

## City of Flagstaff Authorized Personnel/Position Summary

SECTION	2007-2008	2008-2009	2009-2010	2010-2011	Change 2011-2012	Adopted 2011-2012
<b>CITY MANAGER</b>						
Admin Specialist	0	0.5	0.5	0.5	-0.5	0
Assistant to City Mgr (Communications)	0	1	1	1	0	1
Assistant to City Mgr (Gov'tal Relations)	0	1	0	0	0	0
Assistant to City Mgr (Real Estate)	0	1	1	0.75	0.25	1
City Clerk	0	0	0	1	0	1
City Manager	1	1	1	1	0	1
City Records Technician	0	0	0	1	0	1
Deputy City Clerk	0	0	0	0.875	0	0.875
Deputy City Clerk (Funded in FY11)	0	0	0	0.125	-0.125	0
Deputy City Manager	2	2	2	2	0	2
Executive Admin Assistant	1	1	1	1.25	0	1.25
Executive Assistant	1	1	1	1	0	1
Mgmt Assistant (Funded in FY11 & FY12)	0	0	0	1	-0.33	0.67
PIO - Management Assistant	1	0	0	0	0	0
Total	6	8.5	7.5	11.5	-0.705	10.795
<b>CITY CLERK</b>						
City Clerk	1	1	1	Transfer	0	0
City Records Technician	1	1	1	Transfer	0	0
Deputy City Clerk	1	1	1	Transfer	0	0
Executive Admin Assistant	1	1	1	Transfer	0	0
Total	4	4	4	0	0	0
<b>CAPITAL IMPROVEMENTS</b>						
Admin Spclst	0	0	1	1	0	1
Capital Improvements Engineer	2	2	2	2	-1	1
Engineering Technician IV	1	1	0	0	0	0
Intern	0.5	0.5	0	0	0	0
Project Manager	10	10	8	8	-2	6
Senior Project Manager	0	0	0	0	0	0
Total	13.5	13.5	11	11	-3	8
<b>HUMAN RESOURCES</b>						
Admin Assistant	1	1	1	1	0	1
Admin Specialist	1	1	1	1	0	1
Division Director (HR)	0	1	1	1	0	1
Human Resources Analyst	0.5	0.75	0.75	0.75	0	1.75
Human Resources Benefit Spec.	1	1	1	1	0	1
Human Resources Director	1	0	0	0	0	0
Human Resources Generalist	0	0	1	1	0	1
Human Resources Manager	1	1	0	0	0	0
Human Resources Recrt Spec	1	1	1	0.5	0.5	0
Total	6.5	6.75	6.75	6.25	0.5	6.75
<b>RISK MANAGEMENT</b>						
Assistant to City Manager (Risk Mgt)	0	1	1	1	0	1
Risk Manager	1	0	0	0	0	0
Insurance Claim Specialist	1	1	1	1	0	1
Safety/Risk Management Specialist	1	1	0	0	0	0
Total	3	3	2	2	0	2

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<b>CUSTOMER SERVICE</b>						
Admin Asst	2.75	2.75	2.75	4	0	4
Admin Spclst	2	2	2	1	0	1
Admin Spclst Supervisor	0	0	0	1	0	1
Customer Srvc Manager	1	1	1	0	0	0
Meter Reader	4	4	4	3.25	0	0
Meter Reader (Funded in FY11)	0	0	0	0.75	-0.75	0
Meter Reader Supervisor	1	1	1	1	0	1
Meter Technian	0	0	0	0	0	3.25
Total	10.75	10.75	10.75	11	-0.75	10.25
<b>LAW</b>						
Admin Asst	1	1	1.75	1.75	-0.25	1.5
Admin Asst (Funded in FY12)	0	0	0	0	0.25	0.25
Admin Spclst	2	2	2	2	0	2
Admin Spec Supervisor	1	1	0	0	0	0
Asst City Attorney	4	4	4	4	0	4
City Attorney	1	1	1	1	0	1
City Prosecutor	0	0	0	0	0	1
Deputy City Attorney	1	1	1	1	0	1
Executive Assistant/Paralegal	0	0	0	0	0	0
Intern	0.25	0.25	0	0	0	0
Legal Assistant	1	1	1	1	0	1
Senior Ass't City Attorney	5	5	4	3	0	2
Senior Ass't City Attorney (Funded in FY11)	0	0	0	1	-1	0
Total	16.25	16.25	14.75	14.75	-1	13.75
<b>INFORMATION TECHNOLOGY</b>						
Application Support Specialist I	1	1	1	0	0	0
Application Support Specialist II	1	1	1	0	0	0
Database Analyst III	1	1	1	0	0	0
Division Director (IT)	0	1	1	1	0	1
GIS Analyst Senior	1	1	0	0	0	0
GIS Manager	1	1	1	0	0	0
GIS Specialist	1	1	1	0	0	0
GIS System Analyst	0	0	1	0	0	0
GIS Technician	2	2	1	0	0	0
IT Administrator	0	0	0	1	0	1
IT Analyst	0	0	0	4	0	4
IT Director	1	0	0	0	0	0
IT Manager	0	0	0	2	0	2
IT Services Specialist	2	2	0	0	0	0
IT Services Supervisor	1	1	1	1	0	1
IT Specialist	0	0	0	1	0	1
IT Technician	0	0	0	2	0	2
Network Administrator	1	1	1	0	0	0
Senior Network Administrator	1	1	1	0	0	0
System and Applications Mgr	1	1	1	0	0	0
System Administrator	1	1	1	1	0	1
Total	16	16	13	13	0	13

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<b>MANAGEMENT SERVICES</b>						
Admin Asst	3	3	1	Transfer	0	0
Admin Spclst	1	1	1	1	0	1
Business Analyst	0	0	0	0	1	1
Buyer	2	2	0.5	0	0	0
Division Director (Mgmt Services)	0	1	1	1	0	1
Management Services Director	1	0	0	0	0	0
Purchasing Director	1	1	1	1	0	1
Real Estate Manager	1	Transfer	0	0	0	0
Senior Procurement Specialist	3	3	3	3	0	3
Warehouse Technician	1	1	1	1	0	1
Total	13	12	8.5	7	1	8
<b>SALES TAX</b>						
Accounts Receivable Specialist	1	0	0	0	0	0
Accounts Specialist	0	1	1	1	0	1
Admin Assistant	2.5	1.5	1	1	0	1
Admin Specialist	0	1	1	1	0	1
Auditor I	0	0	0	1	-1	0
Auditor II	2	2	2	1	0	1
Collections Specialist	1	2	2	2	0	2
Revenue Collector	1	0	0	0	0	0
Revenue Director	0	0	0	1	0	1
Sales Tax Manager	0	0	0	1	0	1
Tax Licensing & Revenue Adm	1	1	1	0	0	0
Total	8.5	8.5	8	9	-1	8
<b>LIBRARY - CITY/GRANTS</b>						
Admin Specialist	1.5	1.63	1.63	1.63	0.37	2
Application Support Specialist II	0	1	1	1	0	1
Librarian	2	2	2	2	0	2
Library Assistant I	16.01	16.76	16.76	16.76	0.26	17.02
Library Assist. I (temp)	2.75	3	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	7.38	7.38	7.38	7.38	0	7.38
Library Clerk I (temp)	3.25	3.75	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.	0	0	0	0	0	0
Library Inf. Tech. Coord.	2	2	2	2	0	2
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	3	0	0	0	0
Library Supervisor	1	1	1	1	0	1
Network Administrator	0	1	1	1	0	1
Total	47.14	53.77	50.77	50.77	0.63	51.4

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

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<b>PLANNING &amp; DEVELOPMENT SERVICES (cont.)</b>						
Engineering Technician IV	Transfer	0	0	0	0	0
Inspector I	5	5	3.6	0	0	0
Inspector II	4	3	2.7	0	0	0
Inspection Supervisor	Transfer	1	0.9	1	0	1
Material Tech I (temp)	Transfer	0	0	0	0	0
Materials Tech. I	Transfer	0	0	0	0	0
Materials Tech. II	Transfer	0	0	0	0	0
Neighborhood Planner	0	0	1	1	0	1
Planning Development Mgr.	0	0	3	3	0	3
Planning Director	1	1	1	1	0	1
Planning Technician	0	0	0	0	0.5	0.5
Project Management Admin.	1	1	0	0	0	0
Zoning Code Administrator	1	1	1	1	0	1
Zoning Code Manager	0	0	1	1	0	1
Total	33	32	27.2	24	-1.5	22.5
<b>ENGINEERING</b>						
Admin Spclst	1	1	Transfer	0	0	0
Assistant City Engineer	1	1	1	1	0	1
City Engineer	1	1	1	1	0	1
Construction Manager	1	1	1	1	0	1
Engineering Inspector	0	6	5	5	-1	4
Engineering Technician I p-time	0.5	0.5	0	0	0	0
Engineering Technician II	1	1	0	0	0	0
Engineering Technician III	1	1	1	1	0	1
Engineering Technician IV	1	0	0	0	0	0
Engineering Tech Leadworker	0	1	1	0	0	0
Inspector I	4	0	0	0	0	0
Inspector II	2	0	0	0	0	0
Inspection Supervisor	1	1	1	1	0	1
Intern	0.5	0.5	0	0	0	0
Material Tech Aide	0.5	0.5	0	0	0	0
Materials Tech I	2	2	2	2	0	2
Materials Tech II	1	1	1	0	0	0
Project Manager	6	6	5	4	0	4
Traffic Engineer	1	1	1	1	0	1
Transportation Technician	0	0	0	0	1	1
Total	25.5	25.5	20	17	0	17

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<b>COMMUNITY INVESTMENT</b>						
Admin Spclst	2	1	1	0	0	0
Admin Spclst Leadworker	0	0	0	1	0	1
Brownfield Specialist	0	0	1	1	0	1
Community Code Administrator	Transfer	0	0	0	0	0
Community Code Enf Officer	Transfer	0	0	0	0	0
Community Code Officer II	Transfer	0	0	0	0	0
Community Code Enf Supervisor	Transfer	0	0	0	0	0
Community Design & Redevelopment Mgr	0	0	0	1	0	1
Community Housing & Grants Adm	1	Transfer	0	0	0	0
Community Housing Manager	1	Transfer	0	0	0	0
Community Housing/NeighPlanner	1	Transfer	0	0	0	0
Community Investment Director	1	1	1	0	0	0
Comm/Neighborhood Planner	1	1	Transfer	0	0	0
Community Planner	1	1	1	1	0	1
Comm Reinvestment/ED Mgr	1	0	0	0	0	0
Economic Analyst	0	1	Transfer	0	0	0
Housing Project Coordinator	1	Transfer	0	0	0	0
Manager of Enhanced Svcs Dist (Eff 2010-2012)	0	0	0	1	0	1
Land Trust Manager	1	Transfer	0	0	0	0
Planning & Community Design Mgr	1	1	1	0	0	0
Redevelopment Mgr. (Eff. 2010-2012)	0	0	1	0	0	0
Total	12	6	6	5	0	5
<b>DOWNTOWN MANGEMENT</b>						
Downtown Manager	1	1	1	1	0	1
Parking Ambassador	0	3	3	3	0	3
Park Maintenance	0	1	1	1	0	1
Total	1	5	5	5	0	5
<b>HOUSING</b>						
Admin Spclst	0	1	1	1	0	1
Comm. Housing & Grants Adm. (Grant Funded)	0	1	1	1	0	1
Community Housing Manager	0	1	1	1	0	1
Community Housing/NeighPlanner	0	1	1	1	0	1
Housing Project Coordinator (Grant Funded)	0	1	1	0	0	0
Permanent Afford Adm (Grant Funded)	0	1	1	1	0	1
Total	0	6	6	5	0	5

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<b>FIRE</b>						
Admin Asst	1	1	0	0	0	0
Admin Spclst	1	1	2	2	0	2
Asst. Fire Fuel Mgr	1	2	0	0	0	0
Asst. Wildland Fire Mgr.	0	0	2	0	0	0
Community Firewise Coordinator	1	1	0	0	0	0
Deputy Fire Chief	2	2	2	2	-1	1
Division Director (Fire Chief)	0	1	1	1	0	1
Fire Battalion Chief	4	4	4	3	0	3
Fire Captain	21	21	24	21	0	21
Fire Captain (Funded in FY11)	0	0	0	3	-3	0
Fire Chief	1	0	0	0	0	0
Fire Engineer	21	21	21	18	0	18
Fire Engineer (Funded in FY11)	0	0	0	3	-3	0
Fire Fighter	39	39	36	29	5	34
Fire Fighter (Funded in FY11)	0	0	0	4	-4	0
Fire Fighter Fuel Mgt Tech	2	2	0	0	0	0
Fire Inspector II	3	3	2	2	-1	1
Fire Marshall	0	0	0	0	1	1
Fuel Manager	1	1	0	0	0	0
Fuel Mgt. Crew Member	2.75	2.75	0	0	0	0
Fuel Mgt. Leadworker	1	0	0	0	0	0
Wildland Fire Manager	0	0	1	1	0	1
Wildland Fire Mgt Crew Mmbr (Grt Funded)	0	0	2	1	-1	0
Wildland Fire Specialist I	0	0	1	0	0	0
Wildland Fire Specialist I (Funded in FY11)	0	0	0	1	-1	0
Wildland Fire Specialist I (Grant Funded)	0	0	0	0	1	1
Wildland Fire Specialist II	0	0	1	0	0	0
Wildland Fire Leadworker (Grant Funded)	0	0	0	1	0	1
<b>Total</b>	<b>101.75</b>	<b>101.75</b>	<b>99</b>	<b>92</b>	<b>-7</b>	<b>85</b>

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<b>POLICE</b>						
Admin Asst	10	0	0	0	0	0
Admin Spclst	4	15	13	13	0	13
Animal Control Officer	2	2	1	1	0	1
Deputy Police Chief	2	2	2	2	0	2
Dispatch Admin Call Taker	1	2	2	1	1	2
Dispatch Admin Call Taker (Funded in FY11)	0	0	0	1	-1	0
Division Director (Police Chief)	0	1	1	1	0	1
Evidence Technician	3	3	2	2	0	2
Parking Control Officer	1	1	1	1	0	1
Police Chief	1	0	0	0	0	0
Police Communications Mgr	1	1	1	1	0	1
Police Corporal/Det.	18	19	19	19	0	19
Police Emerg Comm Specialist	25	25	23	23	0	23
Police Emerg Comm Speclst - Idwkr	5	0	0	0	0	0
Police Emerg Comm Speclst Sup.	0	5	5	5	0	5
Police Lieutenant	5	4	4	4	0	4
Police Officer	77	81	68	66	-1	65
Police Officer (Funded in FY12)	0	0	0	0	1	1
Police Records Leadworker	1	0	0	0	0	0
Police Records Supervisor	0	2	1	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	0	0	0	0
Police Support Serv. Sup.	0	0	1	1	0	1
Property Control Coord	2	2	1	1	0	1
<b>Total</b>	<b>172</b>	<b>179</b>	<b>158</b>	<b>156</b>	<b>0</b>	<b>156</b>
<b>POLICE GRANTS</b>						
Admin Spclst	1	1	1	1	0	1
Police Officer	0	0	8	10	0	10
Police Sergeant	1	1	1	1	0	1
<b>Total</b>	<b>2</b>	<b>2</b>	<b>10</b>	<b>12</b>	<b>0</b>	<b>12</b>
<b>PUBLIC WORKS ADMINISTRATION</b>						
Admin Spclst	1	1	1	0.5	0	0.5
Assistant Public Works Director	1	1	1	0	0	0
Division Director (Public Works)	0	1	1	1	0	1
Project Manager	0	1	1	1	0	1
Public Works Director	1	0	0	0	0	0
Senior Project Manager	1	0	0	0	0	0
<b>Total</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>2.5</b>	<b>0</b>	<b>2.5</b>
<b>PARKS</b>						
Maintenance Worker - Temps	8	5.46	3.2	3.2	0.26	3.46
Maintenance Worker	0	25	23	21	0	21
Maintenance Worker I	11	0	0	0	0	0
Maintenance Worker II	8	0	0	0	0	0
Maintenance Worker III	2	0	0	0	0	0
Parks Leadworkers	0	0	0	2	0	2
Public Works Manager (Parks)	0	0	0	1	0	1
Parks Supt.	1	1	1	0	0	0
Parks Supervisor	1	1	1	0	0	0
<b>Total</b>	<b>31</b>	<b>32.46</b>	<b>28.2</b>	<b>27.2</b>	<b>0.26</b>	<b>27.46</b>

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<b>FLEET SERVICES</b>						
Buyer	1	1	1	1	0	1
Fleet Manager	0	1	1	0	0	0
Fleet Mgmt. Supt.	1	1	1	0	0	0
Fleet Supervisor	1	0	0	0	0	0
Mechanic Aide	1	0	0	0	0	0
Mechanic I	2	3	3	3	0	3
Mechanic II	4	4	4	4	0	4
Mechanic III Leadworker	2	2	2	2	0	2
Parts Specialist	1	1	0	0	0	0
Public Works Manager (Fleet)	0	0	0	1	0	1
Service Writer	1	1	1	1	0	1
Welder	1	1	1	1	0	1
Total	15	15	14	13	0	13
<b>FACILITIES MAINTENANCE</b>						
Custodian/Attendant	1	0	0	0	0	0
Facility Maintenance Manager	1	0	0	1	0	1
Facilities Maintenance Superintendent	0	1	1	1	0	1
Facilities Maintenance Supervisor	0	0	1	0	0	0
HVACR Technician	0	1	0	0	0	0
Maintenance Worker	0	9	9	9	0	9
Maintenance Worker I	2	0	0	0	0	0
Maintenance Worker II	5	0	0	0	0	0
Maintenance Worker III	2	0	0	0	0	0
Maintenance Worker III-Lead	1	1	0	0	0	0
Total	12	12	11	11	0	11
<b>RECREATION</b>						
Admin Asst	2	2	1	1	0	1
Admin Spclst	1	1	1	1	0	1
Division Director (Comm Enhancement)	0	1	1	1	0	1
Intern	0.25	0.25	0.25	0.25	0	0.25
Parks & Recreation Director	1	0	0	0	0	0
Recreation Coord. I	7.5	7.5	5.5	5.5	0	5.5
Recreation Coordinator II	2	2	5	5	0	5
Recreation Manager	1	0	0	0	0	0
Recreation Services Director	0	0	0	0	0	1
Recreation Supervisor	0	1	1	1	0	1
Recreation Supt.	1	1	1	1	0	0
Recreation Temporaries	45.48	45.48	37.91	37.91	1.4	39.31
Recreation Temporaries (Grant Funded)	0	0	0	0	0.29	0.29
Senior Recreation Coordinator	6	6	6	6	0	6
Total	67.23	67.23	59.66	59.66	1.69	61.35

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<b>STREET MAINTENANCE &amp; REPAIRS</b>						
Admin Spclst	1	1	1	1	0	1
Cemetery Caretaker	0.75	0.75	0.75	0.75	0	0.75
Cemetery Maint. Specialist	1	1	1	1	0	1
Equip. Oper. III LDWKR	1	1	0	0	0	0
Equip. Oper. Snow temps	8.06	8.06	4.31	4.31	0	4.31
Equipment Operator	0	14	14	15	0	15
Equipment Operator I	4	0	0	0	0	0
Equipment Operator II	8	0	0	0	0	0
Equipment Operator III	3	0	0	0	0	0
Intern	0	0.5	0.5	0.5	0	0.5
Maintenance Worker	0	8	7	7	0	7
Maint. Wkr. I	3	0	0	0	0	0
Maint. Wkr. II	3	0	0	0	0	0
Maint. Wkr. III	2	0	0	0	0	0
Maint. Wkr. III LDWKR	1	1	1	0	0	0
Maint. Worker temp	0.75	0.75	0.75	0.75	0	0.75
Safety/Training Coordinator	0	1	0	0	0	0
Public Works Manager (Streets)	0	0	0	1	0	1
Public Works Section Head	0	0	0	1	0	1
Streets Leadworker	0	0	3	3	0	3
Streets Manager	0	1	1	0	0	0
Street Superintendent	1	1	1	0	0	0
Street Supervisor	1	0	0	0	0	0
Traffic Signal Technician	1	1	0	0	0	0
Traffic Signal Technician Ass't	1	1	1	1	0	1
Transportation and Maint Mgr	Transfer	0	0	0	0	0
Total	40.56	41.06	36.31	36.31	0	36.31
<b>AIRPORT</b>						
Admin Spclst	1	1	1	1	0	1
Airport Director	0	1	1	1	0	1
Airport Manager	1	0	0	0	0	0
Airport Operations Supv	1	1	1	1	0	1
Airport Service Worker I	4	4	3	3	0	3
Airport Service Worker II	3	3	3	3	0	3
Maintenance Wrks - Snow	0.5	0.5	0.5	0.5	0	0.5
Total	10.5	10.5	9.5	9.5	0	9.5

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

SECTION	2007-2008	2008-2009	2009-2010	2010-2011	Change 2011-2012	Adopted 2011-2012
<b>SOLID WASTE</b>						
Admin Asst	2.5	3.5	3.5	3.5	-0.5	3
Admin Spclst	1	1	1	1	0	1
Admin Spclst Supervisor	1	1	1	1	0	1
Bin Maint./Equip. Oper.	1	0	0	0	0	0
Bin Maint. Leadworker	1	1	1	1	0	1
Brownfield Specialist	1	1	Transfer	0	0	0
Brownfield Program Ass't	1	1	0	0	0	0
Conservation Manager	1	1	1	0	0	0
Environmental Aide	0.6	0.6	0.6	Transfer	0	0
Environmental Assistant	1.5	1	1	Transfer	0	0
Environmental Code Enf Aide	1	1	1	0	0	0
Environmental Code Specialist	1	1	1	Transfer	0	0
Environ Program Manager	0	1	1	Transfer	0	0
Environmental Program Specialist	1	1	1	Transfer	0	0
Environmental Project Manager	1	0	0	0	0	0
Environmental Services Mgr	2	2	2	2	0	2
Environmental Technician	1	1	1	Transfer	0	0
Equipment Operator	0	38	37	34	-4	30
ES Director	0	0	0	1	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	0	0	0	0	0
ES Equip. Oper. II	11	0	0	0	0	0
ES Equip. Oper. III	11	0	0	0	0	0
ES Leadworkers	0	0	0	2	0	2
ES Operations Mgr	1	1	1	0	0	0
Landfill Equip Operator I	1	0	0	0	0	0
Landfill Equip Operator II	2	0	0	0	0	0
Landfill Equip Operator III	2	0	0	0	0	0
Landfill Equip Operator III - Lead	1	1	0	0	0	0
Landfill Maint Operator	1	0	0	0	0	0
Landfill Supervisor	0	0	1	1	0	1
Program Asst	2	2	2	1	0	1
Project Manager	2	2	2	2	0	2
Sustainability and Env Mgr	1	1	1	Transfer	0	0
Sustainability Assistant (Grant Funded)	0	0	0.48	Transfer	0	0
Sustainability Manager	1	1	1	Transfer	0	0
Sustainability Specialist	0	1	1	Transfer	0	0
<b>Total</b>	<b>61.6</b>	<b>68.1</b>	<b>65.58</b>	<b>52.5</b>	<b>-4.5</b>	<b>48</b>
<b>SUSTAINABILITY &amp; ENVIROMENTAL MANAGEMENT SERVICES</b>						
Environmental Aide	0	0	0	0.6	0	0.6
Environmental Assistant	0	0	0	1	0	1
Environmental Code Enf Officer	0	0	0	1	0	1
Environmental Code Specialist	0	0	0	1	0	1
Environ Program Manager	0	0	0	1	0	1
Environmental Program Specialist	0	0	0	1	0	1
Environmental Technician	0	0	0	1	0	1
Sustainability and Env Director	0	0	0	1	0	1
Sustainability Assistant (Grant Funded)	0	0	0	0.48	0.52	1
Sustainability Manager	0	0	0	1	0	1
Sustainability Specialist	0	0	0	2	0	2
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>11.08</b>	<b>0.52</b>	<b>11.6</b>

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

SECTION	2007-2008	2008-2009	2009-2010	2010-2011	Change 2011-2012	Adopted 2011-2012
<b>UTILITIES ADMINISTRATION</b>						
Admin Spclst	2	2	2	2	0	2
Division Director (Utilities)	0	1	1	1	0	1
GIS System Analyst	1	1	1	1	0	1
Project Manager	0	0	1	1	-1	0
Utilities Director	1	0	0	0	0	0
Utilities Engineering Manager	1	1	1	1	0	1
Utilities Plan Reviewer	0	1	1	1	0	1
Utilities Program Assistant	1	1	1	0	0	0
Utilities Program Manager	0	0	1	1	0	1
Utilities Senior Project Manager	1	1	0	0	0	0
Water Conservation Manager	1	1	0	0	0	0
Water Conservation Enforcement Aide	0.5	0.5	0	0	0	0
Water Resource Manager	1	1	1	1	0	1
Total	9.5	10.5	10	9	-1	8
<b>LAKE MARY WATER PLANT</b>						
Instrumentation/Electrical Spec	1	1	1	1	0	1
Laboratory Specialist	1	1	1	1	0	1
Maintenance Specialist	1	1	1	1	0	1
Mech. Maint. Wkr I (temp)	1	1	0	0	0	0
MSW Operations	3	3	3	3	0	3
MSW Laboratory	1	1	1	1	0	1
MSW Maintenance	3	3	2	2	0	2
Operations Specialist	1	1	1	1	0	1
Water Production Manager	1	1	1	1	0	1
Total	13	13	11	11	0	11
<b>WATER DISTRIBUTION SYSTEM</b>						
Admin Specialist	0	1	0	0	0	0
Field Services Manager	1	1	1	1	0	1
Field Services Supervisor	0	0	0	0	0	0
Maintenance Worker - Temp	1	1	1	0	0	0
Maintenance Worker	1	1	1	1	0	1
MSW - Water Services Tech	0	11	10	10	0	10
Water Services Specialist	1	1	1	1	0	1
Water Services Tech	12	0	0	0	0	0
Water/Sewer Util. Locator	1	1	1	1	0	1
Total	17	17	15	14	0	14
<b>WASTEWATER TREATMENT PLANT</b>						
Equip Operator II Temp	1.5	1.5	1.5	1.5	0	1.5
MSW - Plant Tech	7	7	6	6	0	6
Plant Specialist	4	4	4	4	0	4
Wastewater Treatment Manager	1	1	1	1	0	1
Total	13.5	13.5	12.5	12.5	0	12.5
<b>WASTEWATER COLLECTION</b>						
MSW- Water Services Tech	8	8	8	8	0	8
Water Services Specialist	1	1	1	1	0	1
Total	9	9	9	9	0	9

## City of Flagstaff Authorized Personnel/Position Summary

SECTION	2007-2008	2008-2009	2009-2010	2010-2011	Change 2011-2012	Adopted 2011-2012
<b>WASTEWATER MONITORING</b>						
Administrative Specialist	0.5	1	0	0	0	0
Industrial Waste Inspector	2	2	2	2	0	2
Industrial Waste Supervisor	1	1	1	1	0	1
Total	3.5	4	3	3	0	3
<b>RECLAIMED WASTEWATER TREATMENT PLANT</b>						
Maintenance Specialist	1	1	1	1	0	1
MSW - Laboratory Tech	0	1	1	1	0	1
MSW - Plant Tech	2	1	1	1	0	1
Plant Specialist	1	1	1	1	0	1
Total	4	4	4	4	0	4
<b>CITY COURT</b>						
Collection Specialist	0	2	2	1	0	1
Court Administrator	1	0	0	0	0	0
Court Collection Specialist	2	0	0	0	0	0
Court Info Systems Coordinator	0	1	1	1	0	1
Court Info Systems Spec	1	0	0	0	0	0
Court Interpreter	1	1	0.9	1	0	1
Court Judicial Specialist	8	9	7	6.75	1	7.75
Court Judicial Specialist (Funded in FY11)	0	0	0	1	-1	0
Court Services Super	1.63	1.63	1.63	1.75	0	1.75
Court Training Specialist	1	1	1	1	0	1
Deputy Court Administrator	3	3	3	2	0	2
Deputy Court Admin. (Funded in FY11 & FY12)	0	0	0	1	0	1
Division Director (Court)	0	1	1	1	0	1
Executive Admin Asst (Judicial)	1	1	1	0	0	0
Jury Services Specialist	0.5	0.5	0.5	1	0	1
Magistrate	1.75	1.75	1.75	1.63	0	1.63
Presiding Magistrate	1	1	1	1	0	1
Probation Service Officer	2	2	2	1.5	0	1.5
Pro-Tem Magistrate	0.75	0.75	0.5	0.55	0	0.55
Warrant Officer	2	3	1.6	2	0	2
Total	27.63	29.63	25.88	25.18	0	25.18
<b>ECONOMIC DEVELOPMENT</b>						
Business Attraction Manager	1	1	0	0	0	0
Business Retention & Expansion Mgr	1	1	1	1	0	1
Economic Analyst	0	0	1	0	0	0
Economic Development Manager	0	0	0	1	0	1
Total	2	2	2	2	0	2

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

SECTION	2007-2008	2008-2009	2009-2010	2010-2011	Change 2011-2012	Adopted 2011-2012
<b>TOURISM</b>						
Admin Spclst	1	1	1	1	0	1
CVB Director	1	0	1	1	0	1
Division Director	0	1	1	1	0	1
Marketing & Public Relations Manager	0	0	0	1	0	1
Marketing Manager	1	1	1	0	0	0
Publications Assistant	1	1	0	0	0	0
Publication Specialist	1	1	2	2	0	2
Public Relations Assistant	1	0	0	0	0	0
Public Relations Associate	0	1	1	1	0	1
Public Relations Manager	1	1	0	0	0	0
Sales Associate	2	2	2	2	0	2
Sales Manager	1	1	1	0	0	0
Total	10	10	10	9	0	9
<b>TOURISM-VISITOR CENTER</b>						
Admin Asst	4.25	4.25	4.25	2.99	0	2.99
Admin Asst (Funded in FY11)	0	0	0	0.76	-0.76	0
Admin Spclst	1.5	1.5	0.5	0.5	0	0.5
Visitor Center Manager	0	0	1	1	0	1
Visitor Center Supervisor	1	1	0	0	0	0
Total	6.75	6.75	5.75	5.25	-0.76	4.49
<b>STORMWATER</b>						
Floodplain Inspector	1	1	1	1	0	1
Intern	0.5	0.5	1	1	0	1
Project Manager	0	3	2	2	0	2
Project Manager I	3	0	0	0	0	0
Stormwater Program Manager	1	1	1	1	0	1
Stormwater Service Analyst	1	1	1	1	0	1
Total	6.5	6.5	6	6	0	6
<b>FLAGSTAFF HOUSING AUTHORITY</b>						
Executive Director	0	0	0	1	0	1
Maintenace Director	0	0	0	1	0	1
Housing Director	0	0	0	2	0	2
Finance Director	0	0	0	1	0	1
Housing Services Administrator	0	0	0	5	0	5
Administrative Clerk/Occupancy Specialist	0	0	0	1	0	1
Finance Assistant	0	0	0	1	0	1
Maintenance Coordinator	0	0	0	1	0	1
Maintenance Lead Worker	0	0	0	2	0	2
Maintenance Worker III	0	0	0	1	0	1
Maintenace Worker II	0	0	0	4	0	4
Temporary Maintenance Worker	0	0	0	3.5	0	3.5
Total	0	0	0	23.5	0	23.5
<b>GRAND TOTALS</b>	<b>876.18</b>	<b>906.52</b>	<b>827.48</b>	<b>825.33</b>	<b>-16.62</b>	<b>808.72</b>

**City of Flagstaff 2080 Pay Plan  
2011-2012**

Range	Pos #	Position Title	Min				Mid 1-4	Mid 5-11	Mid 12+	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
<b>1</b> <b>A-1-0</b>	10100	N Library Page	9.3640	9.7771	10.1676	10.5807	10.9824	11.3954	11.7972	12.1990	12.6454				
			749.12	782.17	813.41	846.46	878.59	911.63	943.78	975.92	1011.63				
			1623.09	1694.70	1762.38	1833.99	1903.62	1975.20	2044.85	2114.49	2191.87				
			19477.12	20336.37	21148.61	22007.86	22843.39	23702.43	24538.18	25373.92	26302.43				
<b>2</b> <b>A-1-1</b>			10.7927	11.2503	11.7190	12.1879	12.6566	13.1365	13.6051	14.0740	14.5540				
			863.42	900.02	937.52	975.03	1012.53	1050.92	1088.41	1125.92	1164.32				
			1870.73	1950.05	2031.29	2112.57	2193.81	2276.99	2358.22	2439.49	2522.69				
			22448.82	23400.62	24375.52	25350.83	26325.73	27323.92	28298.61	29273.92	30272.32				
<b>3</b> <b>A-1-2</b>	10302	N Library Clerk I	11.7190	12.2325	12.7571	13.2815	13.7949	14.3308	14.8441	15.3687	15.8263				
			937.52	978.60	1020.57	1062.52	1103.59	1146.46	1187.53	1229.50	1266.10				
			2031.29	2120.30	2211.23	2302.13	2391.12	2484.01	2572.98	2663.91	2743.23				
			24375.52	25443.60	26534.77	27625.52	28693.39	29808.06	30875.73	31966.90	32918.70				
<b>4</b> <b>A-1-3</b>	10423	N Cemetery Caretaker	13.5159	14.1075	14.7101	15.2906	15.9045	16.4848	17.0762	17.6790	18.2371				
	10422	N Dispatch Call Taker	1081.27	1128.60	1176.81	1223.25	1272.36	1318.78	1366.10	1414.32	1458.97				
	10424	N Meter Technician	2342.76	2445.30	2549.75	2650.37	2756.78	2857.37	2959.87	3064.36	3161.10				
	10407	N Parking Control Officer	28113.07	29343.60	30597.01	31804.45	33081.36	34288.38	35518.50	36772.32	37933.17				
	10410	N Property Control Coord													
	10419	N Recreation Coord I													

**City of Flagstaff 2080 Pay Plan  
2011-2012**

Annual Financial Plan

Appendix B - City of Flagstaff Pay Plan

Range	Pos #	Position Title	Min				Mid 1-4	Mid 5-11	Mid 12+	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
<b>5</b> <b>B-2-1</b>	10500	N Library Assistant I	14.1856	14.7326	15.2683	15.8040	16.3732	16.9089	17.4446	18.0026	18.5385	19.0742	19.5764		
			1134.85	1178.61	1221.46	1264.32	1309.86	1352.71	1395.57	1440.21	1483.08	1525.94	1566.11		
			2458.84	2553.65	2646.51	2739.36	2838.02	2930.88	3023.73	3120.45	3213.34	3306.19	3393.24		
			29506.05	30643.81	31758.06	32872.32	34056.26	35170.51	36284.77	37445.41	38560.08	39674.34	40718.91		
<b>6</b> <b>B-2-2</b>	10639	N Account Clerk	14.6209	15.1901	15.7371	16.3062	16.8643	17.4111	17.9803	18.5273	19.0742	19.6545	20.1902		
	10634	N Airport Service Worker I	1169.67	1215.21	1258.97	1304.50	1349.14	1392.89	1438.42	1482.18	1525.94	1572.36	1615.22		
	10601	N Animal Control Officer	2534.29	2632.95	2727.76	2826.41	2923.15	3017.92	3116.59	3211.40	3306.19	3406.78	3499.63		
	10636	N Environmental Aide	30411.47	31595.41	32733.17	33916.90	35077.74	36215.09	37399.02	38536.78	39674.34	40881.36	41995.62		
	10637	N Env Code Enforcement Aide													
	10609	N Materials Tech I													
	10630	N Rec Coordinator II													
	10614	N Service Writer													
<b>R06</b>	10640	N IS Technician	15.3520	15.9496	16.5240	17.1214	17.7075	18.2817	18.8794	19.4536	20.0279	20.6373	21.1997		
			1228.16	1275.97	1321.92	1369.71	1416.60	1462.54	1510.35	1556.29	1602.23	1650.98	1695.98		
			2661.01	2764.60	2864.16	2967.71	3069.30	3168.83	3272.43	3371.96	3471.50	3577.13	3674.61		
			31932.16	33175.17	34369.92	35612.51	36831.60	38025.94	39269.15	40463.49	41658.03	42925.58	44095.38		
<b>7</b> <b>B-2-3</b>	10741	N Airport Service Worker II	15.9937	16.6076	17.2102	17.8128	18.4380	19.0296	19.6545	20.2462	20.8599	21.4737	22.0765		
	10748	N Bin Maint Leadworker	1279.50	1328.61	1376.82	1425.02	1475.04	1522.37	1572.36	1619.70	1668.79	1717.90	1766.12		
	10731	N Engineering Tech III	2772.24	2878.65	2983.10	3087.55	3195.92	3298.46	3406.78	3509.34	3615.72	3722.11	3826.59		
	10739	N Environmental Assistant	33266.90	34543.81	35797.22	37050.62	38351.04	39581.57	40881.36	42112.10	43388.59	44665.30	45919.12		
	10705	N Evidence Tech													
	10740	N Executive Admin Asst													
	10709	N Library Cataloging Asst													
	10700	N Mechanic I													
	10734	N Payroll Assistant													
	10717	N Program Assistant													
	10746	N Traffic Signal Technician Asst													
	10702	N Water/Sewer Utility Locator													
	10750	N Wildland Fire Specialist													
<b>R07</b>	10725	N Police Emerg Comm Spec	16.7934	17.4379	18.0708	18.7035	19.3599	19.9811	20.6373	21.2585	21.9029	22.5474	23.1803		
			1343.47	1395.03	1445.66	1496.28	1548.79	1598.49	1650.98	1700.68	1752.23	1803.79	1854.42		
			2910.86	3022.57	3132.27	3241.94	3355.72	3463.39	3577.13	3684.81	3796.50	3908.22	4017.92		
			34930.27	36270.83	37587.26	38903.28	40268.59	41560.69	42925.58	44217.68	45558.03	46898.59	48215.02		

**City of Flagstaff 2080 Pay Plan  
2011-2012**

Range	Pos #	Position Title	Min				Mid 1-4	Mid 5-11	Mid 12+	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
<b>8</b>	10849	N Accounts Specialist	18.7728	19.4760	20.1902	20.8933	21.6076	22.3108	23.0251	23.7395	24.4426	25.1569	25.9046		
<b>B-2-4</b>	10827	N Buyer	1501.82	1558.08	1615.22	1671.46	1728.61	1784.86	1842.01	1899.16	1955.41	2012.55	2072.37		
	10839	N Cemetery Maint Speclst	3253.95	3375.84	3499.63	3621.51	3745.32	3867.21	3991.02	4114.85	4236.72	4360.53	4490.13		
	10845	N City Records Technician	39047.42	40510.08	41995.62	43458.06	44943.81	46406.46	47892.21	49378.16	50840.61	52326.35	53881.57		
	10848	N Collections Specialist													
	10831	N Court Interpreter													
	10836	N Deputy City Clerk													
	10852	N Development Svcs Speclst													
	10856	N Environmental Code Tech													
	10820	N Environmental Technician													
	10842	N Floodplain Inspector													
	10854	N HR Recruitment Specialist													
	10812	N Industrial Waste Insp													
	10843	N Legal Assistant													
	10807	N Library Assistant II													
	10808	N Mechanic II													
	10837	N Meter Reader Supervisor													
	10809	N Probation Service Officer													
	10850	N Public Relations Associate													
	10841	N Publications Specialist													
	10829	N Sr Recreation Coordinator													
10858	N Sustainability Assistant														
10853	N Warehouse Specialist														
10803	N Welder														
<b>108</b>	20801	E Executive Asst	18.7728						22.5229				26.2730		
	20802	E Sales Associate	1501.82						1801.83				2101.84		
			3253.95						3903.97				4553.99		
			39047.42						46847.63				54647.84		
<b>R08</b>	10857	N IT Specialist	19.7114	20.4498	21.1997	21.9379	22.6879	23.4263	24.1764	24.9265	25.6647	26.4147	27.1998		
			1576.91	1635.98	1695.98	1755.03	1815.03	1874.10	1934.11	1994.12	2053.18	2113.18	2175.98		
			3416.64	3544.63	3674.61	3802.57	3932.57	4060.56	4190.58	4320.59	4448.55	4578.55	4714.63		
			40999.71	42535.58	44095.38	45630.83	47190.83	48726.70	50286.91	51847.12	53382.58	54942.58	56575.58		



**City of Flagstaff 2080 Pay Plan  
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Range	Pos #	Position Title	Min				Mid 1-4	Mid 5-11	Mid 12+	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
<b>10</b>	11016	N Admin Spec Supervisor	20.8376	21.6301	22.4448	23.2372	24.0408	24.8333	25.6256	26.4292	27.2217	28.0364	28.7508		
<b>B-3-1</b>	11011	N Airport Ops Supervisor	1667.01	1730.41	1795.58	1858.98	1923.26	1986.66	2050.05	2114.34	2177.74	2242.91	2300.06		
	11018	N Court Services Supervisor	3611.85	3749.22	3890.43	4027.78	4167.07	4304.44	4441.77	4581.06	4718.43	4859.64	4983.47		
	11012	N Env Svcs Collection Super	43342.21	44990.61	46685.18	48333.38	50004.86	51653.26	53301.25	54972.74	56621.14	58315.71	59801.66		
	11026	N Landfill Supervisor													
	11027	N Streets Leadworker													
<b>110</b>	21002	E Library Supervisor	20.6701					25.1123					29.5544		
			1653.61					2008.98					2364.35		
			3582.82					4352.80					5122.76		
			42993.81					52233.58					61473.15		
<b>R10</b>	11020	N Court IT Coordinator	21.8795	22.7117	23.5670	24.3990	25.2429	26.0750	26.9069	27.7507	28.5828	29.4383	30.1883		
	11029	N IT Coordinator	1750.36	1816.94	1885.36	1951.92	2019.43	2086.00	2152.55	2220.06	2286.62	2355.06	2415.06		
	11022	N PECS Supervisor	3792.45	3936.69	4084.95	4229.16	4375.44	4519.67	4663.86	4810.12	4954.35	5102.64	5232.64		
			45509.36	47240.34	49019.36	50749.92	52505.23	54236.00	55966.35	57721.46	59452.22	61231.66	62791.66		
<b>11</b>	11109	N Asst Wildland Fire Mgr	23.0364	23.9069	24.7997	25.6703	26.5409	27.4115	28.2930	29.1525	30.0455	30.9160	31.7977		
<b>B-3-2</b>	11104	N Inspection Supervisor	1842.91	1912.55	1983.98	2053.62	2123.27	2192.92	2263.44	2332.20	2403.64	2473.28	2543.82		
	11100	N Police Corp/Detective	3992.98	4143.86	4298.61	4449.52	4600.42	4751.33	4904.12	5053.10	5207.89	5358.77	5511.60		
			47915.71	49726.35	51583.38	53394.22	55205.07	57015.92	58849.44	60637.20	62494.64	64305.28	66139.22		
<b>111</b>	21108	E Police Spec Svcs Superv	22.6568					27.5342					32.4116		
	21109	E Police Spprt Svcs Superv	1812.54					2202.74					2592.93		
			3927.18					4772.59					5618.01		
			47126.14					57271.14					67416.13		
<b>R11</b>	11110	N IT Supervisor	24.1883	25.1022	26.0397	26.9539	27.8679	28.7821	29.7077	30.6101	31.5478	32.4618	33.3876		
			1935.06	2008.18	2083.18	2156.31	2229.43	2302.57	2376.62	2448.81	2523.82	2596.94	2671.01		
			4192.64	4351.05	4513.55	4672.01	4830.44	4988.90	5149.33	5305.75	5468.29	5626.71	5787.18		
			50311.66	52212.58	54162.58	56064.11	57965.23	59866.77	61792.02	63669.01	65619.42	67520.54	69446.21		

**City of Flagstaff 2080 Pay Plan  
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Appendix B - City of Flagstaff Pay Plan

Range	Pos #	Position Title	Min				Mid 1-4	Mid 5-11	Mid 12+	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7						
<b>112</b>	21246	E Accountant II	23.6613					28.9795						34.2978	
<b>C-4-1</b>	21245	E Auditor II	1892.90					2318.36						2743.82	
	21268	E Business Retn & Exp Mgr	4101.29					5023.12						5944.95	
	21253	E Code Compliance Superv	49215.50					60277.46						71339.42	
	21257	E Community Planner I													
	21248	E Conservation Manager													
	21269	E Downtown/4th Street Manager													
	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													
	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	24.8444					30.4285						36.0127	
	21265	E System Administrator	1987.55					2434.28						2881.02	
			4306.36					5274.27						6242.20	
			51676.35					63291.28						74906.42	
<b>13</b>	11301	N Police Sergeant	26.0944	26.9761	27.8689	28.7508	29.6548	30.5254	31.4183	32.2999	33.2040	34.0745	34.9674	35.8491	36.7866
<b>C-4-2</b>			2087.55	2158.09	2229.51	2300.06	2372.38	2442.03	2513.46	2583.99	2656.32	2725.96	2797.39	2867.93	2942.93
			4523.03	4675.86	4830.61	4983.47	5140.17	5291.07	5445.84	5598.65	5755.36	5906.25	6061.02	6213.84	6376.34
			54276.35	56110.29	57967.31	59801.66	61681.98	63492.83	65350.06	67183.79	69064.32	70874.96	72732.19	74566.13	76516.13
<b>113</b>	21338	E Asst to City Mgr (Comm)	25.7595						31.5466					37.3336	
	21324	E Asst to City Mgr (RI Est)	2060.76						2523.73					2986.69	
	21339	E City Clerk	4464.98						5468.07					6471.16	
	21326	E Construction Manager	53579.76						65616.83					77653.89	
	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													
		E Sustainability Manager													
<b>R13</b>	21352	E IT Administrator	27.0475						33.1239					39.2002	
	21350	E IT Manager	2163.80						2649.91					3136.02	
			4688.23						5741.48					6794.70	
			56258.80						68897.71					81536.42	

**City of Flagstaff 2080 Pay Plan  
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Range	Pos #	Position Title	Min				Mid 1-4		Mid 5-11		Mid 12+				
			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>114</b>	21428	E Asst to City Mgr (Risk)	29.2976							35.8882					42.4788
<b>C-4-3</b>	21438	E Building Official	2343.81							2871.06					3398.30
	21433	E Comp Planning Mgr	5078.25							6220.62					7362.99
	21437	E Deputy Court Admin	60939.01							74647.46					88355.90
	21440	E Economic Development Manager													
	21429	E Facilities Mainenance Supt													
	21425	E Field Service Manager													
	21443	E Grants Manager													
	21419	E Police Communications Manager													
	21439	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>R14</b>	21441	E IT Manager (Network)	30.7625							37.6826					44.6027
			30.5790							37.4579					44.3367
			2461.00							3014.61					3568.22
			5332.17							6531.65					7731.13
			63986.00							78379.81					92773.62
<b>15</b>			30.5722	31.6772	32.7710	33.8760	34.9699	36.0749	37.1687	38.2626	39.3677	40.4727	41.5554	42.6604	43.7319
<b>C-5-1</b>			2445.78	2534.18	2621.68	2710.08	2797.59	2885.99	2973.50	3061.01	3149.42	3237.82	3324.43	3412.83	3498.55
			5299.18	5490.71	5680.31	5871.84	6061.45	6252.98	6442.57	6632.18	6823.73	7015.27	7202.94	7394.47	7580.20
			63590.18	65888.58	68163.68	70462.08	72737.39	75035.79	77310.90	79586.21	81884.82	84183.22	86435.23	88733.63	90962.35
<b>115</b>	21524	E Assistant City Engineer	29.9115							37.0936					44.2757
<b>C-5-1</b>	21521	E Comm Dsgn & Redev Mgr	2392.92							2967.49					3542.06
	21519	E Current Planning Manager	5184.66							6429.56					7674.45
	21527	E Finance Manager	62215.92							77154.69					92093.46
	21513	E Fire Battalion Chief (40)													
	21514	E Fire Battalion Chief (56)													
	21517	E Housing Manager													
	21518	E Metropolitan Planning Org Mgr													
	21503	E Police Lieutenant													
	21512	E Stormwater Program Mgr													
	21528	E Traffic Engineer													
<b>R15</b>	21529	E IT Mgr (Systems & Apps)	32.9026							40.8030					48.7033
	21525	E Utilities Engineering Mgr	2632.21							3264.24					3896.26
	21526	E Water Resources Mgr	5703.12							7072.52					8441.91
			68437.41							84870.24					101302.86
<b>16</b>	21602	E Capital Imp Engineer	32.0544							39.7443					47.4342
<b>C-5-2</b>			2564.35							3179.55					3794.74
<b>116</b>			5556.10							6889.02					8221.93
			66673.15							82668.15					98663.14

**City of Flagstaff 2080 Pay Plan  
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Appendix B - City of Flagstaff Pay Plan

Range	Pos #	Position Title	Min				Mid 1-4		Mid 5-11		Mid 12+					
			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>17</b>	21723	E Airport Director	34.5544							43.3772					52.2000	
<b>D-6-1</b>	21722	E City Engineer	2764.35							3470.18					4176.00	
<b>117</b>	21714	E Community Invstmnt Dir	5989.43							7518.72					9048.00	
	21727	E CVB Director	71873.15							90224.58					108576.00	
	21724	E Finance Director														
	21701	E Library Director														
	15300	E Magistrate (appointed)														
	21721	E Planning Director														
	21726	E Public Works Section Head														
	21707	E Purchasing Director														
	21728	E Recreation Svcs Director														
	21725	E Revenue Director														
<b>18</b>	21806	E City Prosecutor	36.0723							45.2634					54.4545	
<b>D-6-2</b>	21805	E Deputy Fire Chief	2885.78							3621.07					4356.36	
<b>118</b>	21801	E Deputy Police Chief	6252.53							7845.66					9438.78	
			75030.38							94147.87					113265.36	
<b>R18</b>	21804	E Deputy City Attorney	37.8760							47.5266					57.1772	
			3030.08							3802.13					4574.18	
			6565.17							8237.94					9910.71	
			78782.08							98855.33					118928.58	
<b>19</b>			37.5456							47.1274					56.7090	
<b>D-6-3</b>			3003.65							3770.19					4536.72	
<b>119</b>			6507.90							8168.73					9829.56	
			78094.85							98024.79					117954.72	
<b>20</b>			40.3581							51.2625					62.1668	
<b>E-8-1</b>			3228.65							4101.00					4973.34	
<b>120</b>			6995.40							8885.49					10775.58	
			83944.85							106625.90					129306.94	
<b>21</b>			42.6016							54.7392					66.8768	
<b>E-8-2</b>			3408.13							4379.14					5350.14	
<b>121</b>			7384.28							9488.13					11591.98	
			88611.33							113857.54					139103.74	
<b>22</b>			47.1329							60.5708					74.0086	
<b>E-8-3</b>			3770.63							4845.66					5920.69	
<b>122</b>			8169.70							10498.93					12828.16	
			98036.43							125987.16					153937.89	
<b>23</b>	22300	E Deputy City Manager	51.3601							65.9978					80.6354	
<b>E-9-1</b>			4108.81							5279.82					6450.83	
<b>123</b>			8902.42							11439.62					13976.80	
			106829.01							137275.42					167721.63	
<b>26</b>	22601	E City Manager	54.9455							71.4249					87.9041	
<b>F-10-2</b>			4395.64							5713.99					7032.33	
<b>126</b>			9523.89							12380.30					15236.71	
			114286.64							148563.59					182840.53	

**CITY OF FLAGSTAFF 2912 PAY PLAN  
2011-2012**

Range	Pos #	Position Title	Min				Mid 1-4			Mid 5-11		Mid 12+			
			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>8</b>	10813	N Firefighter	13.4092	13.9114	14.4217	14.9239	15.4341	15.9362	16.4464	16.9567	17.4589	17.9693	18.5034		
<b>B-2-4</b>			1501.83	1558.08	1615.23	1671.48	1728.62	1784.85	1842.00	1899.15	1955.40	2012.56	2072.38		
<b>208</b>			3253.97	3375.83	3499.67	3621.53	3745.34	3867.18	3990.99	4114.83	4236.69	4360.55	4490.16		
			39047.59	40510.00	41995.99	43458.40	44944.10	46406.21	47891.92	49377.91	50840.32	52326.60	53881.90		
<b>R29</b>	10905	N Fire Engineer	14.9251	15.4942	16.0635	16.6412	17.2103	17.7795	18.3486	18.9264	19.4955	20.0563	20.5920		
<b>B-2-5</b>			1671.61	1735.35	1799.11	1863.81	1927.55	1991.30	2055.04	2119.76	2183.50	2246.31	2306.30		
			26009.47	27001.23	27993.33	29000.06	29991.82	30983.74	31975.49	32982.41	33974.16	34951.45	35884.99		
			43461.89	45119.11	46776.91	48459.17	50116.39	51773.90	53431.12	55113.68	56770.90	58403.95	59963.90		
<b>13</b>	11300	N Fire Captain	18.6390	19.2686	19.9064	20.5363	21.1820	21.8038	22.4416	23.0714	23.7173	24.3390	24.9767	25.6065	26.2761
<b>C-4-2</b>			2087.57	2158.08	2229.52	2300.07	2372.38	2442.03	2513.46	2584.00	2656.34	2725.97	2797.39	2867.93	2942.92
<b>213</b>			4523.06	4675.85	4830.62	4983.48	5140.17	5291.06	5445.83	5598.66	5755.40	5906.26	6061.01	6213.84	6376.33
			54276.77	56110.16	57967.44	59801.71	61681.98	63492.67	65349.94	67183.92	69064.78	70875.17	72732.15	74566.13	76516.00

**CITY OF FLAGSTAFF  
ADMIN ASSISTANT BROAD BAND  
2011-2012**

			<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
B11	80101 N	Admin Assistant	10.7927	11.3244	11.8562	12.3879	12.9197	13.4514	13.9832	14.5150	15.0465
			863.42	905.95	948.50	991.03	1033.58	1076.11	1118.66	1161.20	1203.72
			1870.73	1962.90	2055.07	2147.24	2239.41	2331.58	2423.75	2515.93	2608.06
			22448.82	23554.75	24660.90	25766.83	26872.98	27978.91	29085.06	30191.20	31296.72

			<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
B12	80102 N	Admin Assistant	12.3879	12.9197	13.4514	13.9832	14.5150	15.0465	15.5783	16.1101	16.6419
			991.03	1033.58	1076.11	1118.66	1161.20	1203.72	1246.26	1288.81	1331.35
			2147.24	2239.41	2331.58	2423.75	2515.93	2608.06	2700.24	2792.42	2884.60
			25766.83	26872.98	27978.91	29085.06	30191.20	31296.72	32402.86	33509.01	34615.15

			<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
B13	80103 N	Admin Assistant	13.9832	14.5150	15.0465	15.5783	16.1101	16.6419	17.1736	17.7053	18.2371
			1118.66	1161.20	1203.72	1246.26	1288.81	1331.35	1373.89	1416.42	1458.97
			2423.75	2515.93	2608.06	2700.24	2792.42	2884.60	2976.76	3068.92	3161.10
			29085.06	30191.20	31296.72	32402.86	33509.01	34615.15	35721.09	36827.02	37933.17

**CITY OF FLAGSTAFF**  
**ADMIN SPECIALIST/COURT JUDICIAL SPECIALIST BROAD BAND**  
**2011-2012**

			<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
B21	80201 N	Admin Specialist	14.1856	14.7493	15.3128	15.8766	16.4402	17.0038	17.5674	18.1310	18.6947
	80801 N	Court Judicial Speclst	1134.85	1179.94	1225.02	1270.13	1315.22	1360.30	1405.39	1450.48	1495.58
			2458.84	2556.55	2654.22	2751.94	2849.63	2947.33	3045.02	3142.71	3240.41
			29506.05	30678.54	31850.62	33023.33	34195.62	35367.90	36540.19	37712.48	38884.98

			<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	15.8766	16.4402	17.0038	17.5674	18.1310	18.6947	19.2583	19.8220	20.3856
	80802 N	Court Judicial Speclst	1270.13	1315.22	1360.30	1405.39	1450.48	1495.58	1540.66	1585.76	1630.85
			2751.94	2849.63	2947.33	3045.02	3142.71	3240.41	3338.11	3435.81	3533.50
			33023.33	34195.62	35367.90	36540.19	37712.48	38884.98	40057.26	41229.76	42402.05

			<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	17.5674	18.1310	18.6947	19.2583	19.8220	20.3856	20.9492	21.5128	22.0765
	80803 N	Court Judicial Speclst	1405.39	1450.48	1495.58	1540.66	1585.76	1630.85	1675.94	1721.02	1766.12
			3045.02	3142.71	3240.41	3338.11	3435.81	3533.50	3631.19	3728.89	3826.59
			36540.19	37712.48	38884.98	40057.26	41229.76	42402.05	43574.34	44746.62	45919.12

**CITY OF FLAGSTAFF  
DIVISION DIRECTOR BROAD BAND  
2011-2012**

Band	Pos #	Position Title	Zone 1		
			Min	Mid	Max
B91	81901	Division Director	83944.85	103942.80	123940.96

Band	Pos #	Position Title	Zone 2		
			Min	Mid	Max
B92	81902	Division Director	98943.52	118941.47	138939.22

Band	Pos #	Position Title	Zone 3		
			Min	Mid	Max
B93	81903	Division Director	113941.78	133939.94	153937.89

Band	Pos #	Position Title	Zone 1		
			Min	Mid	Max
R91	82001	Division Director (IT)	88142.08	109139.89	130138.11

Band	Pos #	Position Title	Zone 2		
			Min	Mid	Max
R92	82002	Division Director (IT)	103890.80	124888.61	145886.21

Band	Pos #	Position Title	Zone 3		
			Min	Mid	Max
R93	82003	Division Director (IT)	119638.90	140636.91	161634.72

**CITY OF FLAGSTAFF  
EQUIPMENT OPERATOR/MAINTENANCE WORKER BROAD BAND  
2011-2012**

<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	13.5159	14.1679	14.8200	15.4721	16.1241	16.7762	17.4281	18.0801	18.7322	19.3843
	81701 N	Maintenance Worker	1081.27	1133.43	1185.60	1237.77	1289.93	1342.10	1394.25	1446.41	1498.58	1550.74
			2342.76	2455.77	2568.80	2681.83	2794.84	2907.87	3020.87	3133.88	3246.91	3359.95
			28113.07	29469.23	30825.60	32181.97	33538.13	34894.50	36250.45	37606.61	38962.98	40319.34

<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	16.7762	17.4281	18.0801	18.7322	19.3843	20.0363	20.6883	21.3405	21.9925	22.6445
	81702 N	Maintenance Worker	1342.10	1394.25	1446.41	1498.58	1550.74	1602.90	1655.06	1707.24	1759.40	1811.56
			2907.87	3020.87	3133.88	3246.91	3359.95	3472.96	3585.97	3699.02	3812.03	3925.05
			34894.50	36250.45	37606.61	38962.98	40319.34	41675.50	43031.66	44388.24	45744.40	47100.56

<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	20.0363	20.6883	21.3405	21.9925	22.6445	23.2964	23.9485	24.6006	25.2526	25.9046
	81703 N	Maintenance Worker	1602.90	1655.06	1707.24	1759.40	1811.56	1863.71	1915.88	1968.05	2020.21	2072.37
			3472.96	3585.97	3699.02	3812.03	3925.05	4038.04	4151.07	4264.10	4377.12	4490.13
			41675.50	43031.66	44388.24	45744.40	47100.56	48456.51	49812.88	51169.25	52525.41	53881.57

**CITY OF FLAGSTAFF  
SPECIALIST (NON-EXEMPT) BROAD BAND  
2011-2012**

			<i>Zone 1</i>								
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>
B31	80501 N	Inst/Electrical Spec	19.9000	20.7500	21.5997	22.4496	23.2994	24.1492	24.9990	25.8489	26.6988
	80601 N	Maintenance Spec	1592.00	1660.00	1727.98	1795.97	1863.95	1931.94	1999.92	2067.91	2135.90
	80701 N	Operations Spec	3449.33	3596.67	3743.95	3891.26	4038.56	4185.86	4333.16	4480.48	4627.79
	80301 N	Plant Specialist	41392.00	43160.00	44927.38	46695.17	48462.75	50230.34	51997.92	53765.71	55533.50
	80401 N	Water Services Spec									

			<i>Zone 2</i>								
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>
B32	80502 N	Inst/Electrical Spec	22.4496	23.2994	24.1492	24.9990	25.8489	26.6988	27.5485	28.3984	29.2482
	80602 N	Maintenance Spec	1795.97	1863.95	1931.94	1999.92	2067.91	2135.90	2203.88	2271.87	2339.86
	80702 N	Operations Spec	3891.26	4038.56	4185.86	4333.16	4480.48	4627.79	4775.07	4922.39	5069.69
	80302 N	Plant Specialist	46695.17	48462.75	50230.34	51997.92	53765.71	55533.50	57300.88	59068.67	60836.26
	80402 N	Water Services Spec									

			<i>Zone 3</i>								
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>	<b>Step 13</b>	<b>Step 14</b>	<b>Step 15</b>
B33	80503 N	Inst/Electrical Spec	24.9990	25.8489	26.6988	27.5485	28.3984	29.2482	30.0980	30.9479	31.7977
	80603 N	Maintenance Spec	1999.92	2067.91	2135.90	2203.88	2271.87	2339.86	2407.84	2475.83	2543.82
	80703 N	Operations Spec	4333.16	4480.48	4627.79	4775.07	4922.39	5069.69	5216.99	5364.30	5511.60
	80303 N	Plant Specialist	51997.92	53765.71	55533.50	57300.88	59068.67	60836.26	62603.84	64371.63	66139.22

**CITY OF FLAGSTAFF  
SPECIALIST (EXEMPT) BROAD BAND  
2011-2012**

<i>Zone 1</i>						
Band	Pos #	Position Title	Min	Mid	Max	
B41	81101 E	Laboratory Spec	41392.00	48827.38	56262.96	

<i>Zone 2</i>						
Band	Pos #	Position Title	Min	Mid	Max	
B42	81102 E	Laboratory Spec	46968.69	54404.27	61839.65	

<i>Zone 3</i>						
Band	Pos #	Position Title	Min	Mid	Max	
B43	81103 E	Laboratory Spec	52545.17	59980.75	67416.13	

**CITY OF FLAGSTAFF  
MANAGER BROAD BAND  
2011-2012**

			<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	49215.50	60398.62	71581.54
	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	57602.90	68785.60	79968.51
	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	65989.87	77172.99	88355.90
	81303 E	Project Manager			

**CITY OF FLAGSTAFF  
ASSISTANT CITY ATTORNEY BROAD BAND  
2011-2012**

			<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	63986.00	75303.28	86620.56

			<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	72474.06	83791.55	95108.42

			<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	80962.13	92279.20	103596.48

**CITY OF FLAGSTAFF  
 SENIOR ASSISTANT CITY ATTORNEY BROAD BAND  
 2011-2012**

			<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	65326.77	79234.69	93142.82

			<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	75757.34	89665.68	103573.81

			<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	86188.34	100096.88	114004.80

**CITY OF FLAGSTAFF  
SKILL BASED PAY  
2011-2012**

Range	Pos #	Position Title	1 (L1#1)	2 (L1#2)	3 (L1#3)	4 (LII#1)	5 (LII#2)	6 (LII#3)	7 (Max)
SB1	90101 N	MSW - Plant Technician	14.6209	16.1612	18.0026	19.8443	21.9983	24.4649	27.4561
	90201 N	MSW - Water Services Technician	1169.67	1292.90	1440.21	1587.54	1759.86	1957.19	2196.49
			2534.29	2801.27	3120.45	3439.68	3813.04	4240.58	4759.06
			30411.47	33615.30	37445.41	41276.14	45756.46	50886.99	57108.69

Lake Mary Water Treatment Plant									
Range	Pos #	Position Title	1 (L1#1)	2 (L1#2)	3 (L1#3)	4 (LII#1)	5 (LII#2)	6 (LII#3)	7 (Max)
SB1	90301 N	MSW - Laboratory	14.6209	16.1612	18.0026	19.8443	21.9983	24.4649	27.4561
	90401 N	MSW - Operations	1169.67	1292.90	1440.21	1587.54	1759.86	1957.19	2196.49
	90501 N	MSW - Maintenance	2534.29	2801.27	3120.45	3439.68	3813.04	4240.58	4759.06
			30411.47	33615.30	37445.41	41276.14	45756.46	50886.99	57108.69

**RESOLUTION NO. 2011-26**

**A RESOLUTION FOR THE ADOPTION OF THE BUDGET  
FOR FISCAL YEAR 2011-2012**

WHEREAS, in accordance with the provisions of A.R.S. Title 42, Chapter 17, Articles 1 - 5, the City Council did, on June 7, 2011 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 June 7, 2011, 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 19, 2011, 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:**

That said estimates of revenues and expenditures shown on the accompanying schedules are hereby adopted as the budget of the City of Flagstaff for Fiscal Year 2011-2012.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 21st day of June, 2011.

/s/ Sara Presler  
MAYOR

ATTEST:

/s/ Margie Brown  
CITY CLERK

APPROVED AS TO FORM:

/s/ Dana Kjellgren  
CITY ATTORNEY

**ORDINANCE NO. 2011-16**

**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, 2012, AND DECLARING AN EMERGENCY.**

WHEREAS, by the provisions of State law, the ordinance levying taxes for fiscal year 2011-2012 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 0.6917 for the fiscal year ending on the 30th day of June, 2012. 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, 2012.

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 19, 2011.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 19th day of July, 2011.

/s/ Sara Presler  
MAYOR

ATTEST:

/s/ Margie Brown  
CITY CLERK

APPROVED AS TO FORM:

/s/ Dana Kjellgren  
DEPUTY 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.  
Computers-Inventory value of assigned equipment.  
Vehicles-Inventory value of assigned equipment.  
ND Computer-Number of personal computers supported.

### Non-Departmental General Admin:

Personal-Number of full-time equivalent positions served including temporaries.  
Fiscal-Total operating expenses.

### Non-Departmental Employee Benefits:

Services-Personal services of units supervised or served.

### Non-Departmental Insurance:

General Liability-Total operating expenses.  
Auto Liability-Premium by department.  
Property Liability-Premium by department.  
Contractor Equipment-Premium calculation by item of equipment.  
Data Processing-Number of personal computers supported.  
Employee Related-Number of full time equivalent positions served per department.  
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 of units supervised or served.  
Deputy City Manager-Personal services of units supervised.  
Mayor/Council-Direct allocation to Council  
Community Development-Personal services  
Community Development.

Public Information Officer-Personal services of units supervised or served.

### City Clerk:

Agenda Process-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-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 expenditures.

### Management Services Purchasing:

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

### Management Services Mail Services:

Mail Services-FY 2007 mail charges.

### Management Services Warehouse:

Warehouse Services-Cost of items issued through warehouse.

### Management Services Property Mgmt:

Property Management Services-Estimated effort spent on projects.

### Non-Departmental 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-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.  
Other-Direct allocation to General Fund-Other.

**Public Works Administration:**

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

**Public Facilities Maintenance:**

City Hall Custodial-Gross square feet of assigned space.  
Other Custodial-Number of restrooms maintained.  
General Maintenance-Work hours by division.  
City Hall Maintenance-Gross square feet of assigned space.  
APS Building Maintenance-Gross square feet.  
Milligan House-Direct allocation to Tourism.  
Rio Properties-Direct allocation to Stormwater.  
Murdoch Building-Direct allocation to Recreation.

**Fleet Services:**

Services-Charges for services provided by Public Works Mechanical Shop.

**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.

**Community Improvements:**

Administration-Level of administrative effort.  
Traffic-Direct allocation to Highway User.

**Community Investments:**

Planning Services-Total operating expenses.  
Housing-Direct allocation to other.  
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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<u>Acronym</u>	<u>Description</u>
<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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<b><u>Acronym</u></b>	<b><u>Description</u></b>
<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>HHPCC</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>LTAf</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



**Flagstaff Urban Trails System**

- ARROYO TRAIL
- COUNTRY CLUB TRAIL
- HIGH COUNTRY TRAIL
- PINE KNOLL TRAIL
- WILD WEST TRAIL
- CRESCENT FUTS BRIDGE



**City of Flagstaff  
211 West Aspen Avenue  
Flagstaff, Arizona 86001**

**[flagstaff.az.gov](http://flagstaff.az.gov)**