	1163	32,970	2	0	0	265	1	0	0	490	1	0	0	0	0	755	33,348	378	1.1%
ASSISTANT CHIEF ATTORNEY	2900	69,872	1	0	0	11,481	1	0	0	5,827	1	0	0	0	0	17,307	87,179	17,307	24.8%
ASSISTANT FINANCE DIRECTOR	3100	86,022	1	0	0	0	0	0	0	14,972	1	0	0	0	0	14,972	100,994	14,972	17.4%
ASSISTANT HUMAN RESOURCES DIR	3205	76,868	1	0	0	4,484	1	0	0	4,920	1	0	0	0	0	9,404	86,273	9,404	12.2%
ASSISTANT PLANNING DIRECTOR	3002	61,271	1	0	0	9,004	1	0	0	0	0	0	0	0	0	9,004	70,276	9,004	14.7%
ASSISTANT POLICE PLANNER	1303	46,619	1	0	0	0	0	0	0	0	0	0	0	0	0	0	46,619	0	0.0%
ASSISTANT PUBLIC UTILITIES DIR	3201	99,528	1	0	0	0	0	0	0	27,873	1	0	0	0	0	27,873	127,402	27,873	28.0%
ATTORNEY I	2500	57,454	8	0	0	1,285	2	0	0	3,902	4	0	0	0	0	5,187	58,102	648	1.1%
ATTORNEY II	2700	67,117	6	0	0	0	0	0	0	2,992	1	0	0	0	0	2,992	67,616	499	0.7%
ATTORNEY III	2800	71,968	9	0	0	5,528	1	0	0	2,955	2	0	0	0	0	8,483	72,911	943	1.3%
AUTOMOTIVE MECHANIC	1104	33,780	4	0	0	13,954	4	0	0	8,553	4	0	0	0	0	22,507	39,407	5,627	16.7%

Implementation Cost By Proposed Classification

The Unified Government of Athens-Clarke County, GA

Proposed Pay Plan Unified

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#				Total Adjust
Proposed Pay Plan	Unified																			
BACKGROUND INVESTIGATOR PTNB	1414	23,815	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	23,815	0	0.0%
BENEFITS & WELLNESS ADMIN	2518	62,317	1	0	0	1,425	1	0	0	7,114	1	0	0	0	0	8,539	70,856	8,539	13.7%	
BILLING COORDINATOR	1744	49,905	3	0	0	4,545	1	0	0	20,207	3	0	0	0	0	24,753	58,156	8,251	16.5%	
BILLING SPECIALIST	1106	37,663	3	0	0	4,728	2	0	0	3,108	3	0	0	0	0	7,836	40,275	2,612	6.9%	
BILLING SUPERVISOR	1406	48,577	1	0	0	0	0	0	0	10,406	1	0	0	0	0	10,406	58,983	10,406	21.4%	
BLDG. CODE ANALYST	2320	63,129	3	0	0	1,989	1	0	0	14,528	3	0	0	0	0	16,517	68,635	5,506	8.7%	
BLDG. INSPECTOR I	1316	37,323	2	0	0	1,976	1	0	0	0	0	0	0	0	0	1,976	38,311	988	2.6%	
BLDG. INSPECTOR II	1520	42,608	2	0	0	0	0	0	0	0	0	0	0	0	0	0	42,608	0	0.0%	
BUDGET ADMINISTRATOR	2615	75,655	1	0	0	0	0	0	0	0	0	0	0	0	0	0	75,655	0	0.0%	
BUDGET ANALYST	1903	48,653	3	0	0	0	0	0	0	836	1	0	0	0	0	836	48,931	279	0.6%	
BUDGET SPECIALIST	1428	44,659	4	0	0	492	1	0	0	5,877	2	0	0	0	0	6,369	46,252	1,592	3.6%	
BUILDING INSPECTIONS DIRECTOR	3601	94,644	1	0	0	0	0	0	0	27,284	1	0	0	0	0	27,284	121,927	27,284	28.8%	
BUSINESS DEV SPECIALIST	1812	44,246	2	0	0	2,367	1	0	0	1,447	2	0	0	0	0	3,814	46,153	1,907	4.3%	
BUSINESS DEVELOPMENT COORDINAT	2107	47,992	1	0	0	4,448	1	0	0	470	1	0	0	0	0	4,918	52,910	4,918	10.2%	
BUYER	1305	37,437	3	0	0	2,222	2	0	0	646	1	0	0	0	0	2,868	38,393	956	2.6%	
CAPITAL PROGRAMS COORD	2065	48,767	1	0	0	1,177	1	0	0	3,341	1	0	0	0	0	4,517	53,284	4,517	9.3%	
CARPENTER	1663	42,835	4	0	0	0	0	0	0	1,852	1	0	0	0	0	1,852	43,298	463	1.1%	
CASE MANAGEMENT SPECIALIST	1202	31,154	3	0	0	13,019	3	0	0	3,274	2	0	0	0	0	16,293	36,585	5,431	17.4%	
CENTRAL SERVICES DIRECTOR	4031	106,559	1	0	0	0	0	0	0	401	1	0	0	0	0	401	106,960	401	0.4%	
CHIEF APPRAISER	4028	99,408	1	0	0	0	0	0	0	2,918	1	0	0	0	0	2,918	102,326	2,918	2.9%	
CHIEF DEPUTY CLERK OF COURT	2025	53,662	1	0	0	0	0	0	0	6,316	1	0	0	0	0	6,316	59,978	6,316	11.8%	
CHIEF DEPUTY COURT CLERK	1451	36,821	1	0	0	4,267	1	0	0	0	0	0	0	0	0	4,267	41,089	4,267	11.6%	
CHIEF INFORMATION OFFICER	4003	115,887	1	0	0	0	0	0	0	0	0	0	0	0	0	0	115,887	0	0.0%	
CHIEF INVESTIGATOR	2526	68,000	1	0	0	0	0	0	0	0	0	0	0	0	0	0	68,000	0	0.0%	
CLERK OF JUVENILE COURT	2003	48,767	1	0	0	1,176	1	0	0	3,956	1	0	0	0	0	5,132	53,899	5,132	10.5%	
CLERK OF MAGISTRATE COURT	2092	45,990	1	0	0	3,953	1	0	0	406	1	0	0	0	0	4,360	50,350	4,360	9.5%	
CLERK OF MUNICIPAL COURT	2001	52,782	1	0	0	0	0	0	0	0	0	0	0	0	0	0	52,782	0	0.0%	
CODE ENFORCEMENT ADMINISTRATOR	2422	69,080	1	0	0	0	0	0	0	0	0	0	0	0	0	0	69,080	0	0.0%	
CODE ENFORCEMENT OFFICER II	1562	48,708	1	0	0	0	0	0	0	0	0	0	0	0	0	0	48,708	0	0.0%	
CODE ENFORCEMENT OFFICER III	1834	48,357	7	0	0	0	0	0	0	17,371	6	0	0	0	0	17,371	50,838	2,482	5.1%	
COLLECTION ADMINISTRATOR	2529	55,722	1	0	0	0	0	0	0	3,979	1	0	0	0	0	3,979	59,701	3,979	7.1%	
COLLECTION SUPERVISOR	1952	45,813	2	0	0	3,505	2	0	0	5,352	1	0	0	0	0	8,857	50,241	4,428	9.7%	
COMMUNICATIONS OFFICER I	1308	38,761	10	0	0	2,675	3	0	0	8,883	5	0	0	0	0	11,558	39,917	1,156	3.0%	
COMMUNICATIONS OFFICER II	1403	40,712	9	0	0	0	0	0	0	9,428	9	0	0	0	0	9,428	41,759	1,048	2.6%	
COMMUNICATIONS OFFICER III	1572	41,132	3	0	0	2,741	1	0	0	9,816	2	0	0	0	0	12,557	45,318	4,186	10.2%	
COMMUNICATIONS OFFICER IV	1617	44,717	4	0	0	0	0	0	0	8,653	4	0	0	0	0	8,653	46,880	2,163	4.8%	
COMMUNICATIONS SUPERVISOR	1833	49,971	6	0	0	651	1	0	0	30,579	6	0	0	0	0	31,230	55,176	5,205	10.4%	
COMMUNITY and OUTREACH COORDINA	2111	50,369	1	0	0	2,072	1	0	0	1,684	1	0	0	0	0	3,756	54,125	3,756	7.5%	

Implementation Cost By Proposed Classification

The Unified Government of Athens-Clarke County, GA

Proposed Pay Plan Unified

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Proposed Pay Plan	Unified																		
COMMUNITY DEVELOPMENT ADMIN	2706	69,819	1	0	0	0	0	0	0	6,614	1	0	0	0	0	6,614	76,433	6,614	9.5%
COMMUNITY DEVELOPMENT COORD	2207	53,615	1	0	0	0	0	0	0	0	0	0	0	0	0	0	53,615	0	0.0%
COMMUNITY DEVELOPMENT SPEC.	1791	42,680	2	0	0	5,240	2	0	0	2,334	1	0	0	0	0	7,574	46,467	3,787	8.9%
COMMUNITY ECON DEV COORDINATOR	2203	57,686	1	0	0	0	0	0	0	0	0	0	0	0	0	0	57,686	0	0.0%
COMMUNITY FORESTRY COORDINATOR	2002	45,990	1	0	0	3,953	1	0	0	282	1	0	0	0	0	4,235	50,225	4,235	9.2%
COMPENSATION & PAYROLL ADMIN	2519	61,497	1	0	0	2,244	1	0	0	3,501	1	0	0	0	0	5,745	67,243	5,745	9.3%
COMPUTER REPAIR TECHNICIAN	1513	38,348	1	0	0	2,741	1	0	0	0	0	0	0	0	0	2,741	41,089	2,741	7.1%
CONSTRUCTION & MAINT SUPV	1603	46,115	7	0	0	0	0	0	0	13,035	6	0	0	0	0	13,035	47,978	1,862	4.0%
CONSTRUCTION PROJECT COORDINAT	1802	48,076	2	0	0	0	0	0	0	11,526	2	0	0	0	0	11,526	53,839	5,763	12.0%
CONTROL ROOM OPERATOR	1170	34,940	12	0	0	9,054	5	0	0	6,748	5	0	0	0	0	15,802	36,257	1,317	3.8%
CORRECTIONAL PROGRAMMING COOR	2016	48,767	1	0	0	1,176	1	0	0	1,851	1	0	0	0	0	3,027	51,794	3,027	6.2%
COUNSELOR	1610	42,352	1	0	0	0	0	0	0	1,176	1	0	0	0	0	1,176	43,528	1,176	2.8%
COURT CLERK	1053	32,119	14	0	0	7,005	9	0	0	12,923	10	0	0	0	0	19,929	33,542	1,423	4.4%
COURT SERVICES ADMINISTRATOR	3004	69,928	1	0	0	0	0	0	0	0	0	0	0	0	0	0	69,928	0	0.0%
CRIME ANALYST	1793	47,576	2	0	0	3,481	1	0	0	2,488	2	0	0	0	0	5,970	50,561	2,985	6.3%
CUSTOMER SERVICE REP	1009	34,444	5	0	0	2,058	2	0	0	9,530	4	0	0	0	0	11,587	36,761	2,317	6.7%
CUSTOMER SERVICE SUPERVISOR	1653	47,243	1	0	0	0	0	0	0	5,649	1	0	0	0	0	5,649	52,892	5,649	12.0%
DELINQUENT TAX OFFICER	1998	53,549	1	0	0	0	0	0	0	2,885	1	0	0	0	0	2,885	56,434	2,885	5.4%
DELINQUENT TAX SPECIALIST	1473	51,796	1	0	0	0	0	0	0	0	0	0	0	0	0	0	51,796	0	0.0%
DEPUTY CLERK OF COMMISSION	1384	46,598	1	0	0	0	0	0	0	0	0	0	0	0	0	0	46,598	0	0.0%
DEPUTY COURT CLERK	1271	35,614	13	0	0	4,010	5	0	0	21,113	11	0	0	0	0	25,123	37,547	1,933	5.4%
DEPUTY COURT CLERK, LEAD	1273	36,982	3	0	0	5,416	2	0	0	8,844	2	0	0	0	0	14,260	41,735	4,753	12.9%
DEPUTY TAX COMMISSIONER	2711	77,401	1	0	0	0	0	0	0	0	0	0	0	0	0	0	77,401	0	0.0%
DIESEL MECHANIC	1567	38,348	1	0	0	2,741	1	0	0	0	0	0	0	0	0	2,741	41,089	2,741	7.1%
DISPOSAL EQUIP OPERATOR	1091	35,463	2	0	0	3,072	1	0	0	12,367	2	0	0	0	0	15,440	43,183	7,720	21.8%
DIVERSION CENTER CASE WORKER	1611	45,138	2	0	0	1,297	1	0	0	700	1	0	0	0	0	1,997	46,136	998	2.2%
ECOLOGICAL RESOURCE COORDINATO	2509	82,489	1	0	0	0	0	0	0	6,673	1	0	0	0	0	6,673	89,162	6,673	8.1%
ECONOMIC DEVELOPMENT DIRECTOR	4005	76,550	1	0	0	8,870	1	0	0	0	0	0	0	0	0	8,870	85,420	8,870	11.6%
EDUCATION & OUTREACH COORD	2123	66,051	1	0	0	0	0	0	0	2,417	1	0	0	0	0	2,417	68,468	2,417	3.7%
ELECTIONS & VOTER REGIST DIR	3300	84,311	1	0	0	0	0	0	0	0	0	0	0	0	0	0	84,311	0	0.0%
ELECTIONS ASSISTANT	1568	50,596	1	0	0	0	0	0	0	3,223	1	0	0	0	0	3,223	53,819	3,223	6.4%
ELECTRIC TECHNICIAN	1434	39,145	1	0	0	0	0	0	0	2,373	1	0	0	0	0	2,373	41,519	2,373	6.1%
ELECTRICAL SUPERVISOR	1934	53,864	2	0	0	2,863	1	0	0	4,073	2	0	0	0	0	6,936	57,332	3,468	6.4%
ELECTRICIAN I	1547	39,948	3	0	0	3,423	3	0	0	3,677	2	0	0	0	0	7,100	42,314	2,367	5.9%
ELECTRICIAN II	1913	48,084	2	0	0	0	0	0	0	0	0	0	0	0	0	0	48,084	0	0.0%
EMERGENCY MGT COORDINATOR	2740	73,825	1	0	0	0	0	0	0	0	0	0	0	0	0	0	73,825	0	0.0%
EMPLOYMENT ADMINISTRATOR	2520	56,784	1	0	0	6,958	1	0	0	4,365	1	0	0	0	0	11,323	68,107	11,323	19.9%
ENGINEER I	2299	57,741	8	0	0	938	2	0	0	54,463	7	0	0	0	0	55,401	64,666	6,925	12.0%

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Proposed Pay Plan Unified

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Proposed Pay Plan	Unified																			
ENGINEER III		2498	58,804	1	0	0	0	0	0	0	1,165	1	0	0	0	0	1,165	59,968	1,165	2.0%
ENGINEERING ADMINISTRATOR		3099	68,245	1	0	0	13,107	1	0	0	6,972	1	0	0	0	0	20,079	88,325	20,079	29.4%
ENGINEERING TECHNICIAN I		1496	37,983	2	0	0	447	1	0	0	1,697	1	0	0	0	0	2,145	39,056	1,072	2.8%
ENGINEERING TECHNICIAN II		1875	45,559	1	0	0	0	0	0	0	0	0	0	0	0	0	0	45,559	0	0.0%
ENVIRONMENTAL ENGINEER		3006	61,271	1	0	0	9,004	1	0	0	0	0	0	0	0	0	9,004	70,276	9,004	14.7%
ENVIRONMENTAL SAMPLER		1215	37,600	4	0	0	402	1	0	0	7,035	4	0	0	0	0	7,437	39,460	1,859	4.9%
ENVIRONMENTL COMPLIANCE OFF		1914	52,335	1	0	0	0	0	0	0	484	1	0	0	0	0	484	52,819	484	0.9%
EQUIPMENT MECHANIC COORDINATOR		1613	42,894	1	0	0	12,169	1	0	0	1,261	1	0	0	0	0	13,430	56,324	13,430	31.3%
EXECUTIVE ASSISTANT		1500	48,229	6	0	0	12,340	2	0	0	27,731	5	0	0	0	0	40,071	54,907	6,678	13.8%
FACILITIES ADMINISTRATOR		2614	67,690	1	0	0	0	0	0	0	0	0	0	0	0	0	0	67,690	0	0.0%
FACILITIES LOCATOR		1249	36,612	2	0	0	0	0	0	0	592	2	0	0	0	0	592	36,908	296	0.8%
FACILITY AND PROGRAM SUPERVISOR		2119	53,722	14	0	0	22,170	8	0	0	55,934	14	0	0	0	0	78,103	59,300	5,579	10.4%
FACILITY MAINTENANCE TECHNICIAN		1459	41,808	3	0	0	506	1	0	0	5,889	3	0	0	0	0	6,395	43,940	2,132	5.1%
FACILITY SERVICE SUPERVISOR		1207	41,985	1	0	0	0	0	0	0	6,393	1	0	0	0	0	6,393	48,378	6,393	15.2%
FACILITY SERVICE WORKER		7002	28,227	7	0	0	1,122	4	0	0	11,644	7	0	0	0	0	12,767	30,051	1,824	6.5%
FIELD CUSTOMER SERVICE REP		1119	37,226	2	0	0	0	0	0	0	0	0	0	0	0	0	0	37,226	0	0.0%
FIELD SERVICE SUPERVISOR		1650	48,904	1	0	0	0	0	0	0	1,987	1	0	0	0	0	1,987	50,891	1,987	4.1%
FIELD SERVICE TECHNICIAN		1110	44,498	4	0	0	0	0	0	0	0	0	0	0	0	0	0	44,498	0	0.0%
FINANCE DIRECTOR		4203	106,897	1	0	0	0	0	0	0	3,846	1	0	0	0	0	3,846	110,743	3,846	3.6%
FINANCIAL SERVICES ADMIN		2604	57,307	1	0	0	6,435	1	0	0	4,843	1	0	0	0	0	11,277	68,585	11,277	19.7%
FINANCIAL SUPPORT SPECIALIST I		1101	39,642	3	0	0	2,320	1	0	0	7,618	3	0	0	0	0	9,938	42,955	3,313	8.4%
FINANCIAL SUPPORT SPECIALIST II		1343	41,570	2	0	0	0	0	0	0	3,431	2	0	0	0	0	3,431	43,285	1,715	4.1%
FINANCIAL SUPPORT SUPERVISOR		1408	42,595	2	0	0	4,795	1	0	0	9,179	1	0	0	0	0	13,974	49,581	6,987	16.4%
FIRE APPARATUS SERVICES SUPERVIS		2017	53,356	1	0	0	0	0	0	0	4,630	1	0	0	0	0	4,630	57,986	4,630	8.7%
FIRE APPARATUS MECHANIC		1601	43,955	1	0	0	0	0	0	0	1,975	1	0	0	0	0	1,975	45,930	1,975	4.5%
FLEET MGMT ADMINISTRATOR		2305	68,604	1	0	0	0	0	0	0	9,835	1	0	0	0	0	9,835	78,439	9,835	14.3%
FLEET RESOURCES COORDINATOR		1605	52,023	1	0	0	0	0	0	0	0	0	0	0	0	0	0	52,023	0	0.0%
FOG INSPECTOR		1315	37,036	1	0	0	2,096	1	0	0	873	1	0	0	0	0	2,969	40,005	2,969	8.0%
FOOD SERVICE WORKER		9007	32,768	2	0	0	1,472	1	0	0	3,044	2	0	0	0	0	4,515	35,026	2,258	6.9%
GEOGRAPHIC INFORMATION OFFICER		2803	66,440	1	0	0	3,836	1	0	0	1,398	1	0	0	0	0	5,233	71,673	5,233	7.9%
GIS ANALYST		2006	55,475	4	0	0	394	1	0	0	1,195	2	0	0	0	0	1,588	55,872	397	0.7%
GIS COORDINATOR		2590	75,092	1	0	0	0	0	0	0	4,673	1	0	0	0	0	4,673	79,765	4,673	6.2%
GIS TECHNICIAN		1573	47,568	1	0	0	0	0	0	0	0	0	0	0	0	0	0	47,568	0	0.0%
GROUNDS CREW LEADER		1372	38,935	18	0	0	4,676	5	0	0	48,201	17	0	0	0	0	52,877	41,873	2,938	7.5%
GROUNDS SUPERVISOR		1790	50,776	3	0	0	3,895	1	0	0	2,962	2	0	0	0	0	6,857	53,061	2,286	4.5%
GROUNDS WORKER I		8004	28,632	8	0	0	4,592	7	0	0	5,560	8	0	0	0	0	10,153	29,901	1,269	4.4%
GROUNDS WORKER II		9005	31,102	5	0	0	2,069	2	0	0	1,610	4	0	0	0	0	3,679	31,838	736	2.4%
GROUNDS WORKER III		1048	36,813	1	0	0	0	0	0	0	4,721	1	0	0	0	0	4,721	41,534	4,721	12.8%

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HCD PROGRAM SUPPORT ANALYST	1606	45,018	1	0	0	0	0	0	0	7,415	1	0	0	0	0	7,415	52,434	7,415	16.5%	
HEAVY EQUIPMENT MECHANIC	1222	40,258	4	0	0	7,583	3	0	0	11,409	4	0	0	0	0	18,993	45,006	4,748	11.8%	
HEAVY EQUIPMENT OPERATOR I	1199	36,282	19	0	0	1,799	6	0	0	14,688	14	0	0	0	0	16,487	37,150	868	2.4%	
HEAVY EQUIPMENT OPERATOR II	1297	36,394	18	0	0	4,912	4	0	0	32,656	16	0	0	0	0	37,568	38,481	2,087	5.7%	
HEAVY EQUIPMENT OPERATOR III	1399	41,722	6	0	0	0	0	0	0	5,617	4	0	0	0	0	5,617	42,658	936	2.2%	
HOUSEHOLD HAZARDOUS WASTE SUP	1950	57,886	1	0	0	0	0	0	0	2,960	1	0	0	0	0	2,960	60,846	2,960	5.1%	
HOUSING & COMMUNITY DEV DIR	3600	85,521	1	0	0	0	0	0	0	3,054	1	0	0	0	0	3,054	88,575	3,054	3.6%	
HUMAN RESOURCES DIRECTOR	4040	96,059	1	0	0	7,770	1	0	0	8,558	1	0	0	0	0	16,329	112,387	16,329	17.0%	
HUMAN RESOURCES GENERALIST	1842	45,694	4	0	0	492	2	0	0	6,665	4	0	0	0	0	7,157	47,484	1,789	3.9%	
HUMAN RESOURCES TECH - POLICE	1442	40,383	1	0	0	0	0	0	0	3,814	1	0	0	0	0	3,814	44,197	3,814	9.4%	
HVAC TECHNICIAN I	1464	40,182	1	0	0	0	0	0	0	259	1	0	0	0	0	259	40,442	259	0.6%	
HVAC TECHNICIAN II	1528	46,072	2	0	0	341	1	0	0	8,259	2	0	0	0	0	8,600	50,372	4,300	9.3%	
INDUSTRIAL PRETREATMENT TECH	1312	48,846	1	0	0	0	0	0	0	0	0	0	0	0	0	0	48,846	0	0.0%	
INFORMATION & TECHNOLOGY SUPV	2200	57,081	1	0	0	0	0	0	0	6,452	1	0	0	0	0	6,452	63,533	6,452	11.3%	
INTERNAL SUPPORT ADMINISTRATOR	2317	58,757	1	0	0	0	0	0	0	4,667	1	0	0	0	0	4,667	63,424	4,667	7.9%	
INVENTORY CONTROL CLERK I	1124	36,528	1	0	0	0	0	0	0	616	1	0	0	0	0	616	37,144	616	1.7%	
INVENTORY CONTROL CLERK II	1267	41,254	7	0	0	491	2	0	0	18,925	4	0	0	0	0	19,416	44,028	2,774	6.7%	
INVESTIGATOR	1837	53,140	7	0	0	0	0	0	0	15,073	4	0	0	0	0	15,073	55,293	2,153	4.1%	
JUDICIAL ADMINISTRATIVE COORD	1494	54,048	1	0	0	0	0	0	0	0	0	0	0	0	0	0	54,048	0	0.0%	
JUDICIAL ASSISTANT	1270	43,241	1	0	0	0	0	0	0	0	0	0	0	0	0	0	43,241	0	0.0%	
LABORATORY SUPERVISOR	1990	48,649	1	0	0	0	0	0	0	5,882	1	0	0	0	0	5,882	54,530	5,882	12.1%	
LABORATORY TECHNICIAN I	1262	37,163	3	0	0	0	0	0	0	6,023	3	0	0	0	0	6,023	39,170	2,008	5.4%	
LABORATORY TECHNICIAN II	1342	40,910	1	0	0	0	0	0	0	4,522	1	0	0	0	0	4,522	45,432	4,522	11.1%	
LANDFILL ADMINISTRATOR	2403	80,315	1	0	0	0	0	0	0	0	0	0	0	0	0	0	80,315	0	0.0%	
LANDFILL CREW LEADER	1011	36,413	1	0	0	0	0	0	0	0	0	0	0	0	0	0	36,413	0	0.0%	
LANDSCAPE ADMINISTRATOR	2605	59,735	1	0	0	0	0	0	0	0	0	0	0	0	0	0	59,735	0	0.0%	
LAW LIBRARY CLERK	6111	31,634	1	0	0	0	0	0	0	2,155	1	0	0	0	0	2,155	33,789	2,155	6.8%	
LEISURE SERVICES ASSISTANT DIRECT	2805	70,138	1	0	0	3,651	1	0	0	6,333	1	0	0	0	0	9,984	80,122	9,984	14.2%	
LEISURE SERVICES DIRECTOR	4001	109,081	1	0	0	0	0	0	0	4,860	1	0	0	0	0	4,860	113,941	4,860	4.5%	
LEISURE SERVICES DIV ADMIN	2506	58,464	4	0	0	9,280	3	0	0	759	1	0	0	0	0	10,039	60,973	2,510	4.3%	
LITTER CONTROL CREW LEADER	1227	43,101	1	0	0	0	0	0	0	6,355	1	0	0	0	0	6,355	49,456	6,355	14.7%	
LOCKSMITH	1612	44,849	1	0	0	0	0	0	0	3,676	1	0	0	0	0	3,676	48,525	3,676	8.2%	
LSVCS PROGRAM LEADER	1385	39,823	10	0	0	931	4	0	0	31,322	9	0	0	0	0	32,253	43,048	3,225	8.1%	
LSVCS PROGRAM SPECIALIST	1828	47,135	18	0	0	7,656	7	0	0	43,099	16	0	0	0	0	50,755	49,955	2,820	6.0%	
MAIL COURIER	7034	38,216	1	0	0	0	0	0	0	1,175	1	0	0	0	0	1,175	39,391	1,175	3.1%	
MAINTENANCE CREW LEADER	1317	42,710	5	0	0	0	0	0	0	15,824	5	0	0	0	0	15,824	45,875	3,165	7.4%	
MAINTENANCE WORKER I	9101	26,613	2	0	0	699	1	0	0	6,904	2	0	0	0	0	7,603	30,414	3,802	14.3%	
MAINTENANCE WORKER II	1299	36,648	6	0	0	0	0	0	0	3,480	2	0	0	0	0	3,480	37,228	580	1.6%	

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Proposed Pay Plan	Unified																			
MANAGEMENT ANALYST	2018		64,259	1	0	0	0	0	0	0	0	0	0	0	0	0	0	64,259	0	0.0%
METER READER	8012		29,232	4	0	0	3,628	2	0	0	9,602	2	0	0	0	0	13,229	32,539	3,307	11.3%
METER TESTING TECHNICIAN	1232		35,597	1	0	0	0	0	0	0	1,582	1	0	0	0	0	1,582	37,179	1,582	4.4%
MOTOR VEHICLE DIV ADMIN	2411		54,678	1	0	0	385	1	0	0	1,505	1	0	0	0	0	1,890	56,568	1,890	3.5%
MOTOR VEHICLE REGISTRAR	1203		39,575	5	0	0	402	1	0	0	9,248	4	0	0	0	0	9,650	41,505	1,930	4.9%
NEIGHBORHOOD SVC OFFICER	1131		35,285	2	0	0	0	0	0	0	5,787	2	0	0	0	0	5,787	38,178	2,893	8.2%
NETWORK ADMINISTRATOR	2801		66,810	1	0	0	119	1	0	0	6,946	1	0	0	0	0	7,065	73,875	7,065	10.6%
NETWORK ENGINEER	2304		55,001	1	0	0	62	1	0	0	6,122	1	0	0	0	0	6,184	61,185	6,184	11.2%
OPERATIONS ANALYST	1712		58,090	1	0	0	0	0	0	0	0	0	0	0	0	0	0	58,090	0	0.0%
OPERATIONS COORDINATOR	2106		55,280	10	0	0	11,314	4	0	0	30,155	9	0	0	0	0	41,469	59,427	4,147	7.5%
ORGANIZATIONAL DEVELOP ADMIN	2902		88,534	1	0	0	0	0	0	0	0	0	0	0	0	0	0	88,534	0	0.0%
ORGANIZATIONAL DEVELOP TRAINER	2118		53,448	1	0	0	0	0	0	0	3,250	1	0	0	0	0	3,250	56,698	3,250	6.1%
ORGANIZATIONAL TECH TRAINER	1607		42,351	1	0	0	5,214	1	0	0	2,887	1	0	0	0	0	8,101	50,452	8,101	19.1%
PARK COORDINATOR	2004		45,990	1	0	0	3,953	1	0	0	305	1	0	0	0	0	4,259	50,249	4,259	9.3%
PAYROLL SPECIALIST	1506		40,748	1	0	0	341	1	0	0	2,936	1	0	0	0	0	3,277	44,024	3,277	8.0%
PERMIT SPECIALIST I	1018		36,184	2	0	0	1,780	1	0	0	0	0	0	0	0	0	1,780	37,074	890	2.5%
PERMIT SPECIALIST II	1259		35,597	1	0	0	0	0	0	0	529	1	0	0	0	0	529	36,126	529	1.5%
PERMIT SUPERVISOR	1951		53,091	1	0	0	0	0	0	0	5,177	1	0	0	0	0	5,177	58,269	5,177	9.8%
PERSONAL PROP APPRAISER TECH	1319		49,255	1	0	0	0	0	0	0	8,507	1	0	0	0	0	8,507	57,762	8,507	17.3%
PERSONAL PROPERTY SUPV	2209		69,955	1	0	0	0	0	0	0	0	0	0	0	0	0	0	69,955	0	0.0%
PLANNER I	1666		42,924	1	0	0	219	1	0	0	4,399	1	0	0	0	0	4,618	47,542	4,618	10.8%
PLANNER II	1832		45,657	8	0	0	4,797	4	0	0	16,826	7	0	0	0	0	21,622	48,360	2,703	5.9%
PLANNER III	2126		52,963	5	0	0	2,426	1	0	0	14,636	4	0	0	0	0	17,062	56,375	3,412	6.4%
PLANNING & RESEARCH COORD	2019		48,262	1	0	0	1,681	1	0	0	2,666	1	0	0	0	0	4,347	52,609	4,347	9.0%
PLANNING & STANDARDS SUPV	2213		54,755	1	0	0	0	0	0	0	4,020	1	0	0	0	0	4,020	58,774	4,020	7.3%
PLANNING DIRECTOR	4027		107,160	1	0	0	0	0	0	0	18,209	1	0	0	0	0	18,209	125,369	18,209	17.0%
PLANNING SUPPORT SPECIALIST	1456		38,626	1	0	0	506	1	0	0	519	1	0	0	0	0	1,025	39,651	1,025	2.7%
PLANT MAINT ADMINISTRATOR	2303		57,133	1	0	0	683	1	0	0	8,553	1	0	0	0	0	9,236	66,369	9,236	16.2%
PLANT MAINTENANCE MECHANIC	1228		36,980	8	0	0	4,107	2	0	0	15,142	6	0	0	0	0	19,249	39,386	2,406	6.5%
PLANT MAINTENANCE MECHANIC SUPE	1609		41,892	2	0	0	6,816	2	0	0	6,224	2	0	0	0	0	13,040	48,412	6,520	15.6%
PLUMBER I	1413		47,228	2	0	0	0	0	0	0	0	0	0	0	0	0	0	47,228	0	0.0%
PLUMBER II	1661		42,717	2	0	0	1,211	1	0	0	34	1	0	0	0	0	1,245	43,339	623	1.5%
POLICE PUBLIC INFO OFFICER	2007		56,013	1	0	0	0	0	0	0	0	0	0	0	0	0	0	56,013	0	0.0%
PRINT SHOP SUPERVISOR	1732		59,764	1	0	0	0	0	0	0	5,311	1	0	0	0	0	5,311	65,076	5,311	8.9%
PRINT SHOP TECHNICIAN	1321		37,036	1	0	0	233	1	0	0	1,011	1	0	0	0	0	1,243	38,279	1,243	3.4%
PROGRAM EDUCATION SPECIALIST	1831		45,042	6	0	0	2,959	4	0	0	10,172	5	0	0	0	0	13,132	47,231	2,189	4.9%
PROPERTY TAX REPRESENTATIVE	1134		40,415	3	0	0	0	0	0	0	1,015	1	0	0	0	0	1,015	40,753	338	0.8%
PUBLIC INFO MEDIA ANALYST	1996		47,422	2	0	0	403	1	0	0	5,697	2	0	0	0	0	6,100	50,471	3,050	6.4%

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Proposed Pay Plan	Unified																		
PUBLIC INFORMATION ASSISTANT	1346	37,588	1	0	0	0	0	0	0	759	1	0	0	0	0	759	38,347	759	2.0%
PUBLIC INFORMATION OFFICER	2701	71,897	1	0	0	0	0	0	0	11,431	1	0	0	0	0	11,431	83,328	11,431	15.9%
PUBLIC UTILITIES ANALYST	1794	62,011	1	0	0	0	0	0	0	0	0	0	0	0	0	0	62,011	0	0.0%
PUBLIC UTILITIES COMPLIANCE SUPER	2202	76,005	1	0	0	0	0	0	0	0	0	0	0	0	0	0	76,005	0	0.0%
PUBLIC UTILITIES DIRECTOR	4201	107,037	1	0	0	1,983	1	0	0	4,007	1	0	0	0	0	5,991	113,028	5,991	5.6%
PUBLIC WORKS CREWLEADER	1672	44,881	7	0	0	6,573	4	0	0	18,601	6	0	0	0	0	25,174	48,477	3,596	8.0%
PUBLIC WORKS DIRECTOR	4204	101,810	1	0	0	7,210	1	0	0	3,975	1	0	0	0	0	11,185	112,995	11,185	11.0%
PUBLIC WORKS INSPECTOR	1639	47,388	7	0	0	4,827	3	0	0	21,288	6	0	0	0	0	26,115	51,119	3,731	7.9%
PURCHASING ADMINISTRATOR	2607	78,064	1	0	0	0	0	0	0	17,787	1	0	0	0	0	17,787	95,851	17,787	22.8%
QUALITY CONTROL COORDINATOR	1804	48,337	1	0	0	0	0	0	0	1,765	1	0	0	0	0	1,765	50,101	1,765	3.7%
QUALITY CONTROL SUPERVISOR	1805	46,909	1	0	0	0	0	0	0	5,276	1	0	0	0	0	5,276	52,185	5,276	11.2%
RADIO SYSTEMS COORDINATOR	2297	64,705	1	0	0	0	0	0	0	5,906	1	0	0	0	0	5,906	70,611	5,906	9.1%
REAL PROPERTY SUPERVISOR	2210	68,944	1	0	0	0	0	0	0	0	0	0	0	0	0	0	68,944	0	0.0%
RECORDS CLERK	1155	35,664	28	0	0	38,475	16	0	0	102,376	26	0	0	0	0	140,851	40,695	5,030	14.1%
RECORDS RETENTION TECHNICIAN	1021	42,777	1	0	0	0	0	0	0	0	0	0	0	0	0	0	42,777	0	0.0%
RECREATION ASSISTANT	1137	38,072	5	0	0	5,305	3	0	0	3,067	4	0	0	0	0	8,372	39,747	1,674	4.4%
RIGHT-OF-WAY AGENT	1554	55,380	1	0	0	0	0	0	0	0	0	0	0	0	0	0	55,380	0	0.0%
ROUTE SUPERVISOR	1735	44,158	4	0	0	4,569	4	0	0	15,228	4	0	0	0	0	19,797	49,107	4,949	11.2%
SAFETY & RISK ADMINISTRATOR	2807	61,843	1	0	0	1,899	1	0	0	6,321	1	0	0	0	0	8,220	70,063	8,220	13.3%
SCALE OPERATOR	9001	33,329	2	0	0	0	0	0	0	2,213	2	0	0	0	0	2,213	34,435	1,106	3.3%
SENIOR ACCOUNTING SPECIALIST	1241	36,207	1	0	0	0	0	0	0	1,186	1	0	0	0	0	1,186	37,393	1,186	3.3%
SENIOR BLDG. INSPECTOR	1821	42,933	1	0	0	2,367	1	0	0	0	0	0	0	0	0	2,367	45,300	2,367	5.5%
SENIOR BUYER	1675	45,735	2	0	0	248	1	0	0	9,653	2	0	0	0	0	9,901	50,685	4,951	10.8%
SENIOR CASE MANAGEMENT SPECIALI	1640	41,566	2	0	0	0	0	0	0	0	0	0	0	0	0	0	41,566	0	0.0%
SENIOR CONST & MAINT SUPV	1929	51,644	2	0	0	0	0	0	0	6,142	2	0	0	0	0	6,142	54,715	3,071	5.9%
SENIOR CUSTOMER SERVICE REP	1206	34,878	3	0	0	2,054	1	0	0	4,252	2	0	0	0	0	6,306	36,980	2,102	6.0%
SENIOR DEPUTY COURT CLERK	1471	39,679	4	0	0	1,250	1	0	0	5,137	3	0	0	0	0	6,388	41,276	1,597	4.0%
SENIOR HUMAN RESOURCES GENERAL	1954	52,574	8	0	0	9,878	4	0	0	16,446	6	0	0	0	0	26,324	55,864	3,290	6.3%
SENIOR INVESTIGATOR	1838	54,679	2	0	0	0	0	0	0	28,155	2	0	0	0	0	28,155	68,757	14,078	25.7%
SENIOR PLANNER	2620	72,923	3	0	0	0	0	0	0	7,105	1	0	0	0	0	7,105	75,292	2,368	3.2%
SENIOR TAX & TAG REPRESENTATIVE	1350	44,529	1	0	0	0	0	0	0	0	0	0	0	0	0	0	44,529	0	0.0%
SENIOR TRAFFIC SIGNAL TECH	1896	45,559	1	0	0	0	0	0	0	1,842	1	0	0	0	0	1,842	47,401	1,842	4.0%
SENIOR UTILITY INSPECTOR	1811	42,933	1	0	0	2,367	1	0	0	0	0	0	0	0	0	2,367	45,300	2,367	5.5%
SHOP SUPERVISOR	1643	48,959	2	0	0	3,266	1	0	0	4,099	1	0	0	0	0	7,365	52,642	3,683	7.5%
SIGN & MARKING CREWLEADER	1444	43,032	1	0	0	111	1	0	0	8,351	1	0	0	0	0	8,462	51,494	8,462	19.7%
SIGN & MARKING WORKER I	9195	30,328	1	0	0	333	1	0	0	994	1	0	0	0	0	1,326	31,655	1,326	4.4%
SIGN & MARKING WORKER II	1141	38,346	3	0	0	0	0	0	0	15,181	3	0	0	0	0	15,181	43,406	5,060	13.2%
SOLID WASTE CREW LEADER	1361	35,293	1	0	0	1,976	1	0	0	0	0	0	0	0	0	1,976	37,269	1,976	5.6%

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Proposed Pay Plan	Unified																		
SOLID WASTE DIRECTOR	3602		93,598	1	0	0	0	0	0	2,298	1	0	0	0	0	2,298	95,895	2,298	2.5%
SOLID WASTE DRIVER I	8008		29,407	5	0	0	6,496	4	0	9,039	4	0	0	0	0	15,535	32,514	3,107	10.6%
SOLID WASTE DRIVER II	1035		34,055	19	0	0	23,519	12	0	46,485	14	0	0	0	0	70,004	37,740	3,684	10.8%
SOLID WASTE DRIVER III	1108		37,571	6	0	0	5,047	2	0	14,829	4	0	0	0	0	19,876	40,884	3,313	8.8%
STORMWATER ADMINISTRATOR	3005		73,219	1	0	0	0	0	0	0	0	0	0	0	0	0	73,219	0	0.0%
STREETS & DRAINAGE SUPT	2698		76,498	1	0	0	0	0	0	104	1	0	0	0	0	104	76,602	104	0.1%
SUPT OF METER MANAGEMENT	2608		68,899	1	0	0	0	0	0	2,132	1	0	0	0	0	2,132	71,031	2,132	3.1%
SUPT OF WATER & SEWER	2611		69,744	1	0	0	0	0	0	1,300	1	0	0	0	0	1,300	71,044	1,300	1.9%
SUPT OF WATER RECLAIM. FAC.	2610		58,386	1	0	0	2,321	1	0	3,724	1	0	0	0	0	6,045	64,430	6,045	10.4%
SUPT OF WATER TREATMENT	2618		63,140	1	0	0	0	0	0	11,729	1	0	0	0	0	11,729	74,869	11,729	18.6%
SURVEYOR	1719		63,411	1	0	0	0	0	0	6,360	1	0	0	0	0	6,360	69,771	6,360	10.0%
SUSTAINABILITY OFFICER	2804		69,911	1	0	0	365	1	0	6,044	1	0	0	0	0	6,409	76,319	6,409	9.2%
SYSTEMS ANALYST I	1796		46,869	2	0	0	3,341	1	0	5,613	2	0	0	0	0	8,953	51,346	4,477	9.6%
SYSTEMS ANALYST II	1937		51,759	12	0	0	13,457	5	0	34,063	9	0	0	0	0	47,521	55,719	3,960	7.7%
SYSTEMS ANALYST SUPERVISOR	2314		64,875	4	0	0	0	0	0	11,799	2	0	0	0	0	11,799	67,825	2,950	4.5%
TAX COMM. OPERATIONS ASSISTANT	1474		47,472	1	0	0	0	0	0	77	1	0	0	0	0	77	47,550	77	0.2%
TAX COMM. OPERATIONS SUPERVISOR	1822		54,604	1	0	0	0	0	0	3,507	1	0	0	0	0	3,507	58,111	3,507	6.4%
TRAFFIC ENGINEER	3008		61,271	1	0	0	9,004	1	0	0	0	0	0	0	0	9,004	70,276	9,004	14.7%
TRAFFIC ENGINEERING TECH	1306		38,667	1	0	0	0	0	0	2,879	1	0	0	0	0	2,879	41,545	2,879	7.4%
TRAFFIC SIGNAL TECH	1538		42,329	4	0	0	784	1	0	5,799	3	0	0	0	0	6,583	43,975	1,646	3.9%
TRANSIT DIRECTOR	4002		96,818	1	0	0	0	0	0	12,960	1	0	0	0	0	12,960	109,778	12,960	13.4%
TRANSIT DISPATCHER	1291		42,661	2	0	0	402	1	0	4,744	2	0	0	0	0	5,146	45,234	2,573	6.0%
TRANSIT INFORMATION SPECIALIST	1476		41,740	1	0	0	0	0	0	958	1	0	0	0	0	958	42,699	958	2.3%
TRANSIT MAINT ADMINISTRATOR	2323		76,269	1	0	0	0	0	0	7,114	1	0	0	0	0	7,114	83,383	7,114	9.3%
TRANSIT MAINT CREW LEADER	1322		35,421	1	0	0	1,848	1	0	756	1	0	0	0	0	2,603	38,024	2,603	7.4%
TRANSIT MAINTENANCE WORKER	9006		30,080	3	0	0	301	1	0	8,368	2	0	0	0	0	8,669	32,970	2,890	9.6%
TRANSIT SHOP FOREMAN	1907		51,186	1	0	0	0	0	0	2,163	1	0	0	0	0	2,163	53,349	2,163	4.2%
TRANSIT SUPT. OF OPERATIONS	2512		68,945	1	0	0	0	0	0	12,661	1	0	0	0	0	12,661	81,605	12,661	18.4%
TRANSIT VEHICLE MECHANIC	1706		43,681	5	0	0	9,135	3	0	16,129	3	0	0	0	0	25,265	48,734	5,053	11.6%
TRANSIT VEHICLE OPERATOR	1181		35,701	44	0	0	23,180	16	0	86,508	41	0	0	0	0	109,687	38,194	2,493	7.0%
TREASURER	2212		49,044	1	0	0	14,698	1	0	0	0	0	0	0	0	14,698	63,742	14,698	30.0%
UTILITY ENGINEER	3007		73,698	1	0	0	0	0	0	10,713	1	0	0	0	0	10,713	84,411	10,713	14.5%
UTILITY INSPECTOR	1649		49,204	1	0	0	0	0	0	5,670	1	0	0	0	0	5,670	54,874	5,670	11.5%
UTILITY MAINT CREWLEADER	1602		36,744	6	0	0	9,349	4	0	12,065	5	0	0	0	0	21,414	40,314	3,569	9.7%
VICTIM ADVOCATE	1302		37,552	11	0	0	4,663	5	0	13,935	6	0	0	0	0	18,598	39,243	1,691	4.5%
VICTIM ASSISTANCE SUPERVISOR	1608		58,773	1	0	0	0	0	0	0	0	0	0	0	0	0	58,773	0	0.0%
VICTIM NOTIFICATION CLERK	1039		35,054	2	0	0	1,476	1	0	291	1	0	0	0	0	1,767	35,937	883	2.5%
VICTIM WITNESS COORDINATOR	1697		50,255	1	0	0	0	0	0	11,329	1	0	0	0	0	11,329	61,584	11,329	22.5%

Implementation Cost By Proposed Classification

The Unified Government of Athens-Clarke County, GA

Proposed Pay Plan Unified

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%	
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#				Total Adjust
Proposed Pay Plan	Unified																			
WASTE REDUCTION ADMINISTRATOR	2342		56,187	1	0	0	0	0	0	0	2,042	1	0	0	0	0	2,042	58,229	2,042	3.6%
WATER BUSINESS ADMINISTRATOR	2613		76,842	1	0	0	0	0	0	0	4,782	1	0	0	0	0	4,782	81,624	4,782	6.2%
WATER CONSERVATION COORDINATOR	2108		53,715	1	0	0	0	0	0	0	1,854	1	0	0	0	0	1,854	55,569	1,854	3.5%
WATER RECLAMATION OPER I	1142		34,513	23	0	0	10,589	9	0	0	24,298	21	0	0	0	0	34,887	36,030	1,517	4.4%
WATER RECLAMATION OPER II	1224		40,796	4	0	0	0	0	0	0	0	0	0	0	0	0	0	40,796	0	0.0%
WATER RECLAMATION OPER III	1324		43,962	3	0	0	0	0	0	0	0	0	0	0	0	0	0	43,962	0	0.0%
WATER RECLAMATION PLANT SUPV	1906		51,662	2	0	0	402	1	0	0	4,761	2	0	0	0	0	5,163	54,244	2,581	5.0%
WATER TREATMENT PLANT OPER I	1148		33,861	5	0	0	2,470	3	0	0	7,517	5	0	0	0	0	9,987	35,858	1,997	5.9%
WATER TREATMENT PLANT OPER II	1248		40,982	5	0	0	0	0	0	0	0	0	0	0	0	0	0	40,982	0	0.0%
WATER TREATMENT PLANT OPER SUPV	1655		42,758	2	0	0	9,615	2	0	0	6,507	1	0	0	0	0	16,121	50,818	8,061	18.9%
WORKER I	8003		30,386	4	0	0	1,437	2	0	0	14,170	3	0	0	0	0	15,607	34,288	3,902	12.8%
WORKER II	9099		30,615	24	0	0	37,900	24	0	0	22,079	21	0	0	0	0	59,979	33,114	2,499	8.2%
WORKER III	1198		35,495	5	0	0	5,624	3	0	0	3,188	1	0	0	0	0	8,812	37,257	1,762	5.0%

Summary for Pay Plan: Unified

Pay Plan Totals	# Job Classes															
		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#	Total	
	317	1,011	0	0	718,564	365	0	0	2,203,903	745	0	0	0	0	2,922,466	

Implementation Cost By Proposed Classification

The Unified Government of Athens-Clarke County, GA

Proposed Pay Plan Part-Time

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#			
Proposed Pay Plan	Part-Time																		
ACCOUNTING SPECIALIST PT	1100	16,709	1	0	0	0	0	0	0	0	0	0	0	0	0	0	16,709	0	0.0%
ADMINISTRATIVE ASSISTANT II - P/T	1102	15,318	1	0	0	0	0	0	0	0	0	0	0	0	0	0	15,318	0	0.0%
ADMINISTRATIVE ASSISTANT I - P/T	7009	12,579	21	0	0	15,864	17	0	0	0	0	0	0	0	0	15,864	13,335	755	6.0%
ANIMAL CARETAKER - P/T	7001	12,290	1	0	0	291	1	0	0	0	0	0	0	0	0	291	12,581	291	2.4%
ANIMAL CONTROL OFFICER - P/T	1265	15,884	1	0	0	0	0	0	0	0	0	0	0	0	0	0	15,884	0	0.0%
BAILIFF - P/T	9013	13,865	18	0	0	101	18	0	0	0	0	0	0	0	0	101	13,870	6	0.0%
COMMUNICATIONS OFFICER I - P/T	1358	17,290	1	0	0	0	0	0	0	0	0	0	0	0	0	0	17,290	0	0.0%
COURT CLERK - P/T	1055	14,591	1	0	0	0	0	0	0	0	0	0	0	0	0	0	14,591	0	0.0%
DISPOSAL EQUIP OPERATOR - P/T	1092	14,591	1	0	0	0	0	0	0	0	0	0	0	0	0	0	14,591	0	0.0%
ELECTIONS CLERK I - P/T	7011	12,441	7	0	0	1,010	6	0	0	0	0	0	0	0	0	1,010	12,586	144	1.2%
ELECTIONS CLERK II - P/T	1066	14,591	1	0	0	0	0	0	0	0	0	0	0	0	0	0	14,591	0	0.0%
FACILITY SERVICE WORKER - P/T	8001	13,139	1	0	0	0	0	0	0	0	0	0	0	0	0	0	13,139	0	0.0%
FIREARM INSTRUCTOR - P/T	1807	24,020	1	0	0	0	0	0	0	0	0	0	0	0	0	0	24,020	0	0.0%
GYMNASTICS INSTRUCTOR - P/T	8013	11,337	13	0	0	13,310	10	0	0	0	0	0	0	0	0	13,310	12,361	1,024	9.0%
HOUSEHOLD HAZ WASTE TECH - P/T	8010	16,978	2	0	0	71	1	0	0	0	0	0	0	0	0	71	17,013	35	0.2%
INFORMATION ATTENDANT - P/T	7032	12,413	3	0	0	505	3	0	0	0	0	0	0	0	0	505	12,581	168	1.4%
INVESTIGATOR - P/T	1808	21,420	1	0	0	0	0	0	0	0	0	0	0	0	0	0	21,420	0	0.0%
LINE SERVICE TECHNICIAN - P/T	8016	13,139	5	0	0	355	5	0	0	0	0	0	0	0	0	355	13,210	71	0.5%
LSVCS PROGRAM LEADER - P/T	1386	16,932	4	0	0	0	0	0	0	0	0	0	0	0	0	0	16,932	0	0.0%
MAINTENANCE WORKER I - P/T	9021	13,865	1	0	0	6	1	0	0	0	0	0	0	0	0	6	13,870	6	0.0%
MEDICAL LABORATORY ASST- P/T	1010	14,543	3	0	0	117	1	0	0	0	0	0	0	0	0	117	14,582	39	0.3%
MOTOR VEHICLE REGISTRAR - P/T	1204	16,043	3	0	0	41	3	0	0	0	0	0	0	0	0	41	16,057	14	0.1%
PARK ASSISTANT - P/T	6003	11,670	27	0	0	8,416	27	0	0	0	0	0	0	0	0	8,416	11,982	312	2.7%
PARKING ATTENDANT I - P/T	6007	11,687	6	0	0	1,767	6	0	0	0	0	0	0	0	0	1,767	11,982	295	2.5%
PLANNING SUPPORT SPECIALIST - P/T	1457	17,490	1	0	0	213	1	0	0	0	0	0	0	0	0	213	17,703	213	1.2%
PROGRAM ASSISTANT - P/T	4998	10,185	4	0	0	662	4	0	0	0	0	0	0	0	0	662	10,350	165	1.6%
RECORDS CLERK - P/T	1213	15,964	2	0	0	187	2	0	0	0	0	0	0	0	0	187	16,057	93	0.6%
RECREATION ASSISTANT - PT/NB	1138	15,166	2	0	0	252	2	0	0	0	0	0	0	0	0	252	15,292	126	0.8%
ROUTE SUPERVISOR - P/T	1752	19,766	2	0	0	1,454	2	0	0	0	0	0	0	0	0	1,454	20,493	727	3.7%
SOLID WASTE DRIVER I - P/T	8009	13,106	4	0	0	3,056	4	0	0	0	0	0	0	0	0	3,056	13,870	764	5.8%
THEATRE EQUIPMENT TECHNICIAN	1478	17,665	2	0	0	75	2	0	0	0	0	0	0	0	0	75	17,703	38	0.2%
TRANSIT DISPATCHER P/T	1272	16,043	3	0	0	41	3	0	0	0	0	0	0	0	0	41	16,057	14	0.1%
TRANSIT MAINT WORKER - P/T	9010	21,383	2	0	0	0	0	0	0	0	0	0	0	0	0	0	21,383	0	0.0%
TRANSIT VEHICLE OPERATOR - P/T	1182	15,318	9	0	0	0	0	0	0	0	0	0	0	0	0	0	15,318	0	0.0%
VOLUNTEER COORDINATOR - P/T	1508	16,131	2	0	0	4,913	2	0	0	0	0	0	0	0	0	4,913	18,588	2,457	15.2%
WATER RECLAMATION OPER I - P/T	1143	15,796	5	0	0	0	0	0	0	0	0	0	0	0	0	0	15,796	0	0.0%
WELLNESS COACH - P/T	7007	12,413	2	0	0	337	2	0	0	0	0	0	0	0	0	337	12,581	168	1.4%

Implementation Cost By Proposed Classification

The Unified Government of Athens-Clarke County, GA

Proposed Pay Plan Part-Time

Proposed	Class		Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments													Prop Avg	Avg \$ Inc	%
	Title	Code		# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#			

Proposed Pay Plan Part-Time

Summary for Pay Plan: Part-Time

	# Job Classes	# EES	Flat %	#	Min	#	Mkt	#	Max	#	Step	#	Merit	#	Total
Pay Plan Totals	37	164	0	0	53,043	123	0	0	0	0	0	0	0	0	53,043

SECTION 7.0
Implementation Cost with Detail

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: CORRECTIONS Dep't Code: 59

Unit Name: CORRECTIONS - ADMIN Unit Code: 59-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
WARDEN		3702	71,965	93,555	115,144	37			1.000					100.64%		
CORRECTIONS DIRECTOR		3702	88,522	100,915	130,181	228		1400				0	0	COVINGTON, HIAWATH		

Summary for CORRECTIONS - ADMIN

Current Payroll	\$94,150	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$0		
Proposed Payroll	\$94,150	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: CORRECTIONS Dep't Code: 59

Unit Name: CORRECTIONS - DIVERSION CENTER Unit Code: 59-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	DIVERSION CTR SUPERINTENDENT	2515	53,631	69,720	85,809	25			1.000					82.55%		
	CORRECTIONAL CAPTAIN	2206	62,911	71,719	92,517	221		2475				0	0	YOUNG, DANIEL		
	CORRECTIONAL LIEUTENANT	2214	49,044	63,757	78,470	22			1.000					81.71%		
	CORRECTIONAL LIEUTENANT	2220	51,757	59,003	76,114	217		2159				0	0	SMOTHERS SR, REGIN		
	CORRECTIONAL CORPORAL	1509	38,348	49,853	61,357	15			1.000					88.44%		
	CORRECTIONAL CORPORAL	1509	44,710	50,969	65,750	214		605				0	0	BEDELL, MICHAEL		
	CORRECTIONAL CORPORAL	1509	38,348	49,853	61,357	15			1.000					90.06%		
	CORRECTIONAL CORPORAL	1509	44,710	50,969	65,750	214		1322				0	0	BUSHA, BOBBY		
	CORRECTIONAL CORPORAL	1509	38,348	49,853	61,357	15			1.000					88.21%		
	CORRECTIONAL CORPORAL	1509	44,710	50,969	65,750	214		1335				0	0	COWAN JR, WAYNE		
	CORRECTIONAL CORPORAL	1509	38,348	49,853	61,357	15			1.000					94.91%		
	CORRECTIONAL CORPORAL	1509	44,710	50,969	65,750	214		1859				0	0	GREGORY, JEFFREY		
	CORRECTIONAL CORPORAL	1509	38,348	49,853	61,357	15			1.000					95.24%		
	CORRECTIONAL CORPORAL	1509	44,710	50,969	65,750	214		1563				0	0	HILL, CHRISTOPHER		
	CORRECTIONAL CORPORAL	1509	38,348	49,853	61,357	15			1.000					107.15%		
	CORRECTIONAL CORPORAL	1509	44,710	50,969	65,750	214		8155				0	0	KESLER, SCOTT		
	CORRECTIONAL CORPORAL	1509	38,348	49,853	61,357	15			1.000					92.00%		
	CORRECTIONAL CORPORAL	1509	44,710	50,969	65,750	214		2464				0	0	SMALLS JR, LAWRENC		
	CORRECTIONAL CORPORAL	1509	38,348	49,853	61,357	15			1.000					94.91%		
	CORRECTIONAL CORPORAL	1509	44,710	50,969	65,750	214		1845				0	0	WITHERSPOON, DALE		
	CORRECTIONAL OFFICER I	1310	35,293	45,881	56,469	13			1.000					83.36%		
	CORRECTIONAL OFFICER	1310	40,200	46,230	59,637	212		294				0	0	ADAMS, SHONDA		
	CORRECTIONAL OFFICER I	1310	35,293	45,881	56,469	13			1.000					85.15%		
	CORRECTIONAL OFFICER	1310	40,200	46,230	59,637	212		190				0	0	NELSON, NATASHA		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: CORRECTIONS Dep't Code: 59

Unit Name: CORRECTIONS - DIVERSION CENTER Unit Code: 59-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for CORRECTIONS - DIVERSION CENTER

Current Payroll	\$561,327	# Positions	12
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	11 # Not Adj 1
Adjustment To Minimum	\$9,792	# Adjusted To Minimum	5
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$23,948	# Adjusted Toward Maximum	11
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$33,740		
Proposed Payroll	\$595,067	% Change	6.01%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: CORRECTIONS Dep't Code: 59

Unit Name: CORRECTIONS - FOOD SVC Unit Code: 59-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
	CORRECTIONAL SERGEANT	2024	45,990	59,787	73,584	20	1.000								88.81%	
Proposed	CORRECTIONAL SERGEANT	1912	46,945	53,518	69,038	215		2386					0	0		CURTIS, ROY
	CORRECTIONAL CORPORAL	1509	38,348	49,853	61,357	15	1.000								91.49%	
Proposed	CORRECTIONAL CORPORAL	1509	44,710	50,969	65,750	214		1103					0	0		DYKES, MIMI
	CORRECTIONAL CORPORAL	1509	38,348	49,853	61,357	15	1.000								93.07%	
Proposed	CORRECTIONAL CORPORAL	1509	44,710	50,969	65,750	214		1389					0	0		GRAHAM, MONIQUE
	CORRECTIONAL CORPORAL	1509	38,348	49,853	61,357	15	1.000								88.49%	
Proposed	CORRECTIONAL CORPORAL	1509	44,710	50,969	65,750	214		860					0	0		TATE, CHRISTOPHER
	CORRECTIONAL OFFICER I	1310	35,293	45,881	56,469	13	1.000								86.00%	
Proposed	CORRECTIONAL OFFICER	1310	40,200	46,230	59,637	212		361					0	0		BRYANT, ELIZABETH

Summary for CORRECTIONS - FOOD SVC

Current Payroll	\$228,682	# Positions	5
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 1
Adjustment To Minimum	\$1,334	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$3,482	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$4,816		
Proposed Payroll	\$233,499	% Change	2.11%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: CORRECTIONS Dep't Code: 59

Unit Name: CORRECTIONS - SECURITY OPERATIONS Unit Code: 59-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
DEPUTY WARDEN		2806	58,214	75,678	93,143	28	1.000								93.67%	
DEPUTY CORRECTIONS DIRECTOR		2621	80,292	91,533	118,078	226		1253					0	0	MASON, CHARLES	
CORRECTIONAL LIEUTENANT		2214	49,044	63,757	78,470	22	1.000								95.92%	
CORRECTIONAL LIEUTENANT		2220	51,757	59,003	76,114	217		4019					0	0	PIPER III, JAMES	
CORRECTIONAL SERGEANT		2024	45,990	59,787	73,584	20	1.000								83.94%	
CORRECTIONAL SERGEANT		1912	46,945	53,518	69,038	215		1178					0	0	GREENE, ANDRE	
CORRECTIONAL SERGEANT		2024	45,990	59,787	73,584	20	1.000								87.97%	
CORRECTIONAL SERGEANT		1912	46,945	53,518	69,038	215		1616					0	0	KRAUSE IV, FELIX	
CORRECTIONAL SERGEANT		2024	45,990	59,787	73,584	20	1.000								99.19%	
CORRECTIONAL SERGEANT		1912	46,945	53,518	69,038	215		3278					0	0	SMITH, ANITHA	
CORRECTIONAL SERGEANT		2024	45,990	59,787	73,584	20	1.000								94.49%	
CORRECTIONAL SERGEANT		1912	46,945	53,518	69,038	215		2851					0	0	TURMAN, SANDRA	
CORRECTIONAL SERGEANT		2024	45,990	59,787	73,584	20	1.000								92.10%	
CORRECTIONAL SERGEANT		1912	46,945	53,518	69,038	215		1605					0	0	YOUNG, BURKETT	
CORRECTIONAL CORPORAL		1509	38,348	49,853	61,357	15	1.000								94.78%	
CORRECTIONAL CORPORAL		1509	44,710	50,969	65,750	214		3293					0	0	BARRETT, EDWARD	
CORRECTIONAL CORPORAL		1509	38,348	49,853	61,357	15	1.000								88.44%	
CORRECTIONAL CORPORAL		1509	44,710	50,969	65,750	214		628					0	0	BUTTS, RHONDA	
CORRECTIONAL CORPORAL		1509	38,348	49,853	61,357	15	1.000								87.76%	
CORRECTIONAL CORPORAL		1509	44,710	50,969	65,750	214		496					0	0	ELDER, DERRELL	
CORRECTIONAL CORPORAL		1509	38,348	49,853	61,357	15	1.000								91.11%	
CORRECTIONAL CORPORAL		1509	44,710	50,969	65,750	214		865					0	0	MOBLEY, TORI	
CORRECTIONAL CORPORAL		1509	38,348	49,853	61,357	15	1.000								91.65%	
CORRECTIONAL CORPORAL		1509	44,710	50,969	65,750	214		2363					0	0	STANLEY, RICO	
CORRECTIONAL CORPORAL		1509	38,348	49,853	61,357	15	1.000								76.92%	
CORRECTIONAL CORPORAL		1509	44,710	50,969	65,750	214		0					0	0	VACANT97, VACANT	
CORRECTIONAL CORPORAL		1509	38,348	49,853	61,357	15	1.000								76.92%	
CORRECTIONAL CORPORAL		1509	44,710	50,969	65,750	214		0					0	0	VACANT98, VACANT	
CORRECTIONAL CORPORAL		1509	38,348	49,853	61,357	15	1.000								94.11%	
CORRECTIONAL CORPORAL		1509	44,710	50,969	65,750	214		2349					0	0	WALLACE, HARVEY	
CORRECTIONAL CORPORAL		1509	38,348	49,853	61,357	15	1.000								87.73%	
CORRECTIONAL CORPORAL		1509	44,710	50,969	65,750	214		1859					0	0	WILLIAMS, TONY	
CORRECTIONAL OFFICER I		1310	35,293	45,881	56,469	13	1.000								90.55%	
CORRECTIONAL OFFICER		1310	40,200	46,230	59,637	212		813					0	0	BEUSSE, JOSHUA	
CORRECTIONAL OFFICER I		1310	35,293	45,881	56,469	13	1.000								83.36%	
CORRECTIONAL OFFICER		1310	40,200	46,230	59,637	212		224					0	0	BOLDEN, SIMEON	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: CORRECTIONS Dep't Code: 59

Unit Name: CORRECTIONS - SECURITY OPERATIONS Unit Code: 59-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	CORRECTIONAL OFFICER I	1310	35,293	45,881	56,469	13								83.36%		
	CORRECTIONAL OFFICER	1310	40,200	46,230	59,637	212		208				0	0	RIOS, BRANDON		
	CORRECTIONAL OFFICER I	1310	35,293	45,881	56,469	13								76.92%		
	CORRECTIONAL OFFICER	1310	40,200	46,230	59,637	212		0				0	0	VACANT99, VACANT		

Summary for CORRECTIONS - SECURITY OPERATIONS

Current Payroll	\$952,555	# Positions	20
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	13 # Not Adj 7
Adjustment To Minimum	\$33,493	# Adjusted To Minimum	9
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$17,452	# Adjusted Toward Maximum	10
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$50,945		
Proposed Payroll	\$1,003,499	% Change	5.35%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: CORRECTIONS Dep't Code: 59

Unit Name: SOLID WASTE - LANDFILL Unit Code: 71-80

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	CORRECTIONAL OFFICER I	1310	35,293	45,881	56,469	13		1.000						76.92%		
	CORRECTIONAL OFFICER	1310	40,200	46,230	59,637	212		0				0	0	VACANT139, VACANT		

Summary for SOLID WASTE - LANDFILL

Current Payroll	\$35,293	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$4,907	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$4,907		
Proposed Payroll	\$40,200	% Change	13.90%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - ADMIN Unit Code: 57-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
FIRE CHIEF		4200	79,606	103,487	127,369	42		1.000						99.89%		
FIRE CHIEF		4200	102,476	116,822	150,701	231		1932				0	0	SCARBROUGH, JEFFR		

Summary for FIRE - ADMIN

Current Payroll	\$103,371	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$6,398	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$6,398		
Proposed Payroll	\$109,769	% Change	6.19%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
ASSISTANT FIRE CHIEF		3200	64,325	83,622	102,920	32	1.000								87.78%	
ASSISTANT FIRE CHIEF		3200	84,307	96,110	123,982	227		1218					0	0	MELVIN, MARK	
BATTALION CHIEF		2712	56,684	73,690	90,695	27	1.000								90.44%	
BATTALION CHIEF		2712	66,057	75,305	97,143	222		4844					0	0	AMASON, GREGORY	
BATTALION CHIEF		2712	56,684	73,690	90,695	27	1.000								90.87%	
BATTALION CHIEF		2712	66,057	75,305	97,143	222		4365					0	0	ASH, MICHAEL	
BATTALION CHIEF		2712	56,684	73,690	90,695	27	1.000								101.57%	
BATTALION CHIEF		2712	66,057	75,305	97,143	222		6459					0	0	EVANS, ROGER	
BATTALION CHIEF		2712	56,684	73,690	90,695	27	1.000								97.19%	
BATTALION CHIEF		2712	66,057	75,305	97,143	222		5085					0	0	FREEMAN, GARY	
BATTALION CHIEF		2712	56,684	73,690	90,695	27	1.000								97.19%	
BATTALION CHIEF		2712	66,057	75,305	97,143	222		4892					0	0	HOLLOMAN, BOBBY	
BATTALION CHIEF		2712	56,684	73,690	90,695	27	1.000								91.08%	
BATTALION CHIEF		2712	66,057	75,305	97,143	222		3861					0	0	RENO, GEORGE	
FIRE CAPTAIN		2505	53,631	69,720	85,809	25	1.000								103.51%	
FIRE CAPTAIN		2505	57,062	65,051	83,916	219		6530					0	0	BAILEY, MARVIN	
FIRE CAPTAIN		2505	53,631	69,720	85,809	25	1.000								96.81%	
FIRE CAPTAIN		2505	57,062	65,051	83,916	219		4984					0	0	BARBER, LARRY	
FIRE CAPTAIN		2505	53,631	69,720	85,809	25	1.000								85.54%	
FIRE CAPTAIN		2505	57,062	65,051	83,916	219		3251					0	0	CULVER, CHRISTOPHE	
FIRE CAPTAIN		2505	53,631	69,720	85,809	25	1.000								84.10%	
FIRE CAPTAIN		2505	57,062	65,051	83,916	219		3309					0	0	MCCANTS III, HOWARD	
FIRE CAPTAIN		2505	53,631	69,720	85,809	25	1.000								86.50%	
FIRE CAPTAIN		2505	57,062	65,051	83,916	219		3705					0	0	PIERCE, JASON	
FIRE CAPTAIN		2505	53,631	69,720	85,809	25	1.000								94.73%	
FIRE CAPTAIN		2505	57,062	65,051	83,916	219		5273					0	0	SCARBOROUGH, JOHN	
FIRE CAPTAIN		2505	53,631	69,720	85,809	25	1.000								85.36%	
FIRE CAPTAIN		2505	57,062	65,051	83,916	219		2529					0	0	SMITH, CHRISTOPHER	
FIRE CAPTAIN		2505	53,631	69,720	85,809	25	1.000								94.92%	
FIRE CAPTAIN		2505	57,062	65,051	83,916	219		637					0	0	THAXTON, JAMES	
FIRE CAPTAIN		2505	53,631	69,720	85,809	25	1.000								76.92%	
FIRE CAPTAIN		2505	57,062	65,051	83,916	219		0					0	0	VACANT90, VACANT	
FIRE CAPTAIN		2505	53,631	69,720	85,809	25	1.000								82.14%	
FIRE CAPTAIN		2505	57,062	65,051	83,916	219		2041					0	0	WOOD, GLENN	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22	1.000								106.19%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217		8741					0	0	AIKEN, THOMAS	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Days All'd			Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Min			Max					OrgExp	Asgn
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								86.48%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			3385					0	0	BLACK, CHARLES	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								90.73%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			4637					0	0	BURGESS, BENJAMIN	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								90.61%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			5339					0	0	CARITHERS, JEFFERY	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								87.82%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			2459					0	0	CLAAS, AARON	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								91.07%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			4245					0	0	EBERHART, BENJAMIN	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								86.18%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			2923					0	0	ERWIN, BRENT	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								89.44%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			5877					0	0	FARMER, KENNETH	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								88.41%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			3237					0	0	FERMAN, MATTHEW	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								96.65%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			7137					0	0	FOURNIER, GARRY	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								87.23%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			2478					0	0	HEFNER, WILLIAM	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								90.60%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			4903					0	0	IVY JR, MICHAEL	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								105.99%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			7870					0	0	JEFFERS, ANTHONY	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								89.57%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			2481					0	0	JONES, JACOB	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								98.25%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			7647					0	0	LONG, JERRY	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								86.21%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			3243					0	0	MCCORMACK, MARK	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								93.41%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			5541					0	0	MICHAEL, JOHN	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								89.67%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			4060					0	0	MOON, MICHAEL	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000								82.81%	
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			2263					0	0	MORRIS, JAMES	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed							Duty			Min	Max	OrgExp	Asgn	Employee Name		
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000						84.53%		
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			3133				0	0	MOSS, DAVID	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000						100.12%		
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			6068				0	0	PHILLIPS, WILLIAM	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000						90.45%		
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			3962				0	0	SMITH, JEREMIAH	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000						87.64%		
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			3705				0	0	THOMPSON JR, JOHN	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000						87.47%		
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			3371				0	0	TOLBERT, MICHAEL	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000						76.92%		
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			0				0	0	VACANT91, VACANT	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000						76.92%		
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			0				0	0	VACANT92, VACANT	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000						87.16%		
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			3285				0	0	WALL, JEREMY	
FIRE LIEUTENANT		2205	49,044	63,757	78,470	22		1.000						86.51%		
FIRE LIEUTENANT		2205	51,757	59,003	76,114	217			3537				0	0	WALL JR, DAVID	
FIRE SERGEANT		1916	44,462	57,800	71,139	19		1.000						82.28%		
FIRE SERGEANT		1916	46,945	53,518	69,038	215			2473				0	0	ALLEN, JOSHUA	
FIRE SERGEANT		1916	44,462	57,800	71,139	19		1.000						80.91%		
FIRE SERGEANT		1916	46,945	53,518	69,038	215			1761				0	0	BETTIS, ROBERT	
FIRE SERGEANT		1916	44,462	57,800	71,139	19		1.000						82.11%		
FIRE SERGEANT		1916	46,945	53,518	69,038	215			1862				0	0	BRANNON, DANIEL	
FIRE SERGEANT		1916	44,462	57,800	71,139	19		1.000						81.97%		
FIRE SERGEANT		1916	46,945	53,518	69,038	215			1871				0	0	BRYANT, CULLEN	
FIRE SERGEANT		1916	44,462	57,800	71,139	19		1.000						86.10%		
FIRE SERGEANT		1916	46,945	53,518	69,038	215			1761				0	0	BUREL, MICHAEL	
FIRE SERGEANT		1916	44,462	57,800	71,139	19		1.000						90.55%		
FIRE SERGEANT		1916	46,945	53,518	69,038	215			2831				0	0	BURKE, BRIAN	
FIRE SERGEANT		1916	44,462	57,800	71,139	19		1.000						91.68%		
FIRE SERGEANT		1916	46,945	53,518	69,038	215			4573				0	0	CANADAY, CLINT	
FIRE SERGEANT		1916	44,462	57,800	71,139	19		1.000						83.31%		
FIRE SERGEANT		1916	46,945	53,518	69,038	215			2375				0	0	CAREY, JOSHUA	
FIRE SERGEANT		1916	44,462	57,800	71,139	19		1.000						88.38%		
FIRE SERGEANT		1916	46,945	53,518	69,038	215			3923				0	0	COGGINS, BRIAN	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								83.53%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		2641					0	0	COLDITZ, AARON	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								90.94%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		3083					0	0	DORSEY, CHRISTOPHE	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								82.27%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		1871					0	0	DURAND JR, RICHARD	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								102.62%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		8364					0	0	FREY, ERIC	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								100.35%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		7269					0	0	GHEESLING, CHARLES	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								82.70%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		2596					0	0	GOREE, DAMIAN	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								89.67%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		4567					0	0	HANSFORD, PHILLIP	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								88.53%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		3385					0	0	HARVEY, JOEL	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								87.57%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		3898					0	0	HAWKS, DAVID	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								86.12%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		1887					0	0	HOPKINS, RACHEL	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								81.63%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		1761					0	0	JEFFERS, BENJAMIN	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								87.92%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		2573					0	0	MARABLE, KENNETH	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								81.06%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		1425					0	0	MARTIN, CARL	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								97.83%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		6146					0	0	MASSEY, DWAIN	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								83.42%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		2545					0	0	MATHIS, RODNEY	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								94.33%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		7182					0	0	MCCANNON, TERRY	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								96.47%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		5214					0	0	MCCARTY JR, WILLIAM	
FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								83.00%	
FIRE SERGEANT		1916	46,945	53,518	69,038	215		2207					0	0	PITTS, CHAD	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
	Proposed	Title	Code	Min	Mkt	Max			#	Duty		Days All'd	Flat %	Mkt	Step		
	FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								98.85%	
	FIRE SERGEANT		1916	46,945	53,518	69,038	215			5726				0	0		PRUITT, JAMES
	FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								84.58%	
	FIRE SERGEANT		1916	46,945	53,518	69,038	215			2344				0	0		SAPP, JAMES
	FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								111.32%	
	FIRE SERGEANT		1916	46,945	53,518	69,038	215			14130				0	0		SMITH, STEVE
	FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								76.92%	
	FIRE SERGEANT		1916	46,945	53,518	69,038	215			0				0	0		VACANT93, VACANT
	FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								76.92%	
	FIRE SERGEANT		1916	46,945	53,518	69,038	215			0				0	0		VACANT94, VACANT
	FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								76.92%	
	FIRE SERGEANT		1916	46,945	53,518	69,038	215			0				0	0		VACANT95, VACANT
	FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								88.24%	
	FIRE SERGEANT		1916	46,945	53,518	69,038	215			2487				0	0		WILLIAMS, WESLEY
	FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								90.32%	
	FIRE SERGEANT		1916	46,945	53,518	69,038	215			3791				0	0		WILLIAMS, JEREMY
	FIRE SERGEANT		1916	44,462	57,800	71,139	19	1.000								82.58%	
	FIRE SERGEANT		1916	46,945	53,518	69,038	215			2083				0	0		WILSON, BRIAN
	FIREFIGHTER III		1539	38,348	49,853	61,357	15	1.000								81.74%	
	FIRE CORPORAL		2504	44,710	50,969	65,750	214			1498				0	0		AKIN, TYLER
	FIREFIGHTER III		1539	38,348	49,853	61,357	15	1.000								83.84%	
	FIRE CORPORAL		2504	44,710	50,969	65,750	214			3139				0	0		ALLEN JR, ROY
	FIREFIGHTER III		1539	38,348	49,853	61,357	15	1.000								81.74%	
	FIRE CORPORAL		2504	44,710	50,969	65,750	214			1540				0	0		BAILEY, TANNER
	FIREFIGHTER III		1539	38,348	49,853	61,357	15	1.000								90.62%	
	FIRE CORPORAL		2504	44,710	50,969	65,750	214			4816				0	0		BARFIELD JR, ROGER
	FIREFIGHTER III		1539	38,348	49,853	61,357	15	1.000								83.48%	
	FIRE CORPORAL		2504	44,710	50,969	65,750	214			2862				0	0		BRADBERRY, DANIEL
	FIREFIGHTER III		1539	38,348	49,853	61,357	15	1.000								86.06%	
	FIRE CORPORAL		2504	44,710	50,969	65,750	214			1540				0	0		BRESSLER, NATHAN
	FIREFIGHTER III		1539	38,348	49,853	61,357	15	1.000								86.06%	
	FIRE CORPORAL		2504	44,710	50,969	65,750	214			1540				0	0		BRINKER, KEVIN
	FIREFIGHTER III		1539	38,348	49,853	61,357	15	1.000								86.06%	
	FIRE CORPORAL		2504	44,710	50,969	65,750	214			1498				0	0		CALLOWAY, TRAVIS
	FIREFIGHTER III		1539	38,348	49,853	61,357	15	1.000								83.94%	
	FIRE CORPORAL		2504	44,710	50,969	65,750	214			2417				0	0		DYESS, SCOTT

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed							Duty			Min	Max	OrgExp	Asgn	Employee Name		
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						101.04%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			6379				0	0	EDMONDS III, JAMES	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						87.10%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			2030				0	0	FERGUSON, CODY	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						90.99%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			4687				0	0	FORTSON, BRANDON	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						85.65%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			2862				0	0	GOSSARD, TROY	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						84.86%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			3730				0	0	HAMBY, JASON	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						88.71%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			2911				0	0	HOARD, MATTHEW	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						86.48%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			2663				0	0	HUCKABY, BENJAMIN	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						84.79%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			3965				0	0	JACKSON, KENNETH	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						81.27%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			2249				0	0	JOHNSON, WILLIAM	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						86.46%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			3730				0	0	MALCOM, JUSTIN	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						89.54%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			2923				0	0	MANN JR, CHARLES	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						90.08%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			4615				0	0	MCCULLOUGH JR, BRU	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						85.54%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			3307				0	0	POU, JONATHAN	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						83.14%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			3217				0	0	ROGERS, JEREMY	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						81.43%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			2249				0	0	SAEIDIAN-BAVANI, DAN	
FIREFIGHTER III		1539	38,348	49,853	61,357	15		1.000						86.28%		
FIRE CORPORAL		2504	44,710	50,969	65,750	214			4385				0	0	WILSON, KENNETH	
FIREFIGHTER		1314	35,293	45,881	56,469	13		1.000						81.82%		
FIREFIGHTER		1314	40,200	46,230	59,637	212			1089				0	0	ANDERSON, DYLAN	
FIREFIGHTER		1314	35,293	45,881	56,469	13		1.000						84.61%		
FIREFIGHTER		1314	40,200	46,230	59,637	212			1372				0	0	ARNDT, ANTHONY	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								81.82%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1097					0	0	BEERMAN, DANIEL	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								97.03%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		8708					0	0	BEESON, KYLE	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								80.33%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		199					0	0	BEGNAUD, KYLE	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								87.39%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1372					0	0	BRANCH, JOHN	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								79.67%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		290					0	0	BROWN, WILLIAM	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								93.12%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		5488					0	0	CAHOON, MICHAEL	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								80.72%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		637					0	0	CARSON, NATHAN	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								82.32%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		290					0	0	CHAPMAN, JOSHUA	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								80.72%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		637					0	0	CRAWFORD, MICHAEL	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								77.69%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		199					0	0	CUNNINGHAM, BENJA	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								82.73%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		205					0	0	DAVIS, CAMERON	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								91.52%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1119					0	0	DOSS, BRANDON	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								84.61%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1603					0	0	ELVORD, ALEXANDER	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								77.69%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		199					0	0	FARMER, CHARLES	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								84.54%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1099					0	0	FIELDS, DAVID	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								89.84%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		3017					0	0	FINCHER, JOEL	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								87.39%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1603					0	0	FORD, CRAIG	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								81.82%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1372					0	0	FOSTER, RON	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								82.60%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		650					0	0	GARDNER, ADAM	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								84.54%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1099					0	0	GRAHAM, MATTHEW	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								86.06%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		637					0	0	GRAY, JUDITH	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								82.21%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		2107					0	0	GRIFFITH, CLAYTON	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								80.72%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		637					0	0	GROVE, RYAN	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								81.82%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1603					0	0	HAAS, TYLER	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								80.33%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		199					0	0	HALLER, TIMOTHY	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								85.54%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		4326					0	0	HALTOM, JOHN	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								86.06%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		637					0	0	HOLTSLANDER, DANIE	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								80.33%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		290					0	0	IDREES, ALHASAN	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								86.06%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		634					0	0	JACKSON IV, JOHN	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								84.61%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1603					0	0	JEFFERY, JOHN	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								88.02%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		2107					0	0	JOHNSON, DOMINIC	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								81.82%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1603					0	0	JONES, WADE	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								90.52%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		3017					0	0	KEARNEY, KEVIN	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								87.39%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1372					0	0	LAMPE, DAVID	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								82.98%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		3017					0	0	LAWRENCE, SHERROD	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								81.82%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		382					0	0	MILLER, JUSTIN	

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Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								80.33%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		290					0	0	MILLS, MERLE	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								87.39%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1603					0	0	MINTER, LAUREN	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								85.11%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		2107					0	0	MITCHELL, CLAYTON	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								81.82%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1603					0	0	MOONEY, JOHN	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								81.82%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		2364					0	0	MORAN, ERIC	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								87.39%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1372					0	0	NEAL, VINCENT	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								83.16%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		3017					0	0	NEWSON, CHARLES	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								84.24%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1099					0	0	OGLE, CLINTON	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								77.69%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		290					0	0	PORTERFIELD, SAMUE	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								86.77%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		3017					0	0	REDD, STEVEN	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								87.39%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1603					0	0	REDISH, ZACKERY	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								89.00%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1498					0	0	ROBERSON, KELCEY	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								81.82%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1585					0	0	ROBERTS, MICHAEL	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								81.82%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1372					0	0	ROWE, BRADY	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								84.54%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1099					0	0	RUARK, HENRY	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								77.69%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		290					0	0	SCHMITZ, MATTHEW	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								77.69%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		290					0	0	SHARPTON, BENJAMIN	
FIREFIGHTER		1314	35,293	45,881	56,469	13	1.000								86.59%	
FIREFIGHTER		1314	40,200	46,230	59,637	212		1320					0	0	SHELTON, JAMES	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
FIREFIGHTER		1314	35,293	45,881	56,469	13								82.98%		
FIREFIGHTER		1314	40,200	46,230	59,637	212		290				0	0	SMITH, BRIAN		
FIREFIGHTER		1314	35,293	45,881	56,469	13								83.50%		
FIREFIGHTER		1314	40,200	46,230	59,637	212		3437				0	0	STEPHENSON, JACOB		
FIREFIGHTER		1314	35,293	45,881	56,469	13								84.54%		
FIREFIGHTER		1314	40,200	46,230	59,637	212		1099				0	0	TANKERSLEY, ZACKER		
FIREFIGHTER		1314	35,293	45,881	56,469	13								87.45%		
FIREFIGHTER		1314	40,200	46,230	59,637	212		3017				0	0	THOMPSON, EMILY		
FIREFIGHTER		1314	35,293	45,881	56,469	13								86.06%		
FIREFIGHTER		1314	40,200	46,230	59,637	212		637				0	0	TRIMM II, RODNEY		
FIREFIGHTER		1314	35,293	45,881	56,469	13								84.61%		
FIREFIGHTER		1314	40,200	46,230	59,637	212		1372				0	0	TRIPPI, CHARLES		
FIREFIGHTER		1314	35,293	45,881	56,469	13								76.92%		
FIREFIGHTER		1314	40,200	46,230	59,637	212		0				0	0	VACANT96, VACANT		
FIREFIGHTER		1314	35,293	45,881	56,469	13								88.97%		
FIREFIGHTER		1314	40,200	46,230	59,637	212		3017				0	0	WATERS, WILHELM		
FIREFIGHTER		1314	35,293	45,881	56,469	13								77.69%		
FIREFIGHTER		1314	40,200	46,230	59,637	212		290				0	0	WEEKS, COREY		
FIREFIGHTER		1314	35,293	45,881	56,469	13								80.33%		
FIREFIGHTER		1314	40,200	46,230	59,637	212		290				0	0	WELCH, JAMES		
FIREFIGHTER		1314	35,293	45,881	56,469	13								86.93%		
FIREFIGHTER		1314	40,200	46,230	59,637	212		3017				0	0	WOODEN, WILLIAM		
FIREFIGHTER		1314	35,293	45,881	56,469	13								80.33%		
FIREFIGHTER		1314	40,200	46,230	59,637	212		290				0	0	WRIGHT, ROBERT		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for FIRE - OPERATIONS

Current Payroll	\$8,231,691	# Positions	174
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	165 # Not Adj 9
Adjustment To Minimum	\$206,169	# Adjusted To Minimum	90
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$468,306	# Adjusted Toward Maximum	158
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$674,475		
Proposed Payroll	\$8,906,165	% Change	8.19%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - SUPPORT SVCS Unit Code: 57-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	ASSISTANT FIRE CHIEF	3200	64,325	83,622	102,920	32								97.69%		
	ASSISTANT FIRE CHIEF	3200	84,307	96,110	123,982	227		7072				0	0	HENDRIX, DANIEL		
	FIRE CAPTAIN	2505	53,631	69,720	85,809	25								92.23%		
	FIRE CAPTAIN	2505	57,062	65,051	83,916	219		5563				0	0	DANIEL, ALPHONSO		
	FIRE LIEUTENANT	2205	49,044	63,757	78,470	22								91.87%		
	FIRE LIEUTENANT	2205	51,757	59,003	76,114	217		5037				0	0	FORD JR, LAWRENCE		
	FIRE SERGEANT	1916	44,462	57,800	71,139	19								93.11%		
	FIRE SERGEANT	1916	46,945	53,518	69,038	215		3618				0	0	PRCHAL, MICHAEL		
	FIRE SERGEANT	1916	44,462	57,800	71,139	19								76.92%		
	FIRE SERGEANT	1916	46,945	53,518	69,038	215		0				0	0	VACANT89, VACANT		
	FIRE SERGEANT	1916	44,462	57,800	71,139	19								82.14%		
	FIRE SERGEANT	1916	46,945	53,518	69,038	215		2923				0	0	VAUGHN, RICHARD		

Summary for FIRE - SUPPORT SVCS

Current Payroll	\$350,326	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	5 # Not Adj 1
Adjustment To Minimum	\$5,100	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$33,724	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$38,824		
Proposed Payroll	\$389,150	% Change	11.08%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - CENTRAL COMMUNICATIONS Unit Code: 55-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
CAPTAIN		2616	55,156	71,703	88,250	26								94.64%		
POLICE CAPTAIN		2616	66,057	75,305	97,143	222		3503				0	0	KELLEY JR, KEITH		

Summary for POLICE - CENTRAL COMMUNICATIONS

Current Payroll	\$67,857	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$6,723	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$6,723		
Proposed Payroll	\$74,581	% Change	9.91%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - COMMAND Unit Code: 55-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
POLICE CHIEF		4300	81,135	105,476	129,816	43								76.92%		
POLICE CHIEF		4300	102,476	116,822	150,701	231		0				0	0	VACANT55, VACANT		
DEPUTY POLICE CHIEF		3206	64,325	83,622	102,920	32								107.26%		
DEPUTY POLICE CHIEF		3206	84,307	96,110	123,982	227		1479				0	0	GREGORY, JUSTIN		
CAPTAIN		2616	55,156	71,703	88,250	26								106.18%		
POLICE CAPTAIN		2616	66,057	75,305	97,143	222		5098				0	0	HUNSINGER, MICHAEL		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25								97.83%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		6328				0	0	ODUM, RICHARD		
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18								88.61%		
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		4279				0	0	PALMATEER, SEAN		
POLICE OFFICER		1320	35,293	45,881	56,469	13								76.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		0				0	0	VACANT56, VACANT		

Summary for POLICE - COMMAND

Current Payroll	\$399,919	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	5 # Not Adj 1
Adjustment To Minimum	\$26,248	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$6,786	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$33,033		
Proposed Payroll	\$432,952	% Change	8.26%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - COMMUNITY OUTREACH Unit Code: 55-60

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
CAPTAIN		2616	55,156	71,703	88,250	26	1.000								103.99%	
POLICE CAPTAIN		2616	66,057	75,305	97,143	222		3914					0	0	BRINKLEY, WILLIE	
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25	1.000								84.61%	
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		2792					0	0	RADFORD JR, JOHN	
POLICE SERGEANT		2021	45,990	59,787	73,584	20	1.000								101.16%	
POLICE SERGEANT		2021	51,757	59,003	76,114	217		8557					0	0	KINCAID, TONY	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								83.71%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		2505					0	0	COCHRAN, ROBIE	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								90.02%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		3287					0	0	JOHNSON, JERRY	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								76.92%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		0					0	0	VACANT81, VACANT	

Summary for POLICE - COMMUNITY OUTREACH

Current Payroll	\$333,934	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	5 # Not Adj 1
Adjustment To Minimum	\$1,777	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$14,660	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$16,437		
Proposed Payroll	\$350,371	% Change	4.92%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - COMMUNITY OUTREACH - SRO Unit Code: 55-61

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18			1.000					92.97%		
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214		3850				0	0	CLARK, TIMOTHY		
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18			1.000					83.80%		
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214		2911				0	0	FORTSON, BARBRA		
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18			1.000					86.31%		
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214		2209				0	0	JOHNSON JR, JOHN		
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18			1.000					88.38%		
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214		4259				0	0	TROCHE, FELIX		
	POLICE OFFICER FIRST CLASS	1503	38,348	49,853	61,357	15			1.000					91.05%		
	POLICE OFFICER FIRST CLASS	1503	42,210	48,542	62,619	213		874				0	0	BURGAMY, CHARLES		
	POLICE OFFICER	1320	35,293	45,881	56,469	13			1.000					76.92%		
	POLICE OFFICER	1320	40,200	46,230	59,637	212		0				0	0	VACANT82, VACANT		

Summary for POLICE - COMMUNITY OUTREACH - SRO

Current Payroll	\$276,847	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 2
Adjustment To Minimum	\$4,907	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,304	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$10,211		
Proposed Payroll	\$287,058	% Change	3.69%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - CRIMINAL INVESTIGATIONS Unit Code: 55-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed							Duty			Min	Max	OrgExp	Asgn	Employee Name		
CAPTAIN		2616	55,156	71,703	88,250	26	1.000							97.98%		
POLICE CAPTAIN		2616	66,057	75,305	97,143	222		3483				0	0	SAULTERS JR, JERRY		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25	1.000							95.08%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		3895				0	0	CLARK, JEFFREY		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25	1.000							92.84%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		4097				0	0	SCOTT, DEREK		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25	1.000							96.91%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		7783				0	0	WHITMORE, PATRICK		
POLICE SERGEANT		2021	45,990	59,787	73,584	20	1.000							91.49%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		3033				0	0	DANIEL, STEPHEN		
POLICE SERGEANT		2021	45,990	59,787	73,584	20	1.000							87.37%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		2520				0	0	DICKSON, GREGORY		
POLICE SERGEANT		2021	45,990	59,787	73,584	20	1.000							96.11%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		3149				0	0	GEIGER, JOSEPH		
POLICE SERGEANT		2021	45,990	59,787	73,584	20	1.000							98.84%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		5175				0	0	NORRIS, DAVID		
POLICE SERGEANT		2021	45,990	59,787	73,584	20	1.000							88.85%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		3152				0	0	PATTERSON, JONATHA		
POLICE SERGEANT		2021	45,990	59,787	73,584	20	1.000							89.47%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		2926				0	0	PRAH, SCOTT		
MASTER POLICE OFFICER		1806	42,933	55,813	68,693	18	1.000							95.11%		
POLICE OFFICER MASTER		1806	46,945	53,518	69,038	215		2382				0	0	GUARDADO-YANEZ, JU		
MASTER POLICE OFFICER		1806	42,933	55,813	68,693	18	1.000							106.41%		
POLICE OFFICER MASTER		1806	46,945	53,518	69,038	215		3654				0	0	IVEY, CHARLES		
MASTER POLICE OFFICER		1806	42,933	55,813	68,693	18	1.000							113.30%		
POLICE OFFICER MASTER		1806	46,945	53,518	69,038	215		4430				0	0	MILLS, RONALD		
MASTER POLICE OFFICER		1806	42,933	55,813	68,693	18	1.000							107.61%		
POLICE OFFICER MASTER		1806	46,945	53,518	69,038	215		4846				0	0	STEWART, TIMOTHY		
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000							88.21%		
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		5045				0	0	BLACK, SCOTT		
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000							88.71%		
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		1960				0	0	BLAIR, AMANDA		
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000							93.74%		
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		4250				0	0	CAGLE, SHAWN		
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000							86.37%		
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		2923				0	0	CARROLL, MICHAEL		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - CRIMINAL INVESTIGATIONS Unit Code: 55-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								83.72%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		2629					0	0	DASSOW, KRISTY	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								94.94%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		5976					0	0	DAVIDSON JR, PAUL	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								88.72%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		2372					0	0	DEARING JR, FREDERI	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								88.99%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		3084					0	0	FRANCO, NATHANIEL	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								91.59%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		4021					0	0	JOHNSON, PAUL	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								107.84%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		10072					0	0	JOHNSON, KIMBERLY	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								83.63%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		1736					0	0	LACEY, MARY	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								83.71%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		2391					0	0	LEVERETTE, UNTWAN	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								96.00%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		6748					0	0	MCCAULEY, MICHAEL	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								88.88%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		2761					0	0	MENZEL, BRIGITTE	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								88.99%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		3141					0	0	PARKER, SHANNON	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								91.69%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		4057					0	0	POOLE, MICHAEL	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								91.05%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		5005					0	0	SIMMS, JONATHAN	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								80.86%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		1631					0	0	THOMPSON, JODY	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								76.92%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		0					0	0	VACANT75, VACANT	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								76.92%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		0					0	0	VACANT76, VACANT	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								76.92%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		0					0	0	VACANT77, VACANT	

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Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - CRIMINAL INVESTIGATIONS Unit Code: 55-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for POLICE - CRIMINAL INVESTIGATIONS

Current Payroll	\$1,866,369	# Positions	35
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	26 # Not Adj 9
Adjustment To Minimum	\$5,330	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$49,886	# Adjusted Toward Maximum	23
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$55,216		
Proposed Payroll	\$1,921,584	% Change	2.96%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - PATROL Unit Code: 55-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
CAPTAIN		2616	55,156	71,703	88,250	26								97.64%		
POLICE CAPTAIN		2616	66,057	75,305	97,143	222		3237				0	0	HOOD, WILLIAM		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25								102.11%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		8116				0	0	COKER, DAVID		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25								103.98%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		6936				0	0	LEEDAHL, DAVID		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25								90.85%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		2699				0	0	MALUEG, MARK		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25								94.83%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		3041				0	0	MCDOUGALD, RICHIE		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25								89.86%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		3784				0	0	NICHOLS, CHRISTOPH		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25								99.64%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		3156				0	0	SCOTT, TIMOTHY		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								97.79%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		5491				0	0	ANDERSON II, RAYMON		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								99.92%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		7447				0	0	ANTHONY, THOMAS		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								88.63%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		1643				0	0	BARNETT, SHAUN		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								92.59%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		2807				0	0	BOWEN, IAN		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								103.11%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		3955				0	0	HOWARD, TONY		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								90.53%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		4449				0	0	RAGSDALE, MICHAEL		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								86.04%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		2833				0	0	RIVERA JR, ENRIQUE		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								105.58%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		4783				0	0	SCHULTZ, JAMES		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								98.22%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		3086				0	0	SLANEY, GREGORY		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								87.84%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		3145				0	0	SMITH, MATTHEW		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								85.06%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		3058				0	0	WANG, SUNG		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - PATROL Unit Code: 55-20

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
	Proposed	Title	Code	Min	Mkt	Max			#	Duty		Days All'd	Flat %	Mkt	Step		
	POLICE SERGEANT		2021	45,990	59,787	73,584	20	1.000								84.46%	
	POLICE SERGEANT		2021	51,757	59,003	76,114	217		1731				0	0		WOOD, MICHAEL	
	POLICE CORPORAL		1908	44,462	57,800	71,139	19	1.000								86.11%	
	POLICE CORPORAL		1908	46,945	53,518	69,038	215		1339				0	0		BARRICK, KATIE	
	POLICE CORPORAL		1908	44,462	57,800	71,139	19	1.000								92.10%	
	POLICE CORPORAL		1908	46,945	53,518	69,038	215		2935				0	0		CUSACHS, PRESTON	
	POLICE CORPORAL		1908	44,462	57,800	71,139	19	1.000								90.83%	
	POLICE CORPORAL		1908	46,945	53,518	69,038	215		1277				0	0		DEWITT, CHRISTOPHE	
	POLICE CORPORAL		1908	44,462	57,800	71,139	19	1.000								87.57%	
	POLICE CORPORAL		1908	46,945	53,518	69,038	215		1985				0	0		DOUGLAS, DANIEL	
	POLICE CORPORAL		1908	44,462	57,800	71,139	19	1.000								89.61%	
	POLICE CORPORAL		1908	46,945	53,518	69,038	215		1831				0	0		ENGLAND, CHRIS	
	POLICE CORPORAL		1908	44,462	57,800	71,139	19	1.000								99.12%	
	POLICE CORPORAL		1908	46,945	53,518	69,038	215		1360				0	0		JOHNSON, TIMOTHY	
	POLICE CORPORAL		1908	44,462	57,800	71,139	19	1.000								90.39%	
	POLICE CORPORAL		1908	46,945	53,518	69,038	215		2181				0	0		KITCHEN SR, HAROLD	
	POLICE CORPORAL		1908	44,462	57,800	71,139	19	1.000								100.15%	
	POLICE CORPORAL		1908	46,945	53,518	69,038	215		3645				0	0		MEAGHER, DAVID	
	POLICE CORPORAL		1908	44,462	57,800	71,139	19	1.000								95.29%	
	POLICE CORPORAL		1908	46,945	53,518	69,038	215		2596				0	0		ROSE, MARTY	
	POLICE CORPORAL		1908	44,462	57,800	71,139	19	1.000								97.87%	
	POLICE CORPORAL		1908	46,945	53,518	69,038	215		3934				0	0		THOMAS, LEN	
	POLICE CORPORAL		1908	44,462	57,800	71,139	19	1.000								95.22%	
	POLICE CORPORAL		1908	46,945	53,518	69,038	215		2627				0	0		WHITNEY, DANIEL	
	POLICE CORPORAL		1908	44,462	57,800	71,139	19	1.000								87.31%	
	POLICE CORPORAL		1908	46,945	53,518	69,038	215		1902				0	0		WILLIAMS, JOHN	
	SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								90.97%	
	POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		4447				0	0		ALEXANDER JR, JOHN	
	SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								90.48%	
	POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		5956				0	0		BANKS, ANTHONY	
	SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								83.09%	
	POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		1182				0	0		CHOUDHURY, TROY	
	SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								88.89%	
	POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		2109				0	0		CLARK, KATTIE	
	SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								91.24%	
	POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		392				0	0		COOK, JASON	

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Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - PATROL Unit Code: 55-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								83.95%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		1859					0	0	CROSBY, GARY	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								97.61%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		7487					0	0	CROXTON, REBECCA	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								90.29%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		5205					0	0	DAVIS, GENE	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								83.63%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		1305					0	0	DENIS, STANLEY	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								88.66%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		2748					0	0	DIEBALL, CLINT	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								98.09%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		6585					0	0	GILCHRIST, GREG	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								96.00%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		7048					0	0	GIPSON, WILLIAM	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								100.88%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		9010					0	0	GLENN, THADDEUS	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								88.46%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		1741					0	0	HARRISON, DAVID	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								87.81%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		4118					0	0	HEARD, STEWART	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								98.32%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		7345					0	0	HIGGINBOTHAM, ERIC	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								89.59%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		3489					0	0	HOGAN, ERIK	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								91.10%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		4500					0	0	HOOD, MELISSA	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								89.24%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		5012					0	0	IMPEDUGLIA, JOSEPH	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								91.69%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		4205					0	0	JENNINGS, JOHN	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								83.98%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		2861					0	0	KING, JIMMY	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								83.96%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		1927					0	0	KOVACS, DREW	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								89.08%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		2828					0	0	LEDER, RICHARD	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - PATROL Unit Code: 55-20

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd	Flat %		Mkt	Step	% Chg			
Proposed	Title	Code	Min	Mkt	Max	#		Duty			Min	Max	OrgExp	Asgn	Employee Name		
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18		1.000							100.84%		
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214			6418				0	0	NORRIS, RONNIE		
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18		1.000							88.46%		
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214			1773				0	0	O'NEILL, BRIAN		
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18		1.000							106.49%		
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214			10339				0	0	PAINTER, DAVID		
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18		1.000							86.53%		
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214			1985				0	0	SCHMIDT, DANIEL		
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18		1.000							76.92%		
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214			0				0	0	VACANT57, VACANT		
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18		1.000							76.92%		
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214			0				0	0	VACANT58, VACANT		
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18		1.000							95.59%		
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214			8201				0	0	WARD, MICHAEL		
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18		1.000							82.79%		
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214			1830				0	0	WRIGHT, KERION		
	POLICE OFFICER FIRST CLASS	1503	38,348	49,853	61,357	15		1.000							88.63%		
	POLICE OFFICER FIRST CLASS	1503	42,210	48,542	62,619	213			569				0	0	BATES, BRADLEY		
	POLICE OFFICER FIRST CLASS	1503	38,348	49,853	61,357	15		1.000							88.44%		
	POLICE OFFICER FIRST CLASS	1503	42,210	48,542	62,619	213			695				0	0	BRANNING, BRENDAN		
	POLICE OFFICER FIRST CLASS	1503	38,348	49,853	61,357	15		1.000							88.49%		
	POLICE OFFICER FIRST CLASS	1503	42,210	48,542	62,619	213			1028				0	0	CHRISTIANSEN, SHAW		
	POLICE OFFICER FIRST CLASS	1503	38,348	49,853	61,357	15		1.000							88.59%		
	POLICE OFFICER FIRST CLASS	1503	42,210	48,542	62,619	213			297				0	0	CUMMINGS, JAMIE		
	POLICE OFFICER FIRST CLASS	1503	38,348	49,853	61,357	15		1.000							88.51%		
	POLICE OFFICER FIRST CLASS	1503	42,210	48,542	62,619	213			837				0	0	DENMARK, SHAWN		
	POLICE OFFICER FIRST CLASS	1503	38,348	49,853	61,357	15		1.000							85.66%		
	POLICE OFFICER FIRST CLASS	1503	42,210	48,542	62,619	213			919				0	0	EMMETT, CALEB		
	POLICE OFFICER FIRST CLASS	1503	38,348	49,853	61,357	15		1.000							91.05%		
	POLICE OFFICER FIRST CLASS	1503	42,210	48,542	62,619	213			759				0	0	FIELDS, JACKSON		
	POLICE OFFICER FIRST CLASS	1503	38,348	49,853	61,357	15		1.000							86.54%		
	POLICE OFFICER FIRST CLASS	1503	42,210	48,542	62,619	213			1188				0	0	JONES, JAMIE		
	POLICE OFFICER FIRST CLASS	1503	38,348	49,853	61,357	15		1.000							88.44%		
	POLICE OFFICER FIRST CLASS	1503	42,210	48,542	62,619	213			639				0	0	LEE, MORGAN		
	POLICE OFFICER FIRST CLASS	1503	38,348	49,853	61,357	15		1.000							83.51%		
	POLICE OFFICER FIRST CLASS	1503	42,210	48,542	62,619	213			406				0	0	MENTOR, JOSEPH		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - PATROL Unit Code: 55-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
POLICE OFFICER FIRST CLASS	1503		38,348	49,853	61,357	15	1.000							86.65%		
POLICE OFFICER FIRST CLASS	1503		42,210	48,542	62,619	213		1031				0	0	MILLER, CLINTON		
POLICE OFFICER FIRST CLASS	1503		38,348	49,853	61,357	15	1.000							91.05%		
POLICE OFFICER FIRST CLASS	1503		42,210	48,542	62,619	213		765				0	0	SHAPLAND, CHRISTOP		
POLICE OFFICER FIRST CLASS	1503		38,348	49,853	61,357	15	1.000							76.92%		
POLICE OFFICER FIRST CLASS	1503		42,210	48,542	62,619	213		0				0	0	VACANT59, VACANT		
POLICE OFFICER FIRST CLASS	1503		38,348	49,853	61,357	15	1.000							76.92%		
POLICE OFFICER FIRST CLASS	1503		42,210	48,542	62,619	213		0				0	0	VACANT60, VACANT		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							92.12%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		672				0	0	AUSTIN JR, JAMES		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							83.72%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		308				0	0	BEHRNS, CODY		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							82.54%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		147				0	0	BIDINGER, CHARLES		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							87.88%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		1211				0	0	BLACKMON, HUNTER		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							93.33%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		1043				0	0	BOND, SHAWN		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							83.72%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		308				0	0	BRANT, MADISON		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							90.61%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		1078				0	0	BRITT, ROBERT		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							86.00%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		245				0	0	BRYANT, JAMES		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							79.92%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		132				0	0	COLGLAZIER, MICHAEL		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							92.12%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		574				0	0	COMPTON, ZACHARY		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							80.72%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		405				0	0	COOPER, MARTY		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							83.75%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		406				0	0	COOPER, CALEB		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							89.39%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		496				0	0	DAVIS, JORDAN		
POLICE OFFICER	1320		35,293	45,881	56,469	13	1.000							86.00%		
POLICE OFFICER	1320		40,200	46,230	59,637	212		395				0	0	DECKERT, DARA		

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Proposed Pay Plan Public Safety

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Unit Name: POLICE - PATROL Unit Code: 55-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								90.61%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		1022					0	0	DELLA FORTUNA, NICH	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								89.03%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		392					0	0	DELLAFORTUNA, CASS	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								86.06%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		525					0	0	EFORD, TIMOTHY	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								89.45%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		574					0	0	ELLISON, ERIK	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								80.72%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		210					0	0	ESPINOSA, ZACHERY	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								87.88%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		1232					0	0	EVANS, JASON	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								93.45%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		1316					0	0	FREELAND, DANIEL	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								79.92%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		132					0	0	GIUDICI, TODD	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								93.47%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		1792					0	0	GORDON, CALVIN	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								90.61%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		1071					0	0	GREENLOW, WILLIAM	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								79.92%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		154					0	0	GUERRA, DIANA	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								93.33%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		792					0	0	HARDGRAVE, DAVID	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								86.78%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		461					0	0	HARNEY, TYLER	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								85.15%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		154					0	0	HILL, ALEXANDRIA	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								92.12%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		672					0	0	HOLCOMBE, BEAU	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								89.00%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		308					0	0	HUGHES, AMANDA	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								80.72%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		399					0	0	JOHNSON, JARRETT	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								89.45%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		574					0	0	JOHNSON III, CLAUDE	

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Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - PATROL Unit Code: 55-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed										Min	Max	OrgExp	Asgn	Employee Name		
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							79.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		132					0	0	JONES, TERRANCE	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							89.00%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		308					0	0	KATT, TED	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							89.45%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		574					0	0	LANCE, HUNTER	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							93.22%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		860					0	0	LISTER III, HOVIE	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							89.03%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		406					0	0	MANNING, BENJAMIN	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							92.03%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		496					0	0	MARSDEN, ETHAN	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							89.03%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		406					0	0	MARTINEZ, SONIA	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							93.22%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		791					0	0	MCQUIEN, MARCUS	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							89.00%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		308					0	0	MINCHEW, KATY	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							87.88%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		1127					0	0	MITCHAM II, JAMES	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							80.72%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		210					0	0	MONTALVO-NAZARIO,	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							86.36%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		308					0	0	MORGAN, ASHLEY	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							93.33%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		938					0	0	NELSON, NIKOLAS	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							88.76%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		567					0	0	NIX, CODY	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							89.45%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		672					0	0	OWENS, JONATHAN	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							92.03%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		496					0	0	PASCHAL, JARRETT	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							93.33%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		1078					0	0	PILKINGTON, AUSTIN	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000							93.33%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		1211					0	0	SANDERS, ANNA	

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Proposed Pay Plan Public Safety

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Unit Name: POLICE - PATROL Unit Code: 55-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
POLICE OFFICER		1320	35,293	45,881	56,469	13								79.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		147					0	0	SANTOS, JOSHUA	
POLICE OFFICER		1320	35,293	45,881	56,469	13								83.36%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		238					0	0	SARTAIN, ADAM	
POLICE OFFICER		1320	35,293	45,881	56,469	13								79.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		119					0	0	SCOTT, MACK	
POLICE OFFICER		1320	35,293	45,881	56,469	13								92.03%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		496					0	0	SMITH, ZACHARY	
POLICE OFFICER		1320	35,293	45,881	56,469	13								95.27%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		2227					0	0	STARR, SCOTT	
POLICE OFFICER		1320	35,293	45,881	56,469	13								83.72%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		308					0	0	SURINE, JONATHAN	
POLICE OFFICER		1320	35,293	45,881	56,469	13								83.36%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		238					0	0	SUTO, DOUGLAS	
POLICE OFFICER		1320	35,293	45,881	56,469	13								93.22%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		854					0	0	TILLEY, DUSTIN	
POLICE OFFICER		1320	35,293	45,881	56,469	13								86.75%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		496					0	0	TROTTER, JAMES	
POLICE OFFICER		1320	35,293	45,881	56,469	13								76.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT61, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13								76.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT62, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13								76.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT63, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13								76.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT64, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13								76.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT65, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13								76.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT66, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13								76.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT67, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13								76.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT68, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13								76.92%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT69, VACANT	

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Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - PATROL Unit Code: 55-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								76.92%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT70, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								76.92%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT71, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								76.92%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT72, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								76.92%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT73, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								76.92%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT74, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								91.18%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		1855					0	0	VILLALTA, WILIAN	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								82.70%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		308					0	0	WILLIAMS JR, ROGER	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								80.72%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		210					0	0	WOODS, JONATHAN	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								93.33%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		1022					0	0	XIONG, GER	

Summary for POLICE - PATROL

Current Payroll	\$6,976,864	# Positions	153
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	94 # Not Adj 59
Adjustment To Minimum	\$140,366	# Adjusted To Minimum	48
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$111,313	# Adjusted Toward Maximum	76
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$251,679		
Proposed Payroll	\$7,228,543	% Change	3.61%

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Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - SPECIAL OPERATIONS Unit Code: 55-70

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Days All'd			Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Min			Max					OrgExp	Asgn
		2616	55,156	71,703	88,250	26	1.000									99.71%	
	POLICE CAPTAIN	2616	66,057	75,305	97,143	222		4971					0	0		MAGNUSON, MARK	
	POLICE LIEUTENANT	2511	53,631	69,720	85,809	25	1.000									97.46%	
	POLICE LIEUTENANT	2511	57,062	65,051	83,916	219		3775					0	0		EPPS JR, AUBREY	
	POLICE LIEUTENANT	2511	53,631	69,720	85,809	25	1.000									90.92%	
	POLICE LIEUTENANT	2511	57,062	65,051	83,916	219		1526					0	0		YORK, MICHAEL	
	POLICE SERGEANT	2021	45,990	59,787	73,584	20	1.000									92.83%	
	POLICE SERGEANT	2021	51,757	59,003	76,114	217		1551					0	0		BLAIR, SCOTT	
	POLICE SERGEANT	2021	45,990	59,787	73,584	20	1.000									103.48%	
	POLICE SERGEANT	2021	51,757	59,003	76,114	217		8901					0	0		BUTT, JOHN	
	POLICE SERGEANT	2021	45,990	59,787	73,584	20	1.000									98.78%	
	POLICE SERGEANT	2021	51,757	59,003	76,114	217		3837					0	0		FROST, L	
	POLICE SERGEANT	2021	45,990	59,787	73,584	20	1.000									90.34%	
	POLICE SERGEANT	2021	51,757	59,003	76,114	217		3363					0	0		JOHNSON, JEFFERY	
	POLICE SERGEANT	2021	45,990	59,787	73,584	20	1.000									98.68%	
	POLICE SERGEANT	2021	51,757	59,003	76,114	217		6165					0	0		LUSK, LAURA	
	POLICE SERGEANT	2021	45,990	59,787	73,584	20	1.000									89.80%	
	POLICE SERGEANT	2021	51,757	59,003	76,114	217		2129					0	0		MCFADDIN III, NORMAN	
	POLICE SERGEANT	2021	45,990	59,787	73,584	20	1.000									87.78%	
	POLICE SERGEANT	2021	51,757	59,003	76,114	217		2741					0	0		MCILVAINE, JONATHAN	
	POLICE SERGEANT	2021	45,990	59,787	73,584	20	1.000									98.74%	
	POLICE SERGEANT	2021	51,757	59,003	76,114	217		5877					0	0		YOUNG, MICHAEL	
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18	1.000									81.85%	
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214		1314					0	0		COOK, ANDREW	
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18	1.000									86.34%	
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214		1837					0	0		HOWARD, RICHARD	
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18	1.000									88.72%	
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214		2316					0	0		LAVALLEY, JOHN	
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18	1.000									83.63%	
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214		1741					0	0		MEDINA, EDUARDO	
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18	1.000									100.22%	
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214		6477					0	0		MOSS, JAMES	
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18	1.000									88.46%	
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214		1764					0	0		SCHILL, VINCENT	
	SENIOR POLICE OFFICER	1826	42,933	55,813	68,693	18	1.000									86.34%	
	POLICE OFFICER SENIOR	1826	44,710	50,969	65,750	214		2643					0	0		SCHULTE JR, ROBERT	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - SPECIAL OPERATIONS Unit Code: 55-70

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								76.92%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		0					0	0	VACANT83, VACANT	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								76.92%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		0					0	0	VACANT84, VACANT	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								76.92%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		0					0	0	VACANT85, VACANT	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								76.92%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		0					0	0	VACANT86, VACANT	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18	1.000								88.99%	
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		2935					0	0	WALKER, LEE	
POLICE OFFICER FIRST CLASS		1503	38,348	49,853	61,357	15	1.000								90.94%	
POLICE OFFICER FIRST CLASS		1503	42,210	48,542	62,619	213		672					0	0	GUINN, LATISHA	
POLICE OFFICER FIRST CLASS		1503	38,348	49,853	61,357	15	1.000								85.93%	
POLICE OFFICER FIRST CLASS		1503	42,210	48,542	62,619	213		837					0	0	KELLEY, MICHAEL	
POLICE OFFICER FIRST CLASS		1503	38,348	49,853	61,357	15	1.000								91.05%	
POLICE OFFICER FIRST CLASS		1503	42,210	48,542	62,619	213		913					0	0	NORTON, ANDREW	
POLICE OFFICER FIRST CLASS		1503	38,348	49,853	61,357	15	1.000								76.92%	
POLICE OFFICER FIRST CLASS		1503	42,210	48,542	62,619	213		0					0	0	VACANT87, VACANT	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								87.88%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		938					0	0	BRADFORD, ROBERT	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								90.61%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		1232					0	0	LEWIS, JOEY	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								90.61%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		1246					0	0	MEYER, DAVIS	
POLICE OFFICER		1320	35,293	45,881	56,469	13	1.000								76.92%	
POLICE OFFICER		1320	40,200	46,230	59,637	212		0					0	0	VACANT88, VACANT	

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Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - SPECIAL OPERATIONS Unit Code: 55-70

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for POLICE - SPECIAL OPERATIONS

Current Payroll	\$1,553,114	# Positions	31
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	21 # Not Adj 10
Adjustment To Minimum	\$15,876	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$38,771	# Adjusted Toward Maximum	15
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$54,648		
Proposed Payroll	\$1,607,762	% Change	3.52%

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Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - SPECIAL OPERATIONS - DTF Unit Code: 55-71

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty		Min	Max	OrgExp	Asgn	Employee Name		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25		1.000						102.60%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219			7859				0	0	EPPS, JAMES	
POLICE SERGEANT		2021	45,990	59,787	73,584	20		1.000						113.01%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217			8707				0	0	GRAHAM, KIRK	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18		1.000						98.52%		
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214			6361				0	0	BASINGER, PHILIP	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18		1.000						108.35%		
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214			9811				0	0	FITZGERALD, JEFFREY	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18		1.000						98.87%		
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214			7577				0	0	FLOYD, ROBIN	
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18		1.000						91.75%		
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214			5138				0	0	SMITH, CALVIN	

Summary for POLICE - SPECIAL OPERATIONS - DTF

Current Payroll		\$360,945	# Positions	6
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$7,410		# Adjusted Toward Maximum	6
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$7,410			
Proposed Payroll	\$368,356	% Change	2.05%	

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Proposed Pay Plan Public Safety

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - SUPPORT SERVICES Unit Code: 55-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
CAPTAIN		2616	55,156	71,703	88,250	26								106.17%		
POLICE CAPTAIN		2616	66,057	75,305	97,143	222		7635				0	0	RUTLEDGE, MELANIE		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25								94.35%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		3581				0	0	DICKERSON, BENJAMI		
POLICE LIEUTENANT		2511	53,631	69,720	85,809	25								76.92%		
POLICE LIEUTENANT		2511	57,062	65,051	83,916	219		0				0	0	VACANT80, VACANT		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								102.42%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		7478				0	0	CARTER JR, JAMES		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								104.79%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		7685				0	0	MCGEE, CHRISTOPHE		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								96.66%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		3055				0	0	PARKER, CHRISTOPHE		
POLICE SERGEANT		2021	45,990	59,787	73,584	20								89.67%		
POLICE SERGEANT		2021	51,757	59,003	76,114	217		3752				0	0	RING, DAVID		
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18								85.22%		
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		4127				0	0	BERARDINELLI, STEVE		
SENIOR POLICE OFFICER		1826	42,933	55,813	68,693	18								94.94%		
POLICE OFFICER SENIOR		1826	44,710	50,969	65,750	214		6817				0	0	HARDIGREE, TRACEY		
POLICE OFFICER		1320	35,293	45,881	56,469	13								107.19%		
POLICE OFFICER		1320	40,200	46,230	59,637	212		10920				0	0	DURANSO II, HARRY		

Summary for POLICE - SUPPORT SERVICES

Current Payroll	\$580,553	# Positions	10
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	8 # Not Adj 2
Adjustment To Minimum	\$3,431	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$36,875	# Adjusted Toward Maximum	7
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$40,307		
Proposed Payroll	\$620,859	% Change	6.94%

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Proposed Pay Plan Public Safety

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - ADMIN Unit Code: 45-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
CHIEF DEPUTY		3203	64,325	83,622	102,920	32	1.000								98.10%	
CHIEF DEPUTY SHERIFF		3203	84,307	96,110	123,982	227		4701				0	0		COLE III, JIMPS	
CAPTAIN		2616	55,156	71,703	88,250	26	1.000								113.17%	
SHERIFF CAPTAIN		2617	66,057	75,305	97,143	222		5422				0	0		HODGES, HAYDEN	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								87.98%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		1703				0	0		FLEMING, USHA	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								92.05%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		3788				0	0		MARKS, PATRICIA	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								97.55%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		4690				0	0		RUCKER, WAYLAND	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								103.81%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		5091				0	0		GABRIEL, LISA	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								82.71%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1475				0	0		JACKSON, TORIN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								86.55%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1854				0	0		PRESTRIDGE, JUSTIN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								76.92%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		0				0	0		VACANT24, VACANT	

Summary for SHERIFF - ADMIN

Current Payroll	\$524,474	# Positions	9
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	6 # Not Adj 3
Adjustment To Minimum	\$4,048	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$24,303	# Adjusted Toward Maximum	5
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$28,350		
Proposed Payroll	\$552,825	% Change	5.41%

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Proposed Pay Plan Public Safety

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - FIELD Unit Code: 45-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
CAPTAIN		2616	55,156	71,703	88,250	26	1.000								107.35%	
SHERIFF CAPTAIN		2617	66,057	75,305	97,143	222		5222					0	0	ROBINSON, ELIZABETH	
LIEUTENANT		2517	53,631	69,720	85,809	25	1.000								104.84%	
SHERIFF LIEUTENANT		2517	57,062	65,051	83,916	219		5245					0	0	GAILEY, TIM	
LIEUTENANT		2517	53,631	69,720	85,809	25	1.000								109.66%	
SHERIFF LIEUTENANT		2517	57,062	65,051	83,916	219		7308					0	0	GUNTARP, CRAIG	
LIEUTENANT		2517	53,631	69,720	85,809	25	1.000								95.07%	
SHERIFF LIEUTENANT		2517	57,062	65,051	83,916	219		4788					0	0	TOOLE JR, BOBBY	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								83.26%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		1532					0	0	BERI JR, PATRICK	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								96.73%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		3870					0	0	BISHOP, LUKE	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								89.98%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		3461					0	0	MATTOCKS JR, DOUGL	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								88.60%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		3749					0	0	MCELROY, JONATHAN	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								89.64%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		3268					0	0	WILLIAMS, JOHN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								85.63%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1127					0	0	ALLEN, BENJAMIN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								83.53%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		3167					0	0	ALLEN, JEREMY	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								82.30%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		2226					0	0	APPLING, FETERRAL	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								87.49%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1427					0	0	BONIT, GLEN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								87.41%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		4693					0	0	BRANCH, TERRANCE	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								88.36%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		3085					0	0	BROWN, ALICIA	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								85.04%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		4211					0	0	CHALOUX, BENJAMIN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								84.67%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		3352					0	0	CLIVER, GLENN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								83.80%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		3128					0	0	COOPER, BRANDI	

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Proposed Pay Plan Public Safety

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - FIELD Unit Code: 45-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								90.61%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		4822					0	0	DOLAN, CHARLES	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								90.37%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		5463					0	0	DORSEY, TOMMY	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								86.04%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		2357					0	0	HANCOCK JR, CHARLE	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								83.67%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		2845					0	0	HARRIS, STEVEN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								100.06%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		8739					0	0	HENSON, DANIEL	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								84.53%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		3341					0	0	HOWARD, ORLANDO	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								83.94%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		2739					0	0	IRVIN, TRAVIS	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								83.19%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		4872					0	0	JOHNSON, FARRIS	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								84.15%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		3128					0	0	JORDAN, RANDY	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								85.90%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		2353					0	0	KNOX, WILKENDAL	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								97.65%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		7118					0	0	LOWERY, SHIRLEY	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								83.72%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1294					0	0	MAGBY, DARIUS	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								90.88%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		6261					0	0	MEEHAN, JOHN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								83.80%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1742					0	0	MURPHY, ERIKA	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								82.92%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		3029					0	0	PERRIN, ROBERT	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								96.97%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		6771					0	0	SANDERS, SEAN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								86.13%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		2055					0	0	SANTANA, JOSE	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000								86.89%	
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		4544					0	0	THOMAS, TIFFANY	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - FIELD Unit Code: 45-30

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd	Flat %		Mkt	Step	% Chg			
Proposed	Title	Code	Min	Mkt	Max	#	Duty				Min	Max	OrgExp	Asgn	Employee Name		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18	1.000								76.92%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		0					0	0	VACANT49, VACANT		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18	1.000								76.92%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		0					0	0	VACANT50, VACANT		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18	1.000								76.92%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		0					0	0	VACANT51, VACANT		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18	1.000								76.92%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		0					0	0	VACANT52, VACANT		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18	1.000								76.92%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		0					0	0	VACANT53, VACANT		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18	1.000								86.05%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		1945					0	0	WILLIAMS, ROY		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18	1.000								85.73%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		5547					0	0	WILLIS, SHARON		
	DEPUTY SHERIFF	1311	35,293	45,881	56,469	13	1.000								87.88%		
	DEPUTY SHERIFF	1311	40,200	46,230	59,637	212		543					0	0	GLENN, ANNESSA		

Summary for SHERIFF - FIELD

Current Payroll	\$2,223,068	# Positions	44
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	39 # Not Adj 5
Adjustment To Minimum	\$10,864	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$91,698	# Adjusted Toward Maximum	34
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$102,562		
Proposed Payroll	\$2,325,631	% Change	4.61%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - JAIL Unit Code: 45-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
JAIL COMMANDER		2901	59,741	77,663	95,586	29	1.000								98.64%	
CHIEF JAILER		2901	72,827	83,023	107,100	224		4043					0	0	YORK, THOMAS	
CAPTAIN		2616	55,156	71,703	88,250	26	1.000								106.95%	
SHERIFF CAPTAIN		2617	66,057	75,305	97,143	222		5683					0	0	GOINGS, ARTHUR	
CAPTAIN		2616	55,156	71,703	88,250	26	1.000								98.21%	
SHERIFF CAPTAIN		2617	66,057	75,305	97,143	222		3847					0	0	GOINGS, JESSICA	
LIEUTENANT		2517	53,631	69,720	85,809	25	1.000								93.90%	
SHERIFF LIEUTENANT		2517	57,062	65,051	83,916	219		4094					0	0	GRIER JR, CLARENCE	
LIEUTENANT		2517	53,631	69,720	85,809	25	1.000								98.16%	
SHERIFF LIEUTENANT		2517	57,062	65,051	83,916	219		4897					0	0	MCALLISTER, ANGELA	
LIEUTENANT		2517	53,631	69,720	85,809	25	1.000								95.66%	
SHERIFF LIEUTENANT		2517	57,062	65,051	83,916	219		3231					0	0	MCALLISTER III, DAVID	
LIEUTENANT		2517	53,631	69,720	85,809	25	0.475								197.26%	
SHERIFF LIEUTENANT		2517	57,062	65,051	83,916	219		5727					0	0	STRAUGHTER, KENNE	
LIEUTENANT		2517	53,631	69,720	85,809	25	1.000								76.92%	
SHERIFF LIEUTENANT		2517	57,062	65,051	83,916	219		0					0	0	VACANT25, VACANT	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								85.24%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		1851					0	0	BOOKER, ARTHUR	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								85.03%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		1619					0	0	GABLE, WILLIAM	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								85.84%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		2179					0	0	HAAG, CHRISTOPHER	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								87.87%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		1443					0	0	HARE, ROBERT	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								85.49%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		1373					0	0	HUNT, PHILIP	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								102.44%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		6849					0	0	JOHNSON, FARRELL	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								100.08%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		4606					0	0	MAPP, YOSHIKY	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								95.85%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		4405					0	0	PERKINS, LILLIE	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								102.22%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		8369					0	0	POPE, DALLAS	
SERGEANT		2022	45,990	59,787	73,584	20	1.000								87.50%	
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		1639					0	0	SMITH, ROBERT	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - JAIL Unit Code: 45-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed										Min	Max	OrgExp	Asgn	Employee Name		
SERGEANT		2022	45,990	59,787	73,584	20	1.000							84.38%		
SHERIFF SERGEANT		2022	51,757	59,003	76,114	217		2179					0	0	SPENCER, BETTY	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							86.92%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		695					0	0	AHMED, HASAN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							80.99%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1353					0	0	BEVIS, MICHAEL	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							81.30%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		3590					0	0	CORBIN, WILLIAM	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							82.15%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1240					0	0	CORN, KELDA	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							83.37%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		2795					0	0	DAVENPORT, GARY	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							88.04%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1623					0	0	DEYOUNG, ERIC	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							83.21%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1664					0	0	EPPS, JOSHUA	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							88.04%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		2397					0	0	GOODMAN, ADRIAN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							86.82%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		671					0	0	HALL, KETONNIA	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							87.43%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		4704					0	0	HARRISON, DOUGLAS	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							94.76%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		6006					0	0	HUNSINGER, CURTIS	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							82.34%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1038					0	0	JAMES, JONATHAN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							84.04%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		2674					0	0	JOHNSON, SZSNYK	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							83.94%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		2627					0	0	JONES, GWENDOLYN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							82.80%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1132					0	0	JONES, BRYAN	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							83.68%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		3349					0	0	LYON, TIMOTHY	
SENIOR DEPUTY SHERIFF		1830	42,933	55,813	68,693	18	1.000							80.78%		
SHERIFF CORPORAL		1830	44,710	50,969	65,750	214		1038					0	0	MATHE, MICHAEL	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - JAIL Unit Code: 45-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					83.51%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		2326				0	0	MCCAIN JR, NATHAN		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					86.35%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		688				0	0	MILLER, JOSHUA		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					83.21%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		1271				0	0	MITCHELL, LAURA		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					87.49%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		966				0	0	PALMER JR, TERRY		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					81.63%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		1197				0	0	QUESTELLES, SHARLE		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					82.34%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		756				0	0	ROLLINS, WANDA		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					83.51%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		2271				0	0	SLAY, APRIL		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					82.10%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		1054				0	0	SUMMERS II, LEROY		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					86.85%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		3789				0	0	TAYLOR, TAKIA		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					85.15%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		1288				0	0	THOMAS, MARCIA		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					76.92%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		0				0	0	VACANT26, VACANT		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					76.92%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		0				0	0	VACANT27, VACANT		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					76.92%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		0				0	0	VACANT28, VACANT		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					76.92%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		0				0	0	VACANT29, VACANT		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					76.92%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		0				0	0	VACANT30, VACANT		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					76.92%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		0				0	0	VACANT31, VACANT		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					100.85%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		7897				0	0	WRIGHT, MICHAEL		
	SENIOR DEPUTY SHERIFF	1830	42,933	55,813	68,693	18			1.000					86.92%		
	SHERIFF CORPORAL	1830	44,710	50,969	65,750	214		776				0	0	WRIGHT III, GRADY		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - JAIL Unit Code: 45-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed							Duty			Min	Max	OrgExp	Asgn	Employee Name		
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							86.78%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		672					0	0	BAKER, ERIN	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							80.72%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		280					0	0	BARNETT, KEISHA	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							86.42%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		593					0	0	BILLINGS, ZACHARY	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							89.45%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		721					0	0	CARRIGG, RICHARD	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							87.88%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		1013					0	0	CHISHOLM, ALICIA	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							86.78%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		691					0	0	CUFFY, DEBORAH	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							85.15%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		155					0	0	DANIEL, AYANA	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							87.88%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		808					0	0	DUNBAR, TEVIN	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							86.75%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		488					0	0	EVANS, SAMUEL	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							90.61%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		1013					0	0	GHEORGHE, FLORIN	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							89.45%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		705					0	0	GRAFE, JACE	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							93.33%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		1260					0	0	GRAY, MARISA	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							97.73%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		2730					0	0	HOPKINS, HARRY	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							86.78%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		584					0	0	HUGHES, DUSTIN	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							86.78%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		732					0	0	KIMANO, JASON	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							83.75%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		462					0	0	KING, TELLIS	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							90.55%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		1181					0	0	KING, ADAM	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							87.88%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		815					0	0	LANE, LEE	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - JAIL Unit Code: 45-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed										Min	Max	OrgExp	Asgn	Employee Name		
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							82.04%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		278					0	0	LEE, SONYA	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							86.78%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		705					0	0	LEE LING, CHRISTINE	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							86.78%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		570					0	0	MARTIN, JOHN	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							87.88%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		819					0	0	MEADOWS, BRIAN	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							89.03%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		399					0	0	NEWSOME, DAMIAN	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							89.45%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		712					0	0	NORMAN, JESSICA	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							80.72%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		229					0	0	PITTMAN, AMOS	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							80.72%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		278					0	0	SHAW, ALEXIS	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							89.45%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		591					0	0	SIEBOLD, JEREMY	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							86.78%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		735					0	0	SMITH, AMBERLY	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							90.61%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		1242					0	0	TRUITT, JOHN	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							90.61%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		1102					0	0	TUTTLE, JEFFERY	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							76.92%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		0					0	0	VACANT32, VACANT	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							76.92%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		0					0	0	VACANT33, VACANT	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							76.92%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		0					0	0	VACANT34, VACANT	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							76.92%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		0					0	0	VACANT35, VACANT	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							76.92%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		0					0	0	VACANT36, VACANT	
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000							76.92%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		0					0	0	VACANT37, VACANT	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - JAIL Unit Code: 45-20

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd	Flat %		Mkt	Step	% Chg			
Proposed	Title	Code	Min	Mkt	Max	#	Duty				Min	Max	OrgExp	Asgn	Employee Name		
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000								76.92%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		0					0	0	VACANT38, VACANT		
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000								76.92%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		0					0	0	VACANT39, VACANT		
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000								76.92%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		0					0	0	VACANT40, VACANT		
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000								76.92%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		0					0	0	VACANT41, VACANT		
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000								87.88%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		756					0	0	WILLIAMS, JORDAN		
DEPUTY SHERIFF		1311	35,293	45,881	56,469	13	1.000								87.88%		
DEPUTY SHERIFF		1311	40,200	46,230	59,637	212		868					0	0	WRIGHT, MAX		
DETENTION OFFICER		1211	33,440	43,472	53,504	12	1.000								77.69%		
DETENTION OFFICER		1211	36,149	41,932	54,093	210		227					0	0	PEREZ, RALPH		
DETENTION OFFICER		1211	33,440	43,472	53,504	12	1.000								77.69%		
DETENTION OFFICER		1211	36,149	41,932	54,093	210		208					0	0	PETERS, CHIQUELA		
DETENTION OFFICER		1211	33,440	43,472	53,504	12	1.000								83.92%		
DETENTION OFFICER		1211	36,149	41,932	54,093	210		567					0	0	SMITH, DBORIS		
DETENTION OFFICER		1211	33,440	43,472	53,504	12	1.000								83.92%		
DETENTION OFFICER		1211	36,149	41,932	54,093	210		675					0	0	THOMAS, EARNESTINE		
DETENTION OFFICER		1211	33,440	43,472	53,504	12	1.000								76.92%		
DETENTION OFFICER		1211	36,149	41,932	54,093	210		0					0	0	VACANT42, VACANT		
DETENTION OFFICER		1211	33,440	43,472	53,504	12	1.000								76.92%		
DETENTION OFFICER		1211	36,149	41,932	54,093	210		0					0	0	VACANT43, VACANT		
DETENTION OFFICER		1211	33,440	43,472	53,504	12	1.000								76.92%		
DETENTION OFFICER		1211	36,149	41,932	54,093	210		0					0	0	VACANT44, VACANT		
DETENTION OFFICER		1211	33,440	43,472	53,504	12	1.000								93.45%		
DETENTION OFFICER		1211	36,149	41,932	54,093	210		620					0	0	VEREEN, SHAMYLA		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - JAIL Unit Code: 45-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for SHERIFF - JAIL

Current Payroll	\$4,698,469	# Positions	104
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	88 # Not Adj 16
Adjustment To Minimum	\$98,731	# Adjusted To Minimum	42
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$110,418	# Adjusted Toward Maximum	68
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$209,149		
Proposed Payroll	\$4,907,618	% Change	4.45%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: SUPERIOR COURT Dep't Code: 31

Unit Name: SUPERIOR COURT - PROBATION SERVICES Unit Code: 31-50

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Days All'd			Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty			Min	Max	OrgExp	Asgn	Employee Name		
	CHIEF PROBATION OFFICER	2802	58,214	75,678	93,143	28		1.000							90.80%		
	CHIEF PROBATION OFFICER	2802	69,359	79,070	102,000	223			3279					0	0	ALLEN, LESLIE	
	DEPUTY CHIEF PROBATION OFFICER	2208	49,044	63,757	78,470	22		1.000							81.56%		
	DEPUTY CHIEF PROBATION OFFICER	2208	54,345	61,953	79,920	218			2027					0	0	JOHNSON, JAY	
	SENIOR PROBATION OFFICER	1803	42,933	55,813	68,693	18		1.000							86.92%		
	SENIOR PROBATION OFFICER	1803	44,710	50,969	65,750	214			2175					0	0	ANDREWS, BRANDON	
	SENIOR PROBATION OFFICER	1803	42,933	55,813	68,693	18		1.000							108.96%		
	SENIOR PROBATION OFFICER	1803	44,710	50,969	65,750	214			3018					0	0	BOWEN, GARY	
	SENIOR PROBATION OFFICER	1803	42,933	55,813	68,693	18		1.000							99.96%		
	SENIOR PROBATION OFFICER	1803	44,710	50,969	65,750	214			3877					0	0	DILLARD, FERN	
	SENIOR PROBATION OFFICER	1803	42,933	55,813	68,693	18		1.000							86.92%		
	SENIOR PROBATION OFFICER	1803	44,710	50,969	65,750	214			1731					0	0	EVANS, CECILY	
	SENIOR PROBATION OFFICER	1803	42,933	55,813	68,693	18		1.000							86.92%		
	SENIOR PROBATION OFFICER	1803	44,710	50,969	65,750	214			980					0	0	FOGAL, CHRISTOPHER	
	SENIOR PROBATION OFFICER	1803	42,933	55,813	68,693	18		1.000							107.26%		
	SENIOR PROBATION OFFICER	1803	44,710	50,969	65,750	214			4755					0	0	HOWARD, SHIRLISA	
	SENIOR PROBATION OFFICER	1803	42,933	55,813	68,693	18		1.000							86.92%		
	SENIOR PROBATION OFFICER	1803	44,710	50,969	65,750	214			2125					0	0	HUNTER, AMANDA	
	SENIOR PROBATION OFFICER	1803	42,933	55,813	68,693	18		1.000							86.92%		
	SENIOR PROBATION OFFICER	1803	44,710	50,969	65,750	214			2685					0	0	KELLEY, JASON	
	SENIOR PROBATION OFFICER	1803	42,933	55,813	68,693	18		1.000							86.92%		
	SENIOR PROBATION OFFICER	1803	44,710	50,969	65,750	214			966					0	0	NORWOOD, KIMBERLY	
	SENIOR PROBATION OFFICER	1803	42,933	55,813	68,693	18		1.000							76.92%		
	SENIOR PROBATION OFFICER	1803	44,710	50,969	65,750	214			0					0	0	VACANT11, VACANT	
	PROBATION OFFICER	1304	35,293	45,881	56,469	13		1.000							86.00%		
	PROBATION OFFICER	1304	40,200	46,230	59,637	212			280					0	0	FULCHER, WILLIAM	
	PROBATION OFFICER	1304	35,293	45,881	56,469	13		1.000							89.03%		
	PROBATION OFFICER	1304	40,200	46,230	59,637	212			406					0	0	GREIG, SALIMA	
	PROBATION OFFICER	1304	35,293	45,881	56,469	13		1.000							87.71%		
	PROBATION OFFICER	1304	40,200	46,230	59,637	212			399					0	0	HOLL, PATRICK	
	PROBATION OFFICER	1304	35,293	45,881	56,469	13		1.000							85.15%		
	PROBATION OFFICER	1304	40,200	46,230	59,637	212			182					0	0	IBARRA, TANIA	
	PROBATION OFFICER	1304	35,293	45,881	56,469	13		1.000							86.00%		
	PROBATION OFFICER	1304	40,200	46,230	59,637	212			252					0	0	LAFOY, LINDSEY	
	PROBATION OFFICER	1304	35,293	45,881	56,469	13		1.000							86.00%		
	PROBATION OFFICER	1304	40,200	46,230	59,637	212			217					0	0	RUCKER LONG, TABAT	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: SUPERIOR COURT Dep't Code: 31

Unit Name: SUPERIOR COURT - PROBATION SERVICES Unit Code: 31-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for SUPERIOR COURT - PROBATION SERVICES

Current Payroll	\$869,733	# Positions	18
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	9 # Not Adj 9
Adjustment To Minimum	\$8,119	# Adjusted To Minimum	7
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$15,035	# Adjusted Toward Maximum	8
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$23,154		
Proposed Payroll	\$892,887	% Change	2.66%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Public Safety

Dep't Name: SUPERIOR COURT Dep't Code: 31

Unit Name: SUPERIOR COURT - PROBATION SERVICES Unit Code: 31-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for Pay Plan: Public Safety

Current Payroll	\$31,289,543	# Positions	649
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	512 # Not Adj 137
Adjustment To Minimum	\$580,493	# Adjusted To Minimum	228
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Max	\$1,072,492	# Adjusted Toward Max	441
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$1,652,985		
Proposed Payroll	\$32,942,528	% Change	5.28%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: AIRPORT Dep't Code: 63

Unit Name: AIRPORT - ADMIN Unit Code: 63-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
AIRPORT DIRECTOR		3302	65,855	85,611	105,367	33			1.000					111.84%		
AIRPORT DIRECTOR		3302	94,176	119,886	145,961	132		189				0	0	MATHEWS, MICHAEL		
BILLING COORDINATOR		1744	41,405	53,827	66,248	17			1.000					101.78%		
BILLING COORDINATOR		1744	47,565	60,551	73,720	118		9232				0	0	DALTON, ANGELA		

Summary for AIRPORT - ADMIN

Current Payroll	\$150,534	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$11,682	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$11,682		
Proposed Payroll	\$162,217	% Change	7.76%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: AIRPORT Dep't Code: 63

Unit Name: AIRPORT - AIRPORT SVCS Unit Code: 63-20

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Days All'd			Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty			Min	Max	OrgExp	Asgn	Employee Name		
	AIRPORT OPERATION SUPERVISOR	1901	44,462	57,800	71,139	19		1.000							98.77%		
	AIRPORT OPERATION SUPERVISOR	1901	47,565	60,551	73,720	118			8399				0	0	DEMSKY, DAN		
	AIRPORT MAINTENANCE TECHNICIAN	1463	36,821	47,868	58,914	14		1.000							94.14%		
	AIRPORT MAINTENANCE TECHNICIAN	1463	39,132	49,815	60,650	114			7147				0	0	LEWIS, CHRISTOPHER		
	OPERATIONS TECHNICIAN	1280	33,440	43,472	53,504	12		1.000							100.28%		
	AIRPORT OPERATIONS TECHNICIAN	1280	35,494	45,184	55,011	112			7909				0	0	PARTON, WILLIAM		
	OPERATIONS TECHNICIAN	1280	33,440	43,472	53,504	12		1.000							80.72%		
	AIRPORT OPERATIONS TECHNICIAN	1280	35,494	45,184	55,011	112			491				0	0	PETERSON, WILLIAM		
	OPERATIONS TECHNICIAN	1280	33,440	43,472	53,504	12		1.000							96.07%		
	AIRPORT OPERATIONS TECHNICIAN	1280	35,494	45,184	55,011	112			6343				0	0	REED, ROD		

Summary for AIRPORT - AIRPORT SVCS

Current Payroll	\$222,602	# Positions	5
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	5 # Not Adj 0
Adjustment To Minimum	\$402	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$21,933	# Adjusted Toward Maximum	5
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$22,335		
Proposed Payroll	\$244,937	% Change	10.03%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: ATTORNEY Dep't Code: 15

Unit Name: ATTORNEY Unit Code: 15-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
ASSOCIATE ATTORNEY		2700	56,684	73,690	90,695	27	1.000								94.86%	
ATTORNEY II		2700	57,816	73,600	89,607	122		487					0	0	HAWKINS, JOHN	
ATTORNEY		2500	53,631	69,720	85,809	25	1.000								90.82%	
ATTORNEY I		2500	55,063	70,095	85,340	121		448					0	0	HINES, SHERRIE	
ATTORNEY		2500	53,631	69,720	85,809	25	1.000								81.92%	
ATTORNEY I		2500	55,063	70,095	85,340	121		616					0	0	PETTY JR, JOHN	
LEGAL ASSISTANT		1502	38,348	49,853	61,357	15	1.000								109.48%	
EXECUTIVE ASSISTANT		1500	45,300	57,667	70,210	117		9729					0	0	GAILEY, ROBIN	
INVESTIGATOR		1837	42,933	55,813	68,693	18	1.000								90.09%	
INVESTIGATOR		1837	45,300	57,667	70,210	117		4088					0	0	SELLERS, MICHAEL	

Summary for ATTORNEY

Current Payroll		\$295,197	# Positions	5
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	2 # Not Adj 3
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$12,684		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$12,684			
Proposed Payroll		\$307,881	% Change	4.30%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: BLDG INSP Dep't Code: 75

Unit Name: BLDG INSP - ADMIN Unit Code: 75-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	BUILDING INSPECTIONS DIRECTOR	3601	70,438	91,570	112,701	36								103.36%		
	BUILDING INSPECTIONS DIRECTOR	3601	94,176	119,886	145,961	132		6846				0	0	HANSFORD, DOUGLAS		
	SR. ADMINISTRATIVE ASSISTANT	1563	38,348	49,853	61,357	15								112.61%		
	ADMINISTRATIVE OFFICER	1416	41,089	52,306	63,682	115		10388				0	0	LAMB, REVERSAL		

Summary for BLDG INSP - ADMIN

Current Payroll	\$150,782	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$30,606	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$30,606		
Proposed Payroll	\$181,388	% Change	20.30%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: BLDG INSP Dep't Code: 75

Unit Name: BLDG INSP - CODE ENFORCEMENT Unit Code: 75-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	CODE ENFORCEMENT ADMINISTRATOR	2422	52,104	67,735	83,366	24								101.99%		
	CODE ENFORCEMENT ADMINISTRATOR	2422	57,816	73,600	89,607	122		4319				0	0	SPAGNA, JOHN		
	SR CODE ENFORCEMENT OFFICER	1834	42,933	55,813	68,693	18								82.18%		
	CODE ENFORCEMENT OFFICER III	1834	43,143	54,921	66,866	116		2117				0	0	BERKHIMER, VIRGINIA		
	SR CODE ENFORCEMENT OFFICER	1834	42,933	55,813	68,693	18								91.34%		
	CODE ENFORCEMENT OFFICER III	1834	43,143	54,921	66,866	116		5810				0	0	EISELE, DAVID		
	SR CODE ENFORCEMENT OFFICER	1834	42,933	55,813	68,693	18								99.58%		
	CODE ENFORCEMENT OFFICER III	1834	43,143	54,921	66,866	116		6269				0	0	MCCOOK, SUZANNE		
	SR CODE ENFORCEMENT OFFICER	1834	42,933	55,813	68,693	18								84.49%		
	CODE ENFORCEMENT OFFICER III	1834	43,143	54,921	66,866	116		4307				0	0	MUNNELL, ANGELA		
	SR CODE ENFORCEMENT OFFICER	1834	42,933	55,813	68,693	18								84.36%		
	CODE ENFORCEMENT OFFICER III	1834	43,143	54,921	66,866	116		4729				0	0	POPE JR, GEORGE		
	SR CODE ENFORCEMENT OFFICER	1834	42,933	55,813	68,693	18								81.63%		
	CODE ENFORCEMENT OFFICER III	1834	43,143	54,921	66,866	116		1733				0	0	RATTI JR, MICHELLE		
	SR CODE ENFORCEMENT OFFICER	1834	42,933	55,813	68,693	18								82.90%		
	CODE ENFORCEMENT OFFICER III	1834	43,143	54,921	66,866	116		3614				0	0	REDDICK JR, JACK		
	CODE ENFORCEMENT OFFICER II	1562	38,348	49,853	61,357	15								97.70%		
	CODE ENFORCEMENT OFFICER II	1562	41,089	52,306	63,682	115		2590				0	0	WOODEN, MATILDA		
	ADMINISTRATIVE ASSISTANT	1301	35,293	45,881	56,469	13								104.60%		
	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		6344				0	0	ARMSTRONG, DAWN		
	RECORDS TECHNICIAN	1155	31,929	41,508	51,087	11								76.92%		
	RECORDS CLERK	1155	35,494	45,184	55,011	112		0				0	0	VACANT148, VACANT		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: BLDG INSP Dep't Code: 75

Unit Name: BLDG INSP - CODE ENFORCEMENT Unit Code: 75-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for BLDG INSP - CODE ENFORCEMENT

Current Payroll	\$536,205	# Positions	11
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	7 # Not Adj 4
Adjustment To Minimum	\$3,565	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$17,371	# Adjusted Toward Maximum	6
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$20,936		
Proposed Payroll	\$557,141	% Change	3.90%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: BLDG INSP Dep't Code: 75

Unit Name: BLDG INSP - CONSTRUCTION INSP Unit Code: 75-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
CODE ANALYST		2320	50,575	65,748	80,920	23								80.72%		
BLDG. CODE ANALYST		2320	55,063	70,095	85,340	121		1131				0	0	BURNHAM, WAYNE		
CODE ANALYST		2320	50,575	65,748	80,920	23								100.59%		
BLDG. CODE ANALYST		2320	55,063	70,095	85,340	121		6153				0	0	NORMAN, JEFFREY		
CODE ANALYST		2320	50,575	65,748	80,920	23								106.74%		
BLDG. CODE ANALYST		2320	55,063	70,095	85,340	121		9895				0	0	STOVALL, RICHARD		
SENIOR INSPECTOR		1821	42,933	55,813	68,693	18								76.92%		
SENIOR BLDG. INSPECTOR		1821	45,300	57,667	70,210	117		0				0	0	VACANT145, VACANT		
INSPECTOR II		1520	38,348	49,853	61,357	15								85.98%		
BLDG. INSPECTOR II		1520	41,089	52,306	63,682	115		977				0	0	DOBSON, BRYAN		
INSPECTOR II		1520	38,348	49,853	61,357	15								84.95%		
BLDG. INSPECTOR II		1520	41,089	52,306	63,682	115		451				0	0	RYAN, MICHAEL		
INSPECTOR I		1316	35,293	45,881	56,469	13								85.77%		
BLDG. INSPECTOR I		1316	37,269	47,443	57,762	113		511				0	0	REUSCHE, JEFFREY		
INSPECTOR I		1316	35,293	45,881	56,469	13								76.92%		
BLDG. INSPECTOR I		1316	37,269	47,443	57,762	113		0				0	0	VACANT146, VACANT		
PERMIT TECHNICIAN II		1259	33,440	43,472	53,504	12								81.89%		
PERMIT SPECIALIST II		1259	33,804	43,032	52,392	111		1596				0	0	RAY, LINDA		
PERMIT TECHNICIAN I		1018	30,414	39,538	48,663	10								106.11%		
PERMIT SPECIALIST I		1018	32,194	40,983	49,897	110		5259				0	0	LAMEY, TRACY		
PERMIT TECHNICIAN I		1018	30,414	39,538	48,663	10								76.92%		
PERMIT SPECIALIST I		1018	32,194	40,983	49,897	110		0				0	0	VACANT147, VACANT		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: BLDG INSP Dep't Code: 75

Unit Name: BLDG INSP - CONSTRUCTION INSP Unit Code: 75-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for BLDG INSP - CONSTRUCTION INSP

Current Payroll	\$500,148	# Positions	11
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	7 # Not Adj 4
Adjustment To Minimum	\$8,112	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$15,057	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$23,168		
Proposed Payroll	\$523,316	% Change	4.63%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: BOARD OF ELECTIONS Dep't Code: 27

Unit Name: BOARD OF ELECTIONS Unit Code: 27-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	ELECTIONS & VOTER REGIST DIR	3300	65,855	85,611	105,367	33								98.48%		
	ELECTIONS & VOTER REGIST DIR	3300	77,479	98,630	120,083	128		770				0	0	SOSEBEE, CHARLOTT		
	ELECTIONS ASSISTANT	1568	38,348	49,853	61,357	15								101.49%		
	ELECTIONS ASSISTANT	1568	41,089	52,306	63,682	115		7198				0	0	WRIGHT, CORA		
	ADMINISTRATIVE ASSISTANT	1301	35,293	45,881	56,469	13								81.82%		
	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		1645				0	0	RALEY, WANDA		

Summary for BOARD OF ELECTIONS

Current Payroll	\$172,449	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,589	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$5,589		
Proposed Payroll	\$178,038	% Change	3.24%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - 800 MHZ RADIO SYSTEM Unit Code: 77-70

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	800 MHZ SYSTEMS COORDINATOR	2297	49,044	63,757	78,470	22							101.49%			
	RADIO SYSTEMS COORDINATOR	2297	52,441	66,757	81,277	120		8050			0	0	MCKINNON III, HOWEL			

Summary for CENTRAL SVCS - 800 MHZ RADIO SYSTEM

Current Payroll	\$64,705	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,906	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$5,906		
Proposed Payroll	\$70,611	% Change	9.13%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - ADMIN Unit Code: 77-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	CENTRAL SERVICES DIRECTOR	4031	76,550	99,515	122,480	40								107.08%		
	CENTRAL SERVICES DIRECTOR	4031	89,691	114,177	139,011	131		4473				0	0	FLUCK, DAVID		
	OPERATIONS ANALYST	1712	41,405	53,827	66,248	17								107.92%		
	OPERATIONS ANALYST	1712	45,300	57,667	70,210	117		4917				0	0	HELMPLY, ANGELA		
	ADMINISTRATIVE ASSISTANT	1301	35,293	45,881	56,469	13								86.56%		
	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		5676				0	0	SIMONS, VERONICA		

Summary for CENTRAL SVCS - ADMIN

Current Payroll		\$204,364	# Positions	3
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	2 # Not Adj 1
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$7,060		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$7,060			
Proposed Payroll		\$211,424	% Change	3.45%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - ANIMAL CONTROL Unit Code: 77-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
ANIMAL CONTROL SUPERINTENDENT	2201		49,044	63,757	78,470	22	1.000								101.13%	
ANIMAL CONTROL ADMINISTRATOR	2201		52,441	66,757	81,277	120		7921					0	0	RIVES, PATRICK	
ANIMAL CONTROL SUPERVISOR	1504		38,348	49,853	61,357	15	1.000								82.73%	
ANIMAL CONTROL SUPERVISOR	1504		43,143	54,921	66,866	116		2652					0	0	CARRIGG, MICHELLE	
ANIMAL CONTROL SUPERVISOR	1504		38,348	49,853	61,357	15	1.000								76.92%	
ANIMAL CONTROL SUPERVISOR	1504		43,143	54,921	66,866	116		0					0	0	VACANT149, VACANT	
ANIMAL CONTROL OFFICER	1201		33,440	43,472	53,504	12	1.000								76.92%	
ANIMAL CONTROL OFFICER	1201		33,804	43,032	52,392	111		140					0	0	GARRISON, JAMES	
ANIMAL CONTROL OFFICER	1201		33,440	43,472	53,504	12	1.000								81.89%	
ANIMAL CONTROL OFFICER	1201		33,804	43,032	52,392	111		1639					0	0	SCHOEPF, KATHRYN	
ADMINISTRATIVE SECRETARY	1102		31,929	41,508	51,087	11	1.000								98.43%	
ADMINISTRATIVE ASSISTANT II	9170		32,194	40,983	49,897	110		6899					0	0	CASPER, KATHY	
ANIMAL CARETAKER	7008		25,873	33,635	41,397	07	1.000								82.22%	
ANIMAL CARETAKER	7008		27,810	35,403	43,103	107		826					0	0	DE LEON JR, JUAN	
ANIMAL CARETAKER	7008		25,873	33,635	41,397	07	1.000								80.72%	
ANIMAL CARETAKER	7008		27,810	35,403	43,103	107		743					0	0	HALSTEAD, SARAH	
ANIMAL CARETAKER	7008		25,873	33,635	41,397	07	1.000								76.92%	
ANIMAL CARETAKER	7008		27,810	35,403	43,103	107		127					0	0	HOLLAND, TIFFANY	

Summary for CENTRAL SVCS - ANIMAL CONTROL

Current Payroll	\$334,640	# Positions	9
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	9 # Not Adj 0
Adjustment To Minimum	\$9,811	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$14,492	# Adjusted Toward Maximum	8
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$24,303		
Proposed Payroll	\$358,943	% Change	7.26%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - FACILITIES MGMT Unit Code: 77-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed							Duty			Min	Max	OrgExp	Asgn	Employee Name		
FACILITIES ADMINISTRATOR	2614		55,156	71,703	88,250	26	1.000							94.40%		
FACILITIES ADMINISTRATOR	2614		55,063	70,095	85,340	121		5032				0	0	SMITH, ELIZABETH		
OPERATIONS COORDINATOR	2106		47,517	61,772	76,027	21	1.000							90.25%		
OPERATIONS COORDINATOR	2106		52,441	66,757	81,277	120		3872				0	0	MORRIS, JAMES		
OPERATIONS COORDINATOR	2106		47,517	61,772	76,027	21	1.000							81.54%		
OPERATIONS COORDINATOR	2106		52,441	66,757	81,277	120		1151				0	0	ZAREI, TAHEREH		
ELECTRICIAN II	1913		44,462	57,800	71,139	19	1.000							84.78%		
ELECTRICIAN II	1913		43,143	54,921	66,866	116		2862				0	0	LUNS福德, R KEITH		
ELECTRICIAN II	1913		44,462	57,800	71,139	19	1.000							81.60%		
ELECTRICIAN II	1913		43,143	54,921	66,866	116		1618				0	0	MASSEY, G		
LOCKSMITH	1612		39,877	51,840	63,803	16	1.000							86.51%		
LOCKSMITH	1612		43,143	54,921	66,866	116		2898				0	0	GLENN, REGINALD		
ELECTRICIAN	1547		38,348	49,853	61,357	15	1.000							81.73%		
ELECTRICIAN I	1547		41,089	52,306	63,682	115		840				0	0	EAGLING, MERRITT		
HVAC TECHNICIAN II	1528		38,348	49,853	61,357	15	1.000							81.74%		
HVAC TECHNICIAN II	1528		41,089	52,306	63,682	115		1923				0	0	EPPS, RODNEY		
HVAC TECHNICIAN II	1528		38,348	49,853	61,357	15	1.000							103.10%		
HVAC TECHNICIAN II	1528		41,089	52,306	63,682	115		8575				0	0	JACKSON, PETER		
PLUMBER II	1661		39,877	51,840	63,803	16	1.000							87.88%		
PLUMBER II	1661		41,089	52,306	63,682	115		2545				0	0	FOUCHE, GORDON		
PLUMBER II	1661		39,877	51,840	63,803	16	1.000							76.92%		
PLUMBER II	1661		41,089	52,306	63,682	115		0				0	0	VACANT152, VACANT		
CARPENTER	1663		39,877	51,840	63,803	16	1.000							79.92%		
CARPENTER	1663		39,132	49,815	60,650	114		377				0	0	JONES, RHODERIC		
CARPENTER	1663		39,877	51,840	63,803	16	1.000							81.70%		
CARPENTER	1663		39,132	49,815	60,650	114		1455				0	0	WEAVER, COREY		
CARPENTER	1663		39,877	51,840	63,803	16	1.000							80.72%		
CARPENTER	1663		39,132	49,815	60,650	114		588				0	0	WILEY, JOHNNY		
CARPENTER	1663		39,877	51,840	63,803	16	1.000							88.17%		
CARPENTER	1663		39,132	49,815	60,650	114		5005				0	0	YOUNG SR, MICHAEL		
ELECTRIC TECHNICIAN	1434		36,821	47,868	58,914	14	1.000							81.78%		
ELECTRIC TECHNICIAN	1434		39,132	49,815	60,650	114		1417				0	0	WARE JR, JAMES		
MAINTENANCE TECHNICIAN	1459		36,821	47,868	58,914	14	1.000							81.78%		
FACILITY MAINTENANCE TECHNICIAN	1459		39,132	49,815	60,650	114		1503				0	0	BAGGETT, WESLEY		
MAINTENANCE TECHNICIAN	1459		36,821	47,868	58,914	14	1.000							99.55%		
FACILITY MAINTENANCE TECHNICIAN	1459		39,132	49,815	60,650	114		6731				0	0	EMBRICK, DANIEL		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - FACILITIES MGMT Unit Code: 77-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
	MAINTENANCE TECHNICIAN	1459	36,821	47,868	58,914	14	1.000								80.69%	
	FACILITY MAINTENANCE TECHNICIAN	1459	39,132	49,815	60,650	114		329					0	0	PRESSLEY, BRUCE	
	HVAC TECHNICIAN I	1464	36,821	47,868	58,914	14	1.000								83.94%	
	HVAC TECHNICIAN I	1464	37,269	47,443	57,762	113		1978					0	0	PETERS, GARY	
	LABOR CREW LEADER	1365	35,293	45,881	56,469	13	1.000								90.30%	
	MAINTENANCE CREW LEADER	1317	37,269	47,443	57,762	113		3639					0	0	CRADDICK, WILLIE	
	LABOR CREW LEADER	1365	35,293	45,881	56,469	13	1.000								98.14%	
	MAINTENANCE CREW LEADER	1317	37,269	47,443	57,762	113		6720					0	0	HARRIS, RONALD	
	PLUMBER I	1413	36,821	47,868	58,914	14	1.000								80.72%	
	PLUMBER I	1413	37,269	47,443	57,762	113		727					0	0	MCDANIEL, JOHNNY	
	PLUMBER I	1413	36,821	47,868	58,914	14	1.000								116.61%	
	PLUMBER I	1413	37,269	47,443	57,762	113		9036					0	0	MILES, ALVIN	
	BUILDING SERVICE SUPERVISOR	1207	33,440	43,472	53,504	12	1.000								96.58%	
	FACILITY SERVICE SUPERVISOR	1207	35,494	45,184	55,011	112		8433					0	0	PATRIDGE, SANDY	
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11	1.000								83.16%	
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		702					0	0	CROSS, JACKIE	
	BUILDING SERVICE WORKER	7002	25,873	33,635	41,397	07	1.000								85.24%	
	FACILITY SERVICE WORKER	7002	27,810	35,403	43,103	107		2401					0	0	BISHOP, CHRISTINE	
	BUILDING SERVICE WORKER	7002	25,873	33,635	41,397	07	1.000								85.08%	
	FACILITY SERVICE WORKER	7002	27,810	35,403	43,103	107		3724					0	0	CAMPBELL, FELISA	
	BUILDING SERVICE WORKER	7002	25,873	33,635	41,397	07	1.000								82.22%	
	FACILITY SERVICE WORKER	7002	27,810	35,403	43,103	107		889					0	0	FLEMING, KATIE	
	BUILDING SERVICE WORKER	7002	25,873	33,635	41,397	07	1.000								82.22%	
	FACILITY SERVICE WORKER	7002	27,810	35,403	43,103	107		1295					0	0	LONG, KENDRA	
	BUILDING SERVICE WORKER	7002	25,873	33,635	41,397	07	1.000								82.22%	
	FACILITY SERVICE WORKER	7002	27,810	35,403	43,103	107		1358					0	0	MATHIS, VALERIA	
	BUILDING SERVICE WORKER	7002	25,873	33,635	41,397	07	1.000								80.72%	
	FACILITY SERVICE WORKER	7002	27,810	35,403	43,103	107		448					0	0	TURNER, BEVERLY	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - FACILITIES MGMT Unit Code: 77-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for CENTRAL SVCS - FACILITIES MGMT

Current Payroll	\$1,334,062	# Positions	32
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	23 # Not Adj 9
Adjustment To Minimum	\$5,595	# Adjusted To Minimum	9
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$53,390	# Adjusted Toward Maximum	22
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$58,985		
Proposed Payroll	\$1,393,047	% Change	4.42%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - FLEET MGMT Unit Code: 77-60

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FLEET MGMT SUPERINTENDENT	2305	50,575	65,748	80,920	23			1.000					104.34%		
	FLEET MGMT ADMINISTRATOR	2305	55,063	70,095	85,340	121		9863				0	0	HINSCH, STEVEN		
	SHOP SUPERVISOR	1643	39,877	51,840	63,803	16			1.000					111.96%		
	SHOP SUPERVISOR	1643	43,143	54,921	66,866	116		10230				0	0	ARCHER, JAMES		
	SHOP SUPERVISOR	1643	39,877	51,840	63,803	16			1.000					76.92%		
	SHOP SUPERVISOR	1643	43,143	54,921	66,866	116		0				0	0	VACANT153, VACANT		
	FLEET RESOURCES SUPERVISOR	1605	39,877	51,840	63,803	16			1.000					100.35%		
	FLEET RESOURCES COORDINATOR	1605	41,089	52,306	63,682	115		4377				0	0	SHELNUTT, RITA		
	HEAVY EQUIPMENT MECHANIC	1222	33,440	43,472	53,504	12			1.000					117.82%		
	HEAVY EQUIPMENT MECHANIC	1222	39,132	49,815	60,650	114		9291				0	0	LOGGINS, JOHN		
	HEAVY EQUIPMENT MECHANIC	1222	33,440	43,472	53,504	12			1.000					81.88%		
	HEAVY EQUIPMENT MECHANIC	1222	39,132	49,815	60,650	114		931				0	0	SMITH, BRADLEY		
	AUTOMOTIVE TECHNICIAN	1104	31,929	41,508	51,087	11			1.000					77.69%		
	AUTOMOTIVE MECHANIC	1104	37,269	47,443	57,762	113		224				0	0	ALVARADO, JOSHUA		
	AUTOMOTIVE TECHNICIAN	1104	31,929	41,508	51,087	11			1.000					81.94%		
	AUTOMOTIVE MECHANIC	1104	37,269	47,443	57,762	113		838				0	0	COILE, DAVID		
	AUTOMOTIVE TECHNICIAN	1104	31,929	41,508	51,087	11			1.000					81.94%		
	AUTOMOTIVE MECHANIC	1104	37,269	47,443	57,762	113		1372				0	0	HAYNES, CORY		
	AUTOMOTIVE TECHNICIAN	1104	31,929	41,508	51,087	11			1.000					83.96%		
	AUTOMOTIVE MECHANIC	1104	37,269	47,443	57,762	113		2898				0	0	HOLLOWAY, GARY		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11			1.000					81.94%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		1463				0	0	COLLINS, BRITTANY		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - FLEET MGMT Unit Code: 77-60

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for CENTRAL SVCS - FLEET MGMT

Current Payroll	\$474,493	# Positions	11
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	10 # Not Adj 1
Adjustment To Minimum	\$20,755	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$27,827	# Adjusted Toward Maximum	9
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$48,583		
Proposed Payroll	\$523,076	% Change	10.24%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - GRAPHICS Unit Code: 77-33

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PRINT SHOP SUPERVISOR	1732	41,405	53,827	66,248	17								111.03%		
	PRINT SHOP SUPERVISOR	1732	45,300	57,667	70,210	117		10142				0	0	FOWLER, MICHAEL		
	PRINT SHOP TECHNICIAN	1321	35,293	45,881	56,469	13								80.72%		
	PRINT SHOP TECHNICIAN	1321	37,269	47,443	57,762	113		630				0	0	MORALES MARIN, JOR		

Summary for CENTRAL SVCS - GRAPHICS

Current Payroll	\$96,800	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$233	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$6,322	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$6,555		
Proposed Payroll	\$103,355	% Change	6.77%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - INT SUP MAIL Unit Code: 77-32

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
MAIL COURIER		7034	25,873	33,635	41,397	07								113.62%		
MAIL COURIER		7034	26,486	33,717	41,050	106		11320				0	0	HARRIS, HOWARD		

Summary for CENTRAL SVCS - INT SUP MAIL

Current Payroll	\$38,216	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$1,175	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$1,175		
Proposed Payroll	\$39,391	% Change	3.08%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - INTERNAL SUPPORT Unit Code: 77-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	INTERNAL SUPPORT ADMINISTRATOR	2317	50,575	65,748	80,920	23								89.37%		
	INTERNAL SUPPORT ADMINISTRATOR	2317	55,063	70,095	85,340	121		3528				0	0	PALMER, VIRGIL		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11								80.72%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		462				0	0	ALLEN, ELIZABETH		

Summary for CENTRAL SVCS - INTERNAL SUPPORT

Current Payroll		\$92,263	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	1 # Not Adj 1
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$4,667		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$4,667			
Proposed Payroll		\$96,930	% Change	5.06%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - LANDSCAPE ADMIN Unit Code: 77-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	LANDSCAPE ADMINISTRATOR	2605	55,156	71,703	88,250	26								83.31%		
	LANDSCAPE ADMINISTRATOR	2605	55,063	70,095	85,340	121		801				0	0	CONNELL, JEANNE		
	OPERATIONS COORDINATOR	2106	47,517	61,772	76,027	21								81.26%		
	OPERATIONS COORDINATOR	2106	52,441	66,757	81,277	120		622				0	0	MEAD, WAYNE		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11								107.00%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		7562				0	0	MILLER, SONYA		

Summary for CENTRAL SVCS - LANDSCAPE ADMIN

Current Payroll	\$154,341	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 2
Adjustment To Minimum	\$2,246	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$1,404	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$3,650		
Proposed Payroll	\$157,991	% Change	2.37%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - LANDSCAPE BUILDING Unit Code: 77-44

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	LANDSCAPE SUPERVISOR	1790	41,405	53,827	66,248	17			1.000					102.38%		
	LANDSCAPE SUPERVISOR	1790	45,300	57,667	70,210	117		3758				0	0	BEASLEY, STANLEY		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13			1.000					81.82%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		1239				0	0	DAWSON, JEFFREY		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13			1.000					81.83%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		1330				0	0	ELDER, JOSHUA		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13			1.000					80.72%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		605				0	0	UMANA, JOSE		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13			1.000					76.92%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		0				0	0	VACANT150, VACANT		
	LANDSCAPE GROUNDSKEEPER II	9005	28,900	37,571	46,241	09			1.000					76.92%		
	GROUNDS WORKER II	9005	30,661	39,031	47,521	109		0				0	0	VACANT151, VACANT		
	LANDSCAPE GROUNDSKEEPER	8004	27,387	35,603	43,819	08			1.000					80.69%		
	GROUNDS WORKER I	8004	29,201	37,173	45,258	108		322				0	0	GUNNIN, DAKOTA		
	LANDSCAPE GROUNDSKEEPER	8004	27,387	35,603	43,819	08			1.000					76.92%		
	GROUNDS WORKER I	8004	29,201	37,173	45,258	108		112				0	0	MEADOWS, KEYVONTA		
	LANDSCAPE GROUNDSKEEPER	8004	27,387	35,603	43,819	08			1.000					80.72%		
	GROUNDS WORKER I	8004	29,201	37,173	45,258	108		616				0	0	WOODRUFF, KIMBERL		

Summary for CENTRAL SVCS - LANDSCAPE BUILDING

Current Payroll	\$316,281	# Positions	9
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	8 # Not Adj 1
Adjustment To Minimum	\$6,716	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,863	# Adjusted Toward Maximum	6
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$12,579		
Proposed Payroll	\$328,859	% Change	3.98%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - LANDSCAPE MGMT PARKS Unit Code: 77-42

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	LANDSCAPE SUPERVISOR	1790	41,405	53,827	66,248	17			1.000					103.69%		
	LANDSCAPE SUPERVISOR	1790	45,300	57,667	70,210	117		6735				0	0	SHAW, GREGORY		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13			1.000					81.82%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		1728				0	0	ARANCIO, JASON		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13			1.000					81.82%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		538				0	0	DUFFEY, KENNETH		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13			1.000					84.23%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		3511				0	0	FONSECA-CESPEDES,		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13			1.000					85.28%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		4141				0	0	SAPPAH, DANIEL		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13			1.000					80.69%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		336				0	0	SNEAD, HUNTER		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13			1.000					79.92%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		377				0	0	UNSWORTH, JOSEPH		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13			1.000					77.69%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		238				0	0	WALDEN, JOSHUA		
	LANDSCAPE GROUNDSKEEPER	8004	27,387	35,603	43,819	08			1.000					80.72%		
	LANDSCAPE GROUNDSKEEPER	8004	29,201	37,173	45,258	108		546				0	0	CLYMORE, ERIK		
	LANDSCAPE GROUNDSKEEPER	8004	27,387	35,603	43,819	08			1.000					80.72%		
	LANDSCAPE GROUNDSKEEPER	8004	29,201	37,173	45,258	108		392				0	0	COCHRAN, CULLEN		
	LANDSCAPE GROUNDSKEEPER	8004	27,387	35,603	43,819	08			1.000					80.72%		
	LANDSCAPE GROUNDSKEEPER	8004	29,201	37,173	45,258	108		455				0	0	JONES JR, JOHNNY		
	LANDSCAPE GROUNDSKEEPER	8004	27,387	35,603	43,819	08			1.000					82.14%		
	LANDSCAPE GROUNDSKEEPER	8004	29,201	37,173	45,258	108		1498				0	0	MCCLAIN, MILTON		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - LANDSCAPE MGMT PARKS Unit Code: 77-42

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for CENTRAL SVCS - LANDSCAPE MGMT PARKS

Current Payroll	\$433,471	# Positions	12
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	12 # Not Adj 0
Adjustment To Minimum	\$3,852	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$19,863	# Adjusted Toward Maximum	12
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$23,715		
Proposed Payroll	\$457,186	% Change	5.47%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - LANDSCAPE MGMT TREE PROGRAM Unit Code: 77-45

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	COMMUNITY FORESTRY COORDINATO	2002	45,990	59,787	73,584	20								76.92%		
	COMMUNITY FORESTRY COORDINATO	2002	49,943	63,578	77,406	119		131				0	0	WALTERS, RODNEY		

Summary for CENTRAL SVCS - LANDSCAPE MGMT TREE PROGRAM

Current Payroll	\$45,990	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$3,953	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$282	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$4,235		
Proposed Payroll	\$50,225	% Change	9.21%

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Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - LANDSCAPE RIGHT OF WAY Unit Code: 77-43

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	LANDSCAPE SUPERVISOR	1790	41,405	53,827	66,248	17	1.000							76.92%		
	LANDSCAPE SUPERVISOR	1790	45,300	57,667	70,210	117		175				0	0	PIERSON, JONATHAN		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13	1.000							81.82%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		2363				0	0	ANDERSON, STEVEN		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13	1.000							85.33%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		3049				0	0	CHRISTIAN, MAURICE		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13	1.000							84.83%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		4609				0	0	FIELDING, ANTHONY		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13	1.000							97.90%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		6983				0	0	GANTT, TERRY		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13	1.000							94.22%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		6681				0	0	HENDERSON, MACK		
	LANDSCAPE CREW LEADER	1372	35,293	45,881	56,469	13	1.000							106.30%		
	LANDSCAPE CREW LEADER	1372	37,269	47,443	57,762	113		12904				0	0	WOOD, DAVID		
	LITTER CONTROL CREW LEADER	1227	33,440	43,472	53,504	12	1.000							99.15%		
	LITTER CONTROL CREW LEADER	1227	35,494	45,184	55,011	112		9139				0	0	HOPP, WALLACE		
	LANDSCAPE GROUNDSKEEPER III	1048	30,414	39,538	48,663	10	1.000							93.11%		
	LANDSCAPE GROUNDSKEEPER III	1048	32,194	40,983	49,897	110		6740				0	0	BURDEN, STACEY		
	LANDSCAPE GROUNDSKEEPER II	9005	28,900	37,571	46,241	09	1.000							80.79%		
	LANDSCAPE GROUNDSKEEPER II	9005	30,661	39,031	47,521	109		625				0	0	CURRY JR, PHILLIP		
	LANDSCAPE GROUNDSKEEPER II	9005	28,900	37,571	46,241	09	1.000							90.52%		
	LANDSCAPE GROUNDSKEEPER II	9005	30,661	39,031	47,521	109		2971				0	0	MCCOMMONS, JIMMY		
	LANDSCAPE GROUNDSKEEPER II	9005	28,900	37,571	46,241	09	1.000							82.84%		
	LANDSCAPE GROUNDSKEEPER II	9005	30,661	39,031	47,521	109		434				0	0	REINHARDT, JOHN		
	LANDSCAPE GROUNDSKEEPER II	9005	28,900	37,571	46,241	09	1.000							82.84%		
	LANDSCAPE GROUNDSKEEPER II	9005	30,661	39,031	47,521	109		429				0	0	WHITEHEAD, HARLEY		
	LANDSCAPE GROUNDSKEEPER	8004	27,387	35,603	43,819	08	1.000							80.72%		
	LANDSCAPE GROUNDSKEEPER	8004	29,201	37,173	45,258	108		518				0	0	MEADOWS, QUINCY		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - LANDSCAPE RIGHT OF WAY Unit Code: 77-43

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for CENTRAL SVCS - LANDSCAPE RIGHT OF WAY

Current Payroll	\$529,204	# Positions	14
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	14 # Not Adj 0
Adjustment To Minimum	\$4,665	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$43,243	# Adjusted Toward Maximum	14
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$47,908		
Proposed Payroll	\$577,112	% Change	9.05%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - RECORDS Unit Code: 77-34

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	RECORDS RETENTION TECHNICIAN	1021	30,414	39,538	48,663	10								108.19%		
	RECORDS RETENTION TECHNICIAN	1021	30,661	39,031	47,521	109		2338				0	0	SISK, KATHY		

Summary for CENTRAL SVCS - RECORDS

Current Payroll	\$42,777	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$0		
Proposed Payroll	\$42,777	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - SM ENG REPAIR Unit Code: 77-41

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	EQUIPMENT MECHANIC SUPV	1613	39,877	51,840	63,803	16							82.74%			
	EQUIPMENT MECHANIC COORDINATOR	1613	55,063	70,095	85,340	121		532				0	0	BROWN, MARK		

Summary for CENTRAL SVCS - SM ENG REPAIR

Current Payroll	\$42,894	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$12,169	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$1,261	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$13,430		
Proposed Payroll	\$56,324	% Change	31.31%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CLERK OF SUPERIOR COURT Dep't Code: 33

Unit Name: CLERK OF SUPERIOR COURT Unit Code: 33-00

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
									Days All'd			Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty			Min	Max	OrgExp	Asgn	Employee Name		
	CHIEF DEPUTY CLERK OF COURT	2025	45,990	59,787	73,584	20		1.000							89.76%		
	CHIEF DEPUTY CLERK OF COURT	2025	49,943	63,578	77,406	119			4668				0	0	JONES, RANCI		
	BUDGET TECHNICIAN	1428	36,821	47,868	58,914	14		1.000							80.72%		
	BUDGET SPECIALIST	1428	39,132	49,815	60,650	114			1101				0	0	TREADWAY, TIFFANY		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12		1.000							76.92%		
	DEPUTY COURT CLERK, LEAD	1273	37,269	47,443	57,762	113			0				0	0	VACANT13, VACANT		
	SENIOR DEPUTY COURT CLERK	1471	36,821	47,868	58,914	14		1.000							80.17%		
	SENIOR DEPUTY COURT CLERK	1471	37,269	47,443	57,762	113			1162				0	0	ARNOLD-BAUGHNS, AS		
	SENIOR DEPUTY COURT CLERK	1471	36,821	47,868	58,914	14		1.000							82.59%		
	SENIOR DEPUTY COURT CLERK	1471	37,269	47,443	57,762	113			2260				0	0	GRIFFETH, ANDREW		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12		1.000							82.85%		
	SENIOR DEPUTY COURT CLERK	1471	37,269	47,443	57,762	113			1885				0	0	REIDLING, DAWN		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12		1.000							80.72%		
	DEPUTY COURT CLERK	1271	35,494	45,184	55,011	112			739				0	0	BENNETT, CALLIE		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12		1.000							87.08%		
	DEPUTY COURT CLERK	1271	35,494	45,184	55,011	112			4452				0	0	COX, HEATHER		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12		1.000							80.72%		
	DEPUTY COURT CLERK	1271	35,494	45,184	55,011	112			560				0	0	GLENN, TERESA		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12		1.000							81.89%		
	DEPUTY COURT CLERK	1271	35,494	45,184	55,011	112			1715				0	0	JOHNSON, SHEILA-MA		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12		1.000							80.72%		
	DEPUTY COURT CLERK	1271	35,494	45,184	55,011	112			837				0	0	MIMS, BRITNEY		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12		1.000							81.89%		
	DEPUTY COURT CLERK	1271	35,494	45,184	55,011	112			1119				0	0	RICHARDS, RACHEL		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12		1.000							79.92%		
	DEPUTY COURT CLERK	1271	35,494	45,184	55,011	112			389				0	0	SADLER, LESLIE		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12		1.000							76.92%		
	DEPUTY COURT CLERK	1271	35,494	45,184	55,011	112			0				0	0	VACANT14, VACANT		
	COURT CLERK	1053	30,414	39,538	48,663	10		1.000							80.72%		
	COURT CLERK	1053	32,194	40,983	49,897	110			609				0	0	BOWEN, GABRIEL		
	COURT CLERK	1053	30,414	39,538	48,663	10		1.000							89.32%		
	COURT CLERK	1053	32,194	40,983	49,897	110			4976				0	0	EVANS, ANTIONETTE		
	COURT CLERK	1053	30,414	39,538	48,663	10		1.000							82.00%		
	COURT CLERK	1053	32,194	40,983	49,897	110			1764				0	0	HAGGARD, EVAN		
	COURT CLERK	1053	30,414	39,538	48,663	10		1.000							85.03%		
	COURT CLERK	1053	32,194	40,983	49,897	110			963				0	0	MCCLURE, RHONDA		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CLERK OF SUPERIOR COURT Dep't Code: 33

Unit Name: CLERK OF SUPERIOR COURT Unit Code: 33-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
COURT CLERK		1053	30,414	39,538	48,663	10								76.92%		
COURT CLERK		1053	32,194	40,983	49,897	110		0				0	0	VACANT15, VACANT		
COURT CLERK		1053	30,414	39,538	48,663	10								83.84%		
COURT CLERK		1053	32,194	40,983	49,897	110		2471				0	0	WALKER, JANET		
COURT CLERK		1053	30,414	39,538	48,663	10								80.72%		
COURT CLERK		1053	32,194	40,983	49,897	110		283				0	0	YANCEY, YVONNE		

Summary for CLERK OF SUPERIOR COURT

Current Payroll	\$750,932	# Positions	21
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	20 # Not Adj 1
Adjustment To Minimum	\$11,916	# Adjusted To Minimum	11
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$35,429	# Adjusted Toward Maximum	17
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$47,346		
Proposed Payroll	\$798,278	% Change	6.30%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: COOPERATIVE EXTENSION Dep't Code: 83

Unit Name: COOPERATIVE EXTENSION Unit Code: 83-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	ADMINISTRATIVE ASSISTANT	1301	35,293	45,881	56,469	13								88.91%		
	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		4876				0	0	MCALLISTER, JUDIE		

Summary for COOPERATIVE EXTENSION

Current Payroll	\$40,794	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$4,296	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$4,296		
Proposed Payroll	\$45,090	% Change	10.53%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CORRECTIONS Dep't Code: 59

Unit Name: CORRECTIONS - ADMIN Unit Code: 59-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
ADMINISTRATIVE OFFICER		1416	36,821	47,868	58,914	14								84.32%		
ADMINISTRATIVE OFFICER		1416	41,089	52,306	63,682	115		3029				0	0	COOPER, MARIE		
COUNSELOR		1610	39,877	51,840	63,803	16								81.70%		
COUNSELOR		1610	41,089	52,306	63,682	115		1379				0	0	FAMBRO, JACKIE		
SR. ADMINISTRATIVE ASSISTANT		1563	38,348	49,853	61,357	15								81.73%		
ADMINISTRATIVE ASSISTANT III		1301	37,269	47,443	57,762	113		931				0	0	LLOYD, AMY		

Summary for CORRECTIONS - ADMIN

Current Payroll	\$123,464	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 1
Adjustment To Minimum	\$724	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$6,533	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$7,257		
Proposed Payroll	\$130,720	% Change	5.88%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: CORRECTIONS Dep't Code: 59

Unit Name: CORRECTIONS - DIVERSION CENTER Unit Code: 59-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	DIVERSION CENTER CASE WORKER	1611	39,877	51,840	63,803	16								93.42%		
	DIVERSION CENTER CASE WORKER	1611	43,143	54,921	66,866	116		1021				0	0	BONILLA, JABRE		
	DIVERSION CENTER CASE WORKER	1611	39,877	51,840	63,803	16								80.72%		
	DIVERSION CENTER CASE WORKER	1611	43,143	54,921	66,866	116		377				0	0	SHROPSHIRE, SARA		

Summary for CORRECTIONS - DIVERSION CENTER

Current Payroll		\$90,275	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	1 # Not Adj 1
Adjustment To Minimum	\$1,297		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$700		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$1,997			
Proposed Payroll		\$92,272	% Change	2.21%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified
 Dep't Name: DA Dep't Code: 43
 Unit Name: DA Unit Code: 43-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed										Min	Max	OrgExp	Asgn	Employee Name		
SENIOR ATTORNEY		2800	58,214	75,678	93,143	28	1.000							123.08%		
ATTORNEY III		2800	63,742	81,144	98,792	124		168					0	0	BRITT, WILLIAM	
SENIOR ATTORNEY		2800	58,214	75,678	93,143	28	1.000							88.52%		
ATTORNEY III		2800	63,742	81,144	98,792	124		342					0	0	FARGIONE, DANIELLE	
SENIOR ATTORNEY		2800	58,214	75,678	93,143	28	1.000							97.21%		
ATTORNEY III		2800	63,742	81,144	98,792	124		955					0	0	LAVALLE, BRITTANY	
SENIOR ATTORNEY		2800	58,214	75,678	93,143	28	1.000							102.59%		
ATTORNEY III		2800	63,742	81,144	98,792	124		3541					0	0	OTWELL, PAIGE	
SENIOR ATTORNEY		2800	58,214	75,678	93,143	28	1.000							76.92%		
ATTORNEY III		2800	63,742	81,144	98,792	124		0					0	0	VACANT21, VACANT	
SENIOR ATTORNEY		2800	58,214	75,678	93,143	28	1.000							97.21%		
ATTORNEY III		2800	63,742	81,144	98,792	124		469					0	0	WOOD, CLAUDIUS	
ASSOCIATE ATTORNEY		2700	56,684	73,690	90,695	27	1.000							86.84%		
ATTORNEY II		2700	57,816	73,600	89,607	122		484					0	0	FISHER, ROBERT	
ATTORNEY		2500	53,631	69,720	85,809	25	1.000							83.47%		
ATTORNEY I		2500	55,063	70,095	85,340	121		868					0	0	COX, VICTORIA	
INVESTIGATOR		1837	42,933	55,813	68,693	18	1.000							97.95%		
SENIOR INVESTIGATOR		1838	52,441	66,757	81,277	120		7470					0	0	FORTSON, FELICIA	
INVESTIGATOR		1837	42,933	55,813	68,693	18	1.000							97.99%		
SENIOR INVESTIGATOR		1838	52,441	66,757	81,277	120		6987					0	0	MEREDITH, KELLY	
VICTIM ASSISTANCE COORDINATOR		1608	39,877	51,840	63,803	16	1.000							113.37%		
VICTIM ASSISTANCE SUPERVISOR		1608	49,943	63,578	77,406	119		1107					0	0	IVEY, ASHLEY	
ADMINISTRATIVE ASSISTANT		1301	35,293	45,881	56,469	13	1.000							86.99%		
EXECUTIVE ASSISTANT		1500	45,300	57,667	70,210	117		4578					0	0	SAULTERS, SHANNON	
INVESTIGATOR		1837	42,933	55,813	68,693	18	1.000							83.68%		
INVESTIGATOR		1837	45,300	57,667	70,210	117		2277					0	0	JOHNSON, JOHN	
VICTIM ADVOCATE		1302	35,293	45,881	56,469	13	1.000							85.39%		
VICTIM ADVOCATE		1302	37,269	47,443	57,762	113		4774					0	0	MOORE, HEATHER	
ADMINISTRATIVE SECRETARY		1102	31,929	41,508	51,087	11	1.000							80.72%		
ADMINISTRATIVE ASSISTANT II		9170	32,194	40,983	49,897	110		518					0	0	TESKEY, BRIDGET	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified
 Dep't Name: DA Dep't Code: 43
 Unit Name: DA Unit Code: 43-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for DA

Current Payroll	\$892,733	# Positions	15
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	6 # Not Adj 9
Adjustment To Minimum	\$10,916	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$45,865	# Adjusted Toward Maximum	5
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$56,780		
Proposed Payroll	\$949,513	% Change	6.36%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: DA Dep't Code: 43

Unit Name: DA - OCONEE Unit Code: 43-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
ATTORNEY		2500	53,631	69,720	85,809	25			1.000					81.45%		
ATTORNEY I		2500	55,063	70,095	85,340	121		756				0	0	JACKSON, AUSTIN		
ATTORNEY		2500	53,631	69,720	85,809	25			1.000					84.76%		
ATTORNEY I		2500	55,063	70,095	85,340	121		329				0	0	POWERS, JAMES		
INVESTIGATOR		1837	42,933	55,813	68,693	18			1.000					96.20%		
INVESTIGATOR		1837	45,300	57,667	70,210	117		469				0	0	HOOKS, KEVIN		
INVESTIGATOR		1837	42,933	55,813	68,693	18			1.000					106.85%		
INVESTIGATOR		1837	45,300	57,667	70,210	117		4365				0	0	PARKER, WILLIAM		
VICTIM ADVOCATE		1302	35,293	45,881	56,469	13			1.000					83.57%		
VICTIM ADVOCATE		1302	37,269	47,443	57,762	113		560				0	0	DUVALL, ASHLEY		
VICTIM ADVOCATE		1302	35,293	45,881	56,469	13			1.000					82.74%		
VICTIM ADVOCATE		1302	37,269	47,443	57,762	113		218				0	0	HUGHES, VICTORIA		
VICTIM ADVOCATE		1302	35,293	45,881	56,469	13			1.000					80.72%		
VICTIM ADVOCATE		1302	37,269	47,443	57,762	113		679				0	0	KIRACOFE, MARTHA		
VICTIM ADVOCATE		1302	35,293	45,881	56,469	13			1.000					80.69%		
VICTIM ADVOCATE		1302	37,269	47,443	57,762	113		381				0	0	LUMPKIN-LAUGHLIN, T		
VICTIM ADVOCATE		1302	35,293	45,881	56,469	13			1.000					81.82%		
VICTIM ADVOCATE		1302	37,269	47,443	57,762	113		871				0	0	MANN, CHASSIDY		
VICTIM ADVOCATE		1302	35,293	45,881	56,469	13			1.000					76.92%		
VICTIM ADVOCATE		1302	37,269	47,443	57,762	113		0				0	0	VACANT22, VACANT		
VICTIM ADVOCATE		1302	35,293	45,881	56,469	13			1.000					76.92%		
VICTIM ADVOCATE		1302	37,269	47,443	57,762	113		0				0	0	VACANT23, VACANT		
VICTIM NOTIFICATION COMP CLERK		1039	30,414	39,538	48,663	10			1.000					77.69%		
VICTIM NOTIFICATION CLERK		1039	32,194	40,983	49,897	110		210				0	0	ABBRUZZI, RACHEL		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: DA Dep't Code: 43

Unit Name: DA - OCONEE Unit Code: 43-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for DA - OCONEE

Current Payroll	\$518,414	# Positions	12
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	7 # Not Adj 5
Adjustment To Minimum	\$5,906	# Adjusted To Minimum	5
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$3,186	# Adjusted Toward Maximum	5
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$9,092		
Proposed Payroll	\$527,506	% Change	1.75%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: DA Dep't Code: 43

Unit Name: DA - VICTIM WITNESS Unit Code: 43-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
	VICTIM ADVOCATE	1302	35,293	45,881	56,469	13	1.000								83.57%	
Proposed	VICTIM ADVOCATE	1302	37,269	47,443	57,762	113		3668					0	0	BEALL, STEPHANIE	
	VICTIM ADVOCATE	1302	35,293	45,881	56,469	13	1.000								80.72%	
Proposed	VICTIM ADVOCATE	1302	37,269	47,443	57,762	113		342					0	0	PETTIT, CHRISTINA	

Summary for DA - VICTIM WITNESS

Current Payroll	\$75,377	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$233	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,360	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$5,593		
Proposed Payroll	\$80,970	% Change	7.42%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: ECONOMIC DEVELOPMENT Dep't Code: 36

Unit Name: ECONOMIC DEVELOPMENT Unit Code: 36-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	ECONOMIC DEVELOPMENT DIRECTOR	4005	76,550	99,515	122,480	40			1.000					76.92%		
	ECONOMIC DEVELOPMENT DIRECTOR	4005	85,420	108,740	132,391	130		0				0	0	VACANT18, VACANT		
	DEVELOPMENT COORDINATOR	2107	47,517	61,772	76,027	21			1.000					77.69%		
	BUSINESS DEVELOPMENT COORDINAT	2107	52,441	66,757	81,277	120		208				0	0	BLOSS, ROBIN		
	BUSINESS DEV SPECIALIST	1812	42,933	55,813	68,693	18			1.000					81.63%		
	BUSINESS DEV SPECIALIST	1812	45,300	57,667	70,210	117		757				0	0	NGUYEN, MICHELLE		
	BUSINESS DEV SPECIALIST	1812	42,933	55,813	68,693	18			1.000					76.92%		
	BUSINESS DEV SPECIALIST	1812	45,300	57,667	70,210	117		118				0	0	THORNTON, RYAN		

Summary for ECONOMIC DEVELOPMENT

Current Payroll		\$213,035	# Positions	4
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$15,686		# Adjusted To Minimum	3
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$1,917		# Adjusted Toward Maximum	3
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$17,602			
Proposed Payroll		\$230,637	% Change	8.26%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: FINANCE Dep't Code: 19

Unit Name: FINANCE - ACCOUNTING Unit Code: 19-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
ACCOUNTING ADMINISTRATOR	2601		55,156	71,703	88,250	26	1.000								100.12%	
ACCOUNTING ADMINISTRATOR	2601		63,742	81,144	98,792	124		3087					0	0	GRIFFIN, ERIC	
ACCOUNTING ANALYST	1902		44,462	57,800	71,139	19	1.000								86.93%	
ACCOUNTING ANALYST	1902		45,300	57,667	70,210	117		1470					0	0	HOLDEN, JOHN	
ACCOUNTING ANALYST	1902		44,462	57,800	71,139	19	1.000								86.49%	
ACCOUNTING ANALYST	1902		45,300	57,667	70,210	117		2744					0	0	KOOTI, CHRISTIN	
ACCOUNTING ANALYST	1902		44,462	57,800	71,139	19	1.000								81.92%	
ACCOUNTING ANALYST	1902		45,300	57,667	70,210	117		613					0	0	MCADAMS, AUSTIN	
ACCOUNTANT	1701		41,405	53,827	66,248	17	1.000								84.08%	
ACCOUNTANT	1701		43,143	54,921	66,866	116		1829					0	0	DILLARD, NANCY	
ACCOUNTANT	1701		41,405	53,827	66,248	17	1.000								95.17%	
ACCOUNTANT	1701		43,143	54,921	66,866	116		3520					0	0	YOUNG, ANGELA	

Summary for FINANCE - ACCOUNTING

Current Payroll	\$315,866	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	3 # Not Adj 3
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$2,362	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$2,362		
Proposed Payroll	\$318,228	% Change	0.75%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: FINANCE Dep't Code: 19

Unit Name: FINANCE - ADMIN Unit Code: 19-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
FINANCE DIRECTOR		4203	79,606	103,487	127,369	42	1.000								103.29%	
FINANCE DIRECTOR		4203	103,829	132,174	160,922	134		1547					0	0	BOYD, DAVID	
ASSISTANT FINANCE DIRECTOR		3100	62,798	81,637	100,477	31	1.000								105.37%	
ASSISTANT FINANCE DIRECTOR		3100	81,353	103,562	126,087	129		5609					0	0	CALDWELL, CHRISTOP	
TREASURER		2212	49,044	63,757	78,470	22	1.000								76.92%	
TREASURER		2212	63,742	81,144	98,792	124		0					0	0	VACANT3, VACANT	
ADMINISTRATIVE ASSISTANT		1301	35,293	45,881	56,469	13	1.000								110.43%	
ADMINISTRATIVE ASSISTANT III		1301	37,269	47,443	57,762	113		2940					0	0	SAYER, ELIZABETH	

Summary for FINANCE - ADMIN

Current Payroll								\$292,628	# Positions	4
Flat 0% Adjustment							\$0	# Positions Adjusted (any type)	3	# Not Adj 1
Adjustment To Minimum							\$14,698	# Adjusted To Minimum	1	
Adjustment To Market							\$0	# Adjusted To Market	0	
Adjustment Toward Maximum							\$18,818	# Adjusted Toward Maximum	2	
Adjustment To Step							\$0	# Adjusted To Step	0	
OrgExp Adjustment							\$0	# OrgExp Adjustments	0	
Stipends / Supplements							\$0	# Assignment	0	
Total Applied Adjustments							\$33,516			
Proposed Payroll							\$326,144	% Change		11.45%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: FINANCE Dep't Code: 19

Unit Name: FINANCE - BUDGET Unit Code: 19-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
BUDGET ADMINISTRATOR		2615	55,156	71,703	88,250	26								105.51%		
BUDGET ADMINISTRATOR		2615	63,742	81,144	98,792	124		4004				0	0	TAYLOR, DANIEL		
BUDGET ANALYST		1903	44,462	57,800	71,139	19								81.60%		
BUDGET ANALYST		1903	45,300	57,667	70,210	117		917				0	0	HOLDEN, SEAN		
BUDGET ANALYST		1903	44,462	57,800	71,139	19								81.60%		
BUDGET ANALYST		1903	45,300	57,667	70,210	117		1384				0	0	JUSTUS, MATTHEW		
BUDGET ANALYST		1903	44,462	57,800	71,139	19								89.33%		
BUDGET ANALYST		1903	45,300	57,667	70,210	117		2340				0	0	THURMOND, LISA		

Summary for FINANCE - BUDGET

Current Payroll	\$221,613	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 3
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$836	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$836		
Proposed Payroll	\$222,449	% Change	0.38%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: FINANCE Dep't Code: 19

Unit Name: FINANCE - FINANCIAL SVCS Unit Code: 19-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FINANCIAL SERVICES ADMIN	2604	55,156	71,703	88,250	26			1.000					79.92%		
	FINANCIAL SERVICES ADMIN	2604	63,742	81,144	98,792	124		1765				0	0	LOGGINS, ANNETTE		
	ACCOUNTING TECHNICIAN COORD	1408	36,821	47,868	58,914	14			1.000					97.85%		
	FINANCIAL SUPPORT SUPERVISOR	1408	43,143	54,921	66,866	116		6934				0	0	TULLY-BUSBIN, MICHE		
	BUSINESS TAX REVENUE COORD	1558	38,348	49,853	61,357	15			1.000					76.92%		
	FINANCIAL SUPPORT SUPERVISOR	1408	43,143	54,921	66,866	116		0				0	0	VACANT4, VACANT		
	BUSINESS TAX REVENUE TECH	1343	35,293	45,881	56,469	13			1.000					98.37%		
	FINANCIAL SUPPORT SPECIALIST II	1343	37,269	47,443	57,762	113		5862				0	0	BYRD, ALICIA		
	BUSINESS TAX REVENUE TECH	1343	35,293	45,881	56,469	13			1.000					82.83%		
	FINANCIAL SUPPORT SPECIALIST II	1343	37,269	47,443	57,762	113		1639				0	0	FOUNTAIN, JOYCE		
	ACCOUNTING TECHNICIAN	1101	31,929	41,508	51,087	11			1.000					96.99%		
	FINANCIAL SUPPORT SPECIALIST I	1101	35,494	45,184	55,011	112		5579				0	0	JONES, CALISSA		
	ACCOUNTING TECHNICIAN	1101	31,929	41,508	51,087	11			1.000					109.60%		
	FINANCIAL SUPPORT SPECIALIST I	1101	35,494	45,184	55,011	112		8743				0	0	SCOTT, JACQUELINE		
	ACCOUNTING TECHNICIAN	1101	31,929	41,508	51,087	11			1.000					79.92%		
	FINANCIAL SUPPORT SPECIALIST I	1101	35,494	45,184	55,011	112		328				0	0	WHITLOCK, JENNIFER		

Summary for FINANCE - FINANCIAL SVCS

Current Payroll	\$344,561	# Positions	8
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	8 # Not Adj 0
Adjustment To Minimum	\$13,550	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$25,070	# Adjusted Toward Maximum	7
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$38,620		
Proposed Payroll	\$383,181	% Change	11.21%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: FINANCE Dep't Code: 19

Unit Name: FINANCE - PURCHASING Unit Code: 19-60

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd	Flat %		Mkt	Step	% Chg			
Proposed	Title	Code	Min	Mkt	Max	#		Duty			Min	Max	OrgExp	Asgn	Employee Name		
PURCHASING ADMINISTRATOR		2607	55,156	71,703	88,250	26		1.000								108.87%	
PURCHASING ADMINISTRATOR		2607	63,742	81,144	98,792	124			11703				0	0		DONAHUE, JULIE	
SENIOR BUYER		1675	39,877	51,840	63,803	16		1.000								82.74%	
SENIOR BUYER		1675	43,143	54,921	66,866	116			2663				0	0		BUSH, LORETTA	
SENIOR BUYER		1675	39,877	51,840	63,803	16		1.000								93.70%	
SENIOR BUYER		1675	43,143	54,921	66,866	116			5460				0	0		HOLT, AIYETORO	
BUYER		1305	35,293	45,881	56,469	13		1.000								80.69%	
BUYER		1305	37,269	47,443	57,762	113			403				0	0		BOYD, MARGARET	
BUYER		1305	35,293	45,881	56,469	13		1.000								87.17%	
BUYER		1305	37,269	47,443	57,762	113			994				0	0		TULENKO, EDWARD	
BUYER		1305	35,293	45,881	56,469	13		1.000								76.92%	
BUYER		1305	37,269	47,443	57,762	113			0				0	0		VACANT5, VACANT	

Summary for FINANCE - PURCHASING

Current Payroll	\$281,844	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	5 # Not Adj 1
Adjustment To Minimum	\$2,470	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$28,087	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$30,556		
Proposed Payroll	\$312,400	% Change	10.84%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - ADMIN Unit Code: 57-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	ADMINISTRATIVE ASSISTANT	1301	35,293	45,881	56,469	13								114.08%		
	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		8962				0	0	CHEATHAM, CHERYL		

Summary for FIRE - ADMIN

Current Payroll	\$52,340	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$0		
Proposed Payroll	\$52,340	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - EMERGENCY MANAGEMENT Unit Code: 57-31

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed							Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
EMERGENCY MGT ADMINISTRATOR	2740		56,684	73,690	90,695	27		1.000						100.18%		
EMERGENCY MGT COORDINATOR	2740		60,707	77,280	94,088	123			2226				0	0	BURGESS, CATHERINE	

Summary for FIRE - EMERGENCY MANAGEMENT

Current Payroll	\$73,825	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$0		
Proposed Payroll	\$73,825	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	VEHICLE SERVICER SUPERVISOR	2017	45,990	59,787	73,584	20								89.24%		
	FIRE APPARATUS SERVICES SUPERVI	2017	49,943	63,578	77,406	119		3741				0	0	BENNETT, KENNETH		
	FIRE MAINTENANCE TECHNICIAN	1601	39,877	51,840	63,803	16								84.79%		
	FIRE APPARATUS MECHANIC	1601	43,143	54,921	66,866	116		1501				0	0	RITTER, JASON		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11								77.69%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		239				0	0	NASWORTHY, JULIA		

Summary for FIRE - OPERATIONS

Current Payroll	\$129,559	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$6,882	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$6,882		
Proposed Payroll	\$136,441	% Change	5.31%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - SUPPORT SVCS Unit Code: 57-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
ADMINISTRATIVE SECRETARY		1102	31,929	41,508	51,087	11		1.000							108.26%	
ADMINISTRATIVE ASSISTANT II		9170	32,194	40,983	49,897	110			9846				0	0	WOOD, KATHY	

Summary for FIRE - SUPPORT SVCS

Current Payroll		\$44,938	# Positions	1
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$900		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$900			
Proposed Payroll		\$45,838	% Change	2.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: HOUSING & COMMUNITY DEV Dep't Code: 29

Unit Name: HOUSING & COMMUNITY DEV Unit Code: 29-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
HOUSING & COMMUNITY DEV DIR	3600		70,438	91,570	112,701	36	1.000								93.39%	
HOUSING & COMMUNITY DEV DIR	3600		85,420	108,740	132,391	130		858					0	0	LONON, DEBORAH	
COMMUNITY DEVELOPMENT ADMIN	2706		56,684	73,690	90,695	27	1.000								94.75%	
COMMUNITY DEVELOPMENT ADMIN	2706		57,816	73,600	89,607	122		7481					0	0	SKISCIM-SELGIN, JOA	
COMMUNITY DEVELOPMENT COORD	2207		49,044	63,757	78,470	22	1.000								84.09%	
COMMUNITY DEVELOPMENT COORD	2207		52,441	66,757	81,277	120		499					0	0	BANERJEE, HAYLEY	
COMMUNITY ECON DEV COORDINATOR	2203		49,044	63,757	78,470	22	1.000								90.48%	
COMMUNITY ECON DEV COORDINATOR	2203		52,441	66,757	81,277	120		2261					0	0	SWAIN, MARQUETA	
COMMUNITY DEVELOPMENT SPEC.	1791		41,405	53,827	66,248	17	1.000								81.66%	
COMMUNITY DEVELOPMENT SPEC.	1791		45,300	57,667	70,210	117		1197					0	0	LORD, MARY	
COMMUNITY DEVELOPMENT SPEC.	1791		41,405	53,827	66,248	17	1.000								76.92%	
COMMUNITY DEVELOPMENT SPEC.	1791		45,300	57,667	70,210	117		0					0	0	VACANT9, VACANT	
PROGRAM SUPPORT ANALYST II	1606		39,877	51,840	63,803	16	1.000								86.84%	
HCD PROGRAM SUPPORT ANALYST	1606		43,143	54,921	66,866	116		5003					0	0	YOUNG, CHADSITY	
ADMINISTRATIVE SECRETARY	1102		31,929	41,508	51,087	11	1.000								80.69%	
ADMINISTRATIVE ASSISTANT II	9170		32,194	40,983	49,897	110		336					0	0	DAVIS, SANTERICA	

Summary for HOUSING & COMMUNITY DEV

Current Payroll	\$430,514	# Positions	8
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	5 # Not Adj 3
Adjustment To Minimum	\$5,240	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$19,417	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$24,657		
Proposed Payroll	\$455,171	% Change	5.73%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: HR Dep't Code: 21

Unit Name: HR - ADMIN Unit Code: 21-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	HUMAN RESOURCES DIRECTOR	4040	76,550	99,515	122,480	40								96.53%		
	HUMAN RESOURCES DIRECTOR	4040	103,829	132,174	160,922	134		1915				0	0	HALE, JEFFREY		
	ASSISTANT HUMAN RESOURCES DIR	3205	64,325	83,622	102,920	32								91.92%		
	ASSISTANT HUMAN RESOURCES DIR	3205	81,353	103,562	126,087	129		1405				0	0	WELCH, LAURA		
	SR. ADMINISTRATIVE ASSISTANT	1563	38,348	49,853	61,357	15								99.70%		
	ADMINISTRATIVE OFFICER	1416	41,089	52,306	63,682	115		4489				0	0	BROWN, TAMI		
	HUMAN RESOURCES RECORDS TECH	1210	33,440	43,472	53,504	12								81.89%		
	RECORDS CLERK	1155	35,494	45,184	55,011	112		1421				0	0	SIMS, TARA		

Summary for HR - ADMIN

Current Payroll	\$258,225	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	3 # Not Adj 1
Adjustment To Minimum	\$12,255	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$15,546	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$27,801		
Proposed Payroll	\$286,026	% Change	10.77%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: HR Dep't Code: 21

Unit Name: HR - BENEFITS & WELLNESS Unit Code: 21-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	BENEFITS & WELLNESS ADMIN	2518	53,631	69,720	85,809	25								89.38%		
	BENEFITS & WELLNESS ADMIN	2518	63,742	81,144	98,792	124		2593				0	0	MASON, TRACI		
	SR HUMAN RESOURCES GENERALIST	1954	44,462	57,800	71,139	19								83.87%		
	SENIOR HUMAN RESOURCES GENERAL	1954	49,943	63,578	77,406	119		885				0	0	BAKER, RANDI		
	SR HUMAN RESOURCES GENERALIST	1954	44,462	57,800	71,139	19								83.87%		
	SENIOR HUMAN RESOURCES GENERAL	1954	49,943	63,578	77,406	119		1059				0	0	HALL, BONNI		
	SR HUMAN RESOURCES GENERALIST	1954	44,462	57,800	71,139	19								102.32%		
	SENIOR HUMAN RESOURCES GENERAL	1954	49,943	63,578	77,406	119		2954				0	0	HOUGHTON, KENDRA		
	SR HUMAN RESOURCES GENERALIST	1954	44,462	57,800	71,139	19								104.26%		
	SENIOR HUMAN RESOURCES GENERAL	1954	49,943	63,578	77,406	119		6197				0	0	KINCAID, PHILIP		

Summary for HR - BENEFITS & WELLNESS

Current Payroll	\$278,679	# Positions	5
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 1
Adjustment To Minimum	\$4,356	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$14,295	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$18,651		
Proposed Payroll	\$297,329	% Change	6.69%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: HR Dep't Code: 21

Unit Name: HR - COMPENSATION & PAYROLL Unit Code: 21-35

Original	Class	Grade					Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
		Title	Code	Min	Mkt	Max					#	Duty	Days All'd	Flat %		
Proposed										Min	Max	OrgExp	Asgn	Employee Name		
COMPENSATION & PAYROLL ADMIN	2519		53,631	69,720	85,809	25	1.000							88.21%		
COMPENSATION & PAYROLL ADMIN	2519		63,742	81,144	98,792	124		1276				0	0	QUIST, THOMAS		
SR HUMAN RESOURCES GENERALIST	1954		44,462	57,800	71,139	19	1.000							102.34%		
SENIOR HUMAN RESOURCES GENERAL	1954		49,943	63,578	77,406	119		6930				0	0	SCRUGGS, TERESA		
HUMAN RESOURCES GENERALIST	1842		42,933	55,813	68,693	18	1.000							80.72%		
HUMAN RESOURCES GENERALIST	1842		45,300	57,667	70,210	117		905				0	0	WILKERSON, STEVEN		
PAYROLL SPECIALIST	1506		38,348	49,853	61,357	15	1.000							81.74%		
PAYROLL SPECIALIST	1506		41,089	52,306	63,682	115		1660				0	0	MATHIS, JANICE		

Summary for HR - COMPENSATION & PAYROLL

Current Payroll	\$206,451	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$2,832	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$13,891	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$16,723		
Proposed Payroll	\$223,173	% Change	8.10%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: HR Dep't Code: 21

Unit Name: HR - EMPLOYMENT Unit Code: 21-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	EMPLOYMENT ADMINISTRATOR	2520	53,631	69,720	85,809	25								81.45%		
	EMPLOYMENT ADMINISTRATOR	2520	63,742	81,144	98,792	124		1591				0	0	POLLOCK, LORI		
	SR HUMAN RESOURCES GENERALIST	1954	44,462	57,800	71,139	19								90.20%		
	SENIOR HUMAN RESOURCES GENERAL	1954	49,943	63,578	77,406	119		1918				0	0	CHEEK, VICKI		
	SR HUMAN RESOURCES GENERALIST	1954	44,462	57,800	71,139	19								83.87%		
	SENIOR HUMAN RESOURCES GENERAL	1954	49,943	63,578	77,406	119		765				0	0	RODRIGUEZ-ZACCARO		
	HUMAN RESOURCES GENERALIST	1842	42,933	55,813	68,693	18								84.41%		
	HUMAN RESOURCES GENERALIST	1842	45,300	57,667	70,210	117		2125				0	0	IVY, SARA		

Summary for HR - EMPLOYMENT

Current Payroll	\$204,508	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$8,423	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$10,274	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$18,698		
Proposed Payroll	\$223,206	% Change	9.14%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: HR Dep't Code: 21

Unit Name: HR - RISK MGMT Unit Code: 21-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	SAFETY & RISK ADMINISTRATOR	2807	58,214	75,678	93,143	28								81.72%		
	SAFETY & RISK ADMINISTRATOR	2807	63,742	81,144	98,792	124		2304				0	0	HOWARD, LAWA		
	SR HUMAN RESOURCES GENERALIST	1954	44,462	57,800	71,139	19								76.92%		
	SENIOR HUMAN RESOURCES GENERAL	1954	49,943	63,578	77,406	119		0				0	0	VACANT6, VACANT		
	HUMAN RESOURCES GENERALIST	1842	42,933	55,813	68,693	18								81.63%		
	HUMAN RESOURCES GENERALIST	1842	45,300	57,667	70,210	117		966				0	0	BLACK, ROBERT		
	HUMAN RESOURCES GENERALIST	1842	42,933	55,813	68,693	18								80.72%		
	HUMAN RESOURCES GENERALIST	1842	45,300	57,667	70,210	117		483				0	0	HOUSTON, JOSHUA		

Summary for HR - RISK MGMT

Current Payroll	\$196,918	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$7,626	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$8,888	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$16,515		
Proposed Payroll	\$213,433	% Change	8.39%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: INFORMATION TECHNOLOGY (IT) Dep't Code: 34

Unit Name: INFORMATION TECHNOLOGY (IT) Unit Code: 34-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed										Min	Max	OrgExp	Asgn	Employee Name		
INFORMATION TECHNOLOGY DIR	4003		76,550	99,515	122,480	40	1.000							116.45%		
CHIEF INFORMATION OFFICER	4003		103,829	132,174	160,922	134		1924					0	0	DAVIS, WILLIAM	
NETWORK/GIS ADMINISTRATOR	2801		58,214	75,678	93,143	28	1.000							88.28%		
NETWORK ADMINISTRATOR	2801		66,929	85,201	103,732	125		2411					0	0	COOPER, JONATHAN	
NETWORK ENGINEER I	2304		50,575	65,748	80,920	23	1.000							83.65%		
NETWORK ENGINEER	2304		55,063	70,095	85,340	121		2583					0	0	DRAKE, ALEX	
SYSTEMS ANALYST SUPERVISOR	2314		50,575	65,748	80,920	23	1.000							98.87%		
SYSTEMS ANALYST SUPERVISOR	2314		55,063	70,095	85,340	121		3971					0	0	FOUNTAIN, DAVID	
SYSTEMS ANALYST SUPERVISOR	2314		50,575	65,748	80,920	23	1.000							101.92%		
SYSTEMS ANALYST SUPERVISOR	2314		55,063	70,095	85,340	121		6121					0	0	FULLER, BARRY	
SYSTEMS ANALYST SUPERVISOR	2314		50,575	65,748	80,920	23	1.000							93.00%		
SYSTEMS ANALYST SUPERVISOR	2314		55,063	70,095	85,340	121		1505					0	0	NELSON, BRIAN	
SYSTEMS ANALYST SUPERVISOR	2314		50,575	65,748	80,920	23	1.000							100.90%		
SYSTEMS ANALYST SUPERVISOR	2314		55,063	70,095	85,340	121		8655					0	0	STROUD, DIERDRA	
SYSTEMS ANALYST II	1937		44,462	57,800	71,139	19	1.000							106.31%		
SYSTEMS ANALYST II	1937		49,943	63,578	77,406	119		8266					0	0	BURKE, CATHERINE	
SYSTEMS ANALYST II	1937		44,462	57,800	71,139	19	1.000							81.60%		
SYSTEMS ANALYST II	1937		49,943	63,578	77,406	119		732					0	0	COOPER, JULIA	
SYSTEMS ANALYST II	1937		44,462	57,800	71,139	19	1.000							87.79%		
SYSTEMS ANALYST II	1937		49,943	63,578	77,406	119		392					0	0	COSBY, ANGELA	
SYSTEMS ANALYST II	1937		44,462	57,800	71,139	19	1.000							102.14%		
SYSTEMS ANALYST II	1937		49,943	63,578	77,406	119		6769					0	0	GUEST JR, JOHN	
SYSTEMS ANALYST II	1937		44,462	57,800	71,139	19	1.000							83.97%		
SYSTEMS ANALYST II	1937		49,943	63,578	77,406	119		973					0	0	GUINN, KEVIN	
SYSTEMS ANALYST II	1937		44,462	57,800	71,139	19	1.000							86.92%		
SYSTEMS ANALYST II	1937		49,943	63,578	77,406	119		132					0	0	HARDY, DOLORES	
SYSTEMS ANALYST II	1937		44,462	57,800	71,139	19	1.000							98.82%		
SYSTEMS ANALYST II	1937		49,943	63,578	77,406	119		2366					0	0	HENRY, PATTI	
SYSTEMS ANALYST II	1937		44,462	57,800	71,139	19	1.000							92.03%		
SYSTEMS ANALYST II	1937		49,943	63,578	77,406	119		5754					0	0	HIGHTOWER, LAURIE	
SYSTEMS ANALYST II	1937		44,462	57,800	71,139	19	1.000							91.80%		
SYSTEMS ANALYST II	1937		49,943	63,578	77,406	119		3419					0	0	KANDASAMY, UMA	
SYSTEMS ANALYST II	1937		44,462	57,800	71,139	19	1.000							82.51%		
SYSTEMS ANALYST II	1937		49,943	63,578	77,406	119		1911					0	0	LEMAY, JOHN	
SYSTEMS ANALYST II	1937		44,462	57,800	71,139	19	1.000							83.75%		
SYSTEMS ANALYST II	1937		49,943	63,578	77,406	119		546					0	0	RITTER, MICHAEL	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: INFORMATION TECHNOLOGY (IT) Dep't Code: 34

Unit Name: INFORMATION TECHNOLOGY (IT) Unit Code: 34-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	SYSTEMS ANALYST II	1937	44,462	57,800	71,139	19	1.000							76.92%		
	SYSTEMS ANALYST II	1937	49,943	63,578	77,406	119		0				0	0	VACANT16, VACANT		
	SYSTEMS ANALYST I	1796	41,405	53,827	66,248	17	1.000							91.99%		
	SYSTEMS ANALYST I	1796	47,565	60,551	73,720	118		1565				0	0	WALLACE, CHRISTOPH		
	SYSTEMS ANALYST I	1796	41,405	53,827	66,248	17	1.000							82.16%		
	SYSTEMS ANALYST I	1796	47,565	60,551	73,720	118		2128				0	0	WILLINGHAM, BRANDO		
	COMPUTER REPAIR TECHNICIAN	1513	38,348	49,853	61,357	15	1.000							76.92%		
	COMPUTER REPAIR TECHNICIAN	1513	41,089	52,306	63,682	115		0				0	0	VACANT17, VACANT		
	ADMINISTRATIVE ASSISTANT	1301	35,293	45,881	56,469	13	1.000							107.27%		
	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		11396				0	0	MEDINA, ROSSANA		

Summary for INFORMATION TECHNOLOGY (IT)

Current Payroll	\$1,299,609	# Positions	23
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	18 # Not Adj 5
Adjustment To Minimum	\$19,720	# Adjusted To Minimum	9
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$70,874	# Adjusted Toward Maximum	16
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$90,594		
Proposed Payroll	\$1,390,203	% Change	6.97%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: JUVENILE COURT Dep't Code: 47

Unit Name: JUVENILE COURT Unit Code: 47-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FAMILY TREATMENT COURT COORD	2020	45,990	59,787	73,584	20								80.72%		
	ACCOUNTABILITY COURT COORDINATO	2015	52,441	66,757	81,277	120		491				0	0	STEVENS, GEORGE		
	CLERK OF JUVENILE COURT	2003	45,990	59,787	73,584	20								81.57%		
	CLERK OF JUVENILE COURT	2003	49,943	63,578	77,406	119		1840				0	0	THOMAS, REGINA		
	CASE MANAGEMENT CLERK	9012	28,900	37,571	46,241	09								77.69%		
	CASE MANAGEMENT SPECIALIST	1202	35,494	45,184	55,011	112		337				0	0	JAY, TERESA		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12								81.88%		
	DEPUTY COURT CLERK	1271	35,494	45,184	55,011	112		1156				0	0	HODGES, CAROL		

Summary for JUVENILE COURT

Current Payroll	\$161,815	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$11,660	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$7,242	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$18,902		
Proposed Payroll	\$180,717	% Change	11.68%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ADMIN - FACILITY & PARK MAINT Unit Code: 87-11

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FACILITY SUPERVISOR	2119	47,517	61,772	76,027	21	1.000							77.69%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		225				0	0	BOND, ALEXANDER		
	FACILITY SUPERVISOR	2119	47,517	61,772	76,027	21	1.000							80.72%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		1845				0	0	FERGUSON JR, JAMES		
	MAINTENANCE CREW LEADER	1317	35,293	45,881	56,469	13	1.000							91.86%		
	MAINTENANCE CREW LEADER	1317	37,269	47,443	57,762	113		5718				0	0	BARNETT, KERRY		
	MAINTENANCE CREW LEADER	1317	35,293	45,881	56,469	13	1.000							94.75%		
	MAINTENANCE CREW LEADER	1317	37,269	47,443	57,762	113		5953				0	0	SKELTON, CHAD		
	MAINTENANCE CREW LEADER	1317	35,293	45,881	56,469	13	1.000							90.40%		
	MAINTENANCE CREW LEADER	1317	37,269	47,443	57,762	113		4796				0	0	SOCKMAN, ROBERT		
	MAINTENANCE WORKER II	1299	33,440	43,472	53,504	12	1.000							81.89%		
	MAINTENANCE WORKER II	1299	32,194	40,983	49,897	110		1267				0	0	BANKS, FREDDY		
	MAINTENANCE WORKER II	1299	33,440	43,472	53,504	12	1.000							76.92%		
	MAINTENANCE WORKER II	1299	32,194	40,983	49,897	110		175				0	0	BURGESS, DEVON		
	MAINTENANCE WORKER II	1299	33,440	43,472	53,504	12	1.000							91.65%		
	MAINTENANCE WORKER II	1299	32,194	40,983	49,897	110		5866				0	0	LETT, TERRANCE		
	MAINTENANCE WORKER II	1299	33,440	43,472	53,504	12	1.000							76.92%		
	MAINTENANCE WORKER II	1299	32,194	40,983	49,897	110		169				0	0	POPE, MELBORIS		
	MAINTENANCE WORKER II	1299	33,440	43,472	53,504	12	1.000							96.55%		
	MAINTENANCE WORKER II	1299	32,194	40,983	49,897	110		9222				0	0	WHITLOCK, RICKY		
	MAINTENANCE WORKER II	1299	33,440	43,472	53,504	12	1.000							81.88%		
	MAINTENANCE WORKER II	1299	32,194	40,983	49,897	110		771				0	0	WILLIAMS, DANIEL		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ADMIN - FACILITY & PARK MAINT Unit Code: 87-11

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for LEISURE SVCS - ADMIN - FACILITY & PARK MAINT

Current Payroll	\$444,841	# Positions	11
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	7 # Not Adj 4
Adjustment To Minimum	\$7,025	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$19,280	# Adjusted Toward Maximum	7
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$26,305		
Proposed Payroll	\$471,146	% Change	5.91%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ADMIN - INTERNAL SUPPORT Unit Code: 87-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	LEISURE SERVICES DIRECTOR	4001	76,550	99,515	122,480	40								109.61%		
	LEISURE SERVICES DIRECTOR	4001	94,176	119,886	145,961	132		4876				0	0	KILPATRICK, R		
	ASSISTANT LEISURE SERVICES DIR	3001	61,271	79,652	98,033	30								88.06%		
	LEISURE SERVICES ASSISTANT DIRECT	2805	73,789	93,934	114,364	127		1994				0	0	COCHRAN DAVIS, MELI		
	LEISURE SERVICES DIV ADMIN	2506	53,631	69,720	85,809	25								99.95%		
	LEISURE SERVICES DIV ADMIN	2506	57,816	73,600	89,607	122		2744				0	0	INBODY, STUART		
	DEVELOPMENT & OUTREACH COORD	2111	47,517	61,772	76,027	21								81.54%		
	COMMUNITY and OUTREACH COORDIN	2111	52,441	66,757	81,277	120		746				0	0	MCELROY, MELANIE		
	PLANNER III	2126	47,517	61,772	76,027	21								81.54%		
	PLANNER III	2126	49,943	63,578	77,406	119		1207				0	0	MILLER, JOSEPH		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								83.75%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		203				0	0	BARTLOW, BRANDON		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								76.92%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		157				0	0	CHEEK, AIMEE		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								100.19%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		6919				0	0	PADGETT, CATHERINE		
	PLANNER II	1832	42,933	55,813	68,693	18								81.63%		
	PLANNER II	1832	45,300	57,667	70,210	117		967				0	0	SIZEMORE, DANIEL		
	SR. ADMINISTRATIVE ASSISTANT	1563	38,348	49,853	61,357	15								111.95%		
	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		14196				0	0	LEE, EVELYN		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11								81.94%		
	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		1162				0	0	NORRIS, STACIE		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ADMIN - INTERNAL SUPPORT Unit Code: 87-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			

Summary for LEISURE SVCS - ADMIN - INTERNAL SUPPORT

Current Payroll	\$630,622	# Positions	11
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	9 # Not Adj 2
Adjustment To Minimum	\$11,347	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$23,667	# Adjusted Toward Maximum	9
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$35,015		
Proposed Payroll	\$665,636	% Change	5.55%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ARTS - ARTS ADMINISTRATION Unit Code: 87-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	LEISURE SERVICES DIV ADMIN	2506	53,631	69,720	85,809	25			1.000					76.92%		
	LEISURE SERVICES DIV ADMIN	2506	57,816	73,600	89,607	122		0				0	0	VACANT154, VACANT		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11			1.000					106.13%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		7884				0	0	HYATT, SUSAN		

Summary for LEISURE SVCS - ARTS - ARTS ADMINISTRATION

Current Payroll	\$97,685	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 1
Adjustment To Minimum	\$4,185	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$4,185		
Proposed Payroll	\$101,869	% Change	4.28%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ARTS - EAST ATHENS DANCE CTR Unit Code: 87-23

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FACILITY SUPERVISOR	2119	47,517	61,772	76,027	21								80.72%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		733				0	0	GILREATH, NENA		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								83.72%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		3991				0	0	COLE, TENISHA		
	THEATRE ASSISTANT	1163	31,929	41,508	51,087	11								81.94%		
	ARTS ASSISTANT	1163	32,194	40,983	49,897	110		1665				0	0	BILLUPS, CHRYSANDR		

Summary for LEISURE SVCS - ARTS - EAST ATHENS DANCE CTR

Current Payroll	\$130,603	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$2,577	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$8,499	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$11,076		
Proposed Payroll	\$141,679	% Change	8.48%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ARTS - LYNDON HOUSE ARTS CTR Unit Code: 87-21

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PROGRAM SUPERVISOR	2102	47,517	61,772	76,027	21								81.54%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		1687				0	0	DUNPHY, DEIRDRE		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								81.63%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		973				0	0	SALE, JENNIFER		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								81.63%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		836				0	0	STEPHANOS, WILLIAM		
	PROGRAM LEADER	1385	35,293	45,881	56,469	13								90.28%		
	LSVCS PROGRAM LEADER	1385	37,269	47,443	57,762	113		6648				0	0	WILLIAMS, SHANNON		

Summary for LEISURE SVCS - ARTS - LYNDON HOUSE ARTS CTR

Current Payroll	\$182,909	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$2,071	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$13,329	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$15,400		
Proposed Payroll	\$198,309	% Change	8.42%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ARTS - MORTON THEATRE Unit Code: 87-24

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FACILITY SUPERVISOR	2119	47,517	61,772	76,027	21								88.94%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		2848				0	0	GREEN, KWAJELYN		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								80.72%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		630				0	0	VERNER, STEPHEN		
	THEATRE ASSISTANT	1163	31,929	41,508	51,087	11								76.92%		
	ARTS ASSISTANT	1163	32,194	40,983	49,897	110		0				0	0	VACANT155, VACANT		

Summary for LEISURE SVCS - ARTS - MORTON THEATRE

Current Payroll		\$131,922	# Positions	3
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$511		# Adjusted To Minimum	2
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$5,158		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$5,669			
Proposed Payroll		\$137,592	% Change	4.30%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ARTS -ATHENS CREATIVE THEATRE Unit Code: 87-22

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18			1.000					85.36%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		4360				0	0	POWELL, TERESA		
	PROGRAM LEADER	1385	35,293	45,881	56,469	13			1.000					80.72%		
	LSVCS PROGRAM LEADER	1385	37,269	47,443	57,762	113		2079				0	0	SELF, DANIEL		

Summary for LEISURE SVCS - ARTS -ATHENS CREATIVE THEATRE

Current Payroll	\$84,680	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$233	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$9,492	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$9,725		
Proposed Payroll	\$94,405	% Change	11.48%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - NATURE- MEMORIAL PARK Unit Code: 87-61

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
	FACILITY SUPERVISOR	2119	47,517	61,772	76,027	21	1.000								91.32%	
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		5601				0	0		MCKINNEY, JOHN	
	PARK COORDINATOR	2004	45,990	59,787	73,584	20	1.000								76.92%	
	PARK COORDINATOR	2004	49,943	63,578	77,406	119		142				0	0		GARRISON, KELLY	
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18	1.000								80.72%	
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		698				0	0		BENOIT, LISA	
	PROGRAM LEADER	1385	35,293	45,881	56,469	13	1.000								80.72%	
	LSVCS PROGRAM LEADER	1385	37,269	47,443	57,762	113		697				0	0		HONG, MEGAN	
	RECREATION ASSISTANT	1137	31,929	41,508	51,087	11	1.000								77.69%	
	RECREATION ASSISTANT	1137	33,804	43,032	52,392	111		225				0	0		VINSON, ALYSSA	

Summary for LEISURE SVCS - NATURE- MEMORIAL PARK

Current Payroll	\$216,742	# Positions	5
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	5 # Not Adj 0
Adjustment To Minimum	\$5,987	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$11,782	# Adjusted Toward Maximum	5
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$17,770		
Proposed Payroll	\$234,511	% Change	8.20%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - NATURE- NATURE ADMINISTRATION Unit Code: 87-60

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	LEISURE SERVICES DIV ADMIN	2506	53,631	69,720	85,809	25								76.92%		
	LEISURE SERVICES DIV ADMIN	2506	57,816	73,600	89,607	122		0				0	0	VACANT157, VACANT		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11								104.15%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		12650				0	0	BOOKER, PHYLLIS		

Summary for LEISURE SVCS - NATURE- NATURE ADMINISTRATION

Current Payroll		\$96,861	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$4,185		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$6,493		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$10,678			
Proposed Payroll		\$107,539	% Change	11.02%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - NATURE- SANDY CREEK NAT CTR Unit Code: 87-62

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FACILITY SUPERVISOR	2119	47,517	61,772	76,027	21								108.60%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		7069				0	0	SMITH, RANDOLPH		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								82.69%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		2154				0	0	CASH, TARA		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								95.07%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		5326				0	0	MOWBRAY, KATE		
	PROGRAM LEADER	1385	35,293	45,881	56,469	13								83.98%		
	LSVCS PROGRAM LEADER	1385	37,269	47,443	57,762	113		2353				0	0	CHAMPAGNE, CARMEN		
	RECREATION ASSISTANT	1137	31,929	41,508	51,087	11								144.33%		
	RECREATION ASSISTANT	1137	33,804	43,032	52,392	111		4353				0	0	COLLINS, CARLA		

Summary for LEISURE SVCS - NATURE- SANDY CREEK NAT CTR

Current Payroll	\$264,743	# Positions	5
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$9,792	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$9,792		
Proposed Payroll	\$274,535	% Change	3.70%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - NATURE- SANDY CREEK PARK Unit Code: 87-63

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FACILITY SUPERVISOR	2119	47,517	61,772	76,027	21								96.08%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		5257				0	0	BETZ, ROBERT		
	PROGRAM LEADER	1385	35,293	45,881	56,469	13								80.72%		
	LSVCS PROGRAM LEADER	1385	37,269	47,443	57,762	113		318				0	0	MCNAMEE, HEATHER		
	RECREATION ASSISTANT	1137	31,929	41,508	51,087	11								76.92%		
	RECREATION ASSISTANT	1137	33,804	43,032	52,392	111		183				0	0	MCFAY, STEPHANIE		

Summary for LEISURE SVCS - NATURE- SANDY CREEK PARK

Current Payroll	\$128,314	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$2,107	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,735	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$7,842		
Proposed Payroll	\$136,156	% Change	6.11%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - NATURE-TRAILS & OPEN SPACES Unit Code: 87-64

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FACILITY SUPERVISOR	2119	47,517	61,772	76,027	21			1.000					80.72%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		448				0	0	WEST, ROSALYN		
	PROGRAM LEADER	1385	35,293	45,881	56,469	13			1.000					89.90%		
	LSVCS PROGRAM LEADER	1385	37,269	47,443	57,762	113		2411				0	0	MOORE, LAWSON		

Summary for LEISURE SVCS - NATURE-TRAILS & OPEN SPACES

Current Payroll	\$91,112	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 1
Adjustment To Minimum	\$2,577	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$1,011	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$3,588		
Proposed Payroll	\$94,700	% Change	3.94%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - BISHOP PARK Unit Code: 87-45

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FACILITY SUPERVISOR	2119	47,517	61,772	76,027	21								97.72%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		8793				0	0	MCCOY, MARK		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								104.06%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		10607				0	0	CALLAWAY, CHRISTIN		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								80.72%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		692				0	0	MANN, EMILY		
	PROGRAM LEADER	1385	35,293	45,881	56,469	13								84.40%		
	LSVCS PROGRAM LEADER	1385	37,269	47,443	57,762	113		3990				0	0	DUNN, MEGAN		

Summary for LEISURE SVCS - REC - BISHOP PARK

Current Payroll	\$202,219	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$246	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$26,125	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$26,371		
Proposed Payroll	\$228,590	% Change	13.04%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - EAST ATHENS CMTY CENTER Unit Code: 87-41

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PROGRAM SUPERVISOR	2102	47,517	61,772	76,027	21	1.000							81.54%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		1757				0	0	ROSS, TREVOR		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18	1.000							83.79%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		2893				0	0	WATKINS, DESMOND		
	PROGRAM LEADER	1385	35,293	45,881	56,469	13	1.000							80.72%		
	LSVCS PROGRAM LEADER	1385	37,269	47,443	57,762	113		495				0	0	GONZALES, JORDON		
	RECREATION ASSISTANT	1137	31,929	41,508	51,087	11	1.000							76.92%		
	RECREATION ASSISTANT	1137	33,804	43,032	52,392	111		140				0	0	ANDREWS, PORTIA		

Summary for LEISURE SVCS - REC - EAST ATHENS CMTY CENTER

Current Payroll	\$166,098	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$4,179	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$9,141	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$13,319		
Proposed Payroll	\$179,418	% Change	8.02%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - LAY PARK CMTY CENTER Unit Code: 87-42

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FACILITY SUPERVISOR	2119	47,517	61,772	76,027	21								91.62%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		3469				0	0	HAYGOOD, RANDY		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								80.72%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		997				0	0	THOMAS JR, KELLY		
	PROGRAM LEADER	1385	35,293	45,881	56,469	13								89.42%		
	LSVCS PROGRAM LEADER	1385	37,269	47,443	57,762	113		4191				0	0	LYLE, B		
	RECREATION ASSISTANT	1137	31,929	41,508	51,087	11								82.74%		
	RECREATION ASSISTANT	1137	33,804	43,032	52,392	111		1932				0	0	PLATT, MELODY		

Summary for LEISURE SVCS - REC - LAY PARK CMTY CENTER

Current Payroll	\$177,018	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$246	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$10,858	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$11,104		
Proposed Payroll	\$188,122	% Change	6.27%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - RECREATION ADMIN Unit Code: 87-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	LEISURE SERVICES DIV ADMIN	2506	53,631	69,720	85,809	25								81.62%		
	LEISURE SERVICES DIV ADMIN	2506	57,816	73,600	89,607	122		305				0	0	ELETON, ERIC		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11								77.69%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		225				0	0	MCGHEE, BRIAN		

Summary for LEISURE SVCS - REC - RECREATION ADMIN

Current Payroll		\$89,154	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$910		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$1,016		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$1,927			
Proposed Payroll		\$91,081	% Change	2.16%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - ROCKSPRINGS CMTY CENTER Unit Code: 87-43

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FACILITY SUPERVISOR	2119	47,517	61,772	76,027	21			1.000					83.40%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		2667				0	0	SUMMER, TINA		
	PROGRAM LEADER	1385	35,293	45,881	56,469	13			1.000					107.08%		
	LSVCS PROGRAM LEADER	1385	37,269	47,443	57,762	113		13937				0	0	ELDER, JACQUELINE		

Summary for LEISURE SVCS - REC - ROCKSPRINGS CMTY CENTER

Current Payroll	\$100,648	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$924	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$14,650	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$15,574		
Proposed Payroll	\$116,222	% Change	15.47%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - SOUTHEAST CLARKE PARK Unit Code: 87-47

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FACILITY SUPERVISOR	2119	47,517	61,772	76,027	21								76.92%		
	FACILITY AND PROGRAM SUPERVISOR	2119	52,441	66,757	81,277	120		147				0	0	ARGO, STEPHEN		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								83.81%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		791				0	0	POSTERO JR, LEONAR		
	PROGRAM SPECIALIST	1828	42,933	55,813	68,693	18								76.92%		
	LSVCS PROGRAM SPECIALIST	1828	45,300	57,667	70,210	117		0				0	0	VACANT156, VACANT		

Summary for LEISURE SVCS - REC - SOUTHEAST CLARKE PARK

Current Payroll	\$137,224	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$7,291	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$400	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$7,691		
Proposed Payroll	\$144,915	% Change	5.60%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - TENNIS CENTER Unit Code: 87-46

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
PROGRAM SPECIALIST		1828	42,933	55,813	68,693	18								77.69%		
LSVCS PROGRAM SPECIALIST		1828	45,300	57,667	70,210	117		203				0	0	WILLIAMS, CAMERON		

Summary for LEISURE SVCS - REC - TENNIS CENTER

Current Payroll	\$43,363	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$1,938	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$396	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$2,333		
Proposed Payroll	\$45,696	% Change	5.38%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: MAGISTRATE COURT Dep't Code: 49

Unit Name: MAGISTRATE COURT Unit Code: 49-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed								Duty			Min	Max	OrgExp	Asgn	Employee Name	
CLERK OF MAGISTRATE COURT	2092		45,990	59,787	73,584	20	1.000								76.92%	
CLERK OF MAGISTRATE COURT	2092		49,943	63,578	77,406	119			189				0	0	NEWTON, RHONDA	
BUDGET TECHNICIAN	1428		36,821	47,868	58,914	14	1.000								106.14%	
BUDGET SPECIALIST	1428		39,132	49,815	60,650	114			4174				0	0	ZACHMANN, CHRISTIN	
DEPUTY COURT CLERK	1271		33,440	43,472	53,504	12	1.000								96.21%	
DEPUTY COURT CLERK, LEAD	1273		37,269	47,443	57,762	113			5770				0	0	MELTON, KIMBERLY	
DEPUTY COURT CLERK	1271		33,440	43,472	53,504	12	1.000								82.08%	
DEPUTY COURT CLERK, LEAD	1273		37,269	47,443	57,762	113			2583				0	0	WIDEMAN, KRISTA	
COURT CLERK	1053		30,414	39,538	48,663	10	1.000								80.72%	
COURT CLERK	1053		32,194	40,983	49,897	110			679				0	0	CARLIN, REBECCA	
COURT CLERK	1053		30,414	39,538	48,663	10	1.000								76.92%	
COURT CLERK	1053		32,194	40,983	49,897	110			0				0	0	VACANT54, VACANT	
COURT CLERK	1053		30,414	39,538	48,663	10	1.000								80.72%	
COURT CLERK	1053		32,194	40,983	49,897	110			588				0	0	WEXEL, SARAH	
COURT CLERK	1053		30,414	39,538	48,663	10	1.000								80.72%	
COURT CLERK	1053		32,194	40,983	49,897	110			399				0	0	WHITE, ELIZABETH	

Summary for MAGISTRATE COURT

Current Payroll	\$300,464	# Positions	8
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	7 # Not Adj 1
Adjustment To Minimum	\$8,153	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$11,559	# Adjusted Toward Maximum	6
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$19,713		
Proposed Payroll	\$320,177	% Change	6.56%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: MANAGER Dep't Code: 13

Unit Name: MANAGER - ADMIN Unit Code: 13-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
EXECUTIVE ASSISTANT		1500	38,348	49,853	61,357	15	1.000								114.04%	
EXECUTIVE ASSISTANT		1500	45,300	57,667	70,210	117		6291					0	0	LAMBRIGHT, CYNTHIA	
EXECUTIVE ASSISTANT		1500	38,348	49,853	61,357	15	1.000								76.92%	
EXECUTIVE ASSISTANT		1500	45,300	57,667	70,210	117		0					0	0	VACANT1, VACANT	

Summary for MANAGER - ADMIN

Current Payroll		\$95,199	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$6,952		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$716		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$7,668			
Proposed Payroll		\$102,867	% Change	8.05%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: MANAGER Dep't Code: 13

Unit Name: MANAGER - GEOGRAPHIC INFO OFFICE Unit Code: 13-60

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	GEOGRAPHIC INFORMATION OFFICER	2803	58,214	75,678	93,143	28								87.79%		
	GEOGRAPHIC INFORMATION OFFICER	2803	70,276	89,461	108,918	126		462				0	0	DANGELO, JOSEPH		
	GIS/GRAPHICS ADMINISTRATOR	2590	53,631	69,720	85,809	25								107.70%		
	GIS COORDINATOR	2590	57,816	73,600	89,607	122		8820				0	0	MARTIN, MARY		

Summary for MANAGER - GEOGRAPHIC INFO OFFICE

Current Payroll	\$141,531	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$3,836	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$6,071	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$9,907		
Proposed Payroll	\$151,438	% Change	7.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: MANAGER Dep't Code: 13

Unit Name: MANAGER - OFFICE OF SUSTAINABILITY Unit Code: 13-70

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	SUSTAINABILITY OFFICER	2804	58,214	75,678	93,143	28			1.000					92.38%		
	SUSTAINABILITY OFFICER	2804	70,276	89,461	108,918	126		1998				0	0	SAUNDERS, ANDREW		
	ECOLOGICAL RESOURCE ADMIN	2509	53,631	69,720	85,809	25			1.000					118.31%		
	ECOLOGICAL RESOURCE COORDINATO	2509	57,816	73,600	89,607	122		12596				0	0	WHARTON, JOHN		

Summary for MANAGER - OFFICE OF SUSTAINABILITY

Current Payroll	\$152,399	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$365	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$12,717	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$13,082		
Proposed Payroll	\$165,481	% Change	8.58%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: MANAGER Dep't Code: 13

Unit Name: MANAGER - ORGANIZATIONAL DEVELOPMENT Unit Code: 13-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	ORGANIZATIONAL DEVELOP ADMIN	2902	59,741	77,663	95,586	29								114.00%		
	ORGANIZATIONAL DEVELOP ADMIN	2902	70,276	89,461	108,918	126		2114				0	0	BENNETT, CATHERINE		
	ORGANIZATIONAL DEVELOP TRAINER	2118	47,517	61,772	76,027	21								86.53%		
	ORGANIZATIONAL DEVELOP TRAINER	2118	49,943	63,578	77,406	119		3142				0	0	SLAYTON, CAROLYN		
	ORGANIZATIONAL TECH TRAINER	1607	39,877	51,840	63,803	16								81.70%		
	ORGANIZATIONAL TECH TRAINER	1607	47,565	60,551	73,720	118		1410				0	0	GEORGE, SARAH		

Summary for MANAGER - ORGANIZATIONAL DEVELOPMENT

Current Payroll	\$184,334	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 1
Adjustment To Minimum	\$5,214	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$6,136	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$11,351		
Proposed Payroll	\$195,684	% Change	6.16%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: MANAGER Dep't Code: 13

Unit Name: MANAGER - PUBLIC INFORMATION Unit Code: 13-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PUBLIC INFORMATION OFFICER	2701	56,684	73,690	90,695	27								97.57%		
	PUBLIC INFORMATION OFFICER	2701	70,276	89,461	108,918	126		4315				0	0	MONTGOMERY, JEFFR		
	PUBLIC INFO MEDIA ANALYST	1996	44,462	57,800	71,139	19								81.60%		
	PUBLIC INFO MEDIA ANALYST	1996	47,565	60,551	73,720	118		833				0	0	DICKEY, TODD		
	PUBLIC INFO MEDIA ANALYST	1996	44,462	57,800	71,139	19								82.49%		
	PUBLIC INFO MEDIA ANALYST	1996	47,565	60,551	73,720	118		2006				0	0	HARWELL, JASON		

Summary for MANAGER - PUBLIC INFORMATION

Current Payroll	\$166,740	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$403	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$17,128	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$17,531		
Proposed Payroll	\$184,271	% Change	10.51%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: MANAGER Dep't Code: 13

Unit Name: MANAGER - SPLOST Unit Code: 13-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
ACCOUNTANT		1701	41,405	53,827	66,248	17								92.05%		
ACCOUNTANT		1701	43,143	54,921	66,866	116		6092				0	0	BIDINGER, PATRICIA		
ACCOUNTING TECHNICIAN		1101	31,929	41,508	51,087	11								76.92%		
ACCOUNTING SPECIALIST		1105	33,804	43,032	52,392	111		0				0	0	VACANT2, VACANT		
ADMINISTRATIVE SECRETARY		1102	31,929	41,508	51,087	11								112.66%		
ADMINISTRATIVE ASSISTANT II		9170	32,194	40,983	49,897	110		8473				0	0	HARRINGTON, JACQUE		

Summary for MANAGER - SPLOST

Current Payroll	\$128,239	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 1
Adjustment To Minimum	\$1,875	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$4,911	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$6,785		
Proposed Payroll	\$135,025	% Change	5.29%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: MAYOR & COMMISSION Dep't Code: 11

Unit Name: MAYOR & COMMISSION - CLERK OF COMMISSION Unit Code: 11-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	DEPUTY CLERK OF COMMISSION	1384	35,293	45,881	56,469	13								101.56%		
	DEPUTY CLERK OF COMMISSION	1384	37,269	47,443	57,762	113		4356				0	0	HOWARD, CHRISTINE		

Summary for MAYOR & COMMISSION - CLERK OF COMMISSION

Current Payroll	\$46,598	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$0		
Proposed Payroll	\$46,598	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: MAYOR & COMMISSION Dep't Code: 11

Unit Name: MAYOR & COMMISSION - MAYOR Unit Code: 11-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
EXECUTIVE ASSISTANT		1500	38,348	49,853	61,357	15								95.30%		
EXECUTIVE ASSISTANT		1500	45,300	57,667	70,210	117		3943				0	0	ARNOLD, DEBORAH		

Summary for MAYOR & COMMISSION - MAYOR

Current Payroll	\$47,511	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,478	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$5,478		
Proposed Payroll	\$52,989	% Change	11.53%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: MUNICIPAL COURT Dep't Code: 39

Unit Name: MUNICIPAL COURT Unit Code: 39-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed							Duty			Min	Max	OrgExp	Asgn	Employee Name		
CLERK OF MUNICIPAL COURT	2001		45,990	59,787	73,584	20	1.000							88.28%		
CLERK OF MUNICIPAL COURT	2001		49,943	63,578	77,406	119		944					0	0	CLAY, JUDITH	
CHIEF DEPUTY COURT CLERK	1451		36,821	47,868	58,914	14	1.000							76.92%		
CHIEF DEPUTY COURT CLERK	1451		41,089	52,306	63,682	115		0					0	0	VACANT19, VACANT	
DEPUTY COURT CLERK	1271		33,440	43,472	53,504	12	1.000							81.88%		
DEPUTY COURT CLERK	1271		35,494	45,184	55,011	112		725					0	0	ARMSTRONG, NAKEIS	
DEPUTY COURT CLERK	1271		33,440	43,472	53,504	12	1.000							84.39%		
DEPUTY COURT CLERK	1271		35,494	45,184	55,011	112		3312					0	0	LOWE, LISA	
ACCOUNTING TECHNICIAN	1101		31,929	41,508	51,087	11	1.000							98.93%		
ACCOUNTING SPECIALIST	1105		33,804	43,032	52,392	111		7407					0	0	DOWDY-LUMPKIN, PAT	
COURT CLERK	1053		30,414	39,538	48,663	10	1.000							82.00%		
COURT CLERK	1053		32,194	40,983	49,897	110		398					0	0	BENNETT-CADE, TANY	
COURT CLERK	1053		30,414	39,538	48,663	10	1.000							76.92%		
COURT CLERK	1053		32,194	40,983	49,897	110		0					0	0	VACANT20, VACANT	
COURT CLERK	1053		30,414	39,538	48,663	10	1.000							80.72%		
COURT CLERK	1053		32,194	40,983	49,897	110		427					0	0	VARGAS ROJAS, JENN	

Summary for MUNICIPAL COURT

Current Payroll	\$297,703	# Positions	8
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	7 # Not Adj 1
Adjustment To Minimum	\$6,325	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$9,304	# Adjusted Toward Maximum	5
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$15,629		
Proposed Payroll	\$313,332	% Change	5.25%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: MUNICIPAL COURT Dep't Code: 39

Unit Name: MUNICIPAL COURT - JUDGE Unit Code: 39-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	ADMINISTRATIVE ASSISTANT	1301	35,293	45,881	56,469	13							98.89%			
	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		5883				0	0	DAVIS, KATHY		

Summary for MUNICIPAL COURT - JUDGE

Current Payroll	\$45,371	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$1,335	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$1,335		
Proposed Payroll	\$46,706	% Change	2.94%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: OPERATIONAL ANALYSIS Dep't Code: 17

Unit Name: OPERATIONAL ANALYSIS Unit Code: 17-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
MANAGEMENT ANALYST		2018	45,990	59,787	73,584	20			1.000					107.48%		
MANAGEMENT ANALYST		2018	49,943	63,578	77,406	119		3915				0	0	ARQUETTE, JILL		
ADMINISTRATIVE ASSISTANT		1301	35,293	45,881	56,469	13			1.000					81.82%		
ADMINISTRATIVE ASSISTANT III		1301	37,269	47,443	57,762	113		1582				0	0	ALLEN, DEBORAH		

Summary for OPERATIONAL ANALYSIS

Current Payroll	\$101,801	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$2,265	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$2,265		
Proposed Payroll	\$104,065	% Change	2.22%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PLANNING Dep't Code: 73

Unit Name: PLANNING - ADMIN Unit Code: 73-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed										Min	Max	OrgExp	Asgn	Employee Name		
PLANNING DIRECTOR		4027	76,550	99,515	122,480	40	1.000							107.68%		
PLANNING DIRECTOR		4027	94,176	119,886	145,961	132		7695					0	0	GRIFFIN, BRAD	
ASSISTANT PLANNING DIRECTOR		3002	61,271	79,652	98,033	30	1.000							76.92%		
ASSISTANT PLANNING DIRECTOR		3002	70,276	89,461	108,918	126		0					0	0	VACANT142, VACANT	
SENIOR PLANNER		2620	55,156	71,703	88,250	26	1.000							91.64%		
SENIOR PLANNER		2620	57,816	73,600	89,607	122		6027					0	0	COWICK JR, RICHARD	
SENIOR PLANNER		2620	55,156	71,703	88,250	26	1.000							116.70%		
SENIOR PLANNER		2620	57,816	73,600	89,607	122		7386					0	0	LONNEE, WILLIAM	
PLANNER III		2126	47,517	61,772	76,027	21	1.000							86.04%		
PLANNER III		2126	49,943	63,578	77,406	119		4368					0	0	ESKEW, AMBER	
PLANNER III		2126	47,517	61,772	76,027	21	1.000							81.54%		
PLANNER III		2126	49,943	63,578	77,406	119		2694					0	0	PAGE, CRAIG	
PLANNER III		2126	47,517	61,772	76,027	21	1.000							76.92%		
PLANNER III		2126	49,943	63,578	77,406	119		0					0	0	VACANT143, VACANT	
GIS ANALYST		1999	44,462	57,800	71,139	19	1.000							119.70%		
GIS ANALYST		2006	45,300	57,667	70,210	117		6801					0	0	DEJAUSSERAND, JOA	
PLANNER II		1832	42,933	55,813	68,693	18	1.000							81.63%		
PLANNER II		1832	45,300	57,667	70,210	117		1509					0	0	BEECHUK, MARC	
PLANNER II		1832	42,933	55,813	68,693	18	1.000							85.69%		
PLANNER II		1832	45,300	57,667	70,210	117		4158					0	0	EPTING, MELANIE	
PLANNER II		1832	42,933	55,813	68,693	18	1.000							80.72%		
PLANNER II		1832	45,300	57,667	70,210	117		554					0	0	HALL, ARON	
PLANNER II		1832	42,933	55,813	68,693	18	1.000							89.42%		
PLANNER II		1832	45,300	57,667	70,210	117		4527					0	0	HASSEMER, GAVIN	
PLANNER II		1832	42,933	55,813	68,693	18	1.000							77.69%		
PLANNER II		1832	45,300	57,667	70,210	117		230					0	0	RIDDERING, AMY	
PLANNER II		1832	42,933	55,813	68,693	18	1.000							76.92%		
PLANNER II		1832	45,300	57,667	70,210	117		0					0	0	VACANT144, VACANT	
GIS TECHNICIAN I		1573	38,348	49,853	61,357	15	1.000							95.42%		
GIS TECHNICIAN		1573	41,089	52,306	63,682	115		2846					0	0	GHAFOURIAN, ADAM	
PLANNING TECHNICIAN		1456	36,821	47,868	58,914	14	1.000							80.69%		
PLANNING SUPPORT SPECIALIST		1456	39,132	49,815	60,650	114		308					0	0	SAUER, CATHERINE	
ADMINISTRATIVE ASSISTANT		1301	35,293	45,881	56,469	13	1.000							114.52%		
ADMINISTRATIVE ASSISTANT III		1301	37,269	47,443	57,762	113		9910					0	0	BEASLEY, SANDRA	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PLANNING Dep't Code: 73

Unit Name: PLANNING - ADMIN Unit Code: 73-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for PLANNING - ADMIN

Current Payroll	\$951,422	# Positions	17
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	14 # Not Adj 3
Adjustment To Minimum	\$16,488	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$52,020	# Adjusted Toward Maximum	11
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$68,508		
Proposed Payroll	\$1,019,930	% Change	7.20%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PLANNING Dep't Code: 73

Unit Name: PLANNING - TRANSPORTATION Unit Code: 73-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
PLANNER III		2126	47,517	61,772	76,027	21			1.000					102.65%		
PLANNER III		2126	49,943	63,578	77,406	119		6691				0	0	MCDUFFIE, SHERRY		
PLANNER I		1666	39,877	51,840	63,803	16			1.000					82.80%		
PLANNER I		1666	43,143	54,921	66,866	116		2369				0	0	VARNUM, FREDERICA		

Summary for PLANNING - TRANSPORTATION

Current Payroll		\$106,336	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$219		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$5,315		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$5,534			
Proposed Payroll		\$111,870	% Change	5.20%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PLANNING Dep't Code: 73

Unit Name: TRANSIT - ADMIN Unit Code: 65-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
PLANNER II		1832	42,933	55,813	68,693	18								80.72%		
PLANNER II		1832	45,300	57,667	70,210	117		608				0	0	DIXON-CRUMP, JULIAN		

Summary for TRANSIT - ADMIN

Current Payroll	\$45,054	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$246	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$1,186	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$1,432		
Proposed Payroll	\$46,486	% Change	3.18%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - CENTRAL COMMUNICATIONS Unit Code: 55-40

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd	Flat %		Mkt	Step	% Chg			
Proposed	Title	Code	Min	Mkt	Max	#		Duty			Min	Max	OrgExp	Asgn	Employee Name		
	COMMUNICATIONS SUPERVISOR	1833	42,933	55,813	68,693	18		1.000							84.01%		
	COMMUNICATIONS SUPERVISOR	1833	45,300	57,667	70,210	117			3363				0	0	CAMPBELL, KENYA		
	COMMUNICATIONS SUPERVISOR	1833	42,933	55,813	68,693	18		1.000							90.64%		
	COMMUNICATIONS SUPERVISOR	1833	45,300	57,667	70,210	117			5397				0	0	HOOD, DONNA		
	COMMUNICATIONS SUPERVISOR	1833	42,933	55,813	68,693	18		1.000							80.00%		
	COMMUNICATIONS SUPERVISOR	1833	45,300	57,667	70,210	117			2918				0	0	JONES, JONATHAN		
	COMMUNICATIONS SUPERVISOR	1833	42,933	55,813	68,693	18		1.000							101.09%		
	COMMUNICATIONS SUPERVISOR	1833	45,300	57,667	70,210	117			7658				0	0	MCGREEVY, KEVIN		
	COMMUNICATIONS SUPERVISOR	1833	42,933	55,813	68,693	18		1.000							92.50%		
	COMMUNICATIONS SUPERVISOR	1833	45,300	57,667	70,210	117			6283				0	0	RAMIREZ, RANDALL		
	COMMUNICATIONS SUPERVISOR	1833	42,933	55,813	68,693	18		1.000							88.95%		
	COMMUNICATIONS SUPERVISOR	1833	45,300	57,667	70,210	117			4769				0	0	SMITH, LORI		
	MASTER COMMUNICATIONS OFFICER	1617	39,877	51,840	63,803	16		1.000							85.90%		
	COMMUNICATIONS OFFICER IV	1617	43,143	54,921	66,866	116			1929				0	0	HALEY, JESSICA		
	MASTER COMMUNICATIONS OFFICER	1617	39,877	51,840	63,803	16		1.000							85.83%		
	COMMUNICATIONS OFFICER IV	1617	43,143	54,921	66,866	116			2148				0	0	KIRK, ALLISON		
	MASTER COMMUNICATIONS OFFICER	1617	39,877	51,840	63,803	16		1.000							85.69%		
	COMMUNICATIONS OFFICER IV	1617	43,143	54,921	66,866	116			1859				0	0	PAUL, BENJAMIN		
	MASTER COMMUNICATIONS OFFICER	1617	39,877	51,840	63,803	16		1.000							87.62%		
	COMMUNICATIONS OFFICER IV	1617	43,143	54,921	66,866	116			2114				0	0	ZAPATA, KEVIN		
	SENIOR COMMUNICATIONS OFFICER	1572	38,348	49,853	61,357	15		1.000							87.97%		
	COMMUNICATIONS OFFICER III	1572	41,089	52,306	63,682	115			4643				0	0	GREEN, MELISSA		
	SENIOR COMMUNICATIONS OFFICER	1572	38,348	49,853	61,357	15		1.000							82.63%		
	COMMUNICATIONS OFFICER III	1572	41,089	52,306	63,682	115			2531				0	0	PURSIFUL, JAMIE		
	SENIOR COMMUNICATIONS OFFICER	1572	38,348	49,853	61,357	15		1.000							76.92%		
	COMMUNICATIONS OFFICER III	1572	41,089	52,306	63,682	115			0				0	0	VACANT78, VACANT		
	COMMUNICATIONS OFF FIRST CLASS	1403	36,821	47,868	58,914	14		1.000							85.20%		
	COMMUNICATIONS OFFICER II	1403	39,132	49,815	60,650	114			1210				0	0	BARNETT, TAWANA		
	COMMUNICATIONS OFF FIRST CLASS	1403	36,821	47,868	58,914	14		1.000							85.60%		
	COMMUNICATIONS OFFICER II	1403	39,132	49,815	60,650	114			1901				0	0	COWART, TAMMY		
	COMMUNICATIONS OFF FIRST CLASS	1403	36,821	47,868	58,914	14		1.000							85.60%		
	COMMUNICATIONS OFFICER II	1403	39,132	49,815	60,650	114			1859				0	0	DEMPSEY, JESSICA		
	COMMUNICATIONS OFF FIRST CLASS	1403	36,821	47,868	58,914	14		1.000							83.48%		
	COMMUNICATIONS OFFICER II	1403	39,132	49,815	60,650	114			1087				0	0	JOLLY, ATHENA		
	COMMUNICATIONS OFF FIRST CLASS	1403	36,821	47,868	58,914	14		1.000							85.60%		
	COMMUNICATIONS OFFICER II	1403	39,132	49,815	60,650	114			1274				0	0	MORRIS, BRENDA		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - CENTRAL COMMUNICATIONS Unit Code: 55-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed										Min	Max	OrgExp	Asgn	Employee Name		
COMMUNICATIONS OFF FIRST CLASS	1403		36,821	47,868	58,914	14	1.000							84.25%		
COMMUNICATIONS OFFICER II	1403		39,132	49,815	60,650	114		2178				0	0	PEARSON, CUTINA		
COMMUNICATIONS OFF FIRST CLASS	1403		36,821	47,868	58,914	14	1.000							85.60%		
COMMUNICATIONS OFFICER II	1403		39,132	49,815	60,650	114		1675				0	0	SIMS, CATRENA		
COMMUNICATIONS OFF FIRST CLASS	1403		36,821	47,868	58,914	14	1.000							86.66%		
COMMUNICATIONS OFFICER II	1403		39,132	49,815	60,650	114		2131				0	0	SIMS, JEREMY		
COMMUNICATIONS OFF FIRST CLASS	1403		36,821	47,868	58,914	14	1.000							83.48%		
COMMUNICATIONS OFFICER II	1403		39,132	49,815	60,650	114		723				0	0	THRASHER, KRISTY		
COMMUNICATIONS OFFICER	1308		35,293	45,881	56,469	13	1.000							84.85%		
COMMUNICATIONS OFFICER I	1308		37,269	47,443	57,762	113		770				0	0	BUFFORD, ASHLEY		
COMMUNICATIONS OFFICER	1308		35,293	45,881	56,469	13	1.000							99.63%		
COMMUNICATIONS OFFICER I	1308		37,269	47,443	57,762	113		3607				0	0	BYRD, ANNA		
COMMUNICATIONS OFFICER	1308		35,293	45,881	56,469	13	1.000							84.85%		
COMMUNICATIONS OFFICER I	1308		37,269	47,443	57,762	113		903				0	0	DUNCAN, PAMELA		
COMMUNICATIONS OFFICER	1308		35,293	45,881	56,469	13	1.000							80.24%		
COMMUNICATIONS OFFICER I	1308		37,269	47,443	57,762	113		1372				0	0	FARMER, DOROTHY		
COMMUNICATIONS OFFICER	1308		35,293	45,881	56,469	13	1.000							80.69%		
COMMUNICATIONS OFFICER I	1308		37,269	47,443	57,762	113		294				0	0	HUS, ADAM		
COMMUNICATIONS OFFICER	1308		35,293	45,881	56,469	13	1.000							83.75%		
COMMUNICATIONS OFFICER I	1308		37,269	47,443	57,762	113		734				0	0	LOGAN II, ROBERT		
COMMUNICATIONS OFFICER	1308		35,293	45,881	56,469	13	1.000							76.92%		
COMMUNICATIONS OFFICER I	1308		37,269	47,443	57,762	113		0				0	0	VACANT79, VACANT		
COMMUNICATIONS OFFICER	1308		35,293	45,881	56,469	13	1.000							87.20%		
COMMUNICATIONS OFFICER I	1308		37,269	47,443	57,762	113		4170				0	0	WALLER, SHARON		
COMMUNICATIONS OFFICER	1308		35,293	45,881	56,469	13	1.000							84.85%		
COMMUNICATIONS OFFICER I	1308		37,269	47,443	57,762	113		829				0	0	WINGFIELD, YORSHEIK		
COMMUNICATIONS OFFICER	1308		35,293	45,881	56,469	13	1.000							81.82%		
COMMUNICATIONS OFFICER I	1308		37,269	47,443	57,762	113		1568				0	0	WRIGHT, BETHANY		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - CENTRAL COMMUNICATIONS Unit Code: 55-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for POLICE - CENTRAL COMMUNICATIONS

Current Payroll	\$1,356,109	# Positions	32
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	28 # Not Adj 4
Adjustment To Minimum	\$6,067	# Adjusted To Minimum	5
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$67,359	# Adjusted Toward Maximum	26
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$73,425		
Proposed Payroll	\$1,429,534	% Change	5.41%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - COMMAND Unit Code: 55-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed							Duty			Min	Max	OrgExp	Asgn	Employee Name		
PLANNING & STANDARDS SUPV	2213		49,044	63,757	78,470	22	1.000							85.88%		
PLANNING & STANDARDS SUPV	2213		52,441	66,757	81,277	120		2806				0	0	WATKINS, JOSHUA		
ACCREDITATION COORDINATOR	2010		45,990	59,787	73,584	20	1.000							80.72%		
ACCREDITATION COORDINATOR	2010		49,943	63,578	77,406	119		1322				0	0	TAYLOR, KATRINA		
POLICE PUBLIC INFO OFFICER	2007		45,990	59,787	73,584	20	1.000							93.69%		
POLICE PUBLIC INFO OFFICER	2007		49,943	63,578	77,406	119		826				0	0	RODRIGUEZ III, EPIFAN		
BUDGET TECHNICIAN	1428		36,821	47,868	58,914	14	1.000							84.36%		
BUDGET SPECIALIST	1428		39,132	49,815	60,650	114		3131				0	0	MORTON, ELIZABETH		
HUMAN RESOURCES TECH - POLICE	1442		36,821	47,868	58,914	14	1.000							84.36%		
HUMAN RESOURCES TECH - POLICE	1442		39,132	49,815	60,650	114		3007				0	0	STEWART, JENNIFER		
SR. ADMINISTRATIVE ASSISTANT	1563		38,348	49,853	61,357	15	1.000							81.73%		
ADMINISTRATIVE ASSISTANT III	1301		37,269	47,443	57,762	113		1794				0	0	NELSON, MARY		
ASSISTANT POLICE PLANNER	1303		35,293	45,881	56,469	13	1.000							101.61%		
ASSISTANT POLICE PLANNER	1303		37,269	47,443	57,762	113		4429				0	0	BOURKE, NANCY		
PUBLIC INFORMATION ASSISTANT	1346		35,293	45,881	56,469	13	1.000							81.92%		
PUBLIC INFORMATION ASSISTANT	1346		37,269	47,443	57,762	113		672				0	0	GILLAND, GEOFFREY		
ADMINISTRATIVE SECRETARY	1102		31,929	41,508	51,087	11	1.000							81.94%		
ADMINISTRATIVE ASSISTANT II	9170		32,194	40,983	49,897	110		876				0	0	AUTRY, TIFFANY		
ADMINISTRATIVE SECRETARY	1102		31,929	41,508	51,087	11	1.000							118.99%		
ADMINISTRATIVE ASSISTANT II	9170		32,194	40,983	49,897	110		15636				0	0	SMITH, ANNIE		

Summary for POLICE - COMMAND

Current Payroll	\$448,154	# Positions	10
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	6 # Not Adj 4
Adjustment To Minimum	\$1,681	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$15,961	# Adjusted Toward Maximum	6
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$17,643		
Proposed Payroll	\$465,797	% Change	3.94%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - COMMUNITY OUTREACH Unit Code: 55-60

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	NEIGHBORHOOD SVC OFFICER	1131	31,929	41,508	51,087	11								84.50%		
	NEIGHBORHOOD SVC OFFICER	1131	33,804	43,032	52,392	111		3073				0	0	MOORE, LESLEY		
	NEIGHBORHOOD SVC OFFICER	1131	31,929	41,508	51,087	11								85.51%		
	NEIGHBORHOOD SVC OFFICER	1131	33,804	43,032	52,392	111		2940				0	0	SANDERS, JULITA		

Summary for POLICE - COMMUNITY OUTREACH

Current Payroll		\$70,570	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$5,787		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$5,787			
Proposed Payroll		\$76,356	% Change	8.20%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - CRIMINAL INVESTIGATIONS Unit Code: 55-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	RECORDS TECHNICIAN	1155	31,929	41,508	51,087	11								81.94%		
	RECORDS CLERK	1155	35,494	45,184	55,011	112		1519				0	0	STREETMAN, KATHRY		

Summary for POLICE - CRIMINAL INVESTIGATIONS

Current Payroll	\$34,012	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$1,482	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$2,321	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$3,803		
Proposed Payroll	\$37,815	% Change	11.18%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - SPECIAL OPERATIONS - DTF Unit Code: 55-71

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
ADMINISTRATIVE SECRETARY		1102	31,929	41,508	51,087	11		1.000							89.42%	
ADMINISTRATIVE ASSISTANT II		9170	32,194	40,983	49,897	110			4821				0	0		OROURKE, IRENE

Summary for POLICE - SPECIAL OPERATIONS - DTF

Current Payroll	\$37,118	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$1,757	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$1,757		
Proposed Payroll	\$38,875	% Change	4.73%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - SUPPORT SERVICES Unit Code: 55-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
CRIME ANALYST		1793	41,405	53,827	66,248	17	1.000								77.69%	
CRIME ANALYST		1793	45,300	57,667	70,210	117		230					0	0	BOCANEGRA, MEGAN	
CRIME ANALYST		1793	41,405	53,827	66,248	17	1.000								99.08%	
CRIME ANALYST		1793	45,300	57,667	70,210	117		5166					0	0	GRIFFETH, DAVID	
QUALITY CONTROL SUPERVISOR		1805	42,933	55,813	68,693	18	1.000								84.05%	
QUALITY CONTROL SUPERVISOR		1805	45,300	57,667	70,210	117		3531					0	0	EMLET, LARRY	
QUALITY CONTROL SUPERVISOR		1805	42,933	55,813	68,693	18	1.000								86.60%	
QUALITY CONTROL COORDINATOR		1804	41,089	52,306	63,682	115		5096					0	0	PATTON, ROBIN	
INVENTORY CONTROL TECH II		1267	33,440	43,472	53,504	12	1.000								85.92%	
INVENTORY CONTROL CLERK II		1267	37,269	47,443	57,762	113		2902					0	0	FIELDS, HEIDI	
INVENTORY CONTROL TECH II		1267	33,440	43,472	53,504	12	1.000								85.52%	
INVENTORY CONTROL CLERK II		1267	37,269	47,443	57,762	113		2639					0	0	OLLANKETO, KRISTA	
INVENTORY CONTROL TECH II		1267	33,440	43,472	53,504	12	1.000								88.35%	
INVENTORY CONTROL CLERK II		1267	37,269	47,443	57,762	113		4659					0	0	STRAINOVICI, SUZANN	
INVENTORY CONTROL TECH II		1267	33,440	43,472	53,504	12	1.000								84.81%	
INVENTORY CONTROL CLERK II		1267	37,269	47,443	57,762	113		2361					0	0	WOOSTER, ANN	
RECORDS TECHNICIAN		1155	31,929	41,508	51,087	11	1.000								84.28%	
RECORDS CLERK		1155	35,494	45,184	55,011	112		3773					0	0	BLEDSE, KIMBERLY	
RECORDS TECHNICIAN		1155	31,929	41,508	51,087	11	1.000								82.84%	
RECORDS CLERK		1155	35,494	45,184	55,011	112		2156					0	0	BROWN, SHANNON	
RECORDS TECHNICIAN		1155	31,929	41,508	51,087	11	1.000								81.94%	
RECORDS CLERK		1155	35,494	45,184	55,011	112		1778					0	0	CRUZ, LAUREN	
RECORDS TECHNICIAN		1155	31,929	41,508	51,087	11	1.000								81.89%	
RECORDS CLERK		1155	35,494	45,184	55,011	112		258					0	0	ESCOBAR, CATALINA	
RECORDS TECHNICIAN		1155	31,929	41,508	51,087	11	1.000								90.90%	
RECORDS CLERK		1155	35,494	45,184	55,011	112		5747					0	0	JOHNSTON-SKEGGS, E	
RECORDS TECHNICIAN		1155	31,929	41,508	51,087	11	1.000								88.05%	
RECORDS CLERK		1155	35,494	45,184	55,011	112		4655					0	0	LATIMORE, NYNDALY	
RECORDS TECHNICIAN		1155	31,929	41,508	51,087	11	1.000								86.13%	
RECORDS CLERK		1155	35,494	45,184	55,011	112		4443					0	0	MUSILLO, CYNTHIA	
RECORDS TECHNICIAN		1155	31,929	41,508	51,087	11	1.000								81.94%	
RECORDS CLERK		1155	35,494	45,184	55,011	112		1470					0	0	NORRIS, JESSICA	
RECORDS TECHNICIAN		1155	31,929	41,508	51,087	11	1.000								77.69%	
RECORDS CLERK		1155	35,494	45,184	55,011	112		238					0	0	PRITCHETT, JACI	
RECORDS TECHNICIAN		1155	31,929	41,508	51,087	11	1.000								86.01%	
RECORDS CLERK		1155	35,494	45,184	55,011	112		2545					0	0	WHITNEY, REBECCA	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - SUPPORT SERVICES Unit Code: 55-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for POLICE - SUPPORT SERVICES

Current Payroll	\$689,566	# Positions	18
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	18 # Not Adj 0
Adjustment To Minimum	\$13,307	# Adjusted To Minimum	9
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$66,045	# Adjusted Toward Maximum	18
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$79,352		
Proposed Payroll	\$768,918	% Change	11.51%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PROBATE COURT Dep't Code: 53

Unit Name: PROBATE COURT Unit Code: 53-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	ASSOCIATE ATTORNEY	2700	56,684	73,690	90,695	27	1.000							94.53%		
	ATTORNEY II	2700	57,816	73,600	89,607	122		1475				0	0	SCHAFFER, SUSAN		
	BUDGET TECHNICIAN	1428	36,821	47,868	58,914	14	1.000							101.97%		
	BUDGET SPECIALIST	1428	39,132	49,815	60,650	114		3175				0	0	COOK, SARAH		
	SENIOR DEPUTY COURT CLERK	1471	36,821	47,868	58,914	14	1.000							93.56%		
	SENIOR DEPUTY COURT CLERK	1471	37,269	47,443	57,762	113		4046				0	0	MIDDLEBROOKS, PAM		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12	1.000							83.50%		
	DEPUTY COURT CLERK	1271	35,494	45,184	55,011	112		1938				0	0	CHAPMAN, MEREDITH		
	DEPUTY COURT CLERK	1271	33,440	43,472	53,504	12	1.000							83.50%		
	DEPUTY COURT CLERK	1271	35,494	45,184	55,011	112		472				0	0	SMITH, SOPHIA		

Summary for PROBATE COURT

Current Payroll	\$235,852	# Positions	5
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 4
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$2,154	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$2,154		
Proposed Payroll	\$238,007	% Change	0.91%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - ADMIN Unit Code: 69-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
	PUBLIC UTILITIES DIRECTOR	4201	79,606	103,487	127,369	42	1.000								103.43%	
Proposed	PUBLIC UTILITIES DIRECTOR	4201	109,020	138,783	168,968	135		854					0	0		STEPHENS, FRANKIE
	ASSISTANT PUBLIC UTILITIES DIR	3201	64,325	83,622	102,920	32	1.000								119.02%	
Proposed	ASSISTANT PUBLIC UTILITIES DIR	3201	85,420	108,740	132,391	130		11418					0	0		COLEMAN, GLENN
	ENVIRONMENTAL ENGINEER	3006	61,271	79,652	98,033	30	1.000								76.92%	
Proposed	ENVIRONMENTAL ENGINEER	3006	70,276	89,461	108,918	126		0					0	0		VACANT114, VACANT
	SENIOR PLANNER	2620	55,156	71,703	88,250	26	1.000								96.76%	
Proposed	SENIOR PLANNER	2620	57,816	73,600	89,607	122		1783					0	0		HALL, MARILYN
	PLANNING & RESEARCH COORD	2019	45,990	59,787	73,584	20	1.000								80.72%	
Proposed	PLANNING & RESEARCH COORD	2019	49,943	63,578	77,406	119		1240					0	0		SOILEAU, SHERIDAN
	PUBLIC UTILITIES ANALYST	1794	41,405	53,827	66,248	17	1.000								115.20%	
Proposed	PUBLIC UTILITIES ANALYST	1794	45,300	57,667	70,210	117		3597					0	0		THAXTON, BYRON
	ADMINISTRATIVE ASSISTANT	1301	35,293	45,881	56,469	13	1.000								92.34%	
Proposed	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		6447					0	0		BRAY, RHONDA

Summary for PUBLIC UTILITIES - ADMIN

Current Payroll	\$489,858	# Positions	7
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	5 # Not Adj 2
Adjustment To Minimum	\$12,669	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$39,790	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$52,459		
Proposed Payroll	\$542,317	% Change	10.71%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - CROSS CONNECTION Unit Code: 69-25

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	OPERATIONS COORDINATOR	2106	47,517	61,772	76,027	21								102.09%		
	OPERATIONS COORDINATOR	2106	52,441	66,757	81,277	120		5155				0	0	JONES, JEFF		
	FOG INSPECTOR	1315	35,293	45,881	56,469	13								80.72%		
	FOG INSPECTOR	1315	39,132	49,815	60,650	114		518				0	0	SCHNELLER, ROBERT		

Summary for PUBLIC UTILITIES - CROSS CONNECTION

Current Payroll	\$100,102	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$2,096	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$1,883	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$3,980		
Proposed Payroll	\$104,081	% Change	3.98%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - ENGINEERING MGMT Unit Code: 69-23

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed							Duty			Min	Max	OrgExp	Asgn	Employee Name		
UTILITY ENGINEER		3007	61,271	79,652	98,033	30	1.000							92.52%		
UTILITY ENGINEER		3007	70,276	89,461	108,918	126		4673				0	0	FOCHT, EDWARD		
ENGINEER/COORDINATOR III		2609	55,156	71,703	88,250	26	1.000							82.01%		
ENGINEER III		2498	57,816	73,600	89,607	122		865				0	0	JACKSON, GREGORY		
ENGINEER/COORDINATOR		2299	49,044	63,757	78,470	22	1.000							104.96%		
ENGINEER I		2299	52,441	66,757	81,277	120		4492				0	0	HALLEY, JOHN		
GIS ANALYST		1999	44,462	57,800	71,139	19	1.000							77.69%		
GIS ANALYST		2006	45,300	57,667	70,210	117		280				0	0	TIMMERMAN, TRAE		
SENIOR UTILITY INSPECTOR		1811	42,933	55,813	68,693	18	1.000							76.92%		
SENIOR UTILITY INSPECTOR		1811	45,300	57,667	70,210	117		0				0	0	VACANT118, VACANT		
SURVEYOR		1719	41,405	53,827	66,248	17	1.000							117.80%		
SURVEYOR		1719	45,300	57,667	70,210	117		12550				0	0	PITTARD, STEVEN		
UTILITY INSPECTOR		1649	39,877	51,840	63,803	16	1.000							94.92%		
UTILITY INSPECTOR		1649	43,143	54,921	66,866	116		6317				0	0	COOPER JR, VICTOR		
ENGINEERING TECHNICIAN I		1496	36,821	47,868	58,914	14	1.000							76.92%		
ENGINEERING TECHNICIAN I		1496	37,269	47,443	57,762	113		0				0	0	VACANT119, VACANT		
ADMINISTRATIVE SECRETARY		1102	31,929	41,508	51,087	11	1.000							81.94%		
ADMINISTRATIVE ASSISTANT II		9170	32,194	40,983	49,897	110		1400				0	0	DICKSON, TERESA		

Summary for PUBLIC UTILITIES - ENGINEERING MGMT

Current Payroll	\$470,710	# Positions	9
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	8 # Not Adj 1
Adjustment To Minimum	\$3,208	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$24,576	# Adjusted Toward Maximum	6
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$27,784		
Proposed Payroll	\$498,494	% Change	5.90%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - METER MGMT Unit Code: 69-24

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed	Title	Code	Min	Mkt	Max	#	Duty			Min	Max	OrgExp	Asgn	Employee Name		
	SUPT OF METER MANAGEMENT	2608	55,156	71,703	88,250	26	1.000							96.09%		
	SUPT OF METER MANAGEMENT	2608	60,707	77,280	94,088	123		3951				0	0	KETHLEY, JAMES		
	AMI SUPERVISOR	1614	39,877	51,840	63,803	16	1.000							87.61%		
	AMI SUPERVISOR	1614	43,143	54,921	66,866	116		2504				0	0	BUSBIN, CHARLES		
	CONSTRUCTION & MAINT SUPV	1603	39,877	51,840	63,803	16	1.000							101.62%		
	CONSTRUCTION & MAINT SUPV	1603	41,089	52,306	63,682	115		8292				0	0	WYMBS, STANLEY		
	AMI TECHNICIAN II	1328	35,293	45,881	56,469	13	1.000							83.15%		
	AMI TECHNICIAN II	1328	35,494	45,184	55,011	112		2170				0	0	AUSBURN, JEFFREY		
	AMI TECHNICIAN II	1328	35,293	45,881	56,469	13	1.000							88.12%		
	AMI TECHNICIAN II	1328	35,494	45,184	55,011	112		2170				0	0	EDWARDS, MICHAEL		
	AMI TECHNICIAN II	1328	35,293	45,881	56,469	13	1.000							89.04%		
	AMI TECHNICIAN II	1328	35,494	45,184	55,011	112		2151				0	0	ROGEBERG, JOHN		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							83.26%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		1540				0	0	TAYLOR, JAMES		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							81.89%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		1371				0	0	WILSON, JUSTIN		
	METER TESTING TECHNICIAN	1232	33,440	43,472	53,504	12	1.000							81.88%		
	METER TESTING TECHNICIAN	1232	35,494	45,184	55,011	112		1103				0	0	HARTRUM, HAROLD		
	AMI TECHNICIAN I	1212	33,440	43,472	53,504	12	1.000							81.88%		
	AMI TECHNICIAN I	1212	33,804	43,032	52,392	111		1045				0	0	GRESHAM, JAMIE		
	AMI TECHNICIAN I	1212	33,440	43,472	53,504	12	1.000							84.87%		
	AMI TECHNICIAN I	1212	33,804	43,032	52,392	111		1801				0	0	MOORE, MITCHELL		
	AMI TECHNICIAN I	1212	33,440	43,472	53,504	12	1.000							81.88%		
	AMI TECHNICIAN I	1212	33,804	43,032	52,392	111		3209				0	0	SIMS, EARL		
	AMI TECHNICIAN I	1212	33,440	43,472	53,504	12	1.000							82.64%		
	AMI TECHNICIAN I	1212	33,804	43,032	52,392	111		2192				0	0	TAYLOR, REGINALD		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							80.72%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		459				0	0	ROHM, JARED		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11	1.000							85.65%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		2835				0	0	BYNUM, REBEKAH		
	SENIOR UTILITY SERVICE WORKER	1034	30,414	39,538	48,663	10	1.000							76.92%		
	WORKER II	9099	32,194	40,983	49,897	110		140				0	0	GENTRY II, KEVIN		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - METER MGMT Unit Code: 69-24

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for PUBLIC UTILITIES - METER MGMT

Current Payroll	\$637,304	# Positions	16
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	12 # Not Adj 4
Adjustment To Minimum	\$2,078	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$18,843	# Adjusted Toward Maximum	12
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$20,920		
Proposed Payroll	\$658,224	% Change	3.28%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - PLANT MAINT Unit Code: 69-38

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PLANT MAINT ADMINISTRATOR	2303	50,575	65,748	80,920	23			1.000					86.90%		
	PLANT MAINT ADMINISTRATOR	2303	57,816	73,600	89,607	122		3437				0	0	FIGUEROA, AL		
	ELECTRICAL SUPERVISOR	1934	44,462	57,800	71,139	19			1.000					104.93%		
	ELECTRICAL SUPERVISOR	1934	49,943	63,578	77,406	119		5843				0	0	FLEMING, STACY		
	ELECTRICAL SUPERVISOR	1934	44,462	57,800	71,139	19			1.000					81.45%		
	ELECTRICAL SUPERVISOR	1934	49,943	63,578	77,406	119		1031				0	0	SEAGRAVES, DOUGLA		
	MAINTENANCE MECHANIC SUPV	1609	39,877	51,840	63,803	16			1.000					79.92%		
	PLANT MAINTENANCE MECHANIC SUPE	1609	45,300	57,667	70,210	117		1739				0	0	RODRIGUEZ, GERMAN		
	MAINTENANCE MECHANIC SUPV	1609	39,877	51,840	63,803	16			1.000					81.70%		
	PLANT MAINTENANCE MECHANIC SUPE	1609	45,300	57,667	70,210	117		1453				0	0	SAMPLES, BILLY		
	ELECTRICIAN	1547	38,348	49,853	61,357	15			1.000					81.74%		
	ELECTRICIAN I	1547	41,089	52,306	63,682	115		1239				0	0	ROBERTS, JUSTIN		
	ELECTRICIAN	1547	38,348	49,853	61,357	15			1.000					76.92%		
	ELECTRICIAN I	1547	41,089	52,306	63,682	115		0				0	0	VACANT127, VACANT		
	INVENTORY CONTROL TECH II	1267	33,440	43,472	53,504	12			1.000					104.14%		
	INVENTORY CONTROL CLERK II	1267	37,269	47,443	57,762	113		3973				0	0	PERKINS, BRUCE		
	MAINTENANCE MECHANIC	1228	33,440	43,472	53,504	12			1.000					81.89%		
	PLANT MAINTENANCE MECHANIC	1228	35,494	45,184	55,011	112		1253				0	0	ASHWORTH, WILLIAM		
	MAINTENANCE MECHANIC	1228	33,440	43,472	53,504	12			1.000					83.85%		
	PLANT MAINTENANCE MECHANIC	1228	35,494	45,184	55,011	112		3045				0	0	BURGESS, CLARENCE		
	MAINTENANCE MECHANIC	1228	33,440	43,472	53,504	12			1.000					85.75%		
	PLANT MAINTENANCE MECHANIC	1228	35,494	45,184	55,011	112		2167				0	0	COLLINS, SHURICO		
	MAINTENANCE MECHANIC	1228	33,440	43,472	53,504	12			1.000					104.09%		
	PLANT MAINTENANCE MECHANIC	1228	35,494	45,184	55,011	112		9677				0	0	ECHOLS, DANIEL		
	MAINTENANCE MECHANIC	1228	33,440	43,472	53,504	12			1.000					87.82%		
	PLANT MAINTENANCE MECHANIC	1228	35,494	45,184	55,011	112		3450				0	0	ECHOLS, STEVEN		
	MAINTENANCE MECHANIC	1228	33,440	43,472	53,504	12			1.000					83.29%		
	PLANT MAINTENANCE MECHANIC	1228	35,494	45,184	55,011	112		790				0	0	GREEN JR, DAVID		
	MAINTENANCE MECHANIC	1228	33,440	43,472	53,504	12			1.000					76.92%		
	PLANT MAINTENANCE MECHANIC	1228	35,494	45,184	55,011	112		0				0	0	VACANT128, VACANT		
	MAINTENANCE MECHANIC	1228	33,440	43,472	53,504	12			1.000					76.92%		
	PLANT MAINTENANCE MECHANIC	1228	35,494	45,184	55,011	112		0				0	0	VACANT129, VACANT		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - PLANT MAINT Unit Code: 69-38

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			

Summary for PUBLIC UTILITIES - PLANT MAINT

Current Payroll	\$668,855	# Positions	16
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	15 # Not Adj 1
Adjustment To Minimum	\$17,551	# Adjusted To Minimum	8
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$36,183	# Adjusted Toward Maximum	12
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$53,735		
Proposed Payroll	\$722,590	% Change	8.03%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - SEWER COLLECTION Unit Code: 69-22

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed	Title	Code	Min	Mkt	Max	#	Duty			Min	Max	OrgExp	Asgn	Employee Name		
	CONSTRUCTION & MAINT SUPV	1603	39,877	51,840	63,803	16	1.000							81.70%		
	CONSTRUCTION & MAINT SUPV	1603	41,089	52,306	63,682	115		2551				0	0	BROADNAX, RONALD		
	CONSTRUCTION & MAINT SUPV	1603	39,877	51,840	63,803	16	1.000							87.26%		
	CONSTRUCTION & MAINT SUPV	1603	41,089	52,306	63,682	115		4253				0	0	WHITEHEAD JR, JAME		
	RIGHT OF WAY MAINT SUPV	1326	35,293	45,881	56,469	13	1.000							84.32%		
	GROUNDWORK CREW LEADER	1372	37,269	47,443	57,762	113		1159				0	0	MALCOM, NICHOLAS		
	SEWER MAINTENANCE CREW LEADER	1239	33,440	43,472	53,504	12	1.000							89.95%		
	UTILITY MAINT CREWLEADER	1602	37,269	47,443	57,762	113		5687				0	0	BERRY, EDDIE		
	T.V. INSPECTION SUPERVISOR	1244	33,440	43,472	53,504	12	1.000							81.88%		
	UTILITY MAINT CREWLEADER	1602	37,269	47,443	57,762	113		742				0	0	BRIGHT, KEVIN		
	SEWER MAINTENANCE CREW LEADER	1239	33,440	43,472	53,504	12	1.000							80.72%		
	UTILITY MAINT CREWLEADER	1602	37,269	47,443	57,762	113		605				0	0	DORSEY, CHRISTOPHE		
	SEWER MAINTENANCE CREW LEADER	1239	33,440	43,472	53,504	12	1.000							81.88%		
	UTILITY MAINT CREWLEADER	1602	37,269	47,443	57,762	113		1017				0	0	MIZE, COREY		
	FIXTURE ADJUSTMENT SUPERVISOR	1355	35,293	45,881	56,469	13	1.000							90.76%		
	UTILITY MAINT CREWLEADER	1602	37,269	47,443	57,762	113		3338				0	0	SMITH, ROBERT		
	SEWER MAINTENANCE CREW LEADER	1239	33,440	43,472	53,504	12	1.000							76.92%		
	UTILITY MAINT CREWLEADER	1602	37,269	47,443	57,762	113		0				0	0	VACANT116, VACANT		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							83.21%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		2486				0	0	GREEN, TOMMY		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							80.72%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		483				0	0	HAWKS, ZACHARY		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							84.07%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		1677				0	0	HILBURN, JAMES		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							90.72%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		6559				0	0	MILLER, WILLIE		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							88.12%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		1487				0	0	REID, ANTWAN		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							80.72%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		487				0	0	SMITH, MICHAEL		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							81.94%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		403				0	0	AYCOCK, CHAZTON		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							81.89%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		246				0	0	CHRISTIAN, MARKIZE		
	SENIOR UTILITY SERVICE WORKER	1034	30,414	39,538	48,663	10	1.000							77.69%		
	WORKER II	9099	32,194	40,983	49,897	110		237				0	0	BOUKNECHT, TYLER		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - SEWER COLLECTION Unit Code: 69-22

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed	Title	Code	Min	Mkt	Max	#	Duty			Min	Max	OrgExp	Asgn	Employee Name		
T.V. INSPECTION OPERATOR		1008	30,414	39,538	48,663	10	1.000							77.69%		
WORKER II		9099	32,194	40,983	49,897	110		356				0	0	CHAMPION, LAQUAN		
SENIOR UTILITY SERVICE WORKER		1034	30,414	39,538	48,663	10	1.000							80.72%		
WORKER II		9099	32,194	40,983	49,897	110		693				0	0	DEW, MATTHEW		
SENIOR UTILITY SERVICE WORKER		1034	30,414	39,538	48,663	10	1.000							80.72%		
WORKER II		9099	32,194	40,983	49,897	110		1910				0	0	DORAN, ANTHONY		
SENIOR UTILITY SERVICE WORKER		1034	30,414	39,538	48,663	10	1.000							80.69%		
WORKER II		9099	32,194	40,983	49,897	110		363				0	0	EVANS, ARBERN		
SENIOR UTILITY SERVICE WORKER		1034	30,414	39,538	48,663	10	1.000							77.69%		
WORKER II		9099	32,194	40,983	49,897	110		238				0	0	LASHLEY, DESHAWN		
SENIOR UTILITY SERVICE WORKER		1034	30,414	39,538	48,663	10	1.000							76.92%		
WORKER II		9099	32,194	40,983	49,897	110		0				0	0	VACANT117, VACANT		
UTILITY SERVICE WORKER		7082	25,873	33,635	41,397	07	1.000							95.83%		
WORKER I		8003	29,201	37,173	45,258	108		747				0	0	FABY, ROBERT		
UTILITY SERVICE WORKER		7082	25,873	33,635	41,397	07	1.000							96.17%		
WORKER I		8003	29,201	37,173	45,258	108		7462				0	0	SAVAGE, DAVID		
UTILITY SERVICE WORKER		7082	25,873	33,635	41,397	07	1.000							83.92%		
WORKER I		8003	29,201	37,173	45,258	108		5894				0	0	SLACK, ALILEO		

Summary for PUBLIC UTILITIES - SEWER COLLECTION

Current Payroll	\$946,509	# Positions	27
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	25 # Not Adj 2
Adjustment To Minimum	\$18,181	# Adjusted To Minimum	14
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$50,767	# Adjusted Toward Maximum	23
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$68,947		
Proposed Payroll	\$1,015,456	% Change	7.28%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - W&S ADMIN Unit Code: 69-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed							Duty			Min	Max	OrgExp	Asgn	Employee Name		
SUPT OF WATER & SEWER	2611		55,156	71,703	88,250	26	1.000							97.27%		
SUPT OF WATER & SEWER	2611		60,707	77,280	94,088	123		3956				0	0	OGLE, STEVEN		
OPERATIONS COORDINATOR	2106		47,517	61,772	76,027	21	1.000							85.39%		
OPERATIONS COORDINATOR	2106		52,441	66,757	81,277	120		2796				0	0	NELMS JR, JAMES		
SENIOR CONST & MAINT SUPV	1929		44,462	57,800	71,139	19	1.000							84.07%		
SENIOR CONST & MAINT SUPV	1929		47,565	60,551	73,720	118		2498				0	0	EVANS JR, MARVIN		
SENIOR CONST & MAINT SUPV	1929		44,462	57,800	71,139	19	1.000							94.63%		
SENIOR CONST & MAINT SUPV	1929		47,565	60,551	73,720	118		4486				0	0	WEISS, BENJAMIN		
INVENTORY CONTROL TECH II	1267		33,440	43,472	53,504	12	1.000							102.82%		
INVENTORY CONTROL CLERK II	1267		37,269	47,443	57,762	113		2755				0	0	BRIGHT, KEVIN		
ADMINISTRATIVE SECRETARY	1102		31,929	41,508	51,087	11	1.000							101.99%		
ADMINISTRATIVE ASSISTANT II	9170		32,194	40,983	49,897	110		2264				0	0	POOLE, CYNTHIA		

Summary for PUBLIC UTILITIES - W&S ADMIN

Current Payroll	\$312,809	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 2
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$13,446	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$13,446		
Proposed Payroll	\$326,255	% Change	4.30%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WATER CONSERVATION Unit Code: 69-11

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	WATER CONSERVATION COORDINATO	2108	47,517	61,772	76,027	21								86.96%		
	WATER CONSERVATION COORDINATO	2108	52,441	66,757	81,277	120		1386				0	0	LOFTIN, LAUREL		
	PROGRAM EDUCATION SPECIALIST	1831	42,933	55,813	68,693	18								80.72%		
	PROGRAM EDUCATION SPECIALIST	1831	45,300	57,667	70,210	117		290				0	0	SHERRY, JACQUELINE		

Summary for PUBLIC UTILITIES - WATER CONSERVATION

Current Payroll	\$98,769	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$246	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$2,420	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$2,666		
Proposed Payroll	\$101,435	% Change	2.70%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WATER DIST Unit Code: 69-21

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	CONSTRUCTION & MAINT SUPV	1603	39,877	51,840	63,803	16	1.000							94.21%		
	CONSTRUCTION & MAINT SUPV	1603	41,089	52,306	63,682	115		4178				0	0	BRIDGES, KEVIN		
	CONSTRUCTION & MAINT SUPV	1603	39,877	51,840	63,803	16	1.000							81.70%		
	CONSTRUCTION & MAINT SUPV	1603	41,089	52,306	63,682	115		1140				0	0	CARTER, RANDY		
	CONSTRUCTION & MAINT SUPV	1603	39,877	51,840	63,803	16	1.000							81.70%		
	CONSTRUCTION & MAINT SUPV	1603	41,089	52,306	63,682	115		1473				0	0	FELTON, CHARLES		
	CONSTRUCTION & MAINT SUPV	1603	39,877	51,840	63,803	16	1.000							94.52%		
	CONSTRUCTION & MAINT SUPV	1603	41,089	52,306	63,682	115		5175				0	0	SMITH, MICHAEL		
	HEAVY EQUIPMENT OPERATOR III	1399	35,293	45,881	56,469	13	1.000							83.96%		
	HEAVY EQUIPMENT OPERATOR III	1399	37,269	47,443	57,762	113		818				0	0	DADDUZIO, JOSEPH		
	HEAVY EQUIPMENT OPERATOR III	1399	35,293	45,881	56,469	13	1.000							103.34%		
	HEAVY EQUIPMENT OPERATOR III	1399	37,269	47,443	57,762	113		1190				0	0	LOONEY, MARK		
	FACILITIES LOCATOR	1249	33,440	43,472	53,504	12	1.000							85.20%		
	FACILITIES LOCATOR	1249	35,494	45,184	55,011	112		1344				0	0	PARSONS, CHRISTOPH		
	FACILITIES LOCATOR	1249	33,440	43,472	53,504	12	1.000							83.24%		
	FACILITIES LOCATOR	1249	35,494	45,184	55,011	112		507				0	0	WOODRUFF, ANTHONY		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							81.89%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		1246				0	0	JONES, DAVID		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							82.12%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		431				0	0	MALCOM, JUSTIN		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							83.29%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		1409				0	0	PAVLOSKEY, JOSHUA		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							85.36%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		3167				0	0	SHEPARD, JOHN		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							82.12%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		415				0	0	WILLOUGHBY, JEREMY		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							83.16%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		1350				0	0	AVANT, JACKSON		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							83.16%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		1257				0	0	POST JR, JEHU		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							83.16%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		549				0	0	YOUNG, LORAN		
	SENIOR UTILITY SERVICE WORKER	1034	30,414	39,538	48,663	10	1.000							80.72%		
	WORKER II	9099	32,194	40,983	49,897	110		417				0	0	GLENN, RE'QUAN		
	SENIOR UTILITY SERVICE WORKER	1034	30,414	39,538	48,663	10	1.000							76.92%		
	WORKER II	9099	32,194	40,983	49,897	110		112				0	0	LITTLE, DUSTIN		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WATER DIST Unit Code: 69-21

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
SENIOR UTILITY SERVICE WORKER	1034		30,414	39,538	48,663	10	1.000							80.69%		
WORKER II	9099		32,194	40,983	49,897	110		328				0	0	SIMS, JEREMIAH		
SENIOR UTILITY SERVICE WORKER	1034		30,414	39,538	48,663	10	1.000							76.92%		
WORKER II	9099		32,194	40,983	49,897	110		0				0	0	VACANT115, VACANT		

Summary for PUBLIC UTILITIES - WATER DIST

Current Payroll	\$750,222	# Positions	20
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	18 # Not Adj 2
Adjustment To Minimum	\$4,127	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$14,963	# Adjusted Toward Maximum	17
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$19,090		
Proposed Payroll	\$769,311	% Change	2.54%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WATER TREATMENT Unit Code: 69-31

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed	Title	Code	Min	Mkt	Max	#	Duty			Min	Max	OrgExp	Asgn	Employee Name		
	SUPT OF WATER TREATMENT	2618	55,156	71,703	88,250	26								88.06%		
	SUPT OF WATER TREATMENT	2618	60,707	77,280	94,088	123		5420				0	0	HUNTER, DEXTER		
	OPERATIONS COORDINATOR	2106	47,517	61,772	76,027	21								97.24%		
	OPERATIONS COORDINATOR	2106	52,441	66,757	81,277	120		5827				0	0	COTTRELL, WILLIAM		
	WTR TREATMENT PLANT OPER SUPV	1655	39,877	51,840	63,803	16								88.04%		
	WATER TREATMENT PLANT OPER SUP	1655	47,565	60,551	73,720	118		3178				0	0	BROOKS, WILLIAM		
	WTR TREATMENT PLANT OPER SUPV	1655	39,877	51,840	63,803	16								76.92%		
	WATER TREATMENT PLANT OPER SUP	1655	47,565	60,551	73,720	118		0				0	0	VACANT124, VACANT		
	WATER TREATMENT PLANT OPER II	1248	33,440	43,472	53,504	12								104.82%		
	WATER TREATMENT PLANT OPER II	1248	35,494	45,184	55,011	112		3688				0	0	BAZZELLE, EDDIE		
	WATER TREATMENT PLANT OPER II	1248	33,440	43,472	53,504	12								90.27%		
	WATER TREATMENT PLANT OPER II	1248	35,494	45,184	55,011	112		2025				0	0	DESTEFANO, STEVEN		
	WATER TREATMENT PLANT OPER II	1248	33,440	43,472	53,504	12								98.38%		
	WATER TREATMENT PLANT OPER II	1248	35,494	45,184	55,011	112		2873				0	0	PARKS, DAVID		
	WATER TREATMENT PLANT OPER II	1248	33,440	43,472	53,504	12								88.29%		
	WATER TREATMENT PLANT OPER II	1248	35,494	45,184	55,011	112		823				0	0	SMITH, DAVID		
	WATER TREATMENT PLANT OPER II	1248	33,440	43,472	53,504	12								89.60%		
	WATER TREATMENT PLANT OPER II	1248	35,494	45,184	55,011	112		1383				0	0	VANLANDINGHAM, BEN		
	WATER TREATMENT PLANT OPER	1148	31,929	41,508	51,087	11								81.94%		
	WATER TREATMENT PLANT OPER I	1148	33,804	43,032	52,392	111		969				0	0	AYDIN, ADNAN		
	WATER TREATMENT PLANT OPER	1148	31,929	41,508	51,087	11								80.72%		
	WATER TREATMENT PLANT OPER I	1148	33,804	43,032	52,392	111		483				0	0	DE BERNARDO, COLIN		
	WATER TREATMENT PLANT OPER	1148	31,929	41,508	51,087	11								87.58%		
	WATER TREATMENT PLANT OPER I	1148	33,804	43,032	52,392	111		5010				0	0	HODO, BILL		
	WATER TREATMENT PLANT OPER	1148	31,929	41,508	51,087	11								76.92%		
	WATER TREATMENT PLANT OPER I	1148	33,804	43,032	52,392	111		164				0	0	JORDAN JR, SAMUEL		
	WATER TREATMENT PLANT OPER	1148	31,929	41,508	51,087	11								80.72%		
	WATER TREATMENT PLANT OPER I	1148	33,804	43,032	52,392	111		434				0	0	ROZIER JR, RAY		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11								81.94%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		1527				0	0	HIX, LAURIE		
	MAINTENANCE WORKER	9009	28,900	37,571	46,241	09								104.76%		
	MAINTENANCE WORKER I	9101	30,661	39,031	47,521	109		11627				0	0	WHITEHEAD, ALBERT		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WATER TREATMENT Unit Code: 69-31

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for PUBLIC UTILITIES - WATER TREATMENT

Current Payroll	\$656,305	# Positions	16
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	11 # Not Adj 5
Adjustment To Minimum	\$12,085	# Adjusted To Minimum	5
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$38,225	# Adjusted Toward Maximum	10
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$50,310		
Proposed Payroll	\$706,615	% Change	7.67%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WBO Unit Code: 69-27

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	WATER BUSINESS ADMINISTRATOR	2613	55,156	71,703	88,250	26								107.17%		
	WATER BUSINESS ADMINISTRATOR	2613	60,707	77,280	94,088	123		8005				0	0	STROUD, MICHELLE		
	OPERATIONS COORDINATOR	2106	47,517	61,772	76,027	21								102.25%		
	OPERATIONS COORDINATOR	2106	52,441	66,757	81,277	120		5186				0	0	HAYNES, VALERIE		
	AMI ANALYST	1615	39,877	51,840	63,803	16								80.72%		
	AMI ANALYST	1615	43,143	54,921	66,866	116		1363				0	0	FAVORS, NICHOLAS		
	CUSTOMER SERVICE SUPERVISOR	1653	39,877	51,840	63,803	16								91.13%		
	CUSTOMER SERVICE SUPERVISOR	1653	43,143	54,921	66,866	116		5250				0	0	HORTAGE, CONNIE		
	FIELD SERVICE SUPERVISOR	1650	39,877	51,840	63,803	16								94.34%		
	FIELD SERVICE SUPERVISOR	1650	43,143	54,921	66,866	116		4172				0	0	PARROTT, RAYMOND		
	BILLING TECHNICIAN	1106	31,929	41,508	51,087	11								112.58%		
	BILLING SPECIALIST	1106	35,494	45,184	55,011	112		8234				0	0	BINNS, DAPHNE		
	BILLING TECHNICIAN	1106	31,929	41,508	51,087	11								77.69%		
	BILLING SPECIALIST	1106	35,494	45,184	55,011	112		363				0	0	JOHNSON, AMY		
	SENIOR CUSTOMER SERVICE REP	1206	33,440	43,472	53,504	12								81.88%		
	SENIOR CUSTOMER SERVICE REP	1206	35,494	45,184	55,011	112		1014				0	0	HUNTER, BRITTANIA		
	SENIOR CUSTOMER SERVICE REP	1206	33,440	43,472	53,504	12								76.92%		
	SENIOR CUSTOMER SERVICE REP	1206	35,494	45,184	55,011	112		0				0	0	VACANT120, VACANT		
	SENIOR CUSTOMER SERVICE REP	1206	33,440	43,472	53,504	12								81.88%		
	SENIOR CUSTOMER SERVICE REP	1206	35,494	45,184	55,011	112		1904				0	0	VAUGHAN, DONNA		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11								77.69%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		244				0	0	FAIR, LORI		
	CUSTOMER SERVICE REP	1009	30,414	39,538	48,663	10								93.66%		
	CUSTOMER SERVICE REP	1009	32,194	40,983	49,897	110		5278				0	0	BROWN, ETHEL		
	CUSTOMER SERVICE REP	1009	30,414	39,538	48,663	10								101.44%		
	CUSTOMER SERVICE REP	1009	32,194	40,983	49,897	110		8527				0	0	COLLINS, SHARON		
	CUSTOMER SERVICE REP	1009	30,414	39,538	48,663	10								76.92%		
	CUSTOMER SERVICE REP	1009	32,194	40,983	49,897	110		0				0	0	VACANT121, VACANT		
	CUSTOMER SERVICE REP	1009	30,414	39,538	48,663	10								80.72%		
	CUSTOMER SERVICE REP	1009	32,194	40,983	49,897	110		658				0	0	WEBB, WHITNEY		
	CUSTOMER SERVICE REP	1009	30,414	39,538	48,663	10								82.82%		
	CUSTOMER SERVICE REP	1009	32,194	40,983	49,897	110		2016				0	0	WOLFRAM, PAMELA		
	FIELD SERVICE TECHNICIAN	1110	31,929	41,508	51,087	11								112.12%		
	FIELD SERVICE TECHNICIAN	1110	30,661	39,031	47,521	109		5298				0	0	CAREY, ROBERT		
	FIELD SERVICE TECHNICIAN	1110	31,929	41,508	51,087	11								101.33%		
	FIELD SERVICE TECHNICIAN	1110	30,661	39,031	47,521	109		6263				0	0	HARRIS, ESTHER		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WBO Unit Code: 69-27

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FIELD SERVICE TECHNICIAN	1110	31,929	41,508	51,087	11	1.000							96.50%		
	FIELD SERVICE TECHNICIAN	1110	30,661	39,031	47,521	109		2926				0	0	SMITH, DWIGHT		
	FIELD SERVICE TECHNICIAN	1110	31,929	41,508	51,087	11	1.000							118.87%		
	FIELD SERVICE TECHNICIAN	1110	30,661	39,031	47,521	109		12405				0	0	TATE, TOMMY		
	METER READER	8012	27,387	35,603	43,819	08	1.000							84.66%		
	METER READER	8012	29,201	37,173	45,258	108		4919				0	0	LESTER, DAVID		
	METER READER	8012	27,387	35,603	43,819	08	1.000							89.92%		
	METER READER	8012	29,201	37,173	45,258	108		5705				0	0	PARROTT, PATHETO		
	METER READER	8012	27,387	35,603	43,819	08	1.000							76.92%		
	METER READER	8012	29,201	37,173	45,258	108		0				0	0	VACANT122, VACANT		
	METER READER	8012	27,387	35,603	43,819	08	1.000							76.92%		
	METER READER	8012	29,201	37,173	45,258	108		0				0	0	VACANT123, VACANT		

Summary for PUBLIC UTILITIES - WBO

Current Payroll	\$960,995	# Positions	24
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	20 # Not Adj 4
Adjustment To Minimum	\$12,281	# Adjusted To Minimum	7
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$41,502	# Adjusted Toward Maximum	16
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$53,783		
Proposed Payroll	\$1,014,777	% Change	5.60%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WRC Unit Code: 69-33

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PU COMPLIANCE COORDINATOR	2202	49,044	63,757	78,470	22			1.000					119.21%		
	PUBLIC UTILITIES COMPLIANCE SUPER	2202	55,063	70,095	85,340	121		5407				0	0	BLOYER, DAVID		
	ENVIRONMENTL COMPLIANCE OFF	1914	44,462	57,800	71,139	19			1.000					90.54%		
	ENVIRONMENTL COMPLIANCE OFF	1914	47,565	60,551	73,720	118		2566				0	0	NAVARRO, CHRISTOP		
	LABORATORY SUPERVISOR	1990	44,462	57,800	71,139	19			1.000					84.17%		
	LABORATORY SUPERVISOR	1990	47,565	60,551	73,720	118		3402				0	0	LITTLE, DAPHNE		
	INDUSTRIAL PRETREATMENT TECH	1312	35,293	45,881	56,469	13			1.000					106.46%		
	INDUSTRIAL PRETREATMENT TECH	1312	37,269	47,443	57,762	113		5175				0	0	BOND, GARY		
	LABORATORY TECHNICIAN II	1342	35,293	45,881	56,469	13			1.000					89.17%		
	LABORATORY TECHNICIAN II	1342	37,269	47,443	57,762	113		5089				0	0	RIVERA-MENDEZ, RAF		
	ENVIRONMENTAL SAMPLER	1215	33,440	43,472	53,504	12			1.000					80.72%		
	ENVIRONMENTAL SAMPLER	1215	35,494	45,184	55,011	112		705				0	0	ANDERSON, AMY		
	ENVIRONMENTAL SAMPLER	1215	33,440	43,472	53,504	12			1.000					82.07%		
	ENVIRONMENTAL SAMPLER	1215	35,494	45,184	55,011	112		359				0	0	FOWLER, MATTHEW		
	ENVIRONMENTAL SAMPLER	1215	33,440	43,472	53,504	12			1.000					99.89%		
	ENVIRONMENTAL SAMPLER	1215	35,494	45,184	55,011	112		7644				0	0	JOHNSON, JAMIE		
	ENVIRONMENTAL SAMPLER	1215	33,440	43,472	53,504	12			1.000					83.29%		
	ENVIRONMENTAL SAMPLER	1215	35,494	45,184	55,011	112		1675				0	0	SHAW, CHERYL		
	LABORATORY TECHNICIAN I	1262	33,440	43,472	53,504	12			1.000					81.89%		
	LABORATORY TECHNICIAN I	1262	35,494	45,184	55,011	112		1426				0	0	HUK, MICHELE		
	LABORATORY TECHNICIAN I	1262	33,440	43,472	53,504	12			1.000					86.96%		
	LABORATORY TECHNICIAN I	1262	35,494	45,184	55,011	112		2495				0	0	PUCKETT, GARY		
	LABORATORY TECHNICIAN I	1262	33,440	43,472	53,504	12			1.000					87.61%		
	LABORATORY TECHNICIAN I	1262	35,494	45,184	55,011	112		3298				0	0	WILSON, BOMANI		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WRC Unit Code: 69-33

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for PUBLIC UTILITIES - WRC

Current Payroll	\$528,633	# Positions	12
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	10 # Not Adj 2
Adjustment To Minimum	\$402	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$23,946	# Adjusted Toward Maximum	10
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$24,348		
Proposed Payroll	\$552,981	% Change	4.61%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WRF ADMIN Unit Code: 69-34

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	SUPT OF WRF	2610	55,156	71,703	88,250	26								81.43%		
	SUPT OF WATER RECLAIM. FAC.	2610	60,707	77,280	94,088	123		1425				0	0	TERRY IV, HOLLIS		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11								80.72%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		381				0	0	JOHNSON, KREMELL		

Summary for PUBLIC UTILITIES - WRF ADMIN

Current Payroll		\$91,891	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	1 # Not Adj 1
Adjustment To Minimum	\$2,321		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$3,724		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$6,045			
Proposed Payroll		\$97,936	% Change	6.58%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WRF I Unit Code: 69-35

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	WATER RECLAMATION PLANT SUPV	1906	44,462	57,800	71,139	19	1.000							97.17%		
	WATER RECLAMATION PLANT SUPV	1906	47,565	60,551	73,720	118		4365				0	0	HUGHES, MICHAEL		
	DISPOSAL EQUIP OPERATOR	1091	30,414	39,538	48,663	10	1.000							82.00%		
	DISPOSAL EQUIP OPERATOR	1091	35,494	45,184	55,011	112		1988				0	0	DERRICOTTE, MARCU		
	WATER RECLAMATION OPER II	1224	33,440	43,472	53,504	12	1.000							90.16%		
	WATER RECLAMATION OPER II	1224	35,494	45,184	55,011	112		1831				0	0	FREEMAN IV, FRANK		
	WATER RECLAMATION OPER II	1224	33,440	43,472	53,504	12	1.000							101.81%		
	WATER RECLAMATION OPER II	1224	35,494	45,184	55,011	112		2845				0	0	GEETER, JAMES		
	WATER RECLAMATION OPER II	1224	33,440	43,472	53,504	12	1.000							93.36%		
	WATER RECLAMATION OPER II	1224	35,494	45,184	55,011	112		2867				0	0	WILLIAMSON, JERRY		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							81.94%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		813				0	0	ASPENSON, ERIKA		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							81.94%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		777				0	0	BOLTON, YASMEEN		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							80.69%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		287				0	0	COWART, ZACHARY		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							76.92%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		161				0	0	CROUCHMAN, ALEXAN		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							80.72%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		432				0	0	GANNON, PATRICK		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							81.94%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		1015				0	0	YOUNG, JUSTIN		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							81.94%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		1029				0	0	YOUNG-BEY, KEVIN		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WRF I Unit Code: 69-35

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			

Summary for PUBLIC UTILITIES - WRF I

Current Payroll	\$447,595	# Positions	12
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	9 # Not Adj 3
Adjustment To Minimum	\$5,555	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$9,116	# Adjusted Toward Maximum	9
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$14,670		
Proposed Payroll	\$462,265	% Change	3.28%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WRF II Unit Code: 69-36

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty			Min	Max	OrgExp	Asgn	Employee Name		
	WATER RECLAMATION PLANT SUPV	1906	44,462	57,800	71,139	19	1.000							81.60%		
	WATER RECLAMATION PLANT SUPV	1906	47,565	60,551	73,720	118		2159				0	0	JONES, AVERY		
	WATER RECLAMATION OPER III	1324	35,293	45,881	56,469	13	1.000							111.69%		
	WATER RECLAMATION OPER III	1324	37,269	47,443	57,762	113		3732				0	0	HANSON, JAMES		
	WATER RECLAMATION OPER III	1324	35,293	45,881	56,469	13	1.000							86.56%		
	WATER RECLAMATION OPER III	1324	37,269	47,443	57,762	113		1330				0	0	HASSLER JR, PAUL		
	WATER RECLAMATION OPER III	1324	35,293	45,881	56,469	13	1.000							89.19%		
	WATER RECLAMATION OPER III	1324	37,269	47,443	57,762	113		1241				0	0	WEINER, KENNETH		
	DISPOSAL EQUIP OPERATOR	1091	30,414	39,538	48,663	10	1.000							97.39%		
	DISPOSAL EQUIP OPERATOR	1091	35,494	45,184	55,011	112		8078				0	0	BILLUPS, DEXTER		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							89.47%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		5327				0	0	COWART, CHARLES		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							81.94%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		1009				0	0	DAVIS, MELISSA		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							76.92%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		161				0	0	DURDEN, ROBERT		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							81.94%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		1275				0	0	ERWIN, DAVIS		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							76.92%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		140				0	0	HERNANDEZ, WILLIAM		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							80.72%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		741				0	0	MCKAY JR, JOHN		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							88.69%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		2590				0	0	NICKELBERRY, ANTHO		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WRF II Unit Code: 69-36

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for PUBLIC UTILITIES - WRF II

Current Payroll	\$456,893	# Positions	12
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	9 # Not Adj 3
Adjustment To Minimum	\$4,449	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$23,349	# Adjusted Toward Maximum	9
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$27,798		
Proposed Payroll	\$484,690	% Change	6.08%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WRF III Unit Code: 69-37

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty			Min	Max	OrgExp	Asgn	Employee Name		
	OPERATIONS COORDINATOR	2106	47,517	61,772	76,027	21	1.000							76.92%		
	OPERATIONS COORDINATOR	2106	52,441	66,757	81,277	120		0				0	0	VACANT125, VACANT		
	WATER RECLAMATION OPER II	1224	33,440	43,472	53,504	12	1.000							90.05%		
	WATER RECLAMATION OPER II	1224	35,494	45,184	55,011	112		1271				0	0	MATTOX, GREGORY		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							90.89%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		3509				0	0	ARIAS, JUAN		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							83.37%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		3045				0	0	ARMSTRONG, SORAYA		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							81.94%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		1391				0	0	BARRON, DANIEL		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							108.88%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		6407				0	0	CARITHERS, KENT		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							76.92%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		112				0	0	DOCKINS II, DAVID		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							81.94%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		1015				0	0	LEE, MACI		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							88.14%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		2268				0	0	SMITH, GARY		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							80.69%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		266				0	0	STEVENS, GEORGE		
	WATER RECLAMATION OPER I	1142	31,929	41,508	51,087	11	1.000							76.92%		
	WATER RECLAMATION OPER I	1142	33,804	43,032	52,392	111		0				0	0	VACANT126, VACANT		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WRF III Unit Code: 69-37

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			

Summary for PUBLIC UTILITIES - WRF III

Current Payroll	\$406,151	# Positions	11
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	9 # Not Adj 2
Adjustment To Minimum	\$8,983	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$8,962	# Adjusted Toward Maximum	7
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$17,945		
Proposed Payroll	\$424,095	% Change	4.42%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC WORKS Dep't Code: 67

Unit Name: PUBLIC WORKS - ADMIN Unit Code: 67-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed							Duty			Min	Max	OrgExp	Asgn	Employee Name		
PUBLIC WORKS DIRECTOR		4204	79,606	103,487	127,369	42		1.000						98.38%		
PUBLIC WORKS DIRECTOR		4204	109,020	138,783	168,968	135			847				0	0	RAESSLER, ANDREW	
PROGRAM DEVELOPMENT COORD		2065	45,990	59,787	73,584	20		1.000						81.57%		
CAPITAL PROGRAMS COORD		2065	49,943	63,578	77,406	119			1554				0	0	BAILEY, STEPHEN	
ADMINISTRATIVE ASSISTANT		1301	35,293	45,881	56,469	13		1.000						81.82%		
ADMINISTRATIVE ASSISTANT III		1301	37,269	47,443	57,762	113			1137				0	0	JOHNSON, JULIA	

Summary for PUBLIC WORKS - ADMIN

Current Payroll	\$188,119	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$8,387	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$8,866	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$17,253		
Proposed Payroll	\$205,372	% Change	9.17%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC WORKS Dep't Code: 67

Unit Name: PUBLIC WORKS - ENGINEERING Unit Code: 67-30

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd	Flat %		Mkt	Step	% Chg			
Proposed	Title	Code	Min	Mkt	Max	#	Duty				Min	Max	OrgExp	Asgn	Employee Name		
	ENGINEERING ADMINISTRATOR	3099	61,271	79,652	98,033	30	1.000								85.68%		
	ENGINEERING ADMINISTRATOR	3099	81,353	103,562	126,087	129		1991					0	0	KATREEB, RANI		
	ENGINEER/COORDINATOR	2299	49,044	63,757	78,470	22	1.000								108.31%		
	ENGINEER I	2299	52,441	66,757	81,277	120		11935					0	0	FAUCETT, ROBERT		
	ENGINEER/COORDINATOR	2299	49,044	63,757	78,470	22	1.000								82.74%		
	ENGINEER I	2299	52,441	66,757	81,277	120		553					0	0	MASON, RICHARD		
	ENGINEER/COORDINATOR	2299	49,044	63,757	78,470	22	1.000								81.51%		
	ENGINEER I	2299	52,441	66,757	81,277	120		2483					0	0	MCLELLAN, JASON		
	ENGINEER/COORDINATOR	2299	49,044	63,757	78,470	22	1.000								81.51%		
	ENGINEER I	2299	52,441	66,757	81,277	120		2380					0	0	MIZE, JASON		
	PERMIT SUPERVISOR	1951	44,462	57,800	71,139	19	1.000								91.85%		
	PERMIT SUPERVISOR	1951	47,565	60,551	73,720	118		5228					0	0	MCCOOK, BRAD		
	CONSTRUCTION PROJECT COORD	1802	42,933	55,813	68,693	18	1.000								87.18%		
	CONSTRUCTION PROJECT COORDINAT	1802	45,300	57,667	70,210	117		4586					0	0	SQUIRES, JEFFERY		
	CONSTRUCTION PROJECT COORD	1802	42,933	55,813	68,693	18	1.000								85.09%		
	CONSTRUCTION PROJECT COORDINAT	1802	45,300	57,667	70,210	117		4172					0	0	ZACHMANN, JOSEPH		
	PUBLIC WORKS INSPECTOR	1639	39,877	51,840	63,803	16	1.000								92.08%		
	PUBLIC WORKS INSPECTOR	1639	43,143	54,921	66,866	116		4795					0	0	BLACK, JOSHUA		
	PUBLIC WORKS INSPECTOR	1639	39,877	51,840	63,803	16	1.000								92.82%		
	PUBLIC WORKS INSPECTOR	1639	43,143	54,921	66,866	116		3136					0	0	BLOCKER, ROBERT		
	PUBLIC WORKS INSPECTOR	1639	39,877	51,840	63,803	16	1.000								81.70%		
	PUBLIC WORKS INSPECTOR	1639	43,143	54,921	66,866	116		4041					0	0	CUNNINGHAM, TIMOTH		
	PUBLIC WORKS INSPECTOR	1639	39,877	51,840	63,803	16	1.000								76.92%		
	PUBLIC WORKS INSPECTOR	1639	43,143	54,921	66,866	116		0					0	0	VACANT107, VACANT		
	PUBLIC WORKS INSPECTOR	1639	39,877	51,840	63,803	16	1.000								99.48%		
	PUBLIC WORKS INSPECTOR	1639	43,143	54,921	66,866	116		6160					0	0	WAGES, CHRIS		
	RIGHT-OF-WAY AGENT	1554	38,348	49,853	61,357	15	1.000								111.09%		
	RIGHT-OF-WAY AGENT	1554	43,143	54,921	66,866	116		5887					0	0	SCOTT, BARBARA		
	ENGINEERING TECHNICIAN II	1875	42,933	55,813	68,693	18	1.000								81.63%		
	ENGINEERING TECHNICIAN II	1875	39,132	49,815	60,650	114		952					0	0	SPAULDING, JACOB		
	ENGINEERING TECHNICIAN I	1496	36,821	47,868	58,914	14	1.000								81.78%		
	ENGINEERING TECHNICIAN I	1496	37,269	47,443	57,762	113		2228					0	0	MORRIS, ANTHONY		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11	1.000								76.92%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		126					0	0	THOMAS, ERICA		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC WORKS Dep't Code: 67

Unit Name: PUBLIC WORKS - ENGINEERING Unit Code: 67-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for PUBLIC WORKS - ENGINEERING

Current Payroll	\$844,913	# Positions	17
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	15 # Not Adj 2
Adjustment To Minimum	\$18,368	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$63,455	# Adjusted Toward Maximum	14
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$81,822		
Proposed Payroll	\$926,735	% Change	9.68%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC WORKS Dep't Code: 67

Unit Name: PUBLIC WORKS - STORM WATER Unit Code: 67-35

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
STORMWATER ADMINISTRATOR	3005		61,271	79,652	98,033	30	1.000								91.92%	
STORMWATER ADMINISTRATOR	3005		70,276	89,461	108,918	126		644					0	0	STEVENSON, CHARLE	
BILLING COORDINATOR	1744		41,405	53,827	66,248	17	1.000								96.44%	
BILLING COORDINATOR	1744		47,565	60,551	73,720	118		4792					0	0	GARNER CERRATO, N	
GIS ANALYST	1999		44,462	57,800	71,139	19	1.000								99.69%	
GIS ANALYST	2006		45,300	57,667	70,210	117		6652					0	0	ARNOLD, EDDIE	
GIS AND STORMWATER SPECIALIST	2006		45,990	59,787	73,584	20	1.000								83.94%	
GIS ANALYST	2006		45,300	57,667	70,210	117		1271					0	0	DALTON, KYLE	
PROGRAM EDUCATION SPECIALIST	1831		42,933	55,813	68,693	18	1.000								81.63%	
PROGRAM EDUCATION SPECIALIST	1831		45,300	57,667	70,210	117		958					0	0	RIKER, CECILE	
PUBLIC WORKS INSPECTOR	1639		39,877	51,840	63,803	16	1.000								81.74%	
PUBLIC WORKS INSPECTOR	1639		43,143	54,921	66,866	116		2514					0	0	HERNANDEZ, ABEL	
BILLING TECHNICIAN	1106		31,929	41,508	51,087	11	1.000								81.94%	
BILLING SPECIALIST	1106		35,494	45,184	55,011	112		791					0	0	YEPEZ, AMINTA	

Summary for PUBLIC WORKS - STORM WATER

Current Payroll	\$354,879	# Positions	7
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	5 # Not Adj 2
Adjustment To Minimum	\$2,253	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$13,599	# Adjusted Toward Maximum	5
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$15,852		
Proposed Payroll	\$370,730	% Change	4.47%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC WORKS Dep't Code: 67

Unit Name: PUBLIC WORKS - STREETS & DRAINAGE Unit Code: 67-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed										Min	Max	OrgExp	Asgn	Employee Name		
	STREETS & DRAINAGE SUPT	2698	55,156	71,703	88,250	26	1.000							106.69%		
	STREETS & DRAINAGE SUPT	2698	60,707	77,280	94,088	123		6083					0	0	GENTRY, KEVIN	
	OPERATIONS COORDINATOR	2106	47,517	61,772	76,027	21	1.000							96.43%		
	OPERATIONS COORDINATOR	2106	52,441	66,757	81,277	120		5274					0	0	NEWSOME, TRAVIS	
	PUBLIC WORKS SUPERVISOR	1672	39,877	51,840	63,803	16	1.000							81.70%		
	PUBLIC WORKS CREWLEADER	1672	43,143	54,921	66,866	116		1201					0	0	CULLAR, STEPHEN	
	PUBLIC WORKS SUPERVISOR	1672	39,877	51,840	63,803	16	1.000							107.68%		
	PUBLIC WORKS CREWLEADER	1672	43,143	54,921	66,866	116		8691					0	0	LAMEY, WILLIAM	
	PUBLIC WORKS SUPERVISOR	1672	39,877	51,840	63,803	16	1.000							89.64%		
	PUBLIC WORKS CREWLEADER	1672	43,143	54,921	66,866	116		5606					0	0	MCDANIEL, STEVE	
	PUBLIC WORKS SUPERVISOR	1672	39,877	51,840	63,803	16	1.000							81.70%		
	PUBLIC WORKS CREWLEADER	1672	43,143	54,921	66,866	116		798					0	0	MCGAHA, HILMAR	
	PUBLIC WORKS SUPERVISOR	1672	39,877	51,840	63,803	16	1.000							79.90%		
	PUBLIC WORKS CREWLEADER	1672	43,143	54,921	66,866	116		1420					0	0	SIMS II, JOHN	
	PUBLIC WORKS SUPERVISOR	1672	39,877	51,840	63,803	16	1.000							76.92%		
	PUBLIC WORKS CREWLEADER	1672	43,143	54,921	66,866	116		0					0	0	VACANT108, VACANT	
	PUBLIC WORKS SUPERVISOR	1672	39,877	51,840	63,803	16	1.000							88.50%		
	PUBLIC WORKS CREWLEADER	1672	43,143	54,921	66,866	116		2391					0	0	WESTMORELAND, NOA	
	PUBLIC WORKS INSPECTOR	1639	39,877	51,840	63,803	16	1.000							115.14%		
	PUBLIC WORKS INSPECTOR	1639	43,143	54,921	66,866	116		9419					0	0	WHELLESS, JOSEPH	
	HEAVY EQUIPMENT OPERATOR III	1399	35,293	45,881	56,469	13	1.000							81.82%		
	HEAVY EQUIPMENT OPERATOR III	1399	37,269	47,443	57,762	113		798					0	0	COSTA, DONALD	
	HEAVY EQUIPMENT OPERATOR III	1399	35,293	45,881	56,469	13	1.000							95.17%		
	HEAVY EQUIPMENT OPERATOR III	1399	37,269	47,443	57,762	113		6067					0	0	DAVIS, GRADY	
	HEAVY EQUIPMENT OPERATOR III	1399	35,293	45,881	56,469	13	1.000							85.30%		
	HEAVY EQUIPMENT OPERATOR III	1399	37,269	47,443	57,762	113		1923					0	0	MORRIS, THOMAS	
	HEAVY EQUIPMENT OPERATOR III	1399	35,293	45,881	56,469	13	1.000							96.01%		
	HEAVY EQUIPMENT OPERATOR III	1399	37,269	47,443	57,762	113		3495					0	0	THRASHER, MICHAEL	
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							83.29%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		1033					0	0	BAINÉ, ROBERT	
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							76.92%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		132					0	0	MORROW, DUSTIN	
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							96.50%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		5304					0	0	PORTER, KEVIN	
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							85.77%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		5607					0	0	SHELLNUT, RODNEY	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC WORKS Dep't Code: 67

Unit Name: PUBLIC WORKS - STREETS & DRAINAGE Unit Code: 67-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed	Title	Code	Min	Mkt	Max	#	Duty			Min	Max	OrgExp	Asgn	Employee Name		
	HEAVY EQUIPMENT OPERATOR II	1297	33,440	43,472	53,504	12	1.000							76.92%		
	HEAVY EQUIPMENT OPERATOR II	1297	35,494	45,184	55,011	112		0				0	0	VACANT109, VACANT		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							80.69%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		311				0	0	ABERCROMBIE, JARED		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							87.73%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		5203				0	0	HAYNES, SPRATLEY		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							80.72%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		381				0	0	MOTLEY III, RAY		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							82.19%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		1095				0	0	SHULL, WILLIAM		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							80.72%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		826				0	0	WESTMORELAND, JAC		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							80.72%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		647				0	0	WHITED JR, RONALD		
	HEAVY EQUIPMENT OPERATOR I	1199	31,929	41,508	51,087	11	1.000							80.72%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		854				0	0	WILSON, WESLEY		
	STREETS & DRAINAGE WORKER II	1198	31,929	41,508	51,087	11	1.000							95.20%		
	WORKER III	1198	33,804	43,032	52,392	111		2803				0	0	FULCHER, MARTY		
	STREETS & DRAINAGE WORKER II	1198	31,929	41,508	51,087	11	1.000							101.59%		
	WORKER III	1198	33,804	43,032	52,392	111		7940				0	0	USHER, SHERMAN		
	STREETS & DRAINAGE WORKER II	1198	31,929	41,508	51,087	11	1.000							76.92%		
	WORKER III	1198	33,804	43,032	52,392	111		0				0	0	VACANT110, VACANT		
	STREETS & DRAINAGE WORKER II	1198	31,929	41,508	51,087	11	1.000							76.92%		
	WORKER III	1198	33,804	43,032	52,392	111		0				0	0	VACANT111, VACANT		
	STREETS & DRAINAGE WORKER II	1198	31,929	41,508	51,087	11	1.000							76.92%		
	WORKER III	1198	33,804	43,032	52,392	111		0				0	0	VACANT112, VACANT		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11	1.000							81.94%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		1463				0	0	BARNES, JAMIE		
	STREETS & DRAINAGE WORKER I	9099	28,900	37,571	46,241	09	1.000							76.92%		
	WORKER II	9099	32,194	40,983	49,897	110		105				0	0	BATES, IAN		
	STREETS & DRAINAGE WORKER I	9099	28,900	37,571	46,241	09	1.000							84.38%		
	WORKER II	9099	32,194	40,983	49,897	110		3948				0	0	CHRISTOPHER, EUGE		
	STREETS & DRAINAGE WORKER I	9099	28,900	37,571	46,241	09	1.000							80.72%		
	WORKER II	9099	32,194	40,983	49,897	110		413				0	0	COX, TIMOTHY		
	STREETS & DRAINAGE WORKER I	9099	28,900	37,571	46,241	09	1.000							80.72%		
	WORKER II	9099	32,194	40,983	49,897	110		560				0	0	JOHNSON, TARICKUS		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC WORKS Dep't Code: 67

Unit Name: PUBLIC WORKS - STREETS & DRAINAGE Unit Code: 67-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
STREETS & DRAINAGE WORKER I	9099		28,900	37,571	46,241	09	1.000							77.69%		
WORKER II	9099		32,194	40,983	49,897	110		266				0	0	MADDOX, JAMES		
STREETS & DRAINAGE WORKER I	9099		28,900	37,571	46,241	09	1.000							82.06%		
WORKER II	9099		32,194	40,983	49,897	110		1372				0	0	MITCHELL, TYLER		
STREETS & DRAINAGE WORKER I	9099		28,900	37,571	46,241	09	1.000							82.89%		
WORKER II	9099		32,194	40,983	49,897	110		507				0	0	ROBINSON, MATTHEW		
STREETS & DRAINAGE WORKER I	9099		28,900	37,571	46,241	09	1.000							80.72%		
WORKER II	9099		32,194	40,983	49,897	110		679				0	0	TURNER, PATRICK		
STREETS & DRAINAGE WORKER I	9099		28,900	37,571	46,241	09	1.000							76.92%		
WORKER II	9099		32,194	40,983	49,897	110		0				0	0	VACANT113, VACANT		
STREETS & DRAINAGE WORKER I	9099		28,900	37,571	46,241	09	1.000							84.22%		
WORKER II	9099		32,194	40,983	49,897	110		2884				0	0	WASHINGTON, NATHA		
STREETS & DRAINAGE WORKER I	9099		28,900	37,571	46,241	09	1.000							76.92%		
WORKER II	9099		32,194	40,983	49,897	110		160				0	0	WATSON, TYLER		
STREETS & DRAINAGE WORKER I	9099		28,900	37,571	46,241	09	1.000							77.69%		
WORKER II	9099		32,194	40,983	49,897	110		245				0	0	WILBANKS, KALEB		
STREET & DRAINAGE WORKER	8003		27,387	35,603	43,819	08	1.000							80.72%		
WORKER I	8003		29,201	37,173	45,258	108		420				0	0	SUTTON, JOSEPH		

Summary for PUBLIC WORKS - STREETS & DRAINAGE

Current Payroll	\$1,696,292	# Positions	45
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	43 # Not Adj 2
Adjustment To Minimum	\$43,209	# Adjusted To Minimum	27
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$69,474	# Adjusted Toward Maximum	37
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$112,683		
Proposed Payroll	\$1,808,975	% Change	6.64%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC WORKS Dep't Code: 67

Unit Name: PUBLIC WORKS - TRAFFIC ENG Unit Code: 67-20

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd	Flat %		Mkt	Step	% Chg			
Proposed	Title	Code	Min	Mkt	Max	#	Duty				Min	Max	OrgExp	Asgn	Employee Name		
	TRAFFIC ENGINEER	3008	61,271	79,652	98,033	30	1.000								76.92%		
	TRAFFIC ENGINEER	3008	70,276	89,461	108,918	126		0					0	0	VACANT105, VACANT		
	PUBLIC WORKS COORDINATOR	2103	47,517	61,772	76,027	21	1.000								86.57%		
	ENGINEER I	2299	52,441	66,757	81,277	120		5345					0	0	COYNE, MARK		
	PUBLIC WORKS COORDINATOR	2103	47,517	61,772	76,027	21	1.000								101.33%		
	ENGINEER I	2299	52,441	66,757	81,277	120		8873					0	0	GRIFFETH, TIMOTHY		
	PUBLIC WORKS COORDINATOR	2103	47,517	61,772	76,027	21	1.000								86.09%		
	ENGINEER I	2299	52,441	66,757	81,277	120		5345					0	0	SPEARING IV, GEORG		
	TRAFFIC SIGNAL TECH III	1896	42,933	55,813	68,693	18	1.000								81.63%		
	SENIOR TRAFFIC SIGNAL TECH	1896	43,143	54,921	66,866	116		2293					0	0	ROGERS, RODNEY		
	SIGN & MARKING SUPERVISOR	1444	36,821	47,868	58,914	14	1.000								89.90%		
	SIGN & MARKING CREWLEADER	1444	43,143	54,921	66,866	116		4497					0	0	DUNBAR JR, MICHAEL		
	TRAFFIC SIGNAL TECH II	1538	38,348	49,853	61,357	15	1.000								81.73%		
	TRAFFIC SIGNAL TECH	1538	39,132	49,815	60,650	114		1073					0	0	DEAN, KYLE		
	TRAFFIC SIGNAL TECH I	1327	35,293	45,881	56,469	13	1.000								106.10%		
	TRAFFIC SIGNAL TECH	1538	39,132	49,815	60,650	114		7548					0	0	MAXEY, DONALD		
	TRAFFIC SIGNAL TECH II	1538	38,348	49,853	61,357	15	1.000								76.92%		
	TRAFFIC SIGNAL TECH	1538	39,132	49,815	60,650	114		0					0	0	VACANT106, VACANT		
	TRAFFIC SIGNAL TECH II	1538	38,348	49,853	61,357	15	1.000								83.33%		
	TRAFFIC SIGNAL TECH	1538	39,132	49,815	60,650	114		2879					0	0	YOUNGBLOOD, G SCO		
	TRAFFIC ENGINEERING TECH	1306	35,293	45,881	56,469	13	1.000								84.28%		
	TRAFFIC ENGINEERING TECH	1306	37,269	47,443	57,762	113		2666					0	0	ROWAN JR, JIMMY		
	SIGN & MARKING TECHNICIAN II	1141	31,929	41,508	51,087	11	1.000								106.28%		
	SIGN & MARKING WORKER II	1141	33,804	43,032	52,392	111		9471					0	0	BARBER, JOHN		
	SIGN & MARKING TECHNICIAN II	1141	31,929	41,508	51,087	11	1.000								83.60%		
	SIGN & MARKING WORKER II	1141	33,804	43,032	52,392	111		3104					0	0	ELDER, MICAH		
	SIGN & MARKING TECHNICIAN II	1141	31,929	41,508	51,087	11	1.000								87.27%		
	SIGN & MARKING WORKER II	1141	33,804	43,032	52,392	111		7224					0	0	SMITH, BILLY		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11	1.000								112.62%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		10015					0	0	BARNES, SOLRETTA		
	SIGN & MARKING TECHNICIAN I	9195	28,900	37,571	46,241	09	1.000								80.72%		
	SIGN & MARKING WORKER I	9195	30,661	39,031	47,521	109		753					0	0	RYAN, JUSTIN		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: PUBLIC WORKS Dep't Code: 67

Unit Name: PUBLIC WORKS - TRAFFIC ENG Unit Code: 67-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			

Summary for PUBLIC WORKS - TRAFFIC ENG

Current Payroll	\$719,208	# Positions	16
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	15 # Not Adj 1
Adjustment To Minimum	\$10,232	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$67,275	# Adjusted Toward Maximum	13
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$77,507		
Proposed Payroll	\$796,715	% Change	10.78%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - ADMIN Unit Code: 45-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	ADMINISTRATIVE TECHNICIAN	1703	41,405	53,827	66,248	17								96.93%		
	EXECUTIVE ASSISTANT	1500	45,300	57,667	70,210	117		5021				0	0	DURIE, GERRI		
	INVESTIGATOR	1837	42,933	55,813	68,693	18								86.40%		
	INVESTIGATOR	1837	45,300	57,667	70,210	117		2121				0	0	CHAMBERS, JERMAL		
	BACKGROUND INVESTIGATOR PTNB	1414	36,821	47,868	58,914	14	0.475							104.74%		
	BACKGROUND INVESTIGATOR PTNB	1414	39,132	49,815	60,650	114		1411				0	0	MATTOCKS, DOUGLAS		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11	1.000							81.94%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		1316				0	0	FREDERICK, ASHLEY		
	SECRETARY	9003	28,900	37,571	46,241	09	1.000							95.92%		
	ADMINISTRATIVE ASSISTANT I	1103	29,201	37,173	45,258	108		5947				0	0	WATSON, KERRI		

Summary for SHERIFF - ADMIN

Current Payroll	\$194,262	# Positions	5
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$4,773	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$4,773		
Proposed Payroll	\$199,035	% Change	2.46%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - FIELD Unit Code: 45-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Days All'd	Flat %	Mkt	Step			% Chg							
Proposed	Title	Code	Min	Mkt	Max	#	Duty			Min	Max	OrgExp	Asgn	Employee Name		
	SHERIFFS RECORDS TECHNICIAN	1158	31,929	41,508	51,087	11	1.000							101.51%		
	RECORDS CLERK	1155	35,494	45,184	55,011	112		8876				0	0	DANIELS-DRISKELL, CL		
	SHERIFFS RECORDS TECHNICIAN	1158	31,929	41,508	51,087	11	1.000							92.02%		
	RECORDS CLERK	1155	35,494	45,184	55,011	112		2366				0	0	DRAKE, JAMIE		
	SHERIFFS RECORDS TECHNICIAN	1158	31,929	41,508	51,087	11	1.000							87.34%		
	RECORDS CLERK	1155	35,494	45,184	55,011	112		4508				0	0	GEETER, LISA		
	SHERIFFS RECORDS TECHNICIAN	1158	31,929	41,508	51,087	11	1.000							96.54%		
	RECORDS CLERK	1155	35,494	45,184	55,011	112		6692				0	0	GOMES, TAKREEM		
	SHERIFFS RECORDS TECHNICIAN	1158	31,929	41,508	51,087	11	1.000							77.69%		
	RECORDS CLERK	1155	35,494	45,184	55,011	112		284				0	0	HOLCOMB, REBECCA		
	SHERIFFS RECORDS TECHNICIAN	1158	31,929	41,508	51,087	11	1.000							96.20%		
	RECORDS CLERK	1155	35,494	45,184	55,011	112		8246				0	0	MILLER, WENDY		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11	1.000							83.90%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		1414				0	0	CANNON, SAMANTHA		

Summary for SHERIFF - FIELD

Current Payroll	\$263,665	# Positions	7
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	6 # Not Adj 1
Adjustment To Minimum	\$3,245	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$28,195	# Adjusted Toward Maximum	6
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$31,441		
Proposed Payroll	\$295,106	% Change	11.92%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - JAIL Unit Code: 45-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
	PROGRAMS COORDINATOR	2016	45,990	59,787	73,584	20	1.000								81.57%	
	CORRECTIONAL PROGRAMMING COOR	2016	49,943	63,578	77,406	119		861					0	0	GRAY, DONIKIA	
	SHERIFFS RECORDS TECHNICIAN	1158	31,929	41,508	51,087	11	1.000								99.92%	
	RECORDS CLERK	1155	35,494	45,184	55,011	112		7420					0	0	BILLUPS, CYNTHIA	
	SHERIFFS RECORDS TECHNICIAN	1158	31,929	41,508	51,087	11	1.000								84.07%	
	RECORDS CLERK	1155	35,494	45,184	55,011	112		3906					0	0	CHRISTOPHER, DEIDR	
	SHERIFFS RECORDS TECHNICIAN	1158	31,929	41,508	51,087	11	1.000								82.88%	
	RECORDS CLERK	1155	35,494	45,184	55,011	112		2221					0	0	DEADWYLER, CONNIE	
	SHERIFFS RECORDS TECHNICIAN	1158	31,929	41,508	51,087	11	1.000								119.94%	
	RECORDS CLERK	1155	35,494	45,184	55,011	112		3837					0	0	EUBANKS, BECKY	
	INTAKE CLERK	9011	28,900	37,571	46,241	09	1.000								82.06%	
	RECORDS CLERK	1155	35,494	45,184	55,011	112		1200					0	0	EVANS, JENNIE	
	INTAKE CLERK	9011	28,900	37,571	46,241	09	1.000								76.92%	
	RECORDS CLERK	1155	35,494	45,184	55,011	112		168					0	0	LEE, SHANITA	
	INTAKE CLERK	9011	28,900	37,571	46,241	09	1.000								86.36%	
	RECORDS CLERK	1155	35,494	45,184	55,011	112		4671					0	0	RAINES, MINNIE	
	SHERIFFS RECORDS TECHNICIAN	1158	31,929	41,508	51,087	11	1.000								80.72%	
	RECORDS CLERK	1155	35,494	45,184	55,011	112		1101					0	0	THOMPSON, CHINESIA	
	INTAKE CLERK	9011	28,900	37,571	46,241	09	1.000								86.84%	
	RECORDS CLERK	1155	35,494	45,184	55,011	112		4305					0	0	WALTON, MARY	
	CONTROL ROOM OPERATOR	1170	31,929	41,508	51,087	11	1.000								81.94%	
	CONTROL ROOM OPERATOR	1170	33,804	43,032	52,392	111		1209					0	0	BRAY, STEPHEN	
	CONTROL ROOM OPERATOR	1170	31,929	41,508	51,087	11	1.000								103.30%	
	CONTROL ROOM OPERATOR	1170	33,804	43,032	52,392	111		3080					0	0	DUGGER, JIMMY	
	CONTROL ROOM OPERATOR	1170	31,929	41,508	51,087	11	1.000								81.94%	
	CONTROL ROOM OPERATOR	1170	33,804	43,032	52,392	111		1253					0	0	ELDER, DORIAN	
	CONTROL ROOM OPERATOR	1170	31,929	41,508	51,087	11	1.000								81.94%	
	CONTROL ROOM OPERATOR	1170	33,804	43,032	52,392	111		1286					0	0	ELHALLAK, MOHAMED	
	CONTROL ROOM OPERATOR	1170	31,929	41,508	51,087	11	1.000								100.02%	
	CONTROL ROOM OPERATOR	1170	33,804	43,032	52,392	111		1181					0	0	LEE, DAVID	
	CONTROL ROOM OPERATOR	1170	31,929	41,508	51,087	11	1.000								93.65%	
	CONTROL ROOM OPERATOR	1170	33,804	43,032	52,392	111		2179					0	0	MARCINIK, JOHN	
	CONTROL ROOM OPERATOR	1170	31,929	41,508	51,087	11	1.000								81.94%	
	CONTROL ROOM OPERATOR	1170	33,804	43,032	52,392	111		1167					0	0	MATTIS, HOPETON	
	CONTROL ROOM OPERATOR	1170	31,929	41,508	51,087	11	1.000								77.69%	
	CONTROL ROOM OPERATOR	1170	33,804	43,032	52,392	111		294					0	0	MAYFIELD, DAVIE	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - JAIL Unit Code: 45-20

Original	Class	Grade					Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
		Title	Code	Min	Mkt	Max					#	Duty	Days All'd	Flat %		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
CONTROL ROOM OPERATOR	1170		31,929	41,508	51,087	11	1.000								76.92%	
CONTROL ROOM OPERATOR	1170		33,804	43,032	52,392	111		0					0	0	VACANT45, VACANT	
CONTROL ROOM OPERATOR	1170		31,929	41,508	51,087	11	1.000								76.92%	
CONTROL ROOM OPERATOR	1170		33,804	43,032	52,392	111		0					0	0	VACANT46, VACANT	
CONTROL ROOM OPERATOR	1170		31,929	41,508	51,087	11	1.000								76.92%	
CONTROL ROOM OPERATOR	1170		33,804	43,032	52,392	111		0					0	0	VACANT47, VACANT	
CONTROL ROOM OPERATOR	1170		31,929	41,508	51,087	11	1.000								76.92%	
CONTROL ROOM OPERATOR	1170		33,804	43,032	52,392	111		0					0	0	VACANT48, VACANT	
ADMINISTRATIVE SECRETARY	1102		31,929	41,508	51,087	11	1.000								89.05%	
ADMINISTRATIVE ASSISTANT II	9170		32,194	40,983	49,897	110		3394					0	0	CHASTAIN, KAREN	
FOOD SERVICE WORKER	9007		28,900	37,571	46,241	09	1.000								96.74%	
FOOD SERVICE WORKER	9007		30,661	39,031	47,521	109		6314					0	0	THOMAS, BENITA	
FOOD SERVICE WORKER	9007		28,900	37,571	46,241	09	1.000								77.69%	
FOOD SERVICE WORKER	9007		30,661	39,031	47,521	109		301					0	0	WALLACE, TERESA	

Summary for SHERIFF - JAIL

Current Payroll		\$889,412	# Positions	25
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	20 # Not Adj 5
Adjustment To Minimum	\$32,550		# Adjusted To Minimum	14
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$43,844		# Adjusted Toward Maximum	16
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$76,394			
Proposed Payroll		\$965,805	% Change	8.59%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLICITOR Dep't Code: 37

Unit Name: SOLICITOR Unit Code: 37-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed										Min	Max	OrgExp	Asgn	Employee Name		
ASSISTANT CHIEF ATTORNEY	2900		59,741	77,663	95,586	29	1.000							89.97%		
ASSISTANT CHIEF ATTORNEY	2900		81,353	103,562	126,087	129		1664				0	0	FLEENOR, WILLIAM		
SENIOR ATTORNEY	2800		58,214	75,678	93,143	28	1.000							86.97%		
ATTORNEY III	2800		63,742	81,144	98,792	124		1296				0	0	ELLISON, LAUREN		
ASSOCIATE ATTORNEY	2700		56,684	73,690	90,695	27	1.000							82.73%		
ATTORNEY II	2700		57,816	73,600	89,607	122		423				0	0	HANKINS, MICHELLE		
ASSOCIATE ATTORNEY	2700		56,684	73,690	90,695	27	1.000							86.71%		
ATTORNEY II	2700		57,816	73,600	89,607	122		3647				0	0	LANDRETH, JANNA		
CHIEF INVESTIGATOR	2526		53,631	69,720	85,809	25	1.000							97.53%		
CHIEF INVESTIGATOR	2526		57,816	73,600	89,607	122		3612				0	0	ECKERT III, DONALD		
ATTORNEY	2500		53,631	69,720	85,809	25	1.000							77.69%		
ATTORNEY I	2500		55,063	70,095	85,340	121		602				0	0	BEEGLE, KELLEN		
ATTORNEY	2500		53,631	69,720	85,809	25	1.000							80.72%		
ATTORNEY I	2500		55,063	70,095	85,340	121		707				0	0	COWAN, LUCAS		
ATTORNEY	2500		53,631	69,720	85,809	25	1.000							78.42%		
ATTORNEY I	2500		55,063	70,095	85,340	121		821				0	0	MAKIN, ETHAN		
INVESTIGATOR	1837		42,933	55,813	68,693	18	1.000							100.03%		
INVESTIGATOR	1837		45,300	57,667	70,210	117		5333				0	0	MACK, JEFFERY		
INVESTIGATOR	1837		42,933	55,813	68,693	18	1.000							103.22%		
INVESTIGATOR	1837		45,300	57,667	70,210	117		10332				0	0	MORRIS JR, JAMES		
ADMINISTRATIVE ASSISTANT	1301		35,293	45,881	56,469	13	1.000							94.75%		
ADMINISTRATIVE ASSISTANT III	1301		37,269	47,443	57,762	113		5316				0	0	MALAIER, MELISSA		
ADMINISTRATIVE SECRETARY	1102		31,929	41,508	51,087	11	1.000							95.75%		
ADMINISTRATIVE ASSISTANT II	9170		32,194	40,983	49,897	110		5623				0	0	FULLER, KIMBERLY		
ADMINISTRATIVE SECRETARY	1102		31,929	41,508	51,087	11	1.000							99.18%		
ADMINISTRATIVE ASSISTANT II	9170		32,194	40,983	49,897	110		7233				0	0	TUCKER, SHARRON		
VICTIM NOTIFICATION COMP CLERK	1039		30,414	39,538	48,663	10	1.000							99.62%		
VICTIM NOTIFICATION CLERK	1039		32,194	40,983	49,897	110		3323				0	0	MORRISON, PAMELA		
SECRETARY	9003		28,900	37,571	46,241	09	1.000							82.06%		
ADMINISTRATIVE ASSISTANT I	1103		29,201	37,173	45,258	108		1043				0	0	MALONEY, JILLIAN		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLICITOR Dep't Code: 37

Unit Name: SOLICITOR Unit Code: 37-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for SOLICITOR

Current Payroll	\$801,717	# Positions	15
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	10 # Not Adj 5
Adjustment To Minimum	\$12,766	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$25,583	# Adjusted Toward Maximum	10
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$38,349		
Proposed Payroll	\$840,066	% Change	4.78%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLICITOR Dep't Code: 37

Unit Name: SOLICITOR - VICTIM WITNESS Unit Code: 37-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
	VICTIM WITNESS DIRECTOR	1697	39,877	51,840	63,803	16	1.000								96.94%	
	VICTIM WITNESS COORDINATOR	1697	47,565	60,551	73,720	118		6847					0	0		ADDISON RUSHTON, A
	VICTIM ADVOCATE	1302	35,293	45,881	56,469	13	1.000								87.24%	
	VICTIM ADVOCATE	1302	37,269	47,443	57,762	113		1474					0	0		ADAMS, CAROL

Summary for SOLICITOR - VICTIM WITNESS

Current Payroll		\$90,283	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	1 # Not Adj 1
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$11,329		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$11,329			
Proposed Payroll		\$101,612	% Change	12.55%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - ADMIN Unit Code: 71-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	SOLID WASTE DIRECTOR	3602	70,438	91,570	112,701	36								102.21%		
	SOLID WASTE DIRECTOR	3602	85,420	108,740	132,391	130		2849				0	0	JANSSEN, SUSAN		
	OPERATIONS COORDINATOR	2106	47,517	61,772	76,027	21								81.54%		
	OPERATIONS COORDINATOR	2106	52,441	66,757	81,277	120		1067				0	0	HATFIELD, VERONICA		
	SENIOR BILLING TECHNICIAN	1406	36,821	47,868	58,914	14								101.48%		
	BILLING SUPERVISOR	1406	43,143	54,921	66,866	116		8530				0	0	BORDON, DALLAS		
	ADMINISTRATIVE ASSISTANT	1301	35,293	45,881	56,469	13								87.66%		
	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		2233				0	0	LYON, SUSAN		

Summary for SOLID WASTE - ADMIN

Current Payroll	\$232,763	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$2,072	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$15,744	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$17,816		
Proposed Payroll	\$250,579	% Change	7.65%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - CHARM Unit Code: 71-21

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	HAZARDOUS HOUSEHOLD WASTE SUP	1950	44,462	57,800	71,139	19								100.15%		
	HOUSEHOLD HAZARDOUS WASTE SUP	1950	47,565	60,551	73,720	118		6487				0	0	GRIFFIN, CHRISTOPHE		

Summary for SOLID WASTE - CHARM

Current Payroll		\$57,886	# Positions	1
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$2,960		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$2,960			
Proposed Payroll		\$60,846	% Change	5.11%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - COLLECTION ADMIN Unit Code: 71-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	COLLECTION ADMINISTRATOR	2529	53,631	69,720	85,809	25								79.92%		
	COLLECTION ADMINISTRATOR	2529	55,063	70,095	85,340	121		1957				0	0	JONES, KOREY		
	COLLECTION SUPERVISOR	1952	44,462	57,800	71,139	19								81.60%		
	COLLECTION SUPERVISOR	1952	47,565	60,551	73,720	118		2614				0	0	BUSH, CHARLES		
	COLLECTION SUPERVISOR	1952	44,462	57,800	71,139	19								76.92%		
	COLLECTION SUPERVISOR	1952	47,565	60,551	73,720	118		0				0	0	VACANT131, VACANT		
	DIESEL TECHNICIAN	1567	38,348	49,853	61,357	15								76.92%		
	DIESEL MECHANIC	1567	41,089	52,306	63,682	115		0				0	0	VACANT132, VACANT		
	HEAVY EQUIPMENT MECHANIC	1222	33,440	43,472	53,504	12								82.46%		
	HEAVY EQUIPMENT MECHANIC	1222	39,132	49,815	60,650	114		1453				0	0	GOODMAN, JONATHAN		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11								76.92%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		105				0	0	BISHOP, MELISSA		

Summary for SOLID WASTE - COLLECTION ADMIN

Current Payroll	\$253,473	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$9,794	# Adjusted To Minimum	5
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$11,923	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$21,718		
Proposed Payroll	\$275,191	% Change	8.57%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - COMM CURBSIDE Unit Code: 71-60

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10	1.000							82.64%		
	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		1674				0	0	COOPER, SHANTARIAN		
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10	1.000							91.32%		
	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		3617				0	0	MOSLEY, PHILIGON		
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10	1.000							101.53%		
	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		9710				0	0	SMITH, WILLIE		
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10	1.000							84.62%		
	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		2209				0	0	WILLIAMS, ANTHONY		
	SOLID WASTE DRIVER I	8008	27,387	35,603	43,819	08	1.000							82.14%		
	SOLID WASTE DRIVER I	8008	30,661	39,031	47,521	109		857				0	0	JOHNSON JR, STANLE		

Summary for SOLID WASTE - COMM CURBSIDE

Current Payroll	\$171,626	# Positions	5
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	5 # Not Adj 0
Adjustment To Minimum	\$2,894	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$17,528	# Adjusted Toward Maximum	5
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$20,422		
Proposed Payroll	\$192,048	% Change	11.90%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - COMM DUMPSTER/LITTER Unit Code: 71-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
	SOLID WASTE DRIVER III	1108	31,929	41,508	51,087	11	1.000								81.94%	
Proposed	SOLID WASTE DRIVER III	1108	35,494	45,184	55,011	112		1701					0	0		REID, TRACY
	SOLID WASTE DRIVER III	1108	31,929	41,508	51,087	11	1.000								91.60%	
Proposed	SOLID WASTE DRIVER III	1108	35,494	45,184	55,011	112		6957					0	0		ROSARIO, RICHARD
	SOLID WASTE DRIVER I	8008	27,387	35,603	43,819	08	1.000								86.75%	
Proposed	SOLID WASTE DRIVER I	8008	30,661	39,031	47,521	109		2489					0	0		SANCHEZ, WILLIAM
	SOLID WASTE DRIVER I	8008	27,387	35,603	43,819	08	1.000								76.92%	
Proposed	SOLID WASTE DRIVER I	8008	30,661	39,031	47,521	109		0					0	0		VACANT138, VACANT
	SOLID WASTE DRIVER I	8008	27,387	35,603	43,819	08	1.000								85.06%	
Proposed	SOLID WASTE DRIVER I	8008	30,661	39,031	47,521	109		1976					0	0		WHITEN, RICHARD

Summary for SOLID WASTE - COMM DUMPSTER/LITTER

Current Payroll	\$160,589	# Positions	5
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	5 # Not Adj 0
Adjustment To Minimum	\$5,134	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$16,368	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$21,502		
Proposed Payroll	\$182,091	% Change	13.39%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - KACCB Unit Code: 71-22

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	EDUCATION & OUTREACH COORD	2123	47,517	61,772	76,027	21								106.93%		
	EDUCATION & OUTREACH COORD	2123	55,063	70,095	85,340	121		5656				0	0	FARRELL, STACEE		
	PROGRAM EDUCATION SPECIALIST	1831	42,933	55,813	68,693	18								83.23%		
	PROGRAM EDUCATION SPECIALIST	1831	45,300	57,667	70,210	117		2937				0	0	SMITH, STACY		

Summary for SOLID WASTE - KACCB

Current Payroll	\$112,504	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$6,991	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$6,991		
Proposed Payroll	\$119,495	% Change	6.21%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - LANDFILL Unit Code: 71-80

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	LANDFILL ADMINISTRATOR	2403	52,104	67,735	83,366	24			1.000					118.57%		
	LANDFILL ADMINISTRATOR	2403	57,816	73,600	89,607	122		7679				0	0	RICKARD, CHARLES		
	HEAVY EQUIPMENT MECHANIC	1222	33,440	43,472	53,504	12			1.000					88.26%		
	HEAVY EQUIPMENT MECHANIC	1222	39,132	49,815	60,650	114		2275				0	0	EASON, JASON		
	HEAVY EQUIPMENT OPERATOR	1123	31,929	41,508	51,087	11			1.000					119.62%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		7708				0	0	ANGLIN, WESLEY		
	HEAVY EQUIPMENT OPERATOR	1123	31,929	41,508	51,087	11			1.000					86.89%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		289				0	0	APPLING, TOMMY		
	HEAVY EQUIPMENT OPERATOR	1123	31,929	41,508	51,087	11			1.000					88.80%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		2366				0	0	GILLESPIE, JUSTIN		
	HEAVY EQUIPMENT OPERATOR	1123	31,929	41,508	51,087	11			1.000					119.19%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		8892				0	0	MARTIN, BOBBY		
	HEAVY EQUIPMENT OPERATOR	1123	31,929	41,508	51,087	11			1.000					91.79%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		1957				0	0	ROYAL, LAFAYETTE		
	HEAVY EQUIPMENT OPERATOR	1123	31,929	41,508	51,087	11			1.000					86.99%		
	HEAVY EQUIPMENT OPERATOR I	1199	33,804	43,032	52,392	111		1208				0	0	SEXTON, KEVIN		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11			1.000					89.29%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		4070				0	0	MINCEMOYER, JOHN		
	LANDFILL CREW LEADER	1011	30,414	39,538	48,663	10			1.000					92.10%		
	LANDFILL CREW LEADER	1011	32,194	40,983	49,897	110		2907				0	0	BYRD, MARK		
	MAINTENANCE WORKER I	9101	28,900	37,571	46,241	09			0.475					77.69%		
	MAINTENANCE WORKER I	9101	30,661	39,031	47,521	109		413				0	0	NOAH, SHAWN		
	SCALE OPERATOR	9001	28,900	37,571	46,241	09			1.000					89.61%		
	SCALE OPERATOR	9001	30,661	39,031	47,521	109		3697				0	0	CREW, ANNESIA		
	SCALE OPERATOR	9001	28,900	37,571	46,241	09			1.000					87.81%		
	SCALE OPERATOR	9001	30,661	39,031	47,521	109		2023				0	0	HOPPER, KEITH		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - LANDFILL Unit Code: 71-80

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for SOLID WASTE - LANDFILL

Current Payroll	\$518,937	# Positions	13
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	6 # Not Adj 7
Adjustment To Minimum	\$1,464	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$7,464	# Adjusted Toward Maximum	6
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$8,928		
Proposed Payroll	\$527,865	% Change	1.72%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - LEAF & LIMB Unit Code: 71-70

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
SOLID WASTE DRIVER III		1108	31,929	41,508	51,087	11	1.000								113.90%	
SOLID WASTE DRIVER III		1108	35,494	45,184	55,011	112		4645					0	0	BROWN, WILLIE	
SOLID WASTE DRIVER IV		1208	33,440	43,472	53,504	12	1.000								86.96%	
SOLID WASTE DRIVER III		1108	35,494	45,184	55,011	112		1652					0	0	ROSARIO, LANCE	
SOLID WASTE DRIVER II		1035	30,414	39,538	48,663	10	1.000								103.55%	
SOLID WASTE DRIVER II		1035	33,804	43,032	52,392	111		8290					0	0	BAILEY, GEORGE	
SOLID WASTE DRIVER II		1035	30,414	39,538	48,663	10	1.000								85.53%	
SOLID WASTE DRIVER II		1035	33,804	43,032	52,392	111		3237					0	0	BONDS, RICKEY	
SOLID WASTE DRIVER II		1035	30,414	39,538	48,663	10	1.000								109.40%	
SOLID WASTE DRIVER II		1035	33,804	43,032	52,392	111		6300					0	0	BUSH, JOHN	
SOLID WASTE DRIVER II		1035	30,414	39,538	48,663	10	1.000								83.61%	
SOLID WASTE DRIVER II		1035	33,804	43,032	52,392	111		2433					0	0	HULL, ANTONIO	
SOLID WASTE DRIVER II		1035	30,414	39,538	48,663	10	1.000								90.22%	
SOLID WASTE DRIVER II		1035	33,804	43,032	52,392	111		4225					0	0	MOTLEY JR, RAY	
SOLID WASTE DRIVER II		1035	30,414	39,538	48,663	10	1.000								88.48%	
SOLID WASTE DRIVER II		1035	33,804	43,032	52,392	111		2708					0	0	TONEY JR, ARBRA	

Summary for SOLID WASTE - LEAF & LIMB

Current Payroll	\$306,809	# Positions	8
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	6 # Not Adj 2
Adjustment To Minimum	\$745	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$20,414	# Adjusted Toward Maximum	6
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$21,159		
Proposed Payroll	\$327,968	% Change	6.90%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - RECYCLING Unit Code: 71-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	WASTE REDUCTION ADMINISTRATOR	2342	50,575	65,748	80,920	23								85.46%		
	WASTE REDUCTION ADMINISTRATOR	2342	55,063	70,095	85,340	121		1336				0	0	DUNLOP, JOSEPH		
	PROGRAM EDUCATION SPECIALIST	1831	42,933	55,813	68,693	18								80.98%		
	PROGRAM EDUCATION SPECIALIST	1831	45,300	57,667	70,210	117		1095				0	0	PLEMMONS, JENNIFER		
	PROGRAM EDUCATION SPECIALIST	1831	42,933	55,813	68,693	18								80.72%		
	PROGRAM EDUCATION SPECIALIST	1831	45,300	57,667	70,210	117		661				0	0	TOWE, LAWRENCE		
	PROGRAM EDUCATION SPECIALIST	1831	42,933	55,813	68,693	18								76.92%		
	PROGRAM EDUCATION SPECIALIST	1831	45,300	57,667	70,210	117		0				0	0	VACANT130, VACANT		
	SOLID WASTE DRIVER III	1108	31,929	41,508	51,087	11								87.66%		
	SOLID WASTE DRIVER III	1108	35,494	45,184	55,011	112		3146				0	0	SIMS, JONATHAN		
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10								84.99%		
	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		1824				0	0	HUFF, LAVORIS		

Summary for SOLID WASTE - RECYCLING

Current Payroll	\$259,361	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$2,915	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$12,036	# Adjusted Toward Maximum	5
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$14,951		
Proposed Payroll	\$274,312	% Change	5.76%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - RES CURBSIDE RECYCLE Unit Code: 71-90

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10	1.000								76.92%	
Proposed	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		141					0	0		MAPP, TAKISHA
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10	1.000								76.92%	
	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		0					0	0		VACANT140, VACANT
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10	1.000								76.92%	
	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		0					0	0		VACANT141, VACANT
	FIELD CUSTOMER SERVICE REP	1119	31,929	41,508	51,087	11	1.000								88.42%	
	FIELD CUSTOMER SERVICE REP	1119	30,661	39,031	47,521	109		3397					0	0		LAWRENCE JR, CLEVE
	SOLID WASTE DRIVER I	8008	27,387	35,603	43,819	08	1.000								82.11%	
	SOLID WASTE DRIVER I	8008	30,661	39,031	47,521	109		1697					0	0		HENDERSON, LARRY

Summary for SOLID WASTE - RES CURBSIDE RECYCLE

Current Payroll		\$157,175	# Positions	5
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	4 # Not Adj 1
Adjustment To Minimum	\$11,597		# Adjusted To Minimum	4
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$2,445		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$14,041			
Proposed Payroll		\$171,216	% Change	8.93%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - RESIDENTIAL COLLECTION Unit Code: 71-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
	SOLID WASTE CREW LEADER	1361	35,293	45,881	56,469	13	1.000								76.92%	
	SOLID WASTE CREW LEADER	1361	37,269	47,443	57,762	113		0					0	0	VACANT133, VACANT	
	SOLID WASTE DRIVER III	1108	31,929	41,508	51,087	11	1.000								76.92%	
	SOLID WASTE DRIVER III	1108	35,494	45,184	55,011	112		0					0	0	VACANT135, VACANT	
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10	1.000								82.00%	
	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		2054					0	0	COLEMAN, STEVE	
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10	1.000								82.00%	
	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		1912					0	0	JONES, ALFRED	
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10	1.000								82.00%	
	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		865					0	0	MERRITT, DALLAS	
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10	1.000								76.92%	
	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		0					0	0	VACANT136, VACANT	
	SOLID WASTE DRIVER II	1035	30,414	39,538	48,663	10	1.000								76.92%	
	SOLID WASTE DRIVER II	1035	33,804	43,032	52,392	111		0					0	0	VACANT137, VACANT	
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11	1.000								76.92%	
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		0					0	0	VACANT134, VACANT	
	FIELD CUSTOMER SERVICE REP	1119	31,929	41,508	51,087	11	1.000								90.95%	
	FIELD CUSTOMER SERVICE REP	1119	30,661	39,031	47,521	109		2571					0	0	POOLE, JEREMIAH	

Summary for SOLID WASTE - RESIDENTIAL COLLECTION

Current Payroll	\$294,995	# Positions	9
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	8 # Not Adj 1
Adjustment To Minimum	\$16,731	# Adjusted To Minimum	8
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$7,029	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$23,761		
Proposed Payroll	\$318,756	% Change	8.05%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: STATE COURT Dep't Code: 35

Unit Name: STATE COURT Unit Code: 35-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
SENIOR ATTORNEY		2800	58,214	75,678	93,143	28			1.000					87.51%		
ATTORNEY III		2800	63,742	81,144	98,792	124		1442				0	0	WEISE, LESLEY		
JUDICIAL ADMINISTRATIVE COORD		1494	36,821	47,868	58,914	14			1.000					112.91%		
JUDICIAL ADMINISTRATIVE COORD		1494	39,132	49,815	60,650	114		5963				0	0	PORTERFIELD, JILL		
JUDICIAL ASSISTANT		1270	33,440	43,472	53,504	12			1.000					99.47%		
JUDICIAL ASSISTANT		1270	35,494	45,184	55,011	112		3382				0	0	RABREN, ANGELA		

Summary for STATE COURT

Current Payroll	\$163,513	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 2
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$1,475	# Adjusted Toward Maximum	1
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$1,475		
Proposed Payroll	\$164,988	% Change	0.90%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: STATE COURT Dep't Code: 35

Unit Name: STATE COURT - DRUG Unit Code: 35-05

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	DUI/DRUG COURT COORDINATOR	2121	47,517	61,772	76,027	21								83.69%		
	ACCOUNTABILITY COURT COORDINATOR	2015	52,441	66,757	81,277	120		3330				0	0	RUSHTON, LEE		
	CASE MANAGEMENT CLERK	9012	28,900	37,571	46,241	09								82.07%		
	CASE MANAGEMENT SPECIALIST	1202	35,494	45,184	55,011	112		1806				0	0	JONES, ALEXANDRIA		

Summary for STATE COURT - DRUG

Current Payroll		\$82,527	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$5,407		# Adjusted To Minimum	2
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$10,276		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$15,683			
Proposed Payroll		\$98,210	% Change	19.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SUPERIOR COURT Dep't Code: 31

Unit Name: SUPERIOR COURT - ADMIN Unit Code: 31-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	COURT SERVICES ADMINISTRATOR	3004	61,271	79,652	98,033	30								87.79%		
	COURT SERVICES ADMINISTRATOR	3004	66,929	85,201	103,732	125		259				0	0	POLICARO, LYNNE		
	SENIOR ATTORNEY	2800	58,214	75,678	93,143	28								95.87%		
	ATTORNEY III	2800	63,742	81,144	98,792	124		476				0	0	BRUMBY JR, EDWARD		
	ASSOCIATE ATTORNEY	2700	56,684	73,690	90,695	27								100.82%		
	ATTORNEY II	2700	57,816	73,600	89,607	122		2366				0	0	WILSON, STEVE		
	VETERANS COURT COORDINATOR	2015	45,990	59,787	73,584	20								86.89%		
	ACCOUNTABILITY COURT COORDINATOR	2015	52,441	66,757	81,277	120		1092				0	0	HARRIS II, WILLIAM		
	TREATMENT COURT COORDINATOR	2110	47,517	61,772	76,027	21								81.54%		
	ACCOUNTABILITY COURT COORDINATOR	2015	52,441	66,757	81,277	120		1904				0	0	ZARATE, ELISA		
	SR CASE MANAGEMENT SPECIALIST	1640	39,877	51,840	63,803	16								81.70%		
	SENIOR CASE MANAGEMENT SPECIALIST	1640	39,132	49,815	60,650	114		1204				0	0	DANIEL, KRISTEN		
	ADMINISTRATIVE ASSISTANT	1301	35,293	45,881	56,469	13								81.82%		
	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		855				0	0	RIPLEY, ELIZABETH		
	LAW LIBRARIAN	6111	24,361	31,669	38,977	06								99.89%		
	LAW LIBRARY CLERK	6111	26,486	33,717	41,050	106		6406				0	0	SLIGH, HOWARD		

Summary for SUPERIOR COURT - ADMIN

Current Payroll	\$430,621	# Positions	8
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 4
Adjustment To Minimum	\$2,563	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$10,017	# Adjusted Toward Maximum	4
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$12,580		
Proposed Payroll	\$443,201	% Change	2.92%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SUPERIOR COURT Dep't Code: 31

Unit Name: SUPERIOR COURT - ADR Unit Code: 31-11

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	ADR COORDINATOR	1501	38,348	49,853	61,357	15	1.000							118.47%		
	ADR COORDINATOR	1501	47,565	60,551	73,720	118		9348				0	0	MCCLELLAN, LINDA		
	CASE MANAGEMENT SPECIALIST	1202	33,440	43,472	53,504	12	1.000							76.92%		
	CASE MANAGEMENT SPECIALIST	1202	35,494	45,184	55,011	112		0				0	0	VACANT10, VACANT		
	SECRETARY	9003	28,900	37,571	46,241	09	1.000							86.31%		
	ADMINISTRATIVE ASSISTANT I	1103	29,201	37,173	45,258	108		4102				0	0	HOLT, JACQUILINE		

Summary for SUPERIOR COURT - ADR

Current Payroll		\$124,926	# Positions	3
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$2,054		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$9,575		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$11,628			
Proposed Payroll		\$136,555	% Change	9.31%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SUPERIOR COURT Dep't Code: 31

Unit Name: SUPERIOR COURT - DRUG COURT Unit Code: 31-15

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FELONY DRUG COURT COORDINATOR	2122	47,517	61,772	76,027	21								81.54%		
	ACCOUNTABILITY COURT COORDINATOR	2015	52,441	66,757	81,277	120		1246				0	0	CAVANAGH, NICOLE		
	SR CASE MANAGEMENT SPECIALIST	1640	39,877	51,840	63,803	16								78.67%		
	SENIOR CASE MANAGEMENT SPECIALIST	1640	39,132	49,815	60,650	114		784				0	0	ONA, AMARU		

Summary for SUPERIOR COURT - DRUG COURT

Current Payroll		\$91,150	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	1 # Not Adj 1
Adjustment To Minimum	\$2,071		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$2,812		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$4,884			
Proposed Payroll		\$96,034	% Change	5.36%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: SUPERIOR COURT Dep't Code: 31

Unit Name: SUPERIOR COURT - PROBATION SERVICES Unit Code: 31-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	BILLING COORDINATOR	1744	41,405	53,827	66,248	17	1.000							79.92%		
	BILLING COORDINATOR	1744	47,565	60,551	73,720	118		1495				0	0	DEBALSKI, BEVERLEY		
	ADMINISTRATIVE OFFICER	1416	36,821	47,868	58,914	14	1.000							79.92%		
	ADMINISTRATIVE OFFICER	1416	41,089	52,306	63,682	115		917				0	0	MARSH, CHRISTIE		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11	1.000							77.69%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		294				0	0	MCDANIEL, VALERIE		
	ADMINISTRATIVE SECRETARY	1102	31,929	41,508	51,087	11	1.000							76.92%		
	ADMINISTRATIVE ASSISTANT II	9170	32,194	40,983	49,897	110		0				0	0	VACANT12, VACANT		

Summary for SUPERIOR COURT - PROBATION SERVICES

Current Payroll	\$145,455	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$7,642	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,035	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$12,677		
Proposed Payroll	\$158,132	% Change	8.72%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TAX ASSESSOR Dep't Code: 25

Unit Name: TAX ASSESSOR Unit Code: 25-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
CHIEF APPRAISER		4028	76,550	99,515	122,480	40	1.000								99.89%	
CHIEF APPRAISER		4028	85,420	108,740	132,391	130		4598					0	0	DUNAGAN, JOSEPH	
INFORMATION & TECHNOLOGY SUPV		2200	49,044	63,757	78,470	22	1.000								89.53%	
INFORMATION & TECHNOLOGY SUPV		2200	52,441	66,757	81,277	120		4914					0	0	STEPHENS, SARAH	
PERSONAL PROPERTY SUPV		2209	49,044	63,757	78,470	22	1.000								109.72%	
PERSONAL PROPERTY SUPV		2209	52,441	66,757	81,277	120		6883					0	0	ARCHER, J	
REAL PROPERTY SUPERVISOR		2210	49,044	63,757	78,470	22	1.000								108.14%	
REAL PROPERTY SUPERVISOR		2210	52,441	66,757	81,277	120		4309					0	0	PAUL, BRYON	
APPRAISER IV		2099	45,990	59,787	73,584	20	1.000								83.35%	
APPRAISER IV		2099	47,565	60,551	73,720	118		2202					0	0	DYER, GREGORY	
APPRAISER IV		2099	45,990	59,787	73,584	20	1.000								76.92%	
APPRAISER IV		2099	47,565	60,551	73,720	118		0					0	0	VACANT7, VACANT	
APPRAISER III		1801	42,933	55,813	68,693	18	1.000								81.63%	
APPRAISER III		1801	45,300	57,667	70,210	117		1249					0	0	CHILIAN, IVO	
APPRAISER III		1801	42,933	55,813	68,693	18	1.000								81.63%	
APPRAISER III		1801	45,300	57,667	70,210	117		1162					0	0	KNIGHT, TERI	
APPRAISER III		1801	42,933	55,813	68,693	18	1.000								76.92%	
APPRAISER III		1801	45,300	57,667	70,210	117		0					0	0	VACANT8, VACANT	
SENIOR APPRAISER		1704	41,405	53,827	66,248	17	1.000								100.81%	
APPRAISER II		1505	43,143	54,921	66,866	116		5830					0	0	BRAZIL, VIRGINIA	
SENIOR APPRAISER		1704	41,405	53,827	66,248	17	1.000								91.26%	
APPRAISER II		1505	43,143	54,921	66,866	116		5022					0	0	COLLINS, SHELIA	
APPRAISER II		1505	38,348	49,853	61,357	15	1.000								87.56%	
APPRAISER II		1505	43,143	54,921	66,866	116		2233					0	0	STEED, RICHARD	
ADMINISTRATIVE ASSISTANT		1301	35,293	45,881	56,469	13	1.000								81.82%	
ADMINISTRATIVE ASSISTANT III		1301	37,269	47,443	57,762	113		1008					0	0	WARD, DAVINA	
PERSONAL PROP APPRAISER TECH I		1319	35,293	45,881	56,469	13	1.000								107.35%	
PERSONAL PROP APPRAISER TECH		1319	37,269	47,443	57,762	113		13444					0	0	DAVENPORT, CAROLY	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TAX ASSESSOR Dep't Code: 25

Unit Name: TAX ASSESSOR Unit Code: 25-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for TAX ASSESSOR

Current Payroll	\$759,092	# Positions	14
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	11 # Not Adj 3
Adjustment To Minimum	\$3,942	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$32,631	# Adjusted Toward Maximum	9
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$36,573		
Proposed Payroll	\$795,665	% Change	4.82%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TAX COMM Dep't Code: 23

Unit Name: TAX COMM - ADMIN Unit Code: 23-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	ADMINISTRATIVE ASSISTANT	1301	35,293	45,881	56,469	13								110.24%		
	ADMINISTRATIVE ASSISTANT III	1301	37,269	47,443	57,762	113		7501				0	0	COSTA, DELORES		

Summary for TAX COMM - ADMIN

Current Payroll	\$50,577	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$0		
Proposed Payroll	\$50,577	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TAX COMM Dep't Code: 23

Unit Name: TAX COMM - DEL TAX Unit Code: 23-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	DELINQUENT TAX OFFICER	1998	44,462	57,800	71,139	19								92.65%		
	DELINQUENT TAX OFFICER	1998	47,565	60,551	73,720	118		4332				0	0	PAYNE, KECIA		
	DELINQUENT TAX TECHNICIAN	1473	36,821	47,868	58,914	14								108.21%		
	DELINQUENT TAX SPECIALIST	1473	39,132	49,815	60,650	114		6247				0	0	DOWDY, REBA		

Summary for TAX COMM - DEL TAX

Current Payroll		\$105,346	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	1 # Not Adj 1
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$2,885		# Adjusted Toward Maximum	1
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$2,885			
Proposed Payroll		\$108,231	% Change	2.74%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TAX COMM Dep't Code: 23

Unit Name: TAX COMM - MOTOR VEHICLE Unit Code: 23-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed							Duty			Min	Max	OrgExp	Asgn	Employee Name		
MOTOR VEHICLE DIV ADMIN	2411		52,104	67,735	83,366	24	1.000							80.72%		
MOTOR VEHICLE DIV ADMIN	2411		55,063	70,095	85,340	121		635				0	0	HEFNER, NEIL		
OPERATIONS SUPERVISOR	1822		42,933	55,813	68,693	18	1.000							97.83%		
TAX COMM. OPERATIONS SUPERVISOR	1822		45,300	57,667	70,210	117		6570				0	0	BROOKS, TONYIA		
SENIOR TAX & TAG TECHNICIAN	1350		35,293	45,881	56,469	13	1.000							97.05%		
SENIOR TAX & TAG REPRESENTATIVE	1350		37,269	47,443	57,762	113		4029				0	0	HUFF, JULIE		
OPERATIONS ASSISTANT	1474		36,821	47,868	58,914	14	1.000							99.17%		
TAX COMM. OPERATIONS ASSISTANT	1474		37,269	47,443	57,762	113		6409				0	0	FLEMING, MARIA		
MOTOR VEHICLE REGISTRAR	1203		33,440	43,472	53,504	12	1.000							101.51%		
MOTOR VEHICLE REGISTRAR	1203		35,494	45,184	55,011	112		2598				0	0	DAVIS, SONIA		
MOTOR VEHICLE REGISTRAR	1203		33,440	43,472	53,504	12	1.000							81.89%		
MOTOR VEHICLE REGISTRAR	1203		35,494	45,184	55,011	112		1725				0	0	GATES, JULIETTE		
MOTOR VEHICLE REGISTRAR	1203		33,440	43,472	53,504	12	1.000							105.21%		
MOTOR VEHICLE REGISTRAR	1203		35,494	45,184	55,011	112		7867				0	0	MOTLEY, REBECCA		
MOTOR VEHICLE REGISTRAR	1203		33,440	43,472	53,504	12	1.000							85.85%		
MOTOR VEHICLE REGISTRAR	1203		35,494	45,184	55,011	112		3737				0	0	POWERS, TERESA		
MOTOR VEHICLE REGISTRAR	1203		33,440	43,472	53,504	12	1.000							80.72%		
MOTOR VEHICLE REGISTRAR	1203		35,494	45,184	55,011	112		693				0	0	YOUNG, ANGELA		

Summary for TAX COMM - MOTOR VEHICLE

Current Payroll	\$399,158	# Positions	9
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	7 # Not Adj 2
Adjustment To Minimum	\$787	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$14,337	# Adjusted Toward Maximum	7
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$15,125		
Proposed Payroll	\$414,283	% Change	3.79%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TAX COMM Dep't Code: 23

Unit Name: TAX COMM - PROP TAX Unit Code: 23-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	DEPUTY TAX COMMISSIONER	2711	56,684	73,690	90,695	27								105.04%		
	DEPUTY TAX COMMISSIONER	2711	60,707	77,280	94,088	123		5679				0	0	FINLEY, JAMES		
	ACCOUNTING SUPERVISOR	1702	41,405	53,827	66,248	17								81.66%		
	ACCOUNTING SUPERVISOR	1702	45,300	57,667	70,210	117		1809				0	0	AARSTAD, STEPHANIE		
	SENIOR ACCOUNTING TECHNICIAN	1241	33,440	43,472	53,504	12								83.29%		
	SENIOR ACCOUNTING SPECIALIST	1241	35,494	45,184	55,011	112		1243				0	0	VALINOTO, JESSICA		
	PROPERTY TAX TECHNICIAN	1134	31,929	41,508	51,087	11								81.94%		
	PROPERTY TAX REPRESENTATIVE	1134	33,804	43,032	52,392	111		840				0	0	BURROUGHS, EMILY		
	PROPERTY TAX TECHNICIAN	1134	31,929	41,508	51,087	11								100.06%		
	PROPERTY TAX REPRESENTATIVE	1134	33,804	43,032	52,392	111		2053				0	0	HODGES, CAROLYN		
	PROPERTY TAX TECHNICIAN	1134	31,929	41,508	51,087	11								110.10%		
	PROPERTY TAX REPRESENTATIVE	1134	33,804	43,032	52,392	111		7003				0	0	WINFREY, STELLA		

Summary for TAX COMM - PROP TAX

Current Payroll	\$278,807	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	3 # Not Adj 3
Adjustment To Minimum	\$1,345	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$5,728	# Adjusted Toward Maximum	3
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$7,072		
Proposed Payroll	\$285,880	% Change	2.54%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - ADMIN Unit Code: 65-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
TRANSIT DIRECTOR		4002	76,550	99,515	122,480	40			1.000					97.29%		
TRANSIT DIRECTOR		4002	94,176	119,886	145,961	132		3849				0	0	MCDUFFIE, KNOX		
ADMINISTRATIVE ASSISTANT		1301	35,293	45,881	56,469	13			1.000					81.82%		
ADMINISTRATIVE ASSISTANT III		1301	37,269	47,443	57,762	113		1443				0	0	HOLLOWAY, BETH		

Summary for TRANSIT - ADMIN

Current Payroll	\$134,360	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$15,002	# Adjusted Toward Maximum	2
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$15,002		
Proposed Payroll	\$149,362	% Change	11.17%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - DEMAND RESPONSE Unit Code: 65-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
	DISPATCHER	1291	33,440	43,472	53,504	12	1.000								115.55%	
Proposed	TRANSIT DISPATCHER	1291	35,494	45,184	55,011	112		12325				0	0		WYNN, DEBRA	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								94.03%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		2313				0	0		BARNETT, SHEDRICK	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								81.94%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		1023				0	0		HARPER, PAMELA	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								80.72%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		538				0	0		HOOD, JENNIFER	

Summary for TRANSIT - DEMAND RESPONSE

Current Payroll		\$156,779	# Positions	4
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	3 # Not Adj 1
Adjustment To Minimum	\$298		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$6,157		# Adjusted Toward Maximum	3
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$6,455			
Proposed Payroll		\$163,234	% Change	4.12%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - MAINT NON-LINE Unit Code: 65-41

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	TRANSIT MAINTENANCE WORKER I	9006	28,900	37,571	46,241	09								83.34%		
	TRANSIT MAINTENANCE WORKER	9006	29,201	37,173	45,258	108		4053				0	0	CHAPMAN, WILLIE		
	TRANSIT MAINTENANCE WORKER I	9006	28,900	37,571	46,241	09								76.92%		
	TRANSIT MAINTENANCE WORKER	9006	29,201	37,173	45,258	108		0				0	0	VACANT104, VACANT		
	TRANSIT MAINTENANCE WORKER I	9006	28,900	37,571	46,241	09								79.92%		
	TRANSIT MAINTENANCE WORKER	9006	29,201	37,173	45,258	108		4943				0	0	WALTERS, ALFRED		

Summary for TRANSIT - MAINT NON-LINE

Current Payroll		\$90,241	# Positions	3
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$301		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$8,368		# Adjusted Toward Maximum	2
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$8,669			
Proposed Payroll		\$98,910	% Change	9.61%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - MAINTENANCE Unit Code: 65-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed	Title	Code	Min	Mkt	Max	#	Duty			Min	Max	OrgExp	Asgn	Employee Name		
	TRANSIT MAINT ADMINISTRATOR	2323	50,575	65,748	80,920	23	1.000							116.00%		
	TRANSIT MAINT ADMINISTRATOR	2323	55,063	70,095	85,340	121		11949				0	0	FERGUSON, TERRY		
	TRANSIT SHOP FOREMAN	1907	44,462	57,800	71,139	19	1.000							88.56%		
	TRANSIT SHOP FOREMAN	1907	47,565	60,551	73,720	118		2825				0	0	GANDY, DERICK		
	TRANSIT VEHICLE TECHNICIAN	1706	41,405	53,827	66,248	17	1.000							84.94%		
	TRANSIT VEHICLE MECHANIC	1706	45,300	57,667	70,210	117		4160				0	0	ARGAY, KENNETH		
	TRANSIT VEHICLE TECHNICIAN	1706	41,405	53,827	66,248	17	1.000							85.31%		
	TRANSIT VEHICLE MECHANIC	1706	45,300	57,667	70,210	117		3073				0	0	CANNON, BRIAN		
	TRANSIT VEHICLE TECHNICIAN	1706	41,405	53,827	66,248	17	1.000							81.66%		
	TRANSIT VEHICLE MECHANIC	1706	45,300	57,667	70,210	117		1573				0	0	JACKSON, THOMAS		
	TRANSIT VEHICLE TECHNICIAN	1706	41,405	53,827	66,248	17	1.000							76.92%		
	TRANSIT VEHICLE MECHANIC	1706	45,300	57,667	70,210	117		0				0	0	VACANT102, VACANT		
	TRANSIT VEHICLE TECHNICIAN	1706	41,405	53,827	66,248	17	1.000							76.92%		
	TRANSIT VEHICLE MECHANIC	1706	45,300	57,667	70,210	117		0				0	0	VACANT103, VACANT		
	INVENTORY CONTROL TECH II	1267	33,440	43,472	53,504	12	1.000							112.72%		
	INVENTORY CONTROL CLERK II	1267	37,269	47,443	57,762	113		5157				0	0	BURGESS, BETTY		
	TRANSIT MAINT CREW LEADER	1322	35,293	45,881	56,469	13	1.000							77.20%		
	TRANSIT MAINT CREW LEADER	1322	37,269	47,443	57,762	113		471				0	0	HOWARD, DARRELL		
	INVENTORY CONTROL TECHNICIAN I	1124	31,929	41,508	51,087	11	1.000							88.00%		
	INVENTORY CONTROL CLERK I	1124	33,804	43,032	52,392	111		2296				0	0	HAGAN, KATHLEEN		

Summary for TRANSIT - MAINTENANCE

Current Payroll	\$466,812	# Positions	10
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	9 # Not Adj 1
Adjustment To Minimum	\$10,983	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$26,778	# Adjusted Toward Maximum	7
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$37,761		
Proposed Payroll	\$504,573	% Change	8.09%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - OPERATIONS Unit Code: 65-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed							Duty			Min	Max	OrgExp	Asgn	Employee Name		
SUPERINTENDENT OF OPERATIONS	2512		53,631	69,720	85,809	25	1.000							98.89%		
TRANSIT SUPT. OF OPERATIONS	2512		60,707	77,280	94,088	123		7998				0	0	BARNETT HALE, PATRI		
ROUTE SUPERVISOR	1735		41,405	53,827	66,248	17	1.000							81.66%		
ROUTE SUPERVISOR	1735		45,300	57,667	70,210	117		2098				0	0	CRAYTON, ALEXIS		
ROUTE SUPERVISOR	1735		41,405	53,827	66,248	17	1.000							80.72%		
ROUTE SUPERVISOR	1735		45,300	57,667	70,210	117		379				0	0	FAZAL, AFTAB		
ROUTE SUPERVISOR	1735		41,405	53,827	66,248	17	1.000							81.66%		
ROUTE SUPERVISOR	1735		45,300	57,667	70,210	117		2070				0	0	HARRIS, ELBERT		
ROUTE SUPERVISOR	1735		41,405	53,827	66,248	17	1.000							84.10%		
ROUTE SUPERVISOR	1735		45,300	57,667	70,210	117		3263				0	0	POPE, VICTOR		
TRANSIT INFORMATION SPECIALIST	1476		36,821	47,868	58,914	14	1.000							87.20%		
TRANSIT INFORMATION SPECIALIST	1476		37,269	47,443	57,762	113		3385				0	0	CRICK, ARNETTA		
DISPATCHER	1291		33,440	43,472	53,504	12	1.000							80.72%		
TRANSIT DISPATCHER	1291		35,494	45,184	55,011	112		426				0	0	HOPP, MELANIE		
TRANSIT VEHICLE OPERATOR	1181		31,929	41,508	51,087	11	1.000							77.69%		
TRANSIT VEHICLE OPERATOR	1181		33,804	43,032	52,392	111		266				0	0	ALBERT, SHANIRA		
TRANSIT VEHICLE OPERATOR	1181		31,929	41,508	51,087	11	1.000							95.29%		
TRANSIT VEHICLE OPERATOR	1181		33,804	43,032	52,392	111		6945				0	0	BARNES, CHARMAINE		
TRANSIT VEHICLE OPERATOR	1181		31,929	41,508	51,087	11	1.000							86.87%		
TRANSIT VEHICLE OPERATOR	1181		33,804	43,032	52,392	111		4466				0	0	BARNETT, JEREMY		
TRANSIT VEHICLE OPERATOR	1181		31,929	41,508	51,087	11	1.000							84.69%		
TRANSIT VEHICLE OPERATOR	1181		33,804	43,032	52,392	111		3193				0	0	BETTY, CAZA		
TRANSIT VEHICLE OPERATOR	1181		31,929	41,508	51,087	11	1.000							81.94%		
TRANSIT VEHICLE OPERATOR	1181		33,804	43,032	52,392	111		836				0	0	BROWN, JACQUETTA		
TRANSIT VEHICLE OPERATOR	1181		31,929	41,508	51,087	11	1.000							101.40%		
TRANSIT VEHICLE OPERATOR	1181		33,804	43,032	52,392	111		8177				0	0	BYRD, BARBARA		
TRANSIT VEHICLE OPERATOR	1181		31,929	41,508	51,087	11	1.000							115.69%		
TRANSIT VEHICLE OPERATOR	1181		33,804	43,032	52,392	111		13797				0	0	DOWDY, LARRY		
TRANSIT VEHICLE OPERATOR	1181		31,929	41,508	51,087	11	1.000							81.94%		
TRANSIT VEHICLE OPERATOR	1181		33,804	43,032	52,392	111		897				0	0	DUMONT, MICHAEL		
TRANSIT VEHICLE OPERATOR	1181		31,929	41,508	51,087	11	1.000							81.94%		
TRANSIT VEHICLE OPERATOR	1181		33,804	43,032	52,392	111		1261				0	0	ELLIS, WILLIAM		
TRANSIT VEHICLE OPERATOR	1181		31,929	41,508	51,087	11	1.000							76.92%		
TRANSIT VEHICLE OPERATOR	1181		33,804	43,032	52,392	111		178				0	0	FAUST, ROY		
TRANSIT VEHICLE OPERATOR	1181		31,929	41,508	51,087	11	1.000							77.69%		
TRANSIT VEHICLE OPERATOR	1181		33,804	43,032	52,392	111		183				0	0	FOSTER, EMMA		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - OPERATIONS Unit Code: 65-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								76.92%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		108					0	0	GRESHAM CASSEUS,	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								80.36%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		1317					0	0	GRIFFITH, LISA	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								117.83%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		15078					0	0	HANDY, TOMMY	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								81.94%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		864					0	0	HOWARD, PAULINE	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								77.69%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		266					0	0	HOWARD, LEQUENTIN	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								77.69%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		266					0	0	HOWARD, CRESLYN	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								107.63%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		10474					0	0	JOHNSON, DANNY	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								91.95%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		6301					0	0	JOHNSON, ROY	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								84.19%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		2829					0	0	KNIGHT, PATRICK	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								81.94%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		897					0	0	LARREA, SANDRO	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								77.69%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		251					0	0	LAY, SHARON	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								76.92%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		157					0	0	LEDESMA BARRIOS, M	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								81.94%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		1541					0	0	MARIN, ANTOLIN	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								83.65%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		2465					0	0	MATHIS, SHIRLEY	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								84.36%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		3081					0	0	MAX, FELIPE	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								84.19%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		2675					0	0	MCBEE, LEONARD	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								77.69%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		375					0	0	MCGOVERN, KELLY	
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000								83.65%	
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		2325					0	0	MEDRANO, ANTONIO	

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - OPERATIONS Unit Code: 65-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000							81.94%		
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		1016				0	0	PEEK, ANGELA		
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000							80.72%		
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		573				0	0	PERKINS, GLORIA		
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000							99.15%		
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		7448				0	0	SCOTT, CYNTHIA		
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000							76.92%		
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		178				0	0	SILLS, TRACY		
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000							109.37%		
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		11116				0	0	SIMMONS, SHEILA		
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000							84.36%		
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		3696				0	0	SMITH, JOSEPH		
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000							107.71%		
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		9703				0	0	STEVENS, HOMER		
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000							83.81%		
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		4641				0	0	STEVENS, RICHARD		
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000							77.69%		
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		265				0	0	THIENGWONGS, SIRIW		
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000							76.92%		
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		0				0	0	VACANT100, VACANT		
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000							76.92%		
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		0				0	0	VACANT101, VACANT		
	TRANSIT VEHICLE OPERATOR	1181	31,929	41,508	51,087	11	1.000							81.94%		
	TRANSIT VEHICLE OPERATOR	1181	33,804	43,032	52,392	111		827				0	0	YOUNG, KANESHIA		
	TRANSIT FACILITIES MAIN WORKER	8000	27,387	35,603	43,819	08	1.000							84.78%		
	FACILITY SERVICE WORKER	7002	27,810	35,403	43,103	107		2989				0	0	HOPP, RICO		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - OPERATIONS Unit Code: 65-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for TRANSIT - OPERATIONS

Current Payroll	\$1,816,892	# Positions	49
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	49 # Not Adj 0
Adjustment To Minimum	\$27,853	# Adjusted To Minimum	20
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$115,145	# Adjusted Toward Maximum	47
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$142,998		
Proposed Payroll	\$1,959,890	% Change	7.87%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Unified

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - OPERATIONS Unit Code: 65-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for Pay Plan: Unified

Current Payroll	\$44,718,895	# Positions	1,011
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	831 # Not Adj 180
Adjustment To Minimum	\$718,564	# Adjusted To Minimum	365
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Max	\$2,203,903	# Adjusted Toward Max	745
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$2,922,466		
Proposed Payroll	\$47,641,362	% Change	6.54%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: AIRPORT Dep't Code: 63

Unit Name: AIRPORT - AIRPORT SVCS Unit Code: 63-20

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd	Flat %		Mkt	Step	% Chg			
Proposed	Title	Code	Min	Mkt	Max	#	Duty				Min	Max	OrgExp	Asgn	Employee Name		
	RECEPTIONIST - PT/NB	6004	24,361	31,669	38,977	06	0.475								77.69%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		273					0	0	ELLIOTT, MATTHEW		
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07	0.475								77.69%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		622					0	0	GORDON, CAROLINE		
	RECEPTIONIST - PT/NB	6004	24,361	31,669	38,977	06	0.475								77.69%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		1111					0	0	HOWARD, COURTNEY		
	RECEPTIONIST - PT/NB	6004	24,361	31,669	38,977	06	0.475								77.69%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		828					0	0	MORALES, CHRISTINA		
	LINE SERVICE TECHNICIAN PT/NB	8016	27,387	35,603	43,819	08	0.475								77.69%		
	LINE SERVICE TECHNICIAN - P/T	8016	27,810	35,403	35,757	307		479					0	0	CAREY, DONAVAN		
	LINE SERVICE TECHNICIAN PT/NB	8016	27,387	35,603	43,819	08	0.475								77.69%		
	LINE SERVICE TECHNICIAN - P/T	8016	27,810	35,403	35,757	307		669					0	0	GLUODENIS, KEITH		
	LINE SERVICE TECHNICIAN PT/NB	8016	27,387	35,603	43,819	08	0.475								77.69%		
	LINE SERVICE TECHNICIAN - P/T	8016	27,810	35,403	35,757	307		821					0	0	HAMMOND, MATTHEW		
	LINE SERVICE TECHNICIAN PT/NB	8016	27,387	35,603	43,819	08	0.475								77.69%		
	LINE SERVICE TECHNICIAN - P/T	8016	27,810	35,403	35,757	307		1250					0	0	MIZE, JEREMY		
	LINE SERVICE TECHNICIAN PT/NB	8016	27,387	35,603	43,819	08	0.475								77.69%		
	LINE SERVICE TECHNICIAN - P/T	8016	27,810	35,403	35,757	307		242					0	0	PORTERFIELD, MARK		

Summary for AIRPORT - AIRPORT SVCS

Current Payroll	\$113,169	# Positions	9
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	9 # Not Adj 0
Adjustment To Minimum	\$5,720	# Adjusted To Minimum	9
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$5,720		
Proposed Payroll	\$118,889	% Change	5.05%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: BOARD OF ELECTIONS Dep't Code: 27

Unit Name: BOARD OF ELECTIONS Unit Code: 27-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed										Min	Max	OrgExp	Asgn	Employee Name		
ELECTIONS CLERK II - PT/NB		1066	30,414	39,538	48,663	10	0.475							77.69%		
ELECTIONS CLERK II - P/T		1066	30,661	39,031	39,422	309		1345				0	0	WILLIAMS, PAULA		
ELECTIONS CLERK I - PT/NB		7011	25,873	33,635	41,397	07	0.475							77.69%		
ELECTIONS CLERK I - P/T		7011	26,486	33,717	34,054	306		773				0	0	ELLIS, BOBBIE		
ELECTIONS CLERK I - PT/NB		7011	25,873	33,635	41,397	07	0.475							78.95%		
ELECTIONS CLERK I - P/T		7011	26,486	33,717	34,054	306		1860				0	0	LEATHERS, M NAN		
ELECTIONS CLERK I - PT/NB		7011	25,873	33,635	41,397	07	0.475							77.69%		
ELECTIONS CLERK I - P/T		7011	26,486	33,717	34,054	306		1036				0	0	LESSARD, BETTY		
ELECTIONS CLERK I - PT/NB		7011	25,873	33,635	41,397	07	0.475							77.69%		
ELECTIONS CLERK I - P/T		7011	26,486	33,717	34,054	306		768				0	0	LONG, PAMELA		
ELECTIONS CLERK I - PT/NB		7011	25,873	33,635	41,397	07	0.475							77.69%		
ELECTIONS CLERK I - P/T		7011	26,486	33,717	34,054	306		775				0	0	MAZZUCCO, JAN		
ELECTIONS CLERK I - PT/NB		7011	25,873	33,635	41,397	07	0.475							77.69%		
ELECTIONS CLERK I - P/T		7011	26,486	33,717	34,054	306		1579				0	0	MCCRARY, GLORIA		
ELECTIONS CLERK I - PT/NB		7011	25,873	33,635	41,397	07	0.475							77.69%		
ELECTIONS CLERK I - P/T		7011	26,486	33,717	34,054	306		806				0	0	WALTER, MAE		

Summary for BOARD OF ELECTIONS

Current Payroll	\$101,681	# Positions	8
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	6 # Not Adj 2
Adjustment To Minimum	\$1,010	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$1,010		
Proposed Payroll	\$102,690	% Change	0.99%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - 800 MHZ RADIO SYSTEM Unit Code: 77-70

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07								76.92%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		187				0	0	DAVIS, KAELYN		

Summary for CENTRAL SVCS - 800 MHZ RADIO SYSTEM

Current Payroll	\$12,290	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$920	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$920		
Proposed Payroll	\$13,210	% Change	7.49%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - ANIMAL CONTROL Unit Code: 77-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	VOLUNTEER FACILITATOR - PT/NB	9014	28,900	37,571	46,241	09								77.69%		
	VOLUNTEER COORDINATOR - P/T	1508	39,132	49,815	50,313	314		203				0	0	WILSON, ALICIA		
	ANIMAL CONTROL OFFICER - PTNB	1265	33,440	43,472	53,504	12								76.92%		
	ANIMAL CONTROL OFFICER - P/T	1265	32,194	40,983	41,393	310		144				0	0	WATKINS, NICOLLETTE		
	ANIMAL CARETAKER - PT/NB	7001	25,873	33,635	41,397	07								76.92%		
	ANIMAL CARETAKER - P/T	7001	26,486	33,717	34,054	306		166				0	0	AGUILAR, ASHLEY		

Summary for CENTRAL SVCS - ANIMAL CONTROL

Current Payroll		\$42,039	# Positions	3
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	2 # Not Adj 1
Adjustment To Minimum	\$5,014		# Adjusted To Minimum	2
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$5,014			
Proposed Payroll		\$47,053	% Change	11.93%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - COURTHOUSE PARKING Unit Code: 77-31

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PARKING ATTENDANT I - PT/NB	6007	24,361	31,669	38,977	06	0.475							77.69%		
	PARKING ATTENDANT I - P/T	6007	25,225	32,111	32,432	305		1264				0	0	BARNETT, TAMEKA		
	PARKING ATTENDANT I - PT/NB	6007	24,361	31,669	38,977	06	0.475							77.69%		
	PARKING ATTENDANT I - P/T	6007	25,225	32,111	32,432	305		5403				0	0	BLOYER, DELORES		
	PARKING ATTENDANT I - PT/NB	6007	24,361	31,669	38,977	06	0.475							77.69%		
	PARKING ATTENDANT I - P/T	6007	25,225	32,111	32,432	305		413				0	0	HUISA CESPEDES, LUI		
	PARKING ATTENDANT I - PT/NB	6007	24,361	31,669	38,977	06	0.475							77.69%		
	PARKING ATTENDANT I - P/T	6007	25,225	32,111	32,432	305		1606				0	0	LAWRENCE, TEMIKA		
	PARKING ATTENDANT I - PT/NB	6007	24,361	31,669	38,977	06	0.475							77.69%		
	PARKING ATTENDANT I - P/T	6007	25,225	32,111	32,432	305		284				0	0	REED, AMANDA		
	PARKING ATTENDANT I - PT/NB	6007	24,361	31,669	38,977	06	0.475							77.69%		
	PARKING ATTENDANT I - P/T	6007	25,225	32,111	32,432	305		347				0	0	SMITH, DEANNA		

Summary for CENTRAL SVCS - COURTHOUSE PARKING

Current Payroll	\$70,124	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$1,767	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$1,767		
Proposed Payroll	\$71,891	% Change	2.52%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: CLERK OF SUPERIOR COURT Dep't Code: 33

Unit Name: CLERK OF SUPERIOR COURT Unit Code: 33-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07			0.475					76.92%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		111				0	0	INGRAM, MATTHEW		
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07			0.475					76.92%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		841				0	0	SALTER, OLIVIA		
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07			0.475					76.92%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		112				0	0	WILLIAMS, SARAH		

Summary for CLERK OF SUPERIOR COURT

Current Payroll		\$36,869	# Positions	3
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$2,761		# Adjusted To Minimum	3
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$2,761			
Proposed Payroll		\$39,630	% Change	7.49%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: FINANCE Dep't Code: 19

Unit Name: FINANCE - FINANCIAL SVCS Unit Code: 19-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07		0.475					77.69%			
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307			1341			0	0	ROGERS, WONDA		

Summary for FINANCE - FINANCIAL SVCS

Current Payroll	\$12,413	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$797	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$797		
Proposed Payroll	\$13,210	% Change	6.42%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: FIRE Dep't Code: 57

Unit Name: FIRE - OPERATIONS Unit Code: 57-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07								77.69%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		249				0	0	CAPE, LINDA		

Summary for FIRE - OPERATIONS

Current Payroll	\$12,413	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$797	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$797		
Proposed Payroll	\$13,210	% Change	6.42%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: HR Dep't Code: 21

Unit Name: HR - ADMIN Unit Code: 21-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	HR RECORDS TECH - PTNB	1213	33,440	43,472	53,504	12		0.475						76.92%		
	RECORDS CLERK - P/T	1213	33,804	43,032	43,462	311			112				0	0	EASTERLING, JESSICA	
	HR RECORDS TECH - PTNB	1213	33,440	43,472	53,504	12		0.475						77.69%		
	RECORDS CLERK - P/T	1213	33,804	43,032	43,462	311			714				0	0	VEASLEY, VANISHA	

Summary for HR - ADMIN

Current Payroll		\$31,927	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$187		# Adjusted To Minimum	2
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$187			
Proposed Payroll		\$32,114	% Change	0.58%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: HR Dep't Code: 21

Unit Name: HR - BENEFITS & WELLNESS Unit Code: 21-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	WELLNESS COACH - PT/NB	7007	25,873	33,635	41,397	07			0.475					77.69%		
	WELLNESS COACH - P/T	7007	26,486	33,717	34,054	306		536				0	0	BYERS, HANNAH		
	WELLNESS COACH - PT/NB	7007	25,873	33,635	41,397	07			0.475					77.69%		
	WELLNESS COACH - P/T	7007	26,486	33,717	34,054	306		710				0	0	SANGALANG, ALEXAN		

Summary for HR - BENEFITS & WELLNESS

Current Payroll	\$24,825	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$337	# Adjusted To Minimum	2
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$337		
Proposed Payroll	\$25,162	% Change	1.36%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ADMIN - FACILITY & PARK MAINT Unit Code: 87-11

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	MAINTENANCE WORKER PT/NB	9021	28,900	37,571	46,241	09							77.69%			
	MAINTENANCE WORKER I - P/T	9021	29,201	37,173	37,545	308		1866				0	0	ECHOLS, JOHNIFER		

Summary for LEISURE SVCS - ADMIN - FACILITY & PARK MAINT

Current Payroll	\$13,865	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$6	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$6		
Proposed Payroll	\$13,870	% Change	0.04%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ADMIN - INTERNAL SUPPORT Unit Code: 87-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	PLANNING TECHNICIAN - PT/NB	1457	36,821	47,868	58,914	14							76.92%			
	PLANNING SUPPORT SPECIALIST - P/T	1457	37,269	47,443	47,917	313		173				0	0	EFUNE, BRENT		

Summary for LEISURE SVCS - ADMIN - INTERNAL SUPPORT

Current Payroll	\$17,490	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$213	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$213		
Proposed Payroll	\$17,703	% Change	1.22%

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Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ARTS - EAST ATHENS DANCE CTR Unit Code: 87-23

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07								76.92%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		112				0	0	BALL, PRECIOUS		

Summary for LEISURE SVCS - ARTS - EAST ATHENS DANCE CTR

Current Payroll	\$12,290	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$920	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$920		
Proposed Payroll	\$13,210	% Change	7.49%

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Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ARTS - LYNDON HOUSE ARTS CTR Unit Code: 87-21

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Days All'd	Flat %	Mkt	Step		
Proposed											Min	Max	OrgExp	Asgn	Employee Name	
PROGRAM LEADER - PTNB		1386	35,293	45,881	56,469	13	0.475								77.69%	
LSVCS PROGRAM LEADER - P/T		1386	35,494	45,184	45,636	312		5503					0	0	BROOKS, CELIA	
PROGRAM LEADER - PTNB		1386	35,293	45,881	56,469	13	0.475								77.69%	
LSVCS PROGRAM LEADER - P/T		1386	35,494	45,184	45,636	312		690					0	0	BULL, JAIME	
PROGRAM LEADER - PTNB		1386	35,293	45,881	56,469	13	0.475								77.69%	
LSVCS PROGRAM LEADER - P/T		1386	35,494	45,184	45,636	312		615					0	0	BURK, AMANDA	
PROGRAM LEADER - PTNB		1386	35,293	45,881	56,469	13	0.475								77.69%	
LSVCS PROGRAM LEADER - P/T		1386	35,494	45,184	45,636	312		3076					0	0	CARLUCCI, TONI	
SECURITY ASSISTANT - PT/NB		8017	27,387	35,603	43,819	08	0.475								77.69%	
ADMINISTRATIVE ASSISTANT I - P/T		7009	27,810	35,403	35,757	307		237					0	0	SMITH, BRANDON	

Summary for LEISURE SVCS - ARTS - LYNDON HOUSE ARTS CTR

Current Payroll	\$80,866	# Positions	5
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 4
Adjustment To Minimum	\$71	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$71		
Proposed Payroll	\$80,937	% Change	0.09%

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Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ARTS - MORTON THEATRE Unit Code: 87-24

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	EQUIPMENT TECHNICIAN PT/NB	1478	36,821	47,868	58,914	14								77.69%		
	THEATRE EQUIPMENT TECHNICIAN	1478	37,269	47,443	47,917	313		420				0	0	MEADOWS, JOSEPH		

Summary for LEISURE SVCS - ARTS - MORTON THEATRE

Current Payroll	\$17,665	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$38	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$38		
Proposed Payroll	\$17,703	% Change	0.21%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - ARTS -ATHENS CREATIVE THEATRE Unit Code: 87-22

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	EQUIPMENT TECHNICIAN PT/NB	1478	36,821	47,868	58,914	14								77.69%		
	THEATRE EQUIPMENT TECHNICIAN	1478	37,269	47,443	47,917	313		2052				0	0	MILLER, JEREMY		

Summary for LEISURE SVCS - ARTS -ATHENS CREATIVE THEATRE

Current Payroll	\$17,665	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$38	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$38		
Proposed Payroll	\$17,703	% Change	0.21%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - NATURE- MEMORIAL PARK Unit Code: 87-61

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06			0.475					77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		571				0	0	GREENE, LABRYSON		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06			0.475					77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		231				0	0	JERRELL, CYNTHEA		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06			0.475					76.92%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		150				0	0	SIN, NULCHAMP		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06			0.475					77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		802				0	0	SPARNICHT, CHRISTO		
	PROGRAM ASSISTANT - PT/NB	4998	21,335	27,736	34,137	04			0.475					77.69%		
	PROGRAM ASSISTANT - P/T	4998	21,790	27,739	28,016	302		471				0	0	BARR, ANNABELLE		
	PROGRAM ASSISTANT - PT/NB	4998	21,335	27,736	34,137	04			0.475					76.92%		
	PROGRAM ASSISTANT - P/T	4998	21,790	27,739	28,016	302		0				0	0	SAWYER, ABIGAIL		
	PROGRAM ASSISTANT - PT/NB	4998	21,335	27,736	34,137	04			0.475					77.69%		
	PROGRAM ASSISTANT - P/T	4998	21,790	27,739	28,016	302		520				0	0	WILLIS, AMBER		

Summary for LEISURE SVCS - NATURE- MEMORIAL PARK

Current Payroll		\$77,239	# Positions	7
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	7 # Not Adj 0
Adjustment To Minimum	\$1,740		# Adjusted To Minimum	7
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$1,740			
Proposed Payroll		\$78,978	% Change	2.25%

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Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - NATURE- SANDY CREEK NAT CTR Unit Code: 87-62

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	RECREATION ASSISTANT - TEMP	1120	31,929	41,508	51,087	11								76.92%		
	RECREATION ASSISTANT - PT/NB	1138	32,194	40,983	41,393	310		223				0	0	LOTT, GWENDOLYN		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06								77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		845				0	0	WHITE, CONNOR		

Summary for LEISURE SVCS - NATURE- SANDY CREEK NAT CTR

Current Payroll		\$26,854	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	2 # Not Adj 0
Adjustment To Minimum	\$420		# Adjusted To Minimum	2
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$420			
Proposed Payroll		\$27,274	% Change	1.57%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - NATURE- SANDY CREEK PARK Unit Code: 87-63

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475							76.92%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		145				0	0	FENNIMORE, KENZIE		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475							77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		240				0	0	GLENNIE, REBECCA		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475							77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		723				0	0	GREESON, KERIGAN		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475							77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		589				0	0	REDDICK, JUSTIN		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475							77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		299				0	0	SNEAD, CHRISTIAN		

Summary for LEISURE SVCS - NATURE- SANDY CREEK PARK

Current Payroll	\$58,321	# Positions	5
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	5 # Not Adj 0
Adjustment To Minimum	\$1,588	# Adjusted To Minimum	5
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$1,588		
Proposed Payroll	\$59,909	% Change	2.72%

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Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - NATURE-TRAILS & OPEN SPACES Unit Code: 87-64

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	RECREATION ASSISTANT - PT/NB	1138	31,929	41,508	51,087	11								76.92%		
	RECREATION ASSISTANT - PT/NB	1138	32,194	40,983	41,393	310		188				0	0	GRAY, CONSTANCE		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06								77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		568				0	0	KENNEDY, JACOB		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06								77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		354				0	0	MATHIS, MORGAN		

Summary for LEISURE SVCS - NATURE-TRAILS & OPEN SPACES

Current Payroll		\$38,541	# Positions	3
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$715		# Adjusted To Minimum	3
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$715			
Proposed Payroll		\$39,256	% Change	1.86%

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Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - PARK SERVICES - SOUTHEAST CP Unit Code: 87-31

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
PROGRAM ASSISTANT - PT/NB		4998	21,335	27,736	34,137	04		0.475						76.92%		
PROGRAM ASSISTANT - P/T		4998	21,790	27,739	28,016	302			142			0	0	DOBBS III, EDDIE		

Summary for LEISURE SVCS - PARK SERVICES - SOUTHEAST CP

Current Payroll	\$10,134	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$216	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$216		
Proposed Payroll	\$10,350	% Change	2.13%

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Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - BISHOP PARK Unit Code: 87-45

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd	Flat %		Mkt	Step	% Chg			
Proposed	Title	Code	Min	Mkt	Max	#	Duty				Min	Max	OrgExp	Asgn	Employee Name		
	GYMNASTICS COACH I - PT/NB	8013	27,387	35,603	43,819	08	0.475								77.69%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		486					0	0	ASBERRY, ASIA		
	GYMNASTICS COACH I - PT/NB	8013	27,387	35,603	43,819	08	0.475								77.69%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		1011					0	0	CONRAD, KARISSA		
	GYMNASTICS INSTRUCTOR I-PT/NB	4999	21,335	27,736	34,137	04	0.475								76.92%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		153					0	0	FOLEY, JANE		
	GYMNASTICS INSTRUCTOR I-PT/NB	4999	21,335	27,736	34,137	04	0.475								77.69%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		719					0	0	FOLEY, LUCY		
	GYMNASTICS INSTRUCTOR II PTNB	6002	24,361	31,669	38,977	06	0.475								77.69%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		372					0	0	FULLER, CASSIDY		
	GYMNASTICS COACH II - PT/NB	1012	30,414	39,538	48,663	10	0.475								77.69%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		1162					0	0	GRIFFIN, BRALEE		
	GYMNASTICS INSTRUCTOR I-PT/NB	4999	21,335	27,736	34,137	04	0.475								77.69%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		577					0	0	GURLEY, JOURNEY		
	GYMNASTICS INSTRUCTOR II PTNB	6002	24,361	31,669	38,977	06	0.475								77.69%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		1098					0	0	HENDERSON, CASEY		
	GYMNASTICS INSTRUCTOR II PTNB	6002	24,361	31,669	38,977	06	0.475								77.69%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		372					0	0	HOOKER, MARIE		
	GYMNASTICS INSTRUCTOR I-PT/NB	4999	21,335	27,736	34,137	04	0.475								77.69%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		577					0	0	MCGHEE, MAGGIE		
	GYMNASTICS INSTRUCTOR I-PT/NB	4999	21,335	27,736	34,137	04	0.475								77.69%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		372					0	0	MONFORD, TYKERIUS		
	GYMNASTICS INSTRUCTOR I-PT/NB	4999	21,335	27,736	34,137	04	0.475								76.92%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		147					0	0	POLLOCK, MALLORY		
	GYMNASTICS INSTRUCTOR I-PT/NB	4999	21,335	27,736	34,137	04	0.475								77.69%		
	GYMNASTICS INSTRUCTOR - P/T	8013	25,225	32,111	32,432	305		723					0	0	TANNER, ARYNNE		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475								77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		212					0	0	GUERRA, ALAN		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475								77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		225					0	0	HAVERLY, JAMES		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475								77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		2053					0	0	HOLT, BRUCE		

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Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - BISHOP PARK Unit Code: 87-45

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for LEISURE SVCS - REC - BISHOP PARK

Current Payroll	\$182,439	# Positions	16
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	13 # Not Adj 3
Adjustment To Minimum	\$14,194	# Adjusted To Minimum	13
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$14,194		
Proposed Payroll	\$196,633	% Change	7.78%

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Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - EAST ATHENS CMTY CENTER Unit Code: 87-41

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06		0.475						77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305			5157			0	0	JOHNSON, MICHELLE		

Summary for LEISURE SVCS - REC - EAST ATHENS CMTY CENTER

Current Payroll	\$11,687	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$295	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$295		
Proposed Payroll	\$11,982	% Change	2.52%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - LAY PARK CMTY CENTER Unit Code: 87-42

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06		0.475						77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305			248			0	0	LETT, LADIAMOND		

Summary for LEISURE SVCS - REC - LAY PARK CMTY CENTER

Current Payroll	\$11,687	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$295	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$295		
Proposed Payroll	\$11,982	% Change	2.52%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - ROCKSPRINGS CMTY CENTER Unit Code: 87-43

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06		0.475						77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305			454			0	0	BANNISTER, JAN		

Summary for LEISURE SVCS - REC - ROCKSPRINGS CMTY CENTER

Current Payroll	\$11,687	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$295	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$295		
Proposed Payroll	\$11,982	% Change	2.52%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - SOUTHEAST CLARKE PARK Unit Code: 87-47

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475							76.92%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		193				0	0	BOSWELL, JEREMIAH		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475							77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		604				0	0	BRANYAN, JOHN		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475							77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		210				0	0	BROWNLEE, MILTON		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475							77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		713				0	0	EPPSTEIN, SAMUEL		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475							77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		539				0	0	ESCOE, ZACHARY		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06	0.475							77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		1180				0	0	GALLAGHER, EVAN		

Summary for LEISURE SVCS - REC - SOUTHEAST CLARKE PARK

Current Payroll	\$70,008	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	6 # Not Adj 0
Adjustment To Minimum	\$1,883	# Adjusted To Minimum	6
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$1,883		
Proposed Payroll	\$71,891	% Change	2.69%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: LEISURE SVCS Dep't Code: 87

Unit Name: LEISURE SVCS - REC - TENNIS CENTER Unit Code: 87-46

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07								77.69%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		546				0	0	SULLIVAN, KATIE		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06								77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		579				0	0	MILHOAN, NICHOLETTE		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06								76.92%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		154				0	0	SODER, ERIK		
	PARK ASSISTANT - PT/NB	6003	24,361	31,669	38,977	06								77.69%		
	PARK ASSISTANT - P/T	6003	25,225	32,111	32,432	305		570				0	0	WILBUR, CYNTHIA		

Summary for LEISURE SVCS - REC - TENNIS CENTER

Current Payroll		\$47,359	# Positions	4
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$1,797		# Adjusted To Minimum	4
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$1,797			
Proposed Payroll		\$49,155	% Change	3.79%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: MAGISTRATE COURT Dep't Code: 49

Unit Name: MAGISTRATE COURT Unit Code: 49-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
COURT CLERK - PT/NB		1055	30,414	39,538	48,663	10								77.69%		
COURT CLERK - P/T		1055	30,661	39,031	39,422	309		741				0	0	DAY, BARBARA		

Summary for MAGISTRATE COURT

Current Payroll	\$14,591	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$0		
Proposed Payroll	\$14,591	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: MANAGER Dep't Code: 13

Unit Name: MANAGER - PUBLIC INFORMATION Unit Code: 13-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
SECRETARY - PT/NB		9170	28,900	37,571	46,241	09			0.475					77.69%		
ADMINISTRATIVE ASSISTANT I - P/T		7009	27,810	35,403	35,757	307		1475				0	0	EPLING, IRENA		

Summary for MANAGER - PUBLIC INFORMATION

Current Payroll	\$13,865	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$0		
Proposed Payroll	\$13,865	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: MANAGER Dep't Code: 13

Unit Name: MANAGER - SPLOST Unit Code: 13-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	ACCOUNTING TECHNICIAN PT/NB	1103	31,929	41,508	51,087	11							84.75%			
	ACCOUNTING SPECIALIST PT	1100	32,194	40,983	41,393	310		1774				0	0	BARNETT, ASHLEY		

Summary for MANAGER - SPLOST

Current Payroll	\$16,709	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$0		
Proposed Payroll	\$16,709	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: PLANNING Dep't Code: 73

Unit Name: PLANNING - ADMIN Unit Code: 73-00

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
SECRETARY - PT/NB		9170	28,900	37,571	46,241	09		0.475						77.69%		
ADMINISTRATIVE ASSISTANT I - P/T		7009	27,810	35,403	35,757	307			469				0	0	GRESHAM IVORY, GILD	

Summary for PLANNING - ADMIN

Current Payroll	\$13,865	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$0		
Proposed Payroll	\$13,865	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - CENTRAL COMMUNICATIONS Unit Code: 55-40

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	COMMUNICATIONS OFFICER - PTNB	1358	35,293	45,881	56,469	13								79.33%		
	COMMUNICATIONS OFFICER I - P/T	1358	35,494	45,184	45,636	312		3192				0	0	PHELPS, LESLIE		

Summary for POLICE - CENTRAL COMMUNICATIONS

Current Payroll	\$17,290	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$0		
Proposed Payroll	\$17,290	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - COMMUNITY OUTREACH Unit Code: 55-60

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	VOLUNTEER COORDINATOR-PT/NB	1508	38,348	49,853	61,357	15								77.69%		
	VOLUNTEER COORDINATOR - P/T	1508	39,132	49,815	50,313	314		4501				0	0	HAMBY, MARY		

Summary for POLICE - COMMUNITY OUTREACH

Current Payroll	\$18,398	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$190	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$190		
Proposed Payroll	\$18,588	% Change	1.03%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: POLICE Dep't Code: 55

Unit Name: POLICE - CRIMINAL INVESTIGATIONS Unit Code: 55-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
INVESTIGATOR - PT/NB		1808	42,933	55,813	68,693	18								80.80%		
INVESTIGATOR - P/T		1808	43,143	54,921	55,470	316		3622				0	0	MITCHELL, GARY		

Summary for POLICE - CRIMINAL INVESTIGATIONS

Current Payroll	\$21,420	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$0		
Proposed Payroll	\$21,420	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WATER CONSERVATION Unit Code: 69-11

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07								76.92%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		154				0	0	PADUANI, MELISSA		

Summary for PUBLIC UTILITIES - WATER CONSERVATION

Current Payroll		\$12,290	# Positions	1
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$920		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$920			
Proposed Payroll		\$13,210	% Change	7.49%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WBO Unit Code: 69-27

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd	Min	Max	OrgExp	Asgn	Employee Name			
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07								77.69%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		224				0	0	CHETNEY, SARA		

Summary for PUBLIC UTILITIES - WBO

Current Payroll		\$12,413	# Positions	1
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$797		# Adjusted To Minimum	1
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$797			
Proposed Payroll		\$13,210	% Change	6.42%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: PUBLIC UTILITIES Dep't Code: 69

Unit Name: PUBLIC UTILITIES - WRF I Unit Code: 69-35

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	WATER RECLAMATION OPER I PT/NB	1143	31,929	41,508	51,087	11	0.475							80.72%		
	WATER RECLAMATION OPER I - P/T	1143	32,194	40,983	41,393	310		1974				0	0	BLACK, LARRY		
	WATER RECLAMATION OPER I PT/NB	1143	31,929	41,508	51,087	11	0.475							80.72%		
	WATER RECLAMATION OPER I - P/T	1143	32,194	40,983	41,393	310		995				0	0	BREHM, JACK		
	WATER RECLAMATION OPER I PT/NB	1143	31,929	41,508	51,087	11	0.475							80.72%		
	WATER RECLAMATION OPER I - P/T	1143	32,194	40,983	41,393	310		2151				0	0	HATFIELD, REX		
	WATER RECLAMATION OPER I PT/NB	1143	31,929	41,508	51,087	11	0.475							77.69%		
	WATER RECLAMATION OPER I - P/T	1143	32,194	40,983	41,393	310		449				0	0	JONES, SYLVESTER		
	WATER RECLAMATION OPER I PT/NB	1143	31,929	41,508	51,087	11	0.475							80.72%		
	WATER RECLAMATION OPER I - P/T	1143	32,194	40,983	41,393	310		4447				0	0	SIMS, JOHN		
	DISPOSAL EQUIP OPERATOR - PTNB	1092	30,414	39,538	48,663	10	0.475							77.69%		
	DISPOSAL EQUIP OPERATOR - P/T	1092	30,661	39,031	39,422	309		1685				0	0	BAERNE, JACK		

Summary for PUBLIC UTILITIES - WRF I

Current Payroll	\$93,571	# Positions	6
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 6
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$0		
Proposed Payroll	\$93,571	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - ADMIN Unit Code: 45-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	FIREARM INSTRUCTOR - PT/NB	1807	42,933	55,813	68,693	18								90.60%		
	FIREARM INSTRUCTOR - P/T	1807	43,143	54,921	55,470	316		1406				0	0	HERRING, MICHAEL		
	SECRETARY - PT/NB	9170	28,900	37,571	46,241	09								77.69%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		2687				0	0	GETER, MELVIN		

Summary for SHERIFF - ADMIN

Current Payroll	\$37,885	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 2
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$0		
Proposed Payroll	\$37,885	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: SHERIFF Dep't Code: 45

Unit Name: SHERIFF - JAIL Unit Code: 45-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
	Title	Code	Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed							Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
SECRETARY - PT/NB		9170	28,900	37,571	46,241	09		0.475						77.69%		
ADMINISTRATIVE ASSISTANT I - P/T		7009	27,810	35,403	35,757	307			1650				0	0	COLLINS, HARRIETT	

Summary for SHERIFF - JAIL

Current Payroll		\$13,865	# Positions	1
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$0			
Proposed Payroll	\$13,865		% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - ADMIN Unit Code: 71-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07								76.92%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		154				0	0	HOWARD, LADARRIUS		

Summary for SOLID WASTE - ADMIN

Current Payroll	\$12,290	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$920	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$920		
Proposed Payroll	\$13,210	% Change	7.49%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - CHARM Unit Code: 71-21

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	HOUSEHOLD HAZ WASTE TECH PTNB	8010	27,387	35,603	43,819	08								77.69%		
	HOUSEHOLD HAZ WASTE TECH - P/T	8010	27,810	35,403	35,757	307		1153				0	0	LAWRENCE, MARGIE		
	HOUSEHOLD HAZ WASTE TECH PTNB	8010	27,387	35,603	43,819	08								123.09%		
	HOUSEHOLD HAZ WASTE TECH - P/T	8010	27,810	35,403	35,757	307		1153				0	0	WILLIAMS, WILLIE		

Summary for SOLID WASTE - CHARM

Current Payroll	\$33,955	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 1
Adjustment To Minimum	\$71	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$71		
Proposed Payroll	\$34,026	% Change	0.21%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - COMM CURBSIDE Unit Code: 71-60

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	SOLID WASTE DRIVER I - PT/NB	8009	27,387	35,603	43,819	08								76.92%		
	SOLID WASTE DRIVER I - P/T	8009	29,201	37,173	37,545	308		121				0	0	DANIEL, JERRETT		

Summary for SOLID WASTE - COMM CURBSIDE

Current Payroll	\$13,009	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 0
Adjustment To Minimum	\$862	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$862		
Proposed Payroll	\$13,870	% Change	6.62%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: SOLID WASTE Dep't Code: 71

Unit Name: SOLID WASTE - COMM DUMPSTER/LITTER Unit Code: 71-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	SOLID WASTE DRIVER I - PT/NB	8009	27,387	35,603	43,819	08			0.475					77.69%		
	SOLID WASTE DRIVER I - P/T	8009	29,201	37,173	37,545	308		1113				0	0	LATTIMORE, BRANDON		
	SOLID WASTE DRIVER I - PT/NB	8009	27,387	35,603	43,819	08			0.475					77.69%		
	SOLID WASTE DRIVER I - P/T	8009	29,201	37,173	37,545	308		1601				0	0	RICHARDSON, JERMAI		
	SOLID WASTE DRIVER I - PT/NB	8009	27,387	35,603	43,819	08			0.475					77.69%		
	SOLID WASTE DRIVER I - P/T	8009	29,201	37,173	37,545	308		2602				0	0	ROBINSON, ALVIN		

Summary for SOLID WASTE - COMM DUMPSTER/LITTER

Current Payroll		\$39,417	# Positions	3
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$2,194		# Adjusted To Minimum	3
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$2,194			
Proposed Payroll		\$41,611	% Change	5.57%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: SUPERIOR COURT Dep't Code: 31

Unit Name: STATE COURT - BAILIFFS Unit Code: 31-85

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475							77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		1003				0	0	HOWARD, JOHN		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475							77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		1003				0	0	JONES, CHARLIE		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475							77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		735				0	0	ROBINSON, DEBORAH		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475							77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		2029				0	0	WOOD, JAMES		

Summary for STATE COURT - BAILIFFS

Current Payroll	\$55,459	# Positions	4
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	4 # Not Adj 0
Adjustment To Minimum	\$23	# Adjusted To Minimum	4
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$23		
Proposed Payroll	\$55,482	% Change	0.04%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: SUPERIOR COURT Dep't Code: 31

Unit Name: SUPERIOR COURT - BAILIFFS Unit Code: 31-80

Original	Class		Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#			Days All'd	Flat %		Mkt	Step	% Chg			
Proposed	Title	Code	Min	Mkt	Max	#	Duty				Min	Max	OrgExp	Asgn	Employee Name		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		4276					0	0	CALLAWAY, WILLIAM		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		1860					0	0	DAVIS, LUCILLE		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		2066					0	0	DILLARD, CARRIE		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		6408					0	0	DUNCAN, ROBERT		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		1257					0	0	EDWARDS JR, HOMER		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		768					0	0	FINN, PATRICIA		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		5712					0	0	HOLDER, NELLIE		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		525					0	0	KNISELY, KURT		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		6161					0	0	LUNSFORD, JACKIE		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		1079					0	0	MALLORY, LINDA		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		721					0	0	MCKINNEY, OLIVIA		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		1686					0	0	MOSES, JAMES		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		1119					0	0	SLAVIN, JANET		
BAILIFF - PT/NB		9013	28,900	37,571	46,241	09	0.475								77.69%		
BAILIFF - P/T		9013	29,201	37,173	37,545	308		1475					0	0	WILSON, ANGELA		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: SUPERIOR COURT Dep't Code: 31

Unit Name: SUPERIOR COURT - BAILIFFS Unit Code: 31-80

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for SUPERIOR COURT - BAILIFFS

Current Payroll	\$194,107	# Positions	14
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	14 # Not Adj 0
Adjustment To Minimum	\$79	# Adjusted To Minimum	14
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$79		
Proposed Payroll	\$194,186	% Change	0.04%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: SUPERIOR COURT Dep't Code: 31

Unit Name: SUPERIOR COURT - PROBATION SERVICES Unit Code: 31-50

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	MEDICAL LABORATORY ASST-PT/NB	1010	30,414	39,538	48,663	10	0.475							77.69%		
	MEDICAL LABORATORY ASST- P/T	1010	30,661	39,031	39,422	309		826				0	0	DAVENPORT, MATTHE		
	MEDICAL LABORATORY ASST-PT/NB	1010	30,414	39,538	48,663	10	0.475							77.69%		
	MEDICAL LABORATORY ASST- P/T	1010	30,661	39,031	39,422	309		1050				0	0	KIM, CHRISTY		
	MEDICAL LABORATORY ASST-PT/NB	1010	30,414	39,538	48,663	10	0.475							76.92%		
	MEDICAL LABORATORY ASST- P/T	1010	30,661	39,031	39,422	309		126				0	0	ROUTH, MICHAEL		

Summary for SUPERIOR COURT - PROBATION SERVICES

Current Payroll	\$43,629	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	1 # Not Adj 2
Adjustment To Minimum	\$117	# Adjusted To Minimum	1
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$117		
Proposed Payroll	\$43,746	% Change	0.27%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: TAX COMM Dep't Code: 23

Unit Name: TAX COMM - MOTOR VEHICLE Unit Code: 23-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	MOTOR VEHICLE REGISTRAR-PTNB	1204	33,440	43,472	53,504	12								77.69%		
	MOTOR VEHICLE REGISTRAR - P/T	1204	33,804	43,032	43,462	311		460				0	0	GOMES, VICKI		
	MOTOR VEHICLE REGISTRAR-PTNB	1204	33,440	43,472	53,504	12								77.69%		
	MOTOR VEHICLE REGISTRAR - P/T	1204	33,804	43,032	43,462	311		2747				0	0	JONES, IRMA		
	MOTOR VEHICLE REGISTRAR-PTNB	1204	33,440	43,472	53,504	12								77.69%		
	MOTOR VEHICLE REGISTRAR - P/T	1204	33,804	43,032	43,462	311		917				0	0	QUIMBY-HARDY, SANQ		

Summary for TAX COMM - MOTOR VEHICLE

Current Payroll	\$48,129	# Positions	3
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	3 # Not Adj 0
Adjustment To Minimum	\$41	# Adjusted To Minimum	3
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$41		
Proposed Payroll	\$48,170	% Change	0.09%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - ADMIN Unit Code: 65-10

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	ADMINISTRATIVE SECRETARY-PT/NB	1105	31,929	41,508	51,087	11								77.69%		
	ADMINISTRATIVE ASSISTANT II - P/T	1102	30,661	39,031	39,422	309		909				0	0	FINLEY, CAROLYN		

Summary for TRANSIT - ADMIN

Current Payroll	\$15,318	# Positions	1
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 1
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$0		
Proposed Payroll	\$15,318	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - DEMAND RESPONSE Unit Code: 65-30

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	TRANSIT VEHICLE OPERATOR PT/NB	1182	31,929	41,508	51,087	11								77.69%		
	TRANSIT VEHICLE OPERATOR - P/T	1182	32,194	40,983	41,393	310		272				0	0	BRITTAIN, DAVID		
	TRANSIT VEHICLE OPERATOR PT/NB	1182	31,929	41,508	51,087	11								77.69%		
	TRANSIT VEHICLE OPERATOR - P/T	1182	32,194	40,983	41,393	310		991				0	0	LONG, MICHAEL		

Summary for TRANSIT - DEMAND RESPONSE

Current Payroll		\$30,636	# Positions	2
Flat 0% Adjustment	\$0		# Positions Adjusted (any type)	0 # Not Adj 2
Adjustment To Minimum	\$0		# Adjusted To Minimum	0
Adjustment To Market	\$0		# Adjusted To Market	0
Adjustment Toward Maximum	\$0		# Adjusted Toward Maximum	0
Adjustment To Step	\$0		# Adjusted To Step	0
OrgExp Adjustment	\$0		# OrgExp Adjustments	0
Stipends / Supplements	\$0		# Assignment	0
Total Applied Adjustments	\$0			
Proposed Payroll		\$30,636	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - MAINT NON-LINE Unit Code: 65-41

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	TRANSIT MAINT WORKER I - TEMP	9016	28,900	37,571	46,241	09								161.94%		
	TRANSIT MAINT WORKER - P/T	9010	27,810	35,403	35,757	307		141				0	0	MATTOX, JABIN		
	TRANSIT MAINT WORKER I - PT/NB	9010	28,900	37,571	46,241	09								77.69%		
	TRANSIT MAINT WORKER - P/T	9010	27,810	35,403	35,757	307		642				0	0	MILLER, RICKY		

Summary for TRANSIT - MAINT NON-LINE

Current Payroll	\$42,765	# Positions	2
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	0 # Not Adj 2
Adjustment To Minimum	\$0	# Adjusted To Minimum	0
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$0		
Proposed Payroll	\$42,765	% Change	0.00%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - OPERATIONS Unit Code: 65-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#					Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
	ROUTE SUPERVISOR PT/NB	1752	41,405	53,827	66,248	17	0.475							76.92%		
	ROUTE SUPERVISOR - P/T	1752	43,143	54,921	55,470	316		315				0	0	BROWN, JARRED		
	ROUTE SUPERVISOR PT/NB	1752	41,405	53,827	66,248	17	0.475							77.69%		
	ROUTE SUPERVISOR - P/T	1752	43,143	54,921	55,470	316		1582				0	0	HEMPHILL, LILLIAN		
	DISPATCHER PT/NB	1272	33,440	43,472	53,504	12	0.475							77.69%		
	TRANSIT DISPATCHER P/T	1272	33,804	43,032	43,462	311		228				0	0	CLARK, KAWANDA		
	DISPATCHER PT/NB	1272	33,440	43,472	53,504	12	0.475							77.69%		
	TRANSIT DISPATCHER P/T	1272	33,804	43,032	43,462	311		864				0	0	DANNER, JENNIFER		
	DISPATCHER PT/NB	1272	33,440	43,472	53,504	12	0.475							77.69%		
	TRANSIT DISPATCHER P/T	1272	33,804	43,032	43,462	311		1845				0	0	TAYLOR, SHARYNEEKA		
	TRANSIT VEHICLE OPERATOR PT/NB	1182	31,929	41,508	51,087	11	0.475							77.69%		
	TRANSIT VEHICLE OPERATOR - P/T	1182	32,194	40,983	41,393	310		2208				0	0	ALEXANDER, CEDRIC		
	TRANSIT VEHICLE OPERATOR PT/NB	1182	31,929	41,508	51,087	11	0.475							77.69%		
	TRANSIT VEHICLE OPERATOR - P/T	1182	32,194	40,983	41,393	310		4424				0	0	BANKSTON, ANGELICA		
	TRANSIT VEHICLE OPERATOR PT/NB	1182	31,929	41,508	51,087	11	0.475							77.69%		
	TRANSIT VEHICLE OPERATOR - P/T	1182	32,194	40,983	41,393	310		1664				0	0	GRESHAM, BEVERLY		
	TRANSIT VEHICLE OPERATOR PT/NB	1182	31,929	41,508	51,087	11	0.475							77.69%		
	TRANSIT VEHICLE OPERATOR - P/T	1182	32,194	40,983	41,393	310		1188				0	0	JAMISON, BREVIN		
	TRANSIT VEHICLE OPERATOR PT/NB	1182	31,929	41,508	51,087	11	0.475							77.69%		
	TRANSIT VEHICLE OPERATOR - P/T	1182	32,194	40,983	41,393	310		1664				0	0	RAKESTRAW, MARION		
	TRANSIT VEHICLE OPERATOR PT/NB	1182	31,929	41,508	51,087	11	0.475							77.69%		
	TRANSIT VEHICLE OPERATOR - P/T	1182	32,194	40,983	41,393	310		390				0	0	STEVENS, CARLA		
	TRANSIT VEHICLE OPERATOR PT/NB	1182	31,929	41,508	51,087	11	0.475							77.69%		
	TRANSIT VEHICLE OPERATOR - P/T	1182	32,194	40,983	41,393	310		1432				0	0	TURNER, FELICIA		
	OFFICE ASSISTANT - PT/NB	7009	25,873	33,635	41,397	07	0.475							77.69%		
	ADMINISTRATIVE ASSISTANT I - P/T	7009	27,810	35,403	35,757	307		143				0	0	BOWMAN, ALEXANDRA		
	TRANSIT FACILI MAIN WKER PT/NB	8001	27,387	35,603	43,819	08	0.475							77.69%		
	FACILITY SERVICE WORKER - P/T	8001	26,486	33,717	34,054	306		614				0	0	MORALES, JONATHAN		
	INFORMATION ATTENDANT PT/NB	7032	25,873	33,635	41,397	07	0.475							77.69%		
	INFORMATION ATTENDANT - P/T	7032	26,486	33,717	34,054	306		1295				0	0	FLANAGAN, LAQUASHI		
	INFORMATION ATTENDANT PT/NB	7032	25,873	33,635	41,397	07	0.475							77.69%		
	INFORMATION ATTENDANT - P/T	7032	26,486	33,717	34,054	306		4809				0	0	JORDAN, RUBY		
	INFORMATION ATTENDANT PT/NB	7032	25,873	33,635	41,397	07	0.475							77.69%		
	INFORMATION ATTENDANT - P/T	7032	26,486	33,717	34,054	306		201				0	0	MACK, TYRESE		

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - OPERATIONS Unit Code: 65-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for TRANSIT - OPERATIONS

Current Payroll	\$257,676	# Positions	17
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	9 # Not Adj 8
Adjustment To Minimum	\$2,798	# Adjusted To Minimum	9
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Maximum	\$0	# Adjusted Toward Maximum	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$2,798		
Proposed Payroll	\$260,474	% Change	1.09%

The Unified Government of Athens-Clarke County, GA Implementation Report

Proposed Pay Plan Part-Time

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - OPERATIONS Unit Code: 65-20

Original	Class		Grade				Step	FTE	Experience	Salary	Adjustments				Compa Ratio	Position #
											Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		

Summary for Pay Plan: Part-Time

Current Payroll	\$2,236,095	# Positions	164
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	123 # Not Adj 41
Adjustment To Minimum	\$53,043	# Adjusted To Minimum	123
Adjustment To Market	\$0	# Adjusted To Market	0
Adjustment Toward Max	\$0	# Adjusted Toward Max	0
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
 Total Applied Adjustments	 \$53,043		
Proposed Payroll	\$2,289,138	% Change	2.37%