

**City of Flagstaff  
Authorized Personnel/Position Summary**

| SECTION                                   | 2006-2007   | 2007-2008   | 2008-2009   | 2009-2010   | Reductions<br>2010-2011 | Adopted<br>2010-2011 |
|---|-------------|-------------|-------------|-------------|-------------------------|----------------------|
| <b>CITY MANAGER</b>                       |             |             |             |             |                         |                      |
| Admin Specialist                          | 0           | 0           | 0.5         | 0.5         | 0                       | 0.5                  |
| Assistant to City Mgr (Communications)    | 0           | 0           | 1           | 1           | 0                       | 1                    |
| Assistant to City Mgr (Govt'al Relations) | 0           | 0           | 1           | 0           | 0                       | 0                    |
| Assistant to City Mgr (Real Estate)       | 0           | 0           | 1           | 1           | -0.25                   | 0.75                 |
| City Clerk                                | 0           | 0           | 0           | 0           | 0                       | 1                    |
| City Manager                              | 1           | 1           | 1           | 1           | 0                       | 1                    |
| City Records Technician                   | 0           | 0           | 0           | 0           | 0                       | 1                    |
| Deputy City Clerk                         | 0           | 0           | 0           | 0           | 0                       | 0.875                |
| Deputy City Clerk (Funded in FY11)        | 0           | 0           | 0           | 0           | 0                       | 0.125                |
| Deputy City Manager                       | 2           | 2           | 2           | 2           | 0                       | 2                    |
| Executive Admin Assistant                 | 1           | 1           | 1           | 1           | -0.5                    | 1.25                 |
| Executive Assistant                       | 1           | 1           | 1           | 1           | 0                       | 1                    |
| Intern (Funded in FY11)                   | 0           | 0           | 0           | 0           | 1                       | 1                    |
| PIO - Management Assistant                | 1           | 1           | 0           | 0           | 0                       | 0                    |
| <b>Total</b>                              | <b>6</b>    | <b>6</b>    | <b>8.5</b>  | <b>7.5</b>  | <b>0.25</b>             | <b>11.5</b>          |
| <b>CITY CLERK</b>                         |             |             |             |             |                         |                      |
| City Clerk                                | 1           | 1           | 1           | 1           | 0                       | Transfer             |
| City Records Technician                   | 1           | 1           | 1           | 1           | 0                       | Transfer             |
| Deputy City Clerk                         | 1           | 1           | 1           | 1           | -0.125                  | Transfer             |
| Deputy City Clerk (Funded in FY11)        | 0           | 0           | 0           | 0           | 0.125                   | Transfer             |
| Executive Admin Assistant                 | 1           | 1           | 1           | 1           | -0.25                   | Transfer             |
| <b>Total</b>                              | <b>4</b>    | <b>4</b>    | <b>4</b>    | <b>4</b>    | <b>-0.25</b>            | <b>0</b>             |
| <b>CAPITAL IMPROVEMENTS</b>               |             |             |             |             |                         |                      |
| Admin Spclst                              | 0           | 0           | 0           | 1           | 0                       | 1                    |
| Capital Improvements Engineer             | 2           | 2           | 2           | 2           | 0                       | 2                    |
| Eng Project Manager I                     | 2           | 0           | 0           | 0           | 0                       | 0                    |
| Eng Project Manager II                    | 3           | 0           | 0           | 0           | 0                       | 0                    |
| Engineering Technician IV                 | 1           | 1           | 1           | 0           | 0                       | 0                    |
| Intern                                    | 0.5         | 0.5         | 0.5         | 0           | 0                       | 0                    |
| Project Manager                           | 0           | 10          | 10          | 8           | 0                       | 8                    |
| Senior Project Manager                    | 5           | 0           | 0           | 0           | 0                       | 0                    |
| <b>Total</b>                              | <b>13.5</b> | <b>13.5</b> | <b>13.5</b> | <b>11</b>   | <b>0</b>                | <b>11</b>            |
| <b>HUMAN RESOURCES</b>                    |             |             |             |             |                         |                      |
| Admin Assistant                           | 1           | 1           | 1           | 1           | 0                       | 1                    |
| Admin Specialist                          | 1           | 1           | 1           | 1           | 0                       | 1                    |
| Division Director (HR)                    | 0           | 0           | 1           | 1           | 0                       | 1                    |
| Human Resources Analyst                   | 0.5         | 0.5         | 0.75        | 0.75        | 0                       | 0.75                 |
| Human Resources Benefit Spec.             | 1           | 1           | 1           | 1           | 0                       | 1                    |
| Human Resources Director                  | 1           | 1           | 0           | 0           | 0                       | 0                    |
| Human Resources Generalist                | 0           | 0           | 0           | 1           | 0                       | 1                    |
| Human Resources Manager                   | 1           | 1           | 1           | 0           | 0                       | 0                    |
| Human Resources Specialist                | 1           | 0           | 0           | 0           | 0                       | 0                    |
| Human Resources Supervisor                | 0           | 0           | 0           | 0           | 0                       | 0                    |
| Human Resources Recrt Spec                | 0           | 1           | 1           | 1           | -0.5                    | 0.5                  |
| <b>Total</b>                              | <b>6.5</b>  | <b>6.5</b>  | <b>6.75</b> | <b>6.75</b> | <b>-0.5</b>             | <b>6.25</b>          |
| <b>RISK MANAGEMENT</b>                    |             |             |             |             |                         |                      |
| Assistant to City Manager (Risk Mgt)      | 0           | 0           | 1           | 1           | 0                       | 1                    |
| Risk Manager                              | 1           | 1           | 0           | 0           | 0                       | 0                    |
| Insurance Claim Specialist                | 1           | 1           | 1           | 1           | 0                       | 1                    |
| Safety/Risk Management Specialist         | 1           | 1           | 1           | 0           | 0                       | 0                    |
| <b>Total</b>                              | <b>3</b>    | <b>3</b>    | <b>3</b>    | <b>2</b>    | <b>0</b>                | <b>2</b>             |

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|---|--------------|--------------|--------------|--------------|-------------------------|----------------------|
| <b>CUSTOMER SERVICE</b>                     |              |              |              |              |                         |                      |
| Admin Asst                                  | 2.5          | 2.75         | 2.75         | 2.75         | 0                       | 4                    |
| Admin Spclst                                | 2            | 2            | 2            | 2            | 0                       | 1                    |
| Admin Spclst Supervisor                     | 0            | 0            | 0            | 0            | 0                       | 1                    |
| Customer Srvc Manager                       | 1            | 1            | 1            | 1            | -1                      | 0                    |
| Meter Reader                                | 4            | 4            | 4            | 4            | -0.75                   | 3.25                 |
| Meter Reader (Funded in FY11)               | 0            | 0            | 0            | 0            | 0.75                    | 0.75                 |
| Meter Reader Supervisor                     | 1            | 1            | 1            | 1            | 0                       | 1                    |
| <b>Total</b>                                | <b>10.5</b>  | <b>10.75</b> | <b>10.75</b> | <b>10.75</b> | <b>-1</b>               | <b>11</b>            |
| <b>LAW</b>                                  |              |              |              |              |                         |                      |
| Admin Asst                                  | 1            | 1            | 1            | 1.75         | 0                       | 1.75                 |
| Admin Spclst                                | 2            | 2            | 2            | 2            | 0                       | 2                    |
| Admin Spec Supervisor                       | 0            | 1            | 1            | 0            | 0                       | 0                    |
| Asst City Attorney                          | 0            | 4            | 4            | 4            | 0                       | 4                    |
| Asst City Attny-Prosecution                 | 3            | 0            | 0            | 0            | 0                       | 0                    |
| City Attorney                               | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Deputy City Attorney                        | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Executive Assistant/Paralegal               | 1            | 0            | 0            | 0            | 0                       | 0                    |
| Intern                                      | 0.25         | 0.25         | 0.25         | 0            | 0                       | 0                    |
| Legal Assistant                             | 0            | 1            | 1            | 1            | 0                       | 1                    |
| Prosecuter II                               | 1            | 0            | 0            | 0            | 0                       | 0                    |
| Senior Ass't City Attorney                  | 4            | 5            | 5            | 4            | -1                      | 3                    |
| Senior Ass't City Attorney (Funded in FY11) | 0            | 0            | 0            | 0            | 1                       | 1                    |
| <b>Total</b>                                | <b>14.25</b> | <b>16.25</b> | <b>16.25</b> | <b>14.75</b> | <b>0</b>                | <b>14.75</b>         |
| <b>INFORMATION TECHNOLOGY</b>               |              |              |              |              |                         |                      |
| Application Support Specialist I            | 1            | 1            | 1            | 1            | 0                       | 0                    |
| Application Support Specialist II           | 0            | 1            | 1            | 1            | 0                       | 1                    |
| Computer Tech II                            | 0            | 0            | 0            | 0            | 0                       | 0                    |
| Database Analyst III                        | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Division Director (IT)                      | 0            | 0            | 1            | 1            | 0                       | 1                    |
| GIS Analyst Senior                          | 0            | 1            | 1            | 0            | 0                       | 0                    |
| GIS Manager                                 | 1            | 1            | 1            | 1            | -1                      | 0                    |
| GIS Programmer Analyst                      | 1            | 0            | 0            | 0            | 0                       | 0                    |
| GIS Specialist                              | 1            | 1            | 1            | 1            | 0                       | 1                    |
| GIS System Analyst                          | 1            | 0            | 0            | 1            | 0                       | 1                    |
| GIS Technician                              | 2            | 2            | 2            | 1            | -0.5                    | 0.5                  |
| Software Specialist                         | 1            | 0            | 0            | 0            | 0                       | 0                    |
| Series Administrator                        | 0            | 0            | 0            | 0            | 0                       | 0                    |
| IT Analyst                                  | 0            | 0            | 0            | 0            | 0                       | 1                    |
| IT Director                                 | 1            | 1            | 0            | 0            | 0                       | 0                    |
| IT Services Specialist                      | 2            | 2            | 2            | 0            | 0                       | 0                    |
| IT Services Supervisor                      | 1            | 1            | 1            | 1            | 0                       | 1                    |
| IT Technician                               | 0            | 0            | 0            | 0            | 1.5                     | 1.5                  |
| Network Administrator                       | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Senior GIS Technician                       | 0            | 0            | 0            | 0            | 0                       | 0                    |
| Senior Network Administrator                | 0            | 1            | 1            | 1            | 0                       | 1                    |
| System and Applications Mgr                 | 0            | 1            | 1            | 1            | 0                       | 1                    |
| System Administrator                        | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Window System Administrator                 | 1            | 0            | 0            | 0            | 0                       | 0                    |
| <b>Total</b>                                | <b>16</b>    | <b>16</b>    | <b>16</b>    | <b>13</b>    | <b>0</b>                | <b>13</b>            |

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| <b>MANAGEMENT SERVICES</b>        |              |              |              |              |                         |                      |
| Admin Asst                        | 2.5          | 3            | 3            | 1            | 0                       | Transfer             |
| Admin Spclst                      | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Buyer                             | 1            | 2            | 2            | 0.5          | -0.5                    | 0                    |
| Contract Specialist               | 1            | 0            | 0            | 0            | 0                       | 0                    |
| Division Director (Mgmt Services) | 0            | 0            | 1            | 1            | 0                       | 1                    |
| Management Services Director      | 1            | 1            | 0            | 0            | 0                       | 0                    |
| Purchasing Director               | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Real Estate Manager               | 1            | 1            | Transfer     | 0            | 0                       | 0                    |
| Senior Buyer                      | 2            | 0            | 0            | 0            | 0                       | 0                    |
| Senior Procurement Specialist     | 0            | 3            | 3            | 3            | 0                       | 3                    |
| Warehouse Specialist              | 0            | 0            | 0            | 1            | 0                       | 1                    |
| Warehouse Technician              | 1            | 1            | 1            | 0            | 0                       | 0                    |
| <b>Total</b>                      | <b>11.5</b>  | <b>13</b>    | <b>12</b>    | <b>8.5</b>   | <b>-0.5</b>             | <b>7</b>             |
| <b>SALES TAX</b>                  |              |              |              |              |                         |                      |
| Accounts Receivable Specialist    | 1            | 1            | 0            | 0            | 0                       | 0                    |
| Accounts Specialist               | 0            | 0            | 1            | 1            | 0                       | 1                    |
| Admin Assistant                   | 2.5          | 2.5          | 1.5          | 1            | 0                       | 1                    |
| Admin Specialist                  | 0            | 0            | 1            | 1            | 0                       | 1                    |
| Auditor I                         | 0            | 0            | 0            | 0            | 0                       | 1                    |
| Auditor II                        | 2            | 2            | 2            | 2            | 0                       | 1                    |
| Collections Specialist            | 0            | 1            | 2            | 2            | 0                       | 2                    |
| Revenue Collector                 | 2            | 1            | 0            | 0            | 0                       | 0                    |
| Revenue Director                  | 0            | 0            | 0            | 0            | 1                       | 1                    |
| Sales Tax Manager                 | 0            | 0            | 0            | 0            | 1                       | 1                    |
| Tax Licensing & Revenue Adm       | 1            | 1            | 1            | 1            | -1                      | 0                    |
| <b>Total</b>                      | <b>8.5</b>   | <b>8.5</b>   | <b>8.5</b>   | <b>8</b>     | <b>1</b>                | <b>9</b>             |
| <b>LIBRARY - CITY/GRANTS</b>      |              |              |              |              |                         |                      |
| Admin Specialist                  | 1.5          | 1.5          | 1.63         | 1.63         | 0                       | 1.63                 |
| Application Support Specialist II | 0            | 0            | 1            | 1            | 0                       | 1                    |
| Librarian                         | 1            | 2            | 2            | 2            | 0                       | 2                    |
| Library Assistant I               | 14.38        | 16.01        | 16.76        | 16.76        | 0                       | 16.76                |
| Library Assist. I (temp)          | 2.75         | 2.75         | 3            | 3            | 0                       | 3                    |
| Library Assistant II              | 3            | 3            | 3            | 3            | 0                       | 3                    |
| Library Cataloging Assistant      | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Library Clerk I                   | 6.5          | 7.38         | 7.38         | 7.38         | 0                       | 7.38                 |
| Library Clerk I (temp)            | 2.75         | 3.25         | 3.75         | 3.75         | 0                       | 3.75                 |
| Library COE Aide                  | 0.25         | 0.25         | 0.25         | 0.25         | 0                       | 0.25                 |
| Library Director                  | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Library Inf. Syst. Coord.         | 2            | 0            | 0            | 0            | 0                       | 0                    |
| Library Inf. Tech. Coord.         | 0            | 2            | 2            | 2            | 0                       | 0                    |
| Library IT Administrator          | 0            | 0            | 0            | 0            | 0                       | 1                    |
| Library IT Analyst                | 0            | 0            | 0            | 0            | 0                       | 1                    |
| Library Manager                   | 3            | 3            | 3            | 3            | 0                       | 3                    |
| Library Page                      | 2            | 2            | 2            | 2            | 0                       | 2                    |
| Library Page (temp)               | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Library Staff: Sunday             | 0            | 0            | 3            | 0            | 0                       | 0                    |
| Library Supervisor                | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Network Administrator             | 0            | 0            | 1            | 1            | 0                       | 1                    |
| <b>Total</b>                      | <b>43.13</b> | <b>47.14</b> | <b>53.77</b> | <b>50.77</b> | <b>0</b>                | <b>50.77</b>         |

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|---|--------------|--------------|--------------|-------------|-------------------------|----------------------|
| <b>FINANCE</b>                              |              |              |              |             |                         |                      |
| Account Clerk                               | 0            | 0            | 0            | 0           | 0                       | 1                    |
| Account Clerk I                             | 2            | 2            | 2            | 1.5         | -0.25                   | Transfer             |
| Account Clerk II                            | 1            | 1            | 1            | 0           | 0                       | 0                    |
| Accountant I                                | 1            | 1            | 1            | 0           | 0                       | 3                    |
| Accountant II                               | 4            | 5            | 3            | 3           | 0                       | 0                    |
| Accounts Payable Specialist                 | 1            | 1            | 0            | 0           | 0                       | 0                    |
| Accounts Specialist                         | 0            | 0            | 1            | 1           | 0                       | 1                    |
| Finance/Budget Manager                      | 1            | 1            | 0            | 0           | 0                       | 0                    |
| Finance Director                            | 0            | 0            | 1            | 1           | 0                       | 1                    |
| Finance Manager                             | 0            | 0            | 2            | 2           | 0                       | 2                    |
| Grants Assistant                            | 0            | 0            | 0            | 0           | 1                       | 1                    |
| Grants Manager                              | 1            | 1            | 1            | 1           | 0                       | 1                    |
| Intern                                      | 0.14         | 0.14         | 0.14         | 0           | 0                       | 0                    |
| Payroll Assistant                           | 1            | 1            | 1            | 1           | 0                       | 1                    |
| Payroll Manager                             | 0            | 0            | 0            | 1           | 0                       | 1                    |
| Payroll Specialist                          | 0            | 0            | 0            | 0           | 0                       | 0                    |
| Payroll Supervisor                          | 1            | 1            | 1            | 0           | 0                       | 0                    |
| <b>Total</b>                                | <b>13.14</b> | <b>14.14</b> | <b>14.14</b> | <b>11.5</b> | <b>0.75</b>             | <b>12</b>            |
| <b>FMPO</b>                                 |              |              |              |             |                         |                      |
| Intern                                      | 0.25         | 0.38         | 0.38         | 0.38        | 0                       | 0.38                 |
| Administrative Specialist                   | 0.5          | 0.5          | 0.5          | 0.5         | 0                       | 0.5                  |
| Metro Planning Org Manager                  | 1            | 1            | 1            | 1           | 0                       | 1                    |
| Multi modal Planner                         | 1            | 1            | 1            | 1           | 0                       | 1                    |
| <b>Total</b>                                | <b>2.75</b>  | <b>2.88</b>  | <b>2.88</b>  | <b>2.88</b> | <b>0</b>                | <b>2.88</b>          |
| <b>COMMUNITY DEVELOPMENT ADMIN</b>          |              |              |              |             |                         |                      |
| Admin Specialist                            | 1            | 2            | 2            | 1.5         | -0.5                    | 1                    |
| Community Development Dir.                  | 1            | 1            | 0            | 0           | 0                       | 0                    |
| Division Director (CD)                      | 0            | 0            | 1            | 1           | 0                       | 1                    |
| <b>Total</b>                                | <b>2</b>     | <b>3</b>     | <b>3</b>     | <b>2.5</b>  | <b>-0.5</b>             | <b>2</b>             |
| <b>PLANNING &amp; DEVELOPMENT SERVICES</b>  |              |              |              |             |                         |                      |
| Admin Spolst                                | 2            | 2            | 2            | 2           | -1                      | 1                    |
| Advanced Planning Manager                   | 0            | 1            | 0            | 0           | 0                       | 0                    |
| Associate Planner                           | 1            | 1            | 1            | 0           | 0                       | 0                    |
| Building & Develp Services Dir              | 1            | 0            | 0            | 0           | 0                       | 0                    |
| Building Inspection Mgr                     | 1            | 1            | 1            | 1           | -1                      | 0                    |
| Building Inspectors                         | 0            | 0            | 0            | 0           | 0                       | 5                    |
| Building Official                           | 0            | 1            | 1            | 1           | 0                       | 1                    |
| Building Plans Examiner                     | 3            | 4            | 3            | 3           | 0                       | 3                    |
| Case Manager                                | 5            | 5            | 5            | 0           | 0                       | 0                    |
| City Engineer                               | 1            | 0            | 0            | 0           | 0                       | 0                    |
| Code Compliance Officer I                   | 0            | 2            | 1            | 0           | 0                       | 0                    |
| Code Compliance Officer II                  | 0            | 1            | 1            | 1           | -1                      | 0                    |
| Code Compliance Officer II (Funded in FY11) | 0            | 0            | 0            | 0           | 1                       | 1                    |
| Code Compliance Supervisor                  | 0            | 1            | 1            | 1           | 0                       | 1                    |
| Comprehensive Planning Manager              | 0            | 0            | 1            | 1           | 0                       | 1                    |
| Construction Manager                        | 1            | Transfer     | 0            | 0           | 0                       | 0                    |
| Current Planning Mgr                        | 0            | 0            | 0            | 1           | 0                       | 1                    |
| Development Services Director               | 1            | 0            | 0            | 0           | 0                       | 0                    |
| Development Services Rep                    | 2            | 2            | 2            | 0           | 0                       | 0                    |
| Development Services Specialist             | 0            | 0            | 0            | 1           | 0                       | 1                    |
| Development Services Supervisor             | 0            | 0            | 1            | 1           | 0                       | 1                    |
| Engineering Project Manager I               | 2            | 0            | 0            | 0           | 0                       | 0                    |
| Engineering Project Manager II              | 1            | 0            | 0            | 0           | 0                       | 0                    |
| Engineering Technician I p-time             | 0.5          | Transfer     | 0            | 0           | 0                       | 0                    |
| Engineering Technician II                   | 1            | Transfer     | 0            | 0           | 0                       | 0                    |
| Engineering Technician III                  | 1            | Transfer     | 0            | 0           | 0                       | 0                    |

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|--|-------------|-------------|-------------|-------------|-------------------------|----------------------|
| <b>PLANNING &amp; DEVELOPMENT SERVICES (cont.)</b> |             |             |             |             |                         |                      |
| Engineering Technician IV                          | 1           | Transfer    | 0           | 0           | 0                       | 0                    |
| Inspector I  | 9           | 5           | 5           | 3.6         | -1.6                    | 0                    |
| Inspector II                                       | 6           | 4           | 3           | 2.7         | 0.3                     | 0                    |
| Inspection Supervisor                              | 1           | Transfer    | 1           | 0.9         | 0.1                     | 1                    |
| Material Tech I (temp)                             | 0.5         | Transfer    | 0           | 0           | 0                       | 0                    |
| Materials Tech. I                                  | 2           | Transfer    | 0           | 0           | 0                       | 0                    |
| Materials Tech. II                                 | 1           | Transfer    | 0           | 0           | 0                       | 0                    |
| Neighborhood Planner                               | 0           | 0           | 0           | 1           | 0                       | 1                    |
| Planning Development Mgr.                          | 0           | 0           | 0           | 3           | 0                       | 3                    |
| Planning Director                                  | 0           | 1           | 1           | 1           | 0                       | 1                    |
| Plans Examiner                                     | 1           | 0           | 0           | 0           | 0                       | 0                    |
| Project Management Admin.                          | 1           | 1           | 1           | 0           | 0                       | 0                    |
| Zoning Code Administrator                          | 0           | 1           | 1           | 1           | 0                       | 1                    |
| Zoning Code Project Manager                        | 0           | 0           | 0           | 1           | 0                       | 1                    |
| <b>Total</b>                                       | <b>46</b>   | <b>33</b>   | <b>32</b>   | <b>27.2</b> | <b>-3.2</b>             | <b>24</b>            |
| <b>ENGINEERING</b>                                 |             |             |             |             |                         |                      |
| Admin Spclst                                       | 1           | 1           | 1           | Transfer    | 0                       | 0                    |
| Assistant City Engineer                            | 0           | 1           | 1           | 1           | 0                       | 1                    |
| City Engineer                                      | 0           | 1           | 1           | 1           | 0                       | 1                    |
| Community Improvement Director                     | 1           | 0           | 0           | 0           | 0                       | 0                    |
| Construction Manager                               | 0           | 1           | 1           | 1           | 0                       | 1                    |
| Engineering Inspector                              | 0           | 0           | 6           | 5           | 0                       | 5                    |
| Engineering Project Manager                        | 1           | 0           | 0           | 0           | 0                       | 0                    |
| Engineering Technician I p-time                    | 0           | 0.5         | 0.5         | 0           | 0                       | 0                    |
| Engineering Technician II                          | 0           | 1           | 1           | 0           | 0                       | 0                    |
| Engineering Technician III                         | 0           | 1           | 1           | 1           | 0                       | 1                    |
| Engineering Technician IV                          | 0           | 1           | 0           | 0           | 0                       | 0                    |
| Engineering Tech Leadworker                        | 0           | 0           | 1           | 1           | -1                      | 0                    |
| Inspector I  | 0           | 4           | 0           | 0           | 0                       | 0                    |
| Inspector II                                       | 0           | 2           | 0           | 0           | 0                       | 0                    |
| Inspection Supervisor                              | 0           | 1           | 1           | 1           | 0                       | 1                    |
| Intern   | 0           | 0.5         | 0.5         | 0           | 0                       | 0                    |
| Material Tech Aide                                 | 0           | 0.5         | 0.5         | 0           | 0                       | 0                    |
| Materials Tech I                                   | 0           | 2           | 2           | 2           | 0                       | 2                    |
| Materials Tech II                                  | 0           | 1           | 1           | 1           | -1                      | 0                    |
| Project Manager                                    | 0           | 6           | 6           | 5           | -1                      | 4                    |
| Traffic Engineer                                   | 1           | 1           | 1           | 1           | 0                       | 1                    |
| Traffic Project Manager II                         | 2           | 0           | 0           | 0           | 0                       | 0                    |
| Transportation Intern                              | 0.25        | 0           | 0           | 0           | 0                       | 0                    |
| <b>Total</b>                                       | <b>6.25</b> | <b>25.5</b> | <b>25.5</b> | <b>20</b>   | <b>-3</b>               | <b>17</b>            |

**City of Flagstaff**  
**Authorized Personnel/Position Summary**

| SECTION                                    | 2006-2007 | 2007-2008 | 2008-2009 | 2009-2010 | Reductions<br>2010-2011 | Adopted<br>2010-2011 |
|--|-----------|-----------|-----------|-----------|-------------------------|----------------------|
| <b>COMMUNITY INVESTMENT</b>                |           |           |           |           |                         |                      |
| Admin Spclst                               | 2         | 2         | 1         | 1         | 0                       | 1                    |
| Associate Planner                          | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Brownfield Specialist                      | 0         | 0         | 0         | 1         | 0                       | 1                    |
| Community Code Administrator               | 1         | Transfer  | 0         | 0         | 0                       | 0                    |
| Community Code Enf Officer                 | 2         | Transfer  | 0         | 0         | 0                       | 0                    |
| Community Code Officer II                  | 1         | Transfer  | 0         | 0         | 0                       | 0                    |
| Community Code Enf Supervisor              | 1         | Transfer  | 0         | 0         | 0                       | 0                    |
| Community Housing & Grants Adm             | 1         | 1         | Transfer  | 0         | 0                       | 0                    |
| Community Housing Manager                  | 0         | 1         | Transfer  | 0         | 0                       | 0                    |
| Community Housing/NeighPlanner             | 0         | 1         | Transfer  | 0         | 0                       | 0                    |
| Community Investment Director              | 1         | 1         | 1         | 1         | -1                      | 0                    |
| Comm/Neighborhood Planner                  | 0         | 1         | 1         | Transfer  | 0                       | 0                    |
| Community Planner                          | 1         | 1         | 1         | 1         | 0                       | 1                    |
| Comm Reinvestment/ED Mgr                   | 0         | 1         | 0         | 0         | 0                       | 0                    |
| Economic Analyst                           | 0         | 0         | 1         | Transfer  | 0                       | 0                    |
| Housing Manager                            | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Housing Planner                            | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Housing Project Coordinator                | 0         | 1         | Transfer  | 0         | 0                       | 0                    |
| Housing and CD Specialist                  | 0         | 0         | 0         | 0         | 0                       | 0                    |
| Land Trust Manager                         | 1         | 1         | Transfer  | 0         | 0                       | 0                    |
| Long Range Planner                         | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Community Design & Redevelopment Mgr       | 1         | 1         | 1         | 1         | 0                       | 1                    |
| Redevelopment Program Mgr.                 | 1         | 0         | 0         | 0         | 0                       | 0                    |
| 4th Street/Downtown Mgr (Eff. 2010-2012)   | 0         | 0         | 0         | 1         | 0                       | 1                    |
| Total                                      | 17        | 12        | 6         | 6         | -1                      | 5                    |
| <b>DOWNTOWN MANGEMENT</b>                  |           |           |           |           |                         |                      |
| Downtown Manager                           | 0         | 1         | 1         | 1         | 0                       | 1                    |
| Parking Ambassador                         | 0         | 0         | 3         | 3         | 0                       | 3                    |
| Park Maintenance                           | 0         | 0         | 1         | 1         | 0                       | 1                    |
| Total                                      | 0         | 1         | 5         | 5         | 0                       | 5                    |
| <b>HOUSING</b>                             |           |           |           |           |                         |                      |
| Admin Spclst                               | 0         | 0         | 1         | 1         | 0                       | 1                    |
| Housing & Grants Adm. (Grant Funded)       | 0         | 0         | 1         | 1         | 0                       | 1                    |
| Housing Manager                            | 0         | 0         | 1         | 1         | 0                       | 1                    |
| Housing Planner                            | 0         | 0         | 1         | 1         | 0                       | 1                    |
| Housing Project Coordinator (Grant Funded) | 0         | 0         | 1         | 1         | -1                      | 0                    |
| Permanent Affordability Adm (Grant Funded) | 0         | 0         | 1         | 1         | 0                       | 1                    |
| Total                                      | 0         | 0         | 6         | 6         | -1                      | 5                    |

**City of Flagstaff  
Authorized Personnel/Position Summary**

| SECTION                                     | 2006-2007     | 2007-2008     | 2008-2009     | 2009-2010  | Reductions<br>2010-2011 | Adopted<br>2010-2011 |
|---|---------------|---------------|---------------|------------|-------------------------|----------------------|
| <b>FIRE</b>                                 |               |               |               |            |                         |                      |
| Admin Asst                                  | 1             | 1             | 1             | 0          | 0                       | 0                    |
| Admin Spclst                                | 1             | 1             | 1             | 2          | 0                       | 2                    |
| Asst. Fire Chief                            | 2             | 0             | 0             | 0          | 0                       | 0                    |
| Asst. Fire Fuel Mgr                         | 0             | 1             | 2             | 0          | 0                       | 0                    |
| Asst. Fuel Mgr.                             | 1             | 0             | 0             | 0          | 0                       | 0                    |
| Asst. Wildland Fire Mgr.                    | 0             | 0             | 0             | 2          | -2                      | 0                    |
| Community Firewise Coordinator              | 0             | 1             | 1             | 0          | 0                       | 0                    |
| Deputy Fire Chief                           | 0             | 2             | 2             | 2          | 0                       | 2                    |
| Division Director (Fire Chief)              | 0             | 0             | 1             | 1          | 0                       | 1                    |
| Fire Battalion Chief                        | 3             | 4             | 4             | 4          | -1                      | 3                    |
| Fire Captain                                | 21            | 21            | 21            | 24         | -3                      | 21                   |
| Fire Captain (Funded in FY11)               | 0             | 0             | 0             | 0          | 3                       | 3                    |
| Fire Chief                                  | 1             | 1             | 0             | 0          | 0                       | 0                    |
| Fire Engineer                               | 21            | 21            | 21            | 21         | -3                      | 18                   |
| Fire Engineer (Funded in FY11)              | 0             | 0             | 0             | 0          | 3                       | 3                    |
| Fire Fighter                                | 39            | 39            | 39            | 36         | -7                      | 29                   |
| Fire Fighter (Funded in FY11)               | 0             | 0             | 0             | 0          | 4                       | 4                    |
| Fire Fighter Fuel Mgt Tech                  | 0             | 2             | 2             | 0          | 0                       | 0                    |
| Fire Inspector II                           | 2             | 3             | 3             | 2          | 0                       | 2                    |
| Fire Training Officer                       | 1             | 0             | 0             | 0          | 0                       | 0                    |
| FireWise Coordinator                        | 1             | 0             | 0             | 0          | 0                       | 0                    |
| Fuel Manager                                | 0             | 1             | 1             | 0          | 0                       | 0                    |
| Fuel Management Officer                     | 1             | 0             | 0             | 0          | 0                       | 0                    |
| Fuel Mgt. Crew Member                       | 2.75          | 2.75          | 2.75          | 0          | 0                       | 0                    |
| Fuel Mgt. Leadworker                        | 1             | 1             | 0             | 0          | 0                       | 0                    |
| Fuel Management Technicians                 | 2             | 0             | 0             | 0          | 0                       | 0                    |
| Wildland Fire Manager                       | 0             | 0             | 0             | 1          | 0                       | 1                    |
| Wildland Fire Mgt Crw Mbr                   | 0             | 0             | 0             | 2          | -2                      | 0                    |
| Wildland Fire Mgt Crew Mbr (Grant Fnd)      | 0             | 0             | 0             | 0          | 1                       | 1                    |
| Wildland Fire Specialist I                  | 0             | 0             | 0             | 1          | -1                      | 0                    |
| Wildland Fire Specialist I (Funded in FY11) | 0             | 0             | 0             | 0          | 1                       | 1                    |
| Wildland Fire Specialist II                 | 0             | 0             | 0             | 1          | -1                      | 0                    |
| Wildland Fire Supervisor (Grant Fnd)        | 0             | 0             | 0             | 0          | 1                       | 1                    |
| <b>Total</b>                                | <b>100.75</b> | <b>101.75</b> | <b>101.75</b> | <b>99</b>  | <b>-7</b>               | <b>92</b>            |
| <b>POLICE</b>                               |               |               |               |            |                         |                      |
| Admin Asst                                  | 10            | 10            | 0             | 0          | 0                       | 0                    |
| Admin Spclst                                | 4             | 4             | 15            | 13         | 0                       | 13                   |
| Animal Control Officer                      | 2             | 2             | 2             | 1          | 0                       | 1                    |
| Deputy Police Chief                         | 2             | 2             | 2             | 2          | 0                       | 2                    |
| Dispatch Admin Call Taker                   | 0             | 1             | 2             | 2          | -1                      | 1                    |
| Dispatch Admin Call Taker (Funded in FY11)  | 0             | 0             | 0             | 0          | 1                       | 1                    |
| Division Director (Police Chief)            | 0             | 0             | 1             | 1          | 0                       | 1                    |
| Emerg Comm Specialist                       | 25            | 0             | 0             | 0          | 0                       | 0                    |
| Emerg Comm Speclst - Idwkr                  | 4             | 0             | 0             | 0          | 0                       | 0                    |
| Evidence Technician                         | 3             | 3             | 3             | 2          | 0                       | 2                    |
| Parking Control Officer                     | 1             | 1             | 1             | 1          | 0                       | 1                    |
| Police Chief                                | 1             | 1             | 0             | 0          | 0                       | 0                    |
| Police Communications Mgr                   | 1             | 1             | 1             | 1          | 0                       | 1                    |
| Police Corporal/Det.                        | 18            | 18            | 19            | 19         | 0                       | 19                   |
| Police Emerg Comm Specialist                | 0             | 25            | 25            | 23         | 0                       | 23                   |
| Police Emerg Comm Speclst - Idwkr           | 0             | 5             | 0             | 0          | 0                       | 0                    |
| Police Emerg Comm Speclst Sup.              | 0             | 0             | 5             | 5          | 0                       | 5                    |
| Police Lieutenant                           | 4             | 5             | 4             | 4          | 0                       | 4                    |
| Police Officer                              | 68            | 77            | 81            | 68         | 0                       | 66                   |
| Police Records Leadworker                   | 1             | 1             | 0             | 0          | 0                       | 0                    |
| Police Records Supervisor                   | 0             | 0             | 2             | 1          | 0                       | 1                    |
| Police Sergeant                             | 12            | 12            | 12            | 12         | 0                       | 12                   |
| Police Special Serv. Sup                    | 1             | 1             | 1             | 1          | 0                       | 1                    |
| Police Support Serv. Mgr.                   | 1             | 1             | 1             | 0          | 0                       | 0                    |
| Police Support Serv. Sup.                   | 0             | 0             | 0             | 1          | 0                       | 1                    |
| Property Control Coord                      | 1             | 2             | 2             | 1          | 0                       | 1                    |
| <b>Total</b>                                | <b>159</b>    | <b>172</b>    | <b>179</b>    | <b>158</b> | <b>0</b>                | <b>156</b>           |

**City of Flagstaff  
Authorized Personnel/Position Summary**

| SECTION                               | 2006-2007 | 2007-2008 | 2008-2009 | 2009-2010 | Reductions<br>2010-2011 | Adopted<br>2010-2011 |
|---------------------------------------|-----------|-----------|-----------|-----------|-------------------------|----------------------|
| <b>POLICE GRANTS</b>                  |           |           |           |           |                         |                      |
| Admin Spclst                          | 1         | 1         | 1         | 1         | 0                       | 1                    |
| Police Officer                        | 3         | 0         | 0         | 8         | 0                       | 10                   |
| Police Sergeant                       | 1         | 1         | 1         | 1         | 0                       | 1                    |
| Total                                 | 5         | 2         | 2         | 10        | 0                       | 12                   |
| <b>PUBLIC WORKS ADMINISTRATION</b>    |           |           |           |           |                         |                      |
| Admin Spclst                          | 1         | 1         | 1         | 1         | -0.5                    | 0                    |
| Assistant Public Works Director       | 0         | 1         | 1         | 1         | -1                      | 0                    |
| Executive Admin Assistant             | 0         | 0         | 0         | 0         | 0                       | 0.5                  |
| Division Director (Public Works)      | 0         | 0         | 1         | 1         | 0                       | 1                    |
| Project Manager                       | 0         | 0         | 1         | 1         | 0                       | 1                    |
| Public Works Director                 | 1         | 1         | 0         | 0         | 0                       | 0                    |
| Senior Project Manager                | 1         | 1         | 0         | 0         | 0                       | 0                    |
| Total                                 | 3         | 4         | 4         | 4         | -1.5                    | 2.5                  |
| <b>PARKS</b>                          |           |           |           |           |                         |                      |
| Maintenance Worker - Temps            | 6.75      | 8         | 5.46      | 3.2       | 0                       | 3.2                  |
| Maintenance Worker                    | 0         | 0         | 25        | 23        | 0                       | 21                   |
| Maintenance Worker I                  | 8         | 11        | 0         | 0         | 0                       | 0                    |
| Maintenance Worker II                 | 9         | 8         | 0         | 0         | 0                       | 0                    |
| Maintenance Worker III                | 1         | 2         | 0         | 0         | 0                       | 0                    |
| Maintenance Worker III Leadworker     | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Parks Leadworkers                     | 0         | 0         | 0         | 0         | 0                       | 2                    |
| Parks Manager                         | 0         | 0         | 0         | 0         | 0                       | 1                    |
| Parks Supt.                           | 1         | 1         | 1         | 1         | -1                      | 0                    |
| Parks Supervisor                      | 0         | 1         | 1         | 1         | 0                       | 0                    |
| Total                                 | 26.75     | 31        | 32.46     | 28.2      | -1                      | 27.2                 |
| <b>FLEET SERVICES</b>                 |           |           |           |           |                         |                      |
| Buyer                                 | 0         | 1         | 1         | 1         | 0                       | 1                    |
| Buyer I                               | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Fleet Manager                         | 0         | 0         | 1         | 1         | 0                       | 1                    |
| Fleet Mgmt. Supt.                     | 1         | 1         | 1         | 1         | -1                      | 0                    |
| Fleet Supervisor                      | 1         | 1         | 0         | 0         | 0                       | 0                    |
| Mechanic Aide                         | 1         | 1         | 0         | 0         | 0                       | 0                    |
| Mechanic I                            | 2         | 2         | 3         | 3         | 0                       | 3                    |
| Mechanic II                           | 6         | 4         | 4         | 4         | 0                       | 4                    |
| Mechanic III Leadworker               | 0         | 2         | 2         | 2         | 0                       | 2                    |
| Parts Specialist                      | 0         | 1         | 1         | 0         | 0                       | 0                    |
| Service Writer                        | 1         | 1         | 1         | 1         | 0                       | 1                    |
| Welder                                | 1         | 1         | 1         | 1         | 0                       | 1                    |
| Total                                 | 14        | 15        | 15        | 14        | -1                      | 13                   |
| <b>FACILITIES MAINTENANCE</b>         |           |           |           |           |                         |                      |
| Custodian/Attendant                   | 1         | 1         | 0         | 0         | 0                       | 0                    |
| Facility Maintenance Manager          | 1         | 1         | 0         | 1         | 0                       | 1                    |
| Facilities Maintenance Superintendent | 0         | 0         | 1         | 1         | 0                       | 1                    |
| HVACR Technician                      | 0         | 0         | 1         | 0         | 0                       | 0                    |
| Maintenance Worker                    | 0         | 0         | 9         | 9         | 0                       | 9                    |
| Maintenance Worker I                  | 2         | 2         | 0         | 0         | 0                       | 0                    |
| Maintenance Worker II                 | 3         | 5         | 0         | 0         | 0                       | 0                    |
| Maintenance Worker III                | 1         | 2         | 0         | 0         | 0                       | 0                    |
| Maintenance Worker III - HVAC         | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Maintenance Worker III-Lead           | 1         | 1         | 1         | 0         | 0                       | 0                    |
| Total                                 | 10        | 12        | 12        | 11        | 0                       | 11                   |

**City of Flagstaff  
Authorized Personnel/Position Summary**

| SECTION                                 | 2006-2007    | 2007-2008    | 2008-2009    | 2009-2010    | Reductions<br>2010-2011 | Adopted<br>2010-2011 |
|---|--------------|--------------|--------------|--------------|-------------------------|----------------------|
| <b>RECREATION</b>                       |              |              |              |              |                         |                      |
| Admin Asst                              | 1            | 2            | 2            | 1            | 0                       | 1                    |
| Admin Spclst                            | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Division Director (Comm Enrichment)     | 0            | 0            | 1            | 1            | 0                       | 1                    |
| Intern                                  | 0.25         | 0.25         | 0.25         | 0.25         | 0                       | 0.25                 |
| Parks & Recreation Manager              | 1            | 0            | 0            | 0            | 0                       | 0                    |
| Parks & Recreation Director             | 0            | 1            | 0            | 0            | 0                       | 0                    |
| Recreation Coord. I                     | 6.5          | 7.5          | 7.5          | 5.5          | 0                       | 5.5                  |
| Recreation Coordinator II               | 2            | 2            | 2            | 5            | 0                       | 5                    |
| Recreation Manager                      | 0            | 1            | 0            | 0            | 0                       | 0                    |
| Recreation Supervisor                   | 0            | 0            | 1            | 1            | 0                       | 1                    |
| Recreation Supt.                        | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Recreation Temporaries                  | 21.32        | 45.48        | 45.48        | 37.91        | 0                       | 37.91                |
| Senior Recreation Coordinator           | 8            | 6            | 6            | 6            | 0                       | 6                    |
| <b>Total</b>                            | <b>42.07</b> | <b>67.23</b> | <b>67.23</b> | <b>59.66</b> | <b>0</b>                | <b>59.66</b>         |
| <b>STREET MAINTENANCE &amp; REPAIRS</b> |              |              |              |              |                         |                      |
| Admin Spclst                            | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Cemetery Caretaker                      | 0            | 0.75         | 0.75         | 0.75         | 0                       | 0.75                 |
| Cemetery Maint. Specialist              | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Equip. Oper. III LDWKR                  | 0            | 1            | 1            | 0            | 0                       | 0                    |
| Equip. Oper. various temps              | 5.5          | 0            | 0            | 0            | 0                       | 0                    |
| Equip. Oper. Snow temps                 | 0            | 8.06         | 8.06         | 4.31         | 0                       | 4.31                 |
| Equipment Operator                      | 0            | 0            | 14           | 14           | 0                       | 14                   |
| Equipment Operator I                    | 3            | 4            | 0            | 0            | 0                       | 0                    |
| Equipment Operator II                   | 8            | 8            | 0            | 0            | 0                       | 0                    |
| Equipment Operator III                  | 3            | 3            | 0            | 0            | 0                       | 0                    |
| Intern                                  | 0            | 0            | 0.5          | 0.5          | 0                       | 0.5                  |
| Leadworker/Training Coord.              | 1            | 0            | 0            | 0            | 0                       | 0                    |
| Maintenance Worker                      | 0            | 0            | 8            | 7            | 0                       | 7                    |
| Maint. Wkr. I                           | 3            | 3            | 0            | 0            | 0                       | 0                    |
| Maint. Wkr. II                          | 3            | 3            | 0            | 0            | 0                       | 0                    |
| Maint. Wkr. III                         | 2            | 2            | 0            | 0            | 0                       | 0                    |
| Maint. Wkr. III LDWKR                   | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Maint. Worker temp                      | 0.75         | 0.75         | 0.75         | 0.75         | 0                       | 0.75                 |
| Safety/Training Coordinator             | 0            | 0            | 1            | 0            | 0                       | 0                    |
| Streets Director                        | 0            | 0            | 0            | 0            | 0                       | 1                    |
| Streets Leadworker                      | 0            | 0            | 0            | 3            | 0                       | 3                    |
| Streets Manager                         | 0            | 0            | 1            | 1            | 0                       | 1                    |
| Street Superintendent                   | 1            | 1            | 1            | 1            | 0                       | 0                    |
| Street Supervisor                       | 0            | 1            | 0            | 0            | 0                       | 0                    |
| Supervisor of Operations                | 1            | 0            | 0            | 0            | 0                       | 0                    |
| Traffic Signal Technician               | 1            | 1            | 1            | 0            | 0                       | 0                    |
| Traffic Signal Technician Ass't         | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Transportation and Maint Mgr            | 1            | Transfer     | 0            | 0            | 0                       | 0                    |
| <b>Total</b>                            | <b>37.25</b> | <b>40.56</b> | <b>41.06</b> | <b>36.31</b> | <b>0</b>                | <b>36.31</b>         |
| <b>AIRPORT</b>                          |              |              |              |              |                         |                      |
| Admin Spclst                            | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Airport Director                        | 0            | 0            | 1            | 1            | 0                       | 1                    |
| Airport Manager                         | 1            | 1            | 0            | 0            | 0                       | 0                    |
| Airport Operations Supv                 | 1            | 1            | 1            | 1            | 0                       | 1                    |
| Airport Service Worker I                | 3            | 4            | 4            | 3            | 0                       | 3                    |
| Airport Service Worker II               | 3            | 3            | 3            | 3            | 0                       | 3                    |
| Equip. Operator II temp                 | 0.5          | 0            | 0            | 0            | 0                       | 0                    |
| Maintenance Wrks I Temp                 | 0.5          | 0            | 0            | 0            | 0                       | 0                    |
| Maintenance Wrks - Snow                 | 0            | 0.5          | 0.5          | 0.5          | 0                       | 0.5                  |
| <b>Total</b>                            | <b>10.0</b>  | <b>10.5</b>  | <b>10.5</b>  | <b>9.5</b>   | <b>0</b>                | <b>9.5</b>           |

**City of Flagstaff  
Authorized Personnel/Position Summary**

| SECTION  | 2006-2007   | 2007-2008   | 2008-2009   | 2009-2010    | Reductions<br>2010-2011 | Adopted<br>2010-2011 |
|--|-------------|-------------|-------------|--------------|-------------------------|----------------------|
| <b>SOLID WASTE</b>   |             |             |             |              |                         |                      |
| Admin Asst   | 2.5         | 2.5         | 3.5         | 3.5          | 0                       | 3.5                  |
| Admin Spclst   | 2           | 1           | 1           | 1            | 0                       | 1                    |
| Admin Spclst Supervisor                                      | 0           | 1           | 1           | 1            | 0                       | 1                    |
| Bin Maint./Equip. Oper.                                      | 2           | 1           | 0           | 0            | 0                       | 0                    |
| Bin Maint. Leadworker  | 0           | 1           | 1           | 1            | 0                       | 1                    |
| Brownfield Specialist  | 1           | 1           | 1           | Transfer     | 0                       | 0                    |
| Brownfield Program Ass't                                     | 1           | 1           | 1           | 0            | 0                       | 0                    |
| Code Enforcement Aide  | 1           | 0           | 0           | 0            | 0                       | 0                    |
| Conservation Manager   | 1           | 1           | 1           | 1            | -1                      | 0                    |
| Environmental Aide   | 0.6         | 0.6         | 0.6         | 0.6          | 0                       | Transfer             |
| Environmental Assistant                                      | 1.5         | 1.5         | 1           | 1            | 0                       | Transfer             |
| Environmental Code Enf Aide                                  | 0           | 1           | 1           | 1            | -1                      | 0                    |
| Environmental Code Officer                                   | 1           | 0           | 0           | 0            | 0                       | 0                    |
| Environmental Code Specialist                                | 0           | 1           | 1           | 1            | 0                       | Transfer             |
| Environ Operations Manager                                   | 1           | 0           | 0           | 0            | 0                       | 0                    |
| Environ Program Manager                                      | 1           | 0           | 1           | 1            | 0                       | Transfer             |
| Environmental Program Specialist                             | 1           | 1           | 1           | 1            | 0                       | Transfer             |
| Environmental Project Manager                                | 1           | 1           | 0           | 0            | 0                       | 0                    |
| Environmental Project Specialist                             | 1           | 0           | 0           | 0            | 0                       | 0                    |
| Environmental Services Director                              | 1           | 0           | 0           | 0            | 0                       | 0                    |
| Environmental Services Mgr                                   | 2           | 2           | 2           | 2            | 0                       | 2                    |
| Environmental Supervisor                                     | 0           | 0           | 0           | 0            | 0                       | 0                    |
| Environmental Technician                                     | 1           | 1           | 1           | 1            | 0                       | Transfer             |
| Equipment Operator   | 0           | 0           | 38          | 37           | -1                      | 34                   |
| ES Director  | 0           | 0           | 0           | 0            | 0                       | 1                    |
| ES Collection Super  | 2           | 2           | 2           | 2            | 0                       | 2                    |
| ES Equip. Oper I - Temp                                      | 1           | 1           | 1           | 1            | 0                       | 1                    |
| ES Equip. Oper I   | 4           | 4           | 0           | 0            | 0                       | 0                    |
| ES Equip. Oper. II   | 11          | 11          | 0           | 0            | 0                       | 0                    |
| ES Equip. Oper. III-Commercial                               | 10          | 0           | 0           | 0            | 0                       | 0                    |
| ES Equip. Oper. III-Relief Driver                            | 1           | 0           | 0           | 0            | 0                       | 0                    |
| ES Equip. Oper. III  | 0           | 11          | 0           | 0            | 0                       | 0                    |
| ES Leadworker  | 0           | 0           | 0           | 0            | 0                       | 2                    |
| ES Operations Mgr  | 0           | 1           | 1           | 1            | 0                       | 0                    |
| Landfill Equip Operator I                                    | 1           | 1           | 0           | 0            | 0                       | 0                    |
| Landfill Equip Operator II                                   | 2           | 2           | 0           | 0            | 0                       | 0                    |
| Landfill Equip Operator III                                  | 3           | 2           | 0           | 0            | 0                       | 0                    |
| Landfill Equip Operator III - Lead                           | 0           | 1           | 1           | 0            | 0                       | 0                    |
| Landfill Maint Operator                                      | 1           | 1           | 0           | 0            | 0                       | 0                    |
| Landfill Supervisor  | 0           | 0           | 0           | 1            | 0                       | 1                    |
| Program Asst   | 2           | 2           | 2           | 2            | 0                       | 1                    |
| Project Manager  | 0           | 2           | 2           | 2            | 0                       | 2                    |
| Project Manager II   | 1           | 0           | 0           | 0            | 0                       | 0                    |
| Sustainability and Env Mgr                                   | 0           | 1           | 1           | 1            | 0                       | Transfer             |
| Sustainability Assistant (Grant Funded)                      | 0           | 0           | 0           | 0.48         | 0                       | Transfer             |
| Sustainability Coordinator                                   | 1           | 0           | 0           | 0            | 0                       | 0                    |
| Sustainability Manager                                       | 0           | 1           | 1           | 1            | 0                       | Transfer             |
| Sustainability Specialist                                    | 0           | 0           | 1           | 1            | 1                       | Transfer             |
| <b>Total</b>   | <b>62.6</b> | <b>61.6</b> | <b>68.1</b> | <b>65.58</b> | <b>-2</b>               | <b>52.5</b>          |
| <b>SUSTAINABILITY &amp; ENVIROMENTAL MANAGEMENT SERVICES</b> |             |             |             |              |                         |                      |
| Environmental Aide   | 0           | 0           | 0           | 0            | 0                       | 0.6                  |
| Environmental Assistant                                      | 0           | 0           | 0           | 0            | 0                       | 1                    |
| Environmental Code Enf Officer                               | 0           | 0           | 0           | 0            | 0                       | 1                    |
| Environmental Code Specialist                                | 0           | 0           | 0           | 0            | 0                       | 1                    |
| Environ Program Manager                                      | 0           | 0           | 0           | 0            | 0                       | 1                    |
| Environmental Program Specialist                             | 0           | 0           | 0           | 0            | 0                       | 1                    |
| Environmental Technician                                     | 0           | 0           | 0           | 0            | 0                       | 1                    |
| Sustainability and Env Director                              | 0           | 0           | 0           | 0            | 0                       | 1                    |

**City of Flagstaff**  
**Authorized Personnel/Position Summary**

| SECTION  | 2006-2007 | 2007-2008 | 2008-2009 | 2009-2010 | Reductions<br>2010-2011 | Adopted<br>2010-2011 |
|--|-----------|-----------|-----------|-----------|-------------------------|----------------------|
| <b>SUSTAINABILITY &amp; ENVIROMENTAL MANAGEMENT SERVICES (cont.)</b> |           |           |           |           |                         |                      |
| Sustainability Assistant (Grant Funded)                              | 0         | 0         | 0         | 0         | 0                       | 0.48                 |
| Sustainability Manager   | 0         | 0         | 0         | 0         | 0                       | 1                    |
| Sustainability Specialist  | 0         | 0         | 0         | 0         | 0                       | 2                    |
| Total  | 0         | 0         | 0         | 0         | 0                       | 11.08                |
| <b>UTILITIES ADMINISTRATION</b>                                      |           |           |           |           |                         |                      |
| Admin Spclst   | 2         | 2         | 2         | 2         | 0                       | 2                    |
| Assistant Utilities Director   | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Division Director (Utilities)  | 0         | 0         | 1         | 1         | 0                       | 1                    |
| GIS System Analyst   | 1         | 1         | 1         | 1         | 0                       | 1                    |
| Project Manager  | 0         | 0         | 0         | 1         | 0                       | 1                    |
| Utilities Director   | 1         | 1         | 0         | 0         | 0                       | 0                    |
| Utilities Engineer   | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Utilities Engineering Manager  | 0         | 1         | 1         | 1         | 0                       | 1                    |
| Utilities Plan Reviewer  | 0         | 0         | 1         | 1         | 0                       | 1                    |
| Utilities Program Assistant  | 1         | 1         | 1         | 1         | -1                      | 0                    |
| Utilities Program Manager  | 0         | 0         | 0         | 1         | 0                       | 1                    |
| Utilities Senior Project Manager                                     | 1         | 1         | 1         | 0         | 0                       | 0                    |
| Water Conservation Manager   | 1         | 1         | 1         | 0         | 0                       | 0                    |
| Water Conservation Enforcement Aide                                  | 0.5       | 0.5       | 0.5       | 0         | 0                       | 0                    |
| Water Resource Manager   | 0         | 1         | 1         | 1         | 0                       | 1                    |
| Total  | 9.5       | 9.5       | 10.5      | 10        | -1                      | 9                    |
| <b>LAKE MARY WATER PLANT</b>   |           |           |           |           |                         |                      |
| Instrument Tech  | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Instrumentation/Electrical Spec                                      | 0         | 1         | 1         | 1         | 0                       | 1                    |
| Lab Director/Chemist   | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Laboratory Specialist  | 0         | 1         | 1         | 1         | 0                       | 1                    |
| Laboratory Tech  | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Maintenance Specialist   | 0         | 1         | 1         | 1         | 0                       | 1                    |
| Mech. Maint. Wkr I (temp)  | 1         | 1         | 1         | 0         | 0                       | 0                    |
| Mech. Maint. Wkr. III  | 2         | 0         | 0         | 0         | 0                       | 0                    |
| Mech. Maint. Wkr. IV   | 1         | 0         | 0         | 0         | 0                       | 0                    |
| MSW  | 0         | 0         | 0         | 0         | 0                       | 0                    |
| MSW Operations   | 0         | 3         | 3         | 3         | 0                       | 3                    |
| MSW Laboratory   | 0         | 1         | 1         | 1         | 0                       | 1                    |
| MSW Maintenance  | 0         | 3         | 3         | 2         | 0                       | 2                    |
| Operations Specialist  | 0         | 1         | 1         | 1         | 0                       | 1                    |
| Plant Operator   | 3         | 0         | 0         | 0         | 0                       | 0                    |
| Water Production Manager   | 1         | 1         | 1         | 1         | 0                       | 1                    |
| Water Treat/Prod Chf Operator  | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Total  | 12        | 13        | 13        | 11        | 0                       | 11                   |
| <b>WATER DISTRIBUTION SYSTEM</b>                                     |           |           |           |           |                         |                      |
| Admin Specialist   | 0         | 0         | 1         | 0         | 0                       | 0                    |
| Field Services Manager   | 0         | 1         | 1         | 1         | 0                       | 1                    |
| Field Services Supervisor  | 1         | 0         | 0         | 0         | 0                       | 0                    |
| Maintenance Worker - Temp  | 1         | 1         | 1         | 1         | -1                      | 0                    |
| Maintenance Worker   | 1         | 1         | 1         | 1         | 0                       | 1                    |
| MSW - Water Services Tech  | 0         | 0         | 11        | 10        | 0                       | 10                   |
| Water Services Specialist  | 1         | 1         | 1         | 1         | 0                       | 1                    |
| Water Services Tech  | 12        | 12        | 0         | 0         | 0                       | 0                    |
| Water/Sewer Util. Locator  | 1         | 1         | 1         | 1         | 0                       | 1                    |
| Total  | 17        | 17        | 17        | 15        | -1                      | 14                   |

**City of Flagstaff  
Authorized Personnel/Position Summary**

| SECTION                                     | 2006-2007   | 2007-2008    | 2008-2009    | 2009-2010    | Reductions<br>2010-2011 | Adopted<br>2010-2011 |
|---|-------------|--------------|--------------|--------------|-------------------------|----------------------|
| <b>WASTEWATER TREATMENT PLANT</b>           |             |              |              |              |                         |                      |
| Equip Operator II Temp                      | 1.5         | 1.5          | 1.5          | 1.5          | 0                       | 1.5                  |
| MSW - Plant Tech                            | 0           | 7            | 7            | 6            | 0                       | 6                    |
| Plant Specialist                            | 4           | 4            | 4            | 4            | 0                       | 4                    |
| Plant Tech-Multi-Skilled Wrk                | 7           | 0            | 0            | 0            | 0                       | 0                    |
| Wastewater Treatment Manager                | 1           | 1            | 1            | 1            | 0                       | 1                    |
| <b>Total</b>                                | <b>13.5</b> | <b>13.5</b>  | <b>13.5</b>  | <b>12.5</b>  | <b>0</b>                | <b>12.5</b>          |
| <b>WASTEWATER COLLECTION</b>                |             |              |              |              |                         |                      |
| MSW- Water Services Tech                    | 0           | 8            | 8            | 8            | 0                       | 8                    |
| Water Services Specialist                   | 1           | 1            | 1            | 1            | 0                       | 1                    |
| Water Services Tech                         | 8           | 0            | 0            | 0            | 0                       | 0                    |
| <b>Total</b>                                | <b>9</b>    | <b>9</b>     | <b>9</b>     | <b>9</b>     | <b>0</b>                | <b>9</b>             |
| <b>WASTEWATER MONITORING</b>                |             |              |              |              |                         |                      |
| Administrative Specialist                   | 0.5         | 0.5          | 1            | 0            | 0                       | 0                    |
| Industrial Waste Inspector                  | 2           | 2            | 2            | 2            | 0                       | 2                    |
| Industrial Waste Supervisor                 | 1           | 1            | 1            | 1            | 0                       | 1                    |
| <b>Total</b>                                | <b>3.5</b>  | <b>3.5</b>   | <b>4</b>     | <b>3</b>     | <b>0</b>                | <b>3</b>             |
| <b>RECLAIMED WASTEWATER TREATMENT PLANT</b> |             |              |              |              |                         |                      |
| Maintenance Specialist                      | 0           | 1            | 1            | 1            | 0                       | 1                    |
| MSW - Laboratory Tech                       | 0           | 0            | 1            | 1            | 0                       | 1                    |
| MSW - Plant Tech                            | 0           | 2            | 1            | 1            | 0                       | 1                    |
| Plant Specialist                            | 1           | 1            | 1            | 1            | 0                       | 1                    |
| Plant Tech Multi-Skilled Wrk                | 3           | 0            | 0            | 0            | 0                       | 0                    |
| <b>Total</b>                                | <b>4</b>    | <b>4</b>     | <b>4</b>     | <b>4</b>     | <b>0</b>                | <b>4</b>             |
| <b>CITY COURT</b>                           |             |              |              |              |                         |                      |
| Admin Asst                                  | 9           | 0            | 0            | 0            | 0                       | 0                    |
| Admin Spclst                                | 3.25        | 0            | 0            | 0            | 0                       | 0                    |
| Collection Specialist                       | 0           | 0            | 2            | 2            | -1                      | 1                    |
| Court Administrator                         | 1           | 1            | 0            | 0            | 0                       | 0                    |
| Court Collection Specialist                 | 1           | 2            | 0            | 0            | 0                       | 0                    |
| Court Info Systems Coordinator              | 0           | 0            | 1            | 1            | 0                       | 1                    |
| Court Info Systems Spec                     | 1           | 1            | 0            | 0            | 0                       | 0                    |
| Court Interpreter                           | 1           | 1            | 1            | 0.9          | 0.1                     | 1                    |
| Court Judicial Specialist                   | 0           | 8            | 9            | 7            | -0.5                    | 6.5                  |
| Court Judicial Specialist (Funded in FY11)  | 0           | 0            | 0            | 0            | 1                       | 1                    |
| Court Services Super                        | 0           | 1.63         | 1.63         | 1.63         | 0.37                    | 2                    |
| Court Training Specialist                   | 1           | 1            | 1            | 1            | 0                       | 1                    |
| Deputy Court Administrator                  | 2           | 3            | 3            | 3            | -1                      | 2                    |
| Deputy Court Administrator (Funded in FY11) | 0           | 0            | 0            | 0            | 1                       | 1                    |
| Division Director (Court)                   | 0           | 0            | 1            | 1            | 0                       | 1                    |
| Executive Admin Asst (Judicial)             | 0           | 1            | 1            | 1            | -1                      | 0                    |
| Jury Services Specialist                    | 0           | 0.5          | 0.5          | 0.5          | 0.5                     | 1                    |
| Magistrate                                  | 1.75        | 1.75         | 1.75         | 1.75         | -0.12                   | 1.63                 |
| Presiding Magistrate                        | 1           | 1            | 1            | 1            | 0                       | 1                    |
| Probation Officer                           | 2           | 0            | 0            | 0            | 0                       | 0                    |
| Probation Service Officer                   | 0           | 2            | 2            | 2            | -0.5                    | 1.5                  |
| Pro-Tem Magistrate                          | 0.5         | 0.75         | 0.75         | 0.5          | 0.05                    | 0.55                 |
| Warrant Officer                             | 2           | 2            | 3            | 1.6          | 0.4                     | 2                    |
| <b>Total</b>                                | <b>26.5</b> | <b>27.63</b> | <b>29.63</b> | <b>25.88</b> | <b>-0.7</b>             | <b>25.18</b>         |

**City of Flagstaff**  
**Authorized Personnel/Position Summary**

| SECTION                                   | 2006-2007     | 2007-2008     | 2008-2009     | 2009-2010     | Reductions<br>2010-2011 | Adopted<br>2010-2011 |
|---|---------------|---------------|---------------|---------------|-------------------------|----------------------|
| <b>ECONOMIC DEVELOPMENT</b>               |               |               |               |               |                         |                      |
| Business Attraction Manager               | 0             | 1             | 1             | 0             | 0                       | 0                    |
| Business Retention & Expansion Mgr        | 0             | 1             | 1             | 1             | 0                       | 1                    |
| Economic Analyst                          | 0             | 0             | 0             | 1             | 0                       | 1                    |
| Total                                     | 0             | 2             | 2             | 2             | 0                       | 2                    |
| <b>TOURISM</b>                            |               |               |               |               |                         |                      |
| Admin Spclst                              | 1             | 1             | 1             | 1             | 0                       | 1                    |
| CVB Director                              | 1             | 1             | 0             | 1             | 0                       | 1                    |
| Division Director                         | 0             | 0             | 1             | 1             | 0                       | 1                    |
| Marketing Assistant                       | 1             | 0             | 0             | 0             | 0                       | 0                    |
| Marketing Manager                         | 0             | 1             | 1             | 1             | 0                       | 1                    |
| Publications Assistant                    | 1             | 1             | 1             | 0             | 0                       | 0                    |
| Publication Specialist                    | 1             | 1             | 1             | 2             | 0                       | 2                    |
| Public Relations Assistant                | 0             | 1             | 0             | 0             | 0                       | 0                    |
| Public Relations Associate                | 0             | 0             | 1             | 1             | 0                       | 1                    |
| Public Relations Manager                  | 1             | 1             | 1             | 0             | 0                       | 0                    |
| Sales Associate                           | 0             | 2             | 2             | 2             | 0                       | 2                    |
| Sales Marketing & Associate               | 2             | 0             | 0             | 0             | 0                       | 0                    |
| Sales Manager                             | 0             | 1             | 1             | 1             | -1                      | 0                    |
| Sales & Marketing Manager                 | 1             | 0             | 0             | 0             | 0                       | 0                    |
| Total                                     | 9             | 10            | 10            | 10            | -1                      | 9                    |
| <b>TOURISM-VISITOR CENTER</b>             |               |               |               |               |                         |                      |
| Admin Asst                                | 4.25          | 4.25          | 4.25          | 4.25          | -1.26                   | 2.99                 |
| Admin Asst (Funded in FY11)               | 0             | 0             | 0             | 0             | 0.76                    | 0.76                 |
| Admin Spclst                              | 1.5           | 1.5           | 1.5           | 0.5           | 0                       | 0.5                  |
| Visitor Center Manager                    | 0             | 0             | 0             | 1             | 0                       | 1                    |
| Visitor Center Supervisor                 | 1             | 1             | 1             | 0             | 0                       | 0                    |
| Total                                     | 6.75          | 6.75          | 6.75          | 5.75          | -0.5                    | 5.25                 |
| <b>STORMWATER</b>                         |               |               |               |               |                         |                      |
| Floodplain Inspector                      | 1             | 1             | 1             | 1             | 0                       | 1                    |
| Intern                                    | 0.5           | 0.5           | 0.5           | 1             | 0                       | 1                    |
| Project Manager                           | 0             | 0             | 3             | 2             | 0                       | 2                    |
| Project Manager I                         | 2             | 3             | 0             | 0             | 0                       | 0                    |
| Project Manager II                        | 1             | 0             | 0             | 0             | 0                       | 0                    |
| Stormwater Manager                        | 1             | 0             | 0             | 0             | 0                       | 0                    |
| Stormwater Program Manager                | 0             | 1             | 1             | 1             | 0                       | 1                    |
| Stormwater Service Analyst                | 1             | 1             | 1             | 1             | 0                       | 1                    |
| Total                                     | 6.5           | 6.5           | 6.5           | 6             | 0                       | 6                    |
| <b>FLAGSTAFF HOUSING AUTHORITY</b>        |               |               |               |               |                         |                      |
| Executive Director                        | 0             | 0             | 0             | 0             | 0                       | 1                    |
| Maintenace Director                       | 0             | 0             | 0             | 0             | 0                       | 1                    |
| Housing Director                          | 0             | 0             | 0             | 0             | 0                       | 2                    |
| Finance Director                          | 0             | 0             | 0             | 0             | 0                       | 1                    |
| Housing Services Administrator            | 0             | 0             | 0             | 0             | 0                       | 5                    |
| Administrative Clerk/Occupancy Specialist | 0             | 0             | 0             | 0             | 0                       | 1                    |
| Finance Assistant                         | 0             | 0             | 0             | 0             | 0                       | 1                    |
| Maintenance Coordinator                   | 0             | 0             | 0             | 0             | 0                       | 1                    |
| Maintenance Lead Worker                   | 0             | 0             | 0             | 0             | 0                       | 2                    |
| Maintenance Worker III                    | 0             | 0             | 0             | 0             | 0                       | 1                    |
| Maintenace Worker II                      | 0             | 0             | 0             | 0             | 0                       | 4                    |
| Temporary Maintenance Worker              | 0             | 0             | 0             | 0             | 0                       | 3.5                  |
| Total                                     | 0             | 0             | 0             | 0             | 0                       | 23.5                 |
| <b>GRAND TOTALS</b>                       | <b>811.69</b> | <b>876.18</b> | <b>906.52</b> | <b>827.48</b> | <b>-25.65</b>           | <b>825.33</b>        |

**City of Flagstaff  
2080 Pay Plan  
2010-2011**

| Range                    | Pos # | Position Title            | Min      |          |          |          |          |          |          |          |          |         |         |         |         |
|--------------------------|-------|---------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------|---------|---------|---------|
|                          |       |                           | 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 |
| <b>1</b><br><b>A-1-0</b> | 10100 | N Library Page            | 9.3082   | 9.7188   | 10.1070  | 10.5176  | 10.9169  | 11.3274  | 11.7268  | 12.1262  | 12.5700  |         |         |         |         |
|                          |       |                           | 744.66   | 777.50   | 808.56   | 841.41   | 873.35   | 906.19   | 938.14   | 970.10   | 1005.60  |         |         |         |         |
|                          |       |                           | 1613.42  | 1684.59  | 1751.88  | 1823.05  | 1892.26  | 1963.42  | 2032.65  | 2101.87  | 2178.80  |         |         |         |         |
|                          |       |                           | 19361.06 | 20215.10 | 21022.56 | 21876.61 | 22707.15 | 23560.99 | 24391.74 | 25222.50 | 26145.60 |         |         |         |         |
| <b>2</b><br><b>A-1-1</b> | N     |                           | 10.7283  | 11.1832  | 11.6491  | 12.1152  | 12.5811  | 13.0582  | 13.5240  | 13.9901  | 14.4672  |         |         |         |         |
|                          |       |                           | 858.26   | 894.66   | 931.93   | 969.22   | 1006.49  | 1044.66  | 1081.92  | 1119.21  | 1157.38  |         |         |         |         |
|                          |       |                           | 1859.57  | 1938.42  | 2019.18  | 2099.97  | 2180.72  | 2263.42  | 2344.16  | 2424.95  | 2507.65  |         |         |         |         |
|                          |       |                           | 22314.86 | 23261.06 | 24230.13 | 25199.62 | 26168.69 | 27161.06 | 28129.92 | 29099.41 | 30091.78 |         |         |         |         |
| <b>3</b><br><b>A-1-2</b> | 10302 | N Library Clerk I         | 11.6491  | 12.1595  | 12.6810  | 13.2023  | 13.7126  | 14.2453  | 14.7556  | 15.2770  | 15.7319  |         |         |         |         |
|                          |       |                           | 931.93   | 972.76   | 1014.48  | 1056.18  | 1097.01  | 1139.62  | 1180.45  | 1222.16  | 1258.55  |         |         |         |         |
|                          |       |                           | 2019.18  | 2107.65  | 2198.04  | 2288.40  | 2376.85  | 2469.19  | 2557.64  | 2648.01  | 2726.86  |         |         |         |         |
|                          |       |                           | 24230.13 | 25291.76 | 26376.48 | 27460.78 | 28522.21 | 29630.22 | 30691.65 | 31776.16 | 32722.35 |         |         |         |         |
| <b>4</b><br><b>A-1-3</b> | 10423 | N Cemetery Caretaker      | 13.4353  | 14.0234  | 14.6224  | 15.1994  | 15.8096  | 16.3865  | 16.9744  | 17.5736  | 18.1283  |         |         |         |         |
|                          |       | N Dispatch Call Taker     | 1074.82  | 1121.87  | 1169.79  | 1215.95  | 1264.77  | 1310.92  | 1357.95  | 1405.89  | 1450.26  |         |         |         |         |
|                          |       | N Meter Reader            | 2328.79  | 2430.72  | 2534.55  | 2634.56  | 2740.33  | 2840.33  | 2942.23  | 3046.09  | 3142.24  |         |         |         |         |
|                          |       | N Parking Control Officer | 27945.42 | 29168.67 | 30414.59 | 31614.75 | 32883.97 | 34083.92 | 35306.75 | 36553.09 | 37706.86 |         |         |         |         |
|                          |       | N Property Control Coord  |          |          |          |          |          |          |          |          |          |         |         |         |         |
|                          |       | N Recreation Coord I      |          |          |          |          |          |          |          |          |          |         |         |         |         |

**City of Flagstaff  
2080 Pay Plan  
2010-2011**

| Range                    | Pos #                         | Position Title                   | Min      |          |          |          |          |          |          |          |          |          |          |         |         |
|--------------------------|-------------------------------|----------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------|---------|
|                          |                               |                                  | 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 |
| <b>5</b><br><b>B-2-1</b> | 10500                         | N Library Assistant I            | 14.1010  | 14.6447  | 15.1772  | 15.7097  | 16.2755  | 16.8081  | 17.3406  | 17.8952  | 18.4279  | 18.9604  | 19.4596  |         |         |
|                          |                               |                                  | 1128.08  | 1171.58  | 1214.18  | 1256.78  | 1302.04  | 1344.65  | 1387.25  | 1431.62  | 1474.23  | 1516.83  | 1556.77  |         |         |
|                          |                               |                                  | 2444.17  | 2538.41  | 2630.71  | 2723.01  | 2821.09  | 2913.40  | 3005.70  | 3101.83  | 3194.17  | 3286.47  | 3373.00  |         |         |
|                          |                               |                                  | 29330.08 | 30460.98 | 31568.58 | 32676.18 | 33853.04 | 34960.85 | 36068.45 | 37222.02 | 38330.03 | 39437.63 | 40475.97 |         |         |
| <b>6</b><br><b>B-2-2</b> | 10639                         | N Account Clerk                  | 14.5337  | 15.0995  | 15.6432  | 16.2089  | 16.7637  | 17.3073  | 17.8731  | 18.4168  | 18.9604  | 19.5373  | 20.0698  |         |         |
|                          |                               | N Airport Service Worker I       | 1162.70  | 1207.96  | 1251.46  | 1296.71  | 1341.10  | 1384.58  | 1429.85  | 1473.34  | 1516.83  | 1562.98  | 1605.58  |         |         |
|                          |                               | N Animal Control Officer         | 2519.17  | 2617.25  | 2711.49  | 2809.54  | 2905.71  | 2999.93  | 3098.00  | 3192.25  | 3286.47  | 3386.47  | 3478.77  |         |         |
|                          |                               | N Environmental Aide             | 30230.10 | 31406.96 | 32537.86 | 33714.51 | 34868.50 | 35999.18 | 37176.05 | 38306.94 | 39437.63 | 40637.58 | 41745.18 |         |         |
|                          |                               | N Env Code Enforcement Aide      |          |          |          |          |          |          |          |          |          |          |          |         |         |
|                          |                               | N Materials Tech I               |          |          |          |          |          |          |          |          |          |          |          |         |         |
|                          |                               | N Parts Specialist               |          |          |          |          |          |          |          |          |          |          |          |         |         |
|                          |                               | N Rec Coordinator II             |          |          |          |          |          |          |          |          |          |          |          |         |         |
| 10614                    | N Service Writer              |                                  |          |          |          |          |          |          |          |          |          |          |          |         |         |
| <b>R06</b>               | 10640                         | N IS Technician                  | 15.2604  | 15.8545  | 16.4254  | 17.0193  | 17.6019  | 18.1727  | 18.7668  | 19.3376  | 19.9084  | 20.5142  | 21.0733  |         |         |
|                          |                               |                                  | 1220.83  | 1268.36  | 1314.03  | 1361.54  | 1408.15  | 1453.82  | 1501.34  | 1547.01  | 1592.67  | 1641.14  | 1685.86  |         |         |
|                          |                               |                                  | 2645.14  | 2748.11  | 2847.07  | 2950.01  | 3051.00  | 3149.93  | 3252.91  | 3351.85  | 3450.79  | 3555.79  | 3652.71  |         |         |
|                          |                               |                                  | 31741.63 | 32977.36 | 34164.83 | 35400.14 | 36611.95 | 37799.22 | 39034.94 | 40222.21 | 41409.47 | 42669.54 | 43832.46 |         |         |
| <b>7</b><br><b>B-2-3</b> | 10741                         | N Airport Service Worker II      | 15.8983  | 16.5085  | 17.1076  | 17.7066  | 18.3280  | 18.9161  | 19.5373  | 20.1254  | 20.7355  | 21.3456  | 21.9448  |         |         |
|                          |                               | N Bin Maint Leadworker           | 1271.86  | 1320.68  | 1368.61  | 1416.53  | 1466.24  | 1513.29  | 1562.98  | 1610.03  | 1658.84  | 1707.65  | 1755.58  |         |         |
|                          |                               | N Engineering Tech III           | 2755.71  | 2861.47  | 2965.32  | 3069.14  | 3176.85  | 3278.79  | 3386.47  | 3488.40  | 3594.15  | 3699.90  | 3803.77  |         |         |
|                          |                               | N Environmental Assistant        | 33068.46 | 34337.68 | 35583.81 | 36829.73 | 38122.24 | 39345.49 | 40637.58 | 41860.83 | 43129.84 | 44398.85 | 45645.18 |         |         |
|                          |                               | N Evidence Tech                  |          |          |          |          |          |          |          |          |          |          |          |         |         |
|                          |                               | N Executive Admin Asst           |          |          |          |          |          |          |          |          |          |          |          |         |         |
|                          |                               | N Library Cataloging Asst        |          |          |          |          |          |          |          |          |          |          |          |         |         |
|                          |                               | N Mechanic I                     |          |          |          |          |          |          |          |          |          |          |          |         |         |
|                          |                               | N Payroll Assistant              |          |          |          |          |          |          |          |          |          |          |          |         |         |
|                          |                               | N Program Assistant              |          |          |          |          |          |          |          |          |          |          |          |         |         |
|                          |                               | N Traffic Signal Technician Asst |          |          |          |          |          |          |          |          |          |          |          |         |         |
| 10702                    | N Water/Sewer Utility Locator |                                  |          |          |          |          |          |          |          |          |          |          |          |         |         |
| 10750                    | N Wildland Fire Specialist    |                                  |          |          |          |          |          |          |          |          |          |          |          |         |         |
| <b>107</b>               | E                             |                                  | 15.8983  |          |          |          |          |          | 19.0824  |          |          |          | 22.2665  |         |         |
|                          |                               |                                  | 1271.86  |          |          |          |          |          | 1526.59  |          |          |          | 1781.32  |         |         |
|                          |                               |                                  | 2755.71  |          |          |          |          |          | 3307.62  |          |          |          | 3859.53  |         |         |
|                          |                               |                                  | 33068.46 |          |          |          |          |          | 39691.39 |          |          |          | 46314.32 |         |         |
| <b>R07</b>               | 10725                         | N Police Emerg Comm Spec         | 16.6932  | 17.3339  | 17.9630  | 18.5919  | 19.2444  | 19.8619  | 20.5142  | 21.1317  | 21.7723  | 22.4129  | 23.0420  |         |         |
|                          |                               |                                  | 1335.46  | 1386.71  | 1437.04  | 1487.35  | 1539.55  | 1588.95  | 1641.14  | 1690.54  | 1741.78  | 1793.03  | 1843.36  |         |         |
|                          |                               |                                  | 2893.49  | 3004.54  | 3113.59  | 3222.60  | 3335.70  | 3442.73  | 3555.79  | 3662.83  | 3773.87  | 3884.90  | 3993.95  |         |         |
|                          |                               |                                  | 34721.86 | 36054.51 | 37363.04 | 38671.15 | 40028.35 | 41312.75 | 42669.54 | 43953.94 | 45286.38 | 46618.83 | 47927.36 |         |         |
|                          |                               |                                  |          |          |          |          |          |          |          |          |          |          |          |         |         |



**City of Flagstaff  
2080 Pay Plan  
2010-2011**

| Range        | Pos #                       | Position Title                         | Min      |                                      | Mid 1-4  |          |          | Mid 5-11 |          | Mid 12+  |          |          | Step 12  | Step 13  |          |  |  |
|--------------|-----------------------------|--|----------|--------------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|--|--|
|              |                             |  | Step 1   | Step 2                               | Step 3   | Step 4   | Step 5   | Step 6   | Step 7   | Step 8   | Step 9   | Step 10  |          |          | Step 11  |  |  |
| <b>9</b>     | 10909                       | N Accountant I                         | 19,781.3 | 20,535.8                             | 21,290.2 | 22,055.7 | 22,810.2 | 23,564.5 | 24,319.0 | 25,084.5 | 25,838.9 | 26,582.2 | 27,292.3 |          |          |  |  |
| <b>B-2-5</b> | 10958                       | N Admin Specialist Leadworker          | 1582.50  | 1642.86                              | 1703.22  | 1764.46  | 1824.82  | 1885.16  | 1945.52  | 2006.76  | 2067.11  | 2126.58  | 2183.38  |          |          |  |  |
|              | 10957                       | N Auditor I                            | 3428.76  | 3559.54                              | 3690.30  | 3822.99  | 3953.77  | 4084.51  | 4215.29  | 4347.98  | 4478.74  | 4607.58  | 4730.67  |          |          |  |  |
|              | 10937                       | N Brownfield Specialist                | 41145.10 | 42714.46                             | 44283.62 | 45875.86 | 47445.22 | 49014.16 | 50583.52 | 52175.76 | 53744.91 | 55290.98 | 56767.98 |          |          |  |  |
|              | 10944                       | N Code Compliance Officer II           |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              | 10923                       | N Court Training Specialist            |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              | 10950                       | N Engineering Tech Leadworker          |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              | 10945                       | N Environmental Code Specialist        |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              | 10936                       | N Environmental Program Specialist     |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              | 10955                       | N Environmental Services Leadworker    |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              | 10907                       | N Fire Inspector II                    |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              | 10941                       | N HR Benefits Specialist               |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              | 10952                       | N HR Generalist                        |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              | 10942                       | N Insurance Claims Specialist          |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              | 10948                       | N Jury Services Specialist             |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              | 10956                       | N Maintenance Worker Leadworker        |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              | 10947                       | N Mechanic Leadworker                  |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
| 10909        | N Police Caseworker         |  |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
| 10951        | N Sustainability Specialist |  |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
| 10916        | N Warrants Officer          |  |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
| 10954        | N Wildland Fire Leadworker  |  |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
| <b>109</b>   | 20903                       | E Librarian                            | 19,781.3 |                                      |          |          |          |          | 23,736.5 |          |          |          | 27,691.7 |          |          |  |  |
|              |                             |  | 1582.50  |                                      |          |          |          |          | 1898.92  |          |          |          | 2215.34  |          |          |  |  |
|              |                             |  | 3428.76  |                                      |          |          |          |          | 4114.33  |          |          |          | 4799.89  |          |          |  |  |
|              |                             |  | 41145.10 |                                      |          |          |          |          | 49371.92 |          |          |          | 57598.74 |          |          |  |  |
| <b>R09</b>   | 10903                       | N Police Officer                       | 20,770.4 | 21,562.6                             | 22,354.7 | 23,158.5 | 23,950.7 | 24,742.7 | 25,535.0 | 26,338.7 | 27,130.8 | 27,911.3 | 28,656.9 |          |          |  |  |
|              |                             |  | 1661.63  | 1725.01                              | 1788.38  | 1852.68  | 1916.06  | 1979.42  | 2042.80  | 2107.10  | 2170.46  | 2232.90  | 2292.55  |          |          |  |  |
|              |                             |  | 3600.20  | 3737.52                              | 3874.81  | 4014.14  | 4151.45  | 4288.73  | 4426.07  | 4565.37  | 4702.67  | 4837.96  | 4967.20  |          |          |  |  |
|              |                             |  | 43202.43 | 44850.21                             | 46497.78 | 48169.68 | 49817.46 | 51464.82 | 53112.80 | 54784.50 | 56432.06 | 58055.50 | 59606.35 |          |          |  |  |
|              |                             |  |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
| <b>10</b>    | 11028                       | N Building Inspector                   | 20,713.3 | 21,501.1                             | 22,310.9 | 23,098.6 | 23,897.4 | 24,685.2 | 25,472.8 | 26,271.6 | 27,059.3 | 27,869.2 | 28,579.3 |          |          |  |  |
|              |                             |  | 1657.06  | 1720.09                              | 1784.87  | 1847.89  | 1911.79  | 1974.82  | 2037.82  | 2101.73  | 2164.74  | 2229.54  | 2286.34  |          |          |  |  |
|              |                             |  | 3590.31  | 3726.86                              | 3867.22  | 4003.76  | 4142.22  | 4278.77  | 4415.29  | 4553.74  | 4690.28  | 4830.66  | 4953.75  |          |          |  |  |
|              |                             |  | 43083.66 | 44722.29                             | 46406.67 | 48045.09 | 49706.59 | 51345.22 | 52983.42 | 54644.93 | 56283.34 | 57967.94 | 59444.94 |          |          |  |  |
|              |                             |  |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
| <b>B-2-6</b> | 11015                       | N Building Plans Examiner              | 1657.06  | 1720.09                              | 1784.87  | 1847.89  | 1911.79  | 1974.82  | 2037.82  | 2101.73  | 2164.74  | 2229.54  | 2286.34  |          |          |  |  |
|              |                             |  | 11023    | N Engineering Inspector              | 3590.31  | 3726.86  | 3867.22  | 4003.76  | 4142.22  | 4278.77  | 4415.29  | 4553.74  | 4690.28  | 4830.66  | 4953.75  |  |  |
|              |                             |  | 11019    | N Recreation Supervisor              | 43083.66 | 44722.29 | 46406.67 | 48045.09 | 49706.59 | 51345.22 | 52983.42 | 54644.93 | 56283.34 | 57967.94 | 59444.94 |  |  |
|              |                             |  | 11017    | N Senior Procurement Specialist      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              |                             |  |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              |                             |  |          |                                      |          |          |          |          |          |          |          |          |          |          |          |  |  |
| <b>10</b>    | 11016                       | N Administrative Specialist Supervisor | 20,713.3 | 21,501.1                             | 22,310.9 | 23,098.6 | 23,897.4 | 24,685.2 | 25,472.8 | 26,271.6 | 27,059.3 | 27,869.2 | 28,579.3 |          |          |  |  |
|              |                             |  | 11011    | N Airport Operations Supervisor      | 1657.06  | 1720.09  | 1784.87  | 1847.89  | 1911.79  | 1974.82  | 2037.82  | 2101.73  | 2164.74  | 2229.54  | 2286.34  |  |  |
|              |                             |  | 11018    | N Court Services Supervisor          | 3590.31  | 3726.86  | 3867.22  | 4003.76  | 4142.22  | 4278.77  | 4415.29  | 4553.74  | 4690.28  | 4830.66  | 4953.75  |  |  |
|              |                             |  | 11025    | N Development Svs Supervisor*        | 43083.66 | 44722.29 | 46406.67 | 48045.09 | 49706.59 | 51345.22 | 52983.42 | 54644.93 | 56283.34 | 57967.94 | 59444.94 |  |  |
|              |                             |  | 11012    | N Env Svcs Collection Supervisor     |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              |                             |  | 11026    | N Landfill Supervisor                |          |          |          |          |          |          |          |          |          |          |          |  |  |
|              |                             |  | 11027    | N Streets Leadworker                 |          |          |          |          |          |          |          |          |          |          |          |  |  |
| <b>110</b>   | 21002                       | E Library Supervisor                   | 20,546.8 |                                      |          |          |          |          | 24,962.5 |          |          |          | 29,378.1 |          |          |  |  |
|              |                             |  | 1643.74  |                                      |          |          |          |          | 1997.00  |          |          |          | 2350.25  |          |          |  |  |
|              |                             |  | 3561.45  |                                      |          |          |          |          | 4326.83  |          |          |          | 5092.20  |          |          |  |  |
|              |                             |  | 42737.34 |                                      |          |          |          |          | 51922.00 |          |          |          | 61106.45 |          |          |  |  |
| <b>R10</b>   | 11029                       | N IT Coordinator                       | 21,749.0 | 22,576.2                             | 23,426.4 | 24,253.5 | 25,092.3 | 25,919.5 | 26,746.4 | 27,585.2 | 28,412.3 | 29,262.7 | 30,008.3 |          |          |  |  |
|              |                             |  | 11022    | N Police Emerg Comm Spec Supervisor  | 1739.92  | 1806.10  | 1874.11  | 1940.28  | 2007.38  | 2073.56  | 2139.71  | 2206.82  | 2272.98  | 2341.02  | 2400.66  |  |  |
|              |                             |  | 3769.83  | 3913.21                              | 4060.58  | 4203.94  | 4349.33  | 4492.71  | 4636.04  | 4781.43  | 4924.80  | 5072.20  | 5201.44  |          |          |  |  |
|              |                             |  | 45237.92 | 46958.50                             | 48726.91 | 50447.28 | 52191.98 | 53912.56 | 55632.51 | 57377.22 | 59097.58 | 60866.42 | 62417.26 |          |          |  |  |
| <b>11</b>    | 11109                       | N Assistant Wildland Fire Manager      | 22,899.0 | 23,764.3                             | 24,651.8 | 25,517.2 | 26,382.6 | 27,248.0 | 28,124.3 | 28,978.6 | 29,866.3 | 30,731.6 | 31,608.1 |          |          |  |  |
|              |                             |  | 11104    | N Inspection Supervisor              | 1831.92  | 1901.14  | 1972.14  | 2041.38  | 2110.61  | 2179.84  | 2249.94  | 2318.29  | 2389.30  | 2458.53  | 2528.65  |  |  |
|              |                             |  | 11100    | N Police Corporal/Detective          | 3969.16  | 4119.15  | 4272.98  | 4422.98  | 4572.98  | 4722.99  | 4874.88  | 5022.96  | 5176.83  | 5326.81  | 5478.74  |  |  |
|              |                             |  | 47629.92 | 49429.74                             | 51275.74 | 53075.78 | 54875.81 | 56675.84 | 58498.54 | 60275.49 | 62121.90 | 63921.73 | 65744.85 |          |          |  |  |
| <b>111</b>   | 21108                       | E Police Spec Services Supervisor      | 22,521.7 |                                      |          |          |          |          | 27,370.0 |          |          |          | 32,218.3 |          |          |  |  |
|              |                             |  | 21109    | E Police Support Services Supervisor | 1801.74  |          |          |          |          | 2189.60  |          |          |          | 2577.46  |          |  |  |
|              |                             |  | 3903.76  |                                      |          |          |          |          | 4744.13  |          |          |          | 5584.51  |          |          |  |  |
|              |                             |  | 46845.14 |                                      |          |          |          |          | 56929.60 |          |          |          | 67014.06 |          |          |  |  |

**City of Flagstaff  
2080 Pay Plan  
2010-2011**

| Range                     | Pos #                       | Position Title                          | Min       |           |           |           |           |           |           |           |           |           |           |           |           |          |
|---------------------------|-----------------------------|---|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|----------|
|                           |                             |   | 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   |          |
| <b>R11</b>                | N                           | IT Supervisor                           | 24,044.00 | 24,952.50 | 25,884.40 | 26,793.10 | 27,701.70 | 28,610.40 | 29,530.00 | 30,427.50 | 31,359.60 | 32,268.20 | 33,188.50 |           |           |          |
|                           |                             |   | 1923.52   | 1996.20   | 2070.75   | 2143.45   | 2216.14   | 2288.83   | 2362.44   | 2434.20   | 2508.77   | 2581.46   | 2655.08   |           |           |          |
|                           |                             |   | 4167.63   | 4325.10   | 4486.63   | 4644.14   | 4801.63   | 4959.14   | 5118.62   | 5274.10   | 5435.66   | 5593.15   | 5752.67   |           |           |          |
|                           |                             |   | 50011.52  | 51901.20  | 53839.55  | 55729.65  | 57619.54  | 59509.63  | 61423.44  | 63289.20  | 65227.97  | 67117.86  | 69032.08  |           |           |          |
| <b>12</b><br><b>C-4-1</b> | N                           |   | 23,830.90 | 24,651.80 | 25,461.70 | 26,282.70 | 27,103.70 | 27,924.60 | 28,734.60 | 29,555.60 | 30,376.60 | 31,197.50 | 32,007.40 | 32,828.50 | 33,582.80 |          |
|                           |                             |   | 1906.47   | 1972.14   | 2036.94   | 2102.62   | 2168.30   | 2233.97   | 2298.77   | 2364.45   | 2430.13   | 2495.80   | 2560.59   | 2626.28   | 2686.62   |          |
|                           |                             |   | 4130.69   | 4272.98   | 4413.36   | 4555.67   | 4697.97   | 4840.26   | 4980.66   | 5122.97   | 5265.28   | 5407.57   | 5547.95   | 5690.27   | 5821.02   |          |
|                           |                             |   | 49568.27  | 51275.74  | 52960.34  | 54668.02  | 56375.70  | 58083.17  | 59767.97  | 61475.65  | 63183.33  | 64890.80  | 66575.39  | 68283.28  | 69852.22  |          |
| <b>112</b>                | 21246                       | E Accountant II                         | 23,520.20 |           |           |           |           |           | 28,806.70 |           |           |           |           |           | 34,093.20 |          |
|                           | 21245                       | E Auditor II                            | 1881.62   |           |           |           |           |           | 2304.54   |           |           |           |           |           | 2727.46   |          |
|                           | 21268                       | E Business Retention and Exp Mgr        | 4076.83   |           |           |           |           |           | 4993.16   |           |           |           |           |           | 5909.49   |          |
|                           | 21253                       | E Code Compliance Supervisor            | 48922.02  |           |           |           |           |           | 59917.94  |           |           |           |           |           | 70913.86  |          |
|                           | 21257                       | E Community Planner I                   |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21248                       | E Conservation Manager                  |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21269                       | E Downtown/4th Street Manager           |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21264                       | E Economic Analyst                      |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21261                       | E Environ Program Manager               |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21266                       | E Facilities Maintenance Manager        |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21252                       | E Housing & Grants Administrator        |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21225                       | E Human Resources Analyst               |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21201                       | E Industrial Waste Supv                 |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21207                       | E Library Manager                       |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21272                       | E Marketing and PR Manager              |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21237                       | E Stormwater Services Analyst           |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21255                       | E Sustainability Manager                |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
| 21262                     | E Utilities Plan Reviewer   |   |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
| 21271                     | E Utilities Program Manager |   |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
| 21267                     | E Visitor Center Manager    |   |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
| 21270                     | E Zoning Code Manager       |   |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
| <b>R12</b>                | 21273                       | E IT Analyst                            | 24,696.20 |           |           |           |           |           |           | 30,247.00 |           |           |           |           | 35,797.90 |          |
|                           |                             |   | 1975.70   |           |           |           |           |           |           | 2419.76   |           |           |           |           | 2863.83   |          |
|                           |                             |   | 4280.67   |           |           |           |           |           |           | 5242.81   |           |           |           |           |           | 6204.97  |
|                           |                             |   | 51368.10  |           |           |           |           |           |           | 62913.76  |           |           |           |           |           | 74459.63 |
| <b>13</b><br><b>C-4-2</b> | 11301                       | N Police Sergeant                       | 25,938.80 | 26,815.20 | 27,702.70 | 28,579.30 | 29,477.90 | 30,343.30 | 31,230.90 | 32,107.30 | 33,006.00 | 33,871.30 | 34,758.80 | 35,635.30 | 36,567.20 |          |
|                           |                             |   | 2075.10   | 2145.22   | 2216.22   | 2286.34   | 2358.23   | 2427.46   | 2498.47   | 2568.58   | 2640.48   | 2709.70   | 2780.70   | 2850.82   | 2925.38   |          |
|                           |                             |   | 4496.06   | 4647.97   | 4801.80   | 4953.75   | 5109.50   | 5259.51   | 5413.36   | 5565.27   | 5721.04   | 5871.03   | 6024.86   | 6176.79   | 6338.31   |          |
|                           |                             |   | 53952.70  | 55775.62  | 57621.62  | 59444.94  | 61314.03  | 63114.06  | 64960.27  | 66783.18  | 68652.48  | 70452.30  | 72298.30  | 74121.42  | 76059.78  |          |
| <b>113</b>                | 21338                       | E Asst to City Mgr (Communications)     | 25,605.90 |           |           |           |           |           | 31,358.40 |           |           |           |           |           | 37,110.90 |          |
|                           | 21324                       | E Asst to City Mgr (Real Estate)        | 2048.47   |           |           |           |           |           | 2508.67   |           |           |           |           |           | 2968.87   |          |
|                           | 21339                       | E City Clerk                            | 4438.36   |           |           |           |           |           | 5435.46   |           |           |           |           |           | 6432.56   |          |
|                           | 21326                       | E Construction Manager                  | 53260.27  |           |           |           |           |           | 65225.47  |           |           |           |           |           | 77190.67  |          |
|                           | 21328                       | E Customer Service Manager              |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21341                       | E Grants Manager                        |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21319                       | E Housing Planner                       |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21333                       | E Multi Modal Transportation Planner    |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21337                       | E Neighborhood Planner                  |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21349                       | E Payroll Manager                       |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
|                           | 21332                       | E Permanent Affordability Administrator |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
| 21351                     | E Public Works Manager      |   |           |           |           |           |           |           |           |           |           |           |           |           |           |          |
| <b>R13</b>                | 21352                       | E IT Administrator                      | 26,886.20 |           |           |           |           |           |           | 32,926.30 |           |           |           |           | 38,966.40 |          |
|                           |                             |   | 2150.90   |           |           |           |           |           |           | 2634.10   |           |           |           |           | 3117.31   |          |
|                           |                             |   | 4660.27   |           |           |           |           |           |           | 5707.23   |           |           |           |           | 6754.18   |          |
|                           | 21350                       | E IT Manager                            | 55923.30  |           |           |           |           |           | 68486.70  |           |           |           |           | 81050.11  |           |          |

**City of Flagstaff  
2080 Pay Plan  
2010-2011**

| Range                     | Pos #              | Position Title                      | Min      |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|---------------------------|--------------------|-------------------------------------|----------|----------|----------|----------|-------------------|--------------------|-------------------|----------|----------|----------|----------|-----------|----------|
|                           |                    |                                     | Step 1   | Step 2   | Step 3   | Step 4   | Mid 1-4<br>Step 5 | Mid 5-11<br>Step 6 | Mid 12+<br>Step 7 | Step 8   | Step 9   | Step 10  | Step 11  | Step 12   | Step 13  |
| <b>14</b><br><b>C-4-3</b> | N                  |                                     | 29,511.2 | 30,509.6 | 31,519.3 | 32,528.9 | 33,538.5          | 34,536.9           | 35,557.6          | 36,556.1 | 37,565.7 | 38,575.4 | 39,584.9 | 40,583.4  | 41,604.1 |
|                           |                    |                                     | 2360.90  | 2440.77  | 2521.54  | 2602.31  | 2683.08           | 2762.95            | 2844.61           | 2924.49  | 3005.26  | 3086.03  | 3166.79  | 3246.67   | 3328.33  |
|                           |                    |                                     | 5115.27  | 5288.33  | 5463.35  | 5638.34  | 5813.34           | 5986.40            | 6163.32           | 6336.39  | 6511.39  | 6686.40  | 6861.38  | 7034.46   | 7211.38  |
|                           |                    |                                     | 61383.30 | 63459.97 | 65560.14 | 67660.11 | 69760.08          | 71836.75           | 73959.81          | 76036.69 | 78136.66 | 80236.83 | 82336.59 | 84413.47  | 86536.53 |
| <b>114</b>                | 21428              | E Asst to City Mgr (Risk Mgt)       | 29,122.9 |          |          |          |                   |                    | 35,674.2          |          |          |          |          |           | 42,225.4 |
|                           | 21438              | E Building Official                 | 2329.83  |          |          |          |                   |                    | 2853.93           |          |          |          |          |           | 3378.03  |
|                           | 21433              | E Comprehensive Planning Manager    | 5047.97  |          |          |          |                   |                    | 6183.52           |          |          |          |          |           | 7319.07  |
|                           | 21437              | E Deputy Court Administrator        | 60575.63 |          |          |          |                   |                    | 74202.23          |          |          |          |          |           | 87828.83 |
|                           | 21429              | E Facilities Maintenance Supt       |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21425              | E Field Service Manager             |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21419              | E Police Communications Manager     |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21435              | E Recreation Superintendent         |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21429              | E Tax License Revenue Manager       |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21426              | E Wastewater Treatment Mgr          |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21424              | E Water Production Manager          |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21436              | E Wildland Fire Manager             |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21432              | E Zoning Code Administrator         |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
| <b>15</b><br><b>C-5-1</b> | N                  |                                     | 30,387.6 | 31,486.0 | 32,573.2 | 33,671.5 | 34,758.8          | 35,857.2           | 36,944.4          | 38,031.7 | 39,130.0 | 40,228.4 | 41,304.5 | 42,402.9  | 43,467.9 |
|                           |                    |                                     | 2431.01  | 2518.88  | 2605.86  | 2693.72  | 2780.70           | 2868.58            | 2955.55           | 3042.54  | 3130.40  | 3218.27  | 3304.36  | 3392.23   | 3477.43  |
|                           |                    |                                     | 5267.18  | 5457.57  | 5646.02  | 5836.39  | 6024.86           | 6215.25            | 6403.70           | 6592.16  | 6782.53  | 6972.92  | 7159.45  | 7349.84   | 7534.44  |
|                           |                    |                                     | 63206.21 | 65490.88 | 67752.26 | 70036.72 | 72298.30          | 74582.98           | 76844.35          | 79105.94 | 81390.40 | 83675.07 | 85913.36 | 88198.03  | 90413.23 |
| <b>115</b>                | 21524              | E Assistant City Engineer           | 29,733.1 |          |          |          |                   |                    | 36,872.4          |          |          |          |          |           | 44,011.6 |
|                           | 21519              | E Current Planning Manager          | 2378.65  |          |          |          |                   |                    | 2949.79           |          |          |          |          |           | 3520.93  |
|                           | 21527              | E Finance Manager                   | 5153.74  |          |          |          |                   |                    | 6391.21           |          |          |          |          |           | 7628.68  |
|                           | 21513              | E Fire Battalion Chief (40)         | 61844.85 |          |          |          |                   |                    | 76694.49          |          |          |          |          |           | 91544.13 |
|                           | 21514              | E Fire Battalion Chief (56)         |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21517              | E Housing Manager                   |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21518              | E Metropolitan Planning Org Mgr     |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21521              | E Comm Design and Redevelopment Mgr |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21503              | E Police Lieutenant                 |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
|                           | 21512              | E Stormwater Program Mgr            |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
| 21528                     | E Traffic Engineer |                                     |          |          |          |          |                   |                    |                   |          |          |          |          |           |          |
| <b>R15</b>                | 21529              | E IT Operations Manager             | 32,706.4 |          |          |          |                   |                    | 40,559.6          |          |          |          |          |           | 48,412.8 |
|                           | 21526              | E Water Resources Manager           | 2616.51  |          |          |          |                   |                    | 3244.77           |          |          |          |          |           | 3873.02  |
|                           |                    |                                     | 5669.11  |          |          |          |                   |                    | 7030.33           |          |          |          |          |           | 8391.55  |
|                           |                    | 68029.31                            |          |          |          |          |                   |                    | 84363.97          |          |          |          |          | 100698.62 |          |

**City of Flagstaff  
2080 Pay Plan  
2010-2011**

| Range  | Pos # | Position Title                  | Min       |        |        |        |                   |                    |                   |        |           |         |         |         |         |           |
|--------|-------|---------------------------------|-----------|--------|--------|--------|-------------------|--------------------|-------------------|--------|-----------|---------|---------|---------|---------|-----------|
|        |       |                                 | Step 1    | Step 2 | Step 3 | Step 4 | Mid 1-4<br>Step 5 | Mid 5-11<br>Step 6 | Mid 12+<br>Step 7 | Step 8 | Step 9    | Step 10 | Step 11 | Step 12 | Step 13 |           |
| 16     | 21602 | E Capital Imp Engineer          | 31.8632   |        |        |        |                   |                    |                   |        | 39.5073   |         |         |         |         | 47.1513   |
| C-5-2  | 21607 | E CVB Director                  | 2549.06   |        |        |        |                   |                    |                   |        | 3160.58   |         |         |         |         | 3772.10   |
| 116    |       |                                 | 5522.95   |        |        |        |                   |                    |                   |        | 6847.92   |         |         |         |         | 8172.89   |
|        |       |                                 | 66275.46  |        |        |        |                   |                    |                   |        | 82175.08  |         |         |         |         | 98074.70  |
| 17     | 21723 | E Airport Director              | 34.3483   |        |        |        |                   |                    |                   |        | 43.1185   |         |         |         |         | 51.8887   |
| D-6-1  | 21722 | E City Engineer                 | 2747.86   |        |        |        |                   |                    |                   |        | 3449.48   |         |         |         |         | 4151.10   |
| 117    | 21714 | E Community Investment Director | 5953.71   |        |        |        |                   |                    |                   |        | 7473.88   |         |         |         |         | 8994.04   |
|        | 21724 | E Finance Director              | 71444.46  |        |        |        |                   |                    |                   |        | 89686.48  |         |         |         |         | 107928.50 |
|        | 21701 | E Library Director              |           |        |        |        |                   |                    |                   |        |           |         |         |         |         |           |
|        | 15300 | E Magistrate (appointed)        |           |        |        |        |                   |                    |                   |        |           |         |         |         |         |           |
|        | 21721 | E Planning Director             |           |        |        |        |                   |                    |                   |        |           |         |         |         |         |           |
|        | 21725 | E Revenue Director              |           |        |        |        |                   |                    |                   |        |           |         |         |         |         |           |
|        | 21726 | E Public Works Section Head     |           |        |        |        |                   |                    |                   |        |           |         |         |         |         |           |
|        | 21707 | E Purchasing Director           |           |        |        |        |                   |                    |                   |        |           |         |         |         |         |           |
| 18     | 21805 | E Deputy Fire Chief             | 35.8572   |        |        |        |                   |                    |                   |        | 44.9934   |         |         |         |         | 54.1297   |
| D-6-2  | 21801 | E Deputy Police Chief           | 2868.58   |        |        |        |                   |                    |                   |        | 3599.48   |         |         |         |         | 4330.38   |
| 118    |       |                                 | 6215.25   |        |        |        |                   |                    |                   |        | 7798.87   |         |         |         |         | 9382.48   |
|        |       |                                 | 74582.98  |        |        |        |                   |                    |                   |        | 93586.38  |         |         |         |         | 112589.78 |
| R18    | 21804 | E Deputy City Attorney          | 37.6501   |        |        |        |                   |                    |                   |        | 47.2431   |         |         |         |         | 56.8362   |
|        |       |                                 | 3012.01   |        |        |        |                   |                    |                   |        | 3779.45   |         |         |         |         | 4546.90   |
|        |       |                                 | 6526.02   |        |        |        |                   |                    |                   |        | 8188.80   |         |         |         |         | 9851.61   |
|        |       |                                 | 78312.21  |        |        |        |                   |                    |                   |        | 98265.65  |         |         |         |         | 118219.30 |
| 19     |       | E                               | 37.3217   |        |        |        |                   |                    |                   |        | 46.8463   |         |         |         |         | 56.3708   |
| D-6-3  |       |                                 | 2985.74   |        |        |        |                   |                    |                   |        | 3747.70   |         |         |         |         | 4509.66   |
| 119    |       |                                 | 6469.09   |        |        |        |                   |                    |                   |        | 8120.02   |         |         |         |         | 9770.94   |
|        |       |                                 | 77629.14  |        |        |        |                   |                    |                   |        | 97440.20  |         |         |         |         | 117251.26 |
| 20     |       | E                               | 40.1174   |        |        |        |                   |                    |                   |        | 50.9568   |         |         |         |         | 61.7960   |
| E-8-1  |       |                                 | 3209.39   |        |        |        |                   |                    |                   |        | 4076.54   |         |         |         |         | 4943.68   |
| 120    |       |                                 | 6953.68   |        |        |        |                   |                    |                   |        | 8832.50   |         |         |         |         | 10711.31  |
|        |       |                                 | 83444.19  |        |        |        |                   |                    |                   |        | 105989.94 |         |         |         |         | 128535.68 |
| 21     |       | E                               | 42.3475   |        |        |        |                   |                    |                   |        | 54.4127   |         |         |         |         | 66.4779   |
| E-8-2  |       |                                 | 3387.80   |        |        |        |                   |                    |                   |        | 4353.02   |         |         |         |         | 5318.23   |
| 121    |       |                                 | 7340.23   |        |        |        |                   |                    |                   |        | 9431.54   |         |         |         |         | 11522.84  |
|        |       |                                 | 88082.80  |        |        |        |                   |                    |                   |        | 113178.42 |         |         |         |         | 138274.03 |
| 22     |       |                                 | 46.8518   |        |        |        |                   |                    |                   |        | 60.2095   |         |         |         |         | 73.5672   |
| E-8-3  |       |                                 | 3748.14   |        |        |        |                   |                    |                   |        | 4816.76   |         |         |         |         | 5885.38   |
| 122    |       |                                 | 8120.98   |        |        |        |                   |                    |                   |        | 10436.32  |         |         |         |         | 12751.65  |
|        |       |                                 | 97451.74  |        |        |        |                   |                    |                   |        | 125235.76 |         |         |         |         | 153019.78 |
| 23     | 22300 | E Deputy City Manager           | 51.0538   |        |        |        |                   |                    |                   |        | 65.6042   |         |         |         |         | 80.1545   |
| E-9-1  |       |                                 | 4084.30   |        |        |        |                   |                    |                   |        | 5248.34   |         |         |         |         | 6412.36   |
| 123    |       |                                 | 8849.33   |        |        |        |                   |                    |                   |        | 11371.39  |         |         |         |         | 13893.45  |
|        |       |                                 | 106191.90 |        |        |        |                   |                    |                   |        | 136456.74 |         |         |         |         | 166721.36 |
| 26     | 22601 | E City Manager                  | 54.6178   |        |        |        |                   |                    |                   |        | 70.9989   |         |         |         |         | 87.3798   |
| F-10-2 |       |                                 | 4369.42   |        |        |        |                   |                    |                   |        | 5679.90   |         |         |         |         | 6990.38   |
| 126    |       |                                 | 9467.09   |        |        |        |                   |                    |                   |        | 12306.46  |         |         |         |         | 15145.83  |
|        |       |                                 | 113605.02 |        |        |        |                   |                    |                   |        | 147677.50 |         |         |         |         | 181749.98 |
| 180    |       | <b>TOTAL CLASSIFICATIONS</b>    |           |        |        |        |                   |                    |                   |        |           |         |         |         |         |           |

**City of Flagstaff  
2912 Pay Plan  
2010-2011**

| Range        | Pos #   | Position Title | Min      | Mid 1-4  |          |          | Mid 5-11 |          |          | Mid 12+  |          |          | Step 11  | Step 12  | Step 13  |
|--------------|---------|----------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
|              |         |                | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   | Step 6   | Step 7   | Step 8   | Step 9   | Step 10  |          |          |          |
| <b>8</b>     | 10813 N | Firefighter    | 13.3292  | 13.8284  | 14.3357  | 14.8349  | 15.3420  | 15.8412  | 16.3483  | 16.8556  | 17.3548  | 17.8621  | 18.3930  |          |          |
| <b>B-2-4</b> |         |                | 1492.87  | 1548.78  | 1605.60  | 1661.51  | 1718.30  | 1774.21  | 1831.01  | 1887.83  | 1943.74  | 2000.56  | 2060.02  |          |          |
| <b>208</b>   |         |                | 3234.55  | 3355.69  | 3478.80  | 3599.94  | 3722.99  | 3844.13  | 3967.19  | 4090.29  | 4211.43  | 4334.54  | 4463.37  |          |          |
|              |         |                | 38814.63 | 40268.30 | 41745.56 | 43199.23 | 44675.90 | 46129.57 | 47606.25 | 49083.51 | 50537.18 | 52014.44 | 53560.42 |          |          |
| <b>R29</b>   | 10905 N | Fire Engineer  | 14.8361  | 15.4018  | 15.9677  | 16.5419  | 17.1077  | 17.6735  | 18.2392  | 18.8135  | 19.3792  | 19.9367  | 20.4692  |          |          |
|              |         |                | 1661.64  | 1725.00  | 1788.38  | 1852.69  | 1916.06  | 1979.43  | 2042.79  | 2107.11  | 2170.47  | 2232.91  | 2292.55  |          |          |
|              |         |                | 25854.38 | 26840.20 | 27826.38 | 28827.02 | 29813.02 | 30799.02 | 31784.85 | 32785.66 | 33771.49 | 34743.02 | 35670.99 |          |          |
|              |         |                | 43202.72 | 44850.04 | 46497.94 | 48170.01 | 49817.62 | 51465.23 | 53112.55 | 54784.91 | 56432.23 | 58055.67 | 59606.31 |          |          |
| <b>13</b>    | 11300 N | Fire Captain   | 18.5278  | 19.1537  | 19.7877  | 20.4138  | 21.0557  | 21.6738  | 22.3078  | 22.9338  | 23.5758  | 24.1938  | 24.8277  | 25.4538  | 26.1194  |
| <b>C-4-2</b> |         |                | 2075.11  | 2145.21  | 2216.22  | 2286.35  | 2358.24  | 2427.47  | 2498.47  | 2568.59  | 2640.49  | 2709.71  | 2780.70  | 2850.83  | 2925.37  |
| <b>213</b>   |         |                | 4496.08  | 4647.96  | 4801.82  | 4953.75  | 5109.52  | 5259.51  | 5413.36  | 5565.27  | 5721.06  | 5871.03  | 6024.86  | 6176.79  | 6338.31  |
|              |         |                | 53952.95 | 55775.57 | 57621.78 | 59444.99 | 61314.20 | 63114.11 | 64960.31 | 66783.23 | 68652.73 | 70452.35 | 72298.26 | 74121.47 | 76059.69 |

**City of Flagstaff  
Skill Based Pay Plan  
2010-2011**

| Range      | Pos #   | Position Title                  | 1 (L1#1) | 2 (LI#2) | 3 (LI#3) | 4 (LII#1) | 5 (LII#2) | 6 (LII#3) | 7 (Max)  |
|------------|---------|---------------------------------|----------|----------|----------|-----------|-----------|-----------|----------|
| <b>SBI</b> | 90101 N | MSW - Plant Technician          | 14.5337  | 16.0648  | 17.8952  | 19.7259   | 21.8671   | 24.3190   | 27.2923  |
|            | 90201 N | MSW - Water Services Technician | 1162.70  | 1285.18  | 1431.62  | 1578.07   | 1749.37   | 1945.52   | 2183.38  |
|            |         |                                 | 2519.17  | 2784.57  | 3101.83  | 3419.16   | 3790.30   | 4215.29   | 4730.67  |
|            |         |                                 | 30230.10 | 33414.78 | 37222.02 | 41029.87  | 45483.57  | 50583.52  | 56767.98 |

**Lake Mary Water Treatment Plant**

| Range      | Pos #   | Position Title    | 1 (L1#1) | 2 (LI#2) | 3 (LI#3) | 4 (LII#1) | 5 (LII#2) | 6 (LII#3) | 7 (Max)  |
|------------|---------|-------------------|----------|----------|----------|-----------|-----------|-----------|----------|
| <b>SBI</b> | 90301 N | MSW - Laboratory  | 14.5337  | 16.0648  | 17.8952  | 19.7259   | 21.8671   | 24.3190   | 27.2923  |
|            | 90401 N | MSW - Operations  | 1162.70  | 1285.18  | 1431.62  | 1578.07   | 1749.37   | 1945.52   | 2183.38  |
|            | 90501 N | MSW - Maintenance | 2519.17  | 2784.57  | 3101.83  | 3419.16   | 3790.30   | 4215.29   | 4730.67  |
|            |         |                   | 30230.10 | 33414.78 | 37222.02 | 41029.87  | 45483.57  | 50583.52  | 56767.98 |

**City of Flagstaff  
Broad Band Pay Plan  
2010-2011**

| Band | Pos # | Position Title    | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   | Step 6   | Step 7   | Step 8   | Step 9   |  |
|------|-------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|--|
| B11  | 80101 | N Admin Assistant | 10.7283  | 11.2569  | 11.7855  | 12.3140  | 12.8426  | 13.3712  | 13.8998  | 14.4284  | 14.9568  |  |
|      |       |                   | 858.26   | 900.55   | 942.84   | 985.12   | 1027.41  | 1069.70  | 1111.98  | 1154.27  | 1196.54  |  |
|      |       |                   | 1859.57  | 1951.20  | 2042.82  | 2134.43  | 2226.05  | 2317.67  | 2409.30  | 2500.92  | 2592.51  |  |
|      |       |                   | 22314.86 | 23414.35 | 24513.84 | 25613.12 | 26712.61 | 27812.10 | 28911.58 | 30011.07 | 31110.14 |  |

|      |       |                   | Zone 2   |          |          |          |          |          |          |          |          |  |
|------|-------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|--|
| Band | Pos # | Position Title    | Step 4   | Step 5   | Step 6   | Step 7   | Step 8   | Step 9   | Step 10  | Step 11  | Step 12  |  |
| B12  | 80102 | N Admin Assistant | 12.3140  | 12.8426  | 13.3712  | 13.8998  | 14.4284  | 14.9568  | 15.4854  | 16.0140  | 16.5426  |  |
|      |       |                   | 985.12   | 1027.41  | 1069.70  | 1111.98  | 1154.27  | 1196.54  | 1238.83  | 1281.12  | 1323.41  |  |
|      |       |                   | 2134.43  | 2226.05  | 2317.67  | 2409.30  | 2500.92  | 2592.51  | 2684.14  | 2775.76  | 2867.38  |  |
|      |       |                   | 25613.12 | 26712.61 | 27812.10 | 28911.58 | 30011.07 | 31110.14 | 32209.63 | 33309.12 | 34408.61 |  |

|      |       |                   | Zone 3   |          |          |          |          |          |          |          |          |
|------|-------|-------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Band | Pos # | Position Title    | Step 7   | Step 8   | Step 9   | Step 10  | Step 11  | Step 12  | Step 13  | Step 14  | Step 15  |
| B13  | 80103 | N Admin Assistant | 13.8998  | 14.4284  | 14.9568  | 15.4854  | 16.0140  | 16.5426  | 17.0712  | 17.5997  | 18.1283  |
|      |       |                   | 1111.98  | 1154.27  | 1196.54  | 1238.83  | 1281.12  | 1323.41  | 1365.70  | 1407.98  | 1450.26  |
|      |       |                   | 2409.30  | 2500.92  | 2592.51  | 2684.14  | 2775.76  | 2867.38  | 2959.01  | 3050.61  | 3142.24  |
|      |       |                   | 28911.58 | 30011.07 | 31110.14 | 32209.63 | 33309.12 | 34408.61 | 35508.10 | 36607.38 | 37706.86 |

**City of Flagstaff  
Broad Band Pay Plan  
2010-2011**

| Band | Pos #   | Position Title            | Step 1   | Step 2   | Step 3   | Step 4   | Step 5   | Step 6   | Step 7   | Step 8   | Step 9   |
|------|---------|---------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| B21  | 80201 N | Admin Specialist          | 14.1010  | 14.6613  | 15.2215  | 15.7819  | 16.3421  | 16.9024  | 17.4626  | 18.0229  | 18.5832  |
|      | 80801 N | Court Judicial Specialist | 1128.08  | 1172.90  | 1217.72  | 1262.55  | 1307.37  | 1352.19  | 1397.01  | 1441.83  | 1486.66  |
|      |         |                           | 2444.17  | 2541.29  | 2638.39  | 2735.53  | 2832.63  | 2929.75  | 3026.85  | 3123.97  | 3221.09  |
|      |         |                           | 29330.08 | 30495.50 | 31660.72 | 32826.35 | 33991.57 | 35156.99 | 36322.21 | 37487.63 | 38653.06 |

|      |         |                           | <i>Zone 2</i> |          |          |          |          |          |          |          |          |
|------|---------|---------------------------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|
| Band | Pos #   | Position Title            | Step 4        | Step 5   | Step 6   | Step 7   | Step 8   | Step 9   | Step 10  | Step 11  | Step 12  |
| B22  | 80202 N | Admin Specialist          | 15.7819       | 16.3421  | 16.9024  | 17.4626  | 18.0229  | 18.5832  | 19.1434  | 19.7038  | 20.2640  |
|      | 80802 N | Court Judicial Specialist | 1262.55       | 1307.37  | 1352.19  | 1397.01  | 1441.83  | 1486.66  | 1531.47  | 1576.30  | 1621.12  |
|      |         |                           | 2735.53       | 2832.63  | 2929.75  | 3026.85  | 3123.97  | 3221.09  | 3318.19  | 3415.33  | 3512.43  |
|      |         |                           | 32826.35      | 33991.57 | 35156.99 | 36322.21 | 37487.63 | 38653.06 | 39818.27 | 40983.90 | 42149.12 |

|      |         |                           | <i>Zone 3</i> |          |          |          |          |          |          |          |          |
|------|---------|---------------------------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|
| Band | Pos #   | Position Title            | Step 7        | Step 8   | Step 9   | Step 10  | Step 11  | Step 12  | Step 13  | Step 14  | Step 15  |
| B23  | 80203 N | Admin Specialist          | 17.4626       | 18.0229  | 18.5832  | 19.1434  | 19.7038  | 20.2640  | 20.8243  | 21.3845  | 21.9448  |
|      | 80803 N | Court Judicial Specialist | 1397.01       | 1441.83  | 1486.66  | 1531.47  | 1576.30  | 1621.12  | 1665.94  | 1710.76  | 1755.58  |
|      |         |                           | 3026.85       | 3123.97  | 3221.09  | 3318.19  | 3415.33  | 3512.43  | 3609.55  | 3706.65  | 3803.77  |
|      |         |                           | 36322.21      | 37487.63 | 38653.06 | 39818.27 | 40983.90 | 42149.12 | 43314.54 | 44479.76 | 45645.18 |

**City of Flagstaff  
Broad Band Pay Plan  
2010-2011**

|      |         |                      | <i>Zone 1</i> |          |          |          |          |          |          |          |          |  |
|------|---------|----------------------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|--|
| Band | Pos #   | Position Title       | Step 1        | Step 2   | Step 3   | Step 4   | Step 5   | Step 6   | Step 7   | Step 8   | Step 9   |  |
| B31  | 80501 N | Inst/Electrical Spec | 19.7813       | 20.6262  | 21.4709  | 22.3157  | 23.1604  | 24.0052  | 24.8499  | 25.6947  | 26.5396  |  |
|      | 80601 N | Maintenance Spec     | 1582.50       | 1650.10  | 1717.67  | 1785.26  | 1852.83  | 1920.42  | 1987.99  | 2055.58  | 2123.17  |  |
|      | 80701 N | Operations Spec      | 3428.76       | 3575.21  | 3721.62  | 3868.05  | 4014.47  | 4160.90  | 4307.32  | 4453.75  | 4600.20  |  |
|      | 80301 N | Plant Specialist     | 41145.10      | 42902.50 | 44659.47 | 46416.66 | 48173.63 | 49930.82 | 51687.79 | 53444.98 | 55202.37 |  |
|      | 80401 N | Water Services Spec  |               |          |          |          |          |          |          |          |          |  |

|      |         |                      | <i>Zone 2</i> |          |          |          |          |          |          |          |          |
|------|---------|----------------------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|
| Band | Pos #   | Position Title       | Step 4        | Step 5   | Step 6   | Step 7   | Step 8   | Step 9   | Step 10  | Step 11  | Step 12  |
| B32  | 80502 N | Inst/Electrical Spec | 22.3157       | 23.1604  | 24.0052  | 24.8499  | 25.6947  | 26.5396  | 27.3842  | 28.2290  | 29.0738  |
|      | 80602 N | Maintenance Spec     | 1785.26       | 1852.83  | 1920.42  | 1987.99  | 2055.58  | 2123.17  | 2190.74  | 2258.32  | 2325.90  |
|      | 80702 N | Operations Spec      | 3868.05       | 4014.47  | 4160.90  | 4307.32  | 4453.75  | 4600.20  | 4746.59  | 4893.03  | 5039.46  |
|      | 80302 N | Plant Specialist     | 46416.66      | 48173.63 | 49930.82 | 51687.79 | 53444.98 | 55202.37 | 56959.14 | 58716.32 | 60473.50 |
|      | 80402 N | Water Services Spec  |               |          |          |          |          |          |          |          |          |

|      |         |                      | <i>Zone 3</i> |          |          |          |          |          |          |          |          |
|------|---------|----------------------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|
| Band | Pos #   | Position Title       | Step 7        | Step 8   | Step 9   | Step 10  | Step 11  | Step 12  | Step 13  | Step 14  | Step 15  |
| B33  | 80503 N | Inst/Electrical Spec | 24.8499       | 25.6947  | 26.5396  | 27.3842  | 28.2290  | 29.0738  | 29.9185  | 30.7633  | 31.6081  |
|      | 80603 N | Maintenance Spec     | 1987.99       | 2055.58  | 2123.17  | 2190.74  | 2258.32  | 2325.90  | 2393.48  | 2461.06  | 2528.65  |
|      | 80703 N | Operations Spec      | 4307.32       | 4453.75  | 4600.20  | 4746.59  | 4893.03  | 5039.46  | 5185.87  | 5332.31  | 5478.74  |
|      | 80303 N | Plant Specialist     | 51687.79      | 53444.98 | 55202.37 | 56959.14 | 58716.32 | 60473.50 | 62230.48 | 63987.66 | 65744.85 |

**City of Flagstaff  
Broad Band Pay Plan  
2010-2011**

|                   |                         | <i>Zone 1</i> |            |            |  |
|-------------------|-------------------------|---------------|------------|------------|--|
| <b>Band Pos #</b> | <b>Position Title</b>   | <b>Min</b>    | <b>Mid</b> | <b>Max</b> |  |
| B41               | 81101 E Laboratory Spec | 41145.10      | 48536.18   | 55927.46   |  |

|                   |                         | <i>Zone 2</i> |            |            |  |
|-------------------|-------------------------|---------------|------------|------------|--|
| <b>Band Pos #</b> | <b>Position Title</b>   | <b>Min</b>    | <b>Mid</b> | <b>Max</b> |  |
| B42               | 81102 E Laboratory Spec | 46688.51      | 54079.79   | 61470.86   |  |

|                   |                         | <i>Zone 3</i> |            |            |  |
|-------------------|-------------------------|---------------|------------|------------|--|
| <b>Band Pos #</b> | <b>Position Title</b>   | <b>Min</b>    | <b>Mid</b> | <b>Max</b> |  |
| B43               | 81103 E Laboratory Spec | 52231.71      | 59622.99   | 67014.06   |  |

**City of Flagstaff  
Broad Band Pay Plan  
2010-2011**

|             |              |                       | <i>Zone 1</i> |            |            |
|-------------|--------------|-----------------------|---------------|------------|------------|
| <b>Band</b> | <b>Pos #</b> | <b>Position Title</b> | <b>Min</b>    | <b>Mid</b> | <b>Max</b> |
| B51         | 81201 E      | Planning Dev Manager  | 48922.02      | 60038.37   | 71154.51   |
|             | 81301 E      | Project Manager       |               |            |            |

|             |              |                       | <i>Zone 2</i> |            |            |
|-------------|--------------|-----------------------|---------------|------------|------------|
| <b>Band</b> | <b>Pos #</b> | <b>Position Title</b> | <b>Min</b>    | <b>Mid</b> | <b>Max</b> |
| B52         | 81202 E      | Planning Dev Manager  | 57259.28      | 68375.42   | 79491.57   |
|             | 81302 E      | Project Manager       |               |            |            |

|             |              |                       | <i>Zone 3</i> |            |            |
|-------------|--------------|-----------------------|---------------|------------|------------|
| <b>Band</b> | <b>Pos #</b> | <b>Position Title</b> | <b>Min</b>    | <b>Mid</b> | <b>Max</b> |
| B53         | 81203 E      | Planning Dev Manager  | 65596.34      | 76712.69   | 87828.83   |
|             | 81303 E      | Project Manager       |               |            |            |

**City of Flagstaff  
Broad Band Pay Plan  
2010-2011**

|             |              |                       | <i>Zone 1</i> |            |            |
|-------------|--------------|-----------------------|---------------|------------|------------|
| <b>Band</b> | <b>Pos #</b> | <b>Position Title</b> | <b>Min</b>    | <b>Mid</b> | <b>Max</b> |
| R61         | 81401 E      | Asst. City Attorney   | 63604.32      | 74854.21   | 86103.89   |

|             |              |                       | <i>Zone 2</i> |            |            |
|-------------|--------------|-----------------------|---------------|------------|------------|
| <b>Band</b> | <b>Pos #</b> | <b>Position Title</b> | <b>Min</b>    | <b>Mid</b> | <b>Max</b> |
| R62         | 81402 E      | Asst. City Attorney   | 72041.84      | 83291.73   | 94541.20   |

|             |              |                       | <i>Zone 3</i> |            |            |
|-------------|--------------|-----------------------|---------------|------------|------------|
| <b>Band</b> | <b>Pos #</b> | <b>Position Title</b> | <b>Min</b>    | <b>Mid</b> | <b>Max</b> |
| R63         | 81403 E      | Asst. City Attorney   | 80479.15      | 91728.83   | 102978.51  |

**City of Flagstaff  
Broad Band Pay Plan  
2010-2011**

|             |              |                       | <i>Zone 1</i> |            |            |
|-------------|--------------|-----------------------|---------------|------------|------------|
| <b>Band</b> | <b>Pos #</b> | <b>Position Title</b> | <b>Min</b>    | <b>Mid</b> | <b>Max</b> |
| R71         | 81501 E      | Sr. Asst. City Atty   | 64937.18      | 78762.11   | 92587.25   |

|             |              |                       | <i>Zone 2</i> |            |            |
|-------------|--------------|-----------------------|---------------|------------|------------|
| <b>Band</b> | <b>Pos #</b> | <b>Position Title</b> | <b>Min</b>    | <b>Mid</b> | <b>Max</b> |
| R72         | 81502 E      | Sr. Asst. City Atty   | 75305.57      | 89130.91   | 102956.05  |

|             |              |                       | <i>Zone 3</i> |            |            |
|-------------|--------------|-----------------------|---------------|------------|------------|
| <b>Band</b> | <b>Pos #</b> | <b>Position Title</b> | <b>Min</b>    | <b>Mid</b> | <b>Max</b> |
| R73         | 81503 E      | Sr. Asst. City Atty   | 85674.37      | 99499.92   | 113324.85  |

**City of Flagstaff  
Broad Band Pay Plan  
2010-2011**

|      |         |                    | <i>Zone 1</i> |          |          |          |          |          |          |          |          |          |
|------|---------|--------------------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Band | Pos #   | Position Title     | Step 1        | Step 2   | Step 3   | Step 4   | Step 5   | Step 6   | Step 7   | Step 8   | Step 9   | Step 10  |
| B81  | 81601 N | Equipment Operator | 13.4353       | 14.0834  | 14.7316  | 15.3798  | 16.0279  | 16.6761  | 17.3242  | 17.9723  | 18.6205  | 19.2687  |
|      | 81701 N | Maintenance Worker | 1074.82       | 1126.67  | 1178.53  | 1230.38  | 1282.23  | 1334.09  | 1385.94  | 1437.78  | 1489.64  | 1541.50  |
|      |         |                    | 2328.79       | 2441.12  | 2553.48  | 2665.83  | 2778.17  | 2890.52  | 3002.86  | 3115.20  | 3227.55  | 3339.91  |
|      |         |                    | 27945.42      | 29293.47 | 30641.73 | 31989.98 | 33338.03 | 34686.29 | 36034.34 | 37382.38 | 38730.64 | 40078.90 |

|      |         |                    | <i>Zone 2</i> |          |          |          |          |          |          |          |          |          |
|------|---------|--------------------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Band | Pos #   | Position Title     | Step 6        | Step 7   | Step 8   | Step 9   | Step 10  | Step 11  | Step 12  | Step 13  | Step 14  | Step 15  |
| B82  | 81602 N | Equipment Operator | 16.6761       | 17.3242  | 17.9723  | 18.6205  | 19.2687  | 19.9168  | 20.5649  | 21.2132  | 21.8613  | 22.5094  |
|      | 81702 N | Maintenance Worker | 1334.09       | 1385.94  | 1437.78  | 1489.64  | 1541.50  | 1593.34  | 1645.19  | 1697.06  | 1748.90  | 1800.75  |
|      |         |                    | 2890.52       | 3002.86  | 3115.20  | 3227.55  | 3339.91  | 3452.25  | 3564.58  | 3676.95  | 3789.29  | 3901.63  |
|      |         |                    | 34686.29      | 36034.34 | 37382.38 | 38730.64 | 40078.90 | 41426.94 | 42774.99 | 44123.46 | 45471.50 | 46819.55 |

| 0.012 |         |                    | <i>Zone 3</i> |          |          |          |          |          |          |          |          |          |
|-------|---------|--------------------|---------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Band  | Pos #   | Position Title     | Step 11       | Step 12  | Step 13  | Step 14  | Step 15  | Step 16  | Step 17  | Step 18  | Step 19  | Step 20  |
| B83   | 81603 N | Equipment Operator | 19.9168       | 20.5649  | 21.2132  | 21.8613  | 22.5094  | 23.1575  | 23.8057  | 24.4539  | 25.1020  | 25.7501  |
|       | 81703 N | Maintenance Worker | 1593.34       | 1645.19  | 1697.06  | 1748.90  | 1800.75  | 1852.60  | 1904.46  | 1956.31  | 2008.16  | 2060.01  |
|       |         |                    | 3452.25       | 3564.58  | 3676.95  | 3789.29  | 3901.63  | 4013.97  | 4126.32  | 4238.68  | 4351.01  | 4463.35  |
|       |         |                    | 41426.94      | 42774.99 | 44123.46 | 45471.50 | 46819.55 | 48167.60 | 49515.86 | 50864.11 | 52212.16 | 53560.21 |

**RESOLUTION NO. 2010-33**

**A RESOLUTION FOR THE ADOPTION OF THE BUDGET FOR FISCAL YEAR 2010-2011; AND DECLARING AN EMERGENCY.**

WHEREAS, in accordance with the provisions of A.R.S. Title 42, Chapter 17, Articles 1 - 5, the City Council did, on May 25, 2010 make an estimate of the different amounts required to meet the public expenditures/expenses for the ensuing year, also an estimate of revenues from sources other than direct taxation, and the amount to be raised by taxation upon real and personal property within the City of Flagstaff; and

WHEREAS, in accordance with said sections of said Title, and following due public notice, the Council met on May 25, 2010, at which meeting any taxpayer was privileged to appear and be heard in favor of or against any of the proposed expenditures/expenses or tax levies; and

WHEREAS, it appears that publication has been duly made as required by law, of said estimates together with a notice that the City Council would meet on July 27, 2010, in the Council Chambers at City Hall for the purpose of hearing taxpayers and making tax levies as set forth in said estimates; and

WHEREAS, it appears that the sums to be raised by taxation, as specified therein, do not in the aggregate amount exceed that amount as computed in A.R.S. 42-17051 (A);

**NOW, THEREFORE, BE IT RESOLVED BY THE COUNCIL OF THE CITY OF FLAGSTAFF AS FOLLOWS:**

SECTION 1. That said estimates of revenues and expenditures shown on the accompanying schedules as now increased, reduced or changed be and the same are hereby adopted as the budget of the City of Flagstaff for Fiscal Year 2010-2011.

SECTION 2. Emergency Clause and Effective Date. The immediate operation of the provisions of this Resolution is necessary for the preservation of the public peace, health, and safety of the City. Therefore, an emergency is hereby declared to exist, and this Resolution is enacted as an emergency measure and will be in full force and effect from and after its passage and adoption by the Council of the City, as required by law. This Resolution shall take effect on June 8, 2010.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 8th day of June, 2010.

/s/ Sara Presler  
MAYOR

ATTEST:

/s/ Margie Brown  
CITY CLERK

APPROVED AS TO FORM:

/s/ Patricia J. Boomsma  
CITY ATTORNEY

**ORDINANCE NO. 2010-16**

**AN ORDINANCE LEVYING UPON THE ASSESSED VALUATION OF THE PROPERTY WITHIN THE CITY OF FLAGSTAFF, ARIZONA, SUBJECT TO TAXATION A CERTAIN SUM UPON EACH ONE HUNDRED DOLLARS (\$100.00) OF VALUATION SUFFICIENT TO RAISE THE AMOUNT ESTIMATED TO BE REQUIRED IN THE ANNUAL BUDGET, LESS THE AMOUNT ESTIMATED TO BE RECEIVED FROM OTHER SOURCES OF REVENUE; PROVIDING FUNDS FOR VARIOUS BOND REDEMPTIONS, FOR THE PURPOSE OF PAYING INTEREST UPON BONDED INDEBTEDNESS AND PROVIDING FUNDS FOR GENERAL MUNICIPAL EXPENSES, ALL FOR THE FISCAL YEAR ENDING THE 30TH DAY OF JUNE, 2011, AND DECLARING AN EMERGENCY.**

WHEREAS, by the provisions of State law, the ordinance levying taxes for fiscal year 2010-2011 is required to be finally adopted not later than the third Monday in August; and

WHEREAS, the County of Coconino is the assessing and collecting authority for the City of Flagstaff;

**NOW, THEREFORE, BE IT ORDAINED BY THE COUNCIL OF THE CITY OF FLAGSTAFF AS FOLLOWS:**

SECTION 1. There is hereby levied on each one hundred dollars (\$100.00) of the assessed value of all property, both real and personal within the corporate limits of the City of Flagstaff, except such property as may be by law exempt from taxation, a primary property tax rate of 0.6479 for the fiscal year ending on the 30th day of June, 2011. If this tax rate exceeds the maximum levy allowed by law, the Board of Supervisors of the County of Coconino is hereby authorized to reduce the levy to the maximum allowable by law after providing notice to the City.

SECTION 2. In addition to the rate set in Section 1 hereof, there is hereby levied on each one hundred dollars (\$100.00) of the assessed value of all property, both real and personal within the corporate limits of the City of Flagstaff, except such property as may be by law exempt from taxation, a secondary property tax rate of 0.8366 for the fiscal year ending June 30, 2011.

SECTION 3. Failure by the county officials of Coconino County, Arizona, to properly return the delinquent list, any irregularity in assessments or omissions in the same, or any irregularity in any proceedings shall not invalidate such proceedings or invalidate any title conveyed by any tax deed; failure or neglect of any officer or officers to timely perform any of the duties assigned to him or to them shall not invalidate any proceedings or any deed or sale pursuant thereto, the validity of the assessment or levy of taxes or of the judgment of sale by which the collection of the same may be enforced shall not affect the lien of the City of Flagstaff upon such property for the delinquent taxes unpaid thereon; overcharge as to part of the taxes or of costs shall not invalidate any proceedings for the collection of taxes or the foreclosure of the lien thereon or a sale of the property under such foreclosure; and all acts of officers de facto shall be valid as if performed by officers de jure.

SECTION 4. All ordinances and parts of ordinances in conflict herewith are hereby repealed.

SECTION 5. That the Clerk is hereby directed to transmit a certified copy of this ordinance to the County Assessor and the Board of Supervisors of the County of Coconino, Arizona.

SECTION 6. Emergency Clause and Effective Date. The immediate operation of the provisions of this Ordinance is necessary for the preservation of the public peace, health and safety of the City. Therefore, an emergency is hereby declared to exist, and this Ordinance is enacted as an emergency measure and will be in full force and effect from and after its passage and adoption by the Council of the City, as required by law, and it is hereby exempt from the referendum provisions of the Constitution and laws of the State of Arizona. The tax levies imposed by this Ordinance shall take effect July 27, 2010.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 8th day of \_\_\_\_\_ June, 2010.

/s/ Sara Presler  
MAYOR

ATTEST:  
/s/ Margie Brown  
CITY CLERK

APPROVED AS TO FORM:  
/s/ Patricia Boomsma  
CITY ATTORNEY

## Full-Cost Plan Summary of Allocation Basis

### Building Use:

City Hall-Gross square feet of assigned spaces.  
Coconino Warehouse-Gross square feet of assigned space.  
APS Building-Gross square feet of assigned space.  
Single Use-Value of building utilized.

### Equipment Use:

General-Inventory value of assigned equipment.  
Vehicles-Inventory value of assigned equipment.

### Non-Departmental General Admin:

Personal-Number of full-time equivalent positions served excluding temporaries.  
Fiscal-Total operating expenses.  
Computer Replacement-Number of PC's supported

### Non-Departmental Employee Benefits:

Services-Personal services expenditures.

### Non-Departmental Insurance:

General Liability-Total operating expenses.  
Auto Liability-Premium by department.  
Property Liability-Premium by department.  
Contractor Equipment-Premium calculation per division.  
Employee Related-Number of full time equivalent positions served per division.  
City Hall Insurance-Gross square feet of assigned space.  
City Liability-Total operating expense.  
Single Items-Actual cost per premium schedule.

### Non-Departmental Consultants:

Audit & Fiscal-Total operating expenses of units served.

### Council & Commissions:

Council-Total operating expenses.

### City Manager:

City Administration-Personal services expenditures.  
Deputy City Manager-Personal services expenditures of units supervised.  
Public Information Officer-Personal services expenditures.

### City Clerk:

Council/Agenda-Total operating expenses.  
Records Management-Number of boxes stored.  
Citywide support-Number of FTE's per department.  
Other Services-Total operating expenses.

### City Attorney:

Civil Division-FY 2007 requests for legal services.  
Council-Direct allocation to Council.

### Human Resources:

Recruitment-Number of FTE's served, Police at 1.5.  
Training/Benefits/Compensation-Number of full-time equivalent positions served, excluding temporaries.

### Risk Management:

Risk Management-Number of full-time equivalent positions served.  
Safety-Number of full-time equivalent positions served.  
Claims-Total operating expenditures.

### Management Services Administration:

Department Admin-Total operating expenditures.

### Purchasing:

General Purchases-Number of encumbrance tranactions per division.  
Large Projects-Estimated effort expended on larger projects.  
Contract Admin-Value of contract administered.  
Mail-Direct allocation to Mail Services.  
Warehouse-Direct allocation to warehouse.

### Mail Services:

Mail Services-FY 2009 mail charges.

### Warehouse:

Warehouse Services-Cost of items issued through warehouse.

### Property Management:

Property Management Services-Estimated effort spent on projects.

### Copy Center:

Copy Center Services-Actual copy center charges.

### Information Systems:

General Support-Number of personal computers supported.  
GIS-Relative effort for departments supported.

### Finance:

Accounting/Budget-Total operating expenditures.  
Accounts Payable-Number of accounts payable transactions.  
Payroll-Number of payroll checks issued.  
Switchboard-Number of full-time equivalent positions per department.  
Grants-Number of grants, with Federal grants weighted at 1.5.

**Sales Tax & Licensing:**

Collections-Estimated level of effort provided by Collections.

Accounts Receivable-Estimated level of effort provided by Accounts Receivable.

Transportation Tax Returns-Estimated level of effort.

**Public Works Administration:**

Director-Estimated effort expended by Public Works Director.

Administrative Specialist-Estimated effort expended by Public Works Director's Secretary.

Project Manager-Estimated effort expended by Project Manager.

**Public Facilities Maintenance:**

City Hall Custodial-Gross square feet of assigned space.

General Maintenance-Work hours by division.

City Hall Maintenance-Gross square feet of assigned space.

APS Building Maintenance-Gross square feet assigned.

Milligan House-Direct allocation to Tourism.

Rio Properties-Direct allocation to City Attorney.

**Fleet Services:**

Non-direct Charge Balance-Mechanical Shop labor charges for the fiscal year.

**Customer Services:**

City Support-Total expenditures excluding utilities.

Deposit Assistance-Number of cash receipts transactions processed.

Enterprise-Budgeted revenue of Utilities, Environmental Services, and Stormwater.

Field Reading-Direct allocation to Utilities.

**Community Development Admin:**

Department Administration-Level of effort provided.

Administrative Assistant-Level of effort provided.

**Engineering:**

Administration-Level of administrative effort.

Traffic-Direct allocation to Highway User.

**Community Investments:**

Planning Services-Total operating expenses.

Redevelopment – Total operating expenses.

**Contributions:**

United Way-Total expenditures

## GLOSSARY

**ACCRUAL BASIS OF ACCOUNTING** – A method of accounting in which revenues are recorded when measurable and earned, and expenditures (or expenses) are recognized when a good or service is used.

**ACTIVITY** – The purpose/activity or group of sub-activities within a function/program for which the city is responsible.

**ADOPTED BUDGET** – Formal action made by City Council that sets the spending limits for the fiscal year.

**ALLOCATION** – Assigning one or more items of cost or revenue to one or more segments of an organization according to benefits received, responsibilities, or other logical measures of use.

**ANNUALIZED COSTS** – Operating costs incurred at annual rates for a portion of the prior fiscal year and which must be incurred at similar rates for the entire 12 months of the succeeding fiscal year.

**APP** – Aquifer Protection Permit

**APPROPRIATION** – An authorization granted by the City Council to make expenditures and to incur obligations for purposes specified in the Appropriation Ordinance.

**ARB** – Accident Review Board – A committee comprised of City Employees from various departments designated to review employee accidents that result in property damage.

**ASSESSED VALUATION** – A valuation set upon real estate or other property by the County Assessor and the State as a basis for levying taxes. (Primary or Secondary)

**BALANCED BUDGET** – A budget in which current revenues equal current expenditures. The State or local government may set the legal requirements for a balanced budget.

**BOND** – A written promise to pay a specified sum of money, called the face value or principal amount, at a specified date or dates in the future, called the maturity date(s), together with periodic interest at a specific rate.

**BOND FUNDS** – Are used to account for the purchase or construction of major capital facilities that are not financed by other funds. The use of bond funds is necessary to demonstrate that bond proceeds are spent only in amounts and for purposes authorized.

**BONDS PROCEEDS** – Debt issuances derived from the sale of bonds for the purpose of constructing major capital facilities.

**BUDGET** – A financial plan consisting of an estimate of proposed expenditures and their purposes for a given period and the proposed means of financing them.

**BUDGETARY CONTROL** – The control of management of a governmental unit or enterprise in accordance with an approved budget for the purpose of keeping expenditures within the limitations of authorized appropriations and available revenues.

**BUDGET MESSAGE** – The opening section of the budget that provides the City Council and the public with a general summary of the most important aspects of the budget, changes from the current and previous fiscal years, and recommendations regarding the financial policy for the coming period.

**CAPITAL** – Those items valued over \$5,000 with a life expectancy of at least three years.

**CAPITAL IMPROVEMENT PROGRAM BUDGET** – The appropriation of bonds or operating revenue for improvements to city facilities including buildings, streets, water and sewer lines, and parks.

**CAPITAL OUTLAY** – Expenditures that result in the acquisition of or addition to fixed assets.

**CAPITAL PROJECT** – Any project having assets of significant value and having a useful life of three years or over. Capital projects include the purchase of land for design, engineering and construction of buildings and infrastructure items such as streets, bridges, drainage, street lighting, water system, etc. Capital projects are permanent attachments intended to remain to the land.

**CARRYFORWARD** – Any equipment, contractual, commodity, or capital project that has been previously approved by the Mayor and Council but for various reasons has not been implemented on schedule. Under the State laws and generally accepted accounting principals only those costs relating to work actually done on or before the last day of the fiscal year can be reflected on the financial statements of that fiscal year. To avoid having to charge the project costs estimated to be incurred in a subsequent fiscal year as an unbudgeted item for that year and, therefore, a violation of State budget law, such project and the associated projected costs are included in the subsequent year's budget.

**COMMODITIES** – Expendable items used by operating or construction activities. Examples include office supplies, repair and replacement parts for equipment, fuels and lubricants, etc.

**COMMUNITY ENRICHMENT DIVISION** – Refers to the following group of Sections: Flagstaff City-Coconino County Public Library and Recreation Services.

**COMMUNITY DEVELOPMENT DIVISION** – Refers to the following group of Sections: Capital Improvement, Metropolitan Planning Organization, Community Development Administration, Planning and Development, Engineering, and Housing.

**CONTINGENCY** – Monies set aside as carryover to the following fiscal year, but which can be used to finance unforeseen expenditures of the various operating funds.

**CONTRACTUAL SERVICES** – Contracted service used for operating or construction activities. Examples include Legal Fees, Postage & Freight, Rents, Utilities, and Debt Service costs.

**COST CENTER** – An organizational budget and/or operating unit within each City division or department.

**DEBT SERVICE** – Payment of principal, interest, and related service charges on obligations resulting from the issuance of bonds.

**DEBT SERVICE FUND REQUIREMENTS** – The amounts of revenue that must be provided for a Debt Service Fund so that all principal and interest payments can be made in full on schedule.

**DEPARTMENT** – A major administrative division of the City that indicates overall management responsibility for an operation or group of related operations within a functional area.

**ECONOMIC VITALITY DIVISION** – Refers to the following group of Sections: Community Investment, Airport, Arts and Science, Beautification General Administration, Convention and Visitors Bureau, and Visitor Services.

**EMT** - Executive Management Team - Team members selected from throughout the organization to participate in process improvement regarding organizational development.

**ENCUMBRANCES** – Obligations in the form of purchase orders, or contracts, which are chargeable to an appropriation and for which a part of the appropriation is reserved. They cease to be encumbered when the obligations are paid or otherwise liquidated.

**ENTERPRISE FUND** – An Accounting entity established to account for the acquisition, operation and maintenance of governmental facilities, and services which are entirely or predominately self-supporting.

**ESTIMATED REVENUE** – The amount of projected revenue to be collected during the fiscal year.

**EXPENDITURE/EXPENSE** – This term refers to the outflow of funds paid for an asset obtained or goods and services obtained.

**EXPENDITURE LIMITATION** – The Arizona State Legislature imposed constitutional amendment that limits the annual expenditures of all municipalities. The Economic Estimates Commission, based on population growth and inflation, sets this limit.

**FISCAL YEAR** – A 12-month period of time to which the Annual Budget applies and at the end of which a governmental unit determines its financial position and the results of its operations. For the City of Flagstaff, it is July 1, through June 30.

**FIT** – Flagstaff Interagency Taskforce for Safe Housing – an interagency team with the purpose of identifying and correcting unsafe housing and living conditions in the Flagstaff area.

**FIXED ASSETS** – Assets of a long-term character that is intended to continue to be held or used, such as land, buildings, machinery, furniture and other equipment.

**FUND** – An independent fiscal and accounting entity with a self-balancing set of accounts recording cash and/or other resources, together with all related liabilities, for the purpose of carrying on specific activities or attaining certain objectives in accordance with special regulations.

**FUND BALANCE** – Fund balance is the excess of assets over liabilities and reserves and is, therefore, also known as surplus funds.

**FUNDS CARRIED FORWARD** – The balance of operating funds brought forward from prior years.

**GENERAL ADMINISTRATION DIVISIONS** – Refers to the following group of Sections: City Manager, Human Resources, Risk Management, City Attorney's Office, Information Technology, and Flagstaff Municipal Court.

**GENERAL FUND** – A fund used to account for all general-purpose transactions of the City that do not require a special type of fund.

**GENERAL GOVERNMENT REVENUE** – The revenues of a government other than those derived from and retained in an enterprise fund.

**GENERAL OBLIGATION BONDS** – (G.O.) Bonds that finance a variety of public projects such as streets, buildings, and improvements. The repayment of these bonds is usually made from secondary property taxes.

**GOAL** – A statement of broad direction, purpose or intent based on the needs of the community. A goal is general and timeless; that is, it is not concerned with a specific achievement in a specific time period.

**GRANT** – A contribution by the state or federal government or other agency to support a particular function.

**INTERFUND TRANSFER** – Amounts transferred from one fund to another.

**MANAGEMENT SERVICES DIVISIONS** – Refers to the following group of Sections: Customer Service, Purchasing, Tax, Licensing and Revenue, and Finance and Budget.

**MODIFIED ACCRUAL ACCOUNTING** – Basis of accounting required for use by governmental funds in which revenues are recognized in the period in which they become available and measurable, and expenditures are recognized at the time a liability is incurred.

**NON-DEPARTMENTAL** – Refers to the following Sections: Council and Commission, Contributions to Other Agencies, Non-Departmental, and NAIPTA.

**NON-RECURRING REVENUE** – Revenue which is a one-time receipt or which is not received on a continual basis.

**NRFP** – North Reservoir Filtration Plant

**OBJECTIVES** – A statement of specific measurable outcomes that contribute toward accomplishing the departmental mission.

**OPERATING BUDGET** – A budget for general expenditures such as salaries, utilities, and supplies.

**OPERATING REVENUE** – Resources derived from recurring revenue sources used to finance recurring operating expenditures and pay-as-you-go capital expenditures.

**OUTSIDE AGENCIES** – Refers to organizations, which are not associated with or can be allocated to any particular Department.

**PERFORMANCE INDICATORS** – Measures used to evaluate the performance of a program or activity. Effectiveness and efficiency are two types of "outcome" performance indicators.

**PERSONAL SERVICES** – All employers costs related to compensating employees of the City of Flagstaff, including employee fringe benefit costs such as City portion of retirement, social security, and health and industrial insurance.

**PERSONNEL SERVICES** – Expenditures for salaries, wages and fringe benefits of a government's employees.

**PIT** – Project Implementation Team – A team comprised of City employees to ensure that the Capital Improvement Project process is expedient with the goal of getting work done in a timely manner and within the appropriated budget.

**POLICE DIVISION** – Refers to both Police and Police Grant Sections.

**PRIMARY TAXES & VALUES** – Primary or "limited" values are used to calculate primary property taxes which are collected to fund the maintenance and operation of school districts, community college districts, counties, cities and state government. Primary values and taxes are both "limited" as to how much they can increase if no changes have been made to the property.

**PROGRAM** – A group of related functions or activities performed by a division where there is a desire to budget and identify expenditures independently of other activities within the division.

**PROPERTY TAX LEVY** – The total amount to be raised by general property taxes for purposes specified in the Tax Levy Ordinance.

**PRV** – Pressure reduction valve

**PUBLIC WORKS DIVISION** – Refers to the following Sections: Public Works Administration, Parks, Fleet Services, Cemetery, Facility Maintenance, Street, Environmental Services, and Sustainability and Environmental Management.

**PURCHASED CAPITAL OUTLAY** – Acquisition of any item of capital that is complete in and of itself when it is purchased.

**RECURRING REVENUES** – Revenue sources available on a constant basis to support operating and capital budgetary needs.

**RESERVES** – Account that records a portion of the fund equity that must be segregated for some future use and that is, therefore, not available for further appropriation or expenditure.

**RESTRICTED REVENUES** – Are legally restricted for a specific purpose by the Federal, State, and local government.

**REVENUES** – Amounts estimated to be received from taxes and other sources during the fiscal year.

**SECONDARY PROPERTY TAXES** – Ad valorem taxes or special property assessments used to pay the principal and interest charges on any bonded indebtedness or other lawful long-term obligation issued or incurred for a specific purpose by a municipality.

**SECONDARY TAXES & VALUES** – Secondary, or "full cash" values are synonymous to market values. They are used to calculate secondary property taxes to support voter-approved budget overrides, bond issues and other debt service, such as special districts.

**SPECIAL REVENUE FUND** - Fund used to account for revenues from specific taxes or other earmarked revenue sources that by law are designated to finance particular functions or activities of government.

**STREET AND HIGHWAY BONDS** – Bonds that are secured by the City's Highway User Revenues and used for the construction of street, highway and related capital projects.

**TAX LEVY** – The total amount to be raised by general property taxes for purposes specified in the Tax Levy Ordinance.

**TAX RATE** – The amount of tax levied for each \$100 of assessed valuation.

**URBAN DESIGN** – Refers to the following group of Divisions: Beautification-General Administration, Streetscape, Flagstaff Urban Trails System, Rehabilitation Projects, and Reserve-Beautification.

**UTILITIES DIVISION** – Refers to the following Sections: Utilities Administration, Lake Mary Water Treatment Plant, Water Distribution, Booster Stations, Wildcat Wastewater Treatment Plant, Wastewater Collection, Industrial Waste, Rio De Flag Reclaim Plant, and Stormwater.

## ACRONYMS

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| <b><u>Acronym</u></b> | <b><u>Description</u></b>                         |
|-----------------------|---|
| <b>ADA</b>            | Americans with Disabilities Act                   |
| <b>ADEQ</b>           | Arizona Department of Environmental Quality       |
| <b>ADOC</b>           | Arizona Department of Commerce                    |
| <b>ADOT</b>           | Arizona Department of Transportation              |
| <b>ADWR</b>           | Arizona Department of Water Resources             |
| <b>ALS</b>            | Advance Life Support                              |
| <b>AOC</b>            | Administrative Office of the Courts               |
| <b>AOT</b>            | Arizona State Office of Tourism                   |
| <b>APSES</b>          | Arizona Public Service Environmental Services     |
| <b>ARFF</b>           | Aircraft Rescue and Firefighting                  |
| <b>ARS</b>            | Arizona Revised Statutes                          |
| <b>ASE</b>            | Automotive Service Excellence                     |
| <b>ATP</b>            | Administrative/Technical Personnel                |
| <b>ATV</b>            | All Terrain Vehicle                               |
| <b>AWWA</b>           | American Water Works Association                  |
| <b>BBB</b>            | Bed, Board, and Booze Tax                         |
| <b>BLS</b>            | Basic Life Support                                |
| <b>BMP</b>            | Best Management Practices                         |
| <b>BNSF</b>           | Burlington Northern Santa Fe Railroad Company     |
| <b>CAD</b>            | Computer Assisted Drafting                        |
| <b>CAFR</b>           | Comprehensive Annual Financial Report             |
| <b>CAPER</b>          | Consolidated Annual Performance Evaluation Report |
| <b>CCC</b>            | Coconino Community College                        |
| <b>CCCY</b>           | Coconino Coalition for Children and Youth         |
| <b>CCSO</b>           | Coconino County Sheriff's Office                  |
| <b>CD</b>             | Community Development                             |
| <b>CDBG</b>           | Community Development Block Grant                 |
| <b>C.E.R.T.</b>       | Citizen Emergency Response Teams                  |
| <b>CID</b>            | Capital Improvement Division                      |
| <b>CIP</b>            | Capital Improvement Plan/Projects                 |
| <b>CMS</b>            | Case Management System                            |
| <b>COL</b>            | Cost of Living                                    |
| <b>CPM</b>            | Center for Performance Measurement                |
| <b>CSI</b>            | Construction Specifications Institute             |
| <b>CSR</b>            | Customer Service Representative                   |
| <b>CTAC</b>           | Citizens Transportation Advisory Committee        |
| <b>CVB</b>            | Convention and Visitor Bureau                     |
| <b>CY</b>             | Calendar Year                                     |
| <b>DBA</b>            | Downtown Business Alliance                        |
| <b>DBM</b>            | Decision Band Method                              |
| <b>DES</b>            | Department of Economic Security                   |
| <b>DOJ</b>            | Department of Justice                             |
| <b>DPS</b>            | Department of Public Safety                       |
| <b>DRB</b>            | Development Review Board                          |
| <b>DUI</b>            | Driving Under the Influence                       |
| <b>EAC</b>            | Employee Advisory Committee                       |
| <b>EEO/AA</b>         | Equal Employment Opportunity / Affirmative Action |
| <b>EOC</b>            | Emergency Operations Center                       |
| <b>ERU</b>            | Equivalent Rate Unit                              |
| <b>FAA</b>            | Federal Aviation Administration                   |
| <b>FAM</b>            | Familiarization Tour                              |
| <b>FARE</b>           | Fines/Fees and Restitution Enforcement Program    |
| <b>FBI</b>            | Federal Bureau of Investigation                   |

## ACRONYMS

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| <u>Acronym</u>  | <u>Description</u>  |
|-----------------|---|
| <b>FCP</b>      | Flagstaff Cultural Partners                                 |
| <b>FEMA</b>     | Federal Emergency Management Agency                         |
| <b>FHA</b>      | Flagstaff Housing Authority                                 |
| <b>FHS</b>      | Flagstaff High School                                       |
| <b>FHWA</b>     | Federal Highway Administration                              |
| <b>FMLA</b>     | Family Medical Leave Act                                    |
| <b>FMPO</b>     | Flagstaff Metropolitan Planning Organization                |
| <b>FPD</b>      | Flagstaff Police Department                                 |
| <b>FRC</b>      | Flagstaff Recreation Center                                 |
| <b>FSO</b>      | Flagstaff Symphony Orchestra                                |
| <b>FTA</b>      | Federal Transit Administration                              |
| <b>FTE</b>      | Full-Time Equivalent  |
| <b>FUSD</b>     | Flagstaff Unified School District                           |
| <b>FUTS</b>     | Flagstaff Urban Trail System                                |
| <b>FY</b>       | Fiscal Year   |
| <b>GAAP</b>     | Generally Accepted Accounting Principles                    |
| <b>GASB</b>     | Government Accounting Standards Board                       |
| <b>GFEC</b>     | Greater Flagstaff Economic Council                          |
| <b>GFFP</b>     | Greater Flagstaff Forest Partnership                        |
| <b>GFOA</b>     | Government Finance Officers Association                     |
| <b>GIS</b>      | Geographic Information System                               |
| <b>GMBA</b>     | Government Management and Budgetary Accounting              |
| <b>GO</b>       | General Obligation  |
| <b>GREAT</b>    | Gang Resistance Education and Training                      |
| <b>GSA</b>      | Government Services Administration                          |
| <b>HASTC</b>    | High Altitude Sports Training Complex                       |
| <b>HHPC</b>     | Household Hazardous Products Collection Center              |
| <b>HIPAA</b>    | Health Insurance Portability and Accountability Act         |
| <b>HRM</b>      | Hotel/Restaurant Management                                 |
| <b>HUD</b>      | Housing and Urban Development                               |
| <b>HURF</b>     | Highway User Revenue Fund                                   |
| <b>ICMA</b>     | International City/County Management Association            |
| <b>IGA</b>      | Intergovernmental Agreement                                 |
| <b>ICSC</b>     | International Centre for Sustainable Cities                 |
| <b>IDIS</b>     | Integrated Disbursement Information System                  |
| <b>ISO</b>      | Insurance Service Organization                              |
| <b>ISTEA</b>    | Intermodal Surface Transportation Efficiency                |
| <b>IT</b>       | Information Technology                                      |
| <b>JCEF</b>     | Judicial Collection Enhancement Fund                        |
| <b>J.T.T.F.</b> | Joint Terrorism Task Force                                  |
| <b>LAN</b>      | Local Area Network  |
| <b>LDC</b>      | Land Development Code                                       |
| <b>LEAF</b>     | Law Enforcement Administrative Facility                     |
| <b>LEED</b>     | Leadership in Energy and Environment Design                 |
| <b>LEPC</b>     | Local Emergency Planning Committee                          |
| <b>LERRDS</b>   | Lands, Easements, Rights-of-way, Relocations, and Disposals |
| <b>LLEBG</b>    | Local Law Enforcement Block Grant                           |
| <b>LMWTP</b>    | Lake Mary Water Treatment Plant                             |
| <b>LTAFF</b>    | Local Transportation Assistance Funds                       |
| <b>LTCS</b>     | Lone Tree Corridor Study                                    |
| <b>MAS</b>      | Minimum Accounting Standards                                |
| <b>MDC</b>      | Mobile Data Computers                                       |
| <b>MFC</b>      | Municipal Facilities Corporation                            |

## ACRONYMS

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| <b><u>Acronym</u></b> | <b><u>Description</u></b>                                   |
|-----------------------|---|
| <b>MIS</b>            | Management Information Systems                              |
| <b>MOU</b>            | Memorandum of Understanding                                 |
| <b>MPO</b>            | Metropolitan Planning Organization                          |
| <b>MRF</b>            | Materials Recovery Facility                                 |
| <b>MSW</b>            | Municipal Solid Waste                                       |
| <b>NACOG</b>          | Northern Arizona Council of Government                      |
| <b>NAIPTA</b>         | Northern Arizona Intergovernmental Public Transit Authority |
| <b>NAMC</b>           | Northern Arizona Marketing Coalition                        |
| <b>NAPEBT</b>         | Northern Arizona Public Employees Benefit Trust             |
| <b>NATBI</b>          | Northern Arizona Technology and Business Incubator          |
| <b>NAU</b>            | Northern Arizona University                                 |
| <b>NAUPD</b>          | Northern Arizona University Police Department               |
| <b>ND</b>             | Non-Departmental  |
| <b>NFPA</b>           | National Fire Protection Association                        |
| <b>NPDES</b>          | National Pollutant Discharge Elimination System             |
| <b>NSF</b>            | Non-Sufficient Funds  |
| <b>O&amp;M</b>        | Operations and Maintenance                                  |
| <b>OD</b>             | Organizational Development                                  |
| <b>OMB</b>            | Office of Management and Budget                             |
| <b>OSHA</b>           | Occupational, Safety, and Health Administration             |
| <b>P&amp;Z</b>        | Planning and Zoning   |
| <b>PC</b>             | Personal Computer   |
| <b>PFAC</b>           | Ponderosa Fire Advisory Council                             |
| <b>PFC</b>            | Passenger Facility Charge                                   |
| <b>PIO</b>            | Public Information Officer                                  |
| <b>POPTAC</b>         | Population Technical Advisory Committee                     |
| <b>POTW</b>           | Public Owned Treatment Works                                |
| <b>PR</b>             | Public Relations  |
| <b>PW</b>             | Public Works  |
| <b>RFP</b>            | Request for Proposal  |
| <b>ROW</b>            | Right of Way  |
| <b>RPI</b>            | Rural Policy Institute                                      |
| <b>RSL</b>            | Revised Service Level                                       |
| <b>SCADA</b>          | Supervisory and Control Data Acquisition                    |
| <b>SID</b>            | Special Improvement District                                |
| <b>STS</b>            | Safe-to-School  |
| <b>SUV</b>            | Sport Utility Vehicle                                       |
| <b>TCEF</b>           | Traffic Citation Progressive Fund                           |
| <b>TEA-21</b>         | Transportation Equity Act for the 21st Century              |
| <b>TIP</b>            | Tax Intercept Program                                       |
| <b>TND</b>            | Traditional Neighborhood Design                             |
| <b>UCR</b>            | Uniform Crime Report  |
| <b>USACE</b>          | United States Army Corp of Engineers                        |
| <b>USDOT</b>          | United States Department of Transportation                  |
| <b>USFS</b>           | United States Forest Service                                |
| <b>USGBC</b>          | United States Green Building Council                        |
| <b>USGS</b>           | United States Geological Survey                             |
| <b>VC</b>             | Visitor Center  |
| <b>VRC</b>            | Vacancy Review Committee                                    |
| <b>WIFA</b>           | Water Infrastructure Financing Authority                    |
| <b>WMD</b>            | Weapons of Mass Destruction                                 |

The following is a list is related to the Utilities Blank Slate discussion provided in the Issues and Update Section of this budget book. This list is to provide examples of what each area in Utilities could do differently should they have the opportunity to start from scratch with the system we have in place.

**Section 42-Administration**

- Records center, time and money spent to maintain an excellent set of utility maps including the lot layout of all utilities
- Easements – Large easements to provide space for reconstruction
- Utility conduits (casings) installed under Interstates, Railroads and Major Streets
- Sinking funds established (earmarked) to fund equipment replacement
- Water Resource planning tied to land use planning
- SCADA center to control operations from one location and dispatch center
- Invest w/ APS into renewable electrical power to maintain rates for Utility operations
- Staff to include an attorney to maintain water rights/ financial person to determine costs/benefit and running balance
- Utility rates reviewed every 3 years to maintain an updated rate model to stay current with changing times
- Be careful on annexations, not to acquire utility systems that are poorly constructed and require a high amount of maintenance
- Activity based accounting to determine the cost/value of each of the services provided
- Office facilities centered in the City to house utility operations, collections, customer service, all functions of the utility
- GIS driven Groundwater analysis of the aquifers for sustainability for the region.
- Red Gap Ranch geodatabase maintenance for land management and tracking of parcels, water flows and water levels.
- Design water conveyance monitoring (Western Navajo Pipeline/Red Gap Ranch Pipeline) field data collection, environmental management, one call management, land management and right-of-way monitoring, assuring regulatory compliance and integrity management.
- Create data clearing house for all water resource data within the Flagstaff region in corroboration with USGS data library.
- Have a working modeling software product that has a sustainable connection to the GIS for impact studies, water quality and other treatment scenarios.

- Have a standard in place for design drawings to be routed through the Utility Engineering team for standardization on digital data submissions for quicker turn around time getting the information into a GIS for faster impact studies and other models.
- GIS Land Management database for Easement inventory and property purchase.
- Have a standard practice in place for GPS asset data collection at Final Walk Through with inspectors before line burial.
- Emergency preparedness planning using GIS data to better analyze disaster evacuation, hazardous situation awareness with mass notification ability. Running scenarios can greatly help prepare and should be a priority to Utilities and the City Organization.
- During a time of crisis, GIS supports business continuity planning. With any one plant or facility may experience a major business disruption including power outages, internal flooding, weather events, and fire, crime and transportation problems, GIS is a powerful planning tool for business continuity and contingencies.
- Hardware/Software support
- Solid back up server system budgeted and offsite data back up redundancy system.
- Commit to developing a complete interoperability technology with other applications across the division and the city organization to make well-informed decisions.
- GIS and IT staff are participants in design on any structural development within the Utility system.
- Strategic plan in place before moving forward with any technology.
- All technology plans and purchases evaluated for best return on investment.
- Broadband wireless//connection with all plants and satellite locations for monitoring.
- Televised communication with all facilities and stations.
- Solid replacement program budgeted for pc/laptop/GPS/communication units.
- GIS on an Enterprise level with all facets of the organization.
- Utilities GIS to be handed out on a web service to share across the organization.
- All Utilities personnel to have access to Arc Map desktop/laptop/cellular device/GPS
- Expandable CMMS work order tracking system for work orders and service request as a management tool to handle employee work schedule and cost accounting.

- Documentation, citations, regulations, certifications all address, land or asset based relation to GIS.
- Reduce the paper atlas map production.
- Full time IT support employee for support in all facilities.
- A team of well trained, highly knowledgeable people to maintain the Enterprise database.
- Crossing training with IT/GIS/Administration
- Record and maintain service line records on new home construction
- Fund training programs to maintain certifications/education levels
- Legal staff to deal with water right issues and contracts
- Encourage concentric growth around City Core rather than at edges of town (sprawling growth) is more expensive to build and maintain.
- Financial software system that is based upon an open database platform for ease of data extraction & input including trending, etc. Additionally, it should be connected to GIS
- Integrated Master Planning: updated every 5 years or as needed, integrated with GIS and Regional Plan land uses, all primary infrastructure needs be identified including water distribution and wastewater collection mains for maximum size and general locations; treatment plant sizing & timing for expansion; land use water demands balanced with water resource availability; technology needed to interconnect each operational facility for ease of operations & control

**Section 47-Water Production**

- Inner basin pipeline constructed as a pressure conduit for hydropower generation
- Large geophysical study to locate wells at the best locations
- Large wells of greater than 300 gallons per minute
- Maintenance of the trees in watersheds to maintain water yields to surface supplies.
- At construction, the facility construction plans can be extruded to 3D digital files. At which point, the diagram schematic file should be connected to a Computer Maintenance Management System (CMMS) for tracking work orders, task, inventory, history, associated documents and televised data. This allows for visual understanding of what and where any part of the plant is located, when it was built, installed or serviced. A tracking system can also monitor due dates for certifications, historic violations and quality assurance. Such 3D schematic

models should be constructed for all water storage and dam facilities as well to monitor capacities, age, movement, etc.

- One main SCADA (Supervisory Control And Data Acquisition) control center system would be an essential communication to outlying facilities and assets to monitor all of the utility functions from one location.
- Broadband wireless communication connection with plants and facilities (wells, tanks/stations) to monitor would free up money on repair/replacement with older radio service technology. (Utilities should invest in its own wireless communication system to eliminate service fees and encourage new online customers for financial support to maintenance a system.)
- Contractual maintenance to fly and collect aerial data for lake levels and such to track historic levels along with weather data, physical, biological demographic and economic concepts.
- Seal the bottom of Upper & Lower Lake Mary & develop lower lake for additional surface water storage capacity
- More surface water treatment options; capture more early spring water with membranes for potable delivery
- Additional power sources & feeds for remote wellfields
- Build new Water Production plant as an OZONE based technology rather than traditional chlorine treatment. Chlorine based plants less expensive to install, generally cost more to maintain.
- Electrical power to Inner basin wells

**Section 49-Water Distribution**

- Radio read meters installed to save time and funds to read meter and provide better customer service
- Ductile iron pipes for increased longevity
- Minimum size of water mains 8 inch diameter and dead end loops avoided.
- Unbreakable electronic radio reads should be able to collect GPS coordinate (lat, long) of all meters with the ability to download that data to a GIS database and georeference location.
- Customer Service should be integrated with the Utilities CMMS Service Request system, which is GIS-centric accessing through a website for fast tracking and problem solving. The CMMS should have the ability to retrieve customer information (account numbers, etc.)
- Automatic billing solutions for customer such as strategically placed kiosks, with automatic notification of possible water turn off.

- GIS-centric CMMS work order system and database of work performed on all pipelines for trouble shooting on older pipes, problem areas and new growth load impacts.
- Asset tracking for vehicle maintenance integrated with the CMMS daily work orders for supervisory triggers.
- Materials inventory tracking integrated with the CMMS work orders.
- Broadband/wireless infrastructure for continuous communication to all facilities, vehicles, field crews with such instruments as rugged laptops or other types of mobile communication units
- Professional GPS data collection at Final Walk Through with inspectors before asset burial.
- Improved pipeline installation techniques (pipe bedding & blow-off options)
- Hydrant lease fees to FD to support water use and hydrant repairs
- Maintain a new construction crew (3 +1 supv) for the ongoing replacement of water and sewer mains.
- Build RW system to handle fire flows and fire hydrants. Reduce demand and sizing for potable water mains.
- A 12-year meter replacement program (not just a conversion to radio reads) should be funded and implemented based upon age of meter to reduce “Non-Revenue” water loss
- Leak detection Program – lowering the % of unaccounted water waste.
- Cleaning (scrubbing) / pigging main water lines. Better flow, lower chlorine demand.
- Unidirectional main line flushing program – less complaints, improved taste and clarity
- Valve exercising program – improved water line isolation and less breakage of valves.

**Section 50-Water Booster Stations and Water Storage**

- Big Storage tanks 5 MG to 10 MG to save maintenance costs
- Storage constructed out of concrete, more durable than steel
- Two storage tanks in each zone to allow for maintenance
- “smart” design system main PRV valves for efficient pressure regulation
- Install 5 MG Zone B storage tank at Buffalo Park.
- Better location of water storage tanks near transmission mains and point of use

**Section 53 and 56-Wastewater Treatment**

- Business decision to develop one or more wastewater plants to save personnel and maintenance costs versus upsizing wastewater collection systems.
- Plant operations separated into treatment trains to be flexible to changing flows
- Utilize membrane treatment technology
- Increase reclaimed water storage
- Composting of digester solids and generated grease
- Efficient capture of digester gas for waste to energy co-generation
- Plant(s) designed to maximize gravity flow and minimize pumping requirements.
- Plant(s) designed with flexibility in operation of biological treatment process to meet changing conditions.
- Utilize UV disinfection technology and eliminate chlorine and sulfur dioxide gas.

**Section 54-Wastewater Collection**

- Trunks sized for the regional build-out for drainage basins
- Sanitary sewers constructed on poly mains to eliminate joints and root intrusion.
- Looping of reclaimed mains and long term planning for distribution system
- Install HDPE manholes –not susceptible to H2S corrosion

**Section 55-Industrial Waster, Grease Traps, and Backflows**

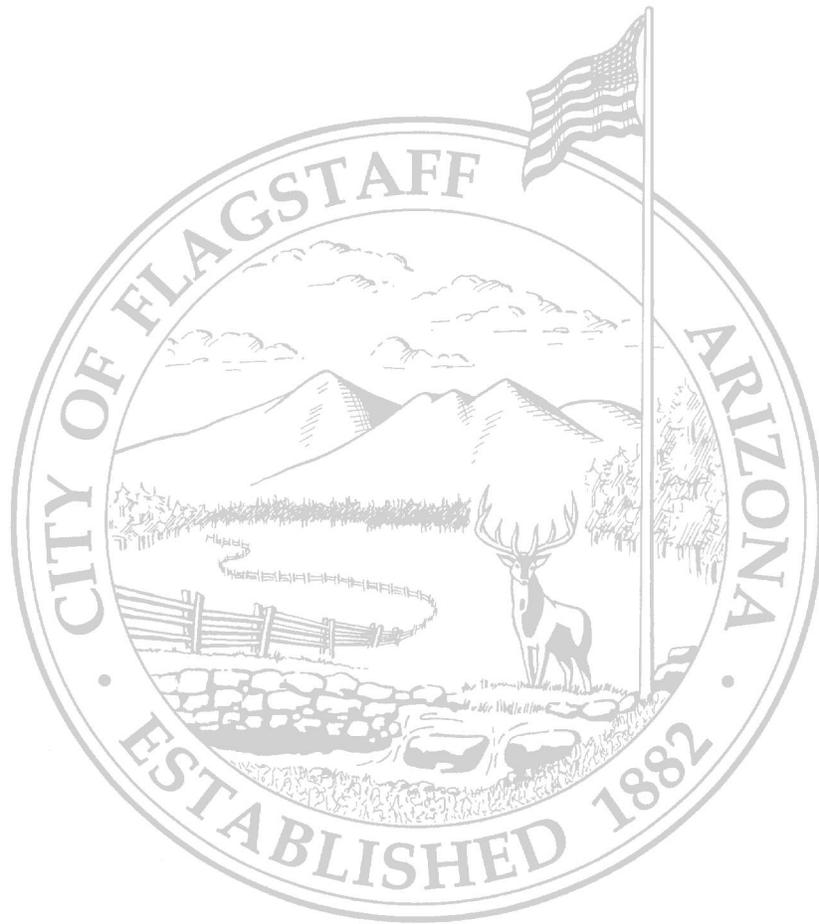
- Documentation/Inspections/Citations should be an address base relation with the GIS Land database. Access to Industrial Waste data through GIS website for easy access, monitoring and tracking in any city facility will greatly reduce paper, error and redundancy. This structure would enhance organizational practices
- On-site side stream treatment for major industrial processes
- All interceptors, including grease, lint and sand/oil, should be located outside the building footprint.
- All backflow prevention assemblies ¾” and larger shall be located outside the building. Freeze protection shall be provided on those assemblies that are needed year-round
- All oil/water interceptors for elevator vaults shall be at least 40 gallon capacity and shall drain into the sanitary sewer.

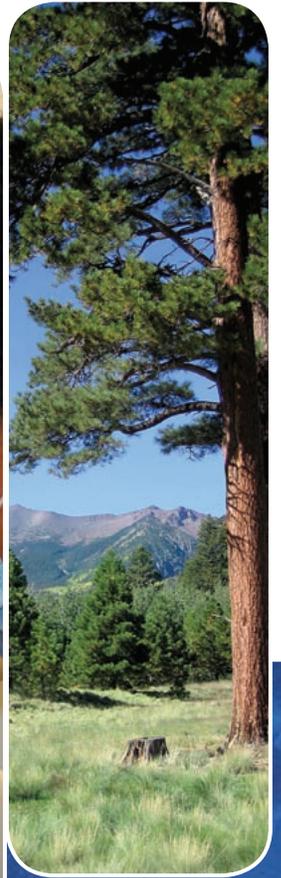
- All commercial/non-residential facilities shall have Reduced Pressure backflow assemblies at the meter at the start of construction.
- All fire line sprinklers shall have appropriately sized and installed backflow prevention assemblies that are either double checks or reduced pressure backflow prevention assemblies. This would include commercial, industrial and residential sites. Fire sprinklers rooms with RP backflow prevention assemblies shall have adequately sized drains to the sanitary sewer.
- Fire lines plans shall be submitted at the same time as building plans so they can be cross-referenced to ensure issues such as drains are addressed in a timely manner before the floor is poured.
- All industrial sites that are required to sample shall pay for the sampling performed by the City of Flagstaff Industrial Waste Section.
- Campaign to the Public on Fats, Oils and Grease
- Allow space provisions for Grease traps to be installed within road R/O/W in downtown area.
- Provide Grease and Oil pumping service to restaurant customers.
- Inspections shall be recorded electronically and linked automatically to a GIS database that all departments can access to reduce duplicate information on the same facility.

**Section 98-Stormwater**

- Allows for planning of development and preservation of floodplain/open space along major watercourses. This is typically accomplished through the development and adoption of a comprehensive Master Plan. Typically a community, through a public outreach process associated with the Master Plan, determines how much floodplain and resource is preserved. It is typical that some encroachment is permitted in certain areas, but overall the natural floodplain is preserved. This facilitates open space preservation, recreational opportunities and well as flood control benefits and water quality improvements.
- Green belts and limited construction allowed in the floodplains
- Any proposed structure(s) that may be allowed to encroach into the floodplain would be removed from the floodplain by FEMA processes, i.e. elevation on fill, and therefore, there would be no structures located in the floodplain. Therefore, participation in the National Flood Insurance Program would not be

- necessary and the City would be free from flooding concerns.
- The City would still adopt standards for local drainage design as well as detention/LID. These standards would likely be identical to standards currently in place. This would resolve local drainage complaint issues.
  - Optimize capture/recycling of storm water for beneficial use
  - Site specific treatment design for large runoff projects
  - Participation in the FEMA National Flood Insurance program (NFIP) would not be necessary as there would be no structures located within the floodplain, resulting in administrative savings to the city and there would be no flood insurance costs in the community.





**Northern Arizona Center for  
Emerging Technologies (NACET)**

BIOSCIENCES

ADVANCED COMMUNICATIONS

SYNTHETIC FUELS

ALTERNATIVE ENERGY SOURCES

ENERGY CONSERVATION

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