

City of Gainesville

Inter-Office Communication
Office of the Equal Opportunity Director
Mail Station 52
334-5051

TO: Hon. Mayor and Members of The City Commission DATE: January 29, 2007

FROM: Jimmie Williams
Equal Opportunity Director

SUBJECT: Equal Opportunity Director Performance Evaluation

My employment agreement with the City provides in Section 3.A. that "the Equal Opportunity Director's performance, salary, and benefits shall be reviewed every year by the City Commission at a time coinciding with the Equal Opportunity Director's salary anniversary date." My appointment as Equal Opportunity Director was February 24, 2004.

In order to assist you in this annual review, I have provided you a self-assessment and compensation comparison from an internal equity perspective. Your observations, concerns, and suggestions will provide useful feedback to me on my job performance.

1. Relationships

The suggestions and constructive criticism provided by the City Commission gives important guidance on how to ensure that the Office of Equal Opportunity is successful. I have always responded to this feedback in a positive manner and strived to notify the Commission in a timely manner relative to developing issues and problems. I believe that this communication process has been enhanced since I began to schedule regular periodic meetings with individual commissioners. The City Commission continued to work to make Gainesville one of the most livable cities in the nation during the past year. I had a number of opportunities that contributed to the achievement of that goal. This was accomplished by being competent enough to make decisions and take actions as may be required without undue supervision from the Commission.

I am confident that the Office of Equal Opportunity's public credibility is now viewed as an asset to City government. As we think of the history of this office that has not always been the case. I have always had a good working relationship with other Charter Officers, City employees, and many in the community. Successful working relationships with other governmental agencies such as the Alachua County Equal Opportunity Division and the Florida Commission on Human Relations have been established. I am very proud of the fact that over the last year I have been able to establish a very satisfactory working relationship with equal opportunity advocates who in the past may have had concerns about the effectiveness of this office. As I often say, Office of Equal Opportunity staff works hard each day to promote equality and the opportunity for every citizen of Gainesville to have access to and enjoy all that this city has to offer. Their dedication and hard work enhance our public credibility.

2. Staff

I believe that all who have had occasion to interact with the Office of Equal Opportunity will agree that I have appointed and trained a diverse, and extremely competent and dedicated staff. The five individuals who serve along with me work diligently everyday to promote equity, opportunity, accessibility, and diversity. They are each hard-working, educated, experienced, and dedicated to the success of the office and combating discrimination within our City. I am extremely proud to work with each one of them.

3. Significant Accomplishments

Complaints and requests for services

During the last year we made every effort to respond thoroughly and in a timely manner to complaints and requests for service. During 2006 we handled 61 requests for assistance concerning discrimination. Race was an issue of concern with 32 of these Intakes. Forty of these intakes concerned private organizations in the community and 21 were internal to city government. Formal complaints of discrimination were filed for 16 of these Intakes. Eight were external and eight were internal to city government. In the area of complaint investigation, the ultimate goal of this Office is to resolve complaints at the lowest possible level and with the least amount of intrusion. One Office of Equal Opportunity goal in the area of complaints is to address at least 50 percent of requests for assistance without a formal complaint being filed. We were able to resolve 69.5 percent of these requests for assistance last fiscal year without a formal complaint being filed. Timely resolution of complaints with a target of completing discrimination investigations within 100 days is another goal of this office. The challenge is to lower the average number of days while at the same time being thorough and adjusting to circumstances not within our control. The average number of days to complete investigations during the previous year was 79.

Training & Education

Internally we trained and educated City employees on their rights, responsibilities and obligations relevant to this Office's mission. More than 700 attendees participated in programs such as; Equal Opportunity Orientation, Affirmative Action Work-plan Training, Resolving ADA Workplace Questions, and programs geared toward issues specific to individual departments. After resolving many logistical issues, we implemented Diversity Awareness Training for all employees in October 2006. Approximately 750 employees are slated to attend this training program during this fiscal year and we have already provided it to more than 260 employees. An internal training and education goal is to provide Equal Opportunity Orientation training to all new hires during the first 90 days of employment. Recognizing that attendance is difficult to ensure, the goal has been established to measure our efforts in scheduling employees to attend. Our target was 90 percent and 97 percent of new hires attended within the first 90 days of employment. As already indicated, we have implemented a program to provide Diversity Awareness training to all City employees every three years. We have established a target for 33 percent of employees to attend training each year since one-third of the entire employee population will need to be trained on an annual basis. As with the Equal Opportunity Orientation, the goal has been established to measure our efforts in scheduling employees to attend.

Affirmative Action

While there are on-going challenges, we worked diligently to achieve fair utilization of minorities and women at all levels of the organization where deficiencies exist. The person selected when positions with affirmative action goals were filled was from the target population 35.8 of the time. It is a duty of this Office to assist hiring managers in their recruitment efforts to meet identified affirmative action goals. The challenge is to get our managers, who make the ultimate decision, to aggressively target their advertisement in places where qualified women and minorities will become aware and apply. Our goal is for 30 percent or more of applicant pools where there is an affirmative action goal to meet or exceed the current availability of minorities and women for advertised position. This is a focal point for our efforts in the current year in that the goal was only achieved for 18 percent of the relevant selection processes. We utilized an outreach recruitment program to establish relationships and increase the City's exposure by recruiting locally and attending career fairs. Our target was six such events during the past year and we attended or conducted nine.

Dialogue on Race

During the past year the Office of Equal Opportunity brought representatives of the City of Gainesville, other government agencies, the business community, nonprofit organizations and concerned citizens together for a two-day summit to discuss race relations in Gainesville. The summit provided participants with diverse perspectives an opportunity to share experiences, clarify viewpoints, and begin to develop solutions to community concerns on this issue. The approximately 90 people who attended agreed that action teams were needed to turn the discussions and lessons of the event into results. We have begun the process of planning to continue this discussion over the coming months.

Annual Report

The 2006 Annual Report for the Office of Equal Opportunity has been developed and approximately 2500 copies are being distributed to the City Commission, Charter Officers, and numerous citizens and organizations. It is our second such annual report and it is designed to present an overview or summary of our efforts during the past year. It is our hope that the 2006 Annual Report will prompt citizens to provide us their insights concerning our efforts over the last year and any suggestions they may have as we work toward a community where no one feels that they are excluded or deprived of the benefits that are enjoyed by others.

Community Outreach

We continued to make a conscious effort to focus our outreach and education activities on the entire community this year. Our Fair Housing Celebration (attended by 53 citizens) and ADA Expo (attended by 103 citizens) provided an opportunity to interact with citizens and raise awareness on specific issues. Advertisements reminding citizens of the discrimination ordinance were again placed in a variety of voice and print media periodically. Presentations discussing equal opportunity related issues were given to diverse citizens groups such as; the Gainesville Housing Authority, Gainesville Job Corps, Eastside High School, and the American Association of Administrative Professionals. Additionally, we sought to increase our exposure by sponsoring worthy events within our community.

4. Strategy

We made significant progress on equal opportunity and human relations issues within our community during the past year. However, sustained, focused effort continues to be required and I have outlined our strategy to maintain that progress.

Proactive Prevention

The best way to combat discrimination is to prevent it from happening in the first place. We have utilized a two-pronged approach to proactive prevention. Internally we train and educate City employees. Through community outreach activities we attempt to raise awareness of equal opportunity related issues. Our goal here is to identify and solve problems before they escalate.

Proficient Enforcement and Resolution

We work with the City's Human Rights Board to resolve external complaints of discrimination and the City's Charter Officers to resolve internal complaints of discrimination. The goal is to ensure proficient enforcement of the Discrimination Ordinance and City Equal Opportunity Policies. Office of Equal Opportunity staff do an excellent job of handling complex, multi-layered issues.

City as a Model Workplace

Equal opportunity principles and standards should be readily apparent within city government. The Office of Equal Opportunity produces an Affirmative Action Plan annually that is designed to achieve fair utilization of minorities and women at all levels of the workforce where deficiencies exist. In this instance our goal is to be a diverse workforce that is reflective of the community that we serve.

Expansive Community Presence

We have developed a plan to increase visibility within the community that includes making regularly scheduled personal presentations and television advertisements. This strategy can lead to additional opportunities to work toward ensuring that citizens and organizations within our community are aware of their rights and responsibilities relating to equal opportunity laws and policies.

5. Professional Development

I actively participate in professional and civic activities. I have continued my membership in the Florida Association of Community Relations Professionals during the past year. This organization is comprised of leaders who are committed to addressing equal opportunity and civil rights issues within our state. I have also continued my membership in the Society for Human Resource Management (SHRM), the National Forum for Black Administrators (NFBPA), the Florida Academy of Professional Mediators, and the Association for Conflict Resolution.

I have maintained my status as a Florida Supreme Court Certified Mediator and a Senior Professional in Human Resources. I believe that my certificate in EEO Studies from Cornell University enhances my knowledge and credibility as an equal opportunity professional. I also participated in a Technical Assistance Program Seminar provided by the EEOC and an

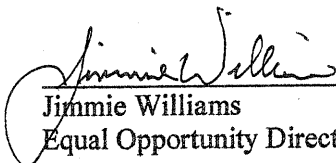
Employment Discrimination Law Update provided by the National Employment Law Institute during the past year.

6. Community Service

My community service for the past year included continued participation on Gainesville Job Corps Center's Community Relations Council, service as a mentor in the Alachua County Public Schools Foundation's "Take Stock in Children" program, a membership in Leadership Gainesville Alumni Association.

In conclusion, this self-assessment highlights a number of the things that were accomplished during the past year. I believe that we made significant progress and I also believe that like any organization we have some room for improvement. I am personally committed to continuous improvement. I am proud of my staff and we will again enthusiastically work on building relationships and resolving human relations issues within our community and organization in the coming year. I have arranged for meetings with each Commissioner to serve as individual performance evaluation sessions. Please contact me should you have any questions.

Respectfully submitted,



Jimmie Williams
Equal Opportunity Director

cc: Charter Officers

EXEMPT_EMPLOYEES_REPORT_QUERY

Emp Last	Emp First	Emp MI	Title	Annual Pay
WILLIAMS	JIMMIE		Equal Opportunity Dir	\$67,364.81
ALCANTAR	PAUL	FRANCIS	Solid Waste Manager	\$67,394.66
TRAHAN	KEVIN	M	Police Sergeant	\$67,464.80
UNDERWOOD	FLORENCE	E	Utility Services Supervisor	\$67,529.30
HANCOCK	REX	R	Manager - Temp	\$67,600.00
HOPE	JAMES	H	Wstwr Plant Facilities Director	\$67,962.25
FAIR	LUTHER	EARL	Engineer Ut Designer 3	\$68,133.00
ARMACOST	GREGORY	M	Police Sergeant	\$68,246.05
BARTLEY	ROBERT	C	Police Sergeant	\$68,246.05
HAYES	TIMOTHY	S	Police Sergeant	\$68,246.05
ROBERTS	RICHARD	E	Police Sergeant	\$68,246.05
NETTLES	WILLIAM	M	Fuels Analyst	\$68,347.12
MELZER	RICHARD	A	Engineer Ut Designer 4	\$68,899.00
SAMS	DAVID	R	Systems Programmer	\$69,125.71
HELMERSON	BRIAN	J	Police Lieutenant	\$69,242.99
HOPE	DIANNE	M	Customer Accounts Manager Util	\$69,789.15
STARLING	PAUL	K	Transit Maintenance Manager	\$69,814.05
LEWIS	JOHN	P	Fire District Chief	\$69,820.75
JOHNSTON	WILLIAM	D	Treasury supervisor	\$69,829.86
LEA	DAVID	C	Utility Analyst 2	\$69,915.01
IDENCREN	MICHAEL	E	Computer Project Leader	\$69,952.14
BARATT	JOHN	RICHARD	Systems Programmer	\$69,981.76
RANDOLPH	MICHAEL	O	Fire District Chief	\$70,000.00
BENCK	WILLIAM	L	Police Sergeant	\$70,176.08
FORSBERG	PAUL	D	Police Sergeant	\$70,176.08
JOHNSON	GREGORY	A	Techs - Temp	\$70,185.44
GREENE	DOROTHY	M	System Integration Manager	\$70,213.46
FULTON	MICHAEL	R	Fire District Chief	\$70,257.22
RICHARDSON	JACQUELIN	SINGLETON	Housing Manager	\$70,383.89
WILLIS	ALLAN	D	Police Lieutenant	\$70,459.58
SPENCER	JOHN	HENRY	Systems Operator 2	\$70,536.75

EXEMPT_EMPLOYEES_REPORT_query

LAW	BRENDA	M	Treasury Mgr	\$70,551.55
BEHAR	RONALD	E	Organizational Development Specialist	\$70,870.97
WALKER	DALE	JOSEPH	Engineer Ut Designer 4	\$70,939.00
ROLLINS	ATAWA	W	Account Representative Sr.	\$70,946.73
SHISKIN	WILLIAM	R	Electric Systems Operations Coordinator	\$71,081.71
MARKHAM	DEBORAH	RICHEY	Computer Project Leader	\$71,238.70
BROWN	KEVIN	J	Systems Programmer	\$71,279.50
SEALE	LARRY	V	Police Lieutenant	\$71,418.26
BIRD	THOMAS	C	Budget Coordinator	\$71,641.57
DORVAL	JOANN	ADELE	Purchasing Manager Utilities	\$71,734.47
CRAWFORD	KEVIN	E	Utility Analyst Senior	\$71,734.48
NEIL	KEVIN	A	Systems Programmer	\$71,773.98
MASSEY	WILLIAM	C	Fleet Operations Manager	\$71,926.43
RICE	JOANNE	E	Fire District Chief	\$72,009.16
HALVOSA	WILLIAM	T	Police Lieutenant	\$72,065.76
INGERSOLL	LADORR	E	Telecommunications Supervisor	\$72,151.25
ACEVEDO	LOUIS		Police Lieutenant	\$72,168.10
HODGE	GEORGE	E	Engineer Ut Designer 4	\$72,374.00
WARNOCK	GEOFFREY	E	Organizational Development Specialist	\$72,436.00
BASON	JOSEPH	E	Pwr Plant Shift Supervisor	\$72,448.69
WRIGHT	PAUL	R	Pwr Plant Shift Supervisor	\$72,603.86
ABBOTT	LARRY	EUGENE	Facilities Management Director	\$72,623.68
AGUILA	DANIEL	L	Pwr Plant Shift Supervisor	\$72,671.04
SWEAT	DANIEL	F	Pwr Plant Shift Supervisor	\$72,671.66
CALDERON	LAWRENCE	D	Planning Chief of Current	\$72,734.30
MIMMS	DEAN	L	Planning Chief of Comprehensive	\$72,955.33
CUNNINGHAM	ANTHONY	L	Engineer Ut Designer 4	\$73,019.00
HASKINS	DENNIS	E	Computer Systems Analyst	\$73,028.78
COX	ROBERT	L	Electric Systems Operations Coordinator	\$73,172.32
CHESTNUT	WILLIAM	A	Computer Systems Analyst	\$73,329.96
DYBEVICK	MICHAEL		Computer Systems Analyst	\$73,329.96
LAZZARO	KENNETH	GUY	Computer Systems Analyst	\$73,329.96

EXEMPT_EMPLOYEES_REPORT_QUERY

WILDER	KENNETH	WAYNE	Computer Systems Analyst	\$73,329.96
MARZAK	GREGORY	CLARK	Engineer Ut Designer 3	\$73,330.00
OWEN	MICHAEL		Systems Programmer	\$73,423.17
CURLS	CALVIN	E	Systems Operator 2	\$73,447.09
MORGAN	JOWELL	C	Systems Operator 1	\$73,447.09
SESSIONS	DONALD	R	Fire District Chief	\$73,570.56
WELCH	T	D	Police Lieutenant	\$73,690.66
BLACKWELL	LAWRENCE	P	Electric Systems Operations Manager	\$73,729.78
IWINSKI	WILLIAM	A	Golf Course Manager	\$73,756.07
BROWN	MARY	A	Customer Service Manager	\$74,256.97
WILKENING	ALAN		Systems Programmer	\$74,392.71
DAHLEM	COREY	D	Police Lieutenant	\$74,490.42
MAXWELL	TRACY	F	Electric Systems Operations Manager	\$74,704.28
LEWIS	AUDREY	W	Revenue Recovery Specialist	\$74,921.85
FRENCH	KENDALL	C	Systems Programmer	\$75,096.12
HENCIN	JAMES	ALLEN	Block Grant Management & Review Manage	\$75,144.67
POSEY	EDWARD	J	Police Lieutenant	\$75,223.62
ASH	WAYNE	C	Police Lieutenant	\$75,749.02
FENDER	MICHAEL	BRUCE	Systems Programmer	\$75,757.44
WISHART	WAYNE	B	Account Representative Sr.	\$76,072.50
SNYDER	KAREN		Strategic Planning Manager	\$76,101.11
BYRNE	PATRICK	J	Parks Manager	\$76,164.24
SCOTT	SHERY	A	Police Lieutenant	\$76,215.36
WALKER	ILA	K	Organizational Development Specialist	\$76,403.47
SHEPHERD	WILLIAM	J	Account Representative Sr.	\$76,550.36
SHUPING	MARY	APRIL	Accounting Manager	\$76,628.39
VEILLEUX	JOHN	C	Engineer Ut Designer 4	\$76,717.00
FOXX	THOMAS	J	Pwr Plant Facilities Manager	\$76,816.62
TAYLOR	JERRY	O	Systems Operator 2	\$77,138.46
NIBLETT	DAVID	A	Systems Programmer	\$77,311.57
BRYAN	ROGER	P	Pwr System Coordinator 2	\$77,562.37
COULLIAS	NICHOLAS	G	Pwr System Coordinator 2	\$77,562.37

EXEMPT_EMPLOYEES_REPORT_Query

HUNNICUTT	RONALD	G	Pwr System Coordinator 2	\$77,562.37
MORAN	JACKIE	J	Pwr System Coordinator 2	\$77,562.37
STARKEY	JOHN	J	Pwr System Coordinator 2	\$77,562.37
THOMPSON	DAVID		Utility Security Coordinator	\$77,625.00
JOHNSON	ANDREA	COLETTE	Nurse Practitioner	\$78,000.00
MCCLARY	LYNN	E	Employee Relations Manager	\$78,190.58
LYNCH	RICHARD	A	Util Stores Manager	\$78,634.93
DAVIS	RICHARD	J	Water Plant Manager	\$78,830.32
KAMHOOT	NORMAN	T	Utility Analyst Senior	\$78,830.32
WATKINS	RICHARD	C	Utility Analyst Senior	\$78,830.32
MURDOCK	DOUGLAS	R	Building Official	\$78,889.26
BREDFELDT	ERIK	A	Economic Development Director	\$79,041.93
DARUS	DAVID	P	Systems Administration Manager	\$79,116.32
SPARKS	JASON	DEAN	Superv Engineer Ut Designer	\$79,139.00
HAYES	TIMOTHY	P	Fire Safety Manage Assistant Chief	\$79,186.01
RANKELLOR	ALICE	I	Superv Engineer PT Ldr (GC)	\$79,896.00
PHILLIPS	STEVEN	R	Assistant Recreation and Parks Director	\$80,082.04
BERRYMAN	KIM	M	Fire District Chief	\$80,489.24
DENNIS	DONALD	R	Police Lieutenant	\$80,588.14
WHITE	THOMAS	MICHAEL	Systems Operator 2	\$80,723.97
KLEMANS	ROBERT	W	Engineer Ut Designer 4	\$80,920.00
WHITE	ALBERT	E	Community Relations Director	\$80,926.88
LYONS	ANTHONY	ROSS	Community Redevelopment Manager	\$81,000.00
SMITH	NICOLLE	MARIE	City Attorney 2, Assistant	\$81,000.00
BENCK	LYNNE	ANNE	Police Captain	\$81,500.00
COZART	ALETA		Purchasing Manager	\$81,534.61
VAN WINKLE	EDWARD	L	Police Captain	\$82,000.00
WASHINGTON	WILLIE	J	Police Captain	\$82,500.00
ANDRADE	CYNTHIA	MARIE	Computer Project Leader	\$82,729.43
SPARKS	DAVID	W	Electric Systems Operations Manager	\$82,772.45
WISHART	THOR	D	Util Field Services Manager	\$82,874.41
BOOK	EDWIN	A	Police Captain	\$83,497.86

EXEMPT_EMPLOYEES_REPORT_query

WARD	DEAN	B	Engineer Ut Designer 4	\$83,579.00
HILLIARD	RALPH	W	Planning Manager	\$84,091.31
MANN	PHILIP	R	Superv Engineer PT Ldr (GC)	\$84,326.00
FRISBIE	THOMAS	C	Operations Division Manager	\$84,410.65
BACKHAUS	PETER	F	Police Lieutenant	\$84,789.12
HOFFMAN	GARY	S	Police Lieutenant	\$84,789.12
MEFFEN	SCOTT	J	Police Lieutenant	\$84,789.12
SCOTT	LONNIE		Police Lieutenant	\$84,789.12
FLANIGAN	HARRY	J	Engineer Ut Designer 4	\$84,940.00
LANNON	HEIDI	JL	Managing Utility Analyst Planning	\$84,964.19
HUTTON	RICHARD	HOUSTON	Superv Engineer Ut Designer	\$84,993.00
RUTTER	MICHAEL	J	Engineer Ut Designer 4	\$85,205.00
BAYSINGER	GARY	LEE	Utility Project /Team Leader	\$85,472.37
COMEZ	JESUS	M	Transit Director	\$85,492.06
LANNON	KURT	M	Clerk of the Commission	\$85,528.03
HEIDT	CHARLES	S	Engineer Ut Designer 4	\$85,924.00
THOMPSON	DUANE	E	Engineer Ut Designer 4	\$85,924.00
VARVEL	STEVEN	C	Risk Management Director	\$87,053.36
REZAEI	HAMID		Superv Engineer Ut Designer	\$87,418.00
HEWITT	ANTHONY	D	Gas T & D Manager	\$87,640.87
MARZAK	EILEEN	M	City Auditor, Assistant	\$88,135.57
LATINI	FRANCIS	A	Technical Services Manager	\$88,472.63
MARION	CHRISTINE	COWAN	Controller, Utilities	\$88,500.00
GOODMAN	BRETT	PATRICK	Superv Engineer Ut Designer	\$88,922.00
WEAVER	RAYMOND	V	Police Captain	\$89,533.64
HANNA	RICHARD	W	Police Captain	\$89,737.38
PRINCE	HOWARD	E	Fire Chief Deputy	\$89,939.47
NEE	DANIEL	M	Litigation Attorney, Assistant	\$91,282.31
TUTTLE	PATTI	L	Technical Support Manager	\$91,405.89
SWEARINGEN	JOHN	E	Public Works Manager	\$91,952.56
STAGLIANO	STEPHEN	J	Energy & Business Services Manager	\$92,169.62
ALFORD	KAREN	C	Fuels Manager	\$92,429.30

EXEMPT_EMPLOYEES_REPORT_QUERY

KVALTINE	DAVID	J	Superv Engineer Ut Designer	\$92,765.00
HELPS	STEVEN	J	Superv Engineer Ut Designer	\$92,900.00
CHRISTIE	CURTIS	S	Professional - Temp	\$93,600.00
HOLLANDSWORTH	DAVID	W	Principal Engineer	\$93,891.00
CHEVES	DENNIS	R	Principal Engineer	\$93,968.00
CALLIS	LARRY	W	Utility Project /Team Leader	\$93,994.47
ZOLTEK	KIMBERLY	O	Wtr/Wstwr Engineering Director	\$94,123.13
WESTPHAL	ROGER	A	Principal Engineer	\$94,134.00
KANELY	BRIAN	D	Transportation Services Manager	\$94,751.03
BREW	CHRISTOPHER	C	Principal Engineer	\$94,890.00
HOFFMAN	EDGAR	L	Managing Utility Analyst Planning	\$94,928.57
DAVIS	RUTH	H	Utility Administrative Services Director	\$95,129.19
JONYNAS	YOLANTA	E	Environmental Resource Coordinator	\$95,198.27
SHAW	JOE	W	Pwr Plant Oper/Maint Manager	\$95,208.62
GIFFORD	JOHN	S	Superv Engineer Ut Designer	\$95,607.00
WOMBLE	JILL	ALLIN	Managing Utility Analyst Planning	\$96,009.71
PEARSON	STEWART	E	Stormwater Services Manager	\$96,800.78
AUERBACH	LESLIE		Computer Services Director	\$97,580.23
BARNARD	PRISCILLA	M	Organizational Development Director	\$97,969.97
STORMANT	WILLIAM	T	Gas & Electric Measurement Manager	\$98,131.68
BENNETT	MARK	L	Control Area Manager	\$98,591.62
GODSHALK	BRENT	L	City Auditor	\$98,610.00
MOFFETT	DANIEL	W	Pwr Plant Oper/Maint Manager	\$100,000.00
BERGDOLL	ROBERT	G	Customer Operations Director	\$101,194.05
NORTHCUTT	WILLIAM	KIRK	Fire Chief	\$102,295.96
ROUNTREE	BECKY	LYNN	Administrative Services Director	\$104,749.25
FLAHERTY	DAVID	LYNN	Director of Parks, Recreation and Cultural A	\$104,763.98
KELLERMANN	THEODORE	C	GRUCOM Director	\$105,550.96
SWANSON	GARY	P	Pwr Plant Manager/Kelly Plant	\$106,268.97
LOWERY	LEE	ANN	Assistant City Manager	\$106,832.95
HERGET	RONALD	G	Water Distribution & Wastewater Collection	\$107,019.11
HUNT	JENNIFER	L	Chief Financial Officer, Utilities	\$110,301.98

EXEMPT_EMPLOYEES_REPORT_QUERY

VIEHE	KATHY	E	Marketing & Communications Director	\$110,870.08
REID	MILTON		Director of General Services	\$111,274.72
RIVERS	HOWARD	R	Electric Engineering Mgr	\$111,430.42
TISDALE	JOHN	E	Electric T & D Manager	\$112,403.50
CASSELEIGH	RANDY	L	Pwr Engineering Manager	\$112,446.29
BECK	DOUGLAS	C	Pwr Plant Manager/Deerhaven	\$112,474.29
BENTON	MARK	S	Finance Director	\$116,838.46
SAUNDERS	THOMAS		Community Development Director	\$118,951.27
COMBS	RONALD	D	City Attorney, Senior Assistant	\$122,197.47
HAUCK	CHARLES	L	City Attorney, Senior Assistant	\$122,197.47
LIPSCOMB	BARBARA	WILKERSON	Assistant City Manager	\$122,261.91
BOTSFORD	NORMAN	B	Police Chief	\$122,401.97
RICHARDSON	DAVID	M	AGM - Water/Waste Water Systems	\$122,992.34
SCOTT	TERESA	A	Public Works Director	\$123,341.03
REGAN	EDWARD	J	AGM - Strategic Planning	\$125,105.53
MANASCO	RAYMOND	O	City Attorney Utilities	\$126,108.88
WARATUKE	ELIZABETH	A	Litigation Attorney	\$126,249.86
JOHNSON	KAREN	S	AGM - Customer/Administrative Services	\$126,861.71
BEAULIEU	DAVID	E	AGM - Energy Delivery	\$139,431.83
ALLEN	GEORGE	KEAN	AGM - Energy Supply	\$148,330.21
RADSON	MARION	J	City Attorney	\$150,149.72
BLACKBURN	RUSSELL	DUKES	City Manager	\$155,000.00

2007 MAP Pay Plan

Title Code	NEW/TITLE	Title Description (OID)	Pay Grade	Salary Grade Min	Salary Grade Midpoint/Market	Salary Grade Max
3029	Accounting Supv	Accounting Spv	M8	\$55,953	\$68,542	\$81,132
7517	Assistant City Attorney I	Assistant City Attorney I	M8	\$55,953	\$68,542	\$81,132
3300	Budget Coordinator	Budget Coordinator	M8	\$55,953	\$68,542	\$81,132
4013	Computer Systems Analyst	Computer Systems Analyst	M8	\$55,953	\$68,542	\$81,132
3039	Customer Accounts Mgr, Utilities	Customer Accounts Mgr, Utilities	M8	\$55,953	\$68,542	\$81,132
6065	Engineer III / Utility Designer III	Engineer III / Utility Designer III	M8	\$55,953	\$68,542	\$81,132
1215	Equal Opportunity Specialist, Sr.	Equal Opportunity Specialist Sr	M8	\$55,953	\$68,542	\$81,132
6141	Forester, Utility	Utility Forester	M8	\$55,953	\$68,542	\$81,132
1303	Group Benefits Manager	Group Benefits Manager	M8	\$55,953	\$68,542	\$81,132
1202	Human Resources Manager	Human Resources Manager	M8	\$55,953	\$68,542	\$81,132
1217	Labor Relations Specialist	Labor Relations Specialist	M8	\$55,953	\$68,542	\$81,132
3067	Legislative and Grants Coordinator	Legislative & Grants Coordinator	M8	\$55,953	\$68,542	\$81,132
1213	Organizational Development Specialist	Organizational Development Specialist	M8	\$55,953	\$68,542	\$81,132
2323	Planning Chief of Comprehensive	Planning Chief of Comprehensive	M8	\$55,953	\$68,542	\$81,132
2325	Planning Chief of Current	Planning Chief of Current	M8	\$55,953	\$68,542	\$81,132
1206	Recruitment & Employment Manager	Recruitment & Employment Manager	M8	\$55,953	\$68,542	\$81,132
3077	Revenue Recovery Specialist	Revenue Recovery Specialist	M8	\$55,953	\$68,542	\$81,132
4029	Systems Programmer	Systems Programmer	M8	\$55,953	\$68,542	\$81,132
3073	Treasury and Investment Coord	Treasury and Investment Coord	M8	\$55,953	\$68,542	\$81,132
3225	Utilities Stores Manager	Utilities Stores Manager	M8	\$55,953	\$68,542	\$81,132
1421	Utility Analyst, Sr.	Utility Analyst Senior	M8	\$55,953	\$68,542	\$81,132
7401	Utility Security Coordinator	Utility Security Coordinator	M8	\$55,953	\$68,542	\$81,132
2531	Water Plant Manager	Wtr Plant Manager	M8	\$55,953	\$68,542	\$81,132
1307	Workers' Comp & Loss Control Manager	Workers' Comp & Loss Control Manager	M8	\$55,953	\$68,542	\$81,132
4103	Account Representative, Sr.	Account Representative Sr.	M9	\$60,866	\$76,082	\$91,298
3025	Accounting Manager	Accounting Mgr	M9	\$60,866	\$76,082	\$91,298
1013	Block Grant Mgt & Review Manager	Block Grant Management & Review Manager	M9	\$60,866	\$76,082	\$91,298
7103	Code Enforcement Manager	Code Enforcement Mgr	M9	\$60,866	\$76,082	\$91,298
1066	Communications and Marketing Manager	Communications & Marketing Manager	M9	\$60,866	\$76,082	\$91,298
4011	Computer Project Leader	Computer Project Leader	M9	\$60,866	\$76,082	\$91,298
3051	Customer Svc Manager	Customer Svc Manager	M9	\$60,866	\$76,082	\$91,298
6067	Engineer IV / Utility Designer IV	Engineer IV / Utility Designer IV	M9	\$60,866	\$76,082	\$91,298

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Title Code	NEW TITLE	Title Description (Old)	Pay Grade	Salary Grade Min	Salary Grade Midpoint/Market	Salary Grade Max
5005	Facilities Management Director	Facilities Management Dir	M9	\$60,866	\$76,082	\$91,298
7003	Fire District Chief	Fire District Chief	M9	\$60,866	\$76,082	\$91,298
6044	GIS Coordinator, Utility	Utility GIS Coordinator	M9	\$60,866	\$76,082	\$91,298
2309	Housing Manager	Housing Manager	M9	\$60,866	\$76,082	\$91,298
1304	Nurse Practitioner	Nurse Practitioner	M9	\$60,866	\$76,082	\$91,298
5061	Operations Division Manager	Operations Division Manager	M9	\$60,866	\$76,082	\$91,298
3111	Purchasing Manager	Purchasing Mgr	M9	\$60,866	\$76,082	\$91,298
3117	Purchasing Manager Utilities	Purchasing Manager Utilities	M9	\$60,866	\$76,082	\$91,298
9508	RTS Operations Manager	RTS Operations Manager	M9	\$60,866	\$76,082	\$91,298
4039	Systems Integration Manager	Systems Integration Manager	M9	\$60,866	\$76,082	\$91,298
9601	Transit Maintenance Manager	Transit Maintenance Manager	M9	\$60,866	\$76,082	\$91,298
3079	Treasury Manager	Treasury Manager	M9	\$60,866	\$76,082	\$91,298
3081	Treasury Supv	Treasury Spv	M9	\$60,866	\$76,082	\$91,298
4041	User Applications Coord	User Applications Coord	M9	\$60,866	\$76,082	\$91,298
4033	User Support Manager	User Support Manager	M9	\$60,866	\$76,082	\$91,298
2503	Wastewater Plant Facilities Director	Water Reclamation Facilities Director	M9	\$60,866	\$76,082	\$91,298
6129	Electric Systems Operations Manager	Electric Systems Operations Manager	M10	\$67,561	\$84,451	\$101,341
1204	Employee Relations Manager	N/A	M10	\$67,561	\$84,451	\$101,341
6307	Power Plant Facilities Manager	Power Plant Facilities Manager	M10	\$67,561	\$84,451	\$101,341
6069	Principal Engineer (GG)	Principal Engineer GG	M10	\$67,561	\$84,451	\$101,341
6073	Principal Engineer / Principal Utility Designer (GRU)	Principal Engineer / Principal Utility Designer (GRU)	M10	\$67,561	\$84,451	\$101,341
1058	Recreation and Parks Director, Asst	Assistant Recreation and Parks Director	M10	\$67,561	\$84,451	\$101,341
1068	Strategic Planning Manager	Strategic Planning Manager	M10	\$67,561	\$84,451	\$101,341
7101	Building Official	Building Official	M11	\$74,992	\$93,741	\$112,489
7501	City Attorney II, Asst	Assistant City Attorney II	M11	\$74,992	\$93,741	\$112,489
2304	Community Redevelopment Manager	Community Redevelopment Manager	M11	\$74,992	\$93,741	\$112,489
2306	Community Relations Director	Community Relations Director	M11	\$74,992	\$93,741	\$112,489
2109	Energy & Business Services Manager	Energy & Business Services Manager	M11	\$74,992	\$93,741	\$112,489
6091	Environmental Resource Coordinator	Environmental Resource Coord	M11	\$74,992	\$93,741	\$112,489
3055	Field Svcs Manager, Utility	Field Svcs Manager, Utility	M11	\$74,992	\$93,741	\$112,489
7001	Fire Chief Deputy	Fire Chief Deputy	M11	\$74,992	\$93,741	\$112,489
7015	Fire Safety Manage Asst Chief	Fire Safety Manage Asst Chief	M11	\$74,992	\$93,741	\$112,489
6305	Fuels Manager	Fuels Manager	M11	\$74,992	\$93,741	\$112,489
6123	Gas & Electric Measurement Manager	Gas & Electric Measurement Mgr	M11	\$74,992	\$93,741	\$112,489
1415	Managing Utill Analyst Plan	Managing Utility Analyst Planning	M11	\$74,992	\$93,741	\$112,489
2321	Planning Manager	Planning Manager	M11	\$74,992	\$93,741	\$112,489

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Title Code	NEW TITLE	Title Description (Old)	Pay Grade	Salary Grade Min	Salary Grade Midpoint/Market	Salary Grade Max
7309	Police Captain	Police Captain	M11	\$74,992	\$93,741	\$112,489
6341	Power Plant Oper/ Maint Manager	Power Plant Oper Maint Manager	M11	\$74,992	\$93,741	\$112,489
TBD	Power Plant Maintenance Manager	N/A	M11	\$74,992	\$93,741	\$112,489
6041	Project Engineer	Project Engineer	M11	\$74,992	\$93,741	\$112,489
1056	Public Works Manager	Public Works Manager	M11	\$74,992	\$93,741	\$112,489
1059	Risk Management Director	Risk Management Director	M11	\$74,992	\$93,741	\$112,489
6077	Utility Project/Team Leader	Utility Project/Team Leader (GG)	M11	\$74,992	\$93,741	\$112,489
6075	Supervising Engineer / Supv Utility Designer (GRU)	Supervising Engineer / Supv Utility Designer (GRU)	M11	\$74,992	\$93,741	\$112,489
1067	Administrative Services Director Utility	Admin Svcs Dir. Utility	M12	\$83,242	\$104,052	\$124,862
1027	Computer Svcs Director	Computer Services Director	M12	\$83,242	\$104,052	\$124,862
6174	Control Area Manager	Control Area Manager	M12	\$83,242	\$104,052	\$124,862
3027	Controller, Utilities	Controller, Utilities	M12	\$83,242	\$104,052	\$124,862
1031	Customer Operations Director	Customer Operations Director	M12	\$83,242	\$104,052	\$124,862
1413	Financial Analysis & Compliance Mgr	Financial Analysis & Compliance Mgr	M12	\$83,242	\$104,052	\$124,862
1043	Gas T&D Manager	Gas T&D Manager	M12	\$83,242	\$104,052	\$124,862
1060	General Services, Director of	Director of General Services	M12	\$83,242	\$104,052	\$124,862
1047	Human Resources Director	Human Resources Director	M12	\$83,242	\$104,052	\$124,862
7515	Litigation Attorney, Asst	Assistant Litigation Attorney	M12	\$83,242	\$104,052	\$124,862
4100	Marketing Manager Utilities	Marketing & Communications Manager Utilities	M12	\$83,242	\$104,052	\$124,862
1201	Organizational Devel Director	Organizational Devel Director	M12	\$83,242	\$104,052	\$124,862
1057	Parks, Recreation & Cultural Affairs, Director	Director of Parks, Recreation and Cultural Affairs	M12	\$83,242	\$104,052	\$124,862
6335	Power Plant Manager / Kelly Plant	Power Plant Manager / Kelly Plant	M12	\$83,242	\$104,052	\$124,862
TBD	Power Plant Operations Manager	Pwr Plant Operations Manager	M12	\$83,242	\$104,052	\$124,862
6001	Stormwater Services Manager	Stormwater Services Manager	M12	\$83,242	\$104,052	\$124,862
6183	Substation & Relay Manager	Substation & Relay Manager	M12	\$83,242	\$104,052	\$124,862
4030	Systems Administration Manager	Systems Administration Manager	M12	\$83,242	\$104,052	\$124,862
6162	Technical Support Manager	Technical Support Manager	M12	\$83,242	\$104,052	\$124,862
4031	Technical Svcs Manager	Technical Svcs Mgr	M12	\$83,242	\$104,052	\$124,862
1065	Transit Director	Transit Director	M12	\$83,242	\$104,052	\$124,862
1063	Transportation Services Manager	Transportation Svcs Manager	M12	\$83,242	\$104,052	\$124,862
2527	Water Dist & Wastewater Coll Sys Director	Water Dist & WW Coll Sys Director	M12	\$83,242	\$104,052	\$124,862
1071	Water/Wastewater Engineering Director	Wtr/Wswtr Engineering Dir	M12	\$83,242	\$104,052	\$124,862
7503	City Attorney Sr., Asst	Assistant City Attorney Senior	M13	\$91,403	\$116,538	\$141,674
2303	Economic Development Director	Economic Development Director	M13	\$91,403	\$116,538	\$141,674
6013	Electric Engineering Manager	Electric Engineering Mgr	M13	\$91,403	\$116,538	\$141,674
6127	Electric System Control Manager	Electric System Control Manager	M13	\$91,403	\$116,538	\$141,674

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Title Code	NEW TITLE	Title Description (Old)	Pay Grade	Salary Grade Min	Salary Grade Midpoint/Market	Salary Grade Max
6133	Electric T&D Manager	Electric T&D Manager	M13	\$91,403	\$116,538	\$141,674
1037	Finance Director	Finance Director	M13	\$91,403	\$116,538	\$141,674
1039	Fire Chief	Fire Chief	M13	\$91,403	\$116,538	\$141,674
1049	Information Systems Director	Information Systems Dir	M13	\$91,403	\$116,538	\$141,674
1024	Marketing & Communications Director	Marketing & Communications Director	M13	\$91,403	\$116,538	\$141,674
6039	Power Engineering Manager	Power Engineering Manager	M13	\$91,403	\$116,538	\$141,674
6333	Power Plant Manager / Deerhaven	Power Plant Manager / Deerhaven	M13	\$91,403	\$116,538	\$141,674
1062	Systems Planning Director	Systems Planning Director	M13	\$91,403	\$116,538	\$141,674
7505	Utilities Attorney	Utilities Attorney	M13	\$91,403	\$116,538	\$141,674
1022	Administrative Services Director	Administrative Services Director	M14	\$102,371	\$130,523	\$158,675
1005	AGM - Customer/Admin Svcs	AGM - Customer/Administrative Services	M14	\$102,371	\$130,523	\$158,675
1061	AGM for Strategic Planning	AGM - Strategic Planning	M14	\$102,371	\$130,523	\$158,675
1011	AGM - Water/WW Systems	AGM - Water/WW Systems	M14	\$102,371	\$130,523	\$158,675
1021	Assistant City Manager	Assistant City Manager	M14	\$102,371	\$130,523	\$158,675
1025	Community Development Director	Community Development Director	M14	\$102,371	\$130,523	\$158,675
7509	Litigation Attorney	Litigation Attorney	M14	\$102,371	\$130,523	\$158,675
1053	Police Chief	Police Chief	M14	\$102,371	\$130,523	\$158,675
1055	Public Works Director	Public Works Director	M14	\$102,371	\$130,523	\$158,675
1007	AGM - Energy Delivery	AGM - Energy Delivery	M15	\$114,655	\$146,186	\$177,716
1009	AGM - Energy Supply	AGM - Energy Supply	M15	\$114,655	\$146,186	\$177,716
1069	Chief Financial Officer, Utilities	Chief Financial Officer, Utilities	M15	\$114,655	\$146,186	\$177,716