

City of Flagstaff
Authorized Personnel/Position Summary

SECTION	2005-2006	2006-2007	2007-2008	2008-2009	Reductions 2009-2010	Adopted 2009-2010
CITY MANAGER						
Admin Specialist	0	0	0	0.5	0	0.5
Assistant to City Mgr (Communications)	0	0	0	1	0	1
Assistant to City Mgr (Gov'tal Relations)	0	0	0	1	-1	0
Assistant to City Mgr (Real Estate)	0	0	0	1	0	1
City Manager	1	1	1	1	0	1
Deputy City Manager	2	2	2	2	0	2
Executive Admin Assistant	1	1	1	1	0	1
Executive Assistant	1	1	1	1	0	1
PIO - Management Assistant	1	1	1	0	0	0
Total	6	6	6	8.5	-1	7.5
CITY CLERK						
City Clerk	1	1	1	1	0	1
City Records Technician	0	1	1	1	0	1
Deputy City Clerk	1	1	1	1	0	1
Executive Admin Assistant	1	1	1	1	0	1
Total	3	4	4	4	0	4
CAPITAL IMPROVEMENTS						
Admin Spclst	0	0	0	0	0	1
Capital Improvements Engineer	2	2	2	2	0	2
Eng Project Manager I	2	2	0	0	0	0
Eng Project Manager II	3	3	0	0	0	0
Engineering Technician IV	1	1	1	1	-1	0
Intern	0.5	0.5	0.5	0.5	-0.5	0
Project Manager	0	0	10	10	-2	8
Senior Project Manager	5	5	0	0	0	0
Total	13.5	13.5	13.5	13.5	-3.5	11
HUMAN RESOURCES						
Admin Assistant	1	1	1	1	0	1
Admin Specialist	1	1	1	1	0	1
Division Director (HR)	0	0	0	1	0	1
Human Resources Analyst	0.5	0.5	0.5	0.75	0	0.75
Human Resources Benefit Spec.	0	1	1	1	0	1
Human Resources Director	1	1	1	0	0	0
Human Resources Generalist	0	0	0	0	1	1
Human Resources Manager	0	1	1	1	-1	0
Human Resources Specialist	1	1	0	0	0	0
Human Resources Supervisor	1	0	0	0	0	0
Human Resources Recrt Spec	0	0	1	1	0	1
Total	5.5	6.5	6.5	6.75	0	6.75
RISK MANAGEMENT						
Assistant to City Manager (Risk Mgt)	0	0	0	1	0	1
Risk Manager	1	1	1	0	0	0
Insurance Claim Specialist	0	1	1	1	0	1
Safety/Risk Management Specialist	1	1	1	1	-1	0
Total	2	3	3	3	-1	2

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CUSTOMER SERVICE						
Admin Asst	2.5	2.5	2.75	2.75	0	2.75
Admin Spclst	2	2	2	2	0	2
Customer Srvc Manager	1	1	1	1	0	1
Meter Reader	4	4	4	4	0	4
Meter Reader Supervisor	1	1	1	1	0	1
Total	10.5	10.5	10.75	10.75	0	10.75
LAW						
Admin Asst	1	1	1	1	0	1
Admin Spclst	2	2	2	2	0	2
Admin Spec Supervisor	0	0	1	1	0	1
Asst City Attorney	0	0	4	4	0	4
Asst City Attny-Prosecution	4	3	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	1	0	0	0	0
Intern	0.25	0.25	0.25	0.25	-0.25	0
Legal Assistant	0	0	1	1	0	1
Prosecuter II	0	1	0	0	0	0
Senior Ass't City Attorney	3	4	5	5	-1	4
Total	13.25	14.25	16.25	16.25	-1.25	15
INFORMATION TECHNOLOGY						
Application Support Specialist I	0	1	1	1	0	1
Application Support Specialist II	0	0	1	1	0	1
Computer Tech II	1	0	0	0	0	0
Database Analyst III	1	1	1	1	0	1
Division Director (IT)	0	0	0	1	0	1
GIS Analyst Senior	0	0	1	1	-1	0
GIS Manager	1	1	1	1	0	1
GIS Programmer Analyst	0	1	0	0	0	0
GIS Specialist	0	1	1	1	0	1
GIS System Analyst	1	1	0	0	0	1
GIS Technician	1	2	2	2	0	1
Software Specialist	0	1	0	0	0	0
Series Administrator	1	0	0	0	0	0
IT Director	1	1	1	0	0	0
IT Services Specialist	2	2	2	2	-2	0
IT Services Supervisor	1	1	1	1	0	1
Network Administator	1	1	1	1	0	1
Senior GIS Technician	1	0	0	0	0	0
Senior Network Administrator	1	0	1	1	0	1
System and Applications Mgr	0	0	1	1	0	1
System Administrator	0	1	1	1	0	1
Window System Administrator	1	1	0	0	0	0
Total	14	16	16	16	-3	13

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MANAGEMENT SERVICES						
Admin Asst	2.5	2.5	3	3	-2	1
Admin Spclst	1	1	1	1	0	1
Buyer	1	1	2	2	-1.5	0.5
Contract Specialist	1	1	0	0	0	0
Division Director (Mgmt Services)	0	0	0	1	0	1
Management Services Director	1	1	1	0	0	0
Purchasing Director	1	1	1	1	0	1
Real Estate Manager	1	1	1	Transfer	0	0
Senior Buyer	2	2	0	0	0	0
Senior Procurement Specialist	0	0	3	3	0	3
Warehouse Technician	1	1	1	1	0	1
Total	11.5	11.5	13	12	-3.5	8.5
SALES TAX						
Accounts Receivable Specialist	1	1	1	0	0	0
Accounts Specialist	0	0	0	1	0	1
Admin Assistant	2.5	2.5	2.5	1.5	-0.5	1
Admin Specialist	0	0	0	1	0	1
Auditor II	2	2	2	2	0	2
Collections Specialist	0	0	1	2	0	2
Revenue Collector	2	2	1	0	0	0
Tax Licensing & Revenue Adm	1	1	1	1	0	1
Total	8.5	8.5	8.5	8.5	-0.5	8
LIBRARY - CITY/GRANTS						
Admin Specialist	1.5	1.5	1.5	1.63	0	1.63
Application Support Specialist II	0	0	0	1	0	1
Librarian	1	1	2	2	0	2
Library Assistant I	13.5	14.38	16.01	16.76	0	16.76
Library Assist. I (temp)	2.75	2.75	2.75	3	0	3
Library Assistant II	3	3	3	3	0	3
Library Cataloging Assistant	1	1	1	1	0	1
Library Clerk I	5.5	6.5	7.38	7.38	0	7.38
Library Clerk I (temp)	2	2.75	3.25	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	2	0	0	0	0
Library Inf. Tech. Coord.	0	0	2	2	0	2
Library Manager	2	3	3	3	0	3
Library Page	1.5	2	2	2	0	2
Library Page (temp)	1	1	1	1	0	1
Library Staff: Sunday	0	0	0	3	-3	0
Library Supervisor	2	1	1	1	0	1
Network Administrator	0	0	0	1	0	1
Total	40	43.13	47.14	53.77	-3	50.77

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FINANCE						
Account Clerk I	2	2	2	2	-0.5	1.5
Account Clerk II	0	1	1	1	-1	0
Accountant I	1	1	1	1	-1	0
Accountant II	4	4	5	3	0	3
Accounts Payable Specialist	1	1	1	0	0	0
Accounts Specialist	0	0	0	1	0	1
Finance/Budget Manager	1	1	1	0	0	0
Finance Director	0	0	0	1	0	1
Finance Manager	0	0	0	2	0	2
Grants Manager	1	1	1	1	0	1
Intern	0	0.14	0.14	0.14	-0.14	0
Payroll Assistant	1	1	1	1	0	1
Payroll Manager	0	0	0	0	0	1
Payroll Specialist	1	0	0	0	0	0
Payroll Supervisor	0	1	1	1	0	0
Total	12	13.14	14.14	14.14	-2.64	11.5
FMPO						
Intern	0.25	0.25	0.38	0.38	0	0.38
Administrative Specialist	0	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	2.25	2.75	2.88	2.88	0	2.88
COMMUNITY DEVELOPMENT ADMIN						
Admin Specialist	1	1	2	2	-0.5	1.5
Community Development Dir.	1	1	1	0	0	0
Division Director (CD)	0	0	0	1	0	1
Total	2	2	3	3	-0.5	2.5
PLANNING & DEVELOPMENT SERVICES						
Admin Spclst	2	2	2	2	0	2
Advanced Planning Manager	0	0	1	0	0	0
Associate Planner	0	1	1	1	-1	0
Building & Develp Services Dir	1	1	0	0	0	0
Building Inspection Mgr	0	1	1	1	0	1
Building Official Mgr	0	0	1	1	0	1
Building Plans Examiner	0	3	4	3	0	3
Case Manager	4	5	5	5	-1	0
City Engineer	1	1	0	0	0	0
Code Compliance Officer I	0	0	2	1	-1	0
Code Compliance Officer II	0	0	1	1	0	1
Code Compliance Supervisor	0	0	1	1	0	1
Comm/Neighborhood Planner	0	0	0	0	0	1
Comprehensive Planning Manager	0	0	0	1	0	1
Construction Manager	1	1	Transfer	0	0	0
Current Planning Mgr	0	0	0	0	0	1
Development Services Director	1	1	0	0	0	0
Development Services Rep	2	2	2	2	-1	0
Development Services Specialist	0	0	0	0	0	1
Development Services Supervisor	0	0	0	1	0	1
Engineering Project Manager I	2	2	0	0	0	0
Engineering Project Manager II	1	1	0	0	0	0
Engineering Technician I p-time	0.5	0.5	Transfer	0	0	0
Engineering Technician II	1	1	Transfer	0	0	0
Engineering Technician III	1	1	Transfer	0	0	0

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PLANNING & DEVELOPMENT SERVICES (cont.)						
Engineering Technician IV	1	1	Transfer	0	0	0
Inspector I	9	9	5	5	-1.4	3.6
Inspector II	4	6	4	3	-0.3	2.7
Inspection Supervisor	1	1	Transfer	1	-0.1	0.9
Material Tech I (temp)	0.5	0.5	Transfer	0	0	0
Materials Tech. I	2	2	Transfer	0	0	0
Materials Tech. II	1	1	Transfer	0	0	0
Planning Development Mgr.	0	0	0	0	0	4
Planning Director	0	0	1	1	0	1
Plans Examiner	4	1	0	0	0	0
Project Management Admin.	1	1	1	1	0	0
Zoning Code Administrator	0	0	1	1	0	1
Total	41	46	33	32	-5.8	27.2
ENGINEERING						
Admin Spclst	1	1	1	1	0	Transfer
Assistant City Engineer	0	0	1	1	0	1
City Engineer	0	0	1	1	0	1
Community Improvement Director	1	1	0	0	0	0
Construction Manager	0	0	1	1	0	1
Engineering Inspector	0	0	0	6	-1	5
Engineering Project Manager	1	1	0	0	0	0
Engineering Technician I p-time	0	0	0.5	0.5	-0.5	0
Engineering Technician II	0	0	1	1	-1	0
Engineering Technician III	0	0	1	1	0	1
Engineering Technician IV	0	0	1	0	0	0
Engineering Tech Leadworker	0	0	0	1	0	1
Inspector I	0	0	4	0	0	0
Inspector II	0	0	2	0	0	0
Inspection Supervisor	0	0	1	1	0	1
Intern	0	0	0.5	0.5	-0.5	0
Material Tech Aide	0	0	0.5	0.5	-0.5	0
Materials Tech I	0	0	2	2	0	2
Materials Tech II	0	0	1	1	0	1
Project Manager	0	0	6	6	-2	5
Traffic Engineer	1	1	1	1	0	1
Traffic Project Manager II	1	2	0	0	0	0
Transportation Intern	0.25	0.25	0	0	0	0
Total	5.25	6.25	25.5	25.5	-5.5	20

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COMMUNITY INVESTMENT						
Admin Spclst	2	2	2	1	0	1
Associate Planner	1	1	0	0	0	0
Brownfield Specialist	0	0	0	0	0	1
Community Code Administrator	1	1	Transfer	0	0	0
Community Code Enf Officer	0	2	Transfer	0	0	0
Community Code Officer II	0	1	Transfer	0	0	0
Community Code Enf Supervisor	0	1	Transfer	0	0	0
Community Housing & Grants Adm	0	1	1	Transfer	0	0
Community Housing Manager	0	0	1	Transfer	0	0
Community Housing/NeighPlanner	0	0	1	Transfer	0	0
Community Investment Director	1	1	1	1	0	1
Comm/Neighborhood Planner	0	0	1	1	0	Transfer
Community Planner	0	1	1	1	0	1
Comm Reinvestment/ED Mgr	0	0	1	0	0	0
Economic Analyst	0	0	0	1	0	Transfer
Housing Manager	1	1	0	0	0	0
Housing Planner	1	1	0	0	0	0
Housing Project Coordinator	0	0	1	Transfer	0	0
Housing and CD Specialist	1	0	0	0	0	0
Land Trust Manager	1	1	1	Transfer	0	0
Long Range Planner	1	1	0	0	0	0
Planning & Community Design Mgr	0	1	1	1	0	1
Redevelopment Program Mgr.	1	1	0	0	0	0
Redevelopment Mgr. (Eff. 2010-2012)	0	0	0	0	1	1
Zoning Enforce. Officer	1	0	0	0	0	0
Zoning Code Enf Official	1	0	0	0	0	0
Total	13	17	12	6	1	6
DOWNTOWN MANGEMENT						
Downtown Manager	0	0	1	1	0	1
Parking Ambassador	0	0	0	3	0	3
Park Maintenance	0	0	0	1	0	1
Total	0	0	1	5	0	5
HOUSING						
Admin Spclst	0	0	0	1	0	1
Comm. Housing & Grants Adm. (Grant Funded)	0	0	0	1	0	1
Community Housing Manager	0	0	0	1	0	1
Community Housing/NeighPlanner	0	0	0	1	0	1
Housing Project Coordinator (Grant Funded)	0	0	0	1	0	1
Land Trust Manager	0	0	0	1	0	1
Total	0	0	0	6	0	6

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FIRE						
Admin Asst	1	1	1	1	0	0
Admin Spclst	1	1	1	1	0	2
Asst. Fire Chief	2	2	0	0	0	0
Asst. Fire Fuel Mgr	0	0	1	2	0	0
Asst. Fuel Mgr.	1	1	0	0	0	0
Asst. Wildland Fire Mgr.	0	0	0	0	0	2
Community Firewise Coordinator	0	0	1	1	0	0
Deputy Fire Chief	0	0	2	2	0	2
Division Director (Fire Chief)	0	0	0	1	0	1
Fire Battalion Chief	3	3	4	4	0	4
Fire Captain	21	21	21	21	0	21
Fire Chief	1	1	1	0	0	0
Fire Engineer	21	21	21	21	0	21
Fire Fighter	36	39	39	39	0	39
Fire Fighter Fuel Mgt Tech	0	0	2	2	-1	0
Fire Inspector II	2	2	3	3	-1	2
Fire Training Officer	1	1	0	0	0	0
FireWise Coordinator	1	1	0	0	0	0
Fuel Manager	0	0	1	1	0	0
Fuel Management Officer	1	1	0	0	0	0
Fuel Mgt. Crew Member	2.75	2.75	2.75	2.75	-0.75	0
Fuel Mgt. Leadworker	1	1	1	0	0	0
Fuel Management Technicians	2	2	0	0	0	0
Wildland Fire Manager	0	0	0	0	0	1
Wildland Fire Mgt Crew Member	0	0	0	0	0	2
Wildland Fire Specialist I	0	0	0	0	0	1
Wildland Fire Specialist II	0	0	0	0	0	1
Total	97.75	100.75	101.75	101.75	-2.75	99
POLICE						
Admin Asst	10	10	10	0	0	0
Admin Spclst	4	4	4	15	-2	13
Animal Control Officer	2	2	2	2	-1	1
Deputy Police Chief	2	2	2	2	0	2
Dispatch Admin Call Taker	0	0	1	2	0	2
Division Director (Police Chief)	0	0	0	1	0	1
Emerg Comm Specialist	25	25	0	0	0	0
Emerg Comm Speclst - Idwkr	4	4	0	0	0	0
Evidence Technician	2	3	3	3	-1	2
Parking Control Officer	1	1	1	1	0	1
Police Chief	1	1	1	0	0	0
Police Communications Mgr	1	1	1	1	0	1
Police Corporal/Det.	17	18	18	19	0	19
Police Emerg Comm Specialist	0	0	25	25	-2	23
Police Emerg Comm Speclst - Idwkr	0	0	5	0	0	0
Police Emerg Comm Speclst Sup.	0	0	0	5	0	5
Police Lieutenant	5	4	5	4	0	4
Police Officer	65	68	77	81	-12	69
Police Records Leadworker	1	1	1	0	0	0
Police Records Supervisor	0	0	0	2	0	2
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	1	-1	0
Property Control Coord	1	1	2	2	-1	1
Total	155	159	172	179	-20	159

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POLICE GRANTS						
Admin Spclst	1	1	1	1	0	1
Police Officer	3	3	0	0	0	0
Police Sergeant	1	1	1	1	0	1
Total	5	5	2	2	0	2
PUBLIC WORKS ADMINISTRATION						
Admin Spclst	1	1	1	1	0	1
Assistant Public Works Director	0	0	1	1	0	1
Division Director (Public Works)	0	0	0	1	0	1
Project Manager	0	0	0	1	0	1
Public Works Director	1	1	1	0	0	0
Senior Project Manager	1	1	1	0	0	0
Total	3	3	4	4	0	4
PARKS						
Maintenance Worker - Temps	6.75	6.75	8	5.46	-2.26	3.2
Maintenance Worker	0	0	0	25	-2	23
Maintenance Worker I	7	8	11	0	0	0
Maintenance Worker II	9	9	8	0	0	0
Maintenance Worker III	1	1	2	0	0	0
Maintenance Worker III Leadworker	1	1	0	0	0	0
Parks Supt.	1	1	1	1	0	1
Parks Supervisor	0	0	1	1	0	1
Total	25.75	26.75	31	32.46	-4.26	28.2
FLEET SERVICES						
Buyer	0	0	1	1	-1	0
Buyer I	1	1	0	0	0	0
Fleet Manager	0	0	0	1	0	1
Fleet Mgmt. Supt.	1	1	1	1	0	1
Fleet Supervisor	1	1	1	0	0	0
Mechanic Aide	1	1	1	0	0	0
Mechanic I	2	2	2	3	0	3
Mechanic II	6	6	4	4	0	4
Mechanic III Leadworker	0	0	2	2	0	2
Parts Specialist	0	0	1	1	0	1
Service Writer	1	1	1	1	0	1
Welder	1	1	1	1	0	1
Total	14	14	15	15	-1	14
FACILITIES MAINTENANCE						
Custodian/Attendant	1	1	1	0	0	0
Facility Maintenance Manager	0	1	1	0	0	0
Facilities Maintenance Superintendent	0	0	0	1	0	1
Facilities Maintenance Supervisor	0	0	0	0	0	1
Facility Maint. Supt.	1	0	0	0	0	0
HVACR Technician	0	0	0	1	-1	0
Maintenance Worker	0	0	0	9	0	9
Maintenance Worker I	2	2	2	0	0	0
Maintenance Worker II	3	3	5	0	0	0
Maintenance Worker III	2	1	2	0	0	0
Maintenance Worker III - HVAC	0	1	0	0	0	0
Maintenance Worker III-Lead	0	1	1	1	0	0
Total	9	10	12	12	-1	11

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RECREATION						
Admin Asst	1	1	2	2	0	1
Admin Spclst	1	1	1	1	0	1
Division Director (Comm Enhancement)	0	0	0	1	0	1
Intern	0.25	0.25	0.25	0.25	0	0.25
Parks & Recreation Manager	1	1	0	0	0	0
Parks & Recreation Director	0	0	1	0	0	0
Recreation Coord. I	6.5	6.5	7.5	7.5	0	5.5
Recreation Coordinator II	2	2	2	2	0	5
Recreation Manager	0	0	1	0	0	0
Recreation Supervisor	0	0	0	1	0	1
Recreation Supt.	1	1	1	1	0	1
Recreation Temporaries	21.03	21.32	45.48	45.48	-8.5	36.98
Senior Recreation Coordinator	7	8	6	6	0	6
Total	40.78	42.07	67.23	67.23	-8.5	58.73
STREET MAINTENANCE & REPAIRS						
Admin Spclst	1	1	1	1	0	1
Cemetery Caretaker	0	0	0.75	0.75	0	0.75
Cemetery Maint. Specialist	1	1	1	1	0	1
Equip. Oper. III LDWKR	0	0	1	1	0	0
Equip. Oper. various temps	5.5	5.5	0	0	0	0
Equip. Oper. Snow temps	0	0	8.06	8.06	-3.75	4.31
Equipment Operator	0	0	0	14	0	14
Equipment Operator I	3	3	4	0	0	0
Equipment Operator II	8	8	8	0	0	0
Equipment Operator III	3	3	3	0	0	0
Intern	0	0	0	0.5	0	0.5
Leadworker/Training Coord.	1	1	0	0	0	0
Maintenance Worker	0	0	0	8	-1	7
Maint. Wkr. I	4	3	3	0	0	0
Maint. Wkr. II	2	3	3	0	0	0
Maint. Wkr. III	2	2	2	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	0	1	0	0
Streets Leadworker	0	0	0	0	0	3
Streets Manager	0	0	0	1	0	1
Street Superintendent	1	1	1	1	0	1
Street Supervisor	0	0	1	0	0	0
Supervisor of Operations	1	1	0	0	0	0
Traffic Signal Technician	1	1	1	1	0	0
Traffic Signal Technician Ass't	0	1	1	1	0	1
Transportation and Maint Mgr	1	1	Transfer	0	0	0
Total	36.25	37.25	40.56	41.06	-4.75	36.31

City of Flagstaff
Authorized Personnel/Position Summary

SECTION					Reductions	Adopted
	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2009-2010
AIRPORT						
Admin Spclst	1	1	1	1	0	1
Airport Director	0	0	0	1	0	1
Airport Manager	1	1	1	0	0	0
Airport Operations Supv	1	1	1	1	0	1
Airport Service Worker I	3	3	4	4	-1	3
Airport Service Worker II	3	3	3	3	0	3
Equip. Operator II temp	0.5	0.5	0	0	0	0
Maintenance Wrks I Temp	0	0.5	0	0	0	0
Maintenance Wrks - Snow	0	0	0.5	0.5	0	0.5
Total	9.5	10.0	10.5	10.5	-1	9.5
ENVIRONMENTAL SERVICES						
Admin Asst	2.5	2.5	2.5	3.5	0	3.5
Admin Spclst	2	2	1	1	0	1
Admin Spclst Supervisor	0	0	1	1	0	1
Bin Maint./Equip. Oper.	2	2	1	0	0	0
Bin Maint. Leadworker	0	0	1	1	0	1
Brownfield Specialist	1	1	1	1	0	Transfer
Brownfield Program Ass't	1	1	1	1	-1	0
Code Enforcement Aide	0	1	0	0	0	0
Conservation Manager	1	1	1	1	0	1
Environmental Aide	0	0.6	0.6	0.6	0	0.6
Environmental Assistant	1.5	1.5	1.5	1	0	1
Environmental Code Enf Aide	0	0	1	1	0	1
Environmental Code Officer	1	1	0	0	0	0
Environmental Code Specialist	0	0	1	1	0	1
Environ Operations Manager	1	1	0	0	0	0
Environ Program Manager	1	1	0	1	0	1
Environmental Program Specialist	1	1	1	1	0	1
Environmental Project Manager	0	1	1	0	0	0
Environmental Project Specialist	1	1	0	0	0	0
Environmental Services Director	1	1	0	0	0	0
Environmental Services Mgr	2	2	2	2	0	2
Environmental Supervisor	1	0	0	0	0	0
Environmental Technician	1	1	1	1	0	1
Equipment Operator	0	0	0	38	-1	37
ES Collection Super	1	2	2	2	0	2
ES Equip. Oper I - Temp	1	1	1	1	0	1
ES Equip. Oper I	2	4	4	0	0	0
ES Equip. Oper. II	11	11	11	0	0	0
ES Equip. Oper. III-Commercial	9	10	0	0	0	0
ES Equip. Oper. III-Relief Driver	0	1	0	0	0	0
ES Equip. Oper. III	0	0	11	0	0	0
ES Operations Mgr	0	0	1	1	0	1
Landfill Equip Operator I	1	1	1	0	0	0
Landfill Equip Operator II	1	2	2	0	0	0
Landfill Equip Operator III	3	3	2	0	0	0
Landfill Equip Operator III - Lead	0	0	1	1	0	0
Landfill Maint Operator	1	1	1	0	0	0
Landfill Supervisor	0	0	0	0	0	1

City of Flagstaff
Authorized Personnel/Position Summary

SECTION	2005-2006	2006-2007	2007-2008	2008-2009	Reductions 2009-2010	Adopted 2009-2010
ENVIRONMENTAL SERVICES(Cont.)						
Program Asst	2	2	2	2	0	2
Project Manager	0	0	2	2	0	2
Project Manager II	1	1	0	0	0	0
Sustainability and Env Mgr	0	0	1	1	0	1
Sustainability Manager	0	0	1	1	0	1
Sustainability Specialist	0	0	0	1	0	1
Sustainability Coordinator	0	1	0	0	0	0
Total	54	62.6	61.6	68.1	-2	65.1
UTILITIES ADMINISTRATION						
Admin Spclst	2	2	2	2	0	2
Assistant Utilities Director	1	1	0	0	0	0
Division Director (Utilities)	0	0	0	1	0	1
GIS System Analyst	1	1	1	1	0	1
Project Manager	0	0	0	0	0	1
Utilities Director	1	1	1	0	0	0
Utilities Engineer	1	1	0	0	0	0
Utilities Engineering Manager	0	0	1	1	0	1
Utilities Plan Reviewer	0	0	0	1	0	1
Utilities Program Assistant	1	1	1	1	0	1
Utilities Senior Project Manager	1	1	1	1	0	0
Water Conservation Manager	1	1	1	1	0	1
Water Conservation Enforcement Aide	0.5	0.5	0.5	0.5	-0.5	0
Water Resource Manager	0	0	1	1	0	1
Total	9.5	9.5	9.5	10.5	-0.5	10
LAKE MARY WATER PLANT						
Instrument Tech	1	1	0	0	0	0
Instrumentation/Electrical Spec	0	0	1	1	0	1
Lab Director/Chemist	1	1	0	0	0	0
Laboratory Specialist	0	0	1	1	0	1
Laboratory Tech	1	1	0	0	0	0
Maintenance Specialist	0	0	1	1	0	1
Mech. Maint. Wkr I (temp)	1	1	1	1	-1	0
Mech. Maint. Wkr. III	2	2	0	0	0	0
Mech. Maint. Wkr. IV	1	1	0	0	0	0
MSW	0	0	0	0	0	0
MSW Operations	0	0	3	3	0	3
MSW Laboratory	0	0	1	1	0	1
MSW Maintenance	0	0	3	3	-1	2
Operations Specialist	0	0	1	1	0	1
Plant Operator	3	3	0	0	0	0
Water Production Manager	1	1	1	1	0	1
Water Treat/Prod Chf Operator	1	1	0	0	0	0
Total	12	12	13	13	-2	11
WATER DISTRIBUTION SYSTEM						
Admin Specialist	0	0	0	1	-1	0
Field Services Manager	0	0	1	1	0	1
Field Services Supervisor	1	1	0	0	0	0
Maintenance Worker - Temp	1	1	1	1	0	1
Maintenance Worker I	1	1	1	1	0	1
MSW - Water Services Tech	0	0	0	11	-1	10
Water Services Specialist	1	1	1	1	0	1
Water Services Tech	10	12	12	0	0	0
Water/Sewer Util. Locator	0	1	1	1	0	1
Total	14	17	17	17	-2	15

City of Flagstaff
Authorized Personnel/Position Summary

SECTION	2005-2006	2006-2007	2007-2008	2008-2009	Reductions 2009-2010	Adopted 2009-2010
WASTEWATER TREATMENT PLANT						
Equip Operator II Temp	1.5	1.5	1.5	1.5	0	1.5
MSW - Plant Tech	0	0	7	7	-1	6
Plant Specialist	4	4	4	4	0	4
Plant Tech-Multi-Skilled Wrk	7	7	0	0	0	0
Wastewater Treatment Manager	1	1	1	1	0	1
Total	13.5	13.5	13.5	13.5	-1	12.5
WASTEWATER COLLECTION						
MSW- Water Services Tech	0	0	8	8	0	8
Water Services Specialist	1	1	1	1	0	1
Water Services Tech	8	8	0	0	0	0
Total	9	9	9	9	0	9
WASTEWATER MONITORING						
Administrative Specialist	0	0.5	0.5	1	-1	0
Industrial Waste Inspector	2	2	2	2	0	2
Industrial Waste Supervisor	1	1	1	1	0	1
Total	3	3.5	3.5	4	-1	3
RECLAIMED WASTEWATER TREATMENT PLANT						
Maintenance Specialist	0	0	1	1	0	1
MSW - Laboratory Tech	0	0	0	1	0	1
MSW - Plant Tech	0	0	2	1	0	1
Plant Specialist	1	1	1	1	0	1
Plant Tech Multi-Skilled Wrk	3	3	0	0	0	0
Total	4	4	4	4	0	4
CITY COURT						
Admin Asst	9	9	0	0	0	0
Admin Spclst	3.25	3.25	0	0	0	0
Collection Specialist	0	0	0	2	0	2
Court Administrator	1	1	1	0	0	0
Court Collection Specialist	1	1	2	0	0	0
Court Info Systems Coordinator	0	0	0	1	0	1
Court Info Systems Spec	1	1	1	0	0	0
Court Interpreter	1	1	1	1	-0.2	0.8
Court Judicial Specialist	0	0	8	9	-2	7
Court Services Super	0	0	1.63	1.63	0	1.63
Court Training Specialist	1	1	1	1	0	1
Deputy Court Administrator	2	2	3	3	0	3
Division Director (Court)	0	0	0	1	0	1
Executive Admin Asst (Judicial)	0	0	1	1	0	1
Jury Services Specialist	0	0	0.5	0.5	0	0.5
Magistrate	1.75	1.75	1.75	1.75	0	1.75
Presiding Magistrate	1	1	1	1	0	1
Probation Officer	2	2	0	0	0	0
Probation Service Officer	0	0	2	2	0	2
Pro-Tem Magistrate	0.5	0.5	0.75	0.75	-0.25	0.5
Warrant Officer	2	2	2	3	-1.4	1.6
Total	26.5	26.5	27.63	29.63	-3.85	25.78

City of Flagstaff
Authorized Personnel/Position Summary

SECTION	2005-2006	2006-2007	2007-2008	2008-2009	Reductions 2009-2010	Adopted 2009-2010
BEAUTIFICATION						
Urban Design Planner	1	0	0	0	0	0
Total	1	0	0	0	0	0
ECONOMIC DEVELOPMENT						
Business Attraction Manager	0	0	1	1	-1	0
Business Retention & Expansion Mgr	0	0	1	1	0	1
Economic Analyst	0	0	0	0	0	1
Total	0	0	2	2	-1	2
TOURISM						
Admin Spclst	1	1	1	1	0	1
CVB Director	1	1	1	0	0	1
Division Director	0	0	0	1	0	1
Marketing Assistant	1	1	0	0	0	0
Marketing Manager	0	0	1	1	0	1
Publications Assistant	1	1	1	1	0	0
Publication Specialist	0	1	1	1	0	2
Public Relations Assistant	0	0	1	0	0	0
Public Relations Associate	0	0	0	1	0	1
Public Relations Manager	1	1	1	1	0	0
Sales Associate	0	0	2	2	0	2
Sales Marketing & Associate	2	2	0	0	0	0
Sales Manager	0	0	1	1	0	1
Sales & Marketing Manager	1	1	0	0	0	0
Total	8	9	10	10	0	10
TOURISM-VISITOR CENTER						
Admin Asst	3.25	4.25	4.25	4.25	0	4.25
Admin Spclst	1.5	1.5	1.5	1.5	-1	0.5
Visitor Center Manager	0	0	0	0	0	1
Visitor Center Supervisor	1	1	1	1	0	0
Total	5.75	6.75	6.75	6.75	-1	5.75
STORMWATER						
Floodplain Inspector	1	1	1	1	0	1
Intern	0.5	0.5	0.5	0.5	0	0.5
Project Manager	0	0	0	3	0	2
Project Manager I	2	2	3	0	0	0
Project Manager II	1	1	0	0	0	0
Stormwater Manager	1	1	0	0	0	0
Stormwater Program Manager	0	0	1	1	0	1
Stormwater Service Analyst	1	1	1	1	0	1
Total	6.5	6.5	6.5	6.5	0	5.5
GRAND TOTALS	766.03	811.69	876.18	906.52	-87.80	818.72

**City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09)
2080 Hours**

Range	Pos #	Position Title	Min															
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Mid 12+	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13		
1	10100	N Library Page	9,308.2	9,718.8	10,107.0	10,517.6	10,916.9	11,327.4	11,726.8	12,126.2	12,570.0							
			7,441.66	7,771.50	8,081.56	8,411.41	8,731.35	9,061.19	9,381.14	9,701.10	10,051.60							
			1,613.42	1,684.59	1,751.88	1,823.05	1,892.26	1,963.42	2,032.65	2,101.87	2,178.80							
2	A-1-0	N	19,361.06	20,215.10	21,022.56	21,876.61	22,707.15	23,560.99	24,391.74	25,222.50	26,145.60							
			10,728.3	11,183.2	11,649.1	12,115.2	12,581.1	13,058.2	13,524.0	13,990.1	14,467.2							
			858.26	894.66	931.93	969.22	1,006.49	1,044.66	1,081.92	1,119.21	1,157.38							
3	10302	N Library Clerk I	22,314.86	23,261.06	24,230.13	25,199.62	26,168.69	27,161.06	28,129.92	29,099.41	30,091.78							
			11,649.1	12,159.5	12,681.0	13,202.3	13,712.6	14,243.3	14,755.6	15,277.0	15,731.9							
			931.93	972.76	1,014.48	1,056.18	1,097.01	1,139.62	1,180.45	1,222.16	1,258.55							
4	A-1-2	N	20,191.8	21,071.65	21,980.04	22,888.40	23,768.85	24,691.19	25,571.64	26,481.01	27,268.86							
			24,230.13	25,291.76	26,376.48	27,460.78	28,522.21	29,630.22	30,691.65	31,776.16	32,722.35							
			13,433.3	14,023.4	14,622.4	15,199.4	15,809.6	16,386.5	16,974.4	17,573.6	18,128.3							
4	A-1-3	N	10,741.82	11,211.87	11,691.79	12,151.95	12,641.77	13,101.92	13,571.95	14,051.89	14,501.26							
			23,281.79	24,301.72	25,341.55	26,341.56	27,401.33	28,401.33	29,421.23	30,461.09	31,421.24							
			2,794.542	2,916.817	3,041.459	3,161.475	3,288.397	3,408.392	3,530.675	3,653.09	3,770.686							
4	10407	N	10,410	10,410	10,410	10,410	10,410	10,410	10,410	10,410								
			10,410	10,410	10,410	10,410	10,410	10,410	10,410	10,410	10,410							
4	10419	N	10,419	10,419	10,419	10,419	10,419	10,419	10,419	10,419								
			10,419	10,419	10,419	10,419	10,419	10,419	10,419	10,419	10,419							

City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09) 2080 Hours

Range	Pos #	Position Title	Mid 1-4 Mid 5-11 Mid 12+																				
			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							
5 B-2-1	10500	N Library Assistant I	14,101.0	14,644.7	15,177.2	15,709.7	16,275.5	16,808.1	17,340.6	17,895.2	18,427.9	18,960.4	19,459.6										
			11,280.8	11,715.8	12,141.8	12,567.8	1,302.04	1,344.65	1,387.25	1,431.62	1,474.23	1,516.83	1,556.77										
			2,444.17	2,538.41	2,630.71	2,723.01	2,821.09	2,913.40	3,005.70	3,101.83	3,194.17	3,286.47	3,373.00										
			2,933,008	3,046,098	3,158,638	3,267,618	3,385,304	3,496,603	3,606,845	3,722,202	3,833,003	3,943,763	4,047,597										
6 B-2-2	10600	N Account Clerk II	14,533.7	15,099.5	15,643.2	16,208.9	16,763.7	17,307.3	17,873.1	18,416.8	18,960.4	19,537.3	20,069.8										
	10634	N Airport Service Worker I	11,627.0	12,079.6	12,514.6	12,967.1	13,411.0	1,384.58	1,429.85	1,473.34	1,516.83	1,562.98	1,605.58										
	10601	N Animal Control Officer	25,191.7	26,172.5	27,111.49	28,099.54	2,905.71	2,999.93	3,098.00	3,192.25	3,286.47	3,386.47	3,478.77										
	10627	N Engineering Tech II	30,230.10	31,406.96	32,537.86	33,714.51	34,868.50	35,999.18	37,176.05	38,306.94	39,437.63	40,637.58	41,745.18										
	10636	N Environmental Aide																					
	10637	N Env Code Enforcement Aide																					
	10632	N GIS Technician																					
	10609	N Materials Tech I																					
	10638	N Parts Specialist																					
	10630	N Rec Coordinator II																					
10614	N Service Writer																						
R06	10635	N IT Services Specialist	15,260.4	15,854.5	16,425.4	17,019.3	17,601.9	18,172.7	18,766.8	19,337.6	19,908.4	20,514.2	21,073.3										
			12,203.83	12,683.36	13,143.03	13,615.54	1,408.15	1,453.82	1,501.34	1,547.01	1,592.67	1,641.14	1,685.86										
			2,645.14	2,748.11	2,847.07	2,950.01	3,051.00	3,149.93	3,252.91	3,351.85	3,450.79	3,555.79	3,652.71										
			31,741.63	32,977.36	34,164.83	35,400.14	36,611.95	37,799.22	39,034.94	40,222.21	41,409.47	42,669.54	43,832.46										
	10741	N Airport Service Worker II	15,898.3	16,508.5	17,107.6	17,706.6	18,328.0	18,916.1	19,537.3	20,125.4	20,735.5	21,345.6	21,944.8										
	10748	N Bin Maint Leadworker	12,718.6	13,203.68	13,681.61	14,165.53	1,466.24	1,513.29	1,562.98	1,610.03	1,658.84	1,707.65	1,755.58										
	10742	N Brownfield Program Assistant	27,555.71	28,611.47	29,653.32	30,691.14	31,768.85	32,785.29	33,864.47	34,888.40	35,941.15	36,999.90	38,037.77										
	10714	N Development Sys Rep	33,068.46	34,337.68	35,583.81	36,829.73	38,122.24	39,345.49	40,637.58	41,860.83	43,129.84	44,398.85	45,645.18										
	10739	N Environmental Assistant																					
	10705	N Evidence Tech																					
7 B-2-3	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																					
	10749	N Wildland Fire Specialist I																					
	107	E	15,898.3	12,718.6	27,555.71	33,068.46	19,082.4	15,260.4	15,898.3	16,508.5	17,107.6	17,706.6	18,328.0	18,916.1	19,537.3	20,125.4	20,735.5	21,345.6	21,944.8	22,665	1781.32	3859.53	4631.432
	R07		previous amount																				
		with 5%																					
		N Police Emerg Comm Spec																					

City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09) 2080 Hours

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-2-5	10909	N Accountant I	19,781.3	20,535.8	21,290.2	22,044.7	22,810.2	23,564.5	24,319.0	25,084.5	25,838.9	26,582.2	27,292.3			
	10957	N Brownfield Specialist	15,822.50	16,428.86	17,032.22	17,644.46	18,248.82	18,851.16	19,455.52	20,067.76	20,677.11	21,266.58	21,833.38			
	10944	N Code Compliance Officer II	34,282.76	35,559.54	36,900.30	38,222.99	39,533.77	40,844.51	42,152.29	43,478.98	44,787.74	46,077.58	47,306.67			
	10923	N Court Training Specialist	41,145.10	42,714.46	44,283.62	45,875.86	47,445.22	49,014.16	50,583.52	52,175.76	53,744.91	55,290.98	56,767.98			
	10950	N Engineering Tech Leadworker														
	10945	N Environmental Code Specialist														
	10956	N Environmental Program Specialist														
	10907	N Fire Inspector II														
	10941	N HR Benefits Specialist														
	10900	N HR Generalist														
10942	N Insurance Claims Specialist															
10948	N Jury Services Specialist															
10947	N Mechanic III Leadworker															
10909	N Police Caseworker															
10953	N Safety/Risk Mgt Specialist															
10951	N Sustainability Specialist															
10916	N Warrants Officer															
10953	N Wildland Fire Specialist II															
109	20903	E Librarian	19,781.3	15,822.50	18,982.92	20,770.4	23,950.7	24,742.7	25,535.0	26,338.7	27,130.8	27,911.3	28,656.9	27,691.7	22,153.34	4,799.89
R09	10946	N Application Support Specialist II	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			
	10934	N Network Administrator	16,611.63	17,250.1	17,883.38	18,522.68	19,160.06	19,797.42	20,428.82	21,071.10	21,704.46	22,322.90	22,922.55			
	10903	N Police Officer	36,000.20	37,373.52	38,744.81	40,114.14	41,514.45	42,888.73	44,260.07	45,653.37	47,027.67	48,379.96	49,672.20			
			43,202.43	44,850.21	46,497.78	48,169.68	49,817.46	51,464.82	53,112.80	54,784.50	56,432.06	58,055.50	59,606.35			
10	11021	N Associate Planner	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			
	11015	N Building Plans Examiner	16,570.06	17,200.09	17,844.87	18,478.89	19,111.79	19,748.82	20,378.2	21,017.3	21,647.4	22,295.54	22,863.34			
	11020	N Court IS Coordinator	35,900.31	37,268.86	38,677.22	40,033.76	41,422.22	42,787.77	44,152.29	45,537.74	46,902.28	48,306.66	49,533.75			
	11023	N Engineering Inspector	43,083.66	44,722.29	46,406.67	48,045.09	49,706.59	51,345.22	52,983.42	54,644.93	56,283.34	57,967.94	59,444.94			
11019	N Recreation Supervisor															
11017	N Senior Procurement Specialist															
10	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			
	B-3-1 11011	N Airport Operations Supervisor	16,570.06	17,200.09	17,844.87	18,478.89	19,111.79	19,748.82	20,378.2	21,017.3	21,647.4	22,295.54	22,863.34			
	11018	N Court Services Supervisor	35,900.31	37,268.86	38,677.22	40,033.76	41,422.22	42,787.77	44,152.29	45,537.74	46,902.28	48,306.66	49,533.75			
	11025	N Development Svs Supervisor	43,083.66	44,722.29	46,406.67	48,045.09	49,706.59	51,345.22	52,983.42	54,644.93	56,283.34	57,967.94	59,444.94			
11012	N Env Svcs Collection Supervisor															
11026	N Landfill Supervisor															
11004	N Maint Worker III Ldwkr															
11008	N Materials Tech II															
11027	N Streets Leadworker															
110	21002	E Library Supervisor	20,546.8	16,433.74	19,970.00	21,749.0	25,092.3	25,919.5	26,746.4	27,585.2	28,412.3	29,262.7	30,008.3	29,378.1	23,502.25	5,092.20
R10	11013	N IT Services Supervisor	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	17,399.92	18,061.0	18,741.1	19,402.8	20,073.8	20,735.6	21,397.1	22,068.2	22,729.98	23,412.0	24,006.66			
			37,699.83	39,133.21	40,600.58	42,033.94	43,493.33	44,927.71	46,360.04	47,814.43	49,248.80	50,721.44	52,014.44			
			45,237.92	46,958.50	48,726.91	50,447.28	52,191.98	53,912.56	55,632.51	57,377.22	59,097.58	60,866.42	62,417.26			
11	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	18,319.92	19,011.4	19,721.4	20,413.8	21,106.61	21,799.84	22,494.94	23,182.29	23,895.30	24,588.53	25,282.65			
	11108	N Parks Supervisor	39,699.16	41,119.15	42,722.98	44,272.98	45,722.98	47,222.98	48,722.98	50,222.96	51,768.83	53,268.81	54,787.74			
	11100	N Police Corporal/Detective	47,629.92	49,429.74	51,275.74	53,075.78	54,875.81	56,675.84	58,498.54	60,275.49	62,121.90	63,921.73	65,744.85			
111	21108	E Police Spec Services Supervisor	22,521.7	18,017.4	21,891.60	25,321.83	27,370.0	21,891.60	21,891.60	21,891.60	21,891.60	21,891.60	21,891.60	32,218.3	2,577.46	5,584.51
	21109	E Police Support Services Supervisor	39,033.76	47,441.3	47,441.3	47,441.3	47,441.3	47,441.3	47,441.3	47,441.3	47,441.3	47,441.3	47,441.3	5,584.51	5,584.51	6,701.06
			46,845.14	56,829.60	56,829.60	56,829.60	56,829.60	56,829.60	56,829.60	56,829.60	56,829.60	56,829.60	56,829.60	56,829.60	56,829.60	56,829.60

City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09) 2080 Hours

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
I2 C-4-1	N		23,830.09	24,651.18	25,461.77	26,282.77	27,103.77	27,924.46	28,734.46	29,555.66	30,376.66	31,197.55	32,007.44	32,828.55	33,582.88
			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
			23,520.2						28,806.7						34,093.2
			1881.62						2304.54						2727.46
			4076.83						4993.16						5909.49
			48922.02						59917.94						70913.86
I12	E	Accountant II	24,696.2	25,461.77	26,282.77	27,103.77	27,924.46	28,734.46	29,555.66	30,376.66	31,197.55	32,007.44	32,828.55	33,582.88	
	E	Auditor II	1975.70	2048.47	2116.22	2186.34	2258.23	2331.46	2406.54	2483.07	2560.59	2639.70	2720.90	2803.81	
	E	Code Compliance Supervisor	4280.67	4438.36	4598.51	4760.67	4925.34	5093.11	5263.58	5436.27	5611.77	5793.81	5981.91	6176.59	
	E	Comm Hsg & Grants Adminstr	51368.10	53260.27	55195.50	57170.27	59194.94	61268.02	63390.17	65561.07	67781.42	70012.82	72294.87	74538.12	
	E	Community Planner I	2075.10	2145.22	2216.22	2286.34	2358.23	2427.46	2498.47	2568.58	2640.48	2709.70	2780.70	2850.82	
	E	Economic Analyst	4496.06	4647.97	4801.80	4953.75	5109.50	5259.51	5413.36	5565.27	5721.04	5871.03	6024.86	6176.79	
	E	Environ Program Manager	53952.70	55775.62	57621.62	59444.94	61314.03	63114.06	64960.27	66783.18	68652.48	70452.30	72298.30	74121.42	
	E	Facilities Maintenance Supervisor	25,605.9	26,484.7	27,369.1	28,258.8	29,153.6	30,053.3	30,957.7	31,866.5	32,779.5	33,696.5	34,617.3	35,541.7	
	E	Fleet Manager	2075.10	2145.22	2216.22	2286.34	2358.23	2427.46	2498.47	2568.58	2640.48	2709.70	2780.70	2850.82	
	E	Housing Project Coordinator	4496.06	4647.97	4801.80	4953.75	5109.50	5259.51	5413.36	5565.27	5721.04	5871.03	6024.86	6176.79	
I13 C-4-2	E	Human Resources Analyst	24,696.2	25,461.77	26,282.77	27,103.77	27,924.46	28,734.46	29,555.66	30,376.66	31,197.55	32,007.44	32,828.55	33,582.88	
	E	Industrial Waste Supv	1975.70	2048.47	2116.22	2186.34	2258.23	2331.46	2406.54	2483.07	2560.59	2639.70	2720.90	2803.81	
	E	Library Manager	4280.67	4438.36	4598.51	4760.67	4925.34	5093.11	5263.58	5436.27	5611.77	5793.81	5981.91	6176.59	
	E	Marketing Manager	51368.10	53260.27	55195.50	57170.27	59194.94	61268.02	63390.17	65561.07	67781.42	70012.82	72294.87	74538.12	
	E	Public Relations Manager	2075.10	2145.22	2216.22	2286.34	2358.23	2427.46	2498.47	2568.58	2640.48	2709.70	2780.70	2850.82	
	E	Sales Manager	4496.06	4647.97	4801.80	4953.75	5109.50	5259.51	5413.36	5565.27	5721.04	5871.03	6024.86	6176.79	
	E	Sustainability Manager	53952.70	55775.62	57621.62	59444.94	61314.03	63114.06	64960.27	66783.18	68652.48	70452.30	72298.30	74121.42	
	E	System Administrator	25,605.9	26,484.7	27,369.1	28,258.8	29,153.6	30,053.3	30,957.7	31,866.5	32,779.5	33,696.5	34,617.3	35,541.7	
	E	Utilities Plan Reviewer	2075.10	2145.22	2216.22	2286.34	2358.23	2427.46	2498.47	2568.58	2640.48	2709.70	2780.70	2850.82	
	E	Visitor Center Manager	4496.06	4647.97	4801.80	4953.75	5109.50	5259.51	5413.36	5565.27	5721.04	5871.03	6024.86	6176.79	
R12	E	Water Conservation Manager	24,696.2	25,461.77	26,282.77	27,103.77	27,924.46	28,734.46	29,555.66	30,376.66	31,197.55	32,007.44	32,828.55	33,582.88	
	E	Database Analyst III	1975.70	2048.47	2116.22	2186.34	2258.23	2331.46	2406.54	2483.07	2560.59	2639.70	2720.90	2803.81	
	E	GIS Systems Analyst	4280.67	4438.36	4598.51	4760.67	4925.34	5093.11	5263.58	5436.27	5611.77	5793.81	5981.91	6176.59	
	E	Library Info Sys Coord	51368.10	53260.27	55195.50	57170.27	59194.94	61268.02	63390.17	65561.07	67781.42	70012.82	72294.87	74538.12	
	E	Senior Network Administrator	2075.10	2145.22	2216.22	2286.34	2358.23	2427.46	2498.47	2568.58	2640.48	2709.70	2780.70	2850.82	
	N	Police Sergeant	4496.06	4647.97	4801.80	4953.75	5109.50	5259.51	5413.36	5565.27	5721.04	5871.03	6024.86	6176.79	
	E	Asst to City Mgr (Communications)	53952.70	55775.62	57621.62	59444.94	61314.03	63114.06	64960.27	66783.18	68652.48	70452.30	72298.30	74121.42	
	E	Asst to City Mgr (Gov'tal Relations)	25,605.9	26,484.7	27,369.1	28,258.8	29,153.6	30,053.3	30,957.7	31,866.5	32,779.5	33,696.5	34,617.3	35,541.7	
	E	Asst to City Mgr (Real Estate)	2048.47	2116.22	2186.34	2258.23	2331.46	2406.54	2483.07	2560.59	2639.70	2720.90	2803.81	2886.92	
	E	Building Inspection Section Mgr	4438.36	4598.51	4760.67	4925.34	5093.11	5263.58	5436.27	5611.77	5793.81	5981.91	6176.59	6368.72	
I13 C-4-2	E	Client Service Administrator	53260.27	55195.50	57170.27	59194.94	61268.02	63390.17	65561.07	67781.42	70012.82	72294.87	74538.12	76821.07	
	E	City Clerk	2075.10	2145.22	2216.22	2286.34	2358.23	2427.46	2498.47	2568.58	2640.48	2709.70	2780.70	2850.82	
	E	Comm & Nbrhood Planner	4496.06	4647.97	4801.80	4953.75	5109.50	5259.51	5413.36	5565.27	5721.04	5871.03	6024.86	6176.79	
	E	Comm Hsg & Nbrhood Planner	53952.70	55775.62	57621.62	59444.94	61314.03	63114.06	64960.27	66783.18	68652.48	70452.30	72298.30	74121.42	
	E	Construction Manager	25,605.9	26,484.7	27,369.1	28,258.8	29,153.6	30,053.3	30,957.7	31,866.5	32,779.5	33,696.5	34,617.3	35,541.7	
	E	Customer Service Manager	2048.47	2116.22	2186.34	2258.23	2331.46	2406.54	2483.07	2560.59	2639.70	2720.90	2803.81	2886.92	
	E	Environmental Services Manager	4438.36	4598.51	4760.67	4925.34	5093.11	5263.58	5436.27	5611.77	5793.81	5981.91	6176.59	6368.72	
	E	Grants Manager	53260.27	55195.50	57170.27	59194.94	61268.02	63390.17	65561.07	67781.42	70012.82	72294.87	74538.12	76821.07	
	E	HR Manager	2075.10	2145.22	2216.22	2286.34	2358.23	2427.46	2498.47	2568.58	2640.48	2709.70	2780.70	2850.82	
	E	Land Trust Program Manager	4496.06	4647.97	4801.80	4953.75	5109.50	5259.51	5413.36	5565.27	5721.04	5871.03	6024.86	6176.79	
R13	E	Multi Modal Transportation Planner	24,696.2	25,461.77	26,282.77	27,103.77	27,924.46	28,734.46	29,555.66	30,376.66	31,197.55	32,007.44	32,828.55	33,582.88	
	E	Payroll Manager	1975.70	2048.47	2116.22	2186.34	2258.23	2331.46	2406.54	2483.07	2560.59	2639.70	2720.90	2803.81	
	E	Streets Manager	4280.67	4438.36	4598.51	4760.67	4925.34	5093.11	5263.58	5436.27	5611.77	5793.81	5981.91	6176.59	
	E	Business Retenm & Expansn Mgr	51368.10	53260.27	55195.50	57170.27	59194.94	61268.02	63390.17	65561.07	67781.42	70012.82	72294.87	74538.12	
	E	GIS Manager	2075.10	2145.22	2216.22	2286.34	2358.23	2427.46	2498.47	2568.58	2640.48	2709.70	2780.70	2850.82	
	E	Systems & Applications Mgr	4496.06	4647.97	4801.80	4953.75	5109.50	5259.51	5413.36	5565.27	5721.04	5871.03	6024.86	6176.79	
	E	Systems & Applications Mgr	55923.30	57938.12	60012.82	62148.17	64358.87	66645.72	69010.57	71445.42	73961.27	76540.12	79184.97	81856.82	
	E	Business Retenm & Expansn Mgr	26,886.2	27,801.7	28,734.4	29,684.7	30,653.3	31,640.2	32,645.7	33,669.7	34,712.4	35,784.1	36,884.4	38,013.8	
	E	GIS Manager	2150.90	2248.47	2348.51	2450.02	2553.09	2657.72	2763.91	2871.66	2980.97	3091.84	3204.27	3318.26	
	E	Systems & Applications Mgr	4660.27	4847.97	5039.51	5235.99	5437.42	5643.80	5855.09	6071.29	6291.50	6516.71	6746.92	6982.23	

City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09) 2080 Hours

Range	Pos #	Position Title	Min												
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Mid 12+	Step 8	Step 9	Step 10	Step 11	Step 12
14 C-4-3	N		29,511.12	30,509.6	31,519.3	32,528.9	33,538.5	34,536.9	35,576	36,556.1	37,565.7	38,575.4	39,584.9	40,583.4	41,604.1
		E Asst to City Mgr (Risk Mgt)	23,609.90	24,407.7	25,211.54	26,023.1	26,830.8	27,629.95	28,446.61	29,244.49	30,052.26	30,860.03	31,667.79	32,466.67	33,283.33
		E Comprehensive Planning Manager	5,115.27	5,288.33	5,463.35	5,638.34	5,813.34	5,986.40	6,163.32	6,336.39	6,511.39	6,686.40	6,861.38	7,034.46	7,211.38
		E Deputy Court Administrator	61,383.30	63,459.97	65,560.14	67,660.11	69,760.08	71,836.75	73,959.81	76,036.69	78,136.66	80,236.83	82,336.59	84,413.47	86,536.53
		E Field Service Manager	29,122.9	29,122.9	29,122.9	29,122.9	29,122.9	29,122.9	29,122.9	29,122.9	29,122.9	29,122.9	29,122.9	29,122.9	29,122.9
15 C-5-1	E	Comprehensive Planning Manager	23,298.83	23,298.83	23,298.83	23,298.83	23,298.83	23,298.83	23,298.83	23,298.83	23,298.83	23,298.83	23,298.83	23,298.83	23,298.83
	E	Deputy Court Administrator	5,047.97	5,047.97	5,047.97	5,047.97	5,047.97	5,047.97	5,047.97	5,047.97	5,047.97	5,047.97	5,047.97	5,047.97	5,047.97
	E	Facilities Maintenance Supt	60,575.63	60,575.63	60,575.63	60,575.63	60,575.63	60,575.63	60,575.63	60,575.63	60,575.63	60,575.63	60,575.63	60,575.63	60,575.63
	E	Fleet Management Supt													
	E	Fleet Management Supt													
	E	Parks Superintendent													
	E	Police Communications Manager													
	E	Police Support Svc. Manager													
	E	Recreation Superintendent													
	E	Streets Superintendent													
15 C-5-1	E	Urban Design Planner													
	E	Wastewater Treatment Mgr													
	E	Water Production Manager													
	E	Wildland Fire Manager													
	E	Zoning Code Administrator													
	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
		E Assistant City Engineer	24,310.1	25,188.88	26,058.6	26,937.2	27,807.0	28,685.8	29,555.5	30,425.4	31,304.4	32,182.7	33,043.6	33,923.23	34,777.43
		E Building Official - Proj Rev Sctn Mgr	52,671.8	54,577.57	56,460.02	58,336.39	60,248.86	62,152.25	64,037.0	65,921.6	67,825.53	69,729.92	71,594.45	73,499.84	75,344.44
		E Community Housing Manager	63,206.21	65,490.88	67,752.26	70,036.72	72,298.30	74,582.98	76,844.35	79,105.94	81,390.40	83,675.07	85,913.36	88,198.03	90,413.23
		E Comm Reinvest & Eco Dev Mgr	29,733.1	29,733.1	29,733.1	29,733.1	29,733.1	29,733.1	29,733.1	29,733.1	29,733.1	29,733.1	29,733.1	29,733.1	29,733.1
	E Finance Manager	23,786.65	23,786.65	23,786.65	23,786.65	23,786.65	23,786.65	23,786.65	23,786.65	23,786.65	23,786.65	23,786.65	23,786.65	23,786.65	
15 C-5-1	E	Fire Battalion Chief (40)	51,537.4	51,537.4	51,537.4	51,537.4	51,537.4	51,537.4	51,537.4	51,537.4	51,537.4	51,537.4	51,537.4	51,537.4	51,537.4
	E	Fire Battalion Chief (56)	61,844.85	61,844.85	61,844.85	61,844.85	61,844.85	61,844.85	61,844.85	61,844.85	61,844.85	61,844.85	61,844.85	61,844.85	61,844.85
	E	Metropolitan Planning Org Mgr													
	E	Planning & Community Design Mgr													
	E	Police Lieutenant													
	E	Project Management Admin													
	E	Stormwater Program Mgr													
	E	Sustainability and Environ Mgr													
	E	Tax License/Revenue Adm													
	E	Traffic Engineer													
15 R15	E	Utilities Engineering Manager	31,219.8	31,219.8	31,219.8	31,219.8	31,219.8	31,219.8	31,219.8	31,219.8	31,219.8	31,219.8	31,219.8	31,219.8	31,219.8
	E	Water Resources Manager	24,975.58	24,975.58	24,975.58	24,975.58	24,975.58	24,975.58	24,975.58	24,975.58	24,975.58	24,975.58	24,975.58	24,975.58	24,975.58
			54,114.43	54,114.43	54,114.43	54,114.43	54,114.43	54,114.43	54,114.43	54,114.43	54,114.43	54,114.43	54,114.43	54,114.43	54,114.43
		64,937.18	64,937.18	64,937.18	64,937.18	64,937.18	64,937.18	64,937.18	64,937.18	64,937.18	64,937.18	64,937.18	64,937.18	64,937.18	64,937.18
		38,716.0	38,716.0	38,716.0	38,716.0	38,716.0	38,716.0	38,716.0	38,716.0	38,716.0	38,716.0	38,716.0	38,716.0	38,716.0	38,716.0
		30,972.28	30,972.28	30,972.28	30,972.28	30,972.28	30,972.28	30,972.28	30,972.28	30,972.28	30,972.28	30,972.28	30,972.28	30,972.28	30,972.28
		6,710.77	6,710.77	6,710.77	6,710.77	6,710.77	6,710.77	6,710.77	6,710.77	6,710.77	6,710.77	6,710.77	6,710.77	6,710.77	6,710.77
		80,529.28	80,529.28	80,529.28	80,529.28	80,529.28	80,529.28	80,529.28	80,529.28	80,529.28	80,529.28	80,529.28	80,529.28	80,529.28	80,529.28
		46,212.2	46,212.2	46,212.2	46,212.2	46,212.2	46,212.2	46,212.2	46,212.2	46,212.2	46,212.2	46,212.2	46,212.2	46,212.2	46,212.2
		3,696.98	3,696.98	3,696.98	3,696.98	3,696.98	3,696.98	3,696.98	3,696.98	3,696.98	3,696.98	3,696.98	3,696.98	3,696.98	3,696.98
		8,010.11	8,010.11	8,010.11	8,010.11	8,010.11	8,010.11	8,010.11	8,010.11	8,010.11	8,010.11	8,010.11	8,010.11	8,010.11	8,010.11
		9,6121.38	9,6121.38	9,6121.38	9,6121.38	9,6121.38	9,6121.38	9,6121.38	9,6121.38	9,6121.38	9,6121.38	9,6121.38	9,6121.38	9,6121.38	9,6121.38

City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09) 2912 Hours

Range	Pos #	Position Title	Min													
			Step 1	Step 2	Step 3	Step 4	Step 5	Mid 5-11	Mid 12+	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
8 B-2-4 208	10813	N Firefighter	13,329.2	13,828.4	14,335.7	14,834.9	15,342.0	15,841.2	16,348.3	16,855.6	17,354.8	17,862.1	18,393.0			
			1492.87	1548.78	1605.60	1661.51	1718.30	1774.21	1831.01	1887.83	1943.74	2000.56	2060.02			
			3234.55	3355.69	3478.80	3599.94	3722.99	3844.13	3967.19	4090.25	4211.43	4334.54	4463.37			
R29		N Fire Engineer	38814.63	40268.30	41745.56	43199.23	44675.90	46129.57	47606.25	49083.51	50537.18	52014.44	53560.42			
			14,836.1	15,401.8	15,967.7	16,541.9	17,107.7	17,673.5	18,239.2	18,813.5	19,379.2	19,936.7	20,469.2			
			1661.64	1725.00	1788.38	1852.69	1916.06	1979.43	2042.79	2107.11	2170.47	2232.91	2292.55			
13 C-4-2 213		N Fire Captain	43202.72	44850.04	46497.94	48170.01	49817.62	51465.23	53112.55	54784.91	56432.23	58055.67	59606.31			
			18,527.8	19,133.7	19,787.7	20,413.8	21,055.7	21,673.8	22,307.8	22,933.8	23,575.8	24,193.8	24,827.7			
			2075.11	2145.21	2216.22	2286.35	2358.24	2427.47	2498.47	2568.59	2640.49	2709.71	2780.70			
		4496.08	4647.96	4801.82	4953.75	5109.52	5259.51	5413.36	5565.27	5721.06	5871.03	6024.86				
		5395.295	55775.57	57621.78	59444.95	61314.20	63114.11	64960.31	66783.23	68652.73	70452.35	72298.26				
													25,453.8	26,119.4	26,800.83	27,525.37
													2850.83	2925.37	3000.83	3075.37
													6176.79	6338.31	6500.83	6663.37
													72298.26	74121.47	76059.69	78000.00

**City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09)
Skill Based Pay**

Range	Pos #	Position Title	1 (L1#1)	2 (L1#2)	3 (L1#3)	4 (L1#1)	5 (L1#2)	6 (L1#3)	7 (Max)
SBI	90101 N	MSW - Plant Technician	14,537	16,064	17,895	19,725	21,867	24,319	27,292
	90201 N	MSW - Water Services Technician	11,627	12,851	14,316	15,780	17,493	19,455	21,833
			25,191	27,845	31,018	34,916	37,903	42,152	47,306
			30,230	33,414	37,222	41,029	45,483	50,583	56,679

Lake Mary Water Treatment Plant									
Range	Pos #	Position Title	1 (L1#1)	2 (L1#2)	3 (L1#3)	4 (L1#1)	5 (L1#2)	6 (L1#3)	7 (Max)
SBI	90301 N	MSW - Laboratory	14,537	16,064	17,895	19,725	21,867	24,319	27,292
	90401 N	MSW - Operations	11,627	12,851	14,316	15,780	17,493	19,455	21,833
	90501 N	MSW - Maintenance	25,191	27,845	31,018	34,916	37,903	42,152	47,306
			30,230	33,414	37,222	41,029	45,483	50,583	56,679

**City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09)
Broad Banding
Administrative Assistant**

<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	10,728.3	11,256.9	11,785.5	12,314.0	12,842.6	13,371.2	13,899.8	14,428.4	14,956.8
			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

<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	12,314.0	12,842.6	13,371.2	13,899.8	14,428.4	14,956.8	15,485.4	16,014.0	16,542.6
			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

<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	13,899.8	14,428.4	14,956.8	15,485.4	16,014.0	16,542.6	17,071.2	17,599.7	18,128.3			
			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 Pay Plan (with 1.2% decrease - 5/1/09)
Broad Banding
Administrative Specialist

		<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	14,1010	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 Pay Plan (with 1.2% decrease - 5/1/09)
Broad Banding
Specialists**

		<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	19,781.3	20,626.2	21,470.9	22,315.7	23,160.4	24,005.2	24,849.9	25,694.7	26,539.6
	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	22,315.7	23,160.4	24,005.2	24,849.9	25,694.7	26,539.6	27,384.2	28,229.0	29,073.8
	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	24,849.9	25,694.7	26,539.6	27,384.2	28,229.0	29,073.8	29,918.5	30,763.3	31,608.1
	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
	80403 N	Water Services Spec									

**City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09)
Broad Banding
Specialist (Exempt)**

Band	Pos #	Position Title	Zone 1		
			Min	Mid	Max
B41	81101 E	Laboratory Spec	41145.10	48536.18	55927.46
Band	Pos #	Position Title	Zone 2		
			Min	Mid	Max
B42	81102 E	Laboratory Spec	46688.51	54079.79	61470.86
Band	Pos #	Position Title	Zone 3		
			Min	Mid	Max
B43	81103 E	Laboratory Spec	52231.71	59622.99	67014.06

**City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09)
Broad Banding
Managers (Exempt)**

Band	Pos #	Position Title	Min	Mfd	Max
B51	81201 E	Dev Case Manager	48922.02	60038.37	71154.51
	81301 E	Project Manager			
Zone 1					
B52	81202 E	Dev Case Manager	57259.28	68375.42	79491.57
	81302 E	Project Manager			
Zone 2					
B53	81203 E	Dev Case Manager	65596.34	76712.69	87828.83
	81303 E	Project Manager			
Zone 3					

**City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09)
Broad Banding
Assistant City Attorney**

Band	Pos #	Position Title	Zone 1		
			Min	Mid	Max
R61	81401 E	Asst. City Attorney	63604.32	74854.21	86103.89
Band	Pos #	Position Title	Zone 2		
			Min	Mid	Max
R62	81402 E	Asst. City Attorney	72041.84	83291.73	94541.20
Band	Pos #	Position Title	Zone 3		
			Min	Mid	Max
R63	81403 E	Asst. City Attorney	80479.15	91728.83	102978.51

**City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09)
Broad Banding
Sr. Asst. City Attorney**

Band	Pos #	Position Title	Min	Mfd	Max
R71	81501 E	Sr. Asst. City Atty	64937.18	78762.11	92587.25
Zone 2					
R72	81502 E	Sr. Asst. City Atty	75305.57	89130.91	102956.05
Zone 3					
R73	81503 E	Sr. Asst. City Atty	85674.37	99499.92	113324.85

**City of Flagstaff Pay Plan (with 1.2% decrease - 5/1/09)
Broad Banding
Equipment Operator/Maintenance Worker**

Band	Pos #	Position Title	Zone 1													
			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	13,435.3	14,083.4	14,731.6	15,379.8	16,027.9	16,676.1	17,324.2	17,972.3	18,620.5	19,268.7				
	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				

Band	Pos #	Position Title	Zone 2													
			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	16,676.1	17,324.2	17,972.3	18,620.5	19,268.7	19,916.8	20,564.9	21,213.2	21,861.3	22,509.4				
	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				

Band	Pos #	Position Title	Zone 3													
			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	19,916.8	20,564.9	21,213.2	21,861.3	22,509.4	23,157.5	23,805.7	24,453.9	25,102.0	25,750.1				
	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. 2009-28

A RESOLUTION FOR THE ADOPTION OF THE BUDGET FOR FISCAL YEAR 2009-2010; AND DECLARING AN EMERGENCY.

WHEREAS, in accordance with the provisions of Title 42, Chapter 17, Articles 1 - 5, A.R.S., the City Council did, on June 2, 2009 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 2, 2009, 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 28, 2009, 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 2009-2010.

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 16, 2009.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 16th day of June, 2009.

/s/ Sara Presler
MAYOR

ATTEST:

/s/ Margie Brown
CITY CLERK

APPROVED AS TO FORM:

/s/ Patricia J. Boomsma
CITY ATTORNEY

ORDINANCE NO. 2009-23

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, 2010, AND DECLARING AN EMERGENCY.

WHEREAS, by the provisions of State law, the ordinance levying taxes for fiscal year 2009-2010 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 0.6547 for the fiscal year ending on the 30th day of June, 2010. 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 .8366 for the fiscal year ending June 30, 2010.

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 28, 2009.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 28th day of July, 2009.

/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.
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.
Codes-Direct allocation to-other.

Contributions:

United Way-Total expenditures.

The FY 2010 City Council Priorities are as follows:

PUBLIC SAFETY

Increase the visibility and availability of public safety services, through best practices and maximizing resources, to prevent crime and fires.

FAMILY, YOUTH & COMMUNITY

Improve opportunities for all members of our community to actively participate, invest and feel a part of a high quality of life community.

AFFORDABLE HOUSING

Facilitate an environment where housing opportunities, both in acquiring and sustaining, match the income diversity of our community.

Facilitate a regulatory, market and where necessary, assisted housing environment to match the income continuum of Flagstaff.

FACILITIES & BASIC SERVICES

Identify and provide the desired or current service levels and accompanying facilities of basic municipal services.

COMMUNITY SUTAINABILITY

Encourage the community and operate the government in a manner that sustains economic vitality, environmental protection, and social inclusion so that current and future residents and visitors may enjoy the same or better quality of life.

FISCAL HEALTH (Management Goal)

Maintain good fiscal health through sound financial management and fiscal integrity. The City shall maintain written polices that provide for a balanced budget that meets the vast array of community needs, that ensure that resources are available to meet future need, allows for community infrastructure to be maintained at adequate levels and other sound financial practices.

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 DEVELOPMENT DEPARTMENT – Refers to the following group of Divisions: Community Development Administration, Building Inspection, Engineering, Planning, Urban Design, Housing and Community Services, Metropolitan Planning Organization, Arts & Science, Drainage and Transportation.

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.

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 DEPARTMENT – Refers to the following group of Divisions: City Manager, City Clerk, Capital Management, Law, City Court, Tourism Administration, and Visitor Services.

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 DEPARTMENT – Refers to the following group of Divisions: Human Resources, Information Services, Management Services Administration, Finance/Budget, Sales Tax & Licensing, and Library division.

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 Divisions: Contributions to Other Agencies, G.O.B.-Debt Service, Council & Commissions, Non-Departmental, Real Estate Proceeds, Firemen's Pension, Special Assessments and Transit.

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 DEPARTMENT – Refers to both Police and Police Grant Divisions.

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 DEPARTMENT – Refers to the following Divisions: Airport, Facilities Maintenance, Cemetery, Mechanical Shop, Parks and Recreation, Environmental Services and Streets.

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.

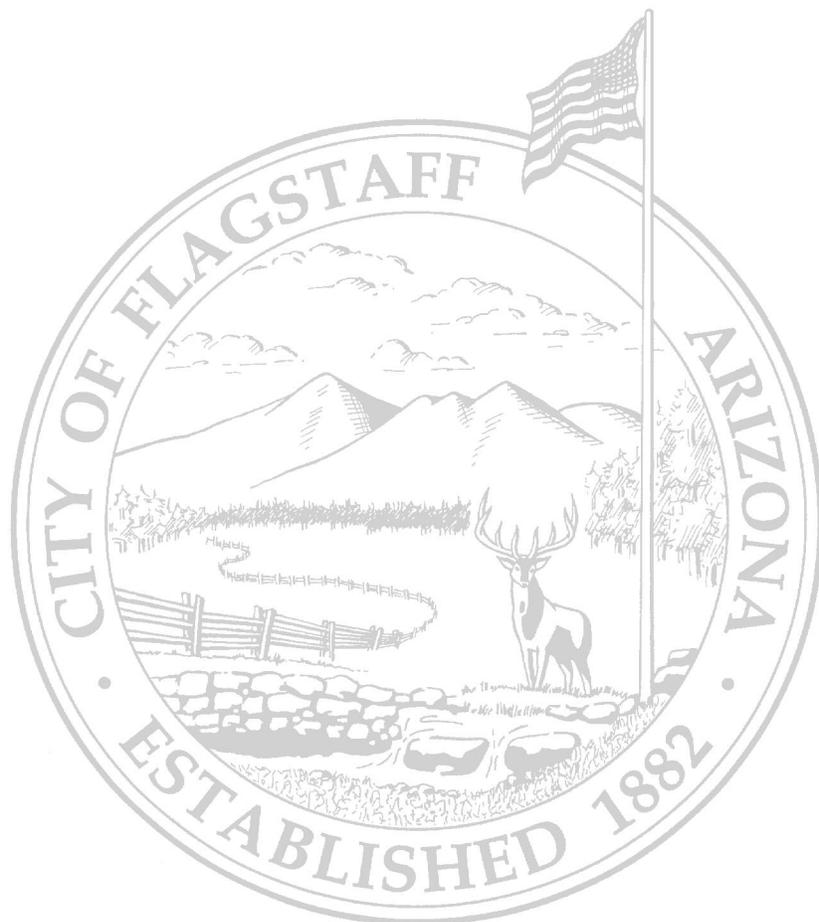
STREET AND HIGHWAY BONDS – Bonds that are secured by the City's Highway User Revenues and used for the construction of street, highway and related capital projects.

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 DEPARTMENT – Refers to the following Divisions: Betterments & Improvements Water District, Betterments & Improvements Water Production, Debt Service-Sewer, Debt Service-Water, Lake Mary Water Plant, Meter Reading, North Reservoirs, Utilities Administration, Wastewater Collection, Wastewater Collection Improvements, Wastewater Monitoring, Wastewater Treatment Improvements, Wastewater Treatment Plant, Water Distribution System, Woody Mountain Wells, and Reclaimed Plant.



ACRONYMS

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

ACRONYMS

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

ACRONYMS

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



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