

RESOLUTION NO. 16-045

A RESOLUTION OF THE COUNCIL OF THE CITY OF SANTA BARBARA, AUTHORIZING CLASSIFIED AND UNCLASSIFIED POSITIONS IN THE CITY'S SERVICE EFFECTIVE JUNE 21, 2016, AND PROVIDING A SCHEDULE OF CLASSIFICATIONS AND SALARIES FOR THE SAME IN ACCORDANCE WITH THE OPERATING BUDGET FOR THE 2017 FISCAL YEAR.

SECTION 1. DEPARTMENT/DIVISION POSITIONS:

The Council hereby authorizes the following positions in each of the Departments and/or Divisions as provided for in the 2017 fiscal year operating budget:

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>ADMINISTRATIVE SERVICES</b>		
<b>ADMINISTRATION</b>		
Administrative Analyst II*	1	
Administrative Services Director	1	
	<u>2</u>	
<b>CITY CLERK</b>		
City Clerk Services Manager	1	
Deputy City Clerk	2	
Records Technician	3	0.5
	<u>3</u>	<u>0.5</u>
<b>HUMAN RESOURCES</b>		
Administrative Specialist*	3	
Human Resources Analyst II*	3	
Human Resources Assistant*	2	
Human Resources Manager	1	
Senior Human Resources Analyst*	1	
	<u>10</u>	
<b>INFORMATION TECHNOLOGY</b>		
Applications Administrator*	1	
Applications Analyst*	1	
Computer Training Coordinator	1	
Geographic Information Systems Coordinator	1	
Geographic Information Systems Technician	1	
Information Technology Manager	1	
Information Technology Supervisor	1	
Information Technology Supervisor*	1	
Information Technology Technician II	3	
Network Analyst	2	
System Administrator	1	
Webmaster	1	
	<u>15</u>	
<b>TOTAL ADMINISTRATIVE SERVICES</b>	<u><u>30</u></u>	<u><u>0.5</u></u>

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>AIRPORT</b>		
<b><u>ADMINISTRATION</u></b>		
Administrative Analyst II	1	
Administrative Specialist	1	
Airport Business Development Manager	1	
Airport Director	1	
Community Education Liaison		0.5
Executive Assistant*	1	
Marketing Coordinator	1	
Senior Property Management Specialist	1	
	<u>7</u>	<u>0.5</u>
<b><u>CAPITAL SUPPORT</u></b>		
Project Planner	1	
Senior Engineering Technician		0.5
	<u>1</u>	<u>0.5</u>
<b><u>CERTIFICATION &amp; OPERATIONS</u></b>		
Administrative Assistant	1	
Administrative Specialist		0.75
Airport Operations Manager	1	
Airport Operations Specialist	4	
Airport Operations Supervisor	1	
Airport Operations Technician	1	
Senior Airport Operations Specialist	3	
	<u>11</u>	<u>0.75</u>
<b><u>MAINTENANCE</u></b>		
Accounting Assistant	1	
Airport Facilities Manager	1	
Airport Maintenance Supervisor	1	
Airport Maintenance Worker II	3	
Custodial Supervisor	1	
Custodian	8	
Grounds Maintenance Worker II	1	
Painter	2	
Senior Airport Maintenance Worker	4	
Senior Grounds Maintenance Worker	1	
	<u>23</u>	
<b><u>SECURITY</u></b>		
Airport Operations Aide	1	
Airport Patrol Officer	6	
Airport Patrol Officer II	4	
Airport Patrol Supervisor	1	
	<u>12</u>	
<b>TOTAL AIRPORT DEPARTMENT</b>	<b><u>54</u></b>	<b><u>1.75</u></b>

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>CITY ADMINISTRATOR</b>		
<b>CITY ADMINISTRATOR</b>		
Administrator's Office Supervisor*	1	
Administrative Analyst III*	1	
Administrative Specialist*	1	
Assistant City Administrator	1	
City Administrator/City Clerk/Treasurer	1	
City TV Production Specialist	1	
City TV Production Supervisor	1	
Communications Specialist		0.5
Senior Assistant to the City Administrator	2	
	<u>9</u>	<u>0.5</u>
<b>TOTAL CITY ADMINISTRATOR</b>	<b><u>9</u></b>	<b><u>0.5</u></b>

<b>CITY ATTORNEY</b>		
<b>CITY ATTORNEY</b>		
Assistant City Attorney I	2	
Assistant City Attorney IV	3	
City Attorney	1	
Legal Office Supervisor*	1	
Legal Secretary II*	2	
Litigation Paralegal*	2	
	<u>11</u>	
<b>TOTAL CITY ATTORNEY</b>	<b><u>11</u></b>	

<b>COMMUNITY DEVELOPMENT</b>		
<b>ADMINISTRATION</b>		
Accounting Assistant	1	
Community Development Business Manager	1	
Community Development Director	1	
Executive Assistant*	1	
Graphic Designer	1	
	<u>5</u>	
<b>BUILDING &amp; SAFETY</b>		
Administrative Specialist	2	
Administrative Supervisor	1	
Building Inspection/Plan Check Supervisor	2	
Building Inspector Aide	2	
Building Inspector	3	
Chief Building Official	1	
Office Specialist II	1	
Plans Examiner	2	
Records Technician	1	
Senior Building Inspector	3	
Senior Building Inspector/Specialty	2	
Senior Plan Check Engineer	1	
Senior Plans Examiner	3	
	<u>24</u>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>COMMUNITY DEVELOPMENT (Continued)</b>		
<b><u>HOUSING &amp; HUMAN SERVICES</u></b>		
Administrative Specialist	1	
Community Development Programs Specialist	1	
Community Development Programs Supervisor II	1	
Housing & Redevelopment Manager		0.25
Project Planner	2	
Rental Housing Mediation Specialist	1	
Senior Rental Housing Mediation Specialist	1	
	<u>7</u>	<u>0.25</u>
<b><u>PLANNING &amp; ZONING</u></b>		
Administrative/Clerical Supervisor	1	
Associate Planner	9	
City Planner	1	
Commission Secretary	3	
Geographic Information Systems Technician	1	
Planning Commission Secretary	1	
Planning Technician II	7	
Principal Planner	1	
Project Planner	9	
Project Planner <i>(delete by 6/30/17)</i>	1	
Senior Planner II	3	0.5
	<u>37</u>	<u>0.5</u>
<b>TOTAL COMMUNITY DEVELOPMENT DEPARTMENT</b>	<b><u>73</u></b>	<b><u>0.75</u></b>

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**FINANCE**

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**ACCOUNTING**

Accountant II	1
Accounting Assistant	2
Accounting Assistant*	1
Accounting Manager	1
Accounting Supervisor	1
Accounting Technician	1
Accounting Technician*	1
Administrative Specialist	1
Billing Supervisor	1
Payroll Supervisor*	1
Senior Accountant	2
	<u>13</u>

**ADMINISTRATION**

Budget Manager	1
Executive Assistant*	1
Finance Analyst I*	1
Finance Director	1
	<u>4</u>

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>FINANCE (Continued)</b>		
<b><u>ENVIRONMENTAL SERVICES</u></b>		
Administrative Specialist	1	
Code Enforcement Officer		0.5
Environmental Services Manager	1	
Environmental Services Specialist II	3	
Outreach Coordinator		0.5
Recycling Educator	2	
	<u>7</u>	<u>1</u>
<b><u>GENERAL SERVICES</u></b>		
Administrative Specialist	1	
Buyer II	2	
General Services Manager	1	
Mail Services Specialist	1	
Purchasing Supervisor	1	
Warehouse Specialist	1	
	<u>7</u>	
<b><u>RISK MANAGEMENT</u></b>		
Risk Analyst II*	2	
Risk Assistant*	1	
Risk Manager	1	
	<u>4</u>	
<b><u>TREASURY</u></b>		
Accounting Assistant	6	0.5
Accounting Coordinator	1	
Finance Analyst I	1	
Finance Analyst II	1	
Finance Supervisor	1	
Treasury Manager	1	
	<u>11</u>	<u>0.5</u>
<b>TOTAL FINANCE DEPARTMENT</b>	<b><u>46</u></b>	<b><u>1.5</u></b>

<b>FIRE</b>		
<b><u>ADMINISTRATION</u></b>		
Administrative Services Manager	1	
Administrative Specialist	1	
Emergency Services Manager	1	
Executive Assistant*	1	
Fire Chief	1	
Office Specialist II	1	
	<u>6</u>	
<b><u>AIRPORT RESCUE &amp; FIREFIGHTING</u></b>		
Fire Captain	3	
Fire Engineer	6	
	<u>9</u>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>FIRE (Continued)</b>		
<b>OPERATIONS</b>		
Fire Operations Division Chief	1	
Fire Battalion Chief	4	
Fire Captain	25	
Fire Engineer	24	
Firefighter	27	
Fire Warehouse Specialist	1	
	82	
<b>PREVENTION</b>		
Administrative Specialist	1	
Fire Prevention Division Chief	1	
Fire Inspector II	4	
Fire Inspector III	1	
Fire Services Specialist	1	
	8	
<b>TOTAL FIRE DEPARTMENT</b>	<b>105</b>	

<b>LIBRARY</b>		
<b>LIBRARY</b>		
Administrative Analyst I	1	
Assistant Library Director	1	
Librarian II	7	
Library Assistant I	7	
Library Assistant II		0.75
Library Director	1	
Library Services Coordinator		0.8
Library Systems Technician II	1	
Library Technician	4	
Office Specialist II		0.8
Senior Librarian	4	
Senior Library Technician	9	
Supervising Librarian	1	
	36	2.35
<b>TOTAL LIBRARY DEPARTMENT</b>	<b>36</b>	<b>2.35</b>

<b>MAYOR &amp; CITY COUNCIL</b>		
<b>MAYOR &amp; CITY COUNCIL</b>		
City Councilmember	6	
Executive Assistant to Mayor/Council*	1	
Mayor	1	
	8	
<b>TOTAL MAYOR &amp; CITY COUNCIL</b>	<b>8</b>	

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>PARKS AND RECREATION</b>		
<b><u>ADMINISTRATION</u></b>		
Administrative Analyst II		0.8
Assistant Parks & Recreation Director	1	
Associate Planner	2	
Executive Assistant*	1	
Parks and Recreation Business Manager	1	
Parks and Recreation Director	1	
Parks Capital Project Supervisor	1	
Park Project Technician	1	
	8	0.8
<b><u>CREEKS RESTORATION/CLEAN WATER</u></b>		
Administrative Assistant	1	
Associate Planner	2	
Creeks Outreach Coordinator	1	
Creeks Restoration/Clean Water Manager	1	
Creeks Supervisor	1	
Code Enforcement Officer	1	
Project Planner	1	
Water Quality Research Coordinator		0.75
	8	0.75
<b><u>NEIGHBORHOOD AND OUTREACH SERVICES</u></b>		
Administrative Specialist	1	
Recreation Coordinator	1	
Neighborhood & Outreach Services Coordinator II	1	
Neighborhood & Outreach Services Supervisor I	1	
Senior Neighborhood & Outreach Services Supervisor	1	
	5	
<b><u>PARKS</u></b>		
Administrative Assistant	1	
Automotive/Equipment Technician	1	
Custodian	1	
Equipment Operator	3	
Grounds Maintenance Crew Leader	3	
Grounds Maintenance Worker I	4	
Grounds Maintenance Worker II	8	
Grounds Maintenance Worker II ( <i>delete when vacant</i> )	1	
Irrigation Systems Technician	1	
Irrigation Systems Technician ( <i>delete when vacant</i> )	1	
Maintenance Supervisor II	1	
Office Specialist II	1	
Parks Manager	1	
Park Ranger	3	
Parks Supervisor	4	
Senior Grounds Maintenance Worker	7	
Senior Maintenance Worker	1	
Senior Tree Trimmer	2	
Street Tree Supervisor	1	
Tree Care Specialist	1	
Tree Trimmer II	2	
Urban Forest Superintendent	1	
	49	

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>PARKS AND RECREATION (Continued)</b>		
<b>RECREATION</b>		
Administrative Specialist	3	
Head Pool Lifeguard		0.8
Marketing Coordinator	1	
Office Specialist II	2	
Pool Technician		0.8
Recreation Coordinator	4	
Recreation Programs Manager	2	
Recreation Specialist	1	2.1
Recreation Supervisor I	4	
Senior Recreation Supervisor	1	
	<u>18</u>	<u>3.7</u>
<b>TOTAL PARKS &amp; RECREATION DEPARTMENT</b>	<b><u>88</u></b>	<b><u>5.25</u></b>

<b>POLICE</b>		
<b>ADMINISTRATIVE SERVICES</b>		
Information Technology Technician II	1	
Network Administrator	1	
Police Captain	1	
Police Information Technology Manager	1	
Police Lieutenant	1	
Police Officer	8	
Police Property/Evidence Assistant	1	
Police Property/Evidence Technician	1	
Police Range/Equipment Specialist	1	
Police Sergeant	2	
Police Services Coordinator	3	
Senior Network/Applications Analyst	2	
	<u>23</u>	
<b>ANIMAL CONTROL</b>		
Animal Control Officer	2	
Animal Control Officer II	1	
	<u>3</u>	
<b>CHIEF'S STAFF &amp; SUPPORT SERVICES</b>		
Administrative Specialist	4	
Administrative Specialist*	1	
Executive Assistant*	1	
Office Specialist II	1	
Police Business Manager	1	
Police Chief	1	
Police Public Engagement Manager	1	
Police Records Specialist	11	
Police Records Supervisor	2	
Police Sergeant	2	
Police Services Specialist	1	
	<u>26</u>	



	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>POLICE (Continued)</b>		
<b><u>COMBINED COMMUNICATIONS CENTER</u></b>		
Police Lieutenant	1	
Public Safety Communications Manager	1	
Public Safety Dispatcher II	9	
Public Safety Dispatcher III	5	
Public Safety Dispatcher Supervisor	3	
	19	
<b><u>INVESTIGATIVE</u></b>		
Identification Technician	1	
Police Captain	1	
Police Officer	21	
Police Sergeant	4	
Police Technician	1	
	28	
<b><u>PATROL</u></b>		
Administrative Specialist	1	
Parking Enforcement Officer	12	
Police Captain	1	
Police Lieutenant	4	
Police Officer	83	
Police Sergeant	12	
	113	
<b>TOTAL POLICE DEPARTMENT</b>	<b>212</b>	

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**PUBLIC WORKS**

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<b><u>ADMINISTRATION</u></b>		
Administrative Analyst III	1	
Administrative Assistant	1	
Administrative Specialist	1	
Executive Assistant*	1	
Public Works Business Manager	1	
Public Works Director	1	
	6	
<b><u>ENGINEERING SERVICES</u></b>		
Accounting Assistant	1	
Administrative Assistant	1	
Administrative Supervisor*	1	
Administrative Specialist	2	
City Engineer	1	
Engineering Technician II	4	
Principal Engineer	3	
Project Engineer II	14	
Project Planner	1	
Public Works Inspector II	2	
Senior Engineering Technician	3	
Senior Public Works Inspector	3	
Senior Real Property Agent	2	
Supervising Engineer	7	
	45	

Full-Time Positions  
Authorized

Part-Time Positions  
Authorized

**PUBLIC WORKS (Continued)**

**FACILITIES MANAGEMENT**

**BUILDING MAINTENANCE**

Accounting Assistant	2
Administrative Analyst II	1
Carpenter	2
Electrician	2
Facilities and Energy Manager	1
Facilities Maintenance Superintendent	1
Facilities Maintenance Supervisor	1
Facilities Maintenance Worker II	2
Painter	2
Plumber	2
Project Engineer II	1
Supervising Engineer	1
Welder/Fabricator	2
	<hr/>
	20

**CUSTODIAL**

Custodial Supervisor	1	
Custodian	8	1
Senior Custodian	2	
	<hr/>	<hr/>
	11	1

**ELECTRICAL MAINTENANCE**

Electronics/Communications Technician II	3
Senior Electronics/Communications Technician	2
	<hr/>
	5

**ENVIRONMENTAL COMPLIANCE**

Environmental Services Specialist II	1
	<hr/>
	1

**FLEET**

Administrative Assistant	1
Administrative Specialist	1
Automotive Parts Specialist	1
Automotive Service Writer	1
Fleet Services Supervisor	1
Fleet Services Technician I	3
Fleet Services Technician II	4
Fleet Manager	1
Lead Equipment Technician	1
Vehicle Services Assistant	1
	<hr/>
	15

	Full-Time Positions Authorized	Part-Time Positions Authorized
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**PUBLIC WORKS (Continued)**

**STREETS OPERATIONS AND INFRASTRUCTURE MANAGEMENT**

**STREETS**

Administrative Assistant	1
Maintenance Supervisor II	2
Senior Streets Maintenance Worker	6
Streets Maintenance Coordinator	2
Streets Maintenance Crew Leader	3
Streets Maintenance Worker II	15
Streets Operations and Infrastructure Manager	1
	<hr/>
	30

**TRAFFIC ENGINEERING**

Electronics/Communications Technician II	1
Principal Traffic Engineer	1
Project Engineer II	1
Senior Electronics/Communications Technician	1
Senior Traffic Technician	1
Supervising Transportation Engineer	1
Traffic Technician II	1
	<hr/>
	7

**TRANSPORTATION PLANNING AND PARKING**

**PARKING**

Accounting Assistant	1	
Administrative Assistant	1	
Administrative Specialist	1	
Assistant Parking Coordinator		2.4
Electronics Technician II	1	
Maintenance Crew Leader	2	
Maintenance Worker II	7	
Parking Coordinator	3	
Parking Resources Specialist	1	
Parking Supervisor	2	
Parking/Transportation Management Program Superintendent	1	
Project Planner		0.5
Senior Maintenance Worker	1	
	<hr/>	
	21	<hr/>
		2.9

**TRANSPORTATION PLANNING**

Administrative Specialist	1
Associate Transportation Planner	3
Supervising Transportation Planner	1
Transportation Planning and Parking Manager	1
	<hr/>
	6

**WATER RESOURCES**

**WASTEWATER COLLECTION**

Administrative Specialist	2
Public Works Operations Assistant	1
Senior Wastewater Collection System Operator	5
Wastewater Collection System Lead Operator	2
Wastewater Collection System Operator Technician I	1
Wastewater Collection System Operator II	5
Wastewater Collection System Superintendent	1
	<hr/>
	17

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>PUBLIC WORKS (Continued)</b>		
<b>WASTEWATER TREATMENT</b>		
Accounting Assistant	1	
Administrative Specialist	1	
Control Systems Operator Specialist II	2	
Senior Control Systems Operator Specialist	1	
Senior Treatment Plant Technician	2	
Senior Wastewater Treatment Plant Operator	1	
Treatment Plant Technician	3	
Treatment Plant Technician Supervisor	1	
Wastewater Compliance Specialist	1	
Wastewater Treatment Plant Chief Operator	1	
Wastewater Treatment Plant Operator III	10	
Wastewater Treatment Superintendent	1	
Wastewater Treatment Supervisor	1	
Water/Wastewater Maintenance Planner/Scheduler	2	
	<u>28</u>	
<b>WATER DISTRIBUTION</b>		
Accounting Assistant	1	
Control Systems Operator Specialist II	1	
Reservoir & Dam Caretaker/Distribution Operator	1	
Senior Control Systems Operator Specialist	1	
Senior Water Distribution Operator	7	
Water Distribution Equipment Operator	1	
Water Distribution Lead Operator	2	
Water Distribution Lead Operator Technician	1	
Water Distribution Operator II	11	
Water Distribution Operator Technician II	3	
Water Distribution Operator/Emergency Services	4	
Water Distribution Superintendent	1	
Water Distribution Supervisor	3	
Water Reclamation/Cross Connection Specialist	1	
Water Resources Specialist	1	
Water/Wastewater Maintenance Planner/Scheduler	1	
	<u>40</u>	
<b>WATER SUPPLY</b>		
Administrative Analyst II	1	
Administrative Specialist	1	
Water Conservation Supervisor	1	
Water Resources Specialist	2	1
Water Resources Specialist ( <i>delete by 6/30/17</i> )	3	0.5
Water Supply Manager	1	
	<u>9</u>	<u>1.5</u>
<b>WATER TREATMENT</b>		
Accounting Assistant		0.8
Control Systems Operator Specialist II	1	
Senior Control Systems Operator Specialist	1	
Water Treatment Chief Operator	1	
Water Treatment Plant Operator III	9	
Water Treatment Superintendent	1	
Water Treatment Supervisor	1	
	<u>14</u>	<u>0.8</u>

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>PUBLIC WORKS (Continued)</b>		
<b>WATER/WASTEWATER ADMINISTRATION</b>		
Administrative Analyst II	1	
Administrative Assistant	1	
Wastewater System Manager	1	
Water Resources Manager	1	
Water System Manager	1	
	<u>5</u>	
<b>WATER/WASTEWATER LABS</b>		
Laboratory Analyst II	4	
Laboratory Analyst Coordinator	2	
Laboratory Supervisor	1	
	<u>7</u>	
<b>WATER/WASTEWATER RECLAMATION</b>		
Senior Wastewater Treatment Plant Operator	1	
Water Distribution Operator Technician II	1	
	<u>2</u>	
<b>TOTAL PUBLIC WORKS DEPARTMENT</b>	<b><u>289</u></b>	<b><u>6.2</u></b>

	Full-Time Positions Authorized	Part-Time Positions Authorized
<b>WATERFRONT</b>		
<b><u>ADMINISTRATIVE SUPPORT &amp; COMMUNITY RELATIONS</u></b>		
Accounting Assistant	1	
Accounting Coordinator	1	
Administrative Analyst I	1	
Administrative/Clerical Supervisor	1	
Administrative Specialist	2	
Executive Assistant*	1	
Property Management Specialist	1	
Waterfront Business Manager	1	
Waterfront Director/Harbormaster	1	
	10	
<b><u>FACILITIES MAINTENANCE</u></b>		
Engineering Technician II	1	
Heavy Equipment Technician	1	
Maintenance Supervisor II	1	
Senior Waterfront Maintenance Worker	2	
Waterfront Facilities Manager	1	
Waterfront Maintenance Crew Leader	2	
Waterfront Maintenance Superintendent	1	
Waterfront Maintenance Worker II	10	
	19	
<b><u>PARKING SERVICES</u></b>		
Assistant Parking Coordinator	1	
Parking Coordinator	1	
Waterfront Parking Supervisor	1	
	3	
<b><u>SECURITY</u></b>		
Harbor Operations Assistant	1	
Harbor Operations Manager	1	
Harbor Patrol Officer	10	
Harbor Patrol Supervisor	1	
Office Specialist II	1	
Waterfront Vessel Technician	1	
	15	
<b>TOTAL WATERFRONT DEPARTMENT</b>	<b>47</b>	
<b><u>CITY WIDE TOTAL</u></b>	<b>1008</b>	<b>18.80</b>
Delete when vacant (included in total)	2	

Definitions:

- Delete when vacant = Additional unfunded position created for the purpose of backfilling a funded position or position to be deleted when it becomes vacant
- Delete by = Position funded from non-City monies
- \* = Position designated as Confidential

Subsection 1(a). The salaries of employees holding classifications or positions which are reclassified downward or for which the salary is adjusted as a result of salary surveys or other studies conducted by the City may be "Y" rated. When "Y" rated, the employee's salary shall be maintained at its current salary level until the salary applicable to the appropriate step in the employee's assigned classification is increased to equal the employee's current salary level. Thereafter, the employee's salary shall no longer be "Y" rated. As used herein, the term "current salary level" shall mean the salary which the employee was receiving at the time the salary for his assigned classification was reduced.

Subsection 1(b). As provided by Municipal Code Section 3.04.161, regular part-time employees working in the classifications contained herein shall serve in the unclassified service. Regular part-time employees shall be paid on an hourly basis the salaries provided herein for the appropriate classification.

Subsection 1(c). Any employee designated as "Confidential" by the City Administrator shall be paid an increase in pay equal to two and one-half percent (2½%) for the applicable step and range.

Subsection 1(d). Managers and Professional Attorneys will receive salary and benefits as established by resolution, ordinance, and administrative procedure, and as reflected in the Management and Performance Compensation Plan, the Professional Attorney's Performance and Compensation Plan, the Police Managers' Association (PMA) MOU/Agreement, and the Fire Managers' Association (FMA) MOU/Agreement .

Subsection 1(e). Any employee designated by the City Administrator as an Administrative Fire Captain, working forty (40) hours a week, shall be paid an increase in pay equal to three percent (3.0%) in order to maintain a salary approximately equal to a fifty-six (56) hours per week Fire Captain.