

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

| SECTION | 2008-2009 | 2009-2010 | 2010-2011 | 2010-2012 | Changes 2012-2013 | Adopted 2012-2013 |
|---|-------------|-------------|-------------|---------------|----------------------|----------------------|
| CITY MANAGER | | | | | | |
| Admin Specialist | 0.5 | 0.5 | 0.5 | 0 | 0 | 0 |
| Assistant to City Mgr (Communications) | 1 | 1 | 1 | 1 | 0 | 1 |
| Assistant to City Mgr (Govt'al Relations) | 1 | 0 | 0 | 0 | 0 | 0 |
| Assistant to City Mgr (Real Estate) | 1 | 1 | 0.75 | 1 | 0 | 1 |
| City Clerk | 0 | 0 | 1 | 1 | 0 | 1 |
| City Manager | 1 | 1 | 1 | 1 | 0 | 1 |
| City Records Technician | 0 | 0 | 1 | 1 | 0 | 1 |
| Deputy City Clerk | 0 | 0 | 0.875 | 0.875 | 0.125 | 1 |
| Deputy City Clerk (Funded in FY11) | 0 | 0 | 0.125 | 0 | 0 | 0 |
| Deputy City Manager | 2 | 2 | 2 | 2 | 0 | 2 |
| Executive Admin Assistant | 1 | 1 | 1.25 | 1 | 0 | 1 |
| Executive Assistant | 1 | 1 | 1 | 1 | 0 | 1 |
| Intern | 0 | 0 | 0 | 0.25 | 0 | 0.25 |
| Mgmt Assistant (Funded in FY11 & FY12) | 0 | 0 | 1 | 0.67 | -0.67 | 0 |
| Total | 8.5 | 7.5 | 11.5 | 10.795 | -0.545 | 10.25 |
| CITY CLERK | | | | | | |
| City Clerk | 1 | 1 | Transfer | 0 | 0 | 0 |
| City Records Technician | 1 | 1 | Transfer | 0 | 0 | 0 |
| Deputy City Clerk | 1 | 1 | Transfer | 0 | 0 | 0 |
| Executive Admin Assistant | 1 | 1 | Transfer | 0 | 0 | 0 |
| Total | 4 | 4 | 0 | 0 | 0 | 0 |
| CAPITAL IMPROVEMENTS | | | | | | |
| Admin Specialist | 0 | 1 | 1 | 1 | 0 | Transfer |
| Capital Improvements Engineer | 2 | 2 | 2 | 1 | 0 | 1 |
| Engineering Technician IV | 1 | 0 | 0 | 0 | 0 | 0 |
| Intern | 0.5 | 0 | 0 | 0 | 0 | 0 |
| Project Manager | 10 | 8 | 8 | 6 | 0 | 6 |
| Total | 13.5 | 11 | 11 | 8 | 0 | 7 |
| HUMAN RESOURCES | | | | | | |
| Admin Assistant | 1 | 1 | 1 | 1 | 0 | 1 |
| Admin Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Division Director (HR) | 1 | 1 | 1 | 1 | 0 | 1 |
| Human Resources Analyst | 0.75 | 0.75 | 0.75 | 1.75 | 0 | 1.75 |
| Human Resources Benefit Spec. | 1 | 1 | 1 | 1 | 0 | 1 |
| Human Resources Generalist | 0 | 1 | 1 | 1 | 1 | 2 |
| Human Resources Manager | 1 | 0 | 0 | 0 | 0 | 0 |
| Human Resources Recrt Spec | 1 | 1 | 0.5 | 0 | 0 | 0 |
| Total | 6.75 | 6.75 | 6.25 | 6.75 | 1 | 7.75 |
| RISK MANAGEMENT | | | | | | |
| Assistant to City Manager (Risk Mgt) | 1 | 1 | 1 | 1 | 0 | 1 |
| Insurance Claim Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Safety/Risk Management Specialist | 1 | 0 | 0 | 0 | 0 | 0 |
| Total | 3 | 2 | 2 | 2 | 0 | 2 |
| CUSTOMER SERVICE | | | | | | |
| Admin Assistant | 2.75 | 2.75 | 4 | 4 | 0 | 4 |
| Admin Specialist | 2 | 2 | 1 | 1 | 0 | 1 |
| Admin Spclst Supervisor | 0 | 0 | 1 | 1 | 0 | 0 |
| Billing Specialist | 0 | 0 | 0 | 0 | 0 | 1 |
| Collection Specialist | 0 | 0 | 0 | 0 | 0 | 0.75 |
| Customer Srvc Manager | 1 | 1 | 0 | 0 | 0 | 1 |
| Meter Reader | 4 | 4 | 3.25 | 0 | 0 | 0 |
| Meter Reader (Funded in FY11) | 0 | 0 | 0.75 | 0 | 0 | 0 |
| Meter Reader Supervisor | 1 | 1 | 1 | 0 | 0 | 0 |

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| CUSTOMER SERVICE (cont.) | | | | | | |
| Meter Technician Supervisor | 0 | 0 | 0 | 1 | 0 | 1 |
| Meter Technician | 0 | 0 | 0 | 3.25 | 0 | 2.25 |
| Meter Technician II | 0 | 0 | 0 | 0 | 0 | 1 |
| Total | 10.75 | 10.75 | 11 | 10.25 | 0 | 12 |
| LAW | | | | | | |
| Admin Assistant | 1 | 1.75 | 1.75 | 1.5 | 0.25 | 1.75 |
| Admin Asst (Funded in FY12) | 0 | 0 | 0 | 0.25 | -0.25 | 0 |
| Admin Specialist | 2 | 2 | 2 | 2 | 0 | 2 |
| Admin Spec Supervisor | 1 | 0 | 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 | 1 | 0 | 1 |
| Deputy City Attorney | 1 | 1 | 1 | 1 | 0 | 1 |
| Intern | 0.25 | 0 | 0 | 0 | 0 | 0 |
| Legal Assistant | 1 | 1 | 1 | 1 | 0 | 1 |
| Senior Ass't City Attorney | 5 | 4 | 3 | 2 | 0 | 2 |
| Senior Ass't City Attorney (Funded in FY11) | 0 | 0 | 1 | 0 | 0 | 0 |
| Total | 16.25 | 14.75 | 14.75 | 13.75 | 0 | 13.75 |
| INFORMATION TECHNOLOGY | | | | | | |
| Application Support Specialist I | 1 | 1 | 0 | 0 | 0 | 0 |
| Application Support Specialist II | 1 | 1 | 0 | 0 | 0 | 0 |
| Database Analyst III | 1 | 1 | 0 | 0 | 0 | 0 |
| Division Director (IT) | 1 | 1 | 1 | 1 | 0 | 1 |
| GIS Analyst Senior | 1 | 0 | 0 | 0 | 0 | 0 |
| GIS Manager | 1 | 1 | 0 | 0 | 0 | 0 |
| GIS Specialist | 1 | 1 | 0 | 0 | 0 | 0 |
| GIS System Analyst | 0 | 1 | 0 | 0 | 0 | 0 |
| GIS Technician | 2 | 1 | 0 | 0 | 0 | 0 |
| IT Administrator | 0 | 0 | 1 | 1 | 0 | 2 |
| IT Analyst | 0 | 0 | 4 | 4 | 0 | 4 |
| IT Manager | 0 | 0 | 2 | 2 | 0 | 2 |
| IT Services Specialist | 2 | 0 | 0 | 0 | 0 | 0 |
| IT Services Supervisor | 1 | 1 | 1 | 1 | 0 | 1 |
| IT Specialist | 0 | 0 | 1 | 1 | 0 | 1 |
| IT Technician | 0 | 0 | 2 | 2 | 0 | 2 |
| Network Administrator | 1 | 1 | 0 | 0 | 0 | 0 |
| Senior Network Administrator | 1 | 1 | 0 | 0 | 0 | 0 |
| System and Applications Mgr | 1 | 1 | 0 | 0 | 0 | 0 |
| System Administrator | 1 | 1 | 1 | 1 | 0 | 0 |
| Total | 16 | 13 | 13 | 13 | 0 | 13 |
| MANAGEMENT SERVICES | | | | | | |
| Admin Assistant | 3 | 1 | Transfer | 0 | 0 | 0 |
| Admin Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Buyer | 2 | 0.5 | 0 | 0 | 0 | 0 |
| Division Director (Mgmt Services) | 1 | 1 | 1 | 1 | 0 | 1 |
| Financial Systems Analyst | 0 | 0 | 0 | 1 | 0 | 1 |
| Purchasing Director | 1 | 1 | 1 | 1 | 0 | 1 |
| Procurement Specialist | 0 | 0 | 0 | 0 | 0 | 3 |
| Real Estate Manager | Transfer | 0 | 0 | 0 | 0 | 0 |
| Senior Procurement Specialist | 3 | 3 | 3 | 3 | 0 | 0 |
| Warehouse Technician | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 12 | 8.5 | 7 | 8 | 0 | 8 |

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| SALES TAX | | | | | | |
| Accounts Specialist | 1 | 1 | 1 | 1 | 0 | 0 |
| Admin Assistant | 1.5 | 1 | 1 | 1 | 0 | 1 |
| Admin Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Auditor I | 0 | 0 | 1 | 0 | 0 | 0 |
| Auditor II | 2 | 2 | 1 | 1 | 0 | 1 |
| Collections Specialist | 2 | 2 | 2 | 2 | 0 | 1.25 |
| Revenue Director | 0 | 0 | 1 | 1 | 0 | 1 |
| Sales Tax Manager | 0 | 0 | 1 | 1 | 0 | 0 |
| Tax Licensing & Revenue Adm | 1 | 1 | 0 | 0 | 0 | 0 |
| Tax Licensing & Revenue Mgr | 0 | 0 | 0 | 0 | 0 | 1 |
| Total | 8.5 | 8 | 9 | 8 | 0 | 6.25 |
| LIBRARY - CITY/GRANTS | | | | | | |
| Admin Specialist | 1.63 | 1.63 | 1.63 | 2 | 0 | 2 |
| Application Support Specialist II | 1 | 1 | 1 | 1 | 0 | 1 |
| Librarian | 2 | 2 | 2 | 2 | 0 | 2 |
| Library Assistant I | 16.76 | 16.76 | 16.76 | 17.02 | 0 | 17.02 |
| Library Assist. I (temp) | 3 | 3 | 3 | 3 | 0 | 3 |
| Library Assistant II | 3 | 3 | 3 | 2 | 0 | 2 |
| 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) | 3.75 | 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. 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 | 3 | 0 | 0 | 0 | 0 | 0 |
| Library Supervisor | 1 | 1 | 1 | 2 | 0 | 2 |
| Network Administrator | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 53.77 | 50.77 | 50.77 | 51.4 | 0 | 51.4 |
| FINANCE | | | | | | |
| Account Clerk I | 2 | 1.5 | 1 | 1 | 0 | 1 |
| Account Clerk II | 1 | 0 | 0 | 0 | 0 | 0 |
| Accountant | 0 | 0 | 0 | 0 | 0 | 3 |
| Accountant I | 1 | 0 | 3 | 3 | 0 | 0 |
| Accountant II | 3 | 3 | 0 | 0 | 0 | 0 |
| Accounts Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Finance Director | 1 | 1 | 1 | 1 | 0 | 1 |
| Finance Manager | 2 | 2 | 2 | 2 | 0 | 2 |
| Grants Specialist | 0 | 0 | 1 | 1 | 0 | 1 |
| Grants Manager | 1 | 1 | 1 | 1 | 0 | 1 |
| Intern | 0.14 | 0 | 0 | 0 | 0 | 0 |
| Payroll Assistant | 1 | 1 | 1 | 1 | 0 | 1 |
| Payroll Manager | 0 | 1 | 1 | 1 | 0 | 1 |
| Payroll Supervisor | 1 | 0 | 0 | 0 | 0 | 0 |
| Total | 14.14 | 11.5 | 12 | 12 | 0 | 12 |

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| FMPO | | | | | | |
| Intern | 0.38 | 0.38 | 0.38 | 0.38 | 0 | 0.38 |
| Admin 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 |
| COMMUNITY DEVELOPMENT ADMIN | | | | | | |
| Admin Specialist | 2 | 1.5 | 1 | 1 | 0 | 1 |
| Division Director (CD) | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 3 | 2.5 | 2 | 2 | 0 | 2 |
| PLANNING & DEVELOPMENT SERVICES | | | | | | |
| Admin Specialist | 2 | 2 | 1 | 1 | 0 | 1 |
| Associate Planner | 1 | 0 | 0 | 0 | 0 | 0 |
| Building Inspection Mgr | 1 | 1 | 0 | 0 | 0 | 0 |
| Building Inspector | 0 | 0 | 5 | 5 | 0 | 5 |
| Building Official | 1 | 1 | 1 | 1 | 0 | 1 |
| Building Plans Examiner | 3 | 3 | 3 | 2 | 0 | 2 |
| Case Manager | 5 | 0 | 0 | 0 | 0 | 0 |
| Code Compliance Officer I | 1 | 0 | 0 | 0 | 0 | 0 |
| Code Compliance Officer II | 1 | 1 | 0 | 0 | 0 | 0 |
| Code Compliance Officer II (Funded in FY11) | 0 | 0 | 1 | 0 | 0 | 0 |
| Code Compliance Supervisor | 1 | 1 | 1 | 1 | 0 | 1 |
| Comprehensive Planning Manager | 1 | 1 | 1 | 1 | 0 | 1 |
| Current Planning Mgr | 0 | 1 | 1 | 1 | 0 | 1 |
| Development Services Rep | 2 | 0 | 0 | 0 | 0 | 0 |
| Development Services Specialist | 0 | 1 | 1 | 1 | 0 | 1 |
| Development Services Supervisor | 1 | 1 | 1 | 1 | 0 | 1 |
| Inspector I | 5 | 3.6 | 0 | 0 | 0 | 0 |
| Inspector II | 3 | 2.7 | 0 | 0 | 0 | 0 |
| Inspection Supervisor | 1 | 0.9 | 1 | 1 | 0 | 1 |
| Neighborhood Planner | 0 | 1 | 1 | 1 | 0 | 1 |
| Planning Development Mgr. | 0 | 3 | 3 | 3 | 0 | 3 |
| Planning Director | 1 | 1 | 1 | 1 | 0 | 1 |
| Planning Technician | 0 | 0 | 0 | 0.5 | -0.5 | 0 |
| Project Management Admin. | 1 | 0 | 0 | 0 | 0 | 0 |
| Zoning Code Administrator | 1 | 1 | 1 | 1 | 0 | 1 |
| Zoning Code Manager (Funded thru in FY13) | 0 | 1 | 1 | 1 | 0 | 1 |
| Total | 32 | 27.2 | 24 | 22.5 | -0.5 | 22 |
| ENGINEERING | | | | | | |
| Admin Specialist | 1 | Transfer | 0 | 0 | 0 | 1 |
| 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 | 6 | 5 | 5 | 4 | -1 | 3 |
| Engineering Specialist | 0 | 0 | 0 | 0 | 0 | 1 |
| Engineering Technician I p-time | 0.5 | 0 | 0 | 0 | 0 | 0 |
| Engineering Technician II | 1 | 0 | 0 | 0 | 0 | 0 |
| Engineering Technician III | 1 | 1 | 1 | 1 | 0 | 0 |
| Engineering Tech Leadworker | 1 | 1 | 0 | 0 | 0 | 0 |
| Inspection Supervisor | 1 | 1 | 1 | 1 | 0 | 1 |
| Intern | 0.5 | 0 | 0 | 0 | 0.5 | 0.5 |
| Material Tech Aide | 0.5 | 0 | 0 | 0 | 0 | 0 |
| Materials Tech I | 2 | 2 | 2 | 2 | 0 | 2 |
| Materials Tech II | 1 | 1 | 0 | 0 | 0 | 0 |

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| ENGINEERING (cont.) | | | | | | |
| Project Manager | 6 | 5 | 4 | 4.7 | 0 | 4.7 |
| Traffic Engineer | 1 | 1 | 1 | 1 | 0 | 1 |
| Transportation Technician | 0 | 0 | 0 | 0 | 0 | 0 |
| Total | 25.5 | 20 | 17 | 16.7 | -0.5 | 17.2 |
| COMMUNITY INVESTMENT | | | | | | |
| Admin Specialist | 1 | 1 | 0 | 0 | 0 | 0 |
| Admin Spclst Leadworker | 0 | 0 | 1 | 1 | 0 | 1 |
| Brownfield Specialist | 0 | 1 | 1 | 1 | -1 | 0 |
| Community Design & Redevelopment Mgr | 0 | 0 | 1 | 1 | 0 | 1 |
| Community Design & Redevel. Project Admin. | 0 | 0 | 0 | 1 | 0 | 1 |
| Community Housing & Grants Adm | Transfer | 0 | 0 | 0 | 0 | 0 |
| Community Housing Manager | Transfer | 0 | 0 | 0 | 0 | 0 |
| Community Housing/NeighPlanner | Transfer | 0 | 0 | 0 | 0 | 0 |
| Community Investment Director | 1 | 1 | 0 | 0 | 0 | 0 |
| Comm/Neighborhood Planner | 1 | Transfer | 0 | 0 | 0 | 0 |
| Community Planner | 1 | 1 | 1 | 0 | 0 | 0 |
| Division Director (Economic Vitality) | 0 | 1 | 1 | 1 | 0 | 1 |
| Economic Analyst | 1 | Transfer | 0 | 0 | 0 | 0 |
| Housing Project Coordinator | Transfer | 0 | 0 | 0 | 0 | 0 |
| Manager of Enhanced Svcs Dist (Eff 2010-2013) | 0 | 0 | 1 | 1 | 0 | 1 |
| Land Trust Manager | Transfer | 0 | 0 | 0 | 0 | 0 |
| Planning & Community Design Mgr | 1 | 1 | 0 | 0 | 0 | 0 |
| Redevelopment Mgr. (Eff. 2010-2012) | 0 | 1 | 0 | 0 | 0 | 0 |
| Total | 6 | 7 | 6 | 6 | -1 | 5 |
| DOWNTOWN MANGEMENT | | | | | | |
| Downtown Manager | 1 | 1 | 1 | 1 | 0 | 1 |
| Parking Ambassador | 3 | 3 | 3 | 3 | 0 | 3 |
| Park Maintenance | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 5 | 5 | 5 | 5 | 0 | 5 |
| HOUSING | | | | | | |
| Admin Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Comm. Housing & Grants Adm. (Grant Funded) | 1 | 1 | 1 | 1 | 0 | 1 |
| Community Housing Manager | 1 | 1 | 1 | 1 | 0 | 1 |
| Community Housing/NeighPlanner | 1 | 1 | 1 | 1 | 0 | 1 |
| Housing Project Coordinator (Grant Funded) | 1 | 1 | 0 | 0 | 0 | 0 |
| Permanent Afford Adm (Grant Funded) | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 6 | 6 | 5 | 5 | 0 | 5 |
| FIRE | | | | | | |
| Admin Assistant | 1 | 0 | 0 | 0 | 0 | 0 |
| Admin Specialist | 1 | 2 | 2 | 2 | 0 | 2 |
| Asst. Fire Fuel Mgr | 2 | 0 | 0 | 0 | 0 | 0 |
| Asst. Wildland Fire Mgr. | 0 | 2 | 0 | 0 | 0 | 0 |
| Community Firewise Coordinator | 1 | 0 | 0 | 0 | 0 | 0 |
| Deputy Fire Chief | 2 | 2 | 2 | 1 | 0 | 1 |
| Division Director (Fire Chief) | 1 | 1 | 1 | 1 | 0 | 1 |
| Fire Battalion Chief | 4 | 4 | 3 | 3 | 0 | 3 |
| Fire Captain | 21 | 24 | 21 | 21 | 0 | 21 |
| Fire Captain (Funded in FY11) | 0 | 0 | 3 | 0 | 0 | 0 |
| Fire Engineer | 21 | 21 | 18 | 21 | 0 | 21 |

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| FIRE (cont.) | | | | | | |
| Fire Engineer (Funded in FY11) | 0 | 0 | 3 | 0 | 0 | 0 |
| Fire Fighter | 39 | 36 | 29 | 31 | 0 | 31 |
| Fire Fighter (Funded in FY11) | 0 | 0 | 4 | 0 | 0 | 0 |
| Fire Fighter Fuel Mgt Tech | 2 | 0 | 0 | 0 | 0 | 0 |
| Fire Inspector II | 3 | 2 | 2 | 1 | 0 | 1 |
| Fire Marshall | 0 | 0 | 0 | 1 | 0 | 1 |
| Fuel Manager | 1 | 0 | 0 | 0 | 0 | 0 |
| Fuel Mgt. Crew Member | 2.75 | 0 | 0 | 0 | 0 | 0 |
| Fuel Mgt. Leadworker | 0 | 0 | 0 | 0 | 0 | 0 |
| Wildland Fire Manager | 0 | 1 | 1 | 1 | 0 | 1 |
| Wildland Fire Mgt Crew Mmbr (Grt Funded) | 0 | 2 | 1 | 0 | 0 | 0 |
| Wildland Fire Specialist I | 0 | 1 | 0 | 0 | 0 | 1 |
| Wildland Fire Specialist I (Funded in FY11) | 0 | 0 | 1 | 0 | 0 | 0 |
| Wildland Fire Specialist I (Grant Funded) | 0 | 0 | 0 | 1 | 0 | 0 |
| Wildland Fire Specialist II | 0 | 1 | 0 | 0 | 0 | 0 |
| Wildland Fire Leadworker (Grant Funded) | 0 | 0 | 1 | 1 | 0 | 1 |
| Total | 101.75 | 99 | 92 | 85 | 0 | 85 |
| POLICE | | | | | | |
| Admin Specialist | 15 | 13 | 13 | 13 | 0 | 13 |
| Animal Control Officer | 2 | 1 | 1 | 1 | 0 | 1 |
| Deputy Police Chief | 2 | 2 | 2 | 2 | 0 | 2 |
| Dispatch Admin Call Taker | 2 | 2 | 1 | 2 | 0 | 2 |
| Dispatch Admin Call Taker (Funded in FY11) | 0 | 0 | 1 | 0 | 0 | 0 |
| Division Director (Police Chief) | 1 | 1 | 1 | 1 | 0 | 1 |
| Evidence Technician | 3 | 2 | 2 | 2 | 0 | 2 |
| Parking Control Officer | 1 | 1 | 1 | 1 | 0 | 1 |
| Police Communications Mgr | 1 | 1 | 1 | 1 | 0 | 1 |
| Police Corporal/Det. | 19 | 19 | 19 | 19 | 0 | 19 |
| Police Emerg Comm Specialist | 25 | 23 | 23 | 23 | 0 | 23 |
| Police Emerg Comm Spectst - Idwkr | 0 | 0 | 0 | 0 | 0 | 0 |
| Police Emerg Comm Spectst Sup. | 5 | 5 | 5 | 5 | 0 | 5 |
| Police Lieutenant | 4 | 4 | 4 | 4 | 0 | 4 |
| Police Officer | 81 | 68 | 66 | 65 | 0 | 65 |
| Police Officer (Funded in FY12) | 0 | 0 | 0 | 1 | -1 | 0 |
| Police Records Supervisor | 2 | 1 | 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 | 0 | 0 | 0 | 0 | 0 |
| Police Support Serv. Sup. | 0 | 1 | 1 | 1 | 0 | 1 |
| Property Control Coord | 2 | 1 | 1 | 1 | 0 | 1 |
| Total | 179 | 158 | 156 | 156 | -1 | 155 |
| POLICE GRANTS | | | | | | |
| Admin Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Police Officer | 0 | 8 | 10 | 14 | 0 | 14 |
| Police Sergeant | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 2 | 10 | 12 | 16 | 0 | 16 |
| PUBLIC WORKS ADMINISTRATION | | | | | | |
| Admin Spclst | 1 | 1 | 0.5 | 0.5 | -0.5 | 0 |
| Assistant Public Works Director | 1 | 1 | 0 | 0 | 0 | 0 |
| Division Director (Public Works) | 1 | 1 | 1 | 1 | 0 | 1 |
| Project Manager | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 4 | 4 | 2.5 | 2.5 | -0.5 | 2 |

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| PARKS | | | | | | |
| Maintenance Worker - Temps | 5.46 | 3.2 | 3.2 | 3.46 | 1.23 | 4.69 |
| Maintenance Worker | 25 | 23 | 21 | 21 | 0 | 21 |
| Parks Leadworkers | 0 | 0 | 2 | 2 | 0 | 2 |
| Public Works Manager (Parks) | 0 | 0 | 1 | 1 | 0 | 1 |
| Parks Supt. | 1 | 1 | 0 | 0 | 0 | 0 |
| Parks Supervisor | 1 | 1 | 0 | 0 | 0 | 0 |
| Total | 32.46 | 28.2 | 27.2 | 27.46 | 1.23 | 28.69 |
| FLEET SERVICES | | | | | | |
| Buyer | 1 | 1 | 1 | 1 | 0 | 1 |
| Fleet Manager | 1 | 1 | 0 | 0 | 0 | 0 |
| Fleet Mgmt. Supt. | 1 | 1 | 0 | 0 | 0 | 0 |
| Fleet Services Specialist | 0 | 0 | 0 | 1 | 0 | 1 |
| Mechanic I | 3 | 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 | 0 | 0 | 0 | 0 | 0 |
| Public Works Manager (Fleet) | 0 | 0 | 1 | 1 | 0 | 1 |
| Service Writer | 1 | 1 | 1 | 0 | 0 | 0 |
| Welder | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 15 | 14 | 13 | 13 | 0 | 13 |
| FACILITIES MAINTENANCE | | | | | | |
| Facility Maintenance Manager | 0 | 0 | 1 | 1 | 0 | 1 |
| Facilities Maintenance Superintendent | 1 | 1 | 1 | 1 | 0 | 1 |
| Facilities Maintenance Supervisor | 0 | 1 | 0 | 0 | 0 | 0 |
| HVACR Technician | 1 | 0 | 0 | 0 | 0 | 0 |
| Maintenance Worker | 9 | 9 | 9 | 9 | 0 | 9 |
| Maintenance Worker III-Lead | 1 | 0 | 0 | 0 | 0 | 0 |
| Total | 12 | 11 | 11 | 11 | 0 | 11 |
| RECREATION | | | | | | |
| Admin Assistant | 2 | 1 | 1 | 1 | 0 | 1 |
| Admin Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Division Director (Comm Enhancement) | 1 | 1 | 1 | 1 | 0 | 1 |
| Intern | 0.25 | 0.25 | 0.25 | 0.25 | 0 | 0.25 |
| Recreation Coord. I | 7.5 | 5.5 | 5.5 | 5.5 | -1 | 4.5 |
| Recreation Coordinator II | 2 | 5 | 5 | 5 | 0 | 5 |
| Recreation Services Director | 0 | 0 | 0 | 1 | 0 | 1 |
| Recreation Supervisor | 1 | 1 | 1 | 1 | 0 | 1 |
| Recreation Supt. | 1 | 1 | 1 | 0 | 0 | 0 |
| Recreation Temporaries | 45.48 | 37.91 | 37.91 | 39.31 | -3.16 | 36.15 |
| Recreation Temporaries (Grant Funded) | 0 | 0 | 0 | 0.29 | 0 | 0.29 |
| Senior Recreation Coordinator | 6 | 6 | 6 | 6 | -1 | 5 |
| Total | 67.23 | 59.66 | 59.66 | 61.35 | -5.16 | 56.19 |
| STREET MAINTENANCE & REPAIRS | | | | | | |
| Admin Specialist | 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 | 0 | 0 | 0 | 0 | 0 |
| Equip. Oper. Temps | 8.06 | 4.31 | 4.31 | 4.31 | -1.34 | 2.97 |
| Equipment Operator | 14 | 14 | 15 | 15 | 0 | 15 |
| Intern | 0.5 | 0.5 | 0.5 | 0.5 | 0 | 0.5 |
| Maintenance Worker | 8 | 7 | 7 | 7 | 0 | 7 |
| Maint. Wkr. III LDWKR | 1 | 1 | 0 | 0 | 0 | 0 |
| Maint. Worker temp | 0.75 | 0.75 | 0.75 | 0.75 | 0 | 0.75 |
| Safety/Training Coordinator | 1 | 0 | 0 | 0 | 0 | 0 |

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Authorized Personnel/Position Summary**

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|---|--------------|--------------|--------------|--------------|----------------------|----------------------|
| STREET MAINTENANCE & REPAIRS (cont.) | | | | | | |
| Public Works Manager (Streets) | 0 | 0 | 1 | 1 | 0 | 1 |
| Public Works Section Head | 0 | 0 | 1 | 1 | 0 | 1 |
| Streets Leadworker | 0 | 3 | 3 | 3 | 0 | 3 |
| Streets Manager | 1 | 1 | 0 | 0 | 0 | 0 |
| Street Superintendent | 1 | 1 | 0 | 0 | 0 | 0 |
| Traffic Signal Technician | 1 | 0 | 0 | 0 | 0 | 0 |
| Traffic Signal Technician Ass't | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 41.06 | 36.31 | 36.31 | 36.31 | -1.34 | 34.97 |
| AIRPORT | | | | | | |
| Admin Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Airport Director | 1 | 1 | 1 | 1 | 0 | 1 |
| Airport Operations/ARFF Specialist | 0 | 0 | 0 | 6 | 0 | 6 |
| Airport Operations/ARFF Manager | 0 | 0 | 0 | 0 | 0 | 1 |
| Airport Operations Supv | 1 | 1 | 1 | 1 | 0 | 0 |
| Airport Service Worker I | 4 | 3 | 3 | 0 | 0 | 0 |
| Airport Service Worker II | 3 | 3 | 3 | 0 | 0 | 0 |
| Maintenance Wrks - Snow | 0.5 | 0.5 | 0.5 | 0.5 | 0 | 0.5 |
| Total | 10.5 | 9.5 | 9.5 | 9.5 | 0 | 9.5 |
| SOLID WASTE | | | | | | |
| Admin Assistant | 3.5 | 3.5 | 3.5 | 3 | -0.35 | 2.65 |
| Admin Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Admin Spclst Supervisor | 1 | 1 | 1 | 1 | 0 | 1 |
| Bin Maint. Leadworker | 1 | 1 | 1 | 1 | 0 | 1 |
| Brownfield Specialist | 1 | Transfer | 0 | 0 | 0 | 0 |
| Brownfield Program Ass't | 1 | 0 | 0 | 0 | 0 | 0 |
| Conservation Manager | 1 | 1 | 0 | 0 | 0 | 0 |
| Environmental Aide | 0.6 | 0.6 | Transfer | Transfer | 0 | 0 |
| Environmental Assistant | 1 | 1 | Transfer | Transfer | 0 | 0 |
| Environmental Code Enf Aide | 1 | 1 | 0 | 0 | 0 | 0 |
| Environmental Code Specialist | 1 | 1 | Transfer | 0 | 0 | 0 |
| Environ Program Manager | 1 | 1 | Transfer | 0 | 0 | 0 |
| Environmental Program Specialist | 1 | 1 | Transfer | 0 | 0 | 0 |
| Environmental Services Mgr | 2 | 2 | 2 | 2 | 0 | 2 |
| Environmental Technician | 1 | 1 | Transfer | 0 | 0 | 0 |
| Equipment Operator | 38 | 37 | 34 | 30 | 0 | 30 |
| ES Director | 0 | 0 | 1 | 1 | 0 | 1 |
| ES Collection Super | 2 | 2 | 2 | 2 | 0 | 2 |
| ES Equip. Oper I - Temp | 1 | 1 | 1 | 1 | 0 | 1 |
| ES Leadworkers | 0 | 0 | 2 | 2 | 0 | 2 |
| ES Operations Mgr | 1 | 1 | 0 | 0 | 0 | 0 |
| Landfill Equip Operator III - Lead | 1 | 0 | 0 | 0 | 0 | 0 |
| Landfill Supervisor | 0 | 1 | 1 | 1 | 0 | 1 |
| Program Asst | 2 | 2 | 1 | 1 | 0 | 1 |
| Project Manager | 2 | 2 | 2 | 2 | 0 | 2 |
| Sustainability and Env Mgr | 1 | 1 | Transfer | 0 | 0 | 0 |
| Sustainability Assistant (Grant Funded) | 0 | 0.48 | Transfer | 0 | 0 | 0 |
| Sustainability Manager | 1 | 1 | Transfer | 0 | 0 | 0 |
| Sustainability Specialist | 1 | 1 | Transfer | 0 | 0 | 0 |
| Total | 68.1 | 65.58 | 52.5 | 48 | -0.35 | 47.65 |

City of Flagstaff
Authorized Personnel/Position Summary

| SECTION | 2008-2009 | 2009-2010 | 2010-2011 | 2010-2012 | Changes 2012-2013 | Adopted 2012-2013 |
|--|-----------|-----------|-----------|-----------|----------------------|----------------------|
| SUSTAINABILITY & ENVIROMENTAL MANAGEMENT SERVICES | | | | | | |
| Environmental Aide | 0 | 0 | 0.6 | 0.6 | 0 | 0.6 |
| Environmental Assistant | 0 | 0 | 1 | 1 | 0 | 1 |
| Environmental Code Enf Officer | 0 | 0 | 1 | 0 | 0 | 0 |
| Environmental Code Specialist | 0 | 0 | 1 | 1 | 0 | 1 |
| Environmental Code Technician | 0 | 0 | 0 | 1 | 0 | 1 |
| Environ Program Manager | 0 | 0 | 1 | 1 | 0 | 1 |
| Environmental Program Specialist | 0 | 0 | 1 | 1 | 0 | 1 |
| Environmental Technician | 0 | 0 | 1 | 1 | 0 | 1 |
| Sustainability and Env Director | 0 | 0 | 1 | 1 | 0 | 1 |
| Sustainability Assistant (Grant Funded) | 0 | 0 | 0.48 | 1 | -0.75 | 0.25 |
| Sustainability Manager | 0 | 0 | 1 | 1 | 0 | 1 |
| Sustainability Specialist | 0 | 0 | 2 | 2 | 0 | 2 |
| Total | 0 | 0 | 11.08 | 11.6 | -0.75 | 10.85 |
| UTILITIES ADMINISTRATION | | | | | | |
| Admin Specialist | 2 | 2 | 2 | 2 | 0 | 2 |
| Division Director (Utilities) | 1 | 1 | 1 | 1 | 0 | 1 |
| GIS System Analyst | 1 | 1 | 1 | 1 | 0 | 1 |
| Project Manager | 0 | 1 | 1 | 0 | 0 | 0 |
| Utilities Engineering Manager | 1 | 1 | 1 | 1 | 0 | 1 |
| Utilities Plan Reviewer | 1 | 1 | 1 | 1 | 0 | 1 |
| Utilities Program Assistant | 1 | 1 | 0 | 0 | 0 | 0 |
| Utilities Program Manager | 0 | 1 | 1 | 1 | 0 | 1 |
| Utilities Senior Project Manager | 1 | 0 | 0 | 0 | 0 | 0 |
| Water Conservation Manager | 1 | 0 | 0 | 0 | 0 | 0 |
| Water Conservation Enforcement Aide | 0.5 | 0 | 0 | 0 | 0 | 0 |
| Water Resource Manager | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 10.5 | 10 | 9 | 8 | 0 | 8 |
| LAKE MARY WATER PLANT | | | | | | |
| 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 | 0 | 0 | 0 | 0 | 0 |
| MSW Operations | 3 | 3 | 3 | 3 | 0 | 3 |
| MSW Laboratory | 1 | 1 | 1 | 1 | 0 | 1 |
| MSW Maintenance | 3 | 2 | 2 | 2 | 0 | 2 |
| Operations Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Water Production Manager | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 13 | 11 | 11 | 11 | 0 | 11 |
| WATER DISTRIBUTION SYSTEM | | | | | | |
| Admin Specialist | 1 | 0 | 0 | 0 | 0 | 0 |
| Field Services Manager | 1 | 1 | 1 | 1 | 0 | 1 |
| Maintenance Worker - Temp | 1 | 1 | 0 | 0 | 0 | 0 |
| Maintenance Worker | 1 | 1 | 1 | 1 | 0 | 1 |
| MSW - Water Services Tech | 11 | 10 | 10 | 10 | 0 | 10 |
| Water Services Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Water/Sewer Util. Locator | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 17 | 15 | 14 | 14 | 0 | 14 |
| WASTEWATER TREATMENT PLANT | | | | | | |
| Equip Operator II Temp | 1.5 | 1.5 | 1.5 | 1.5 | 0 | 1.5 |
| Instrumentation/Electrical Spec | 0 | 0 | 0 | 1 | 0 | 1 |
| MSW - Operations | 0 | 0 | 0 | 2 | 0 | 2 |
| MSW - Plant Tech | 7 | 6 | 6 | 4 | 0 | 4 |

City of Flagstaff
Authorized Personnel/Position Summary

| SECTION | 2008-2009 | 2009-2010 | 2010-2011 | 2010-2012 | Changes 2012-2013 | Adopted 2012-2013 |
|---|-----------|-----------|-----------|-----------|----------------------|----------------------|
| WASTEWATER TREATMENT PLANT (cont.) | | | | | | |
| Plant Specialist | 4 | 4 | 4 | 3 | 0 | 3 |
| Wastewater Treatment Manager | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 13.5 | 12.5 | 12.5 | 12.5 | 0 | 12.5 |
| WASTEWATER COLLECTION | | | | | | |
| 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 |
| WASTEWATER MONITORING | | | | | | |
| Administrative Specialist | 1 | 0 | 0 | 0 | 0 | 0 |
| Industrial Waste Inspector | 2 | 2 | 2 | 2 | 0 | 2 |
| Industrial Waste Supervisor | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 4 | 3 | 3 | 3 | 0 | 3 |
| RECLAIMED WASTEWATER TREATMENT PLANT | | | | | | |
| Maintenance Specialist | 1 | 1 | 1 | 0 | 0 | 0 |
| MSW - Laboratory Tech | 1 | 1 | 1 | 1 | 0 | 1 |
| MSW - Plant Tech | 1 | 1 | 1 | 2 | 0 | 2 |
| Plant Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 4 | 4 | 4 | 4 | 0 | 4 |
| CITY COURT | | | | | | |
| Collection Specialist | 2 | 2 | 1 | 1 | 0 | 1 |
| Court Finance Specialist | 0 | 0 | 0 | 0 | 0 | 1 |
| Court Info Systems Coordinator | 1 | 1 | 1 | 1 | 0 | 1 |
| Court Interpreter | 1 | 0.9 | 1 | 1 | 0 | 1 |
| Court IT Specialist | 0 | 0 | 0 | 0 | 0 | 0 |
| Court Judicial Specialist | 9 | 7 | 6.75 | 7.75 | 0 | 6.75 |
| Court Judicial Specialist (Funded in FY11) | 0 | 0 | 1 | 0 | 0 | 0 |
| Court Services Super | 1.63 | 1.63 | 1.75 | 1.75 | 0 | 1.75 |
| Court Training Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Deputy Court Administrator | 3 | 3 | 2 | 2 | 0 | 2 |
| Deputy Court Admin. (Funded in FY11 & FY12) | 0 | 0 | 1 | 1 | -1 | 0 |
| Division Director (Court) | 1 | 1 | 1 | 1 | 0 | 1 |
| Executive Admin Asst (Judicial) | 1 | 1 | 0 | 0 | 0 | 0 |
| Jury Services Specialist | 0.5 | 0.5 | 1 | 1 | 0 | 1 |
| Magistrate | 1.75 | 1.75 | 1.63 | 1.63 | 0 | 1.63 |
| Presiding Magistrate | 1 | 1 | 1 | 1 | 0 | 1 |
| Probation Service Officer | 2 | 2 | 1.5 | 1.5 | 0 | 1.5 |
| Pro-Tem Magistrate | 0.75 | 0.5 | 0.55 | 0.55 | 0 | 0.55 |
| Warrant Officer | 3 | 1.6 | 2 | 2 | 0 | 2 |
| Total | 29.63 | 25.88 | 25.18 | 25.18 | -1 | 24.18 |
| ECONOMIC DEVELOPMENT | | | | | | |
| Business Attraction Manager | 1 | 0 | 0 | 0 | 0 | 0 |
| Business Retention & Expansion Mgr | 1 | 1 | 1 | 1 | 0 | 1 |
| Economic Analyst | 0 | 1 | 0 | 0 | 0 | 0 |
| Economic Development Manager | 0 | 0 | 1 | 1 | 0 | 1 |
| Total | 2 | 2 | 2 | 2 | 0 | 2 |
| TOURISM | | | | | | |
| Admin Specialist | 1 | 1 | 1 | 1 | 0 | 1 |
| Creative Services Specialist | 0 | 0 | 0 | 0 | 0 | 2 |
| CVB Director | 0 | 1 | 1 | 1 | 0 | 1 |
| Division Director | 1 | Transfer | 0 | 0 | 0 | 0 |

City of Flagstaff
Authorized Personnel/Position Summary

| SECTION | 2008-2009 | 2009-2010 | 2010-2011 | 2010-2012 | Changes 2012-2013 | Adopted 2012-2013 |
|---|---------------|---------------|---------------|---------------|----------------------|----------------------|
| TOURISM (cont.) | | | | | | |
| Marketing & Public Relations Manager | 0 | 0 | 1 | 1 | 0 | 1 |
| Marketing Manager | 1 | 1 | 0 | 0 | 0 | 0 |
| Publications Assistant | 1 | 0 | 0 | 0 | 0 | 0 |
| Publication Specialist | 1 | 2 | 2 | 2 | 0 | 0 |
| Public Relations Associate | 1 | 1 | 1 | 1 | 0 | 0 |
| Public Relations Manager | 1 | 0 | 0 | 0 | 0 | 0 |
| Public Relations Specialist | 0 | 0 | 0 | 0 | 0 | 1 |
| Sales Associate | 2 | 2 | 2 | 2 | 0 | 0 |
| Sales Manager | 1 | 1 | 0 | 0 | 0 | 0 |
| Sales Specialist | 0 | 0 | 0 | 0 | 0 | 2 |
| Total | 10 | 9 | 8 | 8 | 0 | 8 |
| TOURISM-VISITOR CENTER | | | | | | |
| Admin Asst | 4.25 | 4.25 | 2.99 | 1.99 | 0 | 1.99 |
| Admin Asst (Funded in FY11) | 0 | 0 | 0.76 | 0 | 0 | 0 |
| Admin Specialist | 1.5 | 0.5 | 0.5 | 1.5 | 0 | 1.5 |
| Visitor Center Manager | 0 | 1 | 1 | 1 | 0 | 1 |
| Visitor Center Supervisor | 1 | 0 | 0 | 0 | 0 | 0 |
| Total | 6.75 | 5.75 | 5.25 | 4.49 | 0 | 4.49 |
| STORMWATER | | | | | | |
| Floodplain Inspector | 1 | 1 | 1 | 1 | 0 | 1 |
| Intern | 0.5 | 1 | 1 | 1 | 0 | 1 |
| Project Manager | 3 | 2 | 2 | 2 | 0 | 2 |
| Stormwater Program Manager | 1 | 1 | 1 | 1 | 0 | 1 |
| Stormwater Service Analyst | 1 | 1 | 1 | 1 | 0 | 1 |
| Total | 6.5 | 6 | 6 | 6 | 0 | 6 |
| FLAGSTAFF HOUSING AUTHORITY | | | | | | |
| Administrative Clerk/Occupancy Specialist | 0 | 0 | 1 | 1 | 0 | 0 |
| Occupancy Specialist | 0 | 0 | 0 | 0 | 0 | 1 |
| Executive Director | 0 | 0 | 1 | 1 | 0 | 0 |
| FHA Director | 0 | 0 | 0 | 0 | 0 | 1 |
| FHA Manager | 0 | 0 | 0 | 0 | 0 | 4 |
| Finance Assistant | 0 | 0 | 1 | 1 | 0 | 0 |
| Finance Director | 0 | 0 | 1 | 1 | 0 | 0 |
| Finance Specialist | 0 | 0 | 0 | 0 | 0 | 1 |
| Housing Director | 0 | 0 | 2 | 2 | 0 | 0 |
| Housing Services Administrator | 0 | 0 | 5 | 5 | 0 | 5 |
| Maintenance Coordinator | 0 | 0 | 1 | 1 | 0 | 1 |
| Maintenance Director | 0 | 0 | 1 | 1 | 0 | 0 |
| Maintenance Lead Worker | 0 | 0 | 2 | 2 | 0 | 2 |
| Maintenance Worker | 0 | 0 | 0 | 0 | 0 | 5 |
| Maintenance Worker III | 0 | 0 | 1 | 1 | 0 | 0 |
| Maintenance Worker II | 0 | 0 | 4 | 4 | 0 | 0 |
| Temporary Maintenance Worker | 0 | 0 | 3.5 | 3.5 | 0.5 | 4 |
| Total | 0 | 0 | 22.5 | 23.5 | 0.5 | 24 |
| GRAND TOTALS | 906.52 | 827.48 | 824.33 | 812.42 | -9.92 | 802.50 |

**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 | | | | | | |
| 1 A-1-0 | 10100 | N Library Page | 9.4202 | 9.8358 | 10.2287 | 10.6443 | 11.0484 | 11.4639 | 11.8680 | 12.2722 | 12.7213 | | | | |
| | | | 753.62 | 786.86 | 818.30 | 851.54 | 883.87 | 917.11 | 949.44 | 981.78 | 1017.70 | | | | |
| | | | 1632.83 | 1704.87 | 1772.97 | 1845.01 | 1915.06 | 1987.08 | 2057.12 | 2127.18 | 2205.03 | | | | |
| | | | 19594.02 | 20458.46 | 21275.70 | 22140.14 | 22980.67 | 23844.91 | 24685.44 | 25526.18 | 26460.30 | | | | |
| 2 A-1-1 | | | 10.8575 | 11.3178 | 11.7893 | 12.2611 | 12.7326 | 13.2154 | 13.6867 | 14.1585 | 14.6413 | | | | |
| | | | 868.60 | 905.42 | 943.14 | 980.89 | 1018.61 | 1057.23 | 1094.94 | 1132.68 | 1171.30 | | | | |
| | | | 1881.97 | 1961.75 | 2043.48 | 2125.26 | 2206.98 | 2290.67 | 2372.36 | 2454.14 | 2537.83 | | | | |
| | | | 22583.60 | 23541.02 | 24521.74 | 25503.09 | 26483.81 | 27488.03 | 28468.34 | 29449.68 | 30453.90 | | | | |
| 3 A-1-2 | 10302 | N Library Clerk I | 11.7893 | 12.3059 | 12.8337 | 13.3613 | 13.8778 | 14.4169 | 14.9333 | 15.4610 | 15.9213 | | | | |
| | | | 943.14 | 984.47 | 1026.70 | 1068.90 | 1110.22 | 1153.35 | 1194.66 | 1236.88 | 1273.70 | | | | |
| | | | 2043.48 | 2133.02 | 2224.51 | 2315.96 | 2405.49 | 2498.93 | 2588.44 | 2679.91 | 2759.69 | | | | |
| | | | 24521.74 | 25596.27 | 26694.10 | 27791.50 | 28865.82 | 29987.15 | 31061.26 | 32158.88 | 33116.30 | | | | |
| 4 A-1-3 | 10423 | N Cemetery Caretaker | 13.5971 | 14.1922 | 14.7985 | 15.3824 | 16.0000 | 16.5838 | 17.1788 | 17.7852 | 18.3466 | | | | |
| | 10422 | N Dispatch Call Taker | 1087.77 | 1135.38 | 1183.88 | 1230.59 | 1280.00 | 1326.70 | 1374.30 | 1422.82 | 1467.73 | | | | |
| | 10424 | N Meter Technician | 2356.83 | 2459.98 | 2565.07 | 2666.28 | 2773.33 | 2874.53 | 2977.66 | 3082.77 | 3180.08 | | | | |
| | 10407 | N Parking Control Officer | 28281.97 | 29519.78 | 30780.88 | 31995.39 | 33280.00 | 34494.30 | 35731.90 | 36993.22 | 38160.93 | | | | |
| | 10410 | N Property Control Coord | | | | | | | | | | | | | |
| | 10419 | N Recreation Coord I | | | | | | | | | | | | | |

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

| Range | Pos # | Position Title | Min | | | | Mid 1-4 | | Mid 5-11 | | Mid 12+ | | Step 12 | Step 13 | | | |
|------------|--------------|-----------------------|--------------------------|----------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------|----------|----------|----------|
| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | | | Step 11 | | |
| 5 | 10500 | N Library Assistant I | 14.2707 | 14.8210 | 15.3600 | 15.8989 | 16.4714 | 17.0105 | 17.5494 | 18.1107 | 18.6498 | 19.1886 | 19.6940 | | | | |
| | B-2-1 | 10501 | N Meter Technician II | 1141.66 | 1185.68 | 1228.80 | 1271.91 | 1317.71 | 1360.84 | 1403.95 | 1448.86 | 1491.98 | 1535.09 | | 1575.52 | | |
| | | | | 2473.59 | 2568.97 | 2662.40 | 2755.81 | 2855.04 | 2948.49 | 3041.90 | 3139.19 | 3232.63 | 3326.02 | | 3413.63 | | |
| | | | | 29683.06 | 30827.68 | 31948.80 | 33069.71 | 34260.51 | 35381.84 | 36502.75 | 37670.26 | 38791.58 | 39912.29 | | 40963.52 | | |
| 6 | 10639 | N Account Clerk | 14.7087 | 15.2813 | 15.8316 | 16.4040 | 16.9656 | 17.5157 | 18.0882 | 18.6385 | 19.1886 | 19.7724 | 20.3114 | | | | |
| | B-2-2 | 10601 | N Animal Control Officer | 1176.70 | 1222.50 | 1266.53 | 1312.32 | 1357.25 | 1401.26 | 1447.06 | 1491.08 | 1535.09 | 1581.79 | | | 1624.91 | |
| | | | 10636 | N Environmental Aide | 2549.51 | 2648.76 | 2744.14 | 2843.36 | 2940.70 | 3036.05 | 3135.29 | 3230.67 | 3326.02 | | | 3427.22 | 3520.64 |
| | | | 10637 | N Env Code Enforcement Aic | 30594.10 | 31785.10 | 32929.73 | 34120.32 | 35288.45 | 36432.66 | 37623.46 | 38768.08 | 39912.29 | | | 41126.59 | 42247.71 |
| | | | 10609 | N Materials Tech I | | | | | | | | | | | | | |
| | | | 10630 | N Rec Coordinator II | | | | | | | | | | | | | |
| R06 | 10640 | N IS Technician | 15.4442 | 16.0454 | 16.6231 | 17.2241 | 17.8138 | 18.3914 | 18.9928 | 19.5704 | 20.1482 | 20.7612 | 21.3270 | | | | |
| | | | 1235.54 | 1283.63 | 1329.85 | 1377.93 | 1425.10 | 1471.31 | 1519.42 | 1565.63 | 1611.86 | 1660.90 | 1706.16 | | | | |
| | | | 2676.99 | 2781.20 | 2881.34 | 2985.51 | 3087.73 | 3187.84 | 3292.09 | 3392.20 | 3492.35 | 3598.61 | 3696.68 | | | | |
| | | | 32123.94 | 33374.43 | 34576.05 | 35826.13 | 37052.70 | 38254.11 | 39505.02 | 40706.43 | 41908.26 | 43183.30 | 44360.16 | | | | |
| 7 | 10752 | N Billing Specialist | 16.0897 | 16.7072 | 17.3136 | 17.9198 | 18.5487 | 19.1439 | 19.7724 | 20.3678 | 20.9852 | 21.6026 | 22.2091 | | | | |
| | B-2-3 | 10748 | N Bin Maint Leadworker | 1287.18 | 1336.58 | 1385.09 | 1433.58 | 1483.90 | 1531.51 | 1581.79 | 1629.42 | 1678.82 | 1728.21 | | | 1776.73 | |
| | | | 10739 | N Environmental Assistant | 2788.88 | 2895.91 | 3001.02 | 3106.10 | 3215.11 | 3318.28 | 3427.22 | 3530.42 | 3637.43 | | | 3744.45 | 3849.58 |
| | | | 10705 | N Evidence Tech | 33466.58 | 34750.98 | 36012.29 | 37273.18 | 38581.30 | 39819.31 | 41126.59 | 42365.02 | 43649.22 | | 44933.41 | 46194.93 | |
| | | | 10740 | N Executive Admin Asst | | | | | | | | | | | | | |
| | | | 10751 | N Fleet Services Specialist | | | | | | | | | | | | | |
| | | | 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 | | | | | | | | | | | | | |
| | | R07 | 10725 | N Police Emerg Comm Spec | 16.8943 | 17.5426 | 18.1793 | 18.8158 | 19.4762 | 20.1011 | 20.7612 | 21.3862 | 22.0344 | | 22.6828 | 23.3195 | |
| | | | 1351.54 | 1403.41 | 1454.34 | 1505.26 | 1558.10 | 1608.09 | 1660.90 | 1710.90 | 1762.75 | 1814.62 | 1865.56 | | | | |
| | | | 2928.35 | 3040.72 | 3151.08 | 3261.41 | 3375.87 | 3484.19 | 3598.61 | 3706.94 | 3819.30 | 3931.69 | 4042.05 | | | | |
| | | | 35140.14 | 36488.61 | 37812.94 | 39136.86 | 40510.50 | 41810.29 | 43183.30 | 44483.30 | 45831.55 | 47180.22 | 48504.56 | | | | |

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

| Range | Pos # | Position Title | Min | | | | Mid 1-4 | | Mid 5-11 | | Mid 12+ | | | Step 12 | Step 13 |
|--------------|-------|--------------------------------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|---------|---------|
| | | | Step 1 | Step 2 | Step 3 | Step 4 | Step 5 | Step 6 | Step 7 | Step 8 | Step 9 | Step 10 | Step 11 | | |
| 8 | 10849 | N Accounts Specialist | 18.8855 | 19.5930 | 20.3114 | 21.0188 | 21.7373 | 22.4448 | 23.1634 | 23.8820 | 24.5894 | 25.3079 | 26.0602 | | |
| B-2-4 | 10827 | N Buyer | 1510.84 | 1567.44 | 1624.91 | 1681.50 | 1738.98 | 1795.58 | 1853.07 | 1910.56 | 1967.15 | 2024.63 | 2084.82 | | |
| | 10839 | N Cemetery Maint Speclst | 3273.49 | 3396.12 | 3520.64 | 3643.26 | 3767.80 | 3890.43 | 4014.99 | 4139.55 | 4262.16 | 4386.70 | 4517.10 | | |
| | 10845 | N City Records Technician | 39281.84 | 40753.44 | 42247.71 | 43719.10 | 45213.58 | 46685.18 | 48179.87 | 49674.56 | 51145.95 | 52640.43 | 54205.22 | | |
| | 10848 | N Collections Specialist | | | | | | | | | | | | | |
| | 10831 | N Court Interpreter | | | | | | | | | | | | | |
| | 10841 | N Creative Services Specialist | | | | | | | | | | | | | |
| | 10836 | N Deputy City Clerk | | | | | | | | | | | | | |
| | 10852 | N Development Svcs Speclst | | | | | | | | | | | | | |
| | 10861 | N Engineering Specialist | | | | | | | | | | | | | |
| | 10856 | N Environmental Code Tech | | | | | | | | | | | | | |
| | 10820 | N Environmental Technician | | | | | | | | | | | | | |
| | 10842 | N Floodplain Inspector | | | | | | | | | | | | | |
| | 10812 | N Industrial Waste Insp | | | | | | | | | | | | | |
| | 10843 | N Legal Assistant | | | | | | | | | | | | | |
| | 10807 | N Library Assistant II | | | | | | | | | | | | | |
| | 10808 | N Mechanic II | | | | | | | | | | | | | |
| | 10837 | N Meter Tech Supervisor | | | | | | | | | | | | | |
| | 10809 | N Probation Service Officer | | | | | | | | | | | | | |
| | 10850 | N Public Relations Specialist | | | | | | | | | | | | | |
| | 10829 | N Sr Recreation Coordinator | | | | | | | | | | | | | |
| | 10858 | N Sustainability Assistant | | | | | | | | | | | | | |
| | 10853 | N Warehouse Specialist | | | | | | | | | | | | | |
| | 10803 | N Welder | | | | | | | | | | | | | |
| 108 | 20801 | E Executive Asst | 18.8855 | | | | | | 22.6580 | | | | 26.4307 | | |
| | 20802 | E Sales Specialist | 1510.84 | | | | | | 1812.64 | | | | 2114.46 | | |
| | | | 3273.49 | | | | | | 3927.39 | | | | 4581.32 | | |
| | | | 39281.84 | | | | | | 47128.64 | | | | 54975.86 | | |
| R08 | 10857 | N IT Specialist | 19.8298 | 20.5726 | 21.3270 | 22.0696 | 22.8241 | 23.5670 | 24.3216 | 25.0762 | 25.8188 | 26.5733 | 27.3631 | | |
| | | | 1586.38 | 1645.81 | 1706.16 | 1765.57 | 1825.93 | 1885.36 | 1945.73 | 2006.10 | 2065.50 | 2125.86 | 2189.05 | | |
| | | | 3437.17 | 3565.92 | 3696.68 | 3825.40 | 3956.18 | 4084.95 | 4215.74 | 4346.54 | 4475.26 | 4606.04 | 4742.94 | | |
| | | | 41245.98 | 42791.01 | 44360.16 | 45904.77 | 47474.13 | 49019.36 | 50588.93 | 52158.50 | 53703.10 | 55272.46 | 56915.25 | | |

**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 | | | | | | |
| 9 | 10958 | N Admin Spec Leadworker | 20.0195 | 20.7831 | 21.5465 | 22.3212 | 23.0849 | 23.8482 | 24.6118 | 25.3865 | 26.1500 | 26.9023 | 27.6209 | | |
| B-2-5 | 10957 | N Auditor I | 1601.56 | 1662.65 | 1723.72 | 1785.70 | 1846.79 | 1907.86 | 1968.94 | 2030.92 | 2092.00 | 2152.18 | 2209.67 | | |
| | 10937 | N Brownfield Specialist | 3470.05 | 3602.40 | 3734.73 | 3869.01 | 4001.38 | 4133.69 | 4266.05 | 4400.33 | 4532.67 | 4663.07 | 4787.62 | | |
| | 10944 | N Code Compliance Officer I | 41640.56 | 43228.85 | 44816.72 | 46428.10 | 48016.59 | 49604.26 | 51192.54 | 52803.92 | 54392.00 | 55956.78 | 57451.47 | | |
| | 10961 | N Court Finance Specialist | | | | | | | | | | | | | |
| | 10923 | N Court Training Specialist | | | | | | | | | | | | | |
| | 10950 | N Engineering Tech Leadworker | | | | | | | | | | | | | |
| | 10945 | N Environmental Code Specialist | | | | | | | | | | | | | |
| | 10936 | N Environmental Program Specialist | | | | | | | | | | | | | |
| | 10955 | N Environmental Services Leadworker | | | | | | | | | | | | | |
| | 10907 | N Fire Inspector II | | | | | | | | | | | | | |
| | 10959 | N Grants Specialist | | | | | | | | | | | | | |
| | 10941 | N HR Benefits Specialist | | | | | | | | | | | | | |
| | 10952 | N HR Generalist | | | | | | | | | | | | | |
| | 10948 | N Jury Services Specialist | | | | | | | | | | | | | |
| | 10956 | N Maintenance Worker Leadworker | | | | | | | | | | | | | |
| | 10947 | N Mechanic Leadworker | | | | | | | | | | | | | |
| | 10951 | N Sustainability Specialist | | | | | | | | | | | | | |
| | 10916 | N Warrants Officer | | | | | | | | | | | | | |
| | 10954 | N Wildland Fire Leadworker | | | | | | | | | | | | | |
| 109 | 20903 | E Librarian | 20.0195 | | | | | 24.0223 | | | | | 28.0252 | | |
| | | | 1601.56 | | | | | 1921.78 | | | | | 2242.02 | | |
| | | | 3470.05 | | | | | 4163.87 | | | | | 4857.70 | | |
| | | | 41640.56 | | | | | 49966.38 | | | | | 58292.42 | | |
| R09 | 10903 | N Police Officer | 21.0205 | 21.8223 | 22.6238 | 23.4374 | 24.2391 | 25.0406 | 25.8425 | 26.6558 | 27.4575 | 28.2474 | 29.0019 | | |
| | 10934 | N Network Administrator | 1681.64 | 1745.78 | 1809.90 | 1874.99 | 1939.13 | 2003.25 | 2067.40 | 2132.46 | 2196.60 | 2259.79 | 2320.15 | | |
| | | | 3643.55 | 3782.53 | 3921.46 | 4062.48 | 4201.44 | 4340.37 | 4479.37 | 4620.34 | 4759.30 | 4896.22 | 5027.00 | | |
| | | | 43722.64 | 45390.38 | 47057.50 | 48749.79 | 50417.33 | 52084.45 | 53752.40 | 55444.06 | 57111.60 | 58754.59 | 60323.95 | | |

**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 | | | | | | | |
| 10 | 11028 | N Building Inspector | 20.9627 | 21.7600 | 22.5796 | 23.3767 | 24.1851 | 24.9824 | 25.7795 | 26.5879 | 27.3851 | 28.2047 | 28.9234 | | | |
| B-2-6 | 11015 | N Building Plans Examiner | 1677.02 | 1740.80 | 1806.37 | 1870.14 | 1934.81 | 1998.59 | 2062.36 | 2127.03 | 2190.81 | 2256.38 | 2313.87 | | | |
| | 11025 | N Development Svcs Superv | 3633.53 | 3771.73 | 3913.80 | 4051.96 | 4192.08 | 4330.28 | 4468.45 | 4608.57 | 4746.75 | 4888.81 | 5013.39 | | | |
| | 11023 | N Engineering Inspector | 43602.42 | 45260.80 | 46965.57 | 48623.54 | 50305.01 | 51963.39 | 53621.36 | 55302.83 | 56961.01 | 58665.78 | 60160.67 | | | |
| | 11024 | N Police Records Supervisor | | | | | | | | | | | | | | |
| | 11019 | N Recreation Supervisor | | | | | | | | | | | | | | |
| | 11030 | N Risk Management Specialist | | | | | | | | | | | | | | |
| 10 | 11016 | N Admin Spec Supervisor | 20.9627 | 21.7600 | 22.5796 | 23.3767 | 24.1851 | 24.9824 | 25.7795 | 26.5879 | 27.3851 | 28.2047 | 28.9234 | | | |
| B-3-1 | 11018 | N Court Services Supervisor | 1677.02 | 1740.80 | 1806.37 | 1870.14 | 1934.81 | 1998.59 | 2062.36 | 2127.03 | 2190.81 | 2256.38 | 2313.87 | | | |
| | 11012 | N Env Svcs Collection Super | 3633.53 | 3771.73 | 3913.80 | 4051.96 | 4192.08 | 4330.28 | 4468.45 | 4608.57 | 4746.75 | 4888.81 | 5013.39 | | | |
| | 11026 | N Landfill Supervisor | 43602.42 | 45260.80 | 46965.57 | 48623.54 | 50305.01 | 51963.39 | 53621.36 | 55302.83 | 56961.01 | 58665.78 | 60160.67 | | | |
| | 11027 | N Streets Leadworker | | | | | | | | | | | | | | |
| 110 | 21002 | E Library Supervisor | 20.7942 | | | | | | 25.2631 | | | | | 29.7318 | | |
| | | | 1663.54 | | | | | | 2021.05 | | | | | 2378.54 | | |
| | | | 3604.33 | | | | | | 4378.94 | | | | | 5153.51 | | |
| | | | 43251.94 | | | | | | 52547.25 | | | | | 61842.14 | | |
| R10 | 11020 | N Court IT Coordinator | 22.0109 | 22.8481 | 23.7085 | 24.5455 | 25.3945 | 26.2316 | 27.0684 | 27.9173 | 28.7544 | 29.6150 | 30.3695 | | | |
| | | | 1760.87 | 1827.85 | 1896.68 | 1963.64 | 2031.56 | 2098.53 | 2165.47 | 2233.38 | 2300.35 | 2369.20 | 2429.56 | | | |
| | | | 3815.22 | 3960.34 | 4109.47 | 4254.55 | 4401.71 | 4546.81 | 4691.86 | 4839.00 | 4984.10 | 5133.27 | 5264.05 | | | |
| | | | 45782.67 | 47524.05 | 49313.68 | 51054.64 | 52820.56 | 54561.73 | 56302.27 | 58067.98 | 59809.15 | 61599.20 | 63168.56 | | | |
| 11 | 11104 | N Inspection Supervisor | 23.1747 | 24.0504 | 24.9486 | 25.8244 | 26.7002 | 27.5762 | 28.4629 | 29.3276 | 30.2260 | 31.1016 | 31.9886 | | | |
| | | | 1853.98 | 1924.03 | 1995.89 | 2065.95 | 2136.02 | 2206.10 | 2277.03 | 2346.21 | 2418.08 | 2488.13 | 2559.09 | | | |
| | | | 4016.95 | 4168.74 | 4324.42 | 4476.23 | 4628.03 | 4779.87 | 4933.57 | 5083.45 | 5239.17 | 5390.94 | 5544.69 | | | |
| B-3-2 | 11100 | N Police Corp/Detective | 48203.38 | 50024.83 | 51893.09 | 53714.75 | 55536.42 | 57358.50 | 59202.83 | 61001.41 | 62870.08 | 64691.33 | 66536.29 | | | |
| | | | 22.7928 | | | | | | | 27.6995 | | | | | 32.6062 | |
| | | | 1823.42 | | | | | | | 2215.96 | | | | | 2608.50 | |
| | | | 3950.75 | | | | | | | 4801.25 | | | | | 5651.74 | |
| 111 | 21108 | E Police Spec Svcs Superv | 47409.02 | | | | | | 57614.96 | | | | | 67820.90 | | |
| | | | 21109 | E Police Spprt Svcs Superv | | | | | | | | | | | | |
| | | | 22.7928 | | | | | | | | | | | | | |
| | | | 1823.42 | | | | | | | | | | | | | |
| R11 | 11110 | N IT Supervisor | 24.3335 | 25.2529 | 26.1960 | 27.1157 | 28.0352 | 28.9549 | 29.8860 | 30.7940 | 31.7372 | 32.6567 | 33.5880 | | | |
| | | | 1946.68 | 2020.23 | 2095.68 | 2169.26 | 2242.82 | 2316.39 | 2390.88 | 2463.52 | 2538.98 | 2612.54 | 2687.04 | | | |
| | | | 4217.81 | 4377.17 | 4540.64 | 4700.05 | 4859.43 | 5018.85 | 5180.24 | 5337.63 | 5501.11 | 5660.49 | 5821.92 | | | |
| | | | 50613.68 | 52526.03 | 54487.68 | 56400.66 | 58313.22 | 60226.19 | 62162.88 | 64051.52 | 66013.38 | 67925.94 | 69863.04 | | | |

**City of Flagstaff 2080 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 | | | | |
| 112 | 21275 | E Airport Ops/ARFF Mgr | 23.8034 | | | | | | | | | | | | | 29.1535 | | | 34.5037 |
| C-4-1 | 21245 | E Auditor II | 1904.27 | | | | | | | | | | | | | 2332.29 | | | 2760.30 |
| | 21268 | E Business Retn & Exp Mgr | 4125.92 | | | | | | | | | | | | | 5053.28 | | | 5980.64 |
| | 21253 | E Code Compliance Superv | 49511.07 | | | | | | | | | | | | | 60639.39 | | | 71767.70 |
| | 21274 | E Comm Dsgn & Redev Proj Admin | | | | | | | | | | | | | | | | | |
| | 21269 | E Downtown/4th Street Manager | | | | | | | | | | | | | | | | | |
| | 21261 | E Environ Program Manager | | | | | | | | | | | | | | | | | |
| | 21266 | E Facilities Maintenance Manager | | | | | | | | | | | | | | | | | |
| | 21276 | E Financial Systems Analyst | | | | | | | | | | | | | | | | | |
| | 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 | | | | | | | | | | | | | | | | | |
| R12 | 21273 | E IT Analyst | 24.9936 | | | | | | | | | | | | | 30.6113 | | | 36.2290 |
| | | | 1999.49 | | | | | | | | | | | | | 2448.90 | | | 2898.32 |
| | | | 4332.22 | | | | | | | | | | | | | 5305.96 | | | 6279.69 |
| | | | 51986.69 | | | | | | | | | | | | | 63671.50 | | | 75356.32 |

**City of Flagstaff 2080 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 | |
| 13 C-4-2 | 11301 | N Police Sergeant | 26.2511 | 27.1381 | 28.0362 | 28.9234 | 29.8328 | 30.7088 | 31.6069 | 32.4939 | 33.4033 | 34.2791 | 35.1774 | 36.0644 | 37.0074 | |
| | | | 2100.09 | 2171.05 | 2242.90 | 2313.87 | 2386.62 | 2456.70 | 2528.55 | 2599.51 | 2672.26 | 2742.33 | 2814.19 | 2885.15 | 2960.59 | |
| | | | 4550.19 | 4703.94 | 4859.61 | 5013.39 | 5171.02 | 5322.86 | 5478.53 | 5632.28 | 5789.91 | 5941.71 | 6097.42 | 6251.16 | 6414.62 | |
| | | | 54602.29 | 56447.25 | 58315.30 | 60160.67 | 62052.22 | 63874.30 | 65742.35 | 67587.31 | 69478.86 | 71300.53 | 73168.99 | 75013.95 | 76975.39 | |
| 113 | 21338 | E Asst to City Mgr (Comm) | 25.9142 | | | | | | 31.7360 | | | | | | 37.5577 | |
| | 21324 | E Asst to City Mgr (RI Est) | 2073.14 | | | | | | 2538.88 | | | | | | 3004.62 | |
| | 21326 | E Construction Manager | 4491.79 | | | | | | 5500.90 | | | | | | 6510.00 | |
| | 21354 | E Customer Service Manager | 53901.54 | | | | | | 66010.78 | | | | | | 78120.02 | |
| | 21319 | E Housing Planner | | | | | | | | | | | | | | |
| | 21333 | E Multi Modal Transportation Planner | | | | | | | | | | | | | | |
| | 21337 | E Neighborhood Planner | | | | | | | | | | | | | | |
| | 21349 | E Payroll Manager | | | | | | | | | | | | | | |
| | 21332 | E Permanent Affordability Administrator | | | | | | | | | | | | | | |
| | 21353 | E Sustainability Manager | | | | | | | | | | | | | | |
| R13 | 21352 | E IT Administrator | 27.2100 | | | | | | 33.3227 | | | | | | 39.4356 | |
| | 21350 | E IT Manager | 2176.80 | | | | | | 2665.82 | | | | | | 3154.85 | |
| | | | 4716.40 | | | | | | 5775.93 | | | | | 6835.50 | | |
| | | | 56596.80 | | | | | | 69311.22 | | | | | 82026.05 | | |
| 114 C-4-3 | 21428 | E Asst to City Mgr (Risk) | 29.4735 | | | | | | 36.1036 | | | | | | 42.7339 | |
| | 21438 | E Building Official | 2357.88 | | | | | | 2888.30 | | | | | | 3418.71 | |
| | 21433 | E Comp Planning Mgr | 5108.74 | | | | | | 6257.98 | | | | | | 7407.21 | |
| | 21437 | E Deputy Court Admin | 61304.88 | | | | | | 75095.70 | | | | | | 88886.51 | |
| | 21429 | E Facilities Mainenance Supt | | | | | | | | | | | | | | |
| | 21425 | E Field Service Manager | | | | | | | | | | | | | | |
| | 21443 | E Grants Manager | | | | | | | | | | | | | | |
| | 21419 | E Police Communications Manager | | | | | | | | | | | | | | |
| | 21444 | E Public Works 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 | | | | | | | | | | | | | | |
| R14 | 21441 | E IT Manager (Network) | 30.9472 | | | | | | 37.9089 | | | | | | 44.8705 | |
| | | | 2475.78 | | | | | | 3032.71 | | | | | 3589.64 | | |
| | | | 5364.18 | | | | | | 6570.88 | | | | | 7777.55 | | |
| | | | 64370.18 | | | | | | 78850.51 | | | | | 93330.64 | | |

**City of Flagstaff 2080 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 | |
| 115 | 21524 | E Assistant City Engineer | 30.0911 | | | | | | | | | 37.3164 | | | | 44.5415 |
| C-5-1 | 21521 | E Comm Dsgn & Redev Mgr | 2407.29 | | | | | | | | | 2985.31 | | | | 3563.32 |
| | 21519 | E Current Planning Manager | 5215.79 | | | | | | | | | 6468.16 | | | | 7720.53 |
| | 21530 | E Economic Dev Manager | 62589.49 | | | | | | | | | 77617.91 | | | | 92646.32 |
| | 21527 | E Finance Manager | | | | | | | | | | | | | | |
| | 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 | | | | | | | | | | | | | | |
| R15 | 21529 | E IT Mgr (Systems & Apps) | 33.1001 | | | | | | | | | 41.0480 | | | | 48.9957 |
| | 21525 | E Utilities Engineering Mgr | 2648.01 | | | | | | | | | 3283.84 | | | | 3919.66 |
| | 21526 | E Water Resources Mgr | 5737.35 | | | | | | | | | 7114.99 | | | | 8492.59 |
| | | | 68848.21 | | | | | | | | | 85379.84 | | | | 101911.06 |
| 16 | 21602 | E Capital Imp Engineer | 32.2469 | | | | | | | | | 39.9830 | | | | 47.7190 |
| C-5-2 | | | 2579.75 | | | | | | | | | 3198.64 | | | | 3817.52 |
| 116 | | | 5589.46 | | | | | | | | | 6930.38 | | | | 8271.29 |
| | | | 67073.55 | | | | | | | | | 83164.54 | | | | 99255.52 |

**City of Flagstaff 2080 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 | |
| 17 | 21723 | E Airport Director | 34.7619 | | | | | | | 43.6377 | | | | | 52.5134 | |
| D-6-1 | 21729 | E City Clerk | 2780.95 | | | | | | | 3491.01 | | | | | 4201.07 | |
| 117 | 21722 | E City Engineer | 6025.40 | | | | | | | 7563.86 | | | | | 9102.32 | |
| | 21714 | E Community Invstmnt Dir | 72304.75 | | | | | | | 90766.31 | | | | | 109227.87 | |
| | 21727 | E CVB Director | | | | | | | | | | | | | | |
| | 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 | | | | | | | | | | | | | | |
| 18 | 21805 | E Deputy Fire Chief | 36.2888 | | | | | | | 45.5352 | | | | | 54.7814 | |
| D-6-2 | 21801 | E Deputy Police Chief | 2903.10 | | | | | | | 3642.81 | | | | | 4382.51 | |
| 118 | | | 6290.06 | | | | | | | 7892.75 | | | | | 9495.44 | |
| | | | 75480.70 | | | | | | | 94713.01 | | | | | 113945.31 | |
| R18 | 21806 | E City Prosecutor | 38.1034 | | | | | | | 47.8120 | | | | | 57.5205 | |
| | 21804 | E Deputy City Attorney | 3048.27 | | | | | | | 3824.96 | | | | | 4601.64 | |
| | | | 6604.59 | | | | | | | 8287.41 | | | | | 9970.22 | |
| | | | 79255.07 | | | | | | | 99448.96 | | | | | 119642.64 | |
| 19 | | | 37.7710 | | | | | | | 47.4104 | | | | | 57.0495 | |
| D-6-3 | | | 3021.68 | | | | | | | 3792.82 | | | | | 4563.96 | |
| 119 | | | 6546.97 | | | | | | | 8217.78 | | | | | 9888.58 | |
| | | | 78563.68 | | | | | | | 98613.32 | | | | | 118662.96 | |

**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 | | | | | | |
| 20 | | | 40.6004 | | | | | 51.5703 | | | | | | 62.5400 | |
| E-8-1 | | | 3248.03 | | | | | 4125.62 | | | | | | 5003.20 | |
| 120 | | | 7037.40 | | | | | 8938.84 | | | | | | 10840.27 | |
| | | | 84448.83 | | | | | 107266.02 | | | | | | 130083.20 | |
| 21 | | | 42.8573 | | | | | 55.0678 | | | | | | 67.2784 | |
| E-8-2 | | | 3428.58 | | | | | 4405.43 | | | | | | 5382.27 | |
| 121 | | | 7428.60 | | | | | 9545.10 | | | | | | 11661.59 | |
| | | | 89143.18 | | | | | 114541.13 | | | | | | 139939.07 | |
| 22 | | | 47.4159 | | | | | 60.9345 | | | | | | 74.4530 | |
| E-8-3 | | | 3793.27 | | | | | 4874.76 | | | | | | 5956.24 | |
| 122 | | | 8218.76 | | | | | 10561.98 | | | | | | 12905.19 | |
| | | | 98625.07 | | | | | 126743.66 | | | | | | 154862.24 | |
| 23 | 22300 | E Deputy City Manager | 51.6685 | | | | | 66.3941 | | | | | | 81.1195 | |
| E-9-1 | | | 4133.48 | | | | | 5311.53 | | | | | | 6489.56 | |
| 123 | | | 8955.87 | | | | | 11508.31 | | | | | | 14060.71 | |
| | | | 107470.48 | | | | | 138099.73 | | | | | | 168728.56 | |
| 26 | 22601 | E City Manager | 55.2755 | | | | | 71.8537 | | | | | | 88.4319 | |
| F-10-2 | | | 4422.04 | | | | | 5748.30 | | | | | | 7074.55 | |
| 126 | | | 9581.09 | | | | | 12454.65 | | | | | | 15328.20 | |
| | | | 114973.04 | | | | | 149455.70 | | | | | | 183938.35 | |

**CITY OF FLAGSTAFF 2912 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 | | | | | | |
| 8 | 10813 | N Firefighter | 13.4897 | 13.9950 | 14.5082 | 15.0135 | 15.5268 | 16.0319 | 16.5452 | 17.0585 | 17.5638 | 18.0772 | 18.6145 | | |
| B-2-4 | | | 1510.85 | 1567.44 | 1624.92 | 1681.51 | 1739.00 | 1795.57 | 1853.06 | 1910.55 | 1967.15 | 2024.65 | 2084.82 | | |
| 208 | | | 3273.50 | 3396.12 | 3520.66 | 3643.28 | 3767.84 | 3890.41 | 4014.97 | 4139.53 | 4262.15 | 4386.73 | 4517.12 | | |
| | | | 39282.01 | 40753.44 | 42247.88 | 43719.31 | 45214.04 | 46684.89 | 48179.62 | 49674.35 | 51145.79 | 52640.81 | 54205.42 | | |
| R29 | 10905 | N Fire Engineer | 15.0148 | 15.5872 | 16.1600 | 16.7410 | 17.3137 | 17.8863 | 18.4588 | 19.0400 | 19.6126 | 20.1767 | 20.7157 | | |
| B-2-5 | | | 1681.66 | 1745.77 | 1809.92 | 1874.99 | 1939.13 | 2003.27 | 2067.39 | 2132.48 | 2196.61 | 2259.79 | 2320.16 | | |
| | | | 26165.79 | 27163.29 | 28161.49 | 29173.98 | 30172.01 | 31169.86 | 32167.54 | 33180.37 | 34178.22 | 35161.26 | 36100.56 | | |
| | | | 43723.10 | 45389.93 | 47057.92 | 48749.79 | 50417.49 | 52084.91 | 53752.03 | 55444.48 | 57111.89 | 58754.55 | 60324.12 | | |
| 13 | 11300 | N Fire Captain | 18.7509 | 19.3843 | 20.0259 | 20.6596 | 21.3092 | 21.9347 | 22.5763 | 23.2099 | 23.8597 | 24.4851 | 25.1267 | 25.7602 | 26.4339 |
| C-4-2 | | | 2100.10 | 2171.04 | 2242.90 | 2313.88 | 2386.63 | 2456.69 | 2528.55 | 2599.51 | 2672.29 | 2742.33 | 2814.19 | 2885.14 | 2960.60 |
| 213 | | | 4550.22 | 4703.92 | 4859.62 | 5013.40 | 5171.03 | 5322.82 | 5478.52 | 5632.27 | 5789.95 | 5941.72 | 6097.41 | 6251.14 | 6414.63 |
| | | | 54602.62 | 56447.08 | 58315.42 | 60160.76 | 62052.39 | 63873.85 | 65742.19 | 67587.23 | 69479.45 | 71300.61 | 73168.95 | 75013.70 | 76975.52 |

**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 | 10.8575 | 11.3924 | 11.9274 | 12.4623 | 12.9973 | 13.5322 | 14.0672 | 14.6021 | 15.1368 |
| | | | 868.60 | 911.39 | 954.19 | 996.98 | 1039.78 | 1082.58 | 1125.38 | 1168.17 | 1210.94 |
| | | | 1881.97 | 1974.68 | 2067.42 | 2160.13 | 2252.87 | 2345.58 | 2438.31 | 2531.03 | 2623.71 |
| | | | 22583.60 | 23696.19 | 24808.99 | 25921.58 | 27034.38 | 28146.98 | 29259.78 | 30372.37 | 31484.54 |

| | | | <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 | 12.4623 | 12.9973 | 13.5322 | 14.0672 | 14.6021 | 15.1368 | 15.6718 | 16.2068 | 16.7419 |
| | | | 996.98 | 1039.78 | 1082.58 | 1125.38 | 1168.17 | 1210.94 | 1253.74 | 1296.54 | 1339.35 |
| | | | 2160.13 | 2252.87 | 2345.58 | 2438.31 | 2531.03 | 2623.71 | 2716.45 | 2809.18 | 2901.93 |
| | | | 25921.58 | 27034.38 | 28146.98 | 29259.78 | 30372.37 | 31484.54 | 32597.34 | 33710.14 | 34823.15 |

| | | | <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 | 14.0672 | 14.6021 | 15.1368 | 15.6718 | 16.2068 | 16.7419 | 17.2767 | 17.8116 | 18.3466 |
| | | | 1125.38 | 1168.17 | 1210.94 | 1253.74 | 1296.54 | 1339.35 | 1382.14 | 1424.93 | 1467.73 |
| | | | 2438.31 | 2531.03 | 2623.71 | 2716.45 | 2809.18 | 2901.93 | 2994.63 | 3087.34 | 3180.08 |
| | | | 29259.78 | 30372.37 | 31484.54 | 32597.34 | 33710.14 | 34823.15 | 35935.54 | 37048.13 | 38160.93 |

**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 | 14.2707 | 14.8378 | 15.4047 | 15.9719 | 16.5388 | 17.1058 | 17.6728 | 18.2398 | 18.8069 |
| | 80801 N | Court Judicial Speclst | 1141.66 | 1187.02 | 1232.38 | 1277.75 | 1323.10 | 1368.46 | 1413.82 | 1459.18 | 1504.55 |
| | | | 2473.59 | 2571.89 | 2670.15 | 2768.46 | 2866.73 | 2965.01 | 3063.29 | 3161.57 | 3259.86 |
| | | | 29683.06 | 30862.62 | 32041.78 | 33221.55 | 34400.70 | 35580.06 | 36759.42 | 37938.78 | 39118.35 |

| | | | <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 | 15.9719 | 16.5388 | 17.1058 | 17.6728 | 18.2398 | 18.8069 | 19.3738 | 19.9409 | 20.5079 |
| | 80802 N | Court Judicial Speclst | 1277.75 | 1323.10 | 1368.46 | 1413.82 | 1459.18 | 1504.55 | 1549.90 | 1595.27 | 1640.63 |
| | | | 2768.46 | 2866.73 | 2965.01 | 3063.29 | 3161.57 | 3259.86 | 3358.13 | 3456.42 | 3554.70 |
| | | | 33221.55 | 34400.70 | 35580.06 | 36759.42 | 37938.78 | 39118.35 | 40297.50 | 41477.07 | 42656.43 |

| | | | <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 | 17.6728 | 18.2398 | 18.8069 | 19.3738 | 19.9409 | 20.5079 | 21.0749 | 21.6420 | 22.2091 |
| | 80803 N | Court Judicial Speclst | 1413.82 | 1459.18 | 1504.55 | 1549.90 | 1595.27 | 1640.63 | 1685.99 | 1731.36 | 1776.73 |
| | | | 3063.29 | 3161.57 | 3259.86 | 3358.13 | 3456.42 | 3554.70 | 3652.98 | 3751.28 | 3849.58 |
| | | | 36759.42 | 37938.78 | 39118.35 | 40297.50 | 41477.07 | 42656.43 | 43835.79 | 45015.36 | 46194.93 |

**CITY OF FLAGSTAFF
AIRPORT OPERATIONS/ARFF 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 | |
| B61 | 82101 N Airport Ops/ARFF Spec | 14.7087 | 15.5195 | 16.3304 | 17.1410 | 17.9520 | 18.7628 | 19.5735 | 20.3845 | 21.1952 | |
| | | 1176.70 | 1241.56 | 1306.43 | 1371.28 | 1436.16 | 1501.02 | 1565.88 | 1630.76 | 1695.62 | |
| | | 2549.51 | 2690.05 | 2830.60 | 2971.11 | 3111.68 | 3252.22 | 3392.74 | 3533.31 | 3673.83 | |
| | | 30594.10 | 32280.56 | 33967.23 | 35653.28 | 37340.16 | 39026.62 | 40712.88 | 42399.76 | 44086.02 | |

| | | <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 | |
| B62 | 82102 N Airport Ops/ARFF Spec | 17.1410 | 17.9520 | 18.7628 | 19.5735 | 20.3845 | 21.1952 | 22.0060 | 22.8169 | 23.6277 | |
| | | 1371.28 | 1436.16 | 1501.02 | 1565.88 | 1630.76 | 1695.62 | 1760.48 | 1825.35 | 1890.22 | |
| | | 2971.11 | 3111.68 | 3252.22 | 3392.74 | 3533.31 | 3673.83 | 3814.37 | 3954.93 | 4095.47 | |
| | | 35653.28 | 37340.16 | 39026.62 | 40712.88 | 42399.76 | 44086.02 | 45772.48 | 47459.15 | 49145.62 | |

| | | <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 | |
| B63 | 82103 N Airport Ops/ARFF Spec | 19.5735 | 20.3845 | 21.1952 | 22.0060 | 22.8169 | 23.6277 | 24.4385 | 25.2493 | 26.0602 | |
| | | 1565.88 | 1630.76 | 1695.62 | 1760.48 | 1825.35 | 1890.22 | 1955.08 | 2019.94 | 2084.82 | |
| | | 3392.74 | 3533.31 | 3673.83 | 3814.37 | 3954.93 | 4095.47 | 4236.01 | 4376.55 | 4517.10 | |
| | | 40712.88 | 42399.76 | 44086.02 | 45772.48 | 47459.15 | 49145.62 | 50832.08 | 52518.54 | 54205.22 | |

**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 | 13,597.1 | 14,252.9 | 14,909.0 | 15,565.0 | 16,220.8 | 16,877.0 | 17,532.8 | 18,188.6 | 18,844.7 | 19,500.7 |
| | 81701 N | Maintenance Worker | 1,087.77 | 1,140.23 | 1,192.72 | 1,245.20 | 1,297.66 | 1,350.16 | 1,402.62 | 1,455.09 | 1,507.58 | 1,560.06 |
| | | | 2,356.83 | 2,470.50 | 2,584.23 | 2,697.93 | 2,811.61 | 2,925.35 | 3,039.02 | 3,152.69 | 3,266.41 | 3,380.12 |
| | | | 28,281.97 | 29,646.03 | 31,010.72 | 32,375.20 | 33,739.26 | 35,104.16 | 36,468.22 | 37,832.29 | 39,196.98 | 40,561.46 |

| | | | <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 | 16,877.0 | 17,532.8 | 18,188.6 | 18,844.7 | 19,500.7 | 20,156.5 | 20,812.5 | 21,468.6 | 22,124.5 | 22,780.5 |
| | 81702 N | Maintenance Worker | 1,350.16 | 1,402.62 | 1,455.09 | 1,507.58 | 1,560.06 | 1,612.52 | 1,665.00 | 1,717.49 | 1,769.96 | 1,822.44 |
| | | | 2,925.35 | 3,039.02 | 3,152.69 | 3,266.41 | 3,380.12 | 3,493.79 | 3,607.50 | 3,721.22 | 3,834.91 | 3,948.62 |
| | | | 35,104.16 | 36,468.22 | 37,832.29 | 39,196.98 | 40,561.46 | 41,925.52 | 43,290.00 | 44,654.69 | 46,018.96 | 47,383.44 |

| | | | <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 | 20,156.5 | 20,812.5 | 21,468.6 | 22,124.5 | 22,780.5 | 23,436.3 | 24,092.3 | 24,748.3 | 25,404.2 | 26,060.2 |
| | 81703 N | Maintenance Worker | 1,612.52 | 1,665.00 | 1,717.49 | 1,769.96 | 1,822.44 | 1,874.90 | 1,927.38 | 1,979.86 | 2,032.34 | 2,084.82 |
| | | | 3,493.79 | 3,607.50 | 3,721.22 | 3,834.91 | 3,948.62 | 4,062.29 | 4,176.00 | 4,289.71 | 4,403.39 | 4,517.10 |
| | | | 41,925.52 | 43,290.00 | 44,654.69 | 46,018.96 | 47,383.44 | 48,747.50 | 50,111.98 | 51,476.46 | 52,840.74 | 54,205.22 |

**CITY OF FLAGSTAFF
SPECIALIST (NON-EXEMPT) 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 |
| B31 | 80501 N | Inst/Electrical Spec | 20,0195 | 20,8745 | 21,7294 | 22,5844 | 23,4393 | 24,2942 | 25,1491 | 26,0041 | 26,8592 |
| | 80601 N | Maintenance Spec | 1601.56 | 1669.96 | 1738.35 | 1806.75 | 1875.14 | 1943.54 | 2011.93 | 2080.33 | 2148.74 |
| | 80701 N | Operations Spec | 3470.05 | 3618.25 | 3766.43 | 3914.63 | 4062.81 | 4210.99 | 4359.18 | 4507.38 | 4655.59 |
| | 80301 N | Plant Specialist | 41640.56 | 43418.96 | 45197.15 | 46975.55 | 48753.74 | 50531.94 | 52310.13 | 54088.53 | 55867.14 |
| | 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 | 22,5844 | 23,4393 | 24,2942 | 25,1491 | 26,0041 | 26,8592 | 27,7139 | 28,5689 | 29,4238 |
| | 80602 N | Maintenance Spec | 1806.75 | 1875.14 | 1943.54 | 2011.93 | 2080.33 | 2148.74 | 2217.11 | 2285.51 | 2353.90 |
| | 80702 N | Operations Spec | 3914.63 | 4062.81 | 4210.99 | 4359.18 | 4507.38 | 4655.59 | 4803.74 | 4951.94 | 5100.13 |
| | 80302 N | Plant Specialist | 46975.55 | 48753.74 | 50531.94 | 52310.13 | 54088.53 | 55867.14 | 57644.91 | 59423.31 | 61201.50 |
| | 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 | 25,1491 | 26,0041 | 26,8592 | 27,7139 | 28,5689 | 29,4238 | 30,2788 | 31,1337 | 31,9886 |
| | 80603 N | Maintenance Spec | 2011.93 | 2080.33 | 2148.74 | 2217.11 | 2285.51 | 2353.90 | 2422.30 | 2490.70 | 2559.09 |
| | 80703 N | Operations Spec | 4359.18 | 4507.38 | 4655.59 | 4803.74 | 4951.94 | 5100.13 | 5248.33 | 5396.51 | 5544.69 |
| | 80303 N | Plant Specialist | 52310.13 | 54088.53 | 55867.14 | 57644.91 | 59423.31 | 61201.50 | 62979.90 | 64758.10 | 66536.29 |

**CITY OF FLAGSTAFF
ACCOUNTANT/PROCUREMENT SPECIALIST BROAD BAND
2012-2013**

| | | | <i>Zone 1</i> | | |
|-------------|--------------|------------------------|---------------|------------|------------|
| Band | Pos # | Position Title | Min | Mid | Max |
| 81801 | B71 | Accountant | 41640.56 | 48438.62 | 55485.25 |
| 81111 | | Procurement Specialist | | | |

| | | | <i>Zone 2</i> | | |
|-------------|--------------|------------------------|---------------|------------|------------|
| Band | Pos # | Position Title | Min | Mid | Max |
| 81802 | B72 | Accountant | 46677.07 | 53723.49 | 60769.90 |
| 81112 | | Procurement Specialist | | | |

| | | | <i>Zone 3</i> | | |
|-------------|--------------|------------------------|---------------|------------|------------|
| Band | Pos # | Position Title | Min | Mid | Max |
| 81803 | B73 | Accountant | 51961.94 | 59008.35 | 71767.70 |
| 81113 | | Procurement Specialist | | | |

**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 | 41640.56 | 49120.45 | 56600.75 |

| | | | <i>Zone 2</i> | | |
|-------------|--------------|-----------------------|---------------|------------|------------|
| Band | Pos # | Position Title | Min | Mid | Max |
| B42 | 81102 E | Laboratory Spec | 47250.74 | 54730.83 | 62211.14 |

| | | | <i>Zone 3</i> | | |
|-------------|--------------|-----------------------|---------------|------------|------------|
| Band | Pos # | Position Title | Min | Mid | Max |
| B43 | 81103 E | Laboratory Spec | 52860.70 | 60341.01 | 67820.90 |

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

| | | | <i>Zone 1</i> | | |
|-------------|--------------|-----------------------|---------------|------------|------------|
| Band | Pos # | Position Title | Min | Mid | Max |
| B51 | 81201 E | Planning Dev Manager | 49511.07 | 60761.38 | 72011.26 |
| | 81301 E | Project Manager | | | |

| | | | <i>Zone 2</i> | | |
|-------------|--------------|-----------------------|---------------|------------|------------|
| Band | Pos # | Position Title | Min | Mid | Max |
| B52 | 81202 E | Planning Dev Manager | 57949.01 | 69198.48 | 80448.78 |
| | 81302 E | Project Manager | | | |

| | | | <i>Zone 3</i> | | |
|-------------|--------------|-----------------------|---------------|------------|------------|
| Band | Pos # | Position Title | Min | Mid | Max |
| B53 | 81203 E | Planning Dev Manager | 66386.11 | 77636.42 | 88886.51 |
| | 81303 E | Project Manager | | | |

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

| | | | <i>Zone 1</i> | | |
|------|---------|---------------------|---------------|----------|----------|
| Band | Pos # | Position Title | Min | Mid | Max |
| R61 | 81401 E | Asst. City Attorney | 64370.18 | 75755.47 | 87140.73 |

| | | | <i>Zone 2</i> | | |
|------|---------|---------------------|---------------|----------|----------|
| Band | Pos # | Position Title | Min | Mid | Max |
| R62 | 81402 E | Asst. City Attorney | 72909.20 | 84294.50 | 95679.58 |

| | | | <i>Zone 3</i> | | |
|------|---------|---------------------|---------------|----------|-----------|
| Band | Pos # | Position Title | Min | Mid | Max |
| R63 | 81403 E | Asst. City Attorney | 81448.02 | 92833.10 | 104218.40 |

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

| <i>Zone 1</i> | | | | | | |
|---------------|---------|---------------------|----------|----------|----------|--|
| Band | Pos # | Position Title | Min | Mid | Max | |
| R71 | 81501 E | Sr. Asst. City Atty | 65719.06 | 79710.38 | 93702.13 | |

| <i>Zone 2</i> | | | | | | |
|---------------|---------|---------------------|----------|----------|-----------|--|
| Band | Pos # | Position Title | Min | Mid | Max | |
| R72 | 81502 E | Sr. Asst. City Atty | 76212.03 | 90204.19 | 104195.73 | |

| <i>Zone 3</i> | | | | | | |
|---------------|---------|---------------------|----------|-----------|-----------|--|
| Band | Pos # | Position Title | Min | Mid | Max | |
| R73 | 81503 E | Sr. Asst. City Atty | 86705.84 | 100697.79 | 114689.33 | |

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

Annual Financial Plan

Appendix B - City of Flagstaff Pay Plan

| Band | Pos # | Position Title | Zone 1 | | |
|------|-------|-------------------|----------|-----------|-----------|
| | | | Min | Mid | Max |
| B91 | 81901 | Division Director | 84448.83 | 104566.80 | 124685.18 |

| Band | Pos # | Position Title | Zone 2 | | |
|------|-------|-------------------|----------|-----------|-----------|
| | | | Min | Mid | Max |
| B92 | 81902 | Division Director | 99537.57 | 119655.74 | 139773.50 |

| Band | Pos # | Position Title | Zone 3 | | |
|------|-------|-------------------|-----------|-----------|-----------|
| | | | Min | Mid | Max |
| B93 | 81903 | Division Director | 114626.10 | 134744.27 | 154862.24 |

405

| Band | Pos # | Position Title | Zone 1 | | |
|------|-------|------------------------|----------|-----------|-----------|
| | | | Min | Mid | Max |
| R91 | 82001 | Division Director (IT) | 88683.50 | 109807.15 | 130931.42 |

| Band | Pos # | Position Title | Zone 2 | | |
|------|-------|------------------------|-----------|-----------|-----------|
| | | | Min | Mid | Max |
| R92 | 82002 | Division Director (IT) | 104526.66 | 125650.30 | 146773.95 |

| Band | Pos # | Position Title | Zone 3 | | |
|------|-------|------------------------|-----------|-----------|-----------|
| | | | Min | Mid | Max |
| R93 | 82003 | Division Director (IT) | 120369.39 | 141493.25 | 162617.31 |

City of Flagstaff

**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 | 14.7087 | 16.2582 | 18.1107 | 19.9635 | 22.1304 | 24.6118 | 27.6209 |
| | 90201 N | MSW - Water Services Technician | 1176.70 | 1300.66 | 1448.86 | 1597.08 | 1770.43 | 1968.94 | 2209.67 |
| | | | 2549.51 | 2818.09 | 3139.19 | 3460.34 | 3835.94 | 4266.05 | 4787.62 |
| | | | 30594.10 | 33817.06 | 37670.26 | 41524.08 | 46031.23 | 51192.54 | 57451.47 |

| 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 | 14.7087 | 16.2582 | 18.1107 | 19.9635 | 22.1304 | 24.6118 | 27.6209 |
| | 90401 N | MSW - Operations | 1176.70 | 1300.66 | 1448.86 | 1597.08 | 1770.43 | 1968.94 | 2209.67 |
| | 90501 N | MSW - Maintenance | 2549.51 | 2818.09 | 3139.19 | 3460.34 | 3835.94 | 4266.05 | 4787.62 |
| | | | 30594.10 | 33817.06 | 37670.26 | 41524.08 | 46031.23 | 51192.54 | 57451.47 |

RESOLUTION NO. 2012-20

A RESOLUTION ADOPTING THE BUDGET FOR FISCAL YEAR 2012-2013.

WHEREAS, in accordance with the provisions of A.R.S. Title 42, Chapter 17, Articles 1 - 5, the City Council did, on May 22, 2012 make an estimate of the different amounts required to meet the public expenditures/expenses for the ensuing year, also an estimate of revenues from sources other than direct taxation, and the amount to be raised by taxation upon real and personal property within the City of Flagstaff; and

WHEREAS, in accordance with said sections of said Title, and following due public notice, the Council met on May 22, 2012, 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 June 19, 2012 and July 3, 2012, 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 as now increased, reduced, or changed, are hereby adopted as the budget of the City of Flagstaff for Fiscal Year 2012-2013.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 5th day of June, 2012.

/s/ Sara Presler
MAYOR

ATTEST:

/s/ Margie Brown
CITY CLERK

APPROVED AS TO FORM:

/s/ Rosemary Rosales
CITY ATTORNEY

ORDINANCE NO. 2012-09

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, 2013,

WHEREAS, by the provisions of State law, the ordinance levying taxes for fiscal year 2012-2013 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 0.7131 for the fiscal year ending on the 30th day of June, 2013. 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, 2013.

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. Effective Date. The tax levies imposed by this Ordinance shall take effect August 4, 2012.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 3rd day of July, 2012.

/s/ Gerald W. Nabours
MAYOR

ATTEST:

/s/ Margie Brown
CITY CLERK

APPROVED AS TO FORM:

/s/ Rosemary Rosales
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.
Cherry Building-Gross square feet of assigned space.
Single Use-Value of building utilized.

Equipment Use:

General-Actual depreciation of assets assigned.

Non-Departmental General Admin:

Fiscal-Total operating expenses less Transit.

Non-Departmental Employee Benefits:

Services-Personal services of units supervised or served.

Non-Departmental Insurance:

General Liability-Total operating expenses less Transit.
Auto Liability-Premium by department.
Property Liability-Premium by department.
Contractor Equipment-Premium calculation by item of equipment.
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 less Transit.
Single Items-Actual cost per premium schedule.

Non-Departmental Consultants:

Audit & Fiscal-Total operating expenses excluding Transit.

Council & Commissions:

Council-Total operating expenses less Transit.

City Manager:

City Administration-Personal services.
Deputy City Managers-Personal services of units supervised.
Public Information Officer-Personal services.
Real Estate-Level of Effort

City Clerk:

Agenda Process-Total operating expenses less Transit.
Records Management-Number of boxes stored.
Citywide support-Number of FTE's per department.

Public Records Requests-Direct to General Fund Other.
Liquor Licenses-Direct to General Fund Other.
Other Services-Total operating expenses less Transit.

City Attorney:

Civil Division-Total operating expenditures.
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/Safety-Number of full-time equivalent positions served.
Claims-Total operating expenditures less Transit.

Management Services Administration:

Department Admin-Total operating expenditures.

Management Services Purchasing:

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

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-Level of effort.

Finance:

Accounting/Budget-Total operating expenditures.
Accounts Payable-Number of accounts payable transactions.
Payroll-Number of payroll checks issued.
Grants-Number of grants.

Sales Tax & Licensing:

Collections-Estimated level of effort provided by Collections.

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

Transportation Returns-Benefitting programs

General Returns-Allocation to General Fund-Other.

Customer Service Supervision-Direct to Customer Service.

Public Works Administration:

Administration-Estimated level of effort.

Project Manager-Estimated level of effort.

Facilities Maintenance:

City Hall Custodial-Gross square feet of assigned space.

General Maintenance-Work Order cost per division.

City Hall Maintenance-Gross square feet assigned.

Cherry Building Maintenance-Gross square feet assigned.

Milligan House-Direct allocation to Tourism.

Rio Properties-Direct allocation to City Attorney.

Phoenix Building-Direct to General Fund Other.

Fleet Services:

Services-Labor charges for services provided.

Customer Services:

City Support-Total expenditures excluding Transit, Utilities, Stormwater, Airport, and Environmental Services.

Deposit Assistance-Number of cash receipts transactions processed.

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

Field Reading-Direct allocation to Utilities.

Mail Room-Actual postage charges.

Copy Center-Actual copy charges.

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/Redevelopment Services-Total operating expenses less Transit.

Contributions:

United Way-Total operating expenditures less Transit.

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.

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

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.

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.

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, Real Estate 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.

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.

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.

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.

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.

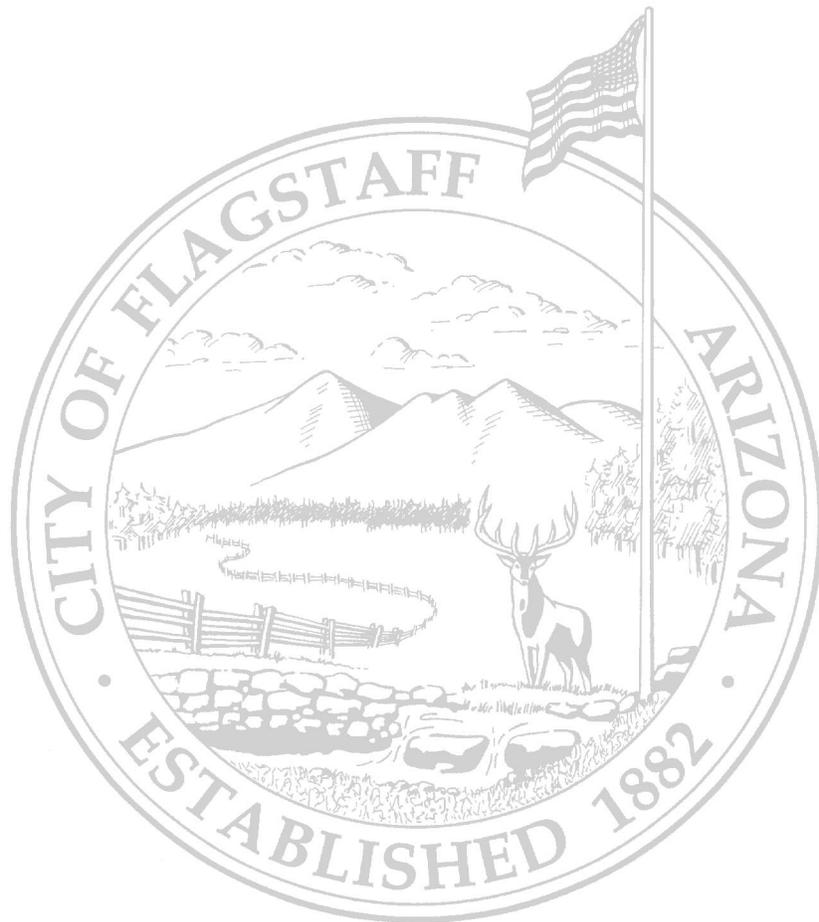
STREET AND HIGHWAY BONDS – Bonds that are secured by the City's Highway User Revenues and used for the construction of street, highway and related capital projects.

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

| <u>Acronym</u> | <u>Description</u> |
|-----------------------|---|
| 4FRI | Four Forest Restoration Initiative |
| ACA | Arizona Commerce Authority |
| ACA | Arizona Court Association |
| ACJC | Arizona Criminal Justice Commission |
| AD&D | Accidental Death & Dismemberment |
| ADA | Americans with Disabilities Act |
| ADC | Alternate Daily Coverage |
| ADEM | Arizona Division of Emergency Management |
| ADEQ | Arizona Department of Environmental Quality |
| ADOT | Arizona Department of Transportation |
| ADWR | Arizona Department of Water Resources |
| AED | Automated External Defibrillators |
| AEP | Achievement of Excellence in Procurement |
| AIP | Airport Improvement Program |
| ALS | Advance Life Support |
| APP | Aquifer Protection Permit |
| APSES | Arizona Public Service Environmental Services |
| ARFF | Aircraft Rescue and Firefighting |
| ARRA | American Recovery and Reinvestment Act |
| ARS | Arizona Revised Statutes |
| AWD | All Wheel Drive |
| AZHLS | Arizona Homeland Security |
| BBB | Bed, Board, and Beverage Tax |
| BLS | Basic Life Support |
| BMX | Bicycle Motocross |
| BNSF | Burlington Northern Santa Fe Railroad Company |
| BOR | Board of Realtors |
| BPAC | Beautification and Public Art Commission |
| BRT | Bus Rapid Transit |
| CACC | Court Automation Coordinating Committee |
| CAFR | Comprehensive Annual Financial Report |
| CAPPO | California Association of Public Procurement Officers |
| CART | Child Abduction Response Team |
| CBSD | Chevelon Butte School District |
| CCC | Coconino Community College |
| CCSO | Coconino County Sheriff's Office |
| CD | Community Development |
| CDBG | Community Development Block Grant |
| CIP | Capital Improvement Plan/Projects |
| CISM | Crisis Incident Stress Management |
| CJCC | Criminal Justice Coordinating Council |
| CJI | Criminal Justice Integration |
| CMMS | Computerized Maintenance Management System |
| CMS | Case Management System |
| COMPSTAT | COMPUter STATistics / COMPARative STATistics |
| COPS | Community Oriented Policing Services |
| COT | Commission on Technology |
| CTC | Computer Training Center |
| CVB | Convention and Visitor Bureau |
| CY | Calendar Year |
| CY | Cubic Yards |
| DARE | Drug Abuse Resistance Education |
| DBM | Decision Band Method |
| DES | Department of Economic Security |
| DHS | Department of Homeland Security |

ACRONYMS

| <u>Acronym</u> | <u>Description</u> |
|-----------------------|--|
| DNS | Domain Name System |
| DOE | Department of Energy |
| DOJ | Department of Justice |
| DOT | Department of Transportation |
| DPS | Department of Public Safety |
| DRB | Development Review Board |
| DRIP | Drainage Improvement Project |
| DUI | Driving Under the Influence |
| EAP | Employee Assistance Program |
| ECE | Environmental Code Enforcement |
| ECONA | Economic Collaborative of Northern Arizona |
| EDA | Economic Development Commission |
| EDMS | Electronic Document Management System |
| EFCL | East Flagstaff Community Library |
| ERT | Electronic Receiver/Transmitters |
| ERU | Equivalent Rate Unit |
| ESL | English as a Second Language |
| FAA | Federal Aviation Administration |
| FAPPO | Florida Association of Public Procurement Officers |
| FBI | Federal Bureau of Investigation |
| FCP | Flagstaff Cultural Partners |
| FEMA | Federal Emergency Management Agency |
| FFD | Flagstaff Fire Department |
| FFV | Flexible Fuel Vehicle |
| FHA | Flagstaff Housing Authority |
| FHWA | Federal Highway Administration |
| FMPO | Flagstaff Metropolitan Planning Organization |
| FPL | Flagstaff Public Library |
| FRAPPA | Flagstaff Retail Asset Protection Program |
| 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 |
| GCCL | Grand Canyon Community Library |
| GFOA | Government Finance Officers Association |
| GIITEM | Gang and Immigration Intelligence Team Enforcement Mission |
| GIS | Geographic Information System |
| GF | General Fund |
| GIS | Geographic Information System |
| GMBA | Government Management and Budgetary Accounting |
| GO | General Obligation |
| GOHS | Governor's Office of Highway Safety |
| GSA | Government Services Administration |
| HCCC | High Country Conference Center |
| HHPCC | Household Hazardous Products Collection Center |
| HOA | Home Owners Association |
| HPC | Hazardous Product Center |
| HR | Human Resources |
| HRA | Health Risk Assessment |
| HRIS | Human Resource Information Services |
| HSIP | Highway Safety Improvement Project |
| HUD | Housing and Urban Development |

ACRONYMS

| <u>Acronym</u> | <u>Description</u> |
|-----------------------|---|
| HURF | Highway User Revenue Fund |
| IACP | International Association of Chiefs of Police |
| ICM | Institute for Court Management |
| IDS | Interdivisional Staff |
| IGA | Intergovernmental Agreement |
| ICSC | International Centre for Sustainable Cities |
| ISM | Institute of Supply Management |
| ISO | Insurance Service Organization |
| ISTEA | Intermodal Surface Transportation Efficiency |
| IT | Information Technology |
| IWS | Industrial Waste Services |
| JCEF | Judicial Collection Enhancement Fund |
| LEAF | Law Enforcement Administrative Facility |
| LED | Light Emitting Diode |
| LID | Low Impact Development |
| LGIP | Local Government Investment Pool |
| LJC | Limited Jurisdiction Court |
| LJCAA | Limited Jurisdiction Court Administrators Association |
| LJCMS | Limited Jurisdiction Case Management System Development Group |
| LLEBG | Local Law Enforcement Block Grant |
| LM | Lake Mary |
| LMWTP | Lake Mary Water Treatment Plant |
| LSTA | Library Services and Technology Act |
| LTAF | Local Transportation Assistance Funds |
| MBPS | Megabit per Second |
| METRO | Northern Arizona Street Crimes Task Force |
| MFC | Municipal Facilities Corporation |
| MIS | Management Information Systems |
| MPO | Metropolitan Planning Organization |
| MRF | Materials Recovery Facility |
| MRO | Medicaid Rehab Option |
| MSW | Municipal Solid Waste |
| NABA | Northern Arizona Builders Association |
| NACASA | North Country Center Against Sexual Assault |
| NACET | Northern Arizona Center for Entrepreneurship And Technology |
| NACOG | Northern Arizona Council of Government |
| NAEP | National Association of Educational Procurement |
| NAIPTA | Northern Arizona Intergovernmental Public Transit Authority |
| NAPEBT | Northern Arizona Public Employees Benefit Trust |
| NASPO | National Association of State Procurement Officials |
| NAU | Northern Arizona University |
| NAZ | Northern Arizona |
| ND | Non-Departmental |
| NFIP | National Flood Insurance Program |
| NFPA | National Fire Protection Association |
| NPDES | National Pollutant Discharge Elimination System |
| NPI | National Purchasing Institute |
| NSF | Non-Sufficient Funds |
| OMB | Office of Management and Budget |
| OSHA | Occupational, Safety, and Health Administration |
| OT | Overtime |
| P3 | Public Private Partnership |
| P-CARD | Procurement Card |
| PARA | Planning Assistance for Rural Areas |
| PC | Personal Computer |

ACRONYMS

| <u>Acronym</u> | <u>Description</u> |
|-----------------------|---|
| PHAS | Public Housing Assessment System |
| PFC | Passenger Facility Charge |
| PIO | Public Information Officer |
| PL | Refers to Metropolitan Planning Funds |
| PL | Public Library |
| PMO | Property Maintenance Ordinance |
| POPTAC | Population Technical Advisory Committee |
| POTW | Publicly Owned Treatment Works |
| PPA | Power Purchase Agreement |
| PR | Public Relations |
| PRV | Pressure Reduction Valve |
| PSPRS | Public Safety Personnel Retirement System |
| PSSP | Public Safety Stabilization Program |
| REVPAR | Revenue per Available Room |
| RFP | Request for Proposal |
| RICO | Racketeer Influenced and Corrupt Organizations Act |
| RMT | Repetitive Motion Therapy |
| ROPE | Repeat Offender Program Enhancement |
| ROSS | Resident Opportunities and Self-Sufficiency |
| ROW | Right of Way |
| RPI | Rural Policy Institute |
| RSL | Revised Service Level |
| SAN | Storage Area Network |
| SCADA | Supervisory and Control Data Acquisition |
| SCIP | Sustainable Community Indicators Project |
| SEDI | Sustainable Economic Development Initiative |
| SEED | Sustainable Entrepreneurial Economic Development |
| SEFA | Schedule of Expenditures of Federal Awards |
| SEMAP | Section Eight Management Assessment Program |
| SEMS | Sustainability and Environmental Management Section |
| SID | Special Improvement District |
| SIT | Self Insurance Trust Fund |
| SPR | Statewide Planning and Research |
| SRO | Single Room Occupancy |
| SRO | School Resource Officer |
| SSB | Solids Storage Basin |
| SSS | Student Support Services |
| STP | Surface Transportation Program |
| STS | Safe-to-School |
| SUV | Sport Utility Vehicle |
| TCPF | Traffic Citation Progressive Fund |
| TCPL | Tuba City Public Library |
| TXPPA | Texas Public Purchasing Association |
| USACE | United States Army Corp of Engineers |
| USDOJ | United States Department of Justice |
| USFS | United States Forest Service |
| USGS | United States Geological Survey |
| VASH | Veterans Affairs Supported Housing |
| VC | Visitor Center |
| VHF | Very High Frequency |
| VOIP | Voice Over Internet Protocol |
| WAN | Wide Area Network |
| WIFA | Water Infrastructure Financing Authority |
| WPL | Williams Public Library |



The **Inner Basin Pipeline Project** is made possible through the following partnerships:

- U.S. DEPARTMENT OF AGRICULTURE, FOREST SERVICE
- U.S. DEPARTMENT OF THE INTERIOR, FISH AND WILDLIFE SERVICE
- FEDERAL EMERGENCY MANAGEMENT ADMINISTRATION
- ARIZONA DEPARTMENT OF EMERGENCY MANAGEMENT
- ARIZONA GAME AND FISH DEPARTMENT
- TRANSWESTERN PIPELINE COMPANY
- HUNTER CONTRACTING COMPANY
- JACOBS ENGINEERING
- SHEPARD WESNITZER, INC.



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