

Report for a Classification and Compensation Study



December 13, 2018



12730 Fair Lakes Circle, Suite 600
Fairfax, Virginia 22033
703-590-2750 – phone
www.maginc.org



MANAGEMENT ADVISORY GROUP INTL., INC.

MANAGEMENT CONSULTING SERVICES

December 13, 2018

Blaine Williams
County Manager
Athens-Clarke County
301 College Ave., Suite 303
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.
President, Management Advisory Group International, Inc.
12730 Fair Lakes Circle, Suite 600
Fairfax, Virginia 22033

ATHENS-CLARKE COUNTY COMPENSATION AND CLASSIFICATION STUDY

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Transmittal Letter

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

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	\$62,466	\$76,882		60.00%		
								-7.93%	-7.10%	-6.58%				

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

\$ Difference **\$65,855** **\$85,611** **\$105,367** **60.0%**
(\$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	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%
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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%

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	60.7%			
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	MatchingTitle	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	<div>57.5%</div>			
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 Craftworker	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	MatchingTitle	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			\$33,440	\$43,472	\$53,504	60.0%			
\$ 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%			
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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	58.3%
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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 64.0%

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	55.5%			
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	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	<div style="border: 1px solid black; padding: 2px;">57.2%</div>
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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	MatchingTitle	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%
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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%			
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%			
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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%
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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	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	63.9%			
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 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 58.2%

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	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	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%			
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 62.8%

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%

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	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%

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	<p>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.</p> <p>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.</p>

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%			
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			\$52,104	\$67,735	\$83,366	60.0%			
	\$ Difference		(\$1,302)	(\$1,103)	(\$903)				
	% 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	GROUNDSCKEEPER I	Good	\$20,794	\$25,544	\$30,293	45.7%	<input type="checkbox"/>		
UNIVERSITY OF GEORGIA	GROUND S 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	GROUND S 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%			

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%			

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%

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%

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%

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%
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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 OFFICER	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%			
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	MatchingTitle	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	56.9%
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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	MatchingTitle	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%

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%			
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%
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ATHENS-CLARKE COUNTY

	\$39,877	\$51,840	\$63,803	60.0%
\$ 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	59.2%			
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%
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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	63.5%			
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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	57.2%
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%
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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%
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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	Matching Title	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	57.7%
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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-VA0D(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

<i>Code</i>	<i>Class Title</i>	<i>Hrly Min</i>	<i>Mkt</i>	<i>Hrly Max</i>
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	GROUPS 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	GROUND'S 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	#	Total Adjust			

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	#	Total Adjust			
Proposed Pay Plan Unified																				
ACCOUNTABILITY COURT COORDINATOR	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

Class			Orig Avg	Adjustment Amounts and # of Employees Receiving Adjustments														Prop Avg	Avg \$ Inc	%
Proposed	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	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

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																				
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%	

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																				
	SOLID WASTE DIRECTOR	3602	93,598	1	0	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	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	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	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	0	73,219	0	0.0%
	STREETS & DRAINAGE SUPT	2698	76,498	1	0	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	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	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	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	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	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	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	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	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	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	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	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	0	9,004	70,276	9,004	14.7%
	TRAFFIC ENGINEERING TECH	1306	38,667	1	0	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	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	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	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	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	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	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	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	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	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	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	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	0	14,698	63,742	14,698	30.0%
	UTILITY ENGINEER	3007	73,698	1	0	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	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	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	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	0	58,773	0	0.0%
	VICTIM NOTIFICATION CLERK	1039	35,054	2	0	0	1,476	1	0	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	0	11,329	1	0	0	0	0	11,329	61,584	11,329	22.5%

Proposed Pay Plan	Unified
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Summary for Pay Plan: Unified

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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	#	Total Adjust			
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	#	Total Adjust			

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		
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	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			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								Experience			Adjustments				Compa Ratio	Position #
	Class		Grade			Step	FTE		Salary	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 #
										Days All'd		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty		Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
CORRECTIONAL SERGEANT	2024		45,990	59,787	73,584	20		1.000								88.81%	
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%	
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%	
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%	
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%	
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 #	
			Min	Mkt	Max	#		Duty		Days All'd			Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#		Duty		Days All'd		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	1.000										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	1.000										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 #
			Min	Mkt	Max	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			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 #
			Min	Mkt	Max	#				Days All'd			Flat %	Mkt	Step		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			Min	Max	OrgExp	Asgn	Employee Name	
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

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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 #	
			Min	Mkt	Max	#		Duty		Days All'd			Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#		Duty		Days All'd		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	

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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 #
			Min	Mkt	Max	#				Days All'd			Flat %	Mkt	Step		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			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

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Proposed Pay Plan Public Safety

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

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	#	Flat %	Mkt
			Min	Mkt	Max	#		Duty	Days All'd		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 #		
								Flat %	Mkt	Step	% Chg				
					Proposed	Title		Code	Min	Mkt	Max	#	Duty	Days All'd	Min
FIREFIGHTER	1314	35,293	45,881	56,469	13		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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								Experience			Adjustments				Compa Ratio	Position #
	Class		Grade			Step	FTE		Salary	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 #
												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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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	1.000									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 #
												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	1.000									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	1.000									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	1.000									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	1.000									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	1.000									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	1.000									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%	

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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 #
												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		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%

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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 #
			Min	Mkt	Max	#				Days All'd			Flat %	Mkt	Step		
Proposed		Title	Code	Min	Mkt	Max	#		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	

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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 #
			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								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%	

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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 #
			Min	Mkt	Max	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			Min	Max	OrgExp	Asgn	Employee Name	
CAPTAIN			2616	55,156	71,703	88,250	26		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							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		1.000							85.06%	
POLICE SERGEANT			2021	51,757	59,003	76,114	217			3058				0	0	WANG, SUNG	

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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 #
			Min	Mkt	Max	#				Days All'd			Flat %	Mkt	Step		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			Min	Max	OrgExp	Asgn	Employee Name	
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 #
			Min	Mkt	Max	#				Days All'd			Flat %	Mkt	Step		
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							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	

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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 #
												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								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	CHRISTIANSSEN, 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	

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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	
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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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 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	

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		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			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	

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	#		Duty		Days All'd			Flat %	Mkt	Step		
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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								76.92%
POLICE OFFICER			1320	40,200	46,230	59,637	212				0				0	0	VACANT69, VACANT

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 #	
												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		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%		

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 #
			Min	Mkt	Max	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			Min	Max	OrgExp	Asgn	Employee Name	
CAPTAIN			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 #
			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								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	

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 #
												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%	

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 - DTF Unit Code: 55-71

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

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 - 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
CAPTAIN		2616	55,156	71,703	88,250	26		1.000										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		1.000										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		1.000										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		1.000										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		1.000										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		1.000										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		1.000										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		1.000										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		1.000										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		1.000										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%

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 - 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	
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 #
			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		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

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		
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								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

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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	#	Duty	Days All'd		Flat %	Mkt	Step	% Chg	Employee Name	
Proposed												Min	Max	OrgExp	Asgn		
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 #
			Min	Mkt	Max	#		Duty		Days All'd			Flat %	Mkt	Step		
Proposed		Title	Code	Min	Mkt	Max	#		Duty		Days All'd		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 #
			Min	Mkt	Max	#				Days All'd			Flat %	Mkt	Step		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			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	

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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								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

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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	#		Duty		Days All'd			Flat %	Mkt	Step		
Proposed		Title	Code	Min	Mkt	Max	#		Duty		Days All'd		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		Days All'd		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 #
			Min	Mkt	Max	#				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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty		Days All'd		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								Experience		Salary	Adjustments				Compa Ratio	Position #
	Class		Grade				Step	FTE	Flat %		Mkt	Step	% Chg			
	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								94.86%
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		1.000								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		1.000								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 #
												Flat %	Mkt	Step	% Chg		
												Proposed	Title	Code	Min		
CODE ENFORCEMENT ADMINISTRATOR 2422			52,104	67,735	83,366	24		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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

									Experience		Adjustments				Compa Ratio	Position #
Original	Class		Grade			Step	FTE		Salary	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							Experience				Adjustments				Compa Ratio		
	Class		Grade				Step	FTE			Salary	Flat %	Mkt	Step	% Chg		Position #
	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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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	1.000										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	1.000										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	1.000										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		1.000								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		1.000								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		1.000								107.92%	
OPERATIONS ANALYST		1712	45,300	57,667	70,210	117			4917					0	0	HELMMLY, ANGELA	
ADMINISTRATIVE ASSISTANT		1301	35,293	45,881	56,469	13		1.000								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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty			Days All'd		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 #
												Flat %	Mkt	Step	% Chg		
	Proposed	Title	Code	Min	Mkt	Max	#		Duty	Days All'd		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	LUNSFORD, 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	EPPE, 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	

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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		
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	

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Proposed Pay Plan Unified

Dep't Name: CENTRAL SVCS Dep't Code: 77

Unit Name: CENTRAL SVCS - FACILITIES MGMT Unit Code: 77-50

Original								Experience			Adjustments				Compa Ratio	Position #
	Class		Grade			Step	FTE		Salary	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%	

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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	#	
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			

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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%	

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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		1.000								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		1.000								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 #
			Min	Mkt	Max	#			Days All'd	Flat %		Mkt	Step	% Chg			
Proposed	Title	Code	Min	Mkt	Max	#	Duty				Min	Max	OrgExp	Asgn	Employee Name		
MAIL COURIER		7034	25,873	33,635	41,397	07		1.000								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	1.000										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	1.000										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 #
												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		1.000								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		1.000								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		1.000								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								Experience		Salary	Adjustments				Compa Ratio	Position #
		Class		Grade				Step	FTE		Flat %	Mkt	Step	% Chg		
		Proposed	Title	Code	Min	Mkt	Max	#			Duty	Days All'd		Min	Max	OrgExp
LANDSCAPE SUPERVISOR		1790	41,405	53,827	66,248	17		1.000								102.38%
GROUNDS 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%
GROUNDS 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%
GROUNDS 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%
GROUNDS 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%
GROUNDS 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		
												Min	Max	OrgExp	Asgn		
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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS WORKER I		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%	
GROUNDS WORKER I		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%	
GROUNDS WORKER I		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%	
GROUNDS WORKER I		8004	29,201	37,173	45,258	108			1498					0	0	MCCLAIN, MILTON	

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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%	

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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			1.000							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 #
												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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS 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%	
GROUNDS WORKER 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%	
GROUNDS WORKER 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%	
GROUNDS WORKER 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%	
GROUNDS WORKER 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%	
GROUNDS WORKER 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%	
GROUNDS WORKER I		8004	29,201	37,173	45,258	108			518					0	0	MEADOWS, QUINCY	

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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 #
												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	1.000									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	1.000									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 #
			Min	Mkt	Max	#				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, BRITTNEY	
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		1.000								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		1.000								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		1.000								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	1.000									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 #
												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	1.000								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	1.000								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	1.000								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		1.000								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		1.000								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 #
												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									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		
												Min	Max	OrgExp	Asgn		
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		KIRACOFFE, 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								Experience			Adjustments				Compa Ratio	Position #
	Class		Grade			Step	FTE		Salary	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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
VICTIM ADVOCATE		1302	35,293	45,881	56,469	13		1.000								83.57%	
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%	
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 #
												Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#	Duty		Days All'd		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 #
			Min	Mkt	Max	#		Duty		Days All'd			Flat %	Mkt	Step		
Proposed		Title	Code	Min	Mkt	Max	#		Duty		Days All'd		Min	Max	OrgExp	Asgn	Employee Name
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	1.000									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	1.000									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	1.000									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	1.000									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 #
												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 #
										Days All'd		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty		Days All'd		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	1.000										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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		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 #
												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		1.000								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		1.000								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		1.000								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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty		Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty			Days All'd		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		1.000								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		1.000								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		1.000								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		1.000								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 #
												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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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 #
												Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#	Duty		Days All'd		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		1.000									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		1.000									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		1.000									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		1.000									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		1.000								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		1.000								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		1.000								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		1.000								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 #	
			Min	Mkt	Max	#		Duty		Days All'd			Flat %	Mkt	Step			% Chg
Proposed		Title	Code	Min	Mkt	Max	#		Duty		Days All'd		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	#				Days All'd			Flat %	Mkt	Step		
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 #
												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		1.000								80.72%	
ACCOUNTABILITY COURT COORDINATOR	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		1.000								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		1.000								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		1.000								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								Experience		Salary	Adjustments				Compa Ratio	Position #
	Class		Grade				Step	FTE	Flat %		Mkt	Step	% Chg			
	Proposed	Title	Code	Min	Mkt	Max	#		Duty		Days All'd	Min	Max	OrgExp	Asgn	
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 #
												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		1.000									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		1.000									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		1.000									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		1.000									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		1.000									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		1.000									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		1.000									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		1.000									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		1.000									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		1.000									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		1.000									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

									Experience		Adjustments					Compa Ratio	Position #
Original	Class		Grade			Step	FTE			Salary	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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000									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		1.000									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		1.000									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 #
												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								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		1.000								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		1.000								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	#				Days All'd			Flat %	Mkt	Step		
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								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		1.000								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		1.000								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		1.000								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		1.000								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	1.000										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	1.000										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	1.000										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 #
												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										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	1.000										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	1.000										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	1.000										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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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								Experience			Adjustments				Compa Ratio	Position #
	Class		Grade				Step	FTE		Salary	Flat %	Mkt	Step	% Chg		
	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								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		1.000								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		1.000								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		1.000							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	#	Duty	Days All'd		Flat %	Mkt	Step	% Chg	Employee Name	
Proposed												Min	Max	OrgExp	Asgn		
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 #
												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		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	1.000										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	1.000										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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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								Experience			Salary	Adjustments				Compa Ratio	Position #
	Class		Grade				Step	FTE		Flat %		Mkt	Step	% Chg			
	Proposed	Title	Code	Min	Mkt	Max	#		Duty	Days All'd			Min	Max	OrgExp	Asgn	
ACCOUNTANT		1701	41,405	53,827	66,248	17		1.000								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		1.000								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		1.000								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	1.000										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	1.000										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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Days All'd		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	1.000									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 #
								Days All'd			Flat %	Mkt	Step	% Chg		
		Title	Code	Min	Mkt						Max	#	Min	Max		
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		DEJAUSSEERAND, 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		1.000								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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty		Days All'd		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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty		Days All'd		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 #	
												Flat %	Mkt	Step	% Chg			
									Proposed	Title		Code	Min	Mkt	Max			#
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		1.000								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		1.000								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		1.000								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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty			Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
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 %		
Proposed								Duty				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

									Experience		Adjustments					Compa Ratio	Position #
Original	Class		Grade			Step	FTE			Salary	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								Experience		Salary	Adjustments				Compa Ratio	Position #
	Class		Grade				Step	FTE	Flat %		Mkt	Step	% Chg			
	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 #
										Days All'd		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#	Duty		Days All'd		Min	Max	OrgExp	Asgn	Employee Name		
PUBLIC UTILITIES DIRECTOR		4201	79,606	103,487	127,369	42		1.000								103.43%	
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%	
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%	
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%	
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%	
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%	
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%	
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		1.000									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		1.000									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 #
										Days All'd		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty		Days All'd		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%	

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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	#	Duty	Flat %			Mkt	Step	% Chg	Employee Name		
Proposed		Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Min	Max	OrgExp	Asgn		
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

									Experience		Adjustments					Compa Ratio	Position #
Original	Class		Grade			Step	FTE			Salary	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	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			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	% Chg		
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 #
												Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#	Duty		Days All'd		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 #
												Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#	Duty		Days All'd		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		1.000								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		1.000								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	#				Days All'd		Flat %	Mkt	Step	% Chg		
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							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	PAVLOSKY, 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	#		Duty		Days All'd			Flat %	Mkt	Step		
Proposed		Title	Code	Min	Mkt	Max	#		Duty		Days All'd		Min	Max	OrgExp	Asgn	Employee Name
SUPT OF WATER TREATMENT		2618		55,156	71,703	88,250	26		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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

									Experience		Adjustments					Compa Ratio	Position #
Original	Class		Grade			Step	FTE			Salary	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 #
												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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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	1.000										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 #		
							Flat %	Mkt	Step	% Chg				
							Min	Max	OrgExp	Asgn				
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

									Experience		Adjustments					Compa Ratio	Position #
Original	Class		Grade			Step	FTE			Salary	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		1.000								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		1.000								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								Experience		Salary	Adjustments				Compa Ratio	Position #
	Class		Grade				Step	FTE	Flat %		Mkt	Step	% Chg			
	Proposed	Title	Code	Min	Mkt	Max	#		Duty		Days All'd	Min	Max	OrgExp	Asgn	
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								Experience			Adjustments				Compa Ratio	Position #
	Class		Grade			Step	FTE		Salary	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 #
												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									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 #
			Min	Mkt	Max	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty				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 #
												Flat %	Mkt	Step	% Chg		
									Proposed	Title		Code	Min	Mkt	Max		
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								Experience			Adjustments				Compa Ratio	Position #
	Class		Grade			Step	FTE		Salary	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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty	Days All'd			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 #			
						Days All'd		Flat %	Mkt	Step	% Chg					
Proposed	Title	Code	Min	Mkt	Max	#		Duty		Days All'd		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	MCCLELLAN, 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

									Experience		Adjustments					Compa Ratio	Position #
Original	Class		Grade			Step	FTE			Salary	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 #
			Min	Mkt	Max	#	Duty	Days All'd	Flat %	Mkt		Step	% Chg	Employee Name			
Proposed		Title	Code	Min	Mkt	Max	#	Duty		Days All'd		Min	Max	OrgExp	Asgn		
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 #
			Min	Mkt	Max	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			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	WHELESS, 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	BAINE, 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	% Chg		
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 #				
			Title	Code	Min	Mkt			Max	#		Duty		Days All'd				Flat %	Mkt	Step	% Chg
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		
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	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty				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								Experience		Salary	Adjustments				Compa Ratio	Position #
	Class		Grade				Step	FTE	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		1.000							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		1.000							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 #			
			Title	Code	Min	Mkt	Max	#		Duty			Days All'd		Flat %	Mkt	Step	% Chg		
															Min	Max	OrgExp	Asgn		
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 #
			Min	Mkt	Max	#				Days All'd			Flat %	Mkt	Step		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			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 #
			Min	Mkt	Max	#			Days All'd			Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			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								Experience		Salary	Adjustments				Compa Ratio	Position #
	Class		Grade				Step	FTE	Flat %		Mkt	Step	% Chg			
	Proposed	Title	Code	Min	Mkt	Max	#	Duty	Days All'd		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 #
			Min	Mkt	Max	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty				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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty		Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
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		1.000								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		1.000								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		1.000								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		1.000								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 #
			Min	Mkt	Max	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty				Min	Max	OrgExp	Asgn		Employee Name
	HAZARDOUS HOUSEHOLD WASTE SUP	1950	44,462	57,800	71,139	19		1.000								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	#				Days All'd			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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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								Experience		Salary	Adjustments				Compa Ratio	Position #
		Class		Grade				Step	FTE		Flat %	Mkt	Step	% Chg		
		Proposed	Title	Code	Min	Mkt	Max	#			Duty	Days All'd		Min	Max	OrgExp
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 #
												Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#	Duty		Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
SOLID WASTE DRIVER III		1108		31,929	41,508	51,087	11	1.000								81.94%	
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%	
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%	
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%	
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%	
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	1.000										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	1.000										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 #
												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	Position #
												Flat %	Mkt	Step	% Chg	Ratio	
Proposed		Title	Code	Min	Mkt	Max	#	Duty	Days All'd			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	#				Days All'd			Flat %	Mkt	Step		
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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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		1.000								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 #
												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								76.92%
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 #
												Flat %	Mkt	Step	% Chg		
									Proposed	Title		Code	Min	Mkt	Max	#	
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		1.000								83.69%	
ACCOUNTABILITY COURT COORDINATO		2015	52,441	66,757	81,277	120			3330				0	0	RUSHTON, LEE		
CASE MANAGEMENT CLERK		9012	28,900	37,571	46,241	09		1.000								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 #
			Title	Code	Min	Mkt	Max	#	Duty	Days All'd		Flat %	Mkt	Step	% Chg	Employee Name	
Proposed												Min	Max	OrgExp	Asgn		
COURT SERVICES ADMINISTRATOR		3004	61,271	79,652	98,033	30		1.000									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		1.000									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		1.000									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		1.000									86.89%
ACCOUNTABILITY COURT COORDINATO		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		1.000									81.54%
ACCOUNTABILITY COURT COORDINATO		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		1.000									81.70%
SENIOR CASE MANAGEMENT SPECIALI		1640	39,132	49,815	60,650	114			1204					0	0		DANIEL, KRISTEN
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			855					0	0		RIPLEY, ELIZABETH
LAW LIBRARIAN		6111	24,361	31,669	38,977	06		1.000									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		1.000								81.54%	
ACCOUNTABILITY COURT COORDINATO	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		1.000								78.67%	
SENIOR CASE MANAGEMENT SPECIALI	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 #
			Min	Mkt	Max	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#		Duty		Days All'd		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	1.000										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		1.000								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		1.000								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 #
												Flat %	Mkt	Step	% Chg		
									Proposed	Title		Code	Min	Mkt	Max	#	
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 #
												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	1.000								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	1.000								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	1.000								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	1.000								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	1.000								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	1.000								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 #
												Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty		Days All'd		Min	Max	OrgExp	Asgn	Employee Name	
DISPATCHER		1291	33,440	43,472	53,504	12		1.000									115.55%
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		1.000								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		1.000								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		1.000								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 #
												Flat %	Mkt	Step	% Chg		
	Proposed	Title	Code	Min	Mkt	Max	#		Duty	Days All'd		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 #
			Min	Mkt	Max	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#		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 #
			Min	Mkt	Max	#		Duty		Days All'd			Flat %	Mkt	Step		
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								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 #		
								Flat %	Mkt	Step	% Chg				
								Min	Max	OrgExp	Asgn				
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 #
			Min	Mkt	Max	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed	Title	Code	Min	Mkt	Max	#		Duty				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	#		Duty		Days All'd			Flat %	Mkt	Step		
Proposed		Title	Code	Min	Mkt	Max	#		Duty		Days All'd		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	#	Duty	Days All'd		Flat %	Mkt	Step	% Chg	Employee Name	
Proposed												Min	Max	OrgExp	Asgn		
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				0.475						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		0.475									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		0.475									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		0.475									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 #
												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 #
												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				0.475							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%	

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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%	

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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				0.475							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	0.475									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	0.475									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%

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 - 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 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%

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 - 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	0.475										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			0.475						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								Experience			Salary	Adjustments				Compa Ratio	Position #
	Class		Grade				Step	FTE		Flat %		Mkt	Step	% Chg			
	Proposed	Title	Code	Min	Mkt	Max	#		Duty	Days All'd			Min	Max	OrgExp	Asgn	
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, CYNTHIA	
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%	

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 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	0.475									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	0.475									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 #
			Min	Mkt	Max	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#	Duty				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%	

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-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	0.475										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	0.475										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	0.475										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%

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 - BISHOP PARK Unit Code: 87-45

Original		Class	Grade				Step	FTE	Experience		Salary	Adjustments				Compa Ratio	Position #
			Min	Mkt	Max	#		Duty		Days All'd			Flat %	Mkt	Step		
Proposed		Title	Code	Min	Mkt	Max	#		Duty		Days All'd		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								Experience			Adjustments				Compa Ratio	Position #
	Class		Grade			Step	FTE		Salary	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 #
												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				546					0	0	SULLIVAN, KATIE
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				579					0	0	MILHOAN, NICHOLETTE
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				154					0	0	SODER, ERIK
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				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				0.475						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			0.475						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				0.475							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	0.475									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	0.475									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				0.475						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	0.475										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 #
												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		0.475								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		0.475								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 #
												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			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		0.475								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		0.475								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		0.475								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	0.475										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 #
													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				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								Experience			Adjustments				Compa Ratio	Position #
	Class		Grade			Step	FTE		Salary	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		0.475								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		0.475								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		0.475								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%

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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	0.475									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%

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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 #
												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 0.475 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 0.475 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		0.475								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		0.475								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	#				Days All'd		Flat %	Mkt	Step	% Chg		
Proposed		Title	Code	Min	Mkt	Max	#		Duty			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	

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Proposed Pay Plan Part-Time

Dep't Name: TRANSIT Dep't Code: 65

Unit Name: TRANSIT - OPERATIONS Unit Code: 65-20

Original								Experience			Adjustments				Compa Ratio	Position #
	Class		Grade			Step	FTE		Salary	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%

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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%