City of Grand Forks
2020 Salary Plan
Budget Approved Market/PFP Addendum

Department	2020 Job Class	2019 Current Salary	2019 Salary Range	2020 Salary Range	2020 PFP Score	2020 % Market Raise	2020 Hrly Market Increase	2020 % PFP Raise	2020 Hrly PFP Increase	2019 Compa Ratio %	2020 Compa Ratio %	2020 Salary	2020 % of Total Increase
Assessor	Assessing Specialist	$40,331	34	34	3.65	0.00%	$0.00	0.21%	$0.04	89.79%	89.98%	40,414	0.21%
Assessor	City Assessor	$117,083	74	74	3.55	0.00%	$0.00	0.14%	$0.08	97.08%	97.22%	117,250	0.14%
Assessor	Deputy City Assessor	$82,930	62	64	3.65	2.53%	$1.01	0.20%	$0.08	92.48%	90.43%	85,197	2.73%
Assessor	Real Estate Appraiser	$50,835	44	47	3.50	3.85%	$0.94	0.20%	$0.05	88.41%	85.43%	52,894	4.05%
Assessor	Real Estate Appraiser	$50,253	44	47	3.30	3.85%	$0.93	0.17%	$0.04	87.40%	84.42%	52,270	4.02%
Assessor	Real Estate Appraiser, Senior	$58,885	54	57	3.30	7.74%	$2.19	0.18%	$0.05	80.00%	80.17%	63,544	7.92%
Assessor	Real Estate Appraiser, Senior	$65,166	54	57	3.50	3.83%	$1.20	0.19%	$0.06	88.54%	85.52%	67,787	4.02%
Central Garage	Fleet Maintenance Mechanic	$53,726	42	43	3.20	1.24%	$0.32	0.08%	$0.02	98.17%	97.04%	54,434	1.32%
Central Garage	Fleet Maintenance Mechanic	$52,000	42	43	3.80	1.24%	$0.31	0.20%	$0.05	95.02%	94.03%	52,749	1.44%
Central Garage	Fleet Maintenance Mechanic	$52,000	42	43	3.50	1.24%	$0.31	0.16%	$0.04	95.02%	94.00%	52,728	1.40%
Central Garage	Fleet Maintenance Mechanic	$49,046	42	43	3.50	1.23%	$0.29	0.17%	$0.04	89.62%	88.66%	49,733	1.40%
Central Garage	Fleet Maintenance Mechanic, Senior	$55,619	46	47	3.70	1.23%	$0.33	0.19%	$0.05	92.07%	91.10%	56,410	1.42%
Central Garage	Public Works Operations Supervisor	$73,362	53	56	3.80	3.86%	$1.36	0.20%	$0.07	102.17%	98.72%	76,336	4.06%
City Administrator	City Administrator	$166,088	86	87	4.00	0.10%	$0.08	0.21%	$0.17	102.40%	100.21%	166,608	0.31%
City Hall	Building Maintenance Worker	$39,978	34	37	3.30	3.85%	$0.74	0.16%	$0.03	89.00%	85.96%	41,579	4.01%
City Hall	Building Maintenance, Lead	$43,846	38	41	3.40	3.84%	$0.81	0.19%	$0.04	88.44%	85.43%	45,614	4.03%
Community Development	Community Development Director	$108,555	74	74	3.75	0.00%	$0.00	0.21%	$0.11	90.01%	90.20%	108,784	0.21%
Community Development	Construction Compliance Officer	$68,994	53	54	3.45	1.24%	$0.41	0.12%	$0.04	96.08%	95.01%	69,930	1.36%
Community Development	Planner, Senior	$56,555	50	51	3.90	1.25%	$0.34	0.29%	$0.08	84.82%	84.03%	57,429	1.54%
Community Development	Program Compliance Officer	$71,594	53	54	3.65	1.25%	$0.43	0.15%	$0.05	99.70%	98.63%	72,592	1.40%
Dial-A-Ride	Mobility Manager	$69,846	57	58	3.70	1.25%	$0.42	0.24%	$0.08	88.12%	87.25%	70,886	1.49%
Dial-A-Ride	Transportation Dispatcher	$34,070	29	34	3.20	9.34%	$1.53	0.18%	$0.03	85.82%	83.08%	37,315	9.52%
Dial-A-Ride	Transportation Dispatcher	$33,155	29	34	3.20	10.85%	$1.73	0.19%	$0.03	83.51%	81.96%	36,816	11.04%
Dial-A-Ride	Transportation Dispatcher, Senior	$39,416	34	41	3.40	13.67%	$2.59	0.21%	$0.04	87.75%	84.07%	44,886	13.88%
Engineering	Administrative Specialist, Senior	$55,349	41	41	3.60	0.00%	$0.00	0.11%	$0.03	103.66%	103.78%	55,411	0.11%
Engineering	Assistant City Engineer	$104,104	67	69	4.10	2.40%	$1.20	0.24%	$0.12	102.60%	100.24%	106,850	2.64%
Engineering	Assistant City Engineer	$101,462	67	69	3.70	2.52%	$1.23	0.16%	$0.08	100.00%	97.74%	104,187	2.68%
Engineering	City Engineer	$132,891	77	79	3.55	2.54%	$1.62	0.13%	$0.08	102.32%	99.98%	136,427	2.67%
Engineering	Civil Engineer	$67,704	55	56	3.70	1.26%	$0.41	0.22%	$0.07	89.74%	88.85%	68,702	1.48%
Engineering	Civil Engineer	$64,126	55	56	3.46	1.27%	$0.39	0.19%	$0.06	85.00%	84.14%	65,062	1.46%
Engineering	Civil Engineer, Principal	$91,645	62	64	3.60	2.54%	$1.12	0.14%	$0.06	102.19%	99.88%	94,099	2.68%
Engineering	Civil Engineer, Principal	$89,024	62	64	3.35	2.52%	$1.08	0.09%	$0.04	99.27%	96.96%	91,354	2.61%
Engineering	Civil Engineer, Senior	$72,176	58	61	3.75	3.83%	$1.33	0.26%	$0.09	88.84%	85.87%	75,130	4.09%
Engineering	Civil Engineer, Senior	$70,450	58	61	3.75	3.84%	$1.30	0.27%	$0.09	86.71%	83.83%	73,341	4.11%
Engineering	Civil Engineering Specialist	$54,995	51	52	3.60	2.23%	$0.59	0.23%	$0.06	80.46%	80.43%	56,347	2.46%
Engineering	Civil Engineering Technician	$53,248	45	46	3.40	1.25%	$0.32	0.16%	$0.04	90.35%	89.39%	53,997	1.41%
Engineering	Civil Engineering Technician	$53,061	45	46	3.35	1.25%	$0.32	0.16%	$0.04	90.03%	89.08%	53,810	1.41%
Engineering	Electrical Division Manager	$84,427	61	62	3.35	1.26%	$0.51	0.12%	$0.05	96.50%	95.44%	85,592	1.38%
Engineering	Electrical Technician	$51,542	43	46	3.15	3.83%	$0.95	0.12%	$0.03	91.88%	88.70%	53,581	3.95%
Engineering	Electrician	$59,946	48	52	3.25	5.20%	$1.50	0.14%	$0.04	94.45%	90.14%	63,149	5.34%
Engineering	Master Electrician	$74,672	54	59	3.25	6.57%	$2.36	0.08%	$0.03	101.45%	95.64%	79,643	6.65%
Engineering - Inspections	Building and Zoning Administrator	$102,357	67	69	2.95	2.54%	$1.25	0.02%	$0.01	100.88%	98.48%	104,978	2.56%
Engineering - Inspections	Building Inspector	$50,086	44	49	3.55	8.55%	$2.06	0.21%	$0.05	87.11%	83.74%	54,475	8.76%
Engineering - Inspections	Building Inspector	$50,086	44	49	3.55	8.55%	$2.06	0.21%	$0.05	87.11%	83.74%	54,475	8.76%
Engineering - Inspections	Building Inspector, Senior	$66,248	54	59	3.55	6.88%	$2.19	0.22%	$0.07	90.01%	85.20%	70,949	7.10%
Engineering - Inspections	Building Inspector, Senior	$66,248	54	59	3.55	6.88%	$2.19	0.22%	$0.07	90.01%	85.20%	70,949	7.10%
Engineering - Inspections	Building Trades Inspector	$78,208	54	59	3.55	6.49%	$2.44	0.13%	$0.05	106.26%	100.14%	83,387	6.62%
Engineering - Inspections	Building Trades Inspector	$74,090	54	59	3.55	6.57%	$2.34	0.17%	$0.06	100.66%	94.97%	79,082	6.74%
Engineering - Inspections	Building Trades Inspector	$76,856	54	59	3.55	6.58%	$2.43	0.14%	$0.05	104.42%	98.49%	82,014	6.72%
Engineering - Inspections	Building Trades Inspector	$72,779	54	59	3.55	6.57%	$2.30	0.17%	$0.06	98.88%	93.29%	77,688	6.74%
Engineering - Inspections	Building Trades Inspector	$65,562	54	59	3.55	7.42%	$2.34	0.22%	$0.07	89.08%	84.75%	70,574	7.64%
Engineering - Inspections	Permit Technician	$38,189	34	40	3.75	12.58%	$2.31	0.27%	$0.05	85.02%	82.74%	43,098	12.85%
Engineering - Inspections	Permit Technician	$38,189	34	40	3.75	12.58%	$2.31	0.27%	$0.05	85.02%	82.74%	43,098	12.85%
Engineering - Utilities	Electrical Technician	$56,472	43	46	3.45	3.83%	$1.04	0.11%	$0.03	100.67%	97.17%	58,698	3.94%
Engineering - Utilities	Electronics Technician	$62,400	46	50	3.45	5.20%	$1.56	0.13%	$0.04	103.30%	98.57%	65,728	5.33%
Finance & Administrative Svcs.	Accountant	$52,062	49	52	3.85	7.71%	$1.93	0.32%	$0.08	80.03%	80.28%	56,243	8.03%
Finance & Administrative Svcs.	Accounting Specialist	$57,262	43	46	3.60	3.85%	$1.06	0.15%	$0.04	102.08%	98.58%	59,550	4.00%
Finance & Administrative Svcs.	Accounting Specialist	$51,438	43	46	4.05	3.84%	$0.95	0.28%	$0.07	91.70%	88.66%	53,560	4.12%
Finance & Administrative Svcs.	Accounting Specialist, Senior	$52,582	45	48	3.85	3.84%	$0.97	0.28%	$0.07	89.22%	86.26%	54,746	4.12%
Finance & Administrative Svcs.	Accounting Technician	$49,587	37	40	3.60	3.86%	$0.92	0.17%	$0.04	102.51%	99.03%	51,584	4.03%
Finance & Administrative Svcs.	Accounting Technician	$39,832	37	40	3.45	6.21%	$1.19	0.21%	$0.04	82.35%	81.38%	42,390	6.42%
Finance & Administrative Svcs.	Administrative Specialist	$40,414	34	34	3.35	0.00%	$0.00	0.15%	$0.03	89.98%	90.11%	40,477	0.15%
Finance & Administrative Svcs.	Administrative Specialist, Senior	$44,325	41	41	3.45	0.00%	$0.00	0.19%	$0.04	83.02%	83.17%	44,408	0.19%
Finance & Administrative Svcs.	Asst Finance Director	$107,806	70	70	3.85	0.00%	$0.00	0.19%	$0.10	98.67%	98.86%	108,014	0.19%
Finance & Administrative Svcs.	Budget Officer	$77,397	57	60	3.75	3.84%	$1.43	0.21%	$0.08	97.65%	94.36%	80,538	4.05%
Finance & Administrative Svcs.	City Clerk	$57,886	44	50	3.85	7.98%	$2.22	0.25%	$0.07	100.68%	93.96%	62,650	8.23%
Finance & Administrative Svcs.	Finance Director	$133,598	80	80	3.80	0.00%	$0.00	0.20%	$0.13	95.52%	95.71%	133,869	0.20%
Finance & Administrative Svcs.	Grant Accountant, Senior	$77,917	57	60	3.80	3.84%	$1.44	0.21%	$0.08	98.30%	94.99%	81,078	4.05%
Finance & Administrative Svcs.	Special Assessment Coordinator	$84,011	59	62	4.15	3.84%	$1.55	0.27%	$0.11	100.89%	97.53%	87,464	4.11%
Fire	Administrative Specialist	$43,264	34	34	4.05	0.00%	$0.00	0.24%	$0.05	96.32%	96.55%	43,368	0.24%
Fire	Administrative Specialist, Senior	$48,443	41	41	4.00	0.00%	$0.00	0.26%	$0.06	90.73%	90.96%	48,568	0.26%
Fire	Deputy Fire Marshal	$76,627	58	59	3.90	1.25%	$0.46	0.24%	$0.09	94.32%	93.39%	77,771	1.49%
Fire	Deputy Fire Marshal	$75,878	58	59	3.75	1.26%	$0.46	0.22%	$0.08	93.40%	92.47%	77,002	1.48%
Fire	Deputy Fire Marshal	$75,442	58	59	3.75	1.24%	$0.45	0.22%	$0.08	92.86%	91.92%	76,544	1.46%
Fire	Fire Apparatus Specialist	$65,520	51	54	3.40	3.84%	$1.21	0.13%	$0.04	95.86%	92.55%	68,120	3.97%
Fire	Fire Apparatus Specialist	$65,437	51	54	3.40	3.85%	$1.21	0.13%	$0.04	95.74%	92.44%	68,037	3.98%
Fire	Fire Apparatus Specialist	$68,328	51	54	3.60	3.84%	$1.26	0.15%	$0.05	99.97%	96.54%	71,053	3.99%
Fire	Fire Apparatus Specialist	$63,856	51	54	3.60	3.84%	$1.18	0.20%	$0.06	93.43%	90.26%	66,435	4.04%
Fire	Fire Apparatus Specialist	$64,563	51	54	3.60	3.83%	$1.19	0.19%	$0.06	94.46%	91.25%	67,163	4.02%
Fire	Fire Apparatus Specialist	$63,856	51	54	3.80	3.84%	$1.18	0.23%	$0.07	93.43%	90.29%	66,456	4.07%
Fire	Fire Apparatus Specialist	$66,061	51	54	3.40	3.84%	$1.22	0.13%	$0.04	96.66%	93.31%	68,682	3.97%
Fire	Fire Apparatus Specialist	$65,770	51	54	3.80	3.86%	$1.22	0.22%	$0.07	96.23%	93.00%	68,453	4.08%
Fire	Fire Apparatus Specialist	$66,955	51	54	3.80	3.85%	$1.24	0.22%	$0.07	97.96%	94.67%	69,680	4.07%
Fire	Fire Apparatus Specialist	$64,314	51	54	3.60	3.85%	$1.19	0.19%	$0.06	94.10%	90.91%	66,914	4.04%
Fire	Fire Apparatus Specialist	$65,624	51	54	3.80	3.84%	$1.21	0.22%	$0.07	96.02%	92.78%	68,286	4.06%
Fire	Fire Apparatus Specialist	$63,856	51	54	3.60	3.84%	$1.18	0.20%	$0.06	93.43%	90.26%	66,435	4.04%
Fire	Fire Apparatus Specialist	$63,856	51	54	3.20	3.84%	$1.18	0.10%	$0.03	93.43%	90.18%	66,373	3.94%
Fire	Fire Apparatus Specialist	$63,856	51	54	3.20	3.84%	$1.18	0.10%	$0.03	93.43%	90.18%	66,373	3.94%
Fire	Fire Apparatus Specialist	$66,003	51	54	3.60	3.84%	$1.22	0.19%	$0.06	96.57%	93.29%	68,661	4.03%
Fire	Fire Battalion Chief	$97,531	66	66	3.80	0.00%	$0.00	0.19%	$0.09	98.53%	98.72%	97,718	0.19%
Fire	Fire Battalion Chief	$96,990	66	66	3.80	0.00%	$0.00	0.19%	$0.09	97.98%	98.17%	97,178	0.19%
Fire	Fire Battalion Chief	$91,770	66	66	3.80	0.00%	$0.00	0.20%	$0.09	92.71%	92.90%	91,957	0.20%
Fire	Fire Battalion Chief	$90,355	66	66	3.60	0.00%	$0.00	0.18%	$0.08	91.28%	91.45%	90,522	0.18%

Updated 12/9/2019

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Fire	Fire Battalion Chief	$82,950	66	66	3.80	0.00%	$0.00	0.25%	$0.10	83.80%	84.01%	83,158	0.25%
Fire	Fire Captain	$76,710	58	59	3.80	1.25%	$0.46	0.22%	$0.08	94.42%	93.47%	77,834	1.47%
Fire	Fire Captain	$69,763	58	59	3.60	1.25%	$0.42	0.21%	$0.07	85.87%	86.37%	71,926	3.10%
Fire	Fire Captain	$69,202	58	59	3.40	1.26%	$0.42	0.18%	$0.06	85.18%	85.65%	71,323	3.07%
Fire	Fire Captain	$69,181	58	59	3.60	1.26%	$0.42	0.21%	$0.07	85.15%	85.67%	71,344	3.13%
Fire	Fire Captain	$78,437	58	59	3.40	1.25%	$0.47	0.13%	$0.05	96.55%	95.49%	79,518	1.38%
Fire	Fire Captain	$75,650	58	59	3.80	1.24%	$0.45	0.22%	$0.08	93.12%	92.17%	76,752	1.46%
Fire	Fire Captain	$76,045	58	59	3.80	1.26%	$0.46	0.22%	$0.08	93.60%	92.67%	77,168	1.48%
Fire	Fire Captain	$77,106	58	59	3.60	1.24%	$0.46	0.16%	$0.06	94.91%	93.89%	78,187	1.40%
Fire	Fire Captain	$71,365	58	59	3.80	1.25%	$0.43	0.23%	$0.08	87.84%	86.97%	72,426	1.48%
Fire	Fire Captain	$75,213	58	59	3.80	1.24%	$0.45	0.22%	$0.08	92.58%	91.64%	76,315	1.46%
Fire	Fire Captain	$74,256	58	59	3.80	1.26%	$0.45	0.22%	$0.08	91.40%	90.49%	75,358	1.48%
Fire	Fire Captain	$71,074	58	59	3.60	1.26%	$0.43	0.20%	$0.07	87.48%	86.60%	72,114	1.46%
Fire	Fire Captain	$77,584	58	59	3.60	1.26%	$0.47	0.16%	$0.06	95.50%	94.49%	78,686	1.42%
Fire	Fire Captain	$77,667	58	59	3.60	1.26%	$0.47	0.16%	$0.06	95.60%	94.59%	78,770	1.42%
Fire	Fire Captain	$76,211	58	59	3.20	1.26%	$0.46	0.08%	$0.03	93.81%	92.74%	77,230	1.34%
Fire	Fire Chief	$128,274	78	79	3.85	1.25%	$0.77	0.21%	$0.13	96.35%	95.38%	130,146	1.46%
Fire	Firefighter	$53,435	46	49	3.40	6.85%	$1.76	0.16%	$0.04	88.46%	87.90%	57,179	7.01%
Fire	Firefighter	$53,435	46	49	3.20	6.85%	$1.76	0.12%	$0.03	88.46%	87.86%	57,158	6.97%
Fire	Firefighter	$52,582	46	49	3.00	7.71%	$1.95	0.08%	$0.02	87.04%	87.13%	56,680	7.79%
Fire	Firefighter	$54,163	46	49	3.20	6.14%	$1.60	0.12%	$0.03	89.66%	88.47%	57,554	6.26%
Fire	Firefighter	$53,851	46	49	3.40	6.45%	$1.67	0.15%	$0.04	89.14%	88.25%	57,408	6.60%
Fire	Firefighter	$53,435	46	49	2.80	6.85%	$1.76	0.04%	$0.01	88.46%	87.80%	57,117	6.89%
Fire	Firefighter	$53,643	46	49	3.40	6.63%	$1.71	0.16%	$0.04	88.80%	88.06%	57,283	6.79%
Fire	Firefighter	$52,582	46	49	3.00	7.71%	$1.95	0.08%	$0.02	87.04%	87.13%	56,680	7.79%
Fire	Firefighter	$51,355	46	49	3.00	7.74%	$1.91	0.08%	$0.02	85.01%	85.11%	55,370	7.82%
Fire	Firefighter	$53,435	46	49	3.40	6.85%	$1.76	0.16%	$0.04	88.46%	87.90%	57,179	7.01%
Fire	Firefighter	$52,582	46	49	3.00	7.71%	$1.95	0.08%	$0.02	87.04%	87.13%	56,680	7.79%
Fire	Firefighter	$55,432	46	49	3.40	4.92%	$1.31	0.15%	$0.04	91.76%	89.53%	58,240	5.07%
Fire	Firefighter, Senior	$57,866	49	52	3.40	3.85%	$1.07	0.18%	$0.05	88.95%	85.92%	60,195	4.03%
Fire	Firefighter, Senior	$59,634	49	52	3.60	3.84%	$1.10	0.21%	$0.06	91.67%	88.57%	62,046	4.05%
Fire	Firefighter, Senior	$58,968	49	52	3.40	3.84%	$1.09	0.18%	$0.05	90.65%	87.56%	61,339	4.02%
Fire	Firefighter, Senior	$59,322	49	52	3.60	3.86%	$1.10	0.21%	$0.06	91.19%	88.12%	61,734	4.07%
Fire	Firefighter, Senior	$59,758	49	52	3.60	3.83%	$1.10	0.21%	$0.06	91.86%	88.75%	62,171	4.04%
Fire	Firefighter, Senior	$58,739	49	52	3.80	3.86%	$1.09	0.25%	$0.07	90.29%	87.29%	61,152	4.11%
Fire	Firefighter, Senior	$59,051	49	52	3.60	3.84%	$1.09	0.21%	$0.06	90.77%	87.71%	61,443	4.05%
Fire	Firefighter, Senior	$58,490	49	52	3.60	3.84%	$1.08	0.21%	$0.06	89.91%	86.88%	60,861	4.05%
Fire	Firefighter, Senior	$56,888	49	52	3.40	3.84%	$1.05	0.18%	$0.05	87.45%	84.47%	59,176	4.02%
Fire	Firefighter, Senior	$57,845	49	52	3.60	3.85%	$1.07	0.22%	$0.06	88.92%	85.92%	60,195	4.07%
Fire	Firefighter, Senior	$59,800	49	52	3.40	3.86%	$1.11	0.17%	$0.05	91.92%	88.80%	62,213	4.03%
Fire	Firefighter, Senior	$59,446	49	52	3.60	3.85%	$1.10	0.21%	$0.06	91.38%	88.30%	61,859	4.06%
Fire	Firefighter, Senior	$59,571	49	52	3.40	3.84%	$1.10	0.17%	$0.05	91.57%	88.45%	61,963	4.01%
Fire	Firefighter, Senior	$58,219	49	52	3.40	3.86%	$1.08	0.18%	$0.05	89.49%	86.46%	60,570	4.04%
Fire	Firefighter, Senior	$63,274	49	52	3.20	3.85%	$1.17	0.10%	$0.03	97.26%	93.88%	65,770	3.95%
Fire	Firefighter, Senior	$58,490	49	52	3.60	3.84%	$1.08	0.21%	$0.06	89.91%	86.88%	60,861	4.05%
Fire	Firefighter, Senior	$58,240	49	52	3.40	3.86%	$1.08	0.18%	$0.05	89.53%	86.49%	60,590	4.04%
Fire	Firefighter, Senior	$59,904	49	52	3.40	3.85%	$1.11	0.17%	$0.05	92.08%	88.95%	62,317	4.02%
Fire	Firefighter, Senior	$57,845	49	52	3.20	3.85%	$1.07	0.14%	$0.04	88.92%	85.87%	60,154	3.99%
Fire	Firefighter, Senior	$58,490	49	52	3.60	3.84%	$1.08	0.21%	$0.06	89.91%	86.88%	60,861	4.05%
Fire	Firefighter, Senior	$58,448	49	52	3.40	3.84%	$1.08	0.18%	$0.05	89.85%	86.79%	60,798	4.02%
Fire	Fleet Maintenance, Lead	$61,776	47	48	3.55	1.25%	$0.37	0.13%	$0.04	99.37%	99.01%	62,629	2.12%
Health	Administrative Specialist	$47,424	34	34	3.90	0.00%	$0.00	0.18%	$0.04	105.58%	105.77%	47,507	0.18%
Health	Environmental Health Manager	$83,699	59	62	3.70	3.85%	$1.55	0.17%	$0.07	100.51%	97.09%	87,069	4.02%
Health	Environmental Health Specialist, Senior	$60,965	51	52	3.65	1.26%	$0.37	0.20%	$0.06	89.20%	88.30%	61,859	1.46%
Health	Environmental Health Specialist, Senior	$57,886	51	52	3.35	1.26%	$0.35	0.18%	$0.05	84.69%	83.82%	58,718	1.44%
Health	Environmental Health Specialist, Senior	$56,826	51	52	3.70	1.24%	$0.34	0.26%	$0.07	83.14%	82.33%	57,678	1.50%
Health	Nursing and Nutrition Manager	$84,178	59	62	3.95	3.85%	$1.56	0.22%	$0.09	101.09%	97.69%	87,610	4.07%
Health	Public Health Administrative Coordinato	$56,555	44	44	3.95	0.00%	$0.00	0.22%	$0.06	98.36%	98.58%	56,680	0.22%
Health	Public Health Director	$119,974	75	76	3.75	1.25%	$0.72	0.19%	$0.11	97.05%	96.05%	121,701	1.44%
Health	Public Health Nurse - 80% FTE	$56,643	51	52	3.45	0.00%	$0.00	0.09%	$0.03	103.59%	101.16%	56,692	0.09%
Health	Public Health Nurse	$57,408	51	52	3.70	1.23%	$0.34	0.25%	$0.07	84.00%	83.16%	58,261	1.48%
Health	Public Health Team Leader	$77,459	55	56	3.95	0.00%	$0.00	0.21%	$0.08	102.67%	100.38%	77,626	0.21%
Health	Public Health Team Leader	$76,877	55	56	3.95	0.60%	$0.22	0.22%	$0.08	101.90%	100.22%	77,501	0.82%
Health	Public Health Team Leader	$70,803	55	56	3.70	1.26%	$0.43	0.21%	$0.07	93.85%	92.91%	71,843	1.47%
Health Grants	Administrative Specialist	$45,261	34	34	3.00	0.00%	$0.00	0.05%	$0.01	100.76%	100.81%	45,282	0.05%
Health Grants	Administrative Specialist	$41,392	34	34	3.00	0.00%	$0.00	0.05%	$0.01	92.15%	92.20%	41,413	0.05%
Health Grants	Administrative Specialist - 80% FTE	$30,501	34	34	3.95	0.00%	$0.00	0.27%	$0.05	84.88%	85.11%	30,584	0.27%
Health Grants	Public Health Dietician - 60% FTE	$42,582	51	52	3.95	0.00%	$0.00	0.21%	$0.07	103.84%	101.51%	42,669	0.21%
Health Grants	Public Health Nurse - 70% FTE	$48,689	51	52	4.00	0.72%	$0.24	0.21%	$0.07	101.77%	100.21%	49,140	0.93%
Health Grants	Public Health Nurse - 80% FTE	$55,561	51	52	4.00	0.87%	$0.29	0.21%	$0.07	101.62%	100.21%	56,160	1.08%
Health Grants	Public Health Nurse - 90% FTE	$62,487	51	52	3.85	0.90%	$0.30	0.18%	$0.06	101.59%	100.18%	63,161	1.08%
Health Grants	Public Health Nurse	$68,682	51	52	3.80	1.24%	$0.41	0.18%	$0.06	100.49%	99.43%	69,659	1.42%
Health Grants	Public Health Nurse	$67,974	51	52	3.80	1.25%	$0.41	0.18%	$0.06	99.45%	98.42%	68,952	1.43%
Health Grants	Public Health Nurse	$60,486	51	52	3.80	1.24%	$0.36	0.24%	$0.07	88.50%	87.62%	61,381	1.48%
Health Grants	Public Health Nurse	$60,424	51	52	3.90	1.24%	$0.36	0.28%	$0.08	88.41%	87.56%	61,339	1.52%
Health Grants	Public Health Nurse	$57,699	51	52	3.70	1.26%	$0.35	0.25%	$0.07	84.42%	83.61%	58,573	1.51%
Health Grants	Public Health Team Leader	$76,024	55	56	3.95	1.26%	$0.46	0.22%	$0.08	100.77%	99.77%	77,147	1.48%
Health Grants	Regional Emergency Response Coordir	$59,197	51	52	3.50	1.26%	$0.36	0.18%	$0.05	86.61%	85.72%	60,050	1.44%
Human Resources	Human Resource Assistant Director	$89,128	63	66	3.90	3.85%	$1.65	0.23%	$0.10	96.96%	93.72%	92,768	4.08%
Human Resources	Human Resource Director	$110,885	75	76	3.85	1.26%	$0.67	0.24%	$0.13	89.70%	88.82%	112,549	1.50%
Human Resources	Human Resource Generalist, Senior	$77,064	59	59	3.90	0.00%	$0.00	0.24%	$0.09	92.54%	92.77%	77,251	0.24%
Human Resources	Human Resource Generalist, Senior	$77,064	59	59	3.90	0.00%	$0.00	0.24%	$0.09	92.54%	92.77%	77,251	0.24%
Human Resources	Human Resource Specialist	$62,462	46	46	3.80	0.00%	$0.00	0.17%	$0.05	103.40%	103.57%	62,566	0.17%
Human Resources	Human Resource Specialist	$48,339	46	46	3.80	0.00%	$0.00	0.26%	$0.06	80.02%	80.23%	48,464	0.26%
Information Technology	Assistant Information Technology Direct	$92,768	63	65	3.70	2.53%	$1.13	0.16%	$0.07	100.92%	98.65%	95,264	2.69%
Information Technology	Development Administrator	$80,954	59	59	3.60	0.00%	$0.00	0.15%	$0.06	97.21%	97.36%	81,078	0.15%
Information Technology	Development Analyst	$58,594	52	52	3.70	0.00%	$0.00	0.25%	$0.07	83.64%	83.85%	58,739	0.25%
Information Technology	GIS Administrator	$67,870	59	59	3.80	0.00%	$0.00	0.28%	$0.09	81.50%	81.73%	68,058	0.28%
Information Technology	Information Technology Director	$117,146	75	75	3.70	0.00%	$0.00	0.18%	$0.10	94.76%	94.93%	117,354	0.18%
Information Technology	Land Records Technician	$48,547	44	44	3.70	0.00%	$0.00	0.21%	$0.05	84.43%	84.61%	48,651	0.21%
Information Technology	Network Administrator	$76,294	59	59	3.70	0.00%	$0.00	0.19%	$0.07	91.62%	91.79%	76,440	0.19%
Information Technology	Systems Administrator	$72,467	59	59	3.75	0.00%	$0.00	0.23%	$0.08	87.02%	87.22%	72,634	0.23%
Information Technology	Systems Specialist	$56,930	49	49	3.65	0.00%	$0.00	0.22%	$0.06	87.51%	87.70%	57,054	0.22%
Information Technology	Systems Specialist	$56,534	49	49	3.25	0.00%	$0.00	0.15%	$0.04	86.90%	87.03%	56,618	0.15%

Updated 12/9/2019

City of Grand Forks
2020 Salary Plan
Budget Approved Market/PFP Addendum

Department	2020 Job Class	2019 Current Salary	2019 Salary Range	2020 Salary Range	2020 PFP Score	2020 % Market Raise	2020 Hrly Market Increase	2020 % PFP Raise	2020 Hrly PFP Increase	2019 Compa Ratio %	2020 Compa Ratio %	2020 Salary	2020 % of Total Increase
Information Technology	Systems Technician	$51,355	44	44	3.60	0.00%	$0.00	0.20%	$0.05	89.32%	89.50%	51,459	0.20%
Mayor & Council	Comm/Government Relations Officer	$105,789	65	67	3.65	0.00%	$0.00	0.12%	$0.06	109.54%	104.39%	105,914	0.12%
Mosquito Control Program	Mosquito Control Manager	$87,214	59	62	3.80	2.81%	$1.18	0.19%	$0.08	104.73%	100.18%	89,835	3.00%
Mosquito Control Program	Mosquito Control Supervisor	$64,688	51	52	4.00	1.25%	$0.39	0.26%	$0.08	94.65%	93.73%	65,666	1.51%
Municipal Court	Clerk of Court	$54,496	44	50	4.15	7.98%	$2.09	0.34%	$0.09	94.78%	88.53%	59,030	8.32%
Municipal Court	Deputy Clerk of Court	$39,499	34	40	4.10	10.80%	$2.05	0.37%	$0.07	87.94%	84.29%	43,909	11.17%
Municipal Court	Deputy Clerk of Court	$38,646	34	40	0.00	11.95%	$2.22	0.00%	$0.00	86.04%	83.06%	43,264	11.95%
Planning & Zoning	City Planner	$122,200	74	74	3.00	0.00%	$0.00	0.02%	$0.01	101.32%	101.34%	122,221	0.02%
Planning & Zoning	Deputy City Planner	$89,648	62	64	3.60	2.53%	$1.09	0.16%	$0.07	99.97%	97.71%	92,061	2.69%
Planning & Zoning	Planner, Senior	$67,350	57	58	3.85	1.24%	$0.40	0.28%	$0.09	84.97%	84.15%	68,370	1.52%
Planning & Zoning	Planner, Senior	$64,646	57	58	3.45	1.54%	$0.48	0.19%	$0.06	81.56%	80.95%	65,770	1.73%
Police	Administrative Specialist, Senior	$47,694	41	41	3.80	0.00%	$0.00	0.22%	$0.05	89.33%	89.52%	47,798	0.22%
Police	Building Maintenance Worker	$42,432	34	37	3.45	3.82%	$0.78	0.15%	$0.03	94.47%	91.21%	44,117	3.97%
Police	Building Maintenance, Lead	$51,210	38	41	3.80	3.86%	$0.95	0.20%	$0.05	103.29%	99.81%	53,290	4.06%
Police	Community Service Officer	$52,853	38	41	3.90	1.02%	$0.26	0.20%	$0.05	106.60%	100.20%	53,498	1.22%
Police	Community Service Officer	$48,610	38	41	3.85	3.85%	$0.90	0.21%	$0.05	98.04%	94.74%	50,586	4.06%
Police	Community Service Officer	$40,456	38	41	3.40	6.68%	$1.30	0.21%	$0.04	81.60%	80.99%	43,243	6.89%
Police	Corporal	$72,779	51	54	3.90	1.14%	$0.40	0.20%	$0.07	106.48%	100.21%	73,757	1.34%
Police	Corporal	$71,906	51	54	3.80	2.37%	$0.82	0.17%	$0.06	105.21%	100.18%	73,736	2.54%
Police	Corporal	$71,885	51	54	3.60	2.40%	$0.83	0.14%	$0.05	105.18%	100.15%	73,715	2.54%
Police	Corporal	$71,032	51	54	3.50	3.63%	$1.24	0.12%	$0.04	103.93%	100.13%	73,694	3.75%
Police	Corporal	$70,699	51	54	3.85	3.85%	$1.31	0.21%	$0.07	103.44%	99.96%	73,570	4.06%
Police	Corporal	$69,597	51	54	3.80	3.86%	$1.29	0.18%	$0.06	101.83%	98.37%	72,405	4.04%
Police	Corporal	$68,973	51	54	3.30	3.83%	$1.27	0.09%	$0.03	100.92%	97.38%	71,677	3.92%
Police	Corporal	$67,392	51	54	3.65	3.86%	$1.25	0.19%	$0.06	98.60%	95.26%	70,117	4.05%
Police	Corporal	$65,998	51	54	3.35	3.84%	$1.22	0.13%	$0.04	96.56%	93.23%	68,619	3.97%
Police	Corporal	$65,666	51	54	3.80	3.83%	$1.21	0.22%	$0.07	96.08%	92.83%	68,328	4.05%
Police	Corporal	$65,603	51	54	3.85	3.84%	$1.21	0.22%	$0.07	95.99%	92.75%	68,266	4.06%
Police	Corporal	$65,208	51	54	3.75	3.86%	$1.21	0.22%	$0.07	95.41%	92.21%	67,870	4.08%
Police	Corporal	$64,418	51	54	3.90	3.84%	$1.19	0.26%	$0.08	94.25%	91.11%	67,059	4.10%
Police	Corporal	$64,272	51	54	3.90	3.85%	$1.19	0.26%	$0.08	94.04%	90.91%	66,914	4.11%
Police	Corporal	$64,002	51	54	3.70	3.83%	$1.18	0.23%	$0.07	93.64%	90.49%	66,602	4.06%
Police	Corporal	$63,960	51	54	3.60	3.84%	$1.18	0.20%	$0.06	93.58%	90.40%	66,539	4.04%
Police	Corporal	$63,918	51	54	3.80	3.84%	$1.18	0.23%	$0.07	93.52%	90.38%	66,518	4.07%
Police	Corporal	$62,837	51	54	3.75	3.84%	$1.16	0.23%	$0.07	91.94%	88.85%	65,395	4.07%
Police	Corporal	$62,400	51	54	3.85	3.83%	$1.15	0.27%	$0.08	91.30%	88.26%	64,958	4.10%
Police	Corporal	$62,046	51	54	3.75	3.86%	$1.15	0.23%	$0.07	90.78%	87.75%	64,584	4.09%
Police	Corporal	$61,984	51	54	3.90	3.86%	$1.15	0.27%	$0.08	90.69%	87.69%	64,542	4.13%
Police	Corporal	$61,734	51	54	3.40	3.84%	$1.14	0.17%	$0.05	90.33%	87.24%	64,210	4.01%
Police	Corporal	$61,485	51	54	3.75	3.86%	$1.14	0.24%	$0.07	89.96%	86.96%	64,002	4.10%
Police	Corporal	$61,443	51	54	3.85	3.86%	$1.14	0.27%	$0.08	89.90%	86.93%	63,981	4.13%
Police	Corporal	$61,173	51	54	3.60	3.84%	$1.13	0.20%	$0.06	89.50%	86.48%	63,648	4.04%
Police	Corporal	$61,006	51	54	3.90	3.85%	$1.13	0.27%	$0.08	89.26%	86.31%	63,523	4.12%
Police	Corporal	$60,986	51	54	3.90	3.85%	$1.13	0.27%	$0.08	89.23%	86.28%	63,502	4.12%
Police	Corporal	$60,882	51	54	3.75	3.86%	$1.13	0.24%	$0.07	89.08%	86.11%	63,378	4.10%
Police	Corporal	$60,819	51	54	3.85	3.83%	$1.12	0.27%	$0.08	88.99%	86.02%	63,315	4.10%
Police	Corporal	$60,570	51	54	3.75	3.85%	$1.12	0.24%	$0.07	88.62%	85.66%	63,045	4.09%
Police	Corporal	$60,278	51	54	3.90	3.83%	$1.11	0.28%	$0.08	88.19%	85.26%	62,754	4.11%
Police	Corporal	$60,029	51	54	3.65	3.85%	$1.11	0.24%	$0.07	87.83%	84.89%	62,483	4.09%
Police	Corporal	$59,738	51	54	3.50	3.83%	$1.10	0.21%	$0.06	87.40%	84.44%	62,150	4.04%
Police	Corporal	$59,717	51	54	2.85	3.83%	$1.10	0.07%	$0.02	87.37%	84.30%	62,046	3.90%
Police	Corporal	$59,467	51	54	3.55	3.85%	$1.10	0.21%	$0.06	87.01%	84.07%	61,880	4.06%
Police	Corporal	$59,342	51	54	3.70	3.86%	$1.10	0.25%	$0.07	86.83%	83.93%	61,776	4.11%
Police	Corporal	$59,301	51	54	3.65	3.86%	$1.10	0.25%	$0.07	86.76%	83.88%	61,734	4.11%
Police	Corporal	$58,635	51	54	3.60	4.08%	$1.15	0.25%	$0.07	85.79%	83.11%	61,173	4.33%
Police	Corporal	$58,448	51	54	3.50	4.23%	$1.19	0.21%	$0.06	85.52%	82.94%	61,048	4.44%
Police	Deputy Chief of Police	$107,702	69	69	3.80	0.00%	$0.00	0.17%	$0.09	101.04%	101.21%	107,890	0.17%
Police	Deputy Chief of Police	$107,765	69	69	3.80	0.00%	$0.00	0.17%	$0.09	101.09%	101.27%	107,952	0.17%
Police	Evidence and Property Coordinator	$48,963	42	42	3.85	0.00%	$0.00	0.25%	$0.06	89.47%	89.70%	49,088	0.25%
Police	Police Chief	$128,232	79	79	3.65	0.00%	$0.00	0.18%	$0.11	93.97%	94.14%	128,461	0.18%
Police	Police Lieutenant	$91,853	63	63	3.85	0.00%	$0.00	0.18%	$0.08	99.93%	100.11%	92,019	0.18%
Police	Police Lieutenant	$91,229	63	63	3.90	0.00%	$0.00	0.21%	$0.09	99.25%	99.45%	91,416	0.21%
Police	Police Lieutenant	$91,000	63	63	3.85	0.00%	$0.00	0.18%	$0.08	99.00%	99.18%	91,166	0.18%
Police	Police Lieutenant	$90,251	63	63	3.80	0.00%	$0.00	0.18%	$0.08	84.19%	84.78%	90,418	0.18%
Police	Police Lieutenant	$89,586	63	63	3.90	0.00%	$0.00	0.21%	$0.09	97.46%	97.67%	89,773	0.21%
Police	Police Lieutenant	$87,069	63	63	3.90	0.00%	$0.00	0.22%	$0.09	94.72%	94.93%	87,256	0.22%
Police	Police Officer	$58,386	46	49	3.60	3.85%	$1.08	0.18%	$0.05	96.65%	93.36%	60,736	4.03%
Police	Police Officer	$56,805	46	49	3.80	3.84%	$1.05	0.22%	$0.06	94.03%	90.87%	59,114	4.06%
Police	Police Officer	$56,638	46	49	3.50	3.86%	$1.05	0.18%	$0.05	93.76%	90.58%	58,926	4.04%
Police	Police Officer	$56,472	46	49	3.60	3.98%	$1.08	0.18%	$0.05	93.48%	90.42%	58,822	4.16%
Police	Police Officer	$56,306	46	49	3.60	4.14%	$1.12	0.18%	$0.05	93.21%	90.29%	58,739	4.32%
Police	Police Officer	$56,202	46	49	3.60	4.22%	$1.14	0.19%	$0.05	93.04%	90.20%	58,677	4.41%
Police	Police Officer	$55,952	46	49	3.75	4.46%	$1.20	0.22%	$0.06	92.62%	90.04%	58,573	4.68%
Police	Police Officer	$55,619	46	49	3.60	4.75%	$1.27	0.19%	$0.05	92.07%	89.72%	58,365	4.94%
Police	Police Officer	$55,598	46	49	3.35	4.79%	$1.28	0.15%	$0.04	92.04%	89.69%	58,344	4.94%
Police	Police Officer	$55,578	46	49	3.75	4.79%	$1.28	0.22%	$0.06	92.00%	89.72%	58,365	5.01%
Police	Police Officer	$55,557	46	49	3.45	4.83%	$1.29	0.15%	$0.04	91.97%	89.65%	58,323	4.98%
Police	Police Officer	$55,536	46	49	3.50	4.83%	$1.29	0.19%	$0.05	91.93%	89.65%	58,323	5.02%
Police	Police Officer	$55,411	46	49	3.30	4.95%	$1.32	0.15%	$0.04	91.73%	89.53%	58,240	5.10%
Police	Police Officer	$55,307	46	49	3.40	5.04%	$1.34	0.15%	$0.04	91.56%	89.43%	58,178	5.19%
Police	Police Officer	$55,224	46	49	3.55	5.12%	$1.36	0.19%	$0.05	91.42%	89.40%	58,157	5.31%
Police	Police Officer	$55,099	46	49	3.50	5.25%	$1.39	0.19%	$0.05	91.21%	89.30%	58,094	5.44%
Police	Police Officer	$55,037	46	49	3.40	5.29%	$1.40	0.15%	$0.04	91.11%	89.21%	58,032	5.44%
Police	Police Officer	$54,850	46	49	3.45	5.46%	$1.44	0.19%	$0.05	90.80%	89.08%	57,949	5.65%
Police	Police Officer	$54,746	46	49	3.55	5.59%	$1.47	0.19%	$0.05	90.63%	89.01%	57,907	5.78%
Police	Police Officer	$54,642	46	49	3.45	5.67%	$1.49	0.19%	$0.05	90.45%	88.92%	57,845	5.86%
Police	Police Officer	$53,872	46	49	3.25	6.41%	$1.66	0.12%	$0.03	89.18%	88.22%	57,387	6.53%
Police	Police Officer	$52,582	46	49	3.00	7.71%	$1.95	0.08%	$0.02	87.04%	87.13%	56,680	7.79%
Police	Police Officer	$52,582	46	49	3.00	7.71%	$1.95	0.08%	$0.02	87.04%	87.13%	56,680	7.79%
Police	Police Officer	$52,582	46	49	3.00	7.71%	$1.95	0.08%	$0.02	87.04%	87.13%	56,680	7.79%
Police	Police Officer	$52,582	46	49	3.00	7.71%	$1.95	0.08%	$0.02	87.04%	87.13%	56,680	7.79%
Police	Police Officer	$52,582	46	49	3.00	7.71%	$1.95	0.08%	$0.02	87.04%	87.13%	56,680	7.79%
Police	Police Records Specialist	$49,608	36	39	3.80	2.43%	$0.58	0.17%	$0.04	105.12%	100.15%	50,898	2.60%
Police	Police Records Specialist	$48,755	36	39	3.60	3.84%	$0.90	0.13%	$0.03	103.31%	99.74%	50,690	3.97%

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Department	2020 Job Class	2019 Current Salary	2019 Salary Range	2020 Salary Range	2020 PFP Score	2020 % Market Raise	2020 Hrly Market Increase	2020 % PFP Raise	2020 Hrly PFP Increase	2019 Compa Ratio %	2020 Compa Ratio %	2020 Salary	2020 % of Total Increase
Police	Police Records Specialist	$47,154	36	39	3.35	3.84%	$0.87	0.09%	$0.02	99.92%	96.43%	49,005	3.93%
Police	Police Records Specialist	$42,120	36	39	3.80	3.85%	$0.78	0.25%	$0.05	89.25%	86.28%	43,846	4.10%
Police	Police Records Specialist	$40,851	36	39	3.50	3.87%	$0.76	0.20%	$0.04	86.57%	83.66%	42,515	4.07%
Police	Police Records Specialist	$39,437	36	39	3.50	5.43%	$1.03	0.21%	$0.04	83.57%	81.98%	41,662	5.64%
Police	Police Records Supervisor	$73,195	53	53	3.85	0.00%	$0.00	0.17%	$0.06	101.93%	102.11%	73,320	0.17%
Police	Police Sergeant	$80,434	56	59	3.85	3.54%	$1.37	0.18%	$0.07	104.02%	100.19%	83,429	3.72%
Police	Police Sergeant	$79,955	56	59	3.00	3.85%	$1.48	0.03%	$0.01	103.40%	99.74%	83,054	3.88%
Police	Police Sergeant	$79,830	56	59	3.75	3.86%	$1.48	0.18%	$0.07	103.24%	99.74%	83,054	4.04%
Police	Police Sergeant	$78,978	56	59	3.70	3.85%	$1.46	0.16%	$0.06	102.13%	98.64%	82,139	4.01%
Police	Police Sergeant	$78,562	56	59	3.85	3.84%	$1.45	0.21%	$0.08	101.59%	98.16%	81,744	4.05%
Police	Police Sergeant	$78,416	56	59	3.15	3.85%	$1.45	0.05%	$0.02	101.41%	97.84%	81,474	3.90%
Police	Police Sergeant	$77,168	56	59	3.30	3.85%	$1.43	0.11%	$0.04	99.79%	96.34%	80,226	3.96%
Police	Police Sergeant	$74,818	56	59	3.60	3.84%	$1.38	0.17%	$0.06	96.75%	93.44%	77,813	4.01%
Police	Police Sergeant	$74,755	56	59	3.85	3.84%	$1.38	0.22%	$0.08	96.67%	93.42%	77,792	4.06%
Police	Police Sergeant	$73,736	56	59	3.75	3.84%	$1.36	0.23%	$0.08	95.35%	92.14%	76,731	4.07%
Police	Police Sergeant	$73,278	56	59	3.65	3.83%	$1.35	0.20%	$0.07	94.76%	91.54%	76,232	4.03%
Police	Police Sergeant	$73,133	56	59	3.60	3.84%	$1.35	0.20%	$0.07	94.57%	91.37%	76,086	4.04%
Police	Police Sergeant	$73,133	56	59	3.85	3.84%	$1.35	0.23%	$0.08	94.57%	91.39%	76,107	4.07%
PSAP Communication Center	911 Center Director	$123,594	74	74	3.65	0.00%	$0.00	0.13%	$0.08	102.48%	102.62%	123,760	0.13%
PSAP Communication Center	911 Center Manager	$78,749	59	60	3.80	1.24%	$0.47	0.21%	$0.08	94.57%	93.60%	79,893	1.45%
PSAP Communication Center	911 Dispatcher	$53,810	41	42	3.10	1.24%	$0.32	0.04%	$0.01	100.78%	99.58%	54,496	1.28%
PSAP Communication Center	911 Dispatcher	$53,373	41	42	3.30	1.25%	$0.32	0.08%	$0.02	99.96%	98.82%	54,080	1.33%
PSAP Communication Center	911 Dispatcher	$48,110	41	42	3.45	1.25%	$0.29	0.17%	$0.04	90.11%	89.16%	48,797	1.42%
PSAP Communication Center	911 Dispatcher	$46,488	41	42	3.35	1.25%	$0.28	0.18%	$0.04	87.07%	86.16%	47,154	1.43%
PSAP Communication Center	911 Dispatcher	$46,363	41	42	3.45	1.26%	$0.28	0.18%	$0.04	86.83%	85.93%	47,029	1.44%
PSAP Communication Center	911 Dispatcher	$46,280	41	42	3.65	1.26%	$0.28	0.22%	$0.05	86.68%	85.82%	46,966	1.48%
PSAP Communication Center	911 Dispatcher	$44,366	41	42	3.15	1.27%	$0.27	0.14%	$0.03	83.09%	82.21%	44,990	1.41%
PSAP Communication Center	911 Dispatcher	$44,366	41	42	3.25	1.27%	$0.27	0.14%	$0.03	83.09%	82.21%	44,990	1.41%
PSAP Communication Center	911 Dispatcher	$42,723	41	42	3.25	2.53%	$0.52	0.19%	$0.04	80.02%	80.19%	43,888	2.72%
PSAP Communication Center	911 Dispatcher	$42,723	41	42	3.00	2.53%	$0.52	0.10%	$0.02	80.02%	80.12%	43,846	2.63%
PSAP Communication Center	911 Dispatcher Trainee	$37,274	33	39	3.00	12.56%	$2.25	0.11%	$0.02	85.06%	82.64%	41,995	12.67%
PSAP Communication Center	911 Team Leader	$58,822	44	46	3.65	2.55%	$0.72	0.14%	$0.04	102.30%	99.99%	60,403	2.69%
PSAP Communication Center	911 Team Leader	$58,344	44	46	3.30	2.53%	$0.71	0.07%	$0.02	101.47%	99.10%	59,862	2.60%
PSAP Communication Center	911 Team Leader	$55,973	44	46	3.40	2.53%	$0.68	0.11%	$0.03	97.35%	95.10%	57,450	2.64%
PSAP Communication Center	911 Training Specialist	$56,992	44	46	3.45	2.52%	$0.69	0.11%	$0.03	99.12%	96.82%	58,490	2.63%
PSAP Communication Center	Administrative Specialist, Senior	$56,077	41	41	3.85	0.00%	$0.00	0.15%	$0.04	105.03%	105.18%	56,160	0.15%
Public Information Center	Communications Specialist	$57,907	44	48	3.65	5.21%	$1.45	0.18%	$0.05	100.71%	96.16%	61,027	5.39%
Public Information Center	Communications Specialist	$56,368	44	48	3.65	5.20%	$1.41	0.18%	$0.05	98.03%	93.60%	59,405	5.38%
Public Information Center	Communications Specialist	$50,461	44	48	3.95	5.52%	$1.34	0.29%	$0.07	87.76%	84.13%	53,394	5.81%
Public Transit	Bus Operator	$36,837	35	35	2.70	0.00%	$0.00	0.00%	$0.00	80.01%	80.01%	36,837	0.00%
Public Transit	Bus Operator	$36,837	35	35	3.40	0.00%	$0.00	0.23%	$0.04	80.01%	80.19%	36,920	0.23%
Public Transit	Bus Operator	$46,779	35	35	3.40	0.00%	$0.00	0.09%	$0.02	101.61%	101.70%	46,821	0.09%
Public Transit	Bus Operator	$47,362	35	35	3.70	0.00%	$0.00	0.13%	$0.03	102.87%	103.01%	47,424	0.13%
Public Transit	Bus Operator	$45,739	35	35	3.00	0.00%	$0.00	0.05%	$0.01	99.35%	99.39%	45,760	0.05%
Public Transit	Bus Operator	$44,096	35	35	3.60	0.00%	$0.00	0.14%	$0.03	95.78%	95.91%	44,158	0.14%
Public Transit	Bus Operator	$44,054	35	35	3.60	0.00%	$0.00	0.14%	$0.03	95.69%	95.82%	44,117	0.14%
Public Transit	Bus Operator	$41,870	35	35	3.50	0.00%	$0.00	0.15%	$0.03	90.94%	91.08%	41,933	0.15%
Public Transit	Bus Operator	$40,477	35	35	3.40	0.00%	$0.00	0.15%	$0.03	87.92%	88.05%	40,539	0.15%
Public Transit	Bus Operator	$39,998	35	35	3.30	0.00%	$0.00	0.16%	$0.03	86.88%	87.01%	40,061	0.16%
Public Transit	Bus Operator	$38,730	35	35	3.30	0.00%	$0.00	0.16%	$0.03	84.12%	84.26%	38,792	0.16%
Public Transit	Bus Operator	$38,522	35	35	3.50	0.00%	$0.00	0.22%	$0.04	83.67%	83.85%	38,605	0.22%
Public Transit	Bus Operator	$38,230	35	35	3.30	0.00%	$0.00	0.16%	$0.03	83.04%	83.17%	38,293	0.16%
Public Transit	Bus Operator	$37,877	35	35	3.40	0.00%	$0.00	0.16%	$0.03	82.27%	82.40%	37,939	0.16%
Public Transit	Bus Operator	$37,794	35	35	3.20	0.00%	$0.00	0.17%	$0.03	82.09%	82.22%	37,856	0.17%
Public Transit	Fleet Maintenance Mechanic	$49,234	42	43	3.40	1.27%	$0.30	0.17%	$0.04	89.96%	89.03%	49,941	1.44%
Public Transit	Fleet Maintenance Mechanic	$47,549	42	43	3.60	1.27%	$0.29	0.22%	$0.05	86.88%	86.02%	48,256	1.49%
Public Transit	Fleet Maintenance Mechanic	$46,550	42	43	3.00	1.25%	$0.28	0.09%	$0.02	85.06%	84.10%	47,174	1.34%
Public Transit	Public Transportation Division Director	$89,960	67	70	3.60	3.84%	$1.66	0.21%	$0.09	88.66%	85.67%	93,600	4.05%
Public Transit	Transportation Dispatcher	$37,502	29	34	3.20	6.54%	$1.18	0.11%	$0.02	94.46%	89.05%	39,998	6.65%
Public Transit	Transportation Operations Supervisor	$66,518	53	53	3.60	0.00%	$0.00	0.19%	$0.06	92.64%	92.81%	66,643	0.19%
Sanitation	Administrative Specialist, Senior	$51,147	41	41	3.45	0.00%	$0.00	0.12%	$0.03	95.79%	95.91%	51,210	0.12%
Sanitation	Administrative Specialist, Senior	$46,550	41	41	3.50	0.00%	$0.00	0.18%	$0.04	87.19%	87.34%	46,634	0.18%
Sanitation	Public Works Operations Director	$113,610	75	75	3.65	0.00%	$0.00	0.18%	$0.10	91.90%	92.07%	113,818	0.18%
Sanitation	Public Works Services Coordinator	$53,040	44	44	3.60	0.00%	$0.00	0.16%	$0.04	92.25%	92.39%	53,123	0.16%
Sanitation - Baling Facility	Heavy Equipment Operator **	$52,603	40	44	3.50	5.18%	$1.31	0.16%	$0.04	100.98%	96.37%	55,411	5.34%
Sanitation - Baling Facility	Heavy Equipment Operator **	$50,981	40	44	3.30	5.18%	$1.27	0.12%	$0.03	97.87%	93.37%	53,685	5.30%
Sanitation - Baling Facility	Heavy Equipment Operator **	$48,090	40	44	3.20	5.19%	$1.20	0.13%	$0.03	92.32%	88.09%	50,648	5.32%
Sanitation - Collections	Equipment Operator	$46,862	35	39	3.50	5.19%	$1.17	0.13%	$0.03	101.79%	97.12%	49,358	5.32%
Sanitation - Collections	Equipment Operator	$45,677	35	39	3.50	5.19%	$1.14	0.14%	$0.03	99.21%	94.67%	48,110	5.33%
Sanitation - Collections	Equipment Operator	$45,448	35	39	3.00	5.17%	$1.13	0.05%	$0.01	98.71%	94.10%	47,819	5.22%
Sanitation - Collections	Equipment Operator	$42,973	35	39	3.00	5.18%	$1.07	0.10%	$0.02	93.34%	89.02%	45,240	5.28%
Sanitation - Collections	Equipment Operator	$40,248	35	39	3.30	5.74%	$1.11	0.16%	$0.03	87.42%	83.86%	42,619	5.90%
Sanitation - Collections	Equipment Operator	$39,666	35	39	3.20	6.50%	$1.24	0.16%	$0.03	86.15%	83.25%	42,307	6.66%
Sanitation - Collections	Equipment Operator	$39,520	35	39	3.20	6.68%	$1.27	0.16%	$0.03	85.84%	83.09%	42,224	6.84%
Sanitation - Collections	Equipment Operator	$37,794	35	39	3.00	9.03%	$1.64	0.11%	$0.02	82.09%	81.16%	41,246	9.14%
Sanitation - Collections	Equipment Operator	$37,565	35	39	3.00	9.36%	$1.69	0.11%	$0.02	81.59%	80.92%	41,122	9.47%
Sanitation - Collections	Equipment Operator	$36,837	35	39	3.00	10.45%	$1.85	0.11%	$0.02	80.01%	80.14%	40,726	10.56%
Sanitation - Collections	Equipment Operator, Lead	$58,011	48	53	3.50	6.56%	$1.83	0.22%	$0.06	91.40%	86.26%	61,942	6.78%
Sanitation - Collections	Heavy Equipment Operator **	$52,936	40	44	3.50	5.19%	$1.32	0.16%	$0.04	101.62%	96.99%	55,765	5.35%
Sanitation - Collections	Heavy Equipment Operator **	$46,862	40	44	3.50	5.19%	$1.17	0.18%	$0.04	89.96%	85.88%	49,379	5.37%
Sanitation - Collections	Heavy Equipment Operator **	$51,085	40	44	3.20	5.17%	$1.27	0.08%	$0.02	98.07%	93.51%	53,768	5.25%
Sanitation - Collections	Heavy Equipment Operator **	$48,298	40	44	3.30	5.21%	$1.21	0.13%	$0.03	92.72%	88.48%	50,877	5.34%
Sanitation - Collections	Heavy Equipment Operator **	$47,840	40	44	3.50	5.17%	$1.19	0.17%	$0.04	91.84%	87.65%	50,398	5.34%
Sanitation - Collections	Heavy Equipment Operator **	$47,674	40	44	3.00	5.19%	$1.19	0.09%	$0.02	91.52%	87.29%	50,190	5.28%
Sanitation - Collections	Heavy Equipment Operator **	$47,320	40	44	3.30	5.19%	$1.18	0.13%	$0.03	90.84%	86.68%	49,837	5.32%
Sanitation - Collections	Heavy Equipment Operator **	$47,133	40	44	3.30	5.21%	$1.18	0.13%	$0.03	90.48%	86.35%	49,650	5.34%
Sanitation - Collections	Heavy Equipment Operator **	$47,050	40	44	3.30	5.17%	$1.17	0.13%	$0.03	90.32%	86.17%	49,546	5.30%
Sanitation - Collections	Heavy Equipment Operator **	$46,862	40	44	3.60	5.19%	$1.17	0.22%	$0.05	89.96%	85.92%	49,400	5.41%
Sanitation - Landfill	Equipment Operator, Lead	$56,181	48	53	3.50	7.74%	$2.09	0.22%	$0.06	88.52%	84.47%	60,653	7.96%
Sanitation - Landfill	Heavy Equipment Operator **	$52,666	40	44	3.50	5.17%	$1.31	0.16%	$0.04	101.10%	96.48%	55,474	5.33%
Sanitation - Landfill	Heavy Equipment Operator **	$50,440	40	44	3.50	5.20%	$1.26	0.16%	$0.04	96.83%	92.43%	53,144	5.36%
Sanitation - Landfill	Heavy Equipment Operator **	$49,962	40	44	3.30	5.20%	$1.25	0.12%	$0.03	95.91%	91.52%	52,624	5.32%
Sanitation - Landfill	Public Works Operations Supervisor	$69,202	53	56	3.80	3.85%	$1.28	0.21%	$0.07	96.37%	93.12%	72,010	4.06%
Stormwater	Stormwater Collections Supervisor	$70,928	53	56	3.20	3.84%	$1.31	0.09%	$0.03	98.78%	95.33%	73,715	3.93%

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Stormwater	Wastewater/Stormwater Svc Wkr, Lead	$60,445	48	50	3.35	2.55%	$0.74	0.14%	$0.04	95.24%	93.08%	62,067	2.69%
Street	Equipment Operator	$39,936	35	39	3.30	6.15%	$1.18	0.16%	$0.03	86.74%	83.54%	42,453	6.31%
Street	Equipment Operator	$37,565	35	39	3.00	9.36%	$1.69	0.11%	$0.02	81.59%	80.92%	41,122	9.47%
Street	Equipment Operator	$36,837	35	39	3.00	10.45%	$1.85	0.11%	$0.02	80.01%	80.14%	40,726	10.56%
Street	Equipment Operator	$36,837	35	39	3.00	10.45%	$1.85	0.11%	$0.02	80.01%	80.14%	40,726	10.56%
Street	Equipment Operator	$36,837	35	39	3.00	10.45%	$1.85	0.11%	$0.02	80.01%	80.14%	40,726	10.56%
Street	Equipment Operator	$36,837	35	39	3.00	10.45%	$1.85	0.11%	$0.02	80.01%	80.14%	40,726	10.56%
Street	Equipment Operator, Lead	$59,530	48	53	4.00	6.57%	$1.88	0.28%	$0.08	93.80%	88.58%	63,606	6.85%
Street	Equipment Operator, Lead	$59,051	48	53	4.00	6.59%	$1.87	0.28%	$0.08	93.04%	87.88%	63,107	6.87%
Street	Equipment Operator, Lead	$58,136	48	53	4.00	6.58%	$1.84	0.29%	$0.08	91.60%	86.52%	62,130	6.87%
Street	Heavy Equipment Operator **	$52,562	40	44	3.70	5.18%	$1.31	0.20%	$0.05	100.90%	96.33%	55,390	5.38%
Street	Heavy Equipment Operator **	$52,541	40	44	3.50	5.19%	$1.31	0.16%	$0.04	100.86%	96.26%	55,349	5.35%
Street	Heavy Equipment Operator **	$52,312	40	44	3.70	5.21%	$1.31	0.20%	$0.05	100.43%	95.90%	55,141	5.41%
Street	Heavy Equipment Operator **	$52,208	40	44	3.70	5.18%	$1.30	0.20%	$0.05	100.23%	95.68%	55,016	5.38%
Street	Heavy Equipment Operator **	$51,834	40	44	3.50	5.18%	$1.29	0.16%	$0.04	99.51%	94.96%	54,600	5.34%
Street	Heavy Equipment Operator **	$51,813	40	44	3.50	5.18%	$1.29	0.16%	$0.04	99.47%	94.92%	54,579	5.34%
Street	Heavy Equipment Operator **	$50,814	40	44	3.50	5.20%	$1.27	0.16%	$0.04	97.55%	93.12%	53,539	5.36%
Street	Heavy Equipment Operator **	$49,941	40	44	3.50	5.21%	$1.25	0.17%	$0.04	95.87%	91.52%	52,624	5.38%
Street	Heavy Equipment Operator **	$49,317	40	44	3.50	5.19%	$1.23	0.17%	$0.04	94.68%	90.37%	51,958	5.36%
Street	Heavy Equipment Operator **	$48,464	40	44	3.30	5.19%	$1.21	0.13%	$0.03	93.04%	88.77%	51,043	5.32%
Street	Heavy Equipment Operator **	$48,069	40	44	3.70	5.19%	$1.20	0.22%	$0.05	92.28%	88.12%	50,669	5.41%
Street	Heavy Equipment Operator **	$47,840	40	44	3.20	5.17%	$1.19	0.13%	$0.03	91.84%	87.62%	50,378	5.30%
Street	Heavy Equipment Operator **	$47,674	40	44	3.50	5.19%	$1.19	0.17%	$0.04	91.52%	87.36%	50,232	5.36%
Street	Heavy Equipment Operator **	$46,862	40	44	3.70	5.19%	$1.17	0.22%	$0.05	89.96%	85.92%	49,400	5.41%
Street	Heavy Equipment Operator **	$46,155	40	44	3.50	5.18%	$1.15	0.23%	$0.05	88.61%	84.61%	48,651	5.41%
Street	Heavy Equipment Operator **	$46,093	40	44	3.00	5.19%	$1.15	0.09%	$0.02	88.49%	84.40%	48,526	5.28%
Street	Heavy Equipment Operator **	$46,093	40	44	3.70	5.19%	$1.15	0.23%	$0.05	88.49%	84.51%	48,589	5.42%
Street	Heavy Equipment Operator **	$46,093	40	44	3.70	5.19%	$1.15	0.23%	$0.05	88.49%	84.51%	48,589	5.42%
Street	Parking Compliance Attendant	$42,203	35	39	3.20	5.17%	$1.05	0.15%	$0.03	91.67%	87.47%	44,450	5.32%
Street	Public Works Operations Supervisor	$74,422	53	56	4.00	3.86%	$1.38	0.22%	$0.08	103.64%	100.17%	77,459	4.08%
Street	Signs and Marking Specialist	$52,395	40	44	3.70	5.20%	$1.31	0.20%	$0.05	100.59%	96.05%	55,224	5.40%
Street	Signs and Marking Specialist	$51,771	40	44	3.70	5.18%	$1.29	0.20%	$0.05	99.39%	94.89%	54,558	5.38%
Wastewater	Wastewater Collections Supervisor	$72,613	53	56	3.20	3.84%	$1.34	0.06%	$0.02	101.12%	97.56%	75,442	3.90%
Wastewater	Wastewater/Stormwater Service Worke	$40,456	38	40	3.25	4.06%	$0.79	0.15%	$0.03	81.60%	80.94%	42,162	4.21%
Wastewater	Wastewater/Stormwater Svc Wkr, Lead	$61,755	48	50	3.75	2.53%	$0.75	0.20%	$0.06	97.30%	95.14%	63,440	2.73%
Wastewater	Wastewater/Stormwater Svc Wkr, Lead	$61,256	48	50	3.00	2.55%	$0.75	0.03%	$0.01	96.52%	94.24%	62,837	2.58%
Wastewater	Wastewater/Stormwater Svc Wkr, Lead	$52,416	48	50	3.75	3.45%	$0.87	0.28%	$0.07	82.59%	81.54%	54,371	3.73%
Wastewater	Wastewater/Stormwater Svc Wkr, Lead	$50,794	48	50	3.05	5.08%	$1.24	0.12%	$0.03	80.03%	80.14%	53,435	5.20%
Wastewater	Wastewater/Stormwater Svc Worker, S	$45,968	43	45	3.00	3.85%	$0.85	0.14%	$0.03	81.95%	81.10%	47,798	3.99%
Wastewater Lab	Assistant Water Works Director	$96,366	67	67	3.65	0.00%	$0.00	0.17%	$0.08	94.98%	95.14%	96,533	0.17%
Wastewater Lab	Greenway Specialist	$69,347	53	56	3.50	3.84%	$1.28	0.15%	$0.05	96.57%	93.26%	72,114	3.99%
Wastewater Treatment	Laboratory Analyst, Senior	$52,104	48	50	3.30	3.75%	$0.94	0.16%	$0.04	82.10%	81.20%	54,142	3.91%
Wastewater Treatment	Laboratory Analyst, Senior	$52,104	48	50	3.30	3.75%	$0.94	0.16%	$0.04	82.10%	81.20%	54,142	3.91%
Wastewater Treatment	Wastewater Treatment Plant Op, Lead	$54,704	48	50	3.40	2.55%	$0.67	0.19%	$0.05	86.19%	84.29%	56,202	2.74%
Wastewater Treatment	Wastewater Treatment Plant Op, Lead	$54,122	48	50	3.40	2.54%	$0.66	0.19%	$0.05	85.28%	83.38%	55,598	2.73%
Wastewater Treatment	Wastewater Treatment Plant Operator	$40,726	38	40	3.25	3.73%	$0.73	0.15%	$0.03	82.14%	81.22%	42,307	3.88%
Wastewater Treatment	Wastewater Treatment Plant Operator,	$48,318	43	45	3.25	2.54%	$0.59	0.13%	$0.03	86.14%	84.17%	49,608	2.67%
Wastewater Treatment	Wastewater Treatment Supervisor	$67,392	53	56	3.40	3.86%	$1.25	0.15%	$0.05	93.85%	90.65%	70,096	4.01%
Wastewater Treatment	Water Compliance Inspector	$58,490	51	52	3.30	1.24%	$0.35	0.14%	$0.04	85.58%	84.65%	59,301	1.38%
Water Maintenance	Water Distribution Supervisor	$72,155	53	56	3.70	3.83%	$1.33	0.17%	$0.06	100.48%	97.05%	75,046	4.00%
Water Maintenance	Water Service Worker, Lead	$62,421	48	50	3.55	2.53%	$0.76	0.17%	$0.05	98.35%	96.14%	64,106	2.70%
Water Maintenance	Water Service Worker, Lead	$61,339	48	50	3.75	2.54%	$0.75	0.20%	$0.06	96.65%	94.52%	63,024	2.74%
Water Maintenance	Water Service Worker, Lead	$56,306	48	50	3.75	2.55%	$0.69	0.22%	$0.06	88.72%	86.78%	57,866	2.77%
Water Maintenance	Water Service Worker, Lead	$52,478	48	50	3.70	3.41%	$0.86	0.28%	$0.07	82.69%	81.60%	54,413	3.69%
Water Maintenance	Water Utility Worker	$40,914	38	40	3.35	3.51%	$0.69	0.20%	$0.04	82.52%	81.46%	42,432	3.71%
Water Maintenance	Water Utility Worker, Senior	$48,402	43	45	3.70	2.54%	$0.59	0.26%	$0.06	86.28%	84.42%	49,754	2.80%
Water Maintenance	Water Utility Worker, Senior	$46,779	43	45	3.70	2.98%	$0.67	0.27%	$0.06	83.39%	81.95%	48,298	3.25%
Water Maintenance	Water Utility Worker, Senior	$45,968	43	45	3.70	3.85%	$0.85	0.27%	$0.06	81.95%	81.21%	47,861	4.12%
Water Treatment	Process Control Operator	$56,014	48	50	3.40	2.53%	$0.68	0.19%	$0.05	88.26%	86.28%	57,533	2.72%
Water Treatment	Water Plant Operator, Lead	$64,334	48	50	3.30	2.52%	$0.78	0.10%	$0.03	101.37%	99.01%	66,019	2.62%
Water Treatment	Water Plant Operator, Lead	$62,920	48	50	3.30	2.55%	$0.77	0.10%	$0.03	99.14%	96.86%	64,584	2.65%
Water Treatment	Water Plant Operator, Lead	$58,510	48	50	3.25	2.52%	$0.71	0.11%	$0.03	92.19%	90.06%	60,050	2.63%
Water Treatment	Water Plant Operator, Lead	$58,178	48	50	3.20	2.54%	$0.71	0.11%	$0.03	91.67%	89.56%	59,717	2.65%
Water Treatment	Water Plant Operator, Lead	$55,744	48	50	3.30	2.54%	$0.68	0.15%	$0.04	87.83%	85.85%	57,242	2.69%
Water Treatment	Water Plant Operator, Lead	$52,374	48	50	3.30	3.49%	$0.88	0.16%	$0.04	82.52%	81.42%	54,288	3.65%
Water Treatment	Water Plant Operator, Lead	$52,208	48	50	3.30	3.67%	$0.92	0.16%	$0.04	82.26%	81.29%	54,205	3.83%
Water Treatment	Water Plant Supervisor	$72,675	53	56	3.60	3.84%	$1.34	0.14%	$0.05	101.21%	97.72%	75,566	3.98%
Water Treatment	Water Utility Worker	$44,200	38	40	3.30	2.54%	$0.54	0.14%	$0.03	89.15%	87.13%	45,386	2.68%
Water Treatment	Water Utility Worker	$42,016	38	40	3.20	2.52%	$0.51	0.15%	$0.03	84.74%	82.82%	43,139	2.67%
Water Treatment	Water Utility Worker	$40,622	38	40	3.35	3.89%	$0.76	0.20%	$0.04	81.93%	81.18%	42,286	4.09%
Water Treatment	Water Utility Worker	$39,666	38	40	3.20	5.14%	$0.98	0.16%	$0.03	80.00%	80.18%	41,766	5.30%
Water Treatment	Water Utility Worker, Senior	$46,322	43	45	3.90	3.46%	$0.77	0.31%	$0.07	82.58%	81.56%	48,069	3.77%
Water Treatment	Water Works Director	$113,360	75	75	3.60	0.00%	$0.00	0.18%	$0.10	91.70%	91.87%	113,568	0.18%

CONTRACT

Public Transit	Marketing Specialist	$38,189	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	38,189	0.00%
Engineering	Right-of-Way Officer/ Development Spe	$84,011	58	61	0	3.84%	$1.55	0.00%	$0.00	103.41%	99.71%	$87,235	3.84%
Health Grants	Project Coordinator - Opiod Initiative	$50,024	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	60,008	16.64%
Health Grants	Detox Advocate	$45,760	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	50,232	8.90%
Health Grants	Detox Advocate	$31,616	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	32,406	2.44%
Health Grants	Detox Advocate - 80% FTE	$25,792	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	26,441	2.45%
City Administrator	Project/Policy Analyst	$41,600	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	41,600	0.00%
City Hall	Custodian	$31,762	29	30	3.4	2.55%	$0.39	0.20%	$0.03	80.00%	80.20%	32,635	2.75%
Public Transit	Bus Operator	$37,565	35	35	2.7	0.00%	$0.00	0.00%	$0.00	81.59%	81.59%	37,565	0.00%
Public Transit	Office Specialist	$31,138	25	25	3	0.00%	$0.00	0.07%	$0.01	86.57%	86.63%	31,158	0.07%
Dial-A-Ride	Transportation Dispatcher	$34,091	29	34	3.2	9.33%	$1.53	0.18%	$0.03	85.87%	83.12%	37,336	9.51%
Public Works Facility	Custodian	$32,968	29	30	3.2	1.26%	$0.20	0.13%	$0.02	83.04%	82.14%	33,426	1.39%
Finance & Administrative Svcs.	Accounting Technician	$43,534	37	40	0	3.82%	$0.80	0.00%	$0.00	90.00%	86.77%	45,198	3.82%
Finance & Administrative Svcs.	Accounting Technician	$41,122	37	40	0	4.55%	$0.90	0.00%	$0.00	85.01%	82.54%	42,994	4.55%
Police	Community Service Officer	$39,666	38	41	0	7.76%	$1.48	0.00%	$0.00	80.00%	80.06%	42,744	7.76%

Updated 12/9/2019

City of Grand Forks
2020 Salary Plan
Budget Approved Market/PFP Addendum

Department	2020 Job Class	2019 Current Salary	2019 Salary Range	2020 Salary Range	2020 PFP Score	2020 % Market Raise	2020 Hrly Market Increase	2020 % PFP Raise	2020 Hrly PFP Increase	2019 Compa Ratio %	2020 Compa Ratio %	2020 Salary	2020 % of Total Increase
Probationary PFP Increases After 1/1/2020 (Employees Hired after 7/1/2019)													
Engineering	Assistant City Engineer	$101,462	67	69	0.00	2.52%	$1.23	0.00%	$0.00	100.00%	97.58%	104,021	2.52%
Public Transit	Bus Operator	$36,837	35	35	0.00	0.00%	$0.00	0.00%	$0.00	80.01%	80.01%	36,837	0.00%
PSAP Communication Center	911 Dispatcher Trainee	$37,274	33	39	0.00	12.56%	$2.25	0.00%	$0.00	85.06%	82.55%	41,954	12.56%
Sanitation - Collections	Equipment Operator	$36,837	35	39	0.00	10.45%	$1.85	0.00%	$0.00	80.01%	80.06%	40,685	10.45%
Sanitation - Collections	Equipment Operator	$36,837	35	39	0.00	10.45%	$1.85	0.00%	$0.00	80.01%	80.06%	40,685	10.45%
Sanitation - Collections	Equipment Operator	$36,837	35	39	0.00	10.45%	$1.85	0.00%	$0.00	80.01%	80.06%	40,685	10.45%
Street	Equipment Operator	$36,837	35	39	0.00	10.45%	$1.85	0.00%	$0.00	80.01%	80.06%	40,685	10.45%
Street	Equipment Operator	$36,837	35	39	0.00	10.45%	$1.85	0.00%	$0.00	80.01%	80.06%	40,685	10.45%
Street	Equipment Operator	$36,837	35	39	0.00	10.45%	$1.85	0.00%	$0.00	80.01%	80.06%	40,685	10.45%
Street	Equipment Operator	$36,837	35	39	0.00	10.45%	$1.85	0.00%	$0.00	80.01%	80.06%	40,685	10.45%
Engineering	Engineering/GIS Specialist	$58,094	51	52	0.00	1.25%	$0.35	0.00%	$0.00	85.00%	83.97%	58,822	1.25%
Health Grants	Public Health Nurse	$57,408	51	52	0.00	1.23%	$0.34	0.00%	$0.00	84.00%	82.96%	58,115	1.23%
Police	Police Officer	$52,562	46	49	0.00	6.49%	$1.64	0.00%	$0.00	87.01%	86.04%	55,973	6.49%
Health	Environmental Health Specialist	$54,683	46	47	1.00	1.26%	$0.33	0.00%	$0.00	90.52%	89.42%	55,370	1.26%
Department Heads													
City Administrator	City Administrator	$166,088	86	87	4	0.10%	$0.08	0.21%	$0.17	102.40%	100.21%	166,608	0.31%
Engineering	City Engineer	$132,891	77	79	3.55	2.54%	$1.62	0.13%	$0.08	102.32%	99.98%	136,427	2.67%
Finance & Administrative Svcs.	Finance Director	$133,598	80	80	3.8	0.00%	$0.00	0.20%	$0.13	95.52%	95.71%	133,869	0.20%
Fire	Fire Chief	$128,274	78	79	3.85	1.25%	$0.77	0.21%	$0.13	96.35%	95.38%	130,146	1.46%
Police	Police Chief	$128,232	79	79	3.65	0.00%	$0.00	0.18%	$0.11	93.97%	94.14%	128,461	0.18%
Human Resources	Human Resource Director	$110,885	75	76	3.85	1.26%	$0.67	0.24%	$0.13	89.70%	88.82%	112,549	1.50%
PSAP Communication Center	911 Center Director	$123,594	74	74	3.65	0.00%	$0.00	0.13%	$0.08	102.48%	102.62%	123,760	0.13%
Planning & Zoning	City Planner	$122,200	74	74	3	0.00%	$0.00	0.02%	$0.01	101.32%	101.34%	122,221	0.02%
Community Development	Community Development Director	$108,555	74	74	3.75	0.00%	$0.00	0.21%	$0.11	90.01%	90.20%	108,784	0.21%
Health	Public Health Director	$119,974	75	76	3.75	1.25%	$0.72	0.19%	$0.11	97.05%	96.05%	121,701	1.44%
Assessor	City Assessor	$117,083	74	74	3.55	0.00%	$0.00	0.14%	$0.08	97.08%	97.22%	117,250	0.14%
Information Technology	Information Technology Director	$117,146	75	75	3.7	0.00%	$0.00	0.18%	$0.10	94.76%	94.93%	117,354	0.18%
Sanitation	Public Works Operations Director	$113,610	75	75	3.65	0.00%	$0.00	0.18%	$0.10	91.90%	92.07%	113,818	0.18%
Water Treatment	Water Works Director	$113,360	75	75	3.6	0.00%	$0.00	0.18%	$0.10	91.70%	91.87%	113,568	0.18%