

Classification and Compensation Study Final Report



SAVANNAH
savannahga.gov

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

SECTION 1.0
Proposed Compensation Philosophy

1.0 City of Savannah Proposed Compensation Philosophy

The City of Savannah strives to provide exemplary service to the community by being a model for 21st Century government. Recognizing the importance of our workforce of dedicated and talented professional staff, we are committed to promoting organizational and community values that include: **exceptional service to the public; consistent and excellent performance; innovation; good fiscal, social, and environmental stewardship; and ethical behavior.**

To achieve and maintain our high standards of service and performance, the City must continue to attract and retain well-qualified staff who exemplify the organization's values. A public service environment that is attractive to such individuals depends upon many factors, including pride, teamwork, a competitive compensation program, and non-monetary benefits such as recognition in the workplace for accomplishments, professional development and opportunities for promotion and a positive work environment. The City is committed to being an "employer of choice" as part of an overall strategy of attracting and retaining talent that will uphold the City's organizational values.

The compensation program is committed to retaining and attracting high-skilled, high-performing staff capable of delivering the highest standards of public service to our community. The City expects all staff to consistently perform to those high standards in their work performance, customer service, ethics and passion for public service. The City strives to administer pay and benefits in a way that is fair and transparent to all, that provides equal pay for equal work, and that does not take into consideration race, ethnicity, religion, sex, gender, sexual orientation, gender identity or expression, or other factors unrelated to work performance.

In order to provide competitive, sustainable, and responsible compensation, the City will take into account the following:

Total compensation which consists of but is not limited to: direct compensation, e.g. salary; and indirect compensation such as health insurance, retirement, professional development and time-off benefits.

In evaluating competitive compensation, the City will take into account:

- A. Financial sustainability as reflected by the City's financial forecasts and revenue projections, competing service priorities, long-term liabilities, capital improvement and other asset requirements, and fund reserve levels.
- B. The "relevant labor market" which may vary depending upon classification but is primarily defined by geographic region (predominately local and/or state-wide) and key markets (municipal and other government agencies) and if applicable, private sector when readily available and effectively comparable.
- C. "Internal Relationships" referring to the relative value of classifications to one another as determined by the City.

- D. The City will compare responsibilities, skill level, knowledge, ability and judgment to determine similarity, and evaluate the equity of pay differentials.
- E. Other relevant factors may include unforeseen economic, regulatory or service changes.
- F. Transparency with the community, recognizing that taxpayers and ratepayers ultimately fund all employee compensation and deserve commensurate value from all those who work for the City. This includes not only disclosure of the components of workforce compensation, but adequate advance notice of material policy changes in order to participate effectively in decision-making that affects the City's finances.

Ideally, every five years, the City will evaluate its compensation structure, programs and policies to assess market competitiveness, effectiveness and compliance with applicable State and federal law. This is with the understanding that more frequent adjustments to the compensation structure may be needed as a result of intermittent evaluations or other factors already cited. This will be accomplished by working with City human resources staff to fairly apportion compensation and benefits, utilizing all the resources and tools available to the City.

SECTION 2.0

Introduction & Approach

2.0 Introduction & Methodology

Introduction

The City of Savannah contracted with Management Advisory Group International, Inc. (MAG) to conduct a compensation survey and assessment of jobs study for all current City 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 City 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 City of Savannah classifications.

Project Focus

The objectives of the study were to:

- Conduct a review of all City 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 City'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 2-1.

**EXHIBIT 2-1
CITY OF SAVANNAH
PROJECT TASKS**

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

Initial Meetings – Met with City Human Resources administration, City 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 City 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 City 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 City 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 City review integrating the job analysis, proposed pay and classification plan, salary survey, and implementation recommendations.

Revised Draft Report – Incorporated the City's technical review of materials.

Develop & Submit Final Report – Submitted a Final Report upon final review. **9.22.2019**

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

EXHIBIT 2-2
CITY OF SAVANNAH
PROJECT FLOWCHART



Approach Overview

To begin the study, MAG requested and reviewed preliminary information and arranged for on-site work with the City. At this time, MAG conducted initial meetings with City 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 City 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 City 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. City management provided input regarding the City'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 City 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 City 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 City 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 City 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 City 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 City, 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 City 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 City, or providing similar types of services;
- attractive to highly valued employees for one reason or another; and,
- within a reasonable commuting distance.

Surveyed:

- Athens-Clarke Co. GA
- Augusta-Richmond Co. GA
- Savannah-Chatham Co. Public School System, GA
- Chatham Co. GA
- City of Atlanta, GA
- Columbus-Muscogee Co. GA
- State of Georgia
- City of Charleston, SC
- Jacksonville-Duval Co. FL
- City of Tallahassee, FL
- Charlotte-Mecklenburg Co. NC
- City of Wilmington, NC
- City of Newport News, VA
- City of Mobile, AL
- Nashville-Davidson Co. TN
- O*Net Online

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 City classes and were representative of the various functional areas within the various work areas/units within City Government.

In the survey instrument, 69 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
FACILITIES SERVICE WORKER
LIFEGUARD
MAINTENANCE WORKER
CASHIER
WATER SERVICE REP.
CUSTOMER SERVICE REP.
SENIOR MAINTENANCE WORKER
RECREATION SERVICES LEADER
REFUSE TRUCK OPERATOR
ADMINISTRATIVE ASSISTANT
EQUIPMENT MECHANIC
PLANT OPERATOR
BUILDING MAINTENANCE TECH
HEAVY EQUIPMENT OPERATOR
WATER & SEWER LOCATOR TECH
POLICE OFFICER TRAINEE
RECREATION SERVICES CENTER SUPERVISOR
CODE COMPLIANCE OFFICER
MAINTENANCE CREW CHIEF
CONSTRUCTION INSPECTOR
ELECTRONIC CONTROL TECH
FIRE PREVENTION INSPECTOR
ADVANCED FIREFIGHTER
POLICE OFFICER/APO
SANITATION SUPERVISOR
MAINTENANCE SUPERVISOR
WATER & SEWER SUPERVISOR
GIS ANALYST
MASTER FIREFIGHTER
POLICE CORPORAL
HUMAN RESOURCES ANALYST
SYSTEMS ANALYST
CAPTIAL PROJECT MANAGER
CIVIL ENGINEER
MAINTENANCE SUPERINTENDENT
SENIOR BUDGET ANALYST
WATER & SEWER SUPERINTENDENT
FIRE CAPTAIN
POLICE SERGEANT
NETWORK ENGINEER
SYSTEMS ENGINNER
ASSISTANT DIRECTOR, PARKING
ASSISTANT DIRECTOR, REAL ESTATE
FIRE BATTALION CHIEF
RISK MANAGEMENT ADMINISTRATOR

Survey Title
STORMWATER MANAGEMENT ADMINISTRATOR
BUILDING OFFICIAL
COMMUNITY HOUSING SERVICES DIRECTOR
EMERGENCY MANAGEMENT DIRECTOR
LIBRARY & ARCHIVES DIRECTOR
POLICE CAPTAIN
DIR. OFFICE OF PUBLIC COMMUNICATION
DIR. PLANNING & URBAN DESIGN
DIR. FLEET SERVICES
ASSISTANT FIRE CHIEF
HOUSING DIRECTOR
POLICE MAJOR
WATER & SEWER PLAN DIRECTOR
CHIEF BUDGET OFFICER
CLERK OF COUNCIL
DIR. CODE COMPLIANCE
STORMWATER DIRECTOR
INFORMATION TECHNOLOGY DIRECTOR
WATER & SEWER DIRECTOR
ASSISTANT POLICE CHIEF
CHIEF FINANCIAL OFFICER
PUBLIC WORKS & WATER RESOURCES DIRECTOR
FIRE CHIEF
POLICE CHIEF
CHIEF OPERATING OFFICER

Proposed Pay Plans

Specific details of the plans are provided in report tables starting in section 5.0. The proposed pay plans put employees into a Unified range plan for general employees; a Public Safety Pay Plan for sworn positions; and, a Managerial plan for employees in senior leadership positions.

Implementation Costs

MAG's implementation options and recommendations consider the following:

- Current salary;
- Current job title or rank; and,
- Longevity within the current position with Savannah City Government.

MAG 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 - Exempt pay plan, the 200 series, there is an established range width of 56% from minimum to maximum. There is 5% between each pay grade. For the Managerial positions, a 300 series has been established with a range width of 44% and 5% between each grade. To assist the public Safety departments with recruitment and retention, MAG has created a Step pay plan with 12 steps for the Public Safety – None-Exempt positions – the 400 series. There is approximately a 2.5% increment between each step, and a range width of 31% from Step 1 (Minimum) to Step 12 (Maximum).

Plan Implementation

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

For flexibility, MAG has provided the City with three (3) different Implementation option models. Each Implementation option is explained below:

Option #1

Implementation Option One places every employee at the minimum of the pay grade for his/her position within the designated new pay plan structure. Any employee, whose current salary is at or above the proposed minimum of his or her pay grade will not receive any adjustment. This Option is the least costly, but does not address current salary compression, and will likely increase salary compression throughout the City's pay structures when new hires are brought in under the new pay structures.

Option #2

Implementation Option Two provides each current City employee with a 2.0% flat pay increase. The 2.0% reflects recent movement in the Employment Cost Index (ECI) for the Savannah MSA. After the 2.0% increase is applied to the base salary of all current employees, any remaining employees whose salary is still below the proposed pay grade minimum will receive an additional adjustment to bring them to the minimum. This Option is more costly than Option One, but does address compression to degree, and ensures that all employees receive a benefit from the study.

Option #3

Implementation Option Three provides all current employees with the 2.0% flat adjustment, plus the adjustment to minimum - then considers the length of service in the current position with the City of Savannah and provides service credit to determine placement within their designated pay grade and pay range.

Clearly, this is the most expensive option, but aggressively addresses compression, provides all employees with very competitive pay increases for the upcoming fiscal year. And if the City wishes to move toward a merit-based pay system, then this Option presents the ideal path to such a program. If funding is available, MAG recommends Option Three for implementation.

Salary Compression

Salary compression also known as wage or pay compression, is pay differential that results from various causes, but that is often deemed as unfair or unequal by members of the workforce within the organization. It is an issue that many management and human resources professionals deal with on a regular basis. There are numerous reasons for these kinds of differentials that occur, and they often seem justified in the outset. However, over time wage compression can lead to low morale and hurt feelings within the ranks of previously loyal employees.

Examples of Salary Compression

Salary compression is not a new concept. For example, it's a common practice for an organization to offer a higher starting salary to sought after employees who may be seen as "rock stars" or as someone who has a great deal to offer the organization. Higher pay is used as an incentive to lure the candidate. It is also seen when viewing fixed salaried professionals like managers and supervisors versus hourly employees who are eligible for perks like shift differentials and overtime pay. Sometimes pay inequities are seen after a consolidation of two or more functional areas that were run very differently from one another previously. Wage compression can also occur in an organization with a large percentage of low wage earners when the low wage rates are increased; as new hires come on, they are earning the same amount as those who may have been with the organization for years.

Impact of Wage Compression

Impacts of wage compression can be seen on a one to one level or across entire organizations. Those whose pay is compressed, or who are receiving less money, are likely to be affected by low morale. They will feel discouraged, naturally. It doesn't make sense to continue working just as hard when their efforts are not perceived as being compensated. This can lead to a more noticeable problem of poor performance in employees, which hurts the bottom line and ultimately affects everyone. There may also be retention issues related to salary compression. Those who feel slighted are more likely to look for alternate employment. High turnover rates are costly to any organization. It may also be harder to recruit from within for higher level positions if employees see no economic benefit in accepting the added responsibility and work of a promotion.

Purpose of the Implementation Plan:

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.

SECTION 3.0

Selected Personnel Policy Suggestions

3.0 – 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 City of Savannah achieve its mission. In support of the vision statement, MAG recommendation(s) will assist the City as it strives to provide a total compensation program that enables the City 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 City embraces a fair and equitable compensation plan to support achievement of the following goals.

1. The City 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 City that will ensure a high level of service to the residents of the City of Savannah.
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, should be provided to employees when appropriate to address equity, market responsiveness, and consistency in the administration of the City'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 City.
10. Pay ranges for City job groups should be 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 City 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 City 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 City of Savannah 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 City, 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 City 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 City of Savannah 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 City of Savannah 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 City 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 City 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.

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 City 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 City 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 City of Savannah competes, be addressed at the system level. Accordingly, salary administration procedures should take their priority based on funding levels and the City'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 City 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 City 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 consider the financial disposition, current salary levels, and other variables unique to the City of Savannah. 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 City 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 City retain its' highly qualified work force by providing a fair, and competitive, compensation program. Additionally, it is equally important, that the City not overpay for positions. The proposed implementation plan carefully balances these two important considerations.

Career Path vs Career Ladders

Career Path vs Career Ladder What is the Difference?

A career path is a track of employment with a progression of acquired education, experience, achievement and responsibility, moving through job positions within a professional field or organization. For example, an analytical track career path, a managerial track career path, or a quality management track career path.

A Career Path is designed to encourage students to enter a certain field of study (e.g., public health laboratory science) and to demonstrate the possibilities within that field of study.

A career path for a field of study in laboratory science can begin with a position as a laboratory aide, then a laboratory technician, followed by a laboratory scientist. This career path then opens a wealth of interrelated laboratory science tracks, and a professional can move from one track to another over the course of a career.

A series of steps within a job classification, each with increasing responsibility as expertise is developed, allowing for recognition of professional growth. The steps in the career ladder may require competition for advancement. For example, progressing through the federal GS system, or moving from a laboratory scientist I to laboratory scientist II to laboratory scientist III.

A Career Ladder is designed to encourage and assist staff to further their professional development and to reward them for their commitment to professional growth and excellence without moving to a new career path.

Employee Performance and Compensation in the Public Sector

The theory of pay for performance is unquestioned. The practice is universal in the private sector and important to the growth of the U.S. economy. Rewarding good performance has gained acceptance in all aspects of life. It's now a global practice.

Government is different from the private sector in three key respects though. Two of those differences—the fact that performance ratings and pay increases are not confidential, and that changes to the system inevitably involve politics—are likely to prompt resistance to program changes.

A third difference is that in the private sector, pay for performance triggers continuous attention to performance metrics. For many organizations, the incentives that motivate are the prospect of year-end bonuses and gains from stock ownership. Both reinforce the importance of company success. In business, financial rewards are solidly entrenched.

The transition to pay for performance in government should be managed as organizational change since it redefines the role of managers and their relationship with staff. Managers who have relied on micromanagement will need to relinquish control. Performance-related pay makes no sense where employees are closely controlled. The problem of inflated performance ratings will have to end. It also changes employee job and career expectations. The highest hurdle promises to be creating performance processes that generate credible and defensible year-end ratings. Recognizing star performers as well those whose performance is unacceptable is important to every employer. That's obviously central to pay for performance.

There are four basic requirements of an effective pay for performance system,

As a general proposition, we believe there are four fundamental requirements for an effective performance-based pay system:

1. Performance expectations are clearly defined and understood.
2. Performance is measured accurately and communicated effectively by well-intentioned, trained supervisors.
3. The process is managed consistently across the organization.
4. Differences in performance can result in meaningful differences in compensation outcomes.

Government's purpose is to provide critical services requiring collective support through political processes. Effectiveness and cost control are the primary measures of success. In contrast, private sector organizations must create profit to exist, so their standards are different.

Although the transition to a pay for performance system is challenging, and requires a fundamental shift in thought processes, operations, it is an effective way of managing limited financial resources and rewarding key performers within government.

Alternative Approaches to Compensation: Skilled -Based & Competency-Based Pay

Traditional pay structures within organizations have traditionally been focused on the assigned job. Wages have been based on position and seniority and influenced by factors like the minimum wage and negotiation. Although skills and competence have been reflected indirectly, pay systems have not been designed to encourage the development of individuals. With technological advancements and the focus on productivity and quality, many organizations now recognize the need to focus on individual contributions.

Skill-based Pay

Skill-based systems have long been used to define jobs within the trades. Increasing skill levels are the determining factor in describing positions like apprentice, journeyman and master craftsman. Other examples of skill-based pay systems can be found among white-collar jobs where the company is providing a career progression based on increasing technical skill as an alternative to being promoted through various management levels.

Competency Based Pay

The term competency-based pay describes a system where rewards are based on the use of competence without consideration for results. The premise is that individual performance depends on having relevant competencies and higher levels of competence will produce superior performance. A competency base pay system focuses on individuals. In practice, competency-based systems are seldom used in a pure form. Competency may be one of the factors determining pay, but performance may also be a factor.



Application

While both skill- and competency-based pay systems are focused on individuals rather than jobs, how the individual is evaluated for pay purposes is different. Skill-based systems are better defined having been used for years as the basis for defining certain jobs. Pay is based on skills verified by some type of assessment or certification. These pay systems have been applied both to blue-collar and white-collar jobs. In contrast, competency-based pay systems have been applied as components of a pay system and so far, have been applied to individuals at professional or management levels.

Trends

The tendency toward leaner organizations over the past few decades has contributed to the development of pay systems that favor employees with a broad base of skills and competencies. Some of the results related to this trend include reduced staffing levels and expectations of higher performance by individuals.

SECTION 4.0

Salary Survey Summary

Salary Survey Results for SAVANNAH, GA

Job Class Title	Averages For Each Job Class					SAVANNAH						
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width	
Lifeguard	\$24,858	\$32,998	\$41,138				65.5%	\$23,619	-5.2%	\$30,114	-9.6%	\$36,609 -12.4% 55.0%
Maint Worker	\$26,279	\$35,164	\$44,050				67.6%	\$24,989	-5.2%	\$31,861	-10.4%	\$38,733 -13.7% 55.0%
Cashier	\$27,680	\$37,163	\$46,645				68.5%	\$26,438	-4.7%	\$33,709	-10.2%	\$40,979 -13.8% 55.0%
Facilities Service Worker	\$31,480	\$38,708	\$45,936				45.9%	\$22,324	-41.0%	\$28,463	-36.0%	\$34,602 -32.8% 55.0%
Sr Maint Worker	\$29,587	\$38,767	\$48,490				63.9%	\$27,971	-5.8%	\$35,663	-8.7%	\$43,355 -11.8% 55.0%
Building Maintenance Tech	\$31,406	\$39,945	\$48,483				54.4%	\$33,125	5.2%	\$42,235	5.4%	\$51,344 5.6% 55.0%
Customer Service Rep	\$28,992	\$40,540	\$52,088				79.7%	\$27,971	-3.7%	\$35,663	-13.7%	\$43,355 -20.1% 55.0%
Water Service Rep	\$30,804	\$41,131	\$51,458				67.0%	\$26,438	-16.5%	\$33,709	-22.0%	\$40,979 -25.6% 55.0%
Recreation Svs Leader	\$30,220	\$41,223	\$52,226				72.8%	\$29,593	-2.1%	\$37,731	-9.3%	\$45,869 -13.9% 55.0%
Refuse Truck Oper	\$34,604	\$41,895	\$49,187				42.1%	\$29,593	-16.9%	\$37,731	-11.0%	\$45,869 -7.2% 55.0%
Administrative Assistant	\$33,276	\$42,582	\$51,903				56.0%	\$31,309	-6.3%	\$39,919	-6.7%	\$48,529 -7.0% 55.0%
Heavy Equip Operator	\$33,887	\$44,323	\$54,759				61.6%	\$33,125	-2.3%	\$42,235	-4.9%	\$51,344 -6.7% 55.0%
Water & Sewer Maint Mech	\$30,664	\$44,912	\$59,160				92.9%	\$33,125	7.4%	\$42,235	-6.3%	\$51,344 -15.2% 55.0%
Plant Operator	\$35,063	\$45,581	\$56,099				60.0%	\$31,309	-12.0%	\$39,919	-14.2%	\$48,529 -15.6% 55.0%
Equipment Mechanic	\$35,375	\$46,141	\$56,908				60.9%	\$31,309	-13.0%	\$39,919	-15.6%	\$48,529 -17.3% 55.0%
Firefighter, Advanced	\$40,376	\$49,573	\$58,769				45.6%	\$39,230	-2.9%	\$50,019	0.9%	\$60,807 3.4% 55.0%
Maint Crew Chief	\$36,894	\$49,967	\$63,041				70.9%	\$37,079	0.5%	\$47,276	-5.7%	\$57,472 -9.7% 55.0%
Code Compliance Officer	\$37,293	\$50,562	\$63,830				71.2%	\$37,079	-0.6%	\$47,276	-6.9%	\$57,472 -11.1% 55.0%
Electronic Control Techn	\$39,701	\$51,862	\$64,023				61.3%	\$39,230	-1.2%	\$50,019	-3.7%	\$60,807 -5.3% 55.0%
Construction Inspector	\$38,636	\$52,201	\$65,766				70.2%	\$39,230	1.5%	\$50,019	-4.4%	\$60,807 -8.2% 55.0%
Police Officer Trainee	\$38,361	\$53,838	\$69,314				80.7%	\$35,046	-9.5%	\$44,684	-20.5%	\$54,321 -27.6% 55.0%
Recreation Svs Center Super	\$40,265	\$54,344	\$68,422				69.9%	\$35,046	-14.9%	\$44,684	-21.6%	\$54,321 -26.0% 55.0%
Police Corporal	\$44,037	\$56,008	\$67,980				54.4%	\$43,912	-0.3%	\$55,988	0.0%	\$68,064 0.1% 55.0%
Fire Prev Inspector	\$44,695	\$56,849	\$69,003				54.4%	\$39,230	-13.9%	\$50,019	-13.7%	\$60,807 -13.5% 55.0%
Maint Super	\$41,663	\$57,105	\$72,547				74.1%	\$41,505	-0.4%	\$52,919	-7.9%	\$64,333 -12.8% 55.0%
Police Officer/APO	\$44,507	\$57,262	\$70,017				57.3%	\$39,230	-13.5%	\$50,019	-14.5%	\$60,807 -15.1% 55.0%
Sanitation Super	\$44,440	\$59,396	\$74,352				67.3%	\$39,230	-13.3%	\$50,019	-18.7%	\$60,807 -22.3% 55.0%
Master Firefighter	\$48,234	\$60,125	\$72,016				49.3%	\$43,912	-9.8%	\$55,988	-7.4%	\$68,064 -5.8% 55.0%
GIS Analyst	\$47,163	\$61,774	\$76,385				62.0%	\$43,912	-7.4%	\$55,988	-10.3%	\$68,064 -12.2% 55.0%
Water & Sewer Super	\$45,159	\$64,007	\$82,855				83.5%	\$41,505	-8.8%	\$52,919	-21.0%	\$64,333 -28.8% 55.0%
Human Resources Analyst	\$51,062	\$67,348	\$83,634				63.8%	\$46,459	-9.9%	\$59,235	-13.7%	\$72,011 -16.1% 55.0%
Senior Budget Analyst	\$54,449	\$68,609	\$82,770				52.0%	\$49,154	-10.8%	\$62,672	-9.5%	\$76,189 -8.6% 55.0%
Asst Director, Real Estate	\$53,706	\$70,124	\$86,541			\$58,259	61.1%	\$61,588	12.8%	\$78,525	10.7%	\$95,461 9.3% 55.0%
Systems Analyst	\$55,368	\$70,330	\$85,292				54.0%	\$46,459	-19.2%	\$59,235	-18.7%	\$72,011 -18.4% 55.0%
Assistant Director, Parking	\$56,023	\$71,595	\$87,166				55.6%	\$61,588	9.0%	\$78,525	8.8%	\$95,461 8.7% 55.0%
Police Sergeant	\$58,467	\$71,668	\$84,869				45.2%	\$52,005	-12.4%	\$66,307	-8.1%	\$80,608 -5.3% 55.0%
Maint Superintendent	\$56,956	\$72,444	\$89,463				57.1%	\$49,154	-15.9%	\$62,672	-15.6%	\$76,189 -17.4% 55.0%

Salary Survey Results for SAVANNAH, GA

Job Class Title	Averages For Each Job Class					SAVANNAH								
	Min	Mid	Max	Start	Avg	Actual	Range Width	Min	Mid	Max	Range Width			
Network Engineer	\$54,448	\$73,194	\$91,939				68.9%	\$55,021	1.0%	\$70,152	-4.3%	\$85,283	-7.8%	55.0%
Civil Engineer	\$56,431	\$74,595	\$92,759				64.4%	\$49,154	-14.8%	\$62,672	-19.0%	\$76,189	-21.7%	55.0%
Systems Engineer	\$58,830	\$76,725	\$94,621				60.8%	\$55,021	-6.9%	\$70,152	-9.4%	\$85,283	-10.9%	55.0%
W&S Superintendent	\$57,839	\$77,971	\$98,102				69.6%	\$49,154	-17.7%	\$62,672	-24.4%	\$76,189	-28.8%	55.0%
Fire Captain	\$64,622	\$78,532	\$92,442				43.1%	\$52,005	-24.3%	\$66,307	-18.4%	\$80,608	-14.7%	55.0%
Police Captain	\$64,930	\$80,031	\$95,132				46.5%	\$65,160	0.4%	\$83,079	3.7%	\$100,998	5.8%	55.0%
Capital Project Manager	\$63,480	\$81,569	\$99,658				57.0%	\$49,154	-29.1%	\$62,672	-30.2%	\$76,189	-30.8%	55.0%
Stormwater Management Admin	\$61,724	\$84,354	\$106,984				73.3%	\$61,588	-0.2%	\$78,525	-7.4%	\$95,461	-12.1%	55.0%
Police Major	\$61,901	\$86,835	\$111,768				80.6%	\$72,937	15.1%	\$92,995	6.6%	\$113,052	1.1%	55.0%
Risk Management Admin	\$67,941	\$89,231	\$110,521				62.7%	\$61,588	-10.3%	\$78,525	-13.6%	\$95,461	-15.8%	55.0%
Fire Battalion Chief	\$72,783	\$89,489	\$106,195			\$108,324	45.9%	\$61,588	-18.2%	\$78,525	-14.0%	\$95,461	-11.2%	55.0%
Director, Fleet Services	\$66,618	\$90,426	\$114,233				71.5%	\$72,937	8.7%	\$92,995	2.8%	\$113,052	-1.0%	55.0%
Clerk of Council	\$77,934	\$93,724	\$109,514			\$127,278	40.5%	\$77,167	-1.0%	\$98,388	4.7%	\$119,609	8.4%	55.0%
Emergency Management Dir	\$72,549	\$97,996	\$123,442			\$67,962	70.2%	\$65,160	-11.3%	\$83,079	-18.0%	\$100,998	-22.2%	55.0%
Community Housing Svcs Dir	\$76,294	\$101,865	\$127,436			\$118,711	67.0%	\$65,160	-17.1%	\$83,079	-22.6%	\$100,998	-26.2%	55.0%
Fire Chief, Assistant	\$86,904	\$103,689	\$120,473			\$98,677	38.6%	\$72,937	-19.1%	\$92,995	-11.5%	\$113,052	-6.6%	55.0%
Stormwater Director	\$78,974	\$105,013	\$131,053				65.9%	\$77,167	-2.3%	\$98,388	-6.7%	\$119,609	-9.6%	55.0%
Water & Sewer Plan Dir	\$83,468	\$106,417	\$129,365				55.0%	\$72,937	-14.4%	\$92,995	-14.4%	\$113,052	-14.4%	55.0%
Building Official	\$82,578	\$107,009	\$131,440				59.2%	\$65,160	-26.7%	\$83,079	-28.8%	\$100,998	-30.1%	55.0%
Police Chief, Assistant	\$83,349	\$107,601	\$131,853			\$120,016	58.2%	\$91,388	8.8%	\$116,520	7.7%	\$141,651	6.9%	55.0%
Housing Dir	\$81,931	\$110,477	\$139,023			\$118,711	69.7%	\$72,937	-12.3%	\$92,995	-18.8%	\$113,052	-23.0%	55.0%
Director, Code Compliance	\$87,313	\$112,828	\$138,342			\$102,725	58.4%	\$77,167	-13.1%	\$98,388	-14.7%	\$119,609	-15.7%	55.0%
Chief Budget Officer	\$83,645	\$113,910	\$144,175				72.4%	\$77,167	-8.4%	\$98,388	-15.8%	\$119,609	-20.5%	55.0%
Library & Archives Dir	\$86,404	\$114,237	\$142,070				64.4%	\$65,160	-32.6%	\$83,079	-37.5%	\$100,998	-40.7%	55.0%
Chief Operating Officer	\$86,168	\$114,808	\$143,449				66.5%	\$114,182	24.5%	\$145,583	21.1%	\$176,983	18.9%	55.0%
Information Technology Dir	\$100,322	\$118,770	\$150,243			\$130,878	49.8%	\$81,643	-22.9%	\$104,095	-14.1%	\$126,547	-18.7%	55.0%
Water & Sewer Dir	\$87,119	\$119,961	\$152,803				75.4%	\$81,643	-6.7%	\$104,095	-15.2%	\$126,547	-20.7%	55.0%
Dir, Planning & Urban Design	\$99,599	\$127,805	\$156,012			\$100,018	56.6%	\$72,937	-36.6%	\$92,995	-37.4%	\$113,052	-38.0%	55.0%
Chief Financial Officer	\$109,077	\$137,465	\$165,853			\$134,030	52.1%	\$102,297	-6.6%	\$130,429	-5.4%	\$158,560	-4.6%	55.0%
Fire Chief	\$112,610	\$143,082	\$173,554			\$135,744	54.1%	\$108,230	-4.0%	\$137,994	-3.7%	\$167,757	-3.5%	55.0%
Public Works & Water Res Dir	\$117,188	\$146,452	\$175,715				49.9%	\$102,297	-14.6%	\$130,429	-12.3%	\$158,560	-10.8%	55.0%
Police Chief	\$118,555	\$149,853	\$181,151				52.8%	\$108,230	-9.5%	\$137,994	-8.6%	\$167,757	-8.0%	55.0%
Survey Averages	\$58,625	\$76,145	\$93,883			\$109,333	61.46%	\$54,338		\$69,281		\$84,223		55.00%
								-7.89%		-9.91%		-11.47%		

SECTION 5.0

Review of Benefits Summary

Benefits Survey Summary

As a component of the overall compensation and classification study, Management Advisory Group International, Inc. 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 City of Savannah in maintaining a competitive total compensation program.

Leave

Exhibit A 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 Savannah does not offer PTO. On average, the monthly accrual rates for Sick Leave are 12.7 days per year regardless of years in class. Savannah provides 12.0 days per year of Sick Leave per year, which is comparable with peer averages. The average maximum balance for carry-over ranges from 97.5 days for those respondents that had a maximum balance of sick leave days. Two organizations offer unlimited sick leave. On average, the minimum and maximum accrual rates for Vacation Leave are 10.7 days minimum, with a maximum accrual of 22.5 days per year for employees with 20 years of employment. Savannah offers 12.0 days minimum, with a maximum accrual of 22.0 days per year for employees.

EXHIBIT A
LEAVE TIME ACCRUAL RATES

	Sick Leave Peer Average	SAVANNAH	Vacation Leave Peer Average	SAVANNAH
Years of Svc 1 Days/Yr	12.7	12.0	10.7	12.0
Years of Svc 1 Max Days	55.5	260.0	29.0	48.0
Years of Svc 3 Days/Yr	12.7	12.0	11.5	12.0
Years of Svc 3 Max Days	61.5	260.0	29.8	48.0
Years of Svc 5 Days/Yr	12.7	12.0	13.3	14.0
Years of Svc 5 Max Days	67.5	260.0	31.8	56.0
Years of Svc 10 Days/Yr	12.7	12.0	16.8	18.0
Years of Svc 10 Max Days	82.5	260.0	38.2	72.0
Years of Svc 15 Days/Yr	12.7	12.0	20.2	20.0
Years of Svc 15 Max Days	97.5	260.0	40.6	80.0
Years of Svc 20 Days/Yr	12.7	12.0	22.5	22.0
Years of Svc 20 Max Days	97.5	260.0	40.2	88.0

Source: Management Advisory Group International, Inc. March 2019

The percentages of peers offering paid holiday and other types of leave are shown in **Exhibit B**. On average, peers offer 11.0 holidays annually to employees, and Savannah offers 11.0 paid holidays per year. Of the nine responding targets, 33.3 percent offer paid time off for those employees that did volunteer work in the community in which compensatory time was earned.

One organization pays 1 day or eight hours, plus up to 16 hours matched by employee for volunteer work. Another organization pays employees a half day's work for volunteering. A third organization offers paid leave as straight time up to two hours per week for employees. Paid time off for community volunteer work is not offered at Savannah.

Five respondents pay various types of leave for the purpose of calculating overtime. Savannah does not have leave hours considered as "hours worked" for the purpose of calculating overtime. Compensatory time in lieu of overtime is provided for exempt employees by five respondents. One organization pays time-and-a-half for all hours worked in excess of 40 hours in a workweek to exempt employees. Savannah does not

offer compensatory time in lieu of overtime for exempt employees as the policy was recently changed.

**EXHIBIT B
HOLIDAYS AND OTHER LEAVE**

	Peer Percentage Yes	Peer Average	SAVANNAH
How many paid holidays do you offer per year?		11.0	11
Do you offer paid time off for volunteering?	33.3%		NO
If so, how many days per year?		0.8	
Are any leave hours considered "hours worked" for the purpose of calculating overtime?	55.6%		NO
If so, which leave type(s)?		Administrative, Bereavement, Jury Duty, Holiday, Military Training, Vacation, Worker's Compensation	
Do you provide compensatory time in lieu of overtime for exempt employees?	55.6%		NO
If so, is it earned at time and a half?		20%	

Source: Management Advisory Group International, Inc. March 2019

Retirement

Exhibit C displays the participation rate in defined benefit plans and other retirement options. Nine of the responding peers participate in a defined benefit plan. Eight have a defined plan with employee contribution requirements. Three organizations have a matching benefit as part of their respective plans with an average maximum match of 13.8 percent for responding organizations. A fourth organization offered a set dollar amount for full-time employees whose annual salary is less than \$35,000.

Savannah also offers a defined benefit plan but the City does not have a matching benefit or maximum match. Average eligibility for full retirement is age 64.1 years with 7.3 years needed to be fully vested. Average retirement age is 57 years and 5.0 years are required for full vestment at Savannah.

**EXHIBIT C
RETIREMENT OPTIONS GENERAL**

	Peer Percentage Yes	Peer Average	SAVANNAH
Defined benefit	90.0%		YES
Pension Factor		3.08%	2.30%
Definition of Normal Retirement		64.1	57
Definition of Early Retirement		55.3	52
Early Retirement Penalty		2.69%	0.50%
Defined Contribution Required	80.0%		N/A
Matching Benefit	50.0%		N/A
Employer's % Contribution		13.8%	N/A
Maximum Matched		3.5%	N/A
Years to Fully Vest		7.3	5

Source: Management Advisory Group International, Inc. March 2019

Health Insurance

As demonstrated in **Exhibit D below**, the annual premium amounts paid for single and family coverage by employees for various health insurance plans and other supplemental benefits. Average amount paid by single employee for PPO is \$1,227.48 and \$5,473.22 for family.

Savannah employees pay a lower single premium of \$524.71 for PPO per year and family premium of \$3,711.23 which is less than the market average for PPO. Savannah employees pay close to market average for Dental premiums for both single and family as well as Vision premiums.

Short-term Disability Insurance and Critical Illness premiums average paid for single employee rates varied based on age and salary. Savannah rates also vary according to age and salary.

**EXHIBIT D
EMPLOYEE PREMIUM**

	Employee Premium Single	SAVANNAH Employee Premium Single	Employee Premium Family	SAVANNAH Employee Premium Family
HMO	\$1,285.95	N/A	\$5,728.27	N/A
PPO	\$1,227.48	\$524.71	\$5,473.22	\$3,711.23
POS	\$1,414.79	N/A	\$5,819.10	N/A
HD	\$764.98	N/A	\$3,863.57	N/A
Dental	\$138.65	\$181.32	\$604.74	\$610.56
Vision	\$59.07	\$58.56	\$170.81	\$152.28
Short Term Disability Ins.	\$0.28	Varies	\$0.50	Varies
Long Term Disability Ins.	\$0.00	\$0.00	Varies	\$0.00
Critical Illness	Varies	Varies	Varies	Varies

Source: Management Advisory Group International, Inc. March 2019

As displayed in **Exhibit E below**, the annual premium amounts paid for single and family coverage by employer for various health insurance plans and other supplemental benefits. Average amount paid by single coverage by employer for PPO is \$5,782.78 and \$15,679.72 for family coverage.

Savannah pays a lower single premium of \$4,857.46 for single and \$11,359.39 for family per year which is less than the market average for PPO. Savannah does not contribute to Dental or Vision premiums for individual nor family which is lower than market averages.

Short-term Disability Insurance and Critical Illness premiums average paid for single Employees varied based on age and salary as a voluntary benefit that most employers did not contribute due to participation was voluntary. Two organizations pay for Short-term disability for employees only, while two organizations pay for Long-term disability for employees only. Savannah does not contribute to Short-term disability or Critical Illness which similar to market averages.

**EXHIBIT E
EMPLOYER PREMIUM**

	Employer Premium Single	SAVANNAH Employer Premium Single	Employer Premium Family	SAVANNAH Employer Premium Family
HMO	\$4,779.34	N/A	\$14,694.68	N/A
PPO	\$5,782.78	\$4,857.46	\$15,679.72	\$11,359.39
POS	\$4,525.90	N/A	\$13,314.43	N/A
HD	\$5,232.26	N/A	\$15,360.60	N/A
Dental	\$172.66	\$0.00	\$379.03	\$0.00
Vision	\$21.43	\$0.00	\$15.05	\$0.00
Short Term Disability Ins.	\$0.50	\$0.00	\$0.00	\$0.00
Long Term Disability Ins.	\$0.67	Varies	\$0.00	Varies
Critical Illness	N/A	\$0.00	N/A	\$0.00

Source: Management Advisory Group International, Inc. March 2019

Exhibit F displays the average participation percentages and amounts paid by employer for various supplemental benefits. Many of the respondents or 60.0 percent offered an HSA, and 70.0 percent had a Tobacco Surcharge. Savannah does not offer an HSA and charges a Tobacco Surcharge which is slightly higher than market average. Ten respondents extended health benefits to retirees. Four respondents offered dental, vision, and life insurance. Savannah provided health and dental benefits to retirees.

**EXHIBIT F
SUPPLEMENTAL BENEFITS**

	Peer Percentage Yes	Peer Average	SAVANNAH
Is an HSA offered?	60.0%		N/A
HSA Single		\$392.67	
HSA Family		\$824.00	
Tobacco Surcharge?	70.0%		YES
Amount		\$59.83	\$83.33
Spousal Surcharge	22.2%		NO
Amount		\$633.49	
Employee Supplement?	0.0%		NO
On-site Clinic?	55.6%		NO
Retiree Insurance/Options	100.0%		YES
Retiree Health	100.0%		YES
Retiree Dental	50.0%		YES
Retiree Vision	50.0%		
Retiree Life	50.0%		

Source: Management Advisory Group International, Inc. March 2019

Exhibit G below summarizes the take-home vehicle and residency policies for public safety employees. All of responding organizations offered take-home vehicles to employees. Travel was allowed outside of the jurisdiction for 71.4 percent of respondents based on mileage limitations. Savannah offers take-home vehicles for Public Safety employees as well and employees are allowed to take vehicles outside the jurisdiction. Only 14.3 percent of respondents offered residency incentives in which employees are allowed to take vehicles home if they resided within certain districts. Savannah does not offer an incentive for residency within certain boundaries.

**EXHIBIT G
VEHICLES AND OTHER INCENTIVES**

	Peer Percentage Yes	SAVANNAH
Are take-home vehicles offered to any employees?	100.0%	YES
Are allowed to take them outside the boundaries of your	71.4%	YES
Offer incentives for residency within certain boundaries?	14.3%	NO

Source: Management Advisory Group International, Inc. March 2019

Exhibit H, below, displays miscellaneous benefits offered at target organizations. Only one responding organization offers a night shift differential for Police, Fire and Rescue positions. Savannah does not offer a night shift differential.

Four organizations offer an on-call stipend to employees in the form of additional hours of pay for non-scheduled work days. A fifth organization offers employee compensation of one-fourth of the average hourly rate.

Savannah offers an on-call stipend of \$4 per weekday and \$6 per day on the weekend.

Average Clothing Allowance is \$500.00 for Sworn detectives, Police Chief, Captain and positions above Captain at organizations that offer a clothing allowance. Savannah offers a \$500.00 allowance for plain clothes police officers.

Eight target organizations offer employer paid life insurance and an EAP program. Six respondents offer health and wellness programs. Savannah offers employer paid life insurance, EAP program, as well as a health and wellness program. Savannah also offers employer paid dependent life insurance, employer paid firefighter cancer policy and employer assisted home purchase program which is much higher than market averages.

Although no responding organizations offer an employer paid firefighter cancer policy, one organization offers LODA benefits through the VRS and DHRM.

**EXHIBIT H
MISCELLANEOUS BENEFITS**

	Peer Percentage Yes	Peer Average	SAVANNAH
Nlght Shift Differential	25%		NO
Departments		Police, Fire and Rescue	
How much?		3%	
On-call stipend?	100.0%		YES
Amounts per weekday		Varies	\$4.00
Amounts per weekend		Varies	\$6.00
Clothing Allowance		100%	YES
How much?		\$500.00	\$500.00
To Whom?		Police Chief, Captain and above, Sworn Detectives	Plain clothes Police Officers
Vehicle Allowance	100%		
How much?		\$300.00	
To Whom?		City Manager	
Education Reimbursement?	85.7%		YES
How much?		\$3,387.50	
How is it awarded?		Per credit hour/Per class	
Leave buy-out program?	0.0%		NO
Employer paid LTD?	60.0%		YES
Employer paid life?	100.0%		YES
Employer paid dep life?	20.0%		YES
Employer paid firefighter cancer policy?	0.0%		YES
EAP program?	100.0%		YES
Health and wellness incentives and programs?	100.0%		YES
Employer assisted home purchase program?	28.6%		YES

Source: Management Advisory Group International, Inc. March 2019

Incentive and Supplemental Pay

Exhibit I, below, summarizes the certification and incentive pay for fire employees. Respondents paid an average of \$95.83 per Associate's, \$164.25 per Bachelor's degree. One organization pays \$110.00 per Bachelor's degree or higher each month for

employees with those qualifications. Another organization pays seven percent for Bachelor's degree or above in which the base pay compounds from lower degrees.

Savannah pays \$200.00 monthly or \$2400 annually added to base salary for a minimum of a Bachelor's degree for fire personnel with the rank of Battalion Chief and below.

**EXHIBIT I
FIRE SUPPLEMENTAL BENEFITS**

Description	Peer Percentage Yes	Monthly Amount	SAVANNAH
Fire- Advanced	N/A	N/A	
Fire- Clothing	50%	\$50.00	\$13.00
Fire- Intermediate	N/A	N/A	
Fire- Masters	17%	3.5%	
Fire- Master Inspector	33%	\$66.25	
Fire- Master Arson Inv	17%	\$32.50	
Fire- Paramedic	80%	\$433.34	
Fire- Special Operations	33%	\$100.00	
Fire- EMT Grade I	50%	\$96.11	
Fire- EMT Grade II	N/A	N/A	
Fire- College - Associates	100%	\$95.83	
Fire- College - Bachelors	100%	\$164.25	\$200.00
Fire- College - Masters	33%	\$110.00	
Fire- College - Doctorate	33%	\$110.00	
Bi-lingual Pay	20%	2%	NO
Other	75%	\$108.33	\$25.00

Source: Management Advisory Group International, Inc. March 2019

Exhibit J, below, summarizes the certification and incentive pay for police employees. Respondents paid an average of \$91.67 per Associate's and \$183.33 per Bachelor's degree. One organization pays seven percent for Bachelor's degree or above in which the base pay compounds from lower degrees.

Savannah pays \$200.00 monthly or \$2400 annually added to base salary for a minimum of a Bachelor's degree for police personnel with the rank of Captain and below.

EXHIBIT J
POLICE SUPPLEMENTAL BENEFITS

Certification and Incentive Pay (POLICE)			
Description	Peer Percentage Yes	Monthly Amount	SAVANNAH
Shift Differential	25%	3-6%	NO
FTI (Field Training Instruction)	N/A	N/A	
Cert- Advanced	N/A	N/A	NO
Cert- Intermediate	N/A	N/A	NO
Language Cert	N/A	N/A	NO
Cert Master Peace Ofc	25%	\$100.00	NO
Cert CPR	N/A	N/A	NO
College > 30 Hrs	N/A	N/A	NO
College - Assoc	75%	\$91.67	NO
College - Bachelor	75%	\$183.33	\$200.00
College - Masters	N/A	N/A	NO
College - Doctorate	N/A	N/A	NO
Clothing - Uniform	67%	\$50.00	\$23.84
Clothing - Plain	67%	\$54.17	\$41.67
Bi-lingual Pay	N/A	N/A	NO
Special Assignment or Duty Pay	67%	Minimum wage for .75 hours per day	NO

Source: Management Advisory Group International, Inc. March 2019

Benefits Survey Conclusion

Savannah is found to be above the market with respect to sick and vacation leave offerings. Although Savannah pays lower single and family premiums than their market peers for PPO, Savannah pays similar premiums to market average for dental and vision plans.

Savannah offers more miscellaneous benefits such as employer paid firefighter cancer policy and employer assisted home buyer program than target respondents. Certification and Incentive Pay are similar to market offerings for Fire and Police supplemental benefits as most target organization do not offer many pay incentives.

The results are not surprising in that when single benefits are analyzed in isolation, some appear more or less generous than those offered by peers. Taken as a whole, the total package appears to be in alignment with the market.

SECTION 6.0

Unified Pay Plan

**Proposed Pay Plans
City of Savannah, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
101		\$26,596	\$33,000	\$41,250
3001	Facilities Service Worker			
3460	Lifeguard			
8599	Maintenance Assistant			
9101	Parking Facilities Attendant			
102		\$27,926	\$34,650	\$43,313
2010	Administrative Clerk			
3442	Box Office Cashier			
2130	Case Disposition Clerk			
2103	Cashier			
3401	Clubhouse Attendant			
8501	Maintenance Worker			
9103	Parking Services Officer			
9012	Sanitation Worker			
3461	Senior Lifeguard			
9102	Tourism Compliance Officer			
9014	Transfer Station Attendant			
3403	Van Driver			
2305	Wate Meter Reader			
103		\$29,322	\$36,383	\$45,478
2104	Accounting Clerk			
3715	Court Services Technician			
2310	Customer Service Representative			
8401	Painter			
2120	Permit Specialist			
8533	Plant Operator Trainee			
3742	Police Personnel Technician			
8502	Senior Maintenance Worker			
9104	Senior Parking Services Officer			
2202	Supply Clerk			
104		\$30,788	\$38,202	\$47,752
3412	Concession Clerk			
8618	Construction Site Safety Worker			
8511	Senior Maintenance Worker II			
9013	Senior Sanitation Worker			
9123	Sign Specialist			
105		\$32,327	\$40,112	\$50,140
1645	Accounting Technician			
2020	Administrative Secretary			
1610	Community Projects Technician			
1955	Construction Specialist Apprentice			
3697	Crime Analyst Assistant			
3698	Criminal Investigations Assisstant			
4102	Groom			
8507	Ground Operations Specialist			
1625	Human Resources Assisstant			
8510	Landscape Specialist			

**Proposed Pay Plans
City of Savannah, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
105		\$32,327	\$40,112	\$50,140
8504	Maintenance Specialist			
9004	Medium Equipment Operator			
3706	Outside Employment Specialist			
9105	Parking Meter Technician			
3740	Records Technician			
3696	Recruiting Assistant			
9009	Refuse Truck Operator			
2105	Senior Accounting Clerk			
3694	Teletype Technician			
3407	Therapeutic Specialist			
3436	Visual Arts Specialist			
9108	Water Meter Technician			
106		\$33,944	\$42,117	\$52,647
2030	Administrative Assistant			
8609	Code Compliance Technician			
1680	Deputy Court Clerk			
9005	Lead Medium Equipment Operator			
1677	Parking Facilities Shift Supervisor			
8508	Pruning Specialist			
1656	Purchasing Technician			
3741	Records Supervisor			
3405	Recreation Services Leader			
9106	Senior Parking Meter Technician			
2203	Surplus Inventory Technician			
8528	Television Inspection Technician			
8616	Transportation Compliance Officer			
107		\$35,641	\$44,223	\$55,279
3444	Building Maintenance Technician I			
8602	Carpenter			
8521	Cemetery Conservation Technician			
1644	Community Program Specialist			
1684	Court Services Specialist			
9122	Grounds Equipment Maintenance Specialist			
9006	Heavy Equipment Operator			
1627	Human Resources Technician			
2042	Judicial Secretary			
1975	Laboratory Technician			
2307	Lead Water Service Representative			
2015	Personnel Technician			
8534	Plant Operator			
3716	Police Property & Evidence Technician			
1681	Senior Deputy Court Clerk			
8569	Surveying Technician			
9124	Traffic Maintenance Specialist			
9020	Vehicle Maintenance Coordinator			
8613	Water & Sewer Locator Technician			
8537	Water & Sewer Maintenance Mechanic			

**Proposed Pay Plans
City of Savannah, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
108		\$37,423	\$46,434	\$58,043
8509	Aerial Lift Specialist			
3441	Assistant Box Office Supervisor			
1602	Assistant to Clerk of Council			
1660	Auto Parts Buyer			
2405	Billing Technician			
1836	Building Maintenance Technician II			
8610	Code Compliance Trainee			
0305	Computer Services Specialist			
2407	Customer Service Utility Billing Lead			
8202	Electrician			
8571	Engineering Technician			
9008	Heavy Construction Equipment Operator			
1952	Loan Officer			
1910	Permit Center Supervisor			
1904	Permit Services Technician			
3409	Recreation Services Activity Coordinator			
1667	Revenue Investigator			
1666	Revenue Specialist			
8603	Senior Carpenter			
2043	Senior Judicial Secretary			
8535	Senior Plant Operator			
8563	Site Development Technician			
3464	Swimming Pool Supervisor			
3695	Teletype Supervisor			
8101	Welder			
109		\$39,294	\$48,756	\$60,945
1635	Benefits Specialist			
3445	Cemetery Events Coordinator			
8611	Code Compliance Officer			
3411	Concessions Supervisor			
9116	Equipment Mechanic			
1977	Industrial Pretreatment Technician			
0303	Information Technology Help Desk Technician I			
3447	Location Specialist			
8514	Maintenance Crew Chief			
3743	Police Property Coordinator			
1658	Purchasing Specialist			
2032	Senior Administrative Assistant			
1976	Senior Laboratory Technician			
8530	Stormwater Maintenance Mechanic			
9126	Traffic Engineering Technician			
110		\$41,259	\$51,194	\$63,992
3434	Arts Program Coordinator			
8231	Audio/Video Production Specialist			
3440	Box Office Supervisor			
8606	Building Inspector			
1917	Community Outreach Coordinator			

**Proposed Pay Plans
City of Savannah, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
110		\$41,259	\$51,194	\$63,992
1954	Construction & Rehabilitation Inspector			
0914	Educational Specialist			
8233	Electrical Inspector			
3420	Event Planner			
2025	Executive Assistant			
8565	GIS Technician			
1956	Housing Development Inspector			
2200	Inventory Specialist			
8561	Mechanical Inspector			
1679	Mobility & Parking Services Coordinator			
1004	Municipal Archivist			
2044	Paralegal			
1678	Parking Services Supervisor			
1629	Personnel Analyst			
8560	Plumbing Inspector			
8536	Principal Plant Operator			
8207	Radio Systems Technician I			
3417	Recreation Services Manager			
3713	Reserve Police Officer Manager			
1670	Revenue Supervisor			
8546	SCADA Technician			
8608	Senior Code Compliance Officer			
9117	Senior Equipment Mechanic			
8538	Senior Water & Sewer Maintenance Mechanic			
8540	Senior Water & Sewer Television Inspector			
8513	Urban Forestry Operations Crew Chief			
8539	Water & Sewer Meter Shop Supervisor			
1702	Workforce Planner			
1912	Zoning Inspector			
111		\$43,322	\$53,754	\$67,192
8614	Construction Inspector			
1623	Contract Coordinator			
3732	Crime Analyst			
8203	Electrical Plans Examiner			
8230	Electronic Control Technician			
3709	End Gun Violence Program Coordinator			
3755	Fire Public Information Coordinator			
8518	Forestry Inspector			
1978	Industrial Pretreatment Coordinator			
1618	Management Analyst			
1676	Mobility & Parking Services Analyst			
2046	Open Records Request Supervisor			
1926	Permit Coordinator			
8562	Plumbing Plans Examiner			
3745	Police Forensic Technician			
3717	Police Property & Evidence Supervisor			
3735	Police Public Information Coordinator			
3736	Police Training Coordinator			

**Proposed Pay Plans
City of Savannah, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
111		\$43,322	\$53,754	\$67,192
9118	Principal Equipment Mechanic			
1940	Program Analyst			
1922	Program Coordinator			
1005	Project Archivist			
1715	Project Coordinator			
1675	Public Communications Coordinator			
8204	Radio Systems Technician II			
1617	Revenue Compliance Analyst			
1916	Sanitation Education Coordinator			
9016	Sanitation Supervisor			
8559	Senior Mechanic Inspector			
1914	Senior Zoning Inspector			
8573	Site Development Coordinator			
1611	Tourism Management Coordinator			
8210	Water & Sewer Building Maintenance Supervisor			
8552	Water & Sewer Modeling Technician			
1706	Youthbuild Program Coordinator			
1911	Zoning Plans Reviewer			
112		\$45,488	\$56,441	\$70,552
1647	Accountant			
2035	Administrative Coordinator			
3437	Arts Program Specialist			
1942	Asset Building Coordinator			
8550	Asset Management Coordinator			
1906	Building Plans Examiner			
8612	Code Compliance Supervisor			
1621	Contract Compliance Specialist			
3432	Cultural Services Contract Coordinator			
9121	Emergency Vehicle Mechanic			
9115	Emergency Vehicle Technician			
1604	Executive Assistant to City Manager			
1920	Film Services Coordinator			
1980	Laboratory Supervisor			
8516	Maintenance Supervisor			
3446	Marketing Coordinator			
9119	Master Equipment Mechanic			
1930	Planner			
1601	Public Communications Specialist			
3699	Senior Crime Analyst			
1619	Senior Management Analyst			
1941	Senior Program Analyst			
9024	Vehicle Maintenance Contracts Coordinator			
8541	Water & Sewer Supervisor			
1669	Water Services Supervisor			
1704	Workforce Program Specialist			
1999	Zoning Use Coordinator			
113		\$47,762	\$59,263	\$74,079

**Proposed Pay Plans
City of Savannah, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
113		\$47,762	\$59,263	\$74,079
8520	Cemetery Conservation Coordinator			
8522	Cemetery Services Coordinator			
8235	Electronic Control Technician Supervisor			
1636	Employee Health Coordinator			
1689	Equal Employment Opportunity Coordinator			
8574	GIS Analyst			
1683	Graphic Art and Communications Specialist			
2204	Inventory Control Supervisor			
2206	Inventory Coordinator			
9120	Lead Equipment Mechanic			
1638	Learning & Development Coordinator			
3433	Performing Arts Program Coordinator			
3729	Police Accreditation and Compliance Specialist			
3747	Police Records Division Supervisor			
3734	Principal Crime Analyst			
1697	Risk Management Coordinator			
8548	SCADA Analyst			
1705	Senior Workforce Program Spcialist			
114		\$50,150	\$62,226	\$77,783
2312	311 Action Center Manager			
1710	Budget Analyst			
8564	City Surveyor			
1630	Human Resources Analyst			
1957	Lending Coordinator			
8519	Production Operations Coordinator			
1718	Project Manager			
0330	Revenue Coordinator			
1698	Risk Management Analyst			
1648	Senior Accountant			
1931	Senior Planner			
1907	Senior Plans Examiner			
115		\$52,658	\$65,338	\$81,672
1982	Chemist			
1688	Classification Compensation & Data Manager			
1863	Environmental Affairs Manager			
1989	Environmental Compliance Coordinator			
1687	Human Resource Business Partner			
0307	Information Technology Help Desk Technician II			
1624	Management Services Coordinator			
1984	Microbiologist			
1909	Permitting & Floodplain Manager			
1959	Real Estate Coordinator			
1712	Senior Budget Analyst			
1721	Special Projects Coordinator			
9128	Traffic Engineering Coordinator			
9125	Traffic System Coordinator			
8547	Water & Sewer Project Coordinator			

**Proposed Pay Plans
City of Savannah, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
116		\$55,291	\$68,605	\$85,756
1970	Civil Engineer			
3737	Crime Analyst Supervisor			
9021	Equipment Maintenance Superintendent			
0309	Information Technology Senior Network Technician			
8517	Maintenance Superintendent			
9130	Traffic Engineer Superintendent			
8543	Water & Sewer Superintendent			
117		\$58,055	\$72,035	\$90,044
0317	Information Technology Systems Analyst			
8506	Landscape Architect			
1714	Principal Budget Analyst			
1653	Principal Internal Auditor			
8205	Radio Systems Engineer			
1972	Water Supply Process Engineer			
118		\$60,958	\$75,637	\$94,546
1966	Capital Project Manager			
0115	Chief of Staff Mayor's Office			
1843	Community Services Manager			
0118	Deputy Clerk of Council			
1841	HHS Resource Center Manager			
0318	Information Technology Network Supervisor			
0319	Information Technology Senior Systems Analyst			
1848	Park & Recreation Resource Center Manager			
1823	Parking Manager			
119		\$64,006	\$79,418	\$99,273
3422	Athletics Manager			
1603	Business Opportunity Manager			
1839	Community Housing Services Director			
1832	CWS Finance Manager			
1828	Development Liaison Manager			
1722	Grants Manager			
1958	Housing Manager			
0315	Information Technology Systems Engineer			
0316	IT Network Engineer			
8544	Laboratory Manager			
1921	Land Bank Manager			
1908	Permit Services Manager			
3707	Police Administrative Services Manager			
3744	Police Budget Manager			
3731	Police Community Relations Manager			
1961	Real Estate Manager			
1668	Revenue Manager			
1939	Special Events, Film & Tourism Manager			
120		\$67,206	\$83,389	\$104,237
1835	Code Compliance Manager			
1994	Commercial Refuse & Recycling Services Manager			

**Proposed Pay Plans
City of Savannah, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Unified				
120		\$67,206	\$83,389	\$104,237
3450	Greenscapes Manager			
1642	Human Resources Manager			
1995	Landfill Manager			
3452	Landscape Manager			
9134	Mobility Services Manager			
1851	Operations and Maintenance Manager			
8505	Park & Tree Manager			
1992	Residential Refuse Services Manager			
1699	Risk Manager			
8549	SCADA Manager			
1971	Senior Civil Engineer			
1852	Stormwater Development & Environmental Manager			
8525	Stormwater Management Manager			
1991	Street Cleaning Manager			
9132	Traffic Engineering Manager			
1672	Utilities Revenue Manager			
8545	Water & Sewer Manager			
121		\$70,566	\$87,559	\$109,449
1686	Chief Deputy Court Clerk			
1896	Implementation Leader			
0321	Information Technology Manager			
124		\$81,689	\$101,360	\$126,700
0109	Strategic Initiatives Manager			

332 Active Proposed Classes in the Unified Pay Plan

SECTION 7.0
Public Safety Pay Plan (Exempt)

Proposed Pay Plans
City of Savannah, GA

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Public Safety - Exempt				
209		\$53,617	\$66,485	\$83,772
3753	Chief Fire Investigator			
211		\$59,113	\$73,300	\$92,358
3724	Police Lieutenant			
213		\$65,172	\$80,814	\$101,825
3725	Police Captain			
215		\$71,852	\$89,097	\$112,262
3762	Fire Battalion Chief			
3751	Fire Marshall			
3726	Police Major			

6 Active Proposed Classes in the Public Safety - Exempt Pay Plan

SECTION 8.0
Public Safety Pay Plan (Non-Exempt)

Proposed Pay Plans City of Savannah, GA

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Public Safety - Non-Exempt				
400		\$36,290	\$45,000	\$47,700
3766	Firefighter Trainee			
401		\$38,105	\$47,250	\$50,085
3758	Firefighter			
3720	Police Officer Trainee			
402		\$40,010	\$49,613	\$52,589
3759	Firefighter, Advanced			
404		\$44,111	\$54,698	\$57,980
3760	Fire Engineer			
3750	Fire Investigator			
3754	Fire Prevention Inspector			
3769	Police Officer			
406		\$48,633	\$60,304	\$63,923
3722	Police Corporal			
408		\$53,617	\$66,485	\$70,475
3723	Police Sergeant			
411		\$62,069	\$76,965	\$81,583
3761	Fire Captain			

11 Active Proposed Classes in the Public Safety - Non-Exempt Pay Plan

SECTION 9.0
Public Safety Step Plan Table (Non-Exempt)

City of Savannah, GA

Pay Plan:» Public Safety - Non-Exempt

100 % of Market

Grade

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15	Step 16	Step 17	Step 18	Step 19	Step 20
400	36,290	37,204	38,140	39,099	40,083	41,092	42,126	43,186	44,273	45,387	46,529	47,700								
401	38,105	39,064	40,047	41,054	42,087	43,147	44,232	45,345	46,486	47,656	48,855	50,085								
402	40,010	41,017	42,049	43,107	44,192	45,304	46,444	47,613	48,811	50,039	51,298	52,589								
403	42,011	43,068	44,151	45,262	46,401	47,569	48,766	49,993	51,251	52,541	53,863	55,219								
404	44,111	45,221	46,359	47,526	48,721	49,947	51,204	52,493	53,814	55,168	56,556	57,980								
405	46,317	47,482	48,677	49,902	51,158	52,445	53,765	55,117	56,504	57,926	59,384	60,879								
406	48,633	49,856	51,111	52,397	53,715	55,067	56,453	57,873	59,330	60,823	62,353	63,923								
407	51,064	52,349	53,666	55,017	56,401	57,820	59,275	60,767	62,296	63,864	65,471	67,119								
408	53,617	54,967	56,350	57,768	59,221	60,711	62,239	63,805	65,411	67,057	68,744	70,475								
409	56,298	57,715	59,167	60,656	62,182	63,747	65,351	66,996	68,681	70,410	72,181	73,998								
410	59,113	60,601	62,126	63,689	65,291	66,934	68,619	70,345	72,116	73,930	75,791	77,698								
411	62,069	63,631	65,232	66,873	68,556	70,281	72,050	73,863	75,721	77,627	79,580	81,583								
412	65,172	66,812	68,493	70,217	71,984	73,795	75,652	77,556	79,507	81,508	83,559	85,662								
413	68,431	70,153	71,918	73,728	75,583	77,485	79,435	81,434	83,483	85,583	87,737	89,945								
414	71,852	73,660	75,514	77,414	79,362	81,359	83,406	85,505	87,657	89,863	92,124	94,443								
415	75,445	77,343	79,290	81,285	83,330	85,427	87,577	89,781	92,040	94,356	96,730	99,165								
416	79,217	81,211	83,254	85,349	87,497	89,699	91,956	94,270	96,642	99,074	101,567	104,123								
417	83,178	85,271	87,417	89,617	91,872	94,183	96,553	98,983	101,474	104,027	106,645	109,329								
418	87,337	89,535	91,788	94,097	96,465	98,893	101,381	103,932	106,548	109,229	111,977	114,796								
419	91,704	94,011	96,377	98,802	101,288	103,837	106,450	109,129	111,875	114,690	117,576	120,536								

SECTION 10.0
Managerial Pay Plan

**Proposed Pay Plans
City of Savannah, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Managerial				
304		\$70,464	\$81,034	\$101,292
1883	Assistant Director, Civic Center			
1830	Assistant Director, Coastal Workforce Services			
9022	Assistant Director, Fleet Services			
1664	Assistant Director, Purchasing			
1674	Assistant Director, Revenue			
305		\$73,987	\$85,085	\$106,357
1813	Assistant Director, Budget			
1650	Assistant Director, Financial Services			
1628	Assistant Director, Human Resources			
1842	Assistant Director, Human Services			
1887	Assistant Director, Parks & Recreation			
306		\$77,687	\$89,340	\$111,675
0113	Assistant City Attorney			
1996	Assistant Director, Sanitation			
8512	Director, Cemetery Operations			
1884	Director, Civic Center			
1837	Director, Coastal Workforce Services			
3768	Director, Emergency Management			
8215	Director, Facilities			
1808	Director, Municipal Archives			
1665	Director, Purchasing			
1874	Director, Refuse Disposal			
307		\$81,571	\$93,807	\$117,258
0320	Assistant Director, Information Technology			
0114	Clerk of Council			
1928	Director, Environmental Sustainability			
1861	Director, Water & Sewer Operations			
308		\$85,650	\$98,497	\$123,121
0116	Assistant to the City Manager			
1833	Building Official			
1876	Director, Commercial Refuse & Recycling Services			
1872	Director, Residential Refuse Services			
1853	Director, Stormwater Operations			
1862	Director, Water & Sewer Conveyance & Distribution			
1866	Director, Water & Sewer Planning			
1864	Director, Water Reclamation			
1868	Director, Water Supply & Treatment			
1968	Senior Director, Capital Project Management			
1886	Senior Director, Cultural Resources			
1831	Senior Director, Housing & Neighborhood Services			
1889	Senior Director, Human Services			
1894	Senior Director, Office of Business Opportunities			
1810	Senior Director, Office of Performance & Accountability			
1891	Senior Director, Office of Public Communications			
1960	Senior Director, Real Estate Services			
1812	Senior Director, Records Court			

**Proposed Pay Plans
City of Savannah, GA**

<i>Code</i>	<i>Proposed Class Title</i>	<i>Ann Min</i>	<i>Mkt</i>	<i>Ann Max</i>
Managerial				
310		\$94,429	\$108,593	\$135,741
1860	Senior Director, Arena Development District			
1814	Senior Director, Budget			
1834	Senior Director, Code Compliance			
1818	Senior Director, Fleet Services			
1846	Senior Director, Greenscapes			
1856	Senior Director, Mobility Services			
1824	Senior Director, Parking Services			
1816	Senior Director, Revenue			
1944	Senior Director, Special Events, Film & Tourism			
312		\$104,108	\$119,724	\$149,655
3764	Assistant Fire Chief			
1935	Senior Director, Planning & Urban Design			
313		\$109,313	\$125,710	\$157,137
3728	Assistant Police Chief			
0119	Deputy City Attorney			
1827	Senior Director, Development services			
1822	Senior Director, Financial Services			
1806	Senior Director, Human Resources			
1820	Senior Director, Information Technology			
1888	Senior Director, Parks & Recreation			
1870	Senior Director, Sanitation			
1845	Senior Director, Water Resources			
317		\$132,871	\$152,801	\$191,002
1825	Chief, Community Services			
1869	Chief, Infrastructure & Development Officer			
0106	Chief, Municipal Operations			
0112	City Attorney			
3765	Fire Chief			
3727	Police Chief			
325		\$196,310	\$225,757	\$282,196
0107	City Manager			

69 Active Proposed Classes in the Managerial Pay Plan

SECTION 11.0

Alphabetical Listing of Classifications

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
3							
311 Action Center Manager	2312	Unified	114	\$50,150	\$62,226	\$77,783	<u>1</u>
A							
Accountant	1647	Unified	112	\$45,488	\$56,441	\$70,552	<u>5</u>
Accounting Clerk	2104	Unified	103	\$29,322	\$36,383	\$45,478	<u>2</u>
Accounting Technician	1645	Unified	105	\$32,327	\$40,112	\$50,140	<u>3</u>
Administrative Assistant	2030	Unified	106	\$33,944	\$42,117	\$52,647	<u>41</u>
Administrative Clerk	2010	Unified	102	\$27,926	\$34,650	\$43,313	<u>13</u>
Administrative Coordinator	2035	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>
Administrative Secretary	2020	Unified	105	\$32,327	\$40,112	\$50,140	<u>22</u>
Aerial Lift Specialist	8509	Unified	108	\$37,423	\$46,434	\$58,043	<u>8</u>
Arts Program Coordinator	3434	Unified	110	\$41,259	\$51,194	\$63,992	<u>2</u>
Arts Program Specialist	3437	Unified	112	\$45,488	\$56,441	\$70,552	<u>0</u>
Asset Building Coordinator	1942	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>
Asset Management Coordinator	8550	Unified	112	\$45,488	\$56,441	\$70,552	<u>2</u>
Assistant Box Office Supervisor	3441	Unified	108	\$37,423	\$46,434	\$58,043	<u>1</u>
Assistant City Attorney	0113	Managerial	306	\$77,687	\$89,340	\$111,675	<u>1</u>
Assistant Director, Budget	1813	Managerial	305	\$73,987	\$85,085	\$106,357	<u>1</u>
Assistant Director, Civic Center	1883	Managerial	304	\$70,464	\$81,034	\$101,292	<u>1</u>
Assistant Director, Coastal Workforce Services	1830	Managerial	304	\$70,464	\$81,034	\$101,292	<u>1</u>
Assistant Director, Financial Services	1650	Managerial	305	\$73,987	\$85,085	\$106,357	<u>1</u>
Assistant Director, Fleet Services	9022	Managerial	304	\$70,464	\$81,034	\$101,292	<u>1</u>
Assistant Director, Human Resources	1628	Managerial	305	\$73,987	\$85,085	\$106,357	<u>1</u>
Assistant Director, Human Services	1842	Managerial	305	\$73,987	\$85,085	\$106,357	<u>1</u>
Assistant Director, Information Technology	0320	Managerial	307	\$81,571	\$93,807	\$117,258	<u>1</u>
Assistant Director, Parks & Recreation	1887	Managerial	305	\$73,987	\$85,085	\$106,357	<u>1</u>
Assistant Director, Purchasing	1664	Managerial	304	\$70,464	\$81,034	\$101,292	<u>1</u>
Assistant Director, Revenue	1674	Managerial	304	\$70,464	\$81,034	\$101,292	<u>0</u>
Assistant Director, Sanitation	1996	Managerial	306	\$77,687	\$89,340	\$111,675	<u>1</u>
Assistant Fire Chief	3764	Managerial	312	\$104,108	\$119,724	\$149,655	<u>2</u>
Assistant Police Chief	3728	Managerial	313	\$109,313	\$125,710	\$157,137	<u>2</u>
Assistant to Clerk of Council	1602	Unified	108	\$37,423	\$46,434	\$58,043	<u>1</u>
Assistant to the City Manager	0116	Managerial	308	\$85,650	\$98,497	\$123,121	<u>2</u>
Athletics Manager	3422	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Audio/Video Production Specialist	8231	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
Auto Parts Buyer	1660	Unified	108	\$37,423	\$46,434	\$58,043	<u>1</u>
B							
Benefits Specialist	1635	Unified	109	\$39,294	\$48,756	\$60,945	<u>1</u>
Billing Technician	2405	Unified	108	\$37,423	\$46,434	\$58,043	<u>1</u>
Box Office Cashier	3442	Unified	102	\$27,926	\$34,650	\$43,313	<u>1</u>
Box Office Supervisor	3440	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
Budget Analyst	1710	Unified	114	\$50,150	\$62,226	\$77,783	<u>2</u>
Building Inspector	8606	Unified	110	\$41,259	\$51,194	\$63,992	<u>4</u>
Building Maintenance Technician I	3444	Unified	107	\$35,641	\$44,223	\$55,279	<u>15</u>
Building Maintenance Technician II	1836	Unified	108	\$37,423	\$46,434	\$58,043	<u>0</u>
Building Official	1833	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>
Building Plans Examiner	1906	Unified	112	\$45,488	\$56,441	\$70,552	<u>2</u>
Business Opportunity Manager	1603	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>
C							
Capital Project Manager	1966	Unified	118	\$60,958	\$75,637	\$94,546	<u>5</u>
Carpenter	8602	Unified	107	\$35,641	\$44,223	\$55,279	<u>1</u>
Case Disposition Clerk	2130	Unified	102	\$27,926	\$34,650	\$43,313	<u>3</u>
Cashier	2103	Unified	102	\$27,926	\$34,650	\$43,313	<u>10</u>
Cemetery Conservation Coordinator	8520	Unified	113	\$47,762	\$59,263	\$74,079	<u>1</u>
Cemetery Conservation Technician	8521	Unified	107	\$35,641	\$44,223	\$55,279	<u>1</u>
Cemetery Events Coordinator	3445	Unified	109	\$39,294	\$48,756	\$60,945	<u>1</u>
Cemetery Services Coordinator	8522	Unified	113	\$47,762	\$59,263	\$74,079	<u>2</u>
Chemist	1982	Unified	115	\$52,658	\$65,338	\$81,672	<u>2</u>
Chief Deputy Court Clerk	1686	Unified	121	\$70,566	\$87,559	\$109,449	<u>1</u>
Chief Fire Investigator	3753	Public Safety - Exempt	209	\$53,617	\$66,485	\$83,772	<u>1</u>
Chief of Staff Mayor's Office	0115	Unified	118	\$60,958	\$75,637	\$94,546	<u>1</u>
Chief, Community Services	1825	Managerial	317	\$132,871	\$152,801	\$191,002	<u>1</u>
Chief, Infrastructure & Development Officer	1869	Managerial	317	\$132,871	\$152,801	\$191,002	<u>1</u>
Chief, Municipal Operations	0106	Managerial	317	\$132,871	\$152,801	\$191,002	<u>1</u>
City Attorney	0112	Managerial	317	\$132,871	\$152,801	\$191,002	<u>1</u>
City Manager	0107	Managerial	325	\$196,310	\$225,757	\$282,196	<u>1</u>
City Surveyor	8564	Unified	114	\$50,150	\$62,226	\$77,783	<u>1</u>
Civil Engineer	1970	Unified	116	\$55,291	\$68,605	\$85,756	<u>3</u>

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Classification Compensation & Data Manager	1688	Unified	115	\$52,658	\$65,338	\$81,672	<u>0</u>
Clerk of Council	0114	Managerial	307	\$81,571	\$93,807	\$117,258	<u>1</u>
Clubhouse Attendant	3401	Unified	102	\$27,926	\$34,650	\$43,313	<u>4</u>
Code Compliance Manager	1835	Unified	120	\$67,206	\$83,389	\$104,237	<u>2</u>
Code Compliance Officer	8611	Unified	109	\$39,294	\$48,756	\$60,945	<u>11</u>
Code Compliance Supervisor	8612	Unified	112	\$45,488	\$56,441	\$70,552	<u>5</u>
Code Compliance Technician	8609	Unified	106	\$33,944	\$42,117	\$52,647	<u>1</u>
Code Compliance Trainee	8610	Unified	108	\$37,423	\$46,434	\$58,043	<u>4</u>
Commercial Refuse & Recycling Services Manager	1994	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>
Community Housing Services Director	1839	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>
Community Outreach Coordinator	1917	Unified	110	\$41,259	\$51,194	\$63,992	<u>7</u>
Community Program Specialist	1644	Unified	107	\$35,641	\$44,223	\$55,279	<u>1</u>
Community Projects Technician	1610	Unified	105	\$32,327	\$40,112	\$50,140	<u>1</u>
Community Services Manager	1843	Unified	118	\$60,958	\$75,637	\$94,546	<u>1</u>
Computer Services Specialist	0305	Unified	108	\$37,423	\$46,434	\$58,043	<u>1</u>
Concession Clerk	3412	Unified	104	\$30,788	\$38,202	\$47,752	<u>1</u>
Concessions Supervisor	3411	Unified	109	\$39,294	\$48,756	\$60,945	<u>1</u>
Construction & Rehabilitation Inspector	1954	Unified	110	\$41,259	\$51,194	\$63,992	<u>4</u>
Construction Inspector	8614	Unified	111	\$43,322	\$53,754	\$67,192	<u>20</u>
Construction Site Safety Worker	8618	Unified	104	\$30,788	\$38,202	\$47,752	<u>2</u>
Construction Specialist Apprentice	1955	Unified	105	\$32,327	\$40,112	\$50,140	<u>1</u>
Contract Compliance Specialist	1621	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>
Contract Coordinator	1623	Unified	111	\$43,322	\$53,754	\$67,192	<u>2</u>
Court Services Specialist	1684	Unified	107	\$35,641	\$44,223	\$55,279	<u>2</u>
Court Services Technician	3715	Unified	103	\$29,322	\$36,383	\$45,478	<u>2</u>
Crime Analyst	3732	Unified	111	\$43,322	\$53,754	\$67,192	<u>7</u>
Crime Analyst Assistant	3697	Unified	105	\$32,327	\$40,112	\$50,140	<u>2</u>
Crime Analyst Supervisor	3737	Unified	116	\$55,291	\$68,605	\$85,756	<u>1</u>
Criminal Investigations Assistant	3698	Unified	105	\$32,327	\$40,112	\$50,140	<u>1</u>
Cultural Services Contract Coordinator	3432	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>
Customer Service Representative	2310	Unified	103	\$29,322	\$36,383	\$45,478	<u>37</u>
Customer Service Utility Billing Lead	2407	Unified	108	\$37,423	\$46,434	\$58,043	<u>2</u>
CWS Finance Manager	1832	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>

D

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Deputy City Attorney	0119	Managerial	313	\$109,313	\$125,710	\$157,137	<u>1</u>
Deputy Clerk of Council	0118	Unified	118	\$60,958	\$75,637	\$94,546	<u>1</u>
Deputy Court Clerk	1680	Unified	106	\$33,944	\$42,117	\$52,647	<u>6</u>
Development Liaison Manager	1828	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>
Director, Cemetery Operations	8512	Managerial	306	\$77,687	\$89,340	\$111,675	<u>1</u>
Director, Civic Center	1884	Managerial	306	\$77,687	\$89,340	\$111,675	<u>1</u>
Director, Coastal Workforce Services	1837	Managerial	306	\$77,687	\$89,340	\$111,675	<u>1</u>
Director, Commercial Refuse & Recycling Services	1876	Managerial	308	\$85,650	\$98,497	\$123,121	<u>2</u>
Director, Emergency Management	3768	Managerial	306	\$77,687	\$89,340	\$111,675	<u>1</u>
Director, Environmental Sustainability	1928	Managerial	307	\$81,571	\$93,807	\$117,258	<u>1</u>
Director, Facilities	8215	Managerial	306	\$77,687	\$89,340	\$111,675	<u>1</u>
Director, Municipal Archives	1808	Managerial	306	\$77,687	\$89,340	\$111,675	<u>1</u>
Director, Purchasing	1665	Managerial	306	\$77,687	\$89,340	\$111,675	<u>1</u>
Director, Refuse Disposal	1874	Managerial	306	\$77,687	\$89,340	\$111,675	<u>1</u>
Director, Residential Refuse Services	1872	Managerial	308	\$85,650	\$98,497	\$123,121	<u>0</u>
Director, Stormwater Operations	1853	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>
Director, Water & Sewer Conveyance & Distribution	1862	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>
Director, Water & Sewer Operations	1861	Managerial	307	\$81,571	\$93,807	\$117,258	<u>1</u>
Director, Water & Sewer Planning	1866	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>
Director, Water Reclamation	1864	Managerial	308	\$85,650	\$98,497	\$123,121	<u>0</u>
Director, Water Supply & Treatment	1868	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>

E

Educational Specialist	0914	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
Electrical Inspector	8233	Unified	110	\$41,259	\$51,194	\$63,992	<u>3</u>
Electrical Plans Examiner	8203	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Electrician	8202	Unified	108	\$37,423	\$46,434	\$58,043	<u>5</u>
Electronic Control Technician	8230	Unified	111	\$43,322	\$53,754	\$67,192	<u>12</u>
Electronic Control Technician Supervisor	8235	Unified	113	\$47,762	\$59,263	\$74,079	<u>1</u>
Emergency Vehicle Mechanic	9121	Unified	112	\$45,488	\$56,441	\$70,552	<u>2</u>
Emergency Vehicle Technician	9115	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>
Employee Health Coordinator	1636	Unified	113	\$47,762	\$59,263	\$74,079	<u>1</u>
End Gun Violence Program Coordinator	3709	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Engineering Technician	8571	Unified	108	\$37,423	\$46,434	\$58,043	<u>3</u>
Environmental Affairs Manager	1863	Unified	115	\$52,658	\$65,338	\$81,672	<u>1</u>

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Environmental Compliance Coordinator	1989	Unified	115	\$52,658	\$65,338	\$81,672	<u>1</u>
Equal Employment Opportunity Coordinator	1689	Unified	113	\$47,762	\$59,263	\$74,079	<u>0</u>
Equipment Maintenance Superintendent	9021	Unified	116	\$55,291	\$68,605	\$85,756	<u>1</u>
Equipment Mechanic	9116	Unified	109	\$39,294	\$48,756	\$60,945	<u>9</u>
Event Planner	3420	Unified	110	\$41,259	\$51,194	\$63,992	<u>2</u>
Executive Assistant	2025	Unified	110	\$41,259	\$51,194	\$63,992	<u>7</u>
Executive Assistant to City Manager	1604	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>

F

Facilities Service Worker	3001	Unified	101	\$26,596	\$33,000	\$41,250	<u>6</u>
Film Services Coordinator	1920	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>
Fire Battalion Chief	3762	Public Safety - Exempt	215	\$71,852	\$89,097	\$112,262	<u>11</u>
Fire Captain	3761	Public Safety - Non-Exe	411	\$62,069	\$76,965	\$81,583	<u>70</u>
Fire Chief	3765	Managerial	317	\$132,871	\$152,801	\$191,002	<u>1</u>
Fire Engineer	3760	Public Safety - Non-Exe	404	\$44,111	\$54,698	\$57,980	<u>79</u>
Fire Investigator	3750	Public Safety - Non-Exe	404	\$44,111	\$54,698	\$57,980	<u>1</u>
Fire Marshall	3751	Public Safety - Exempt	215	\$71,852	\$89,097	\$112,262	<u>1</u>
Fire Prevention Inspector	3754	Public Safety - Non-Exe	404	\$44,111	\$54,698	\$57,980	<u>5</u>
Fire Public Information Coordinator	3755	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Firefighter	3758	Public Safety - Non-Exe	401	\$38,105	\$47,250	\$50,085	<u>22</u>
Firefighter Trainee	3766	Public Safety - Non-Exe	400	\$36,290	\$45,000	\$47,700	<u>0</u>
Firefighter, Advanced	3759	Public Safety - Non-Exe	402	\$40,010	\$49,613	\$52,589	<u>155</u>
Forestry Inspector	8518	Unified	111	\$43,322	\$53,754	\$67,192	<u>2</u>

G

GIS Analyst	8574	Unified	113	\$47,762	\$59,263	\$74,079	<u>4</u>
GIS Technician	8565	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
Grants Manager	1722	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>
Graphic Art and Communications Specialist	1683	Unified	113	\$47,762	\$59,263	\$74,079	<u>1</u>
Greenscapes Manager	3450	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>
Groom	4102	Unified	105	\$32,327	\$40,112	\$50,140	<u>2</u>
Ground Operations Specialist	8507	Unified	105	\$32,327	\$40,112	\$50,140	<u>5</u>
Grounds Equipment Maintenance Specialist	9122	Unified	107	\$35,641	\$44,223	\$55,279	<u>2</u>

H

Heavy Construction Equipment Operator	9008	Unified	108	\$37,423	\$46,434	\$58,043	<u>12</u>
Heavy Equipment Operator	9006	Unified	107	\$35,641	\$44,223	\$55,279	<u>56</u>

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
HHS Resource Center Manager	1841	Unified	118	\$60,958	\$75,637	\$94,546	<u>1</u>
Housing Development Inspector	1956	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
Housing Manager	1958	Unified	119	\$64,006	\$79,418	\$99,273	<u>4</u>
Human Resource Business Partner	1687	Unified	115	\$52,658	\$65,338	\$81,672	<u>0</u>
Human Resources Analyst	1630	Unified	114	\$50,150	\$62,226	\$77,783	<u>6</u>
Human Resources Assistant	1625	Unified	105	\$32,327	\$40,112	\$50,140	<u>1</u>
Human Resources Manager	1642	Unified	120	\$67,206	\$83,389	\$104,237	<u>2</u>
Human Resources Technician	1627	Unified	107	\$35,641	\$44,223	\$55,279	<u>4</u>
I							
Implementation Leader	1896	Unified	121	\$70,566	\$87,559	\$109,449	<u>1</u>
Industrial Pretreatment Coordinator	1978	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Industrial Pretreatment Technician	1977	Unified	109	\$39,294	\$48,756	\$60,945	<u>2</u>
Information Technology Help Desk Technician I	0303	Unified	109	\$39,294	\$48,756	\$60,945	<u>2</u>
Information Technology Help Desk Technician II	0307	Unified	115	\$52,658	\$65,338	\$81,672	<u>5</u>
Information Technology Manager	0321	Unified	121	\$70,566	\$87,559	\$109,449	<u>3</u>
Information Technology Network Supervisor	0318	Unified	118	\$60,958	\$75,637	\$94,546	<u>1</u>
Information Technology Senior Network Technician	0309	Unified	116	\$55,291	\$68,605	\$85,756	<u>3</u>
Information Technology Senior Systems Analyst	0319	Unified	118	\$60,958	\$75,637	\$94,546	<u>7</u>
Information Technology Systems Analyst	0317	Unified	117	\$58,055	\$72,035	\$90,044	<u>4</u>
Information Technology Systems Engineer	0315	Unified	119	\$64,006	\$79,418	\$99,273	<u>4</u>
Inventory Control Supervisor	2204	Unified	113	\$47,762	\$59,263	\$74,079	<u>1</u>
Inventory Coordinator	2206	Unified	113	\$47,762	\$59,263	\$74,079	<u>2</u>
Inventory Specialist	2200	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
IT Network Engineer	0316	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>
J							
Judicial Secretary	2042	Unified	107	\$35,641	\$44,223	\$55,279	<u>3</u>
L							
Laboratory Manager	8544	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>
Laboratory Supervisor	1980	Unified	112	\$45,488	\$56,441	\$70,552	<u>2</u>
Laboratory Technician	1975	Unified	107	\$35,641	\$44,223	\$55,279	<u>7</u>
Land Bank Manager	1921	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>
Landfill Manager	1995	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>
Landscape Architect	8506	Unified	117	\$58,055	\$72,035	\$90,044	<u>1</u>
Landscape Manager	3452	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Landscape Specialist	8510	Unified	105	\$32,327	\$40,112	\$50,140	<u>3</u>
Lead Equipment Mechanic	9120	Unified	113	\$47,762	\$59,263	\$74,079	<u>3</u>
Lead Medium Equipment Operator	9005	Unified	106	\$33,944	\$42,117	\$52,647	<u>1</u>
Lead Water Service Representative	2307	Unified	107	\$35,641	\$44,223	\$55,279	<u>1</u>
Learning & Development Coordinator	1638	Unified	113	\$47,762	\$59,263	\$74,079	<u>2</u>
Lending Coordinator	1957	Unified	114	\$50,150	\$62,226	\$77,783	<u>1</u>
Lifeguard	3460	Unified	101	\$26,596	\$33,000	\$41,250	<u>2</u>
Loan Officer	1952	Unified	108	\$37,423	\$46,434	\$58,043	<u>5</u>
Location Specialist	3447	Unified	109	\$39,294	\$48,756	\$60,945	<u>1</u>

M

Maintenance Assistant	8599	Unified	101	\$26,596	\$33,000	\$41,250	<u>2</u>
Maintenance Crew Chief	8514	Unified	109	\$39,294	\$48,756	\$60,945	<u>45</u>
Maintenance Specialist	8504	Unified	105	\$32,327	\$40,112	\$50,140	<u>3</u>
Maintenance Superintendent	8517	Unified	116	\$55,291	\$68,605	\$85,756	<u>5</u>
Maintenance Supervisor	8516	Unified	112	\$45,488	\$56,441	\$70,552	<u>29</u>
Maintenance Worker	8501	Unified	102	\$27,926	\$34,650	\$43,313	<u>87</u>
Management Analyst	1618	Unified	111	\$43,322	\$53,754	\$67,192	<u>2</u>
Management Services Coordinator	1624	Unified	115	\$52,658	\$65,338	\$81,672	<u>3</u>
Marketing Coordinator	3446	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>
Master Equipment Mechanic	9119	Unified	112	\$45,488	\$56,441	\$70,552	<u>2</u>
Mechanical Inspector	8561	Unified	110	\$41,259	\$51,194	\$63,992	<u>3</u>
Medium Equipment Operator	9004	Unified	105	\$32,327	\$40,112	\$50,140	<u>27</u>
Microbiologist	1984	Unified	115	\$52,658	\$65,338	\$81,672	<u>1</u>
Mobility & Parking Services Analyst	1676	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Mobility & Parking Services Coordinator	1679	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
Mobility Services Manager	9134	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>
Municipal Archivist	1004	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>

O

Open Records Request Supervisor	2046	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Operations and Maintenance Manager	1851	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>
Outside Employment Specialist	3706	Unified	105	\$32,327	\$40,112	\$50,140	<u>1</u>

P

Painter	8401	Unified	103	\$29,322	\$36,383	\$45,478	<u>3</u>
Paralegal	2044	Unified	110	\$41,259	\$51,194	\$63,992	<u>3</u>

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Park & Recreation Resource Center Manager	1848	Unified	118	\$60,958	\$75,637	\$94,546	<u>1</u>
Park & Tree Manager	8505	Unified	120	\$67,206	\$83,389	\$104,237	<u>2</u>
Parking Facilities Attendant	9101	Unified	101	\$26,596	\$33,000	\$41,250	<u>30</u>
Parking Facilities Shift Supervisor	1677	Unified	106	\$33,944	\$42,117	\$52,647	<u>2</u>
Parking Manager	1823	Unified	118	\$60,958	\$75,637	\$94,546	<u>1</u>
Parking Meter Technician	9105	Unified	105	\$32,327	\$40,112	\$50,140	<u>2</u>
Parking Services Officer	9103	Unified	102	\$27,926	\$34,650	\$43,313	<u>9</u>
Parking Services Supervisor	1678	Unified	110	\$41,259	\$51,194	\$63,992	<u>4</u>
Performing Arts Program Coordinator	3433	Unified	113	\$47,762	\$59,263	\$74,079	<u>1</u>
Permit Center Supervisor	1910	Unified	108	\$37,423	\$46,434	\$58,043	<u>1</u>
Permit Coordinator	1926	Unified	111	\$43,322	\$53,754	\$67,192	<u>0</u>
Permit Services Manager	1908	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>
Permit Services Technician	1904	Unified	108	\$37,423	\$46,434	\$58,043	<u>1</u>
Permit Specialist	2120	Unified	103	\$29,322	\$36,383	\$45,478	<u>5</u>
Permitting & Floodplain Manager	1909	Unified	115	\$52,658	\$65,338	\$81,672	<u>1</u>
Personnel Analyst	1629	Unified	110	\$41,259	\$51,194	\$63,992	<u>0</u>
Personnel Technician	2015	Unified	107	\$35,641	\$44,223	\$55,279	<u>1</u>
Planner	1930	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>
Plant Operator	8534	Unified	107	\$35,641	\$44,223	\$55,279	<u>35</u>
Plant Operator Trainee	8533	Unified	103	\$29,322	\$36,383	\$45,478	<u>13</u>
Plumbing Inspector	8560	Unified	110	\$41,259	\$51,194	\$63,992	<u>3</u>
Plumbing Plans Examiner	8562	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Police Accreditation and Compliance Specialist	3729	Unified	113	\$47,762	\$59,263	\$74,079	<u>1</u>
Police Administrative Services Manager	3707	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>
Police Budget Manager	3744	Unified	119	\$64,006	\$79,418	\$99,273	<u>0</u>
Police Captain	3725	Public Safety - Exempt	213	\$65,172	\$80,814	\$101,825	<u>10</u>
Police Chief	3727	Managerial	317	\$132,871	\$152,801	\$191,002	<u>1</u>
Police Community Relations Manager	3731	Unified	119	\$64,006	\$79,418	\$99,273	<u>0</u>
Police Corporal	3722	Public Safety - Non-Exe	406	\$48,633	\$60,304	\$63,923	<u>158</u>
Police Forensic Technician	3745	Unified	111	\$43,322	\$53,754	\$67,192	<u>2</u>
Police Lieutenant	3724	Public Safety - Exempt	211	\$59,113	\$73,300	\$92,358	<u>21</u>
Police Major	3726	Public Safety - Exempt	215	\$71,852	\$89,097	\$112,262	<u>2</u>
Police Officer	3769	Public Safety - Non-Exe	404	\$44,111	\$54,698	\$57,980	<u>278</u>
Police Officer Trainee	3720	Public Safety - Non-Exe	401	\$38,105	\$47,250	\$50,085	<u>0</u>
Police Personnel Technician	3742	Unified	103	\$29,322	\$36,383	\$45,478	<u>2</u>

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Police Property & Evidence Supervisor	3717	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Police Property & Evidence Technician	3716	Unified	107	\$35,641	\$44,223	\$55,279	<u>5</u>
Police Property Coordinator	3743	Unified	109	\$39,294	\$48,756	\$60,945	<u>1</u>
Police Public Information Coordinator	3735	Unified	111	\$43,322	\$53,754	\$67,192	<u>2</u>
Police Records Division Supervisor	3747	Unified	113	\$47,762	\$59,263	\$74,079	<u>1</u>
Police Sergeant	3723	Public Safety - Non-Exe	408	\$53,617	\$66,485	\$70,475	<u>67</u>
Police Training Coordinator	3736	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Principal Budget Analyst	1714	Unified	117	\$58,055	\$72,035	\$90,044	<u>2</u>
Principal Crime Analyst	3734	Unified	113	\$47,762	\$59,263	\$74,079	<u>2</u>
Principal Equipment Mechanic	9118	Unified	111	\$43,322	\$53,754	\$67,192	<u>7</u>
Principal Internal Auditor	1653	Unified	117	\$58,055	\$72,035	\$90,044	<u>2</u>
Principal Plant Operator	8536	Unified	110	\$41,259	\$51,194	\$63,992	<u>3</u>
Production Operations Coordinator	8519	Unified	114	\$50,150	\$62,226	\$77,783	<u>1</u>
Program Analyst	1940	Unified	111	\$43,322	\$53,754	\$67,192	<u>2</u>
Program Coordinator	1922	Unified	111	\$43,322	\$53,754	\$67,192	<u>14</u>
Project Archivist	1005	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Project Coordinator	1715	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Project Manager	1718	Unified	114	\$50,150	\$62,226	\$77,783	<u>1</u>
Pruning Specialist	8508	Unified	106	\$33,944	\$42,117	\$52,647	<u>3</u>
Public Communications Coordinator	1675	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Public Communications Specialist	1601	Unified	112	\$45,488	\$56,441	\$70,552	<u>5</u>
Purchasing Specialist	1658	Unified	109	\$39,294	\$48,756	\$60,945	<u>3</u>
Purchasing Technician	1656	Unified	106	\$33,944	\$42,117	\$52,647	<u>2</u>

R

Radio Systems Engineer	8205	Unified	117	\$58,055	\$72,035	\$90,044	<u>1</u>
Radio Systems Technician I	8207	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
Radio Systems Technician II	8204	Unified	111	\$43,322	\$53,754	\$67,192	<u>2</u>
Real Estate Coordinator	1959	Unified	115	\$52,658	\$65,338	\$81,672	<u>8</u>
Real Estate Manager	1961	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>
Records Supervisor	3741	Unified	106	\$33,944	\$42,117	\$52,647	<u>4</u>
Records Technician	3740	Unified	105	\$32,327	\$40,112	\$50,140	<u>14</u>
Recreation Services Activity Coordinator	3409	Unified	108	\$37,423	\$46,434	\$58,043	<u>28</u>
Recreation Services Leader	3405	Unified	106	\$33,944	\$42,117	\$52,647	<u>123</u>
Recreation Services Manager	3417	Unified	110	\$41,259	\$51,194	\$63,992	<u>2</u>

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Recruiting Assistant	3696	Unified	105	\$32,327	\$40,112	\$50,140	<u>1</u>
Refuse Truck Operator	9009	Unified	105	\$32,327	\$40,112	\$50,140	<u>44</u>
Reserve Police Officer Manager	3713	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
Residential Refuse Services Manager	1992	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>
Revenue Compliance Analyst	1617	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Revenue Coordinator	0330	Unified	114	\$50,150	\$62,226	\$77,783	<u>1</u>
Revenue Investigator	1667	Unified	108	\$37,423	\$46,434	\$58,043	<u>9</u>
Revenue Manager	1668	Unified	119	\$64,006	\$79,418	\$99,273	<u>3</u>
Revenue Specialist	1666	Unified	108	\$37,423	\$46,434	\$58,043	<u>7</u>
Revenue Supervisor	1670	Unified	110	\$41,259	\$51,194	\$63,992	<u>4</u>
Risk Management Analyst	1698	Unified	114	\$50,150	\$62,226	\$77,783	<u>1</u>
Risk Management Coordinator	1697	Unified	113	\$47,762	\$59,263	\$74,079	<u>1</u>
Risk Manager	1699	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>

S

Sanitation Education Coordinator	1916	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Sanitation Supervisor	9016	Unified	111	\$43,322	\$53,754	\$67,192	<u>11</u>
Sanitation Worker	9012	Unified	102	\$27,926	\$34,650	\$43,313	<u>40</u>
SCADA Analyst	8548	Unified	113	\$47,762	\$59,263	\$74,079	<u>1</u>
SCADA Manager	8549	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>
SCADA Technician	8546	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
Senior Accountant	1648	Unified	114	\$50,150	\$62,226	\$77,783	<u>3</u>
Senior Accounting Clerk	2105	Unified	105	\$32,327	\$40,112	\$50,140	<u>11</u>
Senior Administrative Assistant	2032	Unified	109	\$39,294	\$48,756	\$60,945	<u>10</u>
Senior Budget Analyst	1712	Unified	115	\$52,658	\$65,338	\$81,672	<u>2</u>
Senior Carpenter	8603	Unified	108	\$37,423	\$46,434	\$58,043	<u>1</u>
Senior Civil Engineer	1971	Unified	120	\$67,206	\$83,389	\$104,237	<u>8</u>
Senior Code Compliance Officer	8608	Unified	110	\$41,259	\$51,194	\$63,992	<u>11</u>
Senior Crime Analyst	3699	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>
Senior Deputy Court Clerk	1681	Unified	107	\$35,641	\$44,223	\$55,279	<u>2</u>
Senior Director, Arena Development District	1860	Managerial	310	\$94,429	\$108,593	\$135,741	<u>1</u>
Senior Director, Budget	1814	Managerial	310	\$94,429	\$108,593	\$135,741	<u>1</u>
Senior Director, Capital Project Management	1968	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>
Senior Director, Code Compliance	1834	Managerial	310	\$94,429	\$108,593	\$135,741	<u>1</u>
Senior Director, Cultural Resources	1886	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Senior Director, Development services	1827	Managerial	313	\$109,313	\$125,710	\$157,137	<u>1</u>
Senior Director, Financial Services	1822	Managerial	313	\$109,313	\$125,710	\$157,137	<u>1</u>
Senior Director, Fleet Services	1818	Managerial	310	\$94,429	\$108,593	\$135,741	<u>1</u>
Senior Director, Greenscapes	1846	Managerial	310	\$94,429	\$108,593	\$135,741	<u>1</u>
Senior Director, Housing & Neighborhood Services	1831	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>
Senior Director, Human Resources	1806	Managerial	313	\$109,313	\$125,710	\$157,137	<u>1</u>
Senior Director, Human Services	1889	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>
Senior Director, Information Technology	1820	Managerial	313	\$109,313	\$125,710	\$157,137	<u>1</u>
Senior Director, Mobility Services	1856	Managerial	310	\$94,429	\$108,593	\$135,741	<u>1</u>
Senior Director, Office of Business Opportunities	1894	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>
Senior Director, Office of Performance & Accountability	1810	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>
Senior Director, Office of Public Communications	1891	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>
Senior Director, Parking Services	1824	Managerial	310	\$94,429	\$108,593	\$135,741	<u>1</u>
Senior Director, Parks & Recreation	1888	Managerial	313	\$109,313	\$125,710	\$157,137	<u>1</u>
Senior Director, Planning & Urban Design	1935	Managerial	312	\$104,108	\$119,724	\$149,655	<u>1</u>
Senior Director, Real Estate Services	1960	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>
Senior Director, Records Court	1812	Managerial	308	\$85,650	\$98,497	\$123,121	<u>1</u>
Senior Director, Revenue	1816	Managerial	310	\$94,429	\$108,593	\$135,741	<u>1</u>
Senior Director, Sanitation	1870	Managerial	313	\$109,313	\$125,710	\$157,137	<u>1</u>
Senior Director, Special Events, Film & Tourism	1944	Managerial	310	\$94,429	\$108,593	\$135,741	<u>1</u>
Senior Director, Water Resources	1845	Managerial	313	\$109,313	\$125,710	\$157,137	<u>2</u>
Senior Equipment Mechanic	9117	Unified	110	\$41,259	\$51,194	\$63,992	<u>8</u>
Senior Judicial Secretary	2043	Unified	108	\$37,423	\$46,434	\$58,043	<u>0</u>
Senior Laboratory Technician	1976	Unified	109	\$39,294	\$48,756	\$60,945	<u>3</u>
Senior Lifeguard	3461	Unified	102	\$27,926	\$34,650	\$43,313	<u>0</u>
Senior Maintenance Worker	8502	Unified	103	\$29,322	\$36,383	\$45,478	<u>66</u>
Senior Maintenance Worker II	8511	Unified	104	\$30,788	\$38,202	\$47,752	<u>4</u>
Senior Management Analyst	1619	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>
Senior Mechanic Inspector	8559	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Senior Parking Meter Technician	9106	Unified	106	\$33,944	\$42,117	\$52,647	<u>1</u>
Senior Parking Services Officer	9104	Unified	103	\$29,322	\$36,383	\$45,478	<u>1</u>
Senior Planner	1931	Unified	114	\$50,150	\$62,226	\$77,783	<u>1</u>
Senior Plans Examiner	1907	Unified	114	\$50,150	\$62,226	\$77,783	<u>1</u>
Senior Plant Operator	8535	Unified	108	\$37,423	\$46,434	\$58,043	<u>2</u>
Senior Program Analyst	1941	Unified	112	\$45,488	\$56,441	\$70,552	<u>2</u>

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
Senior Sanitation Worker	9013	Unified	104	\$30,788	\$38,202	\$47,752	<u>34</u>
Senior Water & Sewer Maintenance Mechanic	8538	Unified	110	\$41,259	\$51,194	\$63,992	<u>16</u>
Senior Water & Sewer Television Inspector	8540	Unified	110	\$41,259	\$51,194	\$63,992	<u>3</u>
Senior Workforce Program Specialist	1705	Unified	113	\$47,762	\$59,263	\$74,079	<u>1</u>
Senior Zoning Inspector	1914	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Sign Specialist	9123	Unified	104	\$30,788	\$38,202	\$47,752	<u>1</u>
Site Development Coordinator	8573	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Site Development Technician	8563	Unified	108	\$37,423	\$46,434	\$58,043	<u>1</u>
Special Events, Film & Tourism Manager	1939	Unified	119	\$64,006	\$79,418	\$99,273	<u>1</u>
Special Projects Coordinator	1721	Unified	115	\$52,658	\$65,338	\$81,672	<u>2</u>
Stormwater Development & Environmental Manager	1852	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>
Stormwater Maintenance Mechanic	8530	Unified	109	\$39,294	\$48,756	\$60,945	<u>1</u>
Stormwater Management Manager	8525	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>
Strategic Initiatives Manager	0109	Unified	124	\$81,689	\$101,360	\$126,700	<u>1</u>
Street Cleaning Manager	1991	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>
Supply Clerk	2202	Unified	103	\$29,322	\$36,383	\$45,478	<u>6</u>
Surplus Inventory Technician	2203	Unified	106	\$33,944	\$42,117	\$52,647	<u>1</u>
Surveying Technician	8569	Unified	107	\$35,641	\$44,223	\$55,279	<u>1</u>
Swimming Pool Supervisor	3464	Unified	108	\$37,423	\$46,434	\$58,043	<u>1</u>

T

Teletype Supervisor	3695	Unified	108	\$37,423	\$46,434	\$58,043	<u>1</u>
Teletype Technician	3694	Unified	105	\$32,327	\$40,112	\$50,140	<u>2</u>
Television Inspection Technician	8528	Unified	106	\$33,944	\$42,117	\$52,647	<u>2</u>
Therapeutic Specialist	3407	Unified	105	\$32,327	\$40,112	\$50,140	<u>1</u>
Tourism Compliance Officer	9102	Unified	102	\$27,926	\$34,650	\$43,313	<u>4</u>
Tourism Management Coordinator	1611	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Traffic Engineer Superintendent	9130	Unified	116	\$55,291	\$68,605	\$85,756	<u>1</u>
Traffic Engineering Coordinator	9128	Unified	115	\$52,658	\$65,338	\$81,672	<u>1</u>
Traffic Engineering Manager	9132	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>
Traffic Engineering Technician	9126	Unified	109	\$39,294	\$48,756	\$60,945	<u>7</u>
Traffic Maintenance Specialist	9124	Unified	107	\$35,641	\$44,223	\$55,279	<u>1</u>
Traffic System Coordinator	9125	Unified	115	\$52,658	\$65,338	\$81,672	<u>1</u>
Transfer Station Attendant	9014	Unified	102	\$27,926	\$34,650	\$43,313	<u>1</u>
Transportation Compliance Officer	8616	Unified	106	\$33,944	\$42,117	\$52,647	<u>2</u>

Proposed Class List By Title

City of Savannah, GA

Proposed Class Title	Code	Pay Plan	Grade	Min	Mkt	Max	#
U							
Urban Forestry Operations Crew Chief	8513	Unified	110	\$41,259	\$51,194	\$63,992	<u>2</u>
Utilities Revenue Manager	1672	Unified	120	\$67,206	\$83,389	\$104,237	<u>1</u>
V							
Van Driver	3403	Unified	102	\$27,926	\$34,650	\$43,313	<u>3</u>
Vehicle Maintenance Contracts Coordinator	9024	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>
Vehicle Maintenance Coordinator	9020	Unified	107	\$35,641	\$44,223	\$55,279	<u>2</u>
Visual Arts Specialist	3436	Unified	105	\$32,327	\$40,112	\$50,140	<u>2</u>
W							
Water Meter Reader	2305	Unified	102	\$27,926	\$34,650	\$43,313	<u>15</u>
Water & Sewer Building Maintenance Supervisor	8210	Unified	111	\$43,322	\$53,754	\$67,192	<u>5</u>
Water & Sewer Locator Technician	8613	Unified	107	\$35,641	\$44,223	\$55,279	<u>3</u>
Water & Sewer Maintenance Mechanic	8537	Unified	107	\$35,641	\$44,223	\$55,279	<u>12</u>
Water & Sewer Manager	8545	Unified	120	\$67,206	\$83,389	\$104,237	<u>6</u>
Water & Sewer Meter Shop Supervisor	8539	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
Water & Sewer Modeling Technician	8552	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Water & Sewer Project Coordinator	8547	Unified	115	\$52,658	\$65,338	\$81,672	<u>1</u>
Water & Sewer Superintendent	8543	Unified	116	\$55,291	\$68,605	\$85,756	<u>7</u>
Water & Sewer Supervisor	8541	Unified	112	\$45,488	\$56,441	\$70,552	<u>12</u>
Water Meter Technician	9108	Unified	105	\$32,327	\$40,112	\$50,140	<u>7</u>
Water Services Supervisor	1669	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>
Water Supply Process Engineer	1972	Unified	117	\$58,055	\$72,035	\$90,044	<u>1</u>
Welder	8101	Unified	108	\$37,423	\$46,434	\$58,043	<u>1</u>
Workforce Planner	1702	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
Workforce Program Specialist	1704	Unified	112	\$45,488	\$56,441	\$70,552	<u>5</u>
Y							
Youthbuild Program Coordinator	1706	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Z							
Zoning Inspector	1912	Unified	110	\$41,259	\$51,194	\$63,992	<u>1</u>
Zoning Plans Reviewer	1911	Unified	111	\$43,322	\$53,754	\$67,192	<u>1</u>
Zoning Use Coordinator	1999	Unified	112	\$45,488	\$56,441	\$70,552	<u>1</u>

418 Job Classes

SECTION 12.0
Classification Comparison Listing

Class Comparison List By Pay Plan City of Savannah, GA

Proposed Pay Plan: Managerial

			<i>Annual Range</i>		
<i>Grade</i>			<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>			
304			\$70,464	\$81,034	\$101,292
Assistant Director, Civic Center	Asst Civic Center Dir		61,588	78,525	95,461
Assistant Director, Coastal Workforce Services	Assistant Director, WorkSou		61,588	78,525	95,461
Assistant Director, Fleet Services	Asst Director, Fleet Svcs		61,588	78,525	95,461
Assistant Director, Purchasing	Asst Purchasing Director		61,588	78,525	95,461
Assistant Director, Revenue			0	0	0
305			\$73,987	\$85,085	\$106,357
Assistant Director, Budget	Asst Chief Budget Officer		61,588	78,525	95,461
Assistant Director, Financial Services	Ast Chief Financial Officer		77,167	98,388	119,609
Assistant Director, Human Resources	Human Resources Asst Dir		68,939	87,897	106,855
Assistant Director, Human Services	Asst Director, Human Services		61,588	78,525	95,461
Assistant Director, Parks & Recreation	Asst Dir, Parks & Recreation		61,588	78,525	95,461
306			\$77,687	\$89,340	\$111,675
Assistant City Attorney	Assistant City Attorney		65,160	83,079	100,998
Assistant Director, Sanitation	Assistant Sanitation Director		65,160	83,079	100,998
Director, Cemetery Operations	Cemetery Director		72,937	92,995	113,052
Director, Civic Center	Civic Center Dir		72,937	92,995	113,052
Director, Coastal Workforce Services	Coastal Workforce Svs Dir		72,937	92,995	113,052
Director, Emergency Management	Emergency Management Dir		65,160	83,079	100,998
Director, Facilities	Asst Director, Real Estate		61,588	78,525	95,461
Director, Municipal Archives	Library & Archives Dir		65,160	83,079	100,998
Director, Purchasing	Purchasing Dir		72,937	92,995	113,052
Director, Refuse Disposal	Refuse Disposal Dir		72,937	92,995	113,052
307			\$81,571	\$93,807	\$117,258
Assistant Director, Information Technology	Assistant IT Director		65,160	83,079	100,998
Clerk of Council	Clerk of Council		77,167	98,388	119,609
Director, Environmental Sustainability	Environmental & Sustain Dir		65,160	83,079	100,998
Director, Water & Sewer Operations	Water & Sewer Dir		81,643	104,095	126,547
308			\$85,650	\$98,497	\$123,121
Assistant to the City Manager	Asst to the City Manager		81,643	104,095	126,547
Building Official	Building Official		65,160	83,079	100,998
Director, Commercial Refuse & Recycling Services	Comm Refuse & Recycling Svcs Dir		77,167	98,388	119,609
Director, Commercial Refuse & Recycling Services	Residential Ref Svcs Dir		77,167	98,388	119,609

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Class Comparison List By Pay Plan

City of Savannah, GA

Proposed Pay Plan: Managerial

			<i>Annual Range</i>		
<i>Grade</i>			<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>			
308			\$85,650	\$98,497	\$123,121
Director, Residential Refuse Services			0	0	0
Director, Stormwater Operations	Stormwater Director		77,167	98,388	119,609
Director, Water & Sewer Conveyance & Distribution	Water & Sewer Convey & Distr D		72,937	92,995	113,052
Director, Water & Sewer Planning	Water & Sewer Plan Dir		72,937	92,995	113,052
Director, Water Reclamation			0	0	0
Director, Water Supply & Treatment	Water Supply & Treatment Dir		77,167	98,388	119,609
Senior Director, Capital Project Management	Dir, Ofc of Cap Project Mgmt		77,167	98,388	119,609
Senior Director, Cultural Resources	Director, Arts, Cultural &		72,937	92,995	113,052
Senior Director, Housing & Neighborhood Services	Housing Dir		72,937	92,995	113,052
Senior Director, Human Services	Director, Human Services		72,937	92,995	113,052
Senior Director, Office of Business Opportunities	Director, Office of Business		72,937	92,995	113,052
Senior Director, Office of Performance & Accountability	Director, Office of P & A		72,937	92,995	113,052
Senior Director, Office of Public Communications	Dir, Office of Public Comm		72,937	92,995	113,052
Senior Director, Real Estate Services	Director, Real Estate Services		81,643	104,095	126,547
Senior Director, Records Court	Clrk of Chatham Co Rec Crt		72,937	92,995	113,052
310			\$94,429	\$108,593	\$135,741
Senior Director, Arena Development District	Arena Development Dist ExecDir		81,643	104,095	126,547
Senior Director, Budget	Chief Budget Officer		77,167	98,388	119,609
Senior Director, Code Compliance	Director, Code Compliance		77,167	98,388	119,609
Senior Director, Fleet Services	Director, Fleet Services		72,937	92,995	113,052
Senior Director, Greenscapes	Director, Greenscapes		77,167	98,388	119,609
Senior Director, Mobility Services	Director, Mobility Manageme		81,643	104,095	126,547
Senior Director, Parking Services	Director, Parking Services		77,167	98,388	119,609
Senior Director, Revenue	Revenue Dir		77,167	98,388	119,609
Senior Director, Special Events, Film & Tourism	Director, Special Events, F		72,937	92,995	113,052
312			\$104,108	\$119,724	\$149,655
Assistant Fire Chief	Fire Chief, Assistant		72,937	92,995	113,052
Senior Director, Planning & Urban Design	Dir, Planning & Urban Design		72,937	92,995	113,052
313			\$109,313	\$125,710	\$157,137
Assistant Police Chief	Police Chief, Assistant		91,388	116,520	141,651
Deputy City Attorney	Deputy City Attorney		108,230	137,994	167,757

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Class Comparison List By Pay Plan City of Savannah, GA

Proposed Pay Plan: Managerial

<i>Grade</i>			<i>Annual Range</i>		
			<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>			
313			\$109,313	\$125,710	\$157,137
Senior Director, Development services	Deve Svs Dir/City Engineer		81,643	104,095	126,547
Senior Director, Financial Services	Chief Financial Officer		102,297	130,429	158,560
Senior Director, Human Resources	Human Resources Dir		81,643	104,095	126,547
Senior Director, Information Technology	Information Technology Dir		81,643	104,095	126,547
Senior Director, Parks & Recreation	Parks & Recreation Svcs		81,643	104,095	126,547
Senior Director, Sanitation	Sanitation Director		102,297	130,429	158,560
Senior Director, Water Resources	Director, Public Works		102,297	130,429	158,560
Senior Director, Water Resources	Water Reclamation Dir		77,167	98,388	119,609
317			\$132,871	\$152,801	\$191,002
Chief, Community Services	Chief Community Services Offcr		114,182	145,583	176,983
Chief, Infrastructure & Development Officer	Chief Ofcr Infrastr and Devel		114,182	145,583	176,983
Chief, Municipal Operations	Chief Operating Officer		114,182	145,583	176,983
City Attorney	City Attorney		0	0	0
Fire Chief	Fire Chief		108,230	137,994	167,757
Police Chief	Police Chief		108,230	137,994	167,757
325			\$196,310	\$225,757	\$282,196
City Manager	City Manager		0	0	0

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Class Comparison List By Pay Plan

City of Savannah, GA

Proposed Pay Plan: Public Safety - Exempt

Grade			Annual Range		
			Min	Mkt	Max
Proposed Class Title	Original Title	Working Title			
209			\$53,617	\$66,485	\$83,772
Chief Fire Investigator	Chief Fire Investigator		52,005	66,307	80,608
211			\$59,113	\$73,300	\$92,358
Police Lieutenant	Police Lieutenant		58,212	74,221	90,229
213			\$65,172	\$80,814	\$101,825
Police Captain	Police Captain		65,160	83,079	100,998
215			\$71,852	\$89,097	\$112,262
Fire Battalion Chief	Fire Battalion Chief		61,588	78,525	95,461
Fire Marshall	Fire Marshall		61,588	78,525	95,461
Police Major	Police Major		72,937	92,995	113,052

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Class Comparison List By Pay Plan City of Savannah, GA

Proposed Pay Plan: Public Safety - Non-Exempt

Grade	Proposed Class Title	Original Title	Working Title	Annual Range		
				Min	Mkt	Max
400				\$36,290	\$45,000	\$47,700
Firefighter Trainee				0	0	0
401				\$38,105	\$47,250	\$50,085
Firefighter		Firefighter		35,046	44,684	54,321
Police Officer Trainee				0	0	0
402				\$40,010	\$49,613	\$52,589
Firefighter, Advanced		Firefighter, Advanced		39,230	50,019	60,807
404				\$44,111	\$54,698	\$57,980
Fire Engineer		Master Firefighter		43,912	55,988	68,064
Fire Investigator		Fire Investigator		41,505	52,919	64,333
Fire Prevention Inspector		Fire Prev Inspector		39,230	50,019	60,807
Police Officer		Police Officer/APO		39,230	50,019	60,807
406				\$48,633	\$60,304	\$63,923
Police Corporal		Police Corporal		43,912	55,988	68,064
408				\$53,617	\$66,485	\$70,475
Police Sergeant		Police Sergeant		52,005	66,307	80,608
411				\$62,069	\$76,965	\$81,583
Fire Captain		Fire Captain		52,005	66,307	80,608

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Class Comparison List By Pay Plan City of Savannah, GA

Proposed Pay Plan: Unified

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
101				\$26,596	\$33,000	\$41,250
	Facilities Service Worker	Facilities Service Worker		22,324	28,463	34,602
	Lifeguard	Lifeguard		23,619	30,114	36,609
	Maintenance Assistant	Maintenance Asst		23,619	30,114	36,609
	Parking Facilities Attendant	Parking Fac Attendant/Mon		24,989	31,861	38,733
102				\$27,926	\$34,650	\$43,313
	Administrative Clerk	Administrative Clerk		26,438	33,709	40,979
	Box Office Cashier	Box Office Cashier		26,438	33,709	40,979
	Case Disposition Clerk	Case Disposition Clerk		26,438	33,709	40,979
	Cashier	Cashier		26,438	33,709	40,979
	Clubhouse Attendant	Clubhouse Attendant		23,619	30,114	36,609
	Maintenance Worker	Maint Worker		24,989	31,861	38,733
	Parking Services Officer	Parking Svs Officer		26,438	33,709	40,979
	Sanitation Worker	Sanitation Worker		24,989	31,861	38,733
	Senior Lifeguard			0	0	0
	Tourism Compliance Officer	Tourism Compliance Officer		26,438	33,709	40,979
	Transfer Station Attendant	Transfer Station Att		24,989	31,861	38,733
	Van Driver	Driver		26,438	33,709	40,979
	Wate Meter Reader	Water Service Rep		26,438	33,709	40,979
103				\$29,322	\$36,383	\$45,478
	Accounting Clerk	Accounting Clerk		27,971	35,663	43,355
	Court Services Technician	Court Services Technician		27,971	35,663	43,355
	Customer Service Representative	Customer Service Rep		27,971	35,663	43,355
	Painter	Painter		27,971	35,663	43,355
	Permit Specialist	Permit Spec		26,438	33,709	40,979
	Plant Operator Trainee	Plant Operator Trainee		27,971	35,663	43,355
	Police Personnel Technician	Police Personnel Tech		27,971	35,663	43,355
	Senior Maintenance Worker	Sr Maint Worker		27,971	35,663	43,355
	Senior Parking Services Officer	Sr Parking Svs Officer		27,971	35,663	43,355
	Supply Clerk	Supply Clerk		27,971	35,663	43,355
104				\$30,788	\$38,202	\$47,752
	Concession Clerk	Concessions Clerk		26,438	33,709	40,979
	Construction Site Safety Worker	Construction Site Safety		26,438	33,709	40,979
	Senior Maintenance Worker II	Aeiral Lift/Tree Climber Sp		37,079	47,276	57,472
	Senior Maintenance Worker II	Sr Maint Worker		27,971	35,663	43,355
	Senior Sanitation Worker	Sr Sanitation Worker		27,971	35,663	43,355
	Sign Specialist	Sign Specialist		27,971	35,663	43,355

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Class Comparison List By Pay Plan

City of Savannah, GA

Proposed Pay Plan: Unified

Grade	Proposed Class Title	Original Title	Working Title	Annual Range		
				Min	Mkt	Max
104				\$30,788	\$38,202	\$47,752
105				\$32,327	\$40,112	\$50,140
	Accounting Technician	Accounting Technician		29,593	37,731	45,869
	Administrative Secretary	Administrative Secretary		29,593	37,731	45,869
	Community Projects Technician	Community Projects Tech		29,593	37,731	45,869
	Construction Specialist Apprentice	FI Construction Spec Apprentic		29,593	37,731	45,869
	Crime Analyst Assistant	Crime Analyst Assistant		29,593	37,731	45,869
	Criminal Investigations Assisstant	Criminal Investigations Asst		29,593	37,731	45,869
	Groom	Groom		29,593	37,731	45,869
	Ground Operations Specialist	Ground Operations Spclst		29,593	37,731	45,869
	Human Resources Assisstant	Human Resources Asst		27,971	35,663	43,355
	Landscape Specialist	Landscape Specialist		29,593	37,731	45,869
	Maintenance Specialist	Maintenance Specialist		29,593	37,731	45,869
	Medium Equipment Operator	Medium Equip Operator		29,593	37,731	45,869
	Outside Employment Specialist	Outside Employment Specialist		29,593	37,731	45,869
	Parking Meter Technician	Parking Meter Tech		29,593	37,731	45,869
	Records Technician	Records Tech		26,438	33,709	40,979
	Recruiting Assistant	Recruiting Assistant		29,593	37,731	45,869
	Refuse Truck Operator	Refuse Truck Oper		29,593	37,731	45,869
	Senior Accounting Clerk	Senior Accounting Clerk		29,593	37,731	45,869
	Teletype Technician	Teletype Technician		31,309	39,919	48,529
	Therapeutic Specialist	Therapeutic Specialist		29,593	37,731	45,869
	Visual Arts Specialist	Visual Arts Spec		29,593	37,731	45,869
	Water Meter Technician	Water Meter Technician		29,593	37,731	45,869
106				\$33,944	\$42,117	\$52,647
	Administrative Assistant	Administrative Assistant		31,309	39,919	48,529
	Administrative Assistant	Customer Service Rep		27,971	35,663	43,355
	Code Compliance Technician	Property Maint Tech		31,309	39,919	48,529
	Deputy Court Clerk	Deputy Court Clerk		31,309	39,919	48,529
	Lead Medium Equipment Operator	Lead Medium Equipment Operator		31,309	39,919	48,529
	Parking Facilities Shift Supervisor	Parking Fac Shift Super		31,309	39,919	48,529
	Pruning Specialist	Pruning Specialist		31,309	39,919	48,529
	Purchasing Technician	Purchasing Tech		31,309	39,919	48,529
	Records Supervisor	Records Super		29,593	37,731	45,869
	Recreation Services Leader	Recreation Svs Leader		29,593	37,731	45,869
	Senior Parking Meter Technician	Sr Parking Meter Techn		31,309	39,919	48,529
	Surplus Inventory Technician	Surplus Inventory Techn		31,309	39,919	48,529

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Class Comparison List By Pay Plan

City of Savannah, GA

Proposed Pay Plan: Unified

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
106				\$33,944	\$42,117	\$52,647
	Television Inspection Technician	Television Inspection Tech		31,309	39,919	48,529
	Transportation Compliance Officer	Transportation Compliance Ofcr		31,309	39,919	48,529
107				\$35,641	\$44,223	\$55,279
	Building Maintenance Technician I	Building Maintenance Tech		33,125	42,235	51,344
	Carpenter	Carpenter		33,125	42,235	51,344
	Cemetery Conservation Technician	Cemetery Conservation Techn		33,125	42,235	51,344
	Community Program Specialist	Community Program Specialist		29,593	37,731	45,869
	Court Services Specialist	Court Services Specialist		33,125	42,235	51,344
	Grounds Equipment Maintenance Specialist	Grounds Equip Maint. Spec		33,125	42,235	51,344
	Heavy Equipment Operator	Heavy Equip Operator		33,125	42,235	51,344
	Human Resources Technician	Human Resources Techn		33,125	42,235	51,344
	Judicial Secretary	Judicial Secretary		33,125	42,235	51,344
	Judicial Secretary	Senior Judicial Secretary		35,046	44,684	54,321
	Laboratory Technician	Laboratory Tech		33,125	42,235	51,344
	Lead Water Service Representative	Lead Water Service Rep		33,125	42,235	51,344
	Personnel Technician	Personnel Tech		33,125	42,235	51,344
	Plant Operator	Plant Operator		31,309	39,919	48,529
	Police Property & Evidence Technician	Police Property & Evid Tech		33,125	42,235	51,344
	Senior Deputy Court Clerk	Senior Deputy Court Clerk		35,046	44,684	54,321
	Surveying Technician	Surveying Technician		33,125	42,235	51,344
	Traffic Maintenance Specialist	Traffic Maint Spec		33,125	42,235	51,344
	Vehicle Maintenance Coordinator	Vehicle Maint Coord		33,125	42,235	51,344
	Water & Sewer Locator Technician	Water & Sewer Locator Tech		33,125	42,235	51,344
	Water & Sewer Maintenance Mechanic	Water & Sewer Maint Mech		33,125	42,235	51,344
108				\$37,423	\$46,434	\$58,043
	Aerial Lift Specialist	Aerial Lift Specialist		35,046	44,684	54,321
	Assistant Box Office Supervisor	Asst Box Office Supervisor		35,046	44,684	54,321
	Assistant to Clerk of Council	Asst to Clerk of Council		35,046	44,684	54,321
	Auto Parts Buyer	Auto Parts Buyer		35,046	44,684	54,321
	Billing Technician	Billing Technician		33,125	42,235	51,344
	Building Maintenance Technician II			0	0	0
	Code Compliance Trainee	Code Compliance Trainee		35,046	44,684	54,321
	Computer Services Specialist	Computer Services Spec		35,046	44,684	54,321
	Customer Service Utility Billing Lead	CS/Utility Billing Lead		35,046	44,684	54,321
	Electrician	Electrician		35,046	44,684	54,321
	Engineering Technician	Engineering Tech		35,046	44,684	54,321

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Class Comparison List By Pay Plan City of Savannah, GA

Proposed Pay Plan: Unified

			<i>Annual Range</i>		
<i>Grade</i>			<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>			
108			\$37,423	\$46,434	\$58,043
Heavy Construction Equipment Operator	Heavy Constr Equip Operator		35,046	44,684	54,321
Loan Officer	Loan Officer		35,046	44,684	54,321
Loan Officer	Loan Specialist		29,593	37,731	45,869
Permit Center Supervisor	Permit Center Super		31,309	39,919	48,529
Permit Services Technician	Permit Services Tech		35,046	44,684	54,321
Recreation Services Activitiy Coordinator	Recreation Svs Center Super		35,046	44,684	54,321
Revenue Investigator	Revenue Investigator		31,309	39,919	48,529
Revenue Specialist	Revenue Specialist		31,309	39,919	48,529
Senior Carpenter	Senior Carpenter		35,046	44,684	54,321
Senior Judicial Secretary			0	0	0
Senior Plant Operator	Senior Plant Operator		35,046	44,684	54,321
Site Development Technician	Site Development Technician		35,046	44,684	54,321
Swimming Pool Supervisor	Swimming Pool Manager		31,309	39,919	48,529
Teletype Supervisor	Teletype Supervisor		35,046	44,684	54,321
Welder	Welder		33,125	42,235	51,344
109			\$39,294	\$48,756	\$60,945
Benefits Specialist	Benefits Specialist		37,079	47,276	57,472
Cemetery Events Coordinator	Cemetery Events Coord		37,079	47,276	57,472
Code Compliance Officer	Code Compliance Officer		37,079	47,276	57,472
Concessions Supervisor	Concessions Super		35,046	44,684	54,321
Equipment Mechanic	Equipment Mechanic		31,309	39,919	48,529
Industrial Pretreatment Technician	Industrial Pretreatment Techn		37,079	47,276	57,472
Information Technology Help Desk Technician I	Help Desk Tech		35,046	44,684	54,321
Location Specialist	Location Specialist		37,079	47,276	57,472
Maintenance Crew Chief	Maint Crew Chief		37,079	47,276	57,472
Police Property Coordinator	Police Property Coord		37,079	47,276	57,472
Purchasing Specialist	Purchasing Specialist		37,079	47,276	57,472
Senior Administrative Assistant	Senior Admin Asst		33,125	42,235	51,344
Senior Laboratory Technician	Sr Laboratory Technician		35,046	44,684	54,321
Stormwater Maintenance Mechanic	Stormwater Maint Mechanic		33,125	42,235	51,344
Traffic Engineering Technician	Traffic Eng Tech		37,079	47,276	57,472
110			\$41,259	\$51,194	\$63,992
Arts Program Coordinator	Arts Program Coord		39,230	50,019	60,807
Audio/Video Production Specialist	Audio/Video Production Spcl		39,230	50,019	60,807
Box Office Supervisor	Box Office Supervisor		39,230	50,019	60,807
Building Inspector	Building Inspector		39,230	50,019	60,807

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Class Comparison List By Pay Plan City of Savannah, GA

Proposed Pay Plan: Unified

			<i>Annual Range</i>		
<i>Grade</i>			<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>			
110			\$41,259	\$51,194	\$63,992
Community Outreach Coordinator	Community Outreach Coordina		39,230	50,019	60,807
Construction & Rehabilitation Inspector	Construction & Rehabilitati		37,079	47,276	57,472
Educational Specialist	Educational Specialist		39,230	50,019	60,807
Electrical Inspector	Electrical Inspector		39,230	50,019	60,807
Event Planner	Event Planner		39,230	50,019	60,807
Executive Assistant	Executive Assistant		39,230	50,019	60,807
GIS Technician	GIS Tech		37,079	47,276	57,472
Housing Development Inspector	Housing Development Inspect		39,230	50,019	60,807
Inventory Specialist	Inventory Specialist		39,230	50,019	60,807
Mechanical Inspector	Mechanical Inspector		39,230	50,019	60,807
Mobility & Parking Services Coordinator	Mobility & Parking Svs Coord		39,230	50,019	60,807
Municipal Archivist	Library Archivist		39,230	50,019	60,807
Paralegal	Paralegal		39,230	50,019	60,807
Parking Services Supervisor	Parking Facilities Super		39,230	50,019	60,807
Personnel Analyst			0	0	0
Plumbing Inspector	Plumbing Inspector		39,230	50,019	60,807
Principal Plant Operator	Principal Plant Operator		39,230	50,019	60,807
Radio Systems Technician I	Radio Systems Technician I		39,230	50,019	60,807
Recreation Services Manager	Recreation Services Manager		39,230	50,019	60,807
Reserve Police Officer Manager	Reserve Police Officer Dir		39,230	50,019	60,807
Revenue Supervisor	Revenue Super		39,230	50,019	60,807
SCADA Technician	SCADA Tech		39,230	50,019	60,807
Senior Code Compliance Officer	Senior Code Compliance Officer		39,230	50,019	60,807
Senior Equipment Mechanic	Senior Equipment Mechanic		35,046	44,684	54,321
Senior Equipment Mechanic	Sr Equipment Mechanic		35,046	44,684	54,321
Senior Water & Sewer Maintenance Mechanic	Sr W&S Maint Mechanic		35,046	44,684	54,321
Senior Water & Sewer Television Inspector	Senior W&S Television Inspe		39,230	50,019	60,807
Urban Forestry Operations Crew Chief	Urban Forestry Op Crew Chief		39,230	50,019	60,807
Water & Sewer Meter Shop Supervisor	Water & Sewer Meter Shop Super		39,230	50,019	60,807
Workforce Planner	Workforce Planner		39,230	50,019	60,807
Zoning Inspector	Zoning Inspector		39,230	50,019	60,807
111			\$43,322	\$53,754	\$67,192
Construction Inspector	Construction Inspector		39,230	50,019	60,807
Contract Coordinator	Contract Coordinator		41,505	52,919	64,333
Crime Analyst	Crime Analyst		41,505	52,919	64,333
Electrical Plans Examiner	Senior Electrical Inspector		41,505	52,919	64,333

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Class Comparison List By Pay Plan City of Savannah, GA

Proposed Pay Plan: Unified

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
111				\$43,322	\$53,754	\$67,192
	Electronic Control Technician	Electronic Control Techn		39,230	50,019	60,807
	End Gun Violence Program Coordinator	End Gun Violence Program Coord		41,505	52,919	64,333
	Fire Public Information Coordinator	Public Information & Edu Coord		43,912	55,988	68,064
	Forestry Inspector	Forestry Inspector		41,505	52,919	64,333
	Industrial Pretreatment Coordinator	Industrial Pretreatment Coord		41,505	52,919	64,333
	Management Analyst	Management Analyst		41,505	52,919	64,333
	Mobility & Parking Services Analyst	Mobil & Parking Svcs Analyst		41,505	52,919	64,333
	Open Records Request Supervisor	Open Records Request Super		43,912	55,988	68,064
	Permit Coordinator			0	0	0
	Plumbing Plans Examiner	Senior Plumbing Inspector		41,505	52,919	64,333
	Police Forensic Technician	Police Forensic Tech		41,505	52,919	64,333
	Police Property & Evidence Supervisor	Police Property & Evidence Sup		41,505	52,919	64,333
	Police Public Information Coordinator	Police PIO Coordinator		43,912	55,988	68,064
	Police Training Coordinator	Police Training Coord		43,912	55,988	68,064
	Principal Equipment Mechanic	Principal Equip Mechanic		37,079	47,276	57,472
	Program Analyst	Program Analyst		41,505	52,919	64,333
	Program Coordinator	Program Coordinator		43,912	55,988	68,064
	Project Archivist	Project Archivist		41,505	52,919	64,333
	Project Coordinator	Project Coordinator		41,505	52,919	64,333
	Public Communications Coordinator	Public Communications Coord		52,005	66,307	80,608
	Radio Systems Technician II	Radio Systems Tech II		43,912	55,988	68,064
	Revenue Compliance Analyst	Revenue Comp Analyst		41,505	52,919	64,333
	Sanitation Education Coordinator	Sanitation Education Coord		43,912	55,988	68,064
	Sanitation Supervisor	Sanitation Super		39,230	50,019	60,807
	Senior Mechanic Inspector	Senior Mechanic Inspector		41,505	52,919	64,333
	Senior Zoning Inspector	Senior Zoning Inspector		41,505	52,919	64,333
	Site Development Coordinator	Site Development Coord		41,505	52,919	64,333
	Tourism Management Coordinator	Tourism Mgmt Coordinator		41,505	52,919	64,333
	Water & Sewer Building Maintenance Supervisor	W & S Bldg Maintenance Supv		41,505	52,919	64,333
	Water & Sewer Modeling Technician	Water & Sewer Modeling Techn		41,505	52,919	64,333
	Youthbuild Program Coordinator	Youthbuild Program Coord		43,912	55,988	68,064
	Zoning Plans Reviewer	Zoning Plans Reviewer		39,230	50,019	60,807
112				\$45,488	\$56,441	\$70,552
	Accountant	Accountant		39,230	50,019	60,807
	Administrative Coordinator	Administrative Coordinator		43,912	55,988	68,064
	Arts Program Specialist			0	0	0

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Class Comparison List By Pay Plan City of Savannah, GA

Proposed Pay Plan: Unified

			<i>Annual Range</i>		
<i>Grade</i>			<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>			
112			\$45,488	\$56,441	\$70,552
Asset Building Coordinator	Asset Bld/Fin Svs Coord		43,912	55,988	68,064
Asset Management Coordinator	Asset Management Coord		43,912	55,988	68,064
Building Plans Examiner	Building Plans Examiner		43,912	55,988	68,064
Code Compliance Supervisor	Code Compliance Supervisor		41,505	52,919	64,333
Contract Compliance Specialist	Contract Compliance Spclst		43,912	55,988	68,064
Cultural Services Contract Coordinator	Cultural Svs Contract Coord		43,912	55,988	68,064
Emergency Vehicle Mechanic	Emergency Vehicle Mechanic		39,230	50,019	60,807
Emergency Vehicle Technician	Emergency Vehicle Technician		39,230	50,019	60,807
Executive Assistant to City Manager	Executive Asst to City Mgr.		39,230	50,019	60,807
Film Services Coordinator	Film Services Coordinator		41,505	52,919	64,333
Laboratory Supervisor	Laboratory Super		43,912	55,988	68,064
Maintenance Supervisor	Maint Super		41,505	52,919	64,333
Marketing Coordinator	Marketing Coord		43,912	55,988	68,064
Master Equipment Mechanic	Master Equip Mechanic		39,230	50,019	60,807
Planner	Planner		41,505	52,919	64,333
Public Communications Specialist	Public Comm. Specialist		43,912	55,988	68,064
Public Communications Specialist	Senior Admin Asst		33,125	42,235	51,344
Public Communications Specialist	Systems Analyst		46,459	59,235	72,011
Senior Crime Analyst	Crime Analyst, Senior		43,912	55,988	68,064
Senior Management Analyst	Sr Mgment Analyst		43,912	55,988	68,064
Senior Program Analyst	Sr Program Analyst		43,912	55,988	68,064
Vehicle Maintenance Contracts Coordinator	Vehicle Maint Projects Coord		43,912	55,988	68,064
Water & Sewer Supervisor	Water & Sewer Super		41,505	52,919	64,333
Water Services Supervisor	Water Services Supervisor		41,505	52,919	64,333
Workforce Program Specialist	Workforce Program Spclst		43,912	55,988	68,064
Zoning Use Coordinator	Zoning Use Coordinator		43,912	55,988	68,064
113			\$47,762	\$59,263	\$74,079
Cemetery Conservation Coordinator	Cemetery Conservation Coord		46,459	59,235	72,011
Cemetery Services Coordinator	Cemetery Services Coord		46,459	59,235	72,011
Electronic Control Technician Supervisor	ECT Supervisor		43,912	55,988	68,064
Employee Health Coordinator	Employee Health Coord		46,459	59,235	72,011
Equal Employment Opportunity Coordinator			0	0	0
GIS Analyst	GIS Analyst		43,912	55,988	68,064
Graphic Art and Communications Specialist	Graphic Art and Comm Spclst		46,459	59,235	72,011
Inventory Control Supervisor	Inventory Control Supervisor		43,912	55,988	68,064
Inventory Coordinator	Inventory Coordinator		46,459	59,235	72,011
Lead Equipment Mechanic	Lead Equip Mechanic		41,505	52,919	64,333

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Class Comparison List By Pay Plan City of Savannah, GA

Proposed Pay Plan: Unified

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
113				\$47,762	\$59,263	\$74,079
	Learning & Development Coordinator	Employee Dev Coord		43,912	55,988	68,064
	Performing Arts Program Coordinator	Performing Arts Prgrm Coord		46,459	59,235	72,011
	Police Accreditation and Compliance Specialist	Police Acred and Comp Spclst		46,459	59,235	72,011
	Police Records Division Supervisor	Police Records Division Supvr		46,459	59,235	72,011
	Principal Crime Analyst	Principal Crime Analyst		46,459	59,235	72,011
	Risk Management Coordinator	Risk Mgment Coord		43,912	55,988	68,064
	SCADA Analyst	SCADA Analyst		43,912	55,988	68,064
	Senior Workforce Program Spcecialist	Sr Workforce Program Spclst		46,459	59,235	72,011
114				\$50,150	\$62,226	\$77,783
	311 Action Center Manager	Customer Service Super		37,079	47,276	57,472
	Budget Analyst	Budget Analyst		46,459	59,235	72,011
	City Surveyor	City Surveyor		46,459	59,235	72,011
	Human Resources Analyst	Human Resources Analyst		46,459	59,235	72,011
	Lending Coordinator	Lending Coordinator		49,154	62,672	76,189
	Production Operations Coordinator	Production Operations Coord		49,154	62,672	76,189
	Project Manager	Project Manager		46,459	59,235	72,011
	Revenue Coordinator	Revenue Coordinator		46,459	59,235	72,011
	Risk Management Analyst	Risk Mgment Analyst		46,459	59,235	72,011
	Senior Accountant	Senior Accountant		46,459	59,235	72,011
	Senior Planner	Senior Planner		46,459	59,235	72,011
	Senior Plans Examiner	Senior Plans Examiner		46,459	59,235	72,011
115				\$52,658	\$65,338	\$81,672
	Chemist	Chemist		49,154	62,672	76,189
	Classification Compensation & Data Manager			0	0	0
	Environmental Affairs Manager	Environmental Affairs Adm		52,005	66,307	80,608
	Environmental Compliance Coordinator	Environmental Compliance Co		52,005	66,307	80,608
	Human Resource Business Partner			0	0	0
	Information Technology Help Desk Technician II	Network Technician		46,459	59,235	72,011
	Management Services Coordinator	Special Projects Coordinator		52,005	66,307	80,608
	Microbiologist	Microbiologist		49,154	62,672	76,189
	Permitting & Floodplain Manager	Permitting/Flood Plane Admin		52,005	66,307	80,608
	Real Estate Coordinator	Real Estate Manager		52,005	66,307	80,608
	Real Estate Coordinator	Real Property Coord		41,505	52,919	64,333
	Senior Budget Analyst	Senior Budget Analyst		49,154	62,672	76,189

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Class Comparison List By Pay Plan City of Savannah, GA

Proposed Pay Plan: Unified

			<i>Annual Range</i>		
<i>Grade</i>			<i>Min</i>	<i>Mkt</i>	<i>Max</i>
<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>			
115			\$52,658	\$65,338	\$81,672
Special Projects Coordinator	Special Projects Coordinator		52,005	66,307	80,608
Traffic Engineering Coordinator	Traffic Engineering Coord		43,912	55,988	68,064
Traffic System Coordinator	Traffic System Coord		43,912	55,988	68,064
Water & Sewer Project Coordinator	Water & Sewer Project Coord		52,005	66,307	80,608
116			\$55,291	\$68,605	\$85,756
Civil Engineer	Civil Engineer		49,154	62,672	76,189
Crime Analyst Supervisor	Crime Analyst Supervisor		49,154	62,672	76,189
Equipment Maintenance Superintendent	Equipment Maintenance Super		46,459	59,235	72,011
Information Technology Senior Network Technician	Sr Network Tech		49,154	62,672	76,189
Maintenance Superintendent	Maint Superintendent		49,154	62,672	76,189
Traffic Engineer Superintendent	Traffic Eng Superintendent		49,154	62,672	76,189
Water & Sewer Superintendent	W&S Superintendent		49,154	62,672	76,189
117			\$58,055	\$72,035	\$90,044
Information Technology Systems Analyst	Systems Analyst		46,459	59,235	72,011
Landscape Architect	Landscape Architect		58,212	74,221	90,229
Principal Budget Analyst	Principal Budget Analyst		55,021	70,152	85,283
Principal Internal Auditor	Principal Internal Auditor		55,021	70,152	85,283
Radio Systems Engineer	Radio Systems Engineer		55,021	70,152	85,283
Water Supply Process Engineer	Water Supply Process Eng		55,021	70,152	85,283
118			\$60,958	\$75,637	\$94,546
Capital Project Manager	Capital Project Manager		49,154	62,672	76,189
Chief of Staff Mayor's Office	Chief of Staff Mayor's Office		61,588	78,525	95,461
Community Services Manager	Community Services Admin		61,588	78,525	95,461
Deputy Clerk of Council	Deputy Clerk of Council		55,021	70,152	85,283
HHS Resource Center Manager	Resource Center Administrator		61,588	78,525	95,461
Information Technology Network Supervisor	Network Supervisor		55,021	70,152	85,283
Information Technology Senior Systems Analyst	Sr Systems Analyst		52,005	66,307	80,608
Park & Recreation Resource Center Manager	Resource Center Manager		52,005	66,307	80,608
Parking Manager	Assistant Director, Parking		61,588	78,525	95,461
119			\$64,006	\$79,418	\$99,273
Athletics Manager	Athletics Administrator		61,588	78,525	95,461
Business Opportunity Manager	Business Opportunity Mgr		55,021	70,152	85,283
Community Housing Services Director	Community Housing Svcs Dir		65,160	83,079	100,998

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Class Comparison List By Pay Plan

City of Savannah, GA

Proposed Pay Plan: Unified

<i>Grade</i>	<i>Proposed Class Title</i>	<i>Original Title</i>	<i>Working Title</i>	<i>Annual Range</i>		
				<i>Min</i>	<i>Mkt</i>	<i>Max</i>
119				\$64,006	\$79,418	\$99,273
	CWS Finance Manager	CWS Finance Administrator		61,588	78,525	95,461
	Development Liaison Manager	Dev Liaison Admin		61,588	78,525	95,461
	Grants Manager	Grants Administrator		61,588	78,525	95,461
	Housing Manager	Housing Admin		61,588	78,525	95,461
	Information Technology Systems Engineer	Systems Engineer		55,021	70,152	85,283
	IT Network Engineer	Network Engineer		55,021	70,152	85,283
	Laboratory Manager	Laboratory Administrator		61,588	78,525	95,461
	Land Bank Manager	Land Bank Admin		61,588	78,525	95,461
	Permit Services Manager	Permit Services Admin		61,588	78,525	95,461
	Police Administrative Services Manager	Pol Admin Svcs Administrator		61,588	78,525	95,461
	Police Budget Manager			0	0	0
	Police Community Relations Manager			0	0	0
	Real Estate Manager	Real Estate Officer		61,588	78,525	95,461
	Revenue Manager	Revenue Administrator		61,588	78,525	95,461
	Special Events, Film & Tourism Manager	Admin, Spec Events, Film, Tour		61,588	78,525	95,461
120				\$67,206	\$83,389	\$104,237
	Code Compliance Manager	Property Maintenance Admin		61,588	78,525	95,461
	Commercial Refuse & Recycling Services Manager	Comm Refuse & Recycling Svcs Ad		61,588	78,525	95,461
	Greenscapes Manager	Greenscapes Administrator		61,588	78,525	95,461
	Human Resources Manager	Human Resources Admin		61,588	78,525	95,461
	Landfill Manager	Landfill Admin		61,588	78,525	95,461
	Landscape Manager	Landscape Administrator		61,588	78,525	95,461
	Mobility Services Manager	Mobility Svcs Administrator		61,588	78,525	95,461
	Operations and Maintenance Manager	Operations and Maint Admin		61,588	78,525	95,461
	Park & Tree Manager	Park & Tree Admin		61,588	78,525	95,461
	Residential Refuse Services Manager	Residential Ref Svcs Admin		61,588	78,525	95,461
	Risk Manager	Risk Management Admin		61,588	78,525	95,461
	SCADA Manager	SCADA Admin		61,588	78,525	95,461
	Senior Civil Engineer	Senior Civil Eng		61,588	78,525	95,461
	Stormwater Development & Environmental Manager	Stormwater Dev/Environ Admin		61,588	78,525	95,461
	Stormwater Management Manager	Stormwater Management Admin		61,588	78,525	95,461
	Street Cleaning Manager	Street Cleaning Admin		61,588	78,525	95,461
	Traffic Engineering Manager	Traffic Engineering Admin		61,588	78,525	95,461
	Utilities Revenue Manager	Utilities Administrator		61,588	78,525	95,461
	Water & Sewer Manager	Water & Sewer Admin		61,588	78,525	95,461

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Class Comparison List By Pay Plan

City of Savannah, GA

Proposed Pay Plan: Unified

Grade			Annual Range		
			Min	Mkt	Max
Proposed Class Title	Original Title	Working Title			
121			\$70,566	\$87,559	\$109,449
Chief Deputy Court Clerk	Chief Deputy Court Clerk		61,588	78,525	95,461
Implementation Leader	Implementation Leader		72,937	92,995	113,052
Information Technology Manager	Information Technology Admin		61,588	78,525	95,461
124			\$81,689	\$101,360	\$126,700
Strategic Initiatives Manager	Strategic Initiatives Manager		81,643	104,095	126,547

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