City of Flagstaff
Authorized Personnel/Position Summary

SECTION	2009-2010	2010-2011	2011-2012	2012-2013	Add/Delete 2013-2014	Adopted 2013-2014
CITY MANAGER						
Admin Assistant	0	0	0	0	1	1
Admin Specialist	0.5	0.5	0	0	0	0
Assistant to City Mgr (Communications)	1	1	1	1	0	1
Assistant to City Mgr (Real Estate)	1	0.75	1	1	0	1
City Clerk	0	1	1	1	0	1
City Manager	1	1	1	1	0	1
City Records Coordinator	0	0	0	1	0	1
City Records Technician	0	1	1	0	0	0
Deputy City Clerk	0	0.875	0.875	1	0	1
Deputy City Clerk (Funded in FY11)	0	0.125	0	0	0	0
Deputy City Manager	2	2	2	2	0	2
Executive Admin Assistant	1	1.25	1	0	0	0
Executive Assistant	1	1	1	2	0	2
Intern	0	0	0.25	0.25	0	0.25
Mgmt Assistant (Funded in FY11 & FY12)	0	1	0.67	0	0	0
Total	7.5	11.5	10.795	10.25	1	11.25
CITY CLERK						
City Clerk	1	Transfer	0	0	0	0
City Records Technician	1	Transfer	0	0	0	0
Deputy City Clerk	1	Transfer	0	0	0	0
Executive Admin Assistant	1	Transfer	0	0	0	0
Total	4	0	0	0	0	0
CAPITAL IMPROVEMENTS						
Admin Specialist	1	1	1	Transfer	0	0
Capital Improvements Engineer	2	2	1	1	0	1
Project Manager	8	8	6	6	0	6
Total	11	11	8	7	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	1.75	1.75	0	1.75
Human Resources Benefit Spec.	1	1	1	1	0	1
Human Resources Generalist	1	1	1	2	0	2
Human Resources Recrt Spec	1	0.5	0	0	0	0
Total	6.75	6.25	6.75	7.75	0	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
Total	2	2	2	2	0	2
CUSTOMER SERVICE						
Admin Assistant	2.75	4	4	4	0	4
Admin Specialist	2	1	1	1	0	1
Admin Spclst Supervisor	0	1	1	0	0	0
Billing Specialist	0	0	0	1	0	1
Collection Specialist	0	0	0	0.75	0	0.75
Customer Srvc Manager	1	0	0	1	0	1
Meter Reader	4	3.25	0	0	0	0
Meter Reader (Funded in FY11)	0	0.75	0	0	0	0
Meter Reader Supervisor	1	1	0	0	0	0
Meter Technician Supervisor	0	0	1	1	0	1
Meter Technician	0	0	3.25	2.25	0	2.25
Meter Technician II	0	0	0	1	0	1
Total	10.75	11	10.25	12	0	12

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LAW						
Admin Assistant	1.75	1.75	1.5	1.75	0	1.75
Admin Asst (Funded in FY12)	0	0	0.25	0	0	0
Admin Specialist	2	2	2	2	0	2
Admin Specialist Leadworker	0	0	0	0	0	1
Asst City Attorney	4	4	4	3	0	3
City Attorney	1	1	1	1	0	1
City Prosecutor	0	0	1	1	0	1
Deputy City Attorney	1	1	1	1	0	1
Legal Assistant	1	1	1	1	0	0
Senior Ass't City Attorney	4	3	2	3	0	3
Senior Ass't City Attorney (Funded in FY11)	0	1	0	0	0	0
Total	14.75	14.75	13.75	13.75	0	13.75
INFORMATION TECHNOLOGY						
Application Support Specialist I	1	0	0	0	0	0
Application Support Specialist II	1	0	0	0	0	0
Database Analyst III	1	0	0	0	0	0
Division Director (IT)	1	1	1	1	0	1
GIS Manager	1	0	0	0	0	0
GIS Specialist	1	0	0	0	0	0
GIS System Analyst	1	0	0	0	0	0
GIS Technician	1	0	0	0	0	0
IT Adminstrator	0	1	1	3	0	3
IT Analyst	0	4	4	3	0	3
IT Manager	0	2	2	2	0	2
IT Services Supervisor	1	1	1	1	0	1
IT Specialist	0	1	1	1	0	1
IT Technician	0	2	2	2	0	2
Network Administator	1	0	0	0	0	0
Senior Network Administrator	1	0	0	0	0	0
System and Applications Mgr	1	0	0	0	0	0
System Administrator	1	1	1	0	0	0
Total	13	13	13	13	0	13
MANAGEMENT SERVICES						
Admin Assistant	1	Transfer	0	0	0	0
Admin Specialist	1	1	1	1	0	1
Buyer	0.5	0	0	0	0	0
Division Director (Mgmt Services)	1	1	1	1	0	1
Financial Systems Analyst	0	0	1	1	0	1
Purchasing Director	1	1	1	1	0	1
Procurement Specialist	0	0	0	3	0	3
Senior Procurement Specialist	3	3	3	0	0	0
Warehouse Technician	1	1	1	1	0	1
Total	8.5	7	8	8	0	8
SALES TAX						
Accounts Specialist	1	1	1	0	0	0
Admin Assistant	1	1	1	1	0	1
Admin Specialist	1	1	1	1	0	1
Auditor I	0	1	0	0	0	0
Auditor II	2	1	1	1	0	1
Collections Specialist	2	2	2	1.25	0	1.25
Revenue Director	0	1	1	1	0	1
Sales Tax Manager	0	1	1	0	0	0
Tax Licensing & Revenue Adm	1	0	0	0	0	0
Tax Licensing & Revenue Mgr	0	0	0	1	0	1
Total	8	9	8	6.25	0	6.25

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FINANCE						
Account Clerk I	1.5	1	1	1	0	1
Accountant	0	0	0	3	0	3
Accountant I	0	3	3	0	0	0
Accountant II	3	0	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	1	1	1	0	1
Grants Manager	1	1	1	1	0	1
Payroll Assistant	1	1	1	1	0	1
Payroll Manager	1	1	1	1	0	1
Total	11.5	12	12	12	0	12
COMMUNITY DEVELOPMENT ADMIN						
Admin Specialist	1.5	1	1	1	0	1
Division Director (CD)	1	1	1	1	0	1
Total	2.5	2	2	2	0	2
PLANNING & DEVELOPMENT SERVICES						
Admin Specialist	2	1	1	1	0	1
Associate Planner	0	0	0	0	0	1
Building Inspection Mgr	1	0	0	0	0	0
Building Inspector	0	5	5	5	0	5
Building Official	1	1	1	1	0	1
Building Plans Examiner	3	3	2	2	0	2
Code Compliance Officer II	1	0	0	Transfer	0	1
Code Compliance Officer II (Funded in FY11)	0	1	0	0	0	0
Code Compliance Manager	1	1	1	1	0	1
Comprehensive Planning and Code Administrator	0	0	0	0	0	1
Comprehensive Planning Manager	1	1	1	1	0	1
Current Planning Mgr	1	1	1	1	0	1
Development Services Specialist	1	1	1	1	0	1
Development Services Supervisor	1	1	1	1	0	1
Environmental Code Technician	0	0	0	Transfer	0	1
Inspector I	3.6	0	0	0	0	0
Inspector II	2.7	0	0	0	0	0
Inspection Supervisor	0.9	1	1	1	0	1
Neighborhood Planner	1	1	1	1	0	0
Planning Development Mgr.	3	3	3	3	1	4
Planning Director	1	1	1	1	0	1
Planning Techician	0	0	0.5	0	0	0
Zoning Code Administrator	1	1	1	1	0	0
Zoning Code Manager (Funded thru in FY13)	1	1	1	1	-1	0
Total	27.2	24	22.5	22	0	24
ENGINEERING						
Admin Specialist	Transfer	0	Transfer	1	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	5	5	4	3	0	3
Engineering Specialist	0	0	0	1	0	1
Engineering Technician III	1	1	1	0	0	0
Engineering Tech Leadworker	1	0	0	0	0	0
Inspection Supervisor	1	1	1	1	0	1
Intern	0	0	0	0.5	0	0.5
Materials Tech I	2	2	2	2	0	2

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ENGINEERING (continued)						
Materials Tech II	1	0	0	0	0	0
Project Manager	5	4	4.7	4.7	0.3	5
Traffic Engineer	1	1	1	1	0	1
Total	20	17	16.7	17.2	0.3	17.5
COMMUNITY INVESTMENT						
Admin Specialist	1	0	0	0	0	1
Admin Spclst Leadworker	0	1	1	1	0	0
Brownfield Specialist	1	1	1	0	0	0
Community Design & Redevelopment Mgr	0	1	1	1	0	1
Community Design & Redevel. Project Admin.	0	0	1	1	0	1
Community Investment Director	1	0	0	0	0	0
Comm/Neighborhood Planner	Transfer	0	0	0	0	0
Community Planner	1	1	0	0	0	0
Division Director (Economic Vitality)	1	1	1	1	0	1
Economic Analyst	Transfer	0	0	0	0	0
Manager of Enhanced Svcs Dist (Eff 2010-13)	0	1	1	1	-1	0
Planning & Community Design Mgr	1	0	0	0	0	0
Redevelopment Mgr. (Eff. 2010-2012)	1	0	0	0	0	0
Total	7	6	6	5	-1	4
HOUSING						
Admin Specialist	1	1	1	1	0	1
Housing & Grants Adm. (Grant Fnd)	1	1	1	1	0	1
Housing Manager	1	1	1	1	0	1
Community Housing/Neigh Planner	1	1	1	1	0	1
Housing Project Coordinator (Grant Fnd)	1	0	0	0	0	0
Permanent Afford Adm (Grant Fnd)	1	1	1	1	0	1
Total	6	5	5	5	0	5
FIRE						
Admin Specialist	2	2	2	2	0	2
Asst. Wildland Fire Mgr.	2	0	0	0	0	0
Deputy Fire Chief	2	2	1	1	0	1
Division Director (Fire Chief)	1	1	1	1	0	1
Fire Battalion Chief	4	3	3	3	0	3
Fire Captain	24	21	21	21	0	21
Fire Captain (Funded in FY11)	0	3	0	0	0	0
Fire Engineer	21	18	21	21	0	21
Fire Engineer (Funded in FY11)	0	3	0	0	0	0
Fire Fighter	36	29	31	31	-1	30
Fire Fighter - Temp	0	0	0	0	1	1
Fire Fighter (Funded in FY11)	0	4	0	0	0	0
Fire inspector	0	0	0	1	0	1
Fire Inspector II	2	2	1	0	0	0
Fire Marshall	0	0	1	1	0	1
Wildland Fire Manager	1	1	1	1	0	1
Wildland Fire Mgt Crew Mmbr (Grt Funded)	2	1	0	0	0	0
Wildland Fire Specialist I	1	0	0	0	0	0
Wildland Fire Specialist I (Funded in FY11)	0	1	0	0	0	0
Wildland Fire Specialist I (Grant Funded)	0	0	1	0	0	0
Wildland Fire Specialist II	1	0	0	0	0	0
Wildland Fire Supervisor	0	0	0	1	0	1
Wildland Fire Leadworker (Grant Funded)	0	1	1	0	0	0
Wildland Fire Leadworker (Funded in FY14)	0	0	0	0	0	0
Wildland Fire Firewise Specialist	0	0	0	1	0	1
Total	99	92	85	85	0	85

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POLICE						
Admin Specialist	13	13	13	13	0	13
Animal Control Officer	1	1	1	1	0	1
Deputy Police Chief	2	2	2	2	0	2
Dispatch Admin Call Taker	2	1	2	2	0	2
Dispatch Admin Call Taker (Funded in FY11)	0	1	0	0	0	0
Division Director (Police Chief)	1	1	1	1	0	1
Evidence Technician	2	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	23	23	23	23	0	23
Police Emerg Comm Speclst Sup.	5	5	5	5	0	5
Police Lieutenant	4	4	4	4	0	4
Police Officer	68	66	65	65	-3	62
Police Officer (Funded in FY12)	0	0	1	0	0	0
Police Records Supervisor	1	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. Sup.	1	1	1	1	0	1
Property Control Coord	1	1	1	1	0	1
Training Officer	0	0	0	0	1	1
Total	158	156	156	155	-2	153
POLICE GRANTS						
Admin Specialist	1	1	1	1	0	1
Police Officer	8	10	14	14	0	14
Police Sergeant	1	1	1	1	0	1
Total	10	12	16	16	0	16
PUBLIC WORKS ADMINISTRATION						
Admin Specialist	1	0.5	0.5	0	0	0
Assistant Public Works Director	1	0	0	0	0	0
Division Director (Public Works)	1	1	1	1	0	1
Project Manager	1	1	1	1	0	1
Total	4	2.5	2.5	2	0	2
PARKS						
Maintenance Worker - Temps	3.2	3.2	3.46	4.69	3.22	7.91
Maintenance Worker	23	21	21	21	0	21
Maintenance Worker Leadworkers	0	2	2	2	0	2
Public Works Manager (Parks)	0	1	1	1	0	1
Parks Supt.	1	0	0	0	0	0
Parks Supervisor	1	0	0	0	0	0
Total	28.2	27.2	27.46	28.69	3.22	31.91
FLEET SERVICES						
Buyer	1	1	1	1	0	1
Fleet Manager	1	0	0	0	0	0
Fleet Mgmt. Supt.	1	0	0	0	0	0
Fleet Services Specialist	0	0	1	1	0	1
Mechanic I	3	3	3	3	-1	2
Mechanic II	4	4	4	4	0	4
Mechanic III Leadworker	2	2	2	2	0	2
Public Works Manager (Fleet)	0	1	1	1	0	1
Service Writer	1	1	0	0	0	0
Welder	1	1	1	1	0	1
Total	14	13	13	13	-1	12

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FACILITIES MAINTENANCE						
Facility Maintenance Manager	0	1	1	1	0	1
Facilities Maintenance Superintendent	1	1	1	1	0	1
Facilities Maintenance Supervisor	1	0	0	0	0	0
Maintenance Worker	9	9	9	9	0	9
Total	11	11	11	11	0	11
RECREATION						
Admin Assistant	1	1	1	1	0	1
Admin Specialist	1	1	1	1	0	1
Division Director (Comm Enrichment)	1	1	1	1	-1	0
Intern	0.25	0.25	0.25	0.25	0	0.25
Recreation Coord. I	5.5	5.5	5.5	0	0	0
Recreation Coordinator II	5	5	5	0	0	0
Recreation Program Coordinator	0	0	0	9.5	0	9.5
Recreation Services Director	0	0	1	1	0	1
Recreation Supervisor	1	1	1	6	0	6
Recreation Supt.	1	1	0	0	0	0
Recreation Temporaries	37.91	37.91	39.31	36.15	-1.07	35.08
Recreation Temporaries (Grant Funded)	0	0	0.29	0.29	0	0.29
Senior Recreation Coordinator	6	6	6	0	0	0
Total	59.66	59.66	61.35	56.19	-2.07	54.12
CITY COURT						
Collection Specialist	2	1	1	1	0	1
Court Finance Specialist	0	0	0	0.75	0.05	0.8
Court Info Systems Coordinator	1	1	1	1	0	1
Court Interpreter	0.9	1	1	1	0	1
Court Judicial Specialist	7	6.75	7.75	6.75	1.5	8.25
Court Judicial Specialist (Funded in FY11)	0	1	0	0	0	0
Court Services Supervisor	1.63	1.75	1.75	2	-1	1
Court Training Specialist	1	1	1	1	0	1
Deputy Court Administrator	3	2	2	2	0	2
Deputy Court Admin. (Funded in FY11 & FY12)	0	1	1	0	0	0
Division Director (Court)	1	1	1	1	0	1
Executive Admin Asst (Judicial)	1	0	0	0	0	0
Jury Services Specialist	0.5	1	1	1	0	1
Magistrate	1.75	1.63	1.63	1.63	-0.63	1
Presiding Magistrate	1	1	1	1	0	1
Probation Service Officer	2	1.5	1.5	1.5	-0.5	1
Pro-Tem Magistrate	0.5	0.55	0.55	0.55	0.75	1.3
Warrant Officer	1.6	2	2	2	0	2
Total	25.88	25.18	25.18	24.18	0.17	24.35
LIBRARY - CITY/GRANTS						
Admin Specialist	1.63	1.63	2	2	0	2
Application Support Specialist II	1	1	1	1	0	1
Librarian	2	2	2	2	0	3
Library Assistant I	16.76	16.76	17.02	17.02	0	13.14
Library Assist. I (temp)	3	3	3	3	0	3
Library Assistant II	3	3	2	2	0	0
Library Cataloging Assistant	1	1	1	1	0	1
Library Clerk I	7.38	7.38	7.38	8.2	0	5.76
Library Clerk I (temp)	3.75	3.75	3.75	3.18	0	3.18
Library COE Aide	0.25	0.25	0.25	0	0	0
Library Director	1	1	1	1	0	1
Library IT Analyst	0	0	1	1	0	1
Library IT Manager	0	0	1	1	0	1
Library Inf. Tech. Coord.	2	2	0	0	0	0
Library Manager	3	3	3	3	0	3

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LIBRARY - CITY/GRANTS (continued)						
Library Page	2	2	2	2	0	2
Library Page (temp)	1	1	1	1	0	1
Library Specialist	0	0	0	0	0	2.44
Library Supervisor	1	1	2	2	0	6.88
Network Administrator	1	1	1	1	0	1
Total	50.77	50.77	51.4	51.4	0	51.4
STREET MAINTENANCE & REPAIRS						
Admin Specialist	1	1	1	1	0	1
Cemetary Caretaker	0.75	0.75	0.75	0.75	0	0.75
Cemetery Maint. Specialist	1	1	1	1	0	1
Equip. Opers. Temps	4.31	4.31	4.31	2.97	0.55	3.52
Equipment Operator	14	15	15	15	0	15
Intern	0.5	0.5	0.5	0.5	0	0.5
Maintenance Worker	7	7	7	7	0	7
Maint. Wkr. III LDWKR	1	0	0	0	0	0
Maint. Worker temp	0.75	0.75	0.75	0.75	0	0.75
Public Works Manager (Streets)	0	1	1	1	0	1
Public Works Section Head	0	1	1	1	0	1
Streets Leadworker	3	3	3	3	0	3
Streets Manager	1	0	0	0	0	0
Street Superintendent	1	0	0	0	0	0
Traffic Signal Technician Ass't	1	1	1	1	0	1
Total	36.31	36.31	36.31	34.97	0.55	35.52
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
ECONOMIC DEVELOPMENT						
Business Retention & Expansion Mgr	1	1	1	1	0	1
Economic Analyst	1	0	0	0	0	0
Economic Development Manager	0	1	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	2	0	2
CVB Director	1	1	1	1	0	1
Division Director	Transfer	0	0	0	0	0
Marketing & Public Relations Manager	0	1	1	1	0	1
Marketing Manager	1	0	0	0	0	0
Publication Specialist	2	2	2	0	0	0
Public Relations Associate	1	1	1	0	0	0
Public Relations Specialist	0	0	0	1	0	1
Sales Associate	2	2	2	0	0	0
Sales Manager	1	0	0	0	0	0
Sales Specialist	0	0	0	2	0	2
Total	9	8	8	8	0	8
TOURISM-VISITOR CENTER						
Admin Asst	4.25	2.99	1.99	1.99	0.44	2.43
Admin Asst (Funded in FY11)	0	0.76	0	0	0	0
Admin Specialist	0.5	0.5	1.5	1.5	0	1.5
Visitor Center Manager	1	1	1	1	0	1
Total	5.75	5.25	4.49	4.49	0.44	4.93

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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
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	1	1	0	0	0	0
Utilities Engineering Manager	1	1	1	1	0	1
Utilites Operations Section Head	0	0	0	Transfer	0	1
Utilities Plan Reviewer	1	1	1	1	0	1
Utilities Program Assistant	1	0	0	0	0	0
Utilities Program Manager	1	1	1	1	0	1
Water Resource Manager	1	1	1	1	0	1
Total	10	9	8	8	0	9
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
MSW Operations	3	3	3	3	0	3
MSW Laboratory	1	1	1	1	0	1
MSW Maintenance	2	2	2	2	0	2
Operations Specialist	1	1	1	1	0	1
Water Production Manager	1	1	1	1	0	1
Total	11	11	11	11	0	11
WATER DISTRIBUTION SYSTEM						
Field Services Manager	1	1	1	1	0	Transfer
Maintenance Worker - Temp	1	0	0	0	0	0
Maintenance Worker	1	1	1	1	0	1
MSW - Water Services Tech	10	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	15	14	14	14	0	13
WASTEWATER TREATMENT PLANT						
Equip Operator II Temp	1.5	1.5	1.5	1.5	0	1.5
Instrumentation/Electrical Spec	0	0	1	1	0	1
MSW - Operations	0	0	2	2	0	2
MSW - Plant Tech	6	6	4	4	0	4
Plant Specialist	4	4	3	3	0	3
Wastewater Treatment Manager	1	1	1	1	0	1
Total	12.5	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						
Industrial Waste Inspector	2	2	2	2	0	2
Industrial Waste Supervisor	1	1	1	1	0	1
Total	3	3	3	3	0	3

City of Flagstaff
Authorized Personnel/Position Summary

SECTION	2009-2010	2010-2011	2011-2012	2012-2013	Add/Delete 2013-2014	Adopted 2013-2014
RECLAIMED WASTEWATER TREATMENT PLANT						
Maintenance Specialist	1	1	0	0	0	0
MSW - Laboratory Tech	1	1	1	1	0	1
MSW - Plant Tech	1	1	2	2	0	2
Plant Specialist	1	1	1	1	0	1
Total	4	4	4	4	0	4
STORMWATER						
Floodplain Inspector	1	1	1	0	0	0
Intern	1	1	1	1	-0.5	0.5
Project Manager	2	2	2	2	0	2
Stormwater Program Manager	1	1	1	1	0	1
Stormwater Service Analyst	1	1	1	1	0	1
Watershed Specialist	0	0	0	1	0	1
Total	6	6	6	6	-0.5	5.5
FLAGSTAFF HOUSING AUTHORITY						
Administrative Clerk/Occupancy Specialist	0	1	1	0	0	0
Occupancy Specialist	0	0	0	1	0	1
Executive Director	0	1	1	0	0	0
FHA Director	0	0	0	1	0	1
FHA Manager	0	0	0	4	0	4
Finance Assistant	0	1	1	0	0	0
Finance Director	0	1	1	0	0	0
Finance Specialist	0	0	0	1	0	1
Housing Director	0	2	2	0	0	0
Housing Services Administrator	0	5	5	0	0	0
Housing Services Specialist	0	0	0	5	0	5
Maintenance Coordinator	0	1	1	1	0	1
Maintenace Director	0	1	1	0	0	0
Maintenance Lead Worker	0	2	2	2	0	2
Maintenance Worker	0	0	0	5	0	5
Maintenance Worker III	0	1	1	0	0	0
Maintenace Worker II	0	4	4	0	0	0
Maintenance Worker I	0	0	0	2	0	2
Temporary Maintenance Worker	0	3.5	3.5	2	-2	0
Total	0	23.5	23.5	24	-2	22
AIRPORT						
Admin Specialist	1	1	1	1	0	1
Airport Director	1	1	1	1	0	1
Airport Operations/ARFF Specialist	0	0	6	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	3	3	0	0	0	0
Airport Service Worker II	3	3	0	0	0	0
Maintenance Wrks - Snow	0.5	0.5	0.5	0.5	0	0.5
Total	9.5	9.5	9.5	9.5	0	9.5
SOLID WASTE						
Admin Assistant	3.5	3.5	3	2.65	0	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

City of Flagstaff
Authorized Personnel/Position Summary

SECTION	2009-2010	2010-2011	2011-2012	2012-2013	Add/Delete 2013-2014	Adopted 2013-2014
SOLID WASTE (continued)						
Brownfield Specialist	Transfer	0	0	0	0	0
Conservation Manager	1	0	0	0	0	0
Environmental Aide	0.6	Transfer	0	0	0	0
Environmental Assistant	1	Transfer	0	0	0	0
Environmental Code Enf Aide	1	0	0	0	0	0
Environmental Code Specialist	1	Transfer	0	0	0	0
Environ Program Manager	1	Transfer	0	0	0	0
Environmental Program Specialist	1	Transfer	0	0	0	0
Environmental Services Mgr	2	0	0	0	0	0
Environmental Technician	1	Transfer	0	0	0	0
Equipment Operator	37	34	30	30	-0.7	29.3
ES Collection Super	2	2	2	2	0	2
ES Equip. Oper I - Temp	1	1	1	1	0	1
ES Leadworkers	0	2	2	2	0	2
ES Operations Mgr	1	0	0	0	0	0
Landfill Supervisor	1	1	1	1	0	1
Program Asst	2	1	1	1	0	1
Project Manager	2	2	2	2	0	2
Public Works Manager (ES)	0	2	2	2	0	2
Public Works Section Head	0	1	1	1	0	1
Sustainability and Env Mgr	1	Transfer	0	0	0	0
Sustainability Assistant (Grant Funded)	0.48	Transfer	0	0	0	0
Sustainability Manager	1	Transfer	0	0	0	0
Sustainability Specialist	1	Transfer	0	0	0	0
Total	65.58	52.5	48	47.65	-0.7	46.95
SUSTAINABILITY & ENVIROMENTAL MANAGEMENT SERVICES						
Environmental Aide	0	0.6	0.6	0.6	-0.6	0
Environmental Assistant	0	1	1	1	0	1
Environmental Code Enf Officer	0	1	0	0	0	0
Environmental Code Specialist	0	1	1	1	0	Transfer
Environmental Code Technician	0	0	1	1	0	Transfer
Environ Program Manager	0	1	1	1	0	1
Environmental Program Specialist	0	1	1	1	0	1
Environmental Technician	0	1	1	1	0	1
Public Works Section Head	0	1	1	1	0	1
Sustainability Assistant (Grant Funded)	0	0.48	1	0.25	-0.25	0
Sustainability Manager	0	1	1	1	0	1
Sustainability Specialist	0	2	2	2	0	2
Volunteer Coordinator	0	0	0	0	0.48	0.48
Total	0	11.08	11.6	10.85	-0.37	8.48
GRAND TOTALS	827.48	825.33	812.42	802.50	-3.96	798.54

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			Min				Mid 1-4	Mid 5-11	Mid 12+						
Range	**Pos #**	**Position Title**	**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**
1	10100	N Library Page	9.7800	10.2114	10.6194	11.0509	11.4704	11.9017	12.3213	12.7409	13.2071				
A-1-0			782.40	816.91	849.55	884.07	917.63	952.14	985.70	1019.27	1056.57				
			1695.20	1769.98	1840.70	1915.49	1988.20	2062.96	2135.69	2208.42	2289.23				
			20342.40	21239.71	22088.35	22985.87	23858.43	24755.54	25628.30	26501.07	27470.77				
2			11.2721	11.7500	12.2395	12.7294	13.2189	13.7201	14.2094	14.6993	15.2004				
A-1-1			901.77	940.00	979.16	1018.35	1057.51	1097.61	1136.75	1175.94	1216.03				
			1953.83	2036.67	2121.51	2206.43	2291.28	2378.15	2462.96	2547.88	2634.74				
			23445.97	24440.00	25458.16	26477.15	27495.31	28537.81	29555.55	30574.54	31616.83				
3	10302	N Library Clerk I	12.2395	12.7759	13.3238	13.8716	14.4079	14.9675	15.5036	16.0515	16.5293				
A-1-2			979.16	1022.07	1065.90	1109.73	1152.63	1197.40	1240.29	1284.12	1322.34				
			2121.51	2214.49	2309.46	2404.41	2497.37	2594.37	2687.29	2782.26	2865.08				
			25458.16	26573.87	27713.50	28852.93	29968.43	31132.40	32247.49	33387.12	34380.94				
4	10423	N Cemetery Caretaker	14.1164	14.7343	15.3637	15.9699	16.6111	17.2172	17.8349	18.4644	19.0473				
A-1-3	10422	N Dispatch Call Taker	1129.31	1178.74	1229.10	1277.59	1328.89	1377.38	1426.79	1477.15	1523.78				
	10424	N Meter Technician	2446.84	2553.95	2663.04	2768.12	2879.26	2984.31	3091.38	3200.50	3301.53				
	10407	N Parking Control Officer	29362.11	30647.34	31956.50	33217.39	34551.09	35811.78	37096.59	38405.95	39618.38				
	10410	N Property Control Coord													

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Range	**Pos #**	**Position Title**	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**
5	10500	N Library Assistant I	14.8157	15.3870	15.9467	16.5061	17.1004	17.6602	18.2197	18.8024	19.3621	19.9214	20.4462		
B-2-1	10501	N Meter Technician II	1185.26	1230.96	1275.74	1320.49	1368.03	1412.82	1457.58	1504.19	1548.97	1593.71	1635.70		
			2568.05	2667.08	2764.09	2861.06	2964.07	3061.10	3158.08	3259.08	3356.10	3453.04	3544.01		
			30816.66	32004.96	33169.14	34332.69	35568.83	36733.22	37896.98	39108.99	40273.17	41436.51	42528.10		
6	10639	N Account Clerk	15.2705	15.8649	16.4363	17.0305	17.6136	18.1847	18.7790	19.3503	19.9214	20.5275	21.0872		
B-2-2	10601	N Animal Control Officer	1221.64	1269.19	1314.90	1362.44	1409.09	1454.78	1502.32	1548.02	1593.71	1642.20	1686.98		
	10636	N Environmental Aide	2646.89	2749.92	2848.96	2951.95	3053.02	3152.01	3255.03	3354.05	3453.04	3558.10	3655.11		
	10637	N Env Code Enfrcmnt Aide	31762.64	32998.99	34187.50	35423.44	36636.29	37824.18	39060.32	40248.62	41436.51	42697.20	43861.38		
R06	10640	N IT Technician	16.0341	16.6582	17.2579	17.8819	18.4942	19.0938	19.7182	20.3178	20.9177	21.5541	22.1416		
			1282.73	1332.66	1380.63	1430.55	1479.54	1527.50	1577.46	1625.42	1673.42	1724.33	1771.33		
			2779.24	2887.42	2991.37	3099.53	3205.66	3309.59	3417.82	3521.75	3625.73	3736.04	3837.88		
			33350.93	34649.06	35896.43	37194.35	38467.94	39715.10	41013.86	42261.02	43508.82	44832.53	46054.53		
7	10752	N Billing Specialist	16.7042	17.3452	17.9749	18.6042	19.2571	19.8751	20.5275	21.1457	21.7867	22.4276	23.0574		
B-2-3	10748	N Bin Maint Leadworker	1336.34	1387.62	1437.99	1488.34	1540.57	1590.01	1642.20	1691.66	1742.94	1794.21	1844.59		
	10739	N Environmental Assistant	2895.39	3006.50	3115.65	3224.73	3337.90	3445.02	3558.10	3665.25	3776.36	3887.45	3996.62		
	10705	N Evidence Tech	34744.74	36078.02	37387.79	38696.74	40054.77	41340.21	42697.20	43983.06	45316.34	46649.41	47959.39		
	10751	N Fleet Services Specialist													
	10709	N Library Cataloging Asst													
	10700	N Mechanic I													
	10734	N Payroll Assistant													
	10717	N Program Assistant													
	10753	N Sustainability Assistant													
	10746	N Traffic Signal Technician Asst													
	10702	N Water/Sewer Utility Locator													
R07	10725	N Police Emerg Comm Spec	17.5396	18.2126	18.8736	19.5344	20.2201	20.8688	21.5541	22.2030	22.8759	23.5491	24.2101		
			1403.17	1457.01	1509.89	1562.75	1617.61	1669.50	1724.33	1776.24	1830.07	1883.93	1936.81		
			3040.20	3156.85	3271.42	3385.96	3504.82	3617.26	3736.04	3848.52	3965.16	4081.84	4196.42		
			36482.37	37882.21	39257.09	40631.55	42057.81	43407.10	44832.53	46182.24	47581.87	48982.13	50357.01		

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				Min				Mid 1-4	Mid 5-11	Mid 12+						
Range	**Pos #**		**Position Title**	**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**
8	10849	N	Accounts Specialist	19.6068	20.3413	21.0872	21.8215	22.5675	23.3020	24.0481	24.7941	25.5285	26.2744	27.0555		
B-2-4	10827	N	Buyer	1568.54	1627.30	1686.98	1745.72	1805.40	1864.16	1923.85	1983.53	2042.28	2101.95	2164.44		
	10839	N	Cemetery Maint Speclst	3398.51	3525.83	3655.11	3782.39	3911.70	4039.01	4168.34	4297.64	4424.94	4554.23	4689.62		
	10819	N	Code Compl Officer I	40782.14	42309.90	43861.38	45388.72	46940.40	48468.16	50020.05	51571.73	53099.28	54650.75	56275.44		
	10848	N	Collections Specialist													
	10831	N	Court Interpreter													
	10841	N	Creative Services Specialist													
	10852	N	Development Svcs Speclst													
	10861	N	Engineering Specialist													
	10820	N	Environmental Technician													
	TBD	N	FHA Finance Specialist													
	TBD	N	FHA Resident Svcs Coord													
	10812	N	Industrial Waste Insp													
	10807	N	Library Assistant II													
	10862	N	Materials Technician													
	10808	N	Mechanic II													
	10809	N	Probation Service Officer													
	10850	N	Public Relations Specialist													
	10853	N	Warehouse Specialist													
	10803	N	Welder													
108	20801	E	Executive Asst	19.6068					23.3020					27.0555		
	20802	E	Sales Specialist	1568.54					1864.16					2164.44		
				3398.51					4039.01					4689.62		
				40782.14					48468.16					56275.44		
R08	10857	N	IT Specialist	20.5872	21.3583	22.1416	22.9125	23.6958	24.4671	25.2505	26.0340	26.8049	27.5881	28.4082		
				1646.98	1708.66	1771.33	1833.00	1895.66	1957.37	2020.04	2082.72	2144.39	2207.05	2272.66		
				3568.45	3702.11	3837.88	3971.50	4107.27	4240.96	4376.75	4512.56	4646.18	4781.94	4924.09		
				42821.38	44425.26	46054.53	47658.00	49287.26	50891.57	52521.04	54150.72	55754.19	57383.25	59089.06		

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				Min				Mid 1-4	Mid 5-11	Mid 12+						
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9	10958	N	Admin Spec Leadworker	20.7841	21.5768	22.3694	23.1737	23.9665	24.7590	25.5518	26.3560	27.1487	27.9297	28.6758		
B-2-5	10957	N	Auditor I	1662.73	1726.14	1789.55	1853.90	1917.32	1980.72	2044.14	2108.48	2171.90	2234.38	2294.06		
	10937	N	Brownfield Specialist	3602.58	3739.98	3877.36	4016.77	4154.19	4291.56	4428.98	4568.37	4705.77	4841.15	4970.47		
	10944	N	Code Compl Officer II	43230.93	44879.74	46528.35	48201.30	49850.32	51498.72	53147.74	54820.48	56469.30	58093.78	59645.66		
	10961	N	Court Finance Specialist													
	10923	N	Court Training Specialist													
	10950	N	Engineering Tech Leadworker													
	10936	N	Environmental Program Specialist													
	10955	N	Environmental Services Leadworker													
	TBD	N	FHA Housing Svcs Spec													
	TBD	N	FHA Maintenance Leadworker													
	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													
	10962	N	Wildland Fire Firewise Specialist													
109	20903	E	Librarian	20.7841					24.7590					28.6758		
				1662.73					1980.72					2294.06		
				3602.58					4291.56					4970.47		
				43230.93					51498.72					59645.66		
R09	10934	N	Network Administrator	21.8233	22.6557	23.4878	24.3325	25.1648	25.9969	26.8295	27.6738	28.5061	29.3262	30.1095		
	10946	N	App Support Specialist II	1745.86	1812.46	1879.02	1946.60	2013.18	2079.75	2146.36	2213.90	2280.49	2346.10	2408.76		
				3782.71	3926.99	4071.22	4217.63	4361.90	4506.13	4650.45	4796.79	4941.06	5083.21	5218.98		
				45392.46	47123.86	48854.62	50611.60	52342.78	54073.55	55805.36	57561.50	59292.69	60998.50	62627.76		

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10	11028	N Building Inspector	21.7633	22.5911	23.4420	24.2695	25.1088	25.9365	26.7641	27.6033	28.4310	29.2819	30.0280		
B-2-6	11015	N Building Plans Examiner	1741.06	1807.29	1875.36	1941.56	2008.70	2074.92	2141.13	2208.26	2274.48	2342.55	2402.24		
	11033	N City Records Coordinator	3772.31	3915.79	4063.28	4206.71	4352.19	4495.66	4639.11	4784.57	4928.04	5075.53	5204.85		
	11025	N Development Svs Superv	45267.66	46989.49	48759.36	50480.56	52226.30	53947.92	55669.33	57414.86	59136.48	60906.35	62458.24		
	11023	N Engineering Inspector													
	11032	N Fire Inspector													
	TBD	N FHA Maintenance Coord													
	11037	N Housing Rehab Specialist													
	11035	N Meter Tech Supervisor													
	11024	N Police Records Supervisor													
	11019	N Recreation Supervisor													
	11030	N Risk Management Specialist													
	11034	N Watershed Specialist													
	11036	N Wildland Fire Supervisor													

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10	11016	N Admin Spec Supervisor	21.7633	22.5911	23.4420	24.2695	25.1088	25.9365	26.7641	27.6033	28.4310	29.2819	30.0280		
B-3-1	11021	N Associate Planner	1741.06	1807.29	1875.36	1941.56	2008.70	2074.92	2141.13	2208.26	2274.48	2342.55	2402.24		
	11018	N Court Services Supervisor	3772.31	3915.79	4063.28	4206.71	4352.19	4495.66	4639.11	4784.57	4928.04	5075.53	5204.85		
	11012	N Env Svcs Collection Superv	45267.66	46989.49	48759.36	50480.56	52226.30	53947.92	55669.33	57414.86	59136.48	60906.35	62458.24		
	11026	N Landfill Supervisor													
	11027	N Streets Leadworker													
110	21002	E Library Supervisor	21.7633					25.9365					30.0280		
			1741.06					2074.92					2402.24		
			3772.31					4495.66					5204.85		
			45267.66					53947.92					62458.24		
R10	11020	N Court IT Coordinator	22.8516	23.7207	24.6140	25.4830	26.3644	27.2334	28.1022	28.9835	29.8526	30.7461	31.5294		
	11022	N PECS Supervisor	1828.13	1897.66	1969.12	2038.64	2109.15	2178.67	2248.18	2318.68	2388.21	2459.69	2522.35		
			3960.94	4111.59	4266.43	4417.05	4569.83	4720.46	4871.05	5023.81	5174.45	5329.32	5465.10		
			47531.33	49339.06	51197.12	53004.64	54837.95	56645.47	58452.58	60285.68	62093.41	63951.89	65581.15		
11	11104	N Inspection Supervisor	24.0597	24.9689	25.9014	26.8106	27.7199	28.6294	29.5500	30.4477	31.3804	32.2894	33.2103		
B-3-2			1924.78	1997.51	2072.11	2144.85	2217.59	2290.35	2364.00	2435.82	2510.43	2583.15	2656.82		
			4170.35	4327.94	4489.58	4647.17	4804.78	4962.43	5122.00	5277.60	5439.27	5596.83	5756.45		
			50044.18	51935.31	53874.91	55766.05	57657.39	59549.15	61464.00	63331.22	65271.23	67161.95	69077.42		
111	21108	E Police Spec Svcs Superv	24.0597					28.6294					33.2103		
			1924.78					2290.35					2656.82		
			4170.35					4962.43					5756.45		
			50044.18					59549.15					69077.42		
R11	11110	N IT Supervisor	25.2628	26.2173	27.1965	28.1513	29.1059	30.0607	31.0274	31.9701	32.9493	33.9039	34.8708		
			2021.02	2097.38	2175.72	2252.10	2328.47	2404.86	2482.19	2557.61	2635.94	2712.31	2789.66		
			4378.89	4544.33	4714.06	4879.56	5045.02	5210.52	5378.08	5541.48	5711.21	5876.68	6044.27		
			52546.62	54531.98	56568.72	58554.70	60540.27	62526.26	64536.99	66497.81	68534.54	70520.11	72531.26		

CITY OF FLAGSTAFF
2080 Pay Plan
FY 2014

				Min				Mid 1-4	Mid 5-11	Mid 12+						
Range	**Pos #**		**Position Title**	**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	24.7125						30.2669						35.8214
C-4-1	21245	E	Auditor II	1977.00						2421.36						2865.71
	21268	E	Business Retn & Exp Mgr	4283.50						5246.27						6209.04
	21277	E	Code Compliance Mgr	51402.00						62955.26						74508.51
	21274	E	Comm Dsgn & Redev Proj Admin													
	21278	E	Deputy City Clerk													
	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													
	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	25.9482						31.7804						37.6127
				2075.86						2542.43						3009.02
				4497.69						5508.60						6519.53
				53972.26						66103.23						78234.42

CITY OF FLAGSTAFF
2080 Pay Plan
FY 2014

			Min				Mid 1-4	Mid 5-11	Mid 12+						
Range	**Pos #**	**Position Title**	**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			27.2537	28.1745	29.1069	30.0280	30.9722	31.8817	32.8140	33.7349	34.6790	35.5883	36.5209	37.4418	38.4207
C-4-2			2180.30	2253.96	2328.55	2402.24	2477.78	2550.54	2625.12	2698.79	2774.32	2847.06	2921.67	2995.34	3073.66
			4723.97	4883.58	5045.20	5204.85	5368.51	5526.16	5687.76	5847.38	6011.03	6168.64	6330.29	6489.91	6659.59
			56687.70	58602.96	60542.35	62458.24	64422.18	66313.94	68253.12	70168.59	72132.32	74023.66	75963.47	77878.94	79915.06
113	21338	E Asst to City Mgr (Comm)	27.2537						32.8140						38.4207
C-4-2	21326	E Construction Manager	2180.30						2625.12						3073.66
	21354	E Customer Service Manager	4723.97						5687.76						6659.59
	21319	E Housing Planner	56687.70						68253.12						79915.06
	21355	E Library Manager													
	21333	E Multi Modal Transportation Planner													
	21349	E Payroll Manager													
	21332	E Permanent Affordability Administrator													
	21353	E Sustainability Manager													
R13	21352	E IT Administrator	28.6164						34.4547						40.3417
	21350	E IT Manager	2289.31						2756.38						3227.34
			4960.18						5972.15						6992.56
			59522.11						71665.78						83910.74
114	21428	E Asst to City Mgr (Risk)	30.5991						37.4824						44.3660
C-4-3	21438	E Building Official	2447.93						2998.61						3549.28
	21433	E Comp Planning Mgr	5303.84						6496.98						7690.11
	21437	E Deputy Court Admin	63646.13						77963.71						92281.28
	21429	E Facilities Mainenance Supt													
	21425	E Field Service Manager													
	TBD	E FHA Manager													
	21443	E Grants Manager													
	21419	E Police Communications Manager													
	21412	E Police Support Svcs Manager													
	21444	E Public Works Manager													
	21446	E Asst to City Mgr (Rl Est)													
	21439	E Tax License Revenue Manager													
	21426	E Wastewater Treatment Mgr													
	21424	E Water Production Manager													
	21436	E Wildland Fire Manager													
R14	21441	E IT Manager (Network)	32.1292						39.3568						46.5842
			2570.34						3148.54						3726.74
			5569.06						6821.85						8074.59
			66828.74						81862.14						96895.14

CITY OF FLAGSTAFF
2080 Pay Plan
FY 2014

			Min				Mid 1-4	Mid 5-11	Mid 12+						
Range	**Pos #**	**Position Title**	**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	31.2403						38.7416						46.2426
C-5-1	21531	E Capital Impv Engineer	2499.22						3099.32						3699.41
	21521	E Comm Dsgn & Redev Mgr	5414.99						6715.19						8015.38
	21532	E Cprhsv Plng & Code Admir	64979.82						80582.22						96184.61
	21519	E Current Planning Manager													
	21530	E Economic Dev Manager													
	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													
	21512	E Stormwater Program Mgr													
	21528	E Traffic Engineer													
R15	21529	E IT Mgr (Systems & Apps)	32.8023						40.6787						48.5547
	21525	E Utilities Engineering Mgr	2624.18						3254.30						3884.38
	21526	E Water Resources Mgr	5685.73						7050.97						8416.15
			68228.78						84611.70						100993.78
16			33.4785						41.5100						49.5415
C-5-2			2678.28						3320.80						3963.32
116			5802.94						7195.07						8587.19
			69635.28						86340.80						103046.32
R16			35.1524						43.5855						52.0186
			2812.19						3486.84						4161.49
			6093.08						7554.82						9016.56
			73116.99						90657.84						108198.69

CITY OF FLAGSTAFF
2080 Pay Plan
FY 2014

			Min				Mid 1-4	Mid 5-11	Mid 12+						
Range	**Pos #**	**Position Title**	**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	36.0896						45.3043						54.5190
D-6-1	21729	E City Clerk	2887.17						3624.35						4361.52
117	21722	E City Engineer	6255.53						7852.75						9449.96
	21714	E Community Invstmnt Dir	75066.37						94232.95						113399.52
	21727	E CVB Director													
	21724	E Finance Director													
	TBD	E FHA Director													
	21701	E Library Director													
	21721	E Planning Director													
	21726	E Public Works Section Head													
	21707	E Purchasing Director													
	21728	E Recreation Svcs Director													
	21725	E Revenue Director													
	21731	E Utilities Operations Section Head													
18	21805	E Deputy Fire Chief	37.6747						47.2743						56.8736
D-6-2			3013.98						3781.94						4549.89
118			6530.28						8194.19						9858.09
			78363.38						98330.24						118297.09
R18	21806	E City Prosecutor	39.5586						49.6381						59.7173
	21804	E Deputy City Attorney	3164.69						3971.05						4777.38
			6856.82						8603.94						10351.00
			82281.89						103247.25						124211.98
19			39.2135						49.2211						59.2283
D-6-3			3137.08						3937.67						4738.26
119			6797.01						8531.63						10266.24
			81564.08						102379.47						123194.86

CITY OF FLAGSTAFF
2080 Pay Plan
FY 2014

			Min				Mid 1-4	Mid 5-11	Mid 12+						
Range	**Pos #**	**Position Title**	**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**
20			42.1510						53.5399						64.9285
E-8-1			3372.08						4283.18						5194.28
120			7306.17						9280.22						11254.27
			87674.08						111362.68						135051.28
21			44.4941						57.1709						69.8479
E-8-2			3559.53						4573.68						5587.83
121			7712.31						9909.64						12106.97
			92547.73						118915.68						145283.63
22			49.2268						63.2617						77.2965
E-8-3			3938.14						5060.93						6183.72
122			8532.65						10965.36						13398.06
			102391.74						131584.23						160776.72
23	22300	E Deputy City Manager	53.6418						68.9299						84.2176
E-9-1			4291.34						5514.39						6737.41
123			9297.91						11947.85						14597.72
			111574.94						143374.19						175172.61
26	22601	E City Manager	57.3866						74.5979						91.8093
F-10-2			4590.93						5967.84						7344.74
126			9947.01						12930.31						15913.61
			119364.13						155163.74						190963.34

CITY OF FLAGSTAFF
Police Pay Plan
FY 2014

Range	Pos #		Position Title	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
P09	10903	N	Police Officer	22.9144	23.7852	24.6415	25.5286	26.3966	27.2677	28.1402	29.0407	29.9120	30.7794	31.6105		
				34.3716	35.6778	36.9622	38.2929	39.5949	40.9015	42.2103	43.5610	44.8680	46.1691	47.4157		
				1833.15	1902.82	1971.32	2042.29	2111.73	2181.42	2251.22	2323.26	2392.96	2462.35	2528.84		
				47661.95	49473.22	51254.32	53099.49	54904.93	56716.82	58531.62	60404.66	62216.96	64021.15	65749.84		
P11	11100	N	Police Corp/Det	25.2627	26.2227	27.2192	28.1718	29.1297	30.0911	31.0540	31.9856	32.9452	33.9005	34.8837		
				37.8940	39.3340	40.8288	42.2577	43.6945	45.1366	46.5810	47.9784	49.4178	50.8507	52.3255		
				2021.02	2097.82	2177.54	2253.74	2330.38	2407.29	2484.32	2558.85	2635.62	2712.04	2790.70		
				52546.42	54543.22	56615.94	58597.34	60589.78	62589.49	64592.32	66530.05	68526.02	70513.04	72558.10		
P13	11301	N	Police Sergeant	28.6164	29.5833	30.5624	31.5295	32.5208	33.4756	34.4548	35.4217	36.4131	37.3678	38.3470	39.3138	40.3419
				42.9246	44.3749	45.8436	47.2942	48.7812	50.2134	51.6822	53.1325	54.6196	56.0517	57.5205	58.9707	60.5128
				2289.31	2366.66	2444.99	2522.36	2601.66	2678.05	2756.38	2833.74	2913.05	2989.42	3067.76	3145.1	3227.35
				59522.11	61533.26	63569.79	65581.36	67643.26	69629.25	71665.98	73677.14	75739.25	77725.02	79761.76	81772.70	83911.15
P15	21503	E	Police Lieutenant	32.8023						40.6749						48.5474
				49.2034						61.0123						72.8211
				2624.18						3253.99						3883.79
				68228.78						84603.69						100978.59
P18	21801	E	Deputy Police Chief	39.5584						49.6459						59.7333
				59.3376						74.4688						89.5999
				3164.67						3971.67						4778.66
				82281.47						103263.37						124245.26

CITY OF FLAGSTAFF
Fire Pay Plan
FY 2014

			Min				Mid 1-4	Mid 5-11	Mid 12+						
Range	Pos #	Position Title	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
8	10813	N Firefighter	14.0049	14.5295	15.0622	15.5869	16.1198	16.6442	17.1771	17.7100	18.2346	18.7676	19.3254		
B-2-4			1568.55	1627.30	1686.97	1745.73	1805.42	1864.15	1923.84	1983.52	2042.28	2101.97	2164.44		
208			3398.52	3525.83	3655.09	3782.42	3911.74	4038.99	4168.31	4297.63	4424.93	4554.27	4689.63		
			40782.27	42309.90	43861.13	45389.05	46940.86	48467.91	50019.72	51571.52	53099.16	54651.25	56275.56		
R29	10905	N Fire Engineer	15.5883	16.1825	16.7772	17.3803	17.9750	18.5694	19.1638	19.7671	20.3617	20.9473	21.5069		
B-2-5			1745.89	1812.44	1879.05	1946.59	2013.20	2079.77	2146.35	2213.92	2280.51	2346.10	2408.77		
			27165.21	28200.70	29237.07	30288.07	31324.43	32360.27	33396.12	34447.47	35483.66	36504.16	37479.36		
			45393.13	47123.44	48855.21	50611.43	52343.20	54074.09	55804.99	57561.80	59293.27	60998.54	62628.09		
13	11300	N Fire Captain	19.4670	20.1246	20.7908	21.4487	22.1231	22.7724	23.4386	24.0964	24.7710	25.4202	26.0864	26.7441	27.4435
C-4-2			2180.30	2253.96	2328.57	2402.25	2477.79	2550.51	2625.12	2698.80	2774.35	2847.06	2921.68	2995.34	3073.67
213			4723.99	4883.57	5045.23	5204.88	5368.54	5526.10	5687.77	5847.39	6011.10	6168.64	6330.30	6489.90	6659.62
			56687.90	58602.84	60542.81	62458.61	64422.47	66313.23	68253.20	70168.72	72133.15	74023.62	75963.60	77878.82	79915.47

CITY OF FLAGSTAFF
Administrative Assistant Broad Band
FY 2014

				Zone 1								
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	12.2395	12.8257	13.4119	13.9982	14.5843	15.1705	15.7567	16.3429	16.9290
				979.16	1026.06	1072.95	1119.86	1166.74	1213.64	1260.54	1307.43	1354.32
				2121.51	2223.12	2324.73	2426.35	2527.95	2629.55	2731.16	2832.77	2934.36
				25458.16	26677.46	27896.75	29116.26	30335.34	31554.64	32773.94	33993.23	35212.32

				Zone 2								
Band	**Pos #**		**Position Title**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**
B12	80102	N	Admin Assistant	13.9982	14.5843	15.1705	15.7567	16.3429	16.9290	17.5152	18.1014	18.6876
				1119.86	1166.74	1213.64	1260.54	1307.43	1354.32	1401.22	1448.11	1495.01
				2426.35	2527.95	2629.55	2731.16	2832.77	2934.36	3035.97	3137.58	3239.18
				29116.26	30335.34	31554.64	32773.94	33993.23	35212.32	36431.62	37650.91	38870.21

				Zone 3								
Band	**Pos #**		**Position Title**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
B13	80103	N	Admin Assistant	15.7567	16.3429	16.9290	17.5152	18.1014	18.6876	19.2738	19.8600	20.4462
				1260.54	1307.43	1354.32	1401.22	1448.11	1495.01	1541.90	1588.80	1635.70
				2731.16	2832.77	2934.36	3035.97	3137.58	3239.18	3340.79	3442.40	3544.01
				32773.94	33993.23	35212.32	36431.62	37650.91	38870.21	40089.50	41308.80	42528.10

CITY OF FLAGSTAFF
Admin Specialist/Court Judicial Specialist Broad Band
FY 2014

				Zone 1								
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	14.8157	15.4045	15.9930	16.5819	17.1704	17.7591	18.3477	18.9364	19.5251
	80801	N	Court Judicial Speclst	1185.26	1232.36	1279.44	1326.55	1373.63	1420.73	1467.82	1514.91	1562.01
				2568.05	2670.11	2772.12	2874.20	2976.20	3078.24	3180.27	3282.31	3384.35
				30816.66	32041.36	33265.44	34490.35	35714.43	36938.93	38163.22	39387.71	40612.21

				Zone 2								
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	16.5819	17.1704	17.7591	18.3477	18.9364	19.5251	20.1137	20.7024	21.2911
	80802	N	Court Judicial Speclst	1326.55	1373.63	1420.73	1467.82	1514.91	1562.01	1609.10	1656.19	1703.29
				2874.20	2976.20	3078.24	3180.27	3282.31	3384.35	3486.37	3588.42	3690.46
				34490.35	35714.43	36938.93	38163.22	39387.71	40612.21	41836.50	43060.99	44285.49

				Zone 3								
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	18.3477	18.9364	19.5251	20.1137	20.7024	21.2911	21.8797	22.4686	23.0574
	80803	N	Court Judicial Speclst	1467.82	1514.91	1562.01	1609.10	1656.19	1703.29	1750.38	1797.49	1844.59
				3180.27	3282.31	3384.35	3486.37	3588.42	3690.46	3792.48	3894.56	3996.62
				38163.22	39387.71	40612.21	41836.50	43060.99	44285.49	45509.78	46734.69	47959.39

CITY OF FLAGSTAFF
Airport Operations/ARFF Specialist Broad Band
FY 2014

				Zone 1									
Band	**Pos #**		**Position Title**	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	[redacted]
B61	82101	N	Airport Ops/ARFF Spec	15.2705	16.1122	16.9541	17.7956	18.6376	19.4794	20.3210	21.1630	22.0047	[redacted]
	82401	N	Library Specialist	1221.64	1288.98	1356.33	1423.65	1491.01	1558.35	1625.68	1693.04	1760.38	[redacted]
				2646.89	2792.78	2938.71	3084.57	3230.52	3376.43	3522.31	3668.25	3814.15	[redacted]
				31762.64	33513.38	35264.53	37014.85	38766.21	40517.15	42267.68	44019.04	45769.78	[redacted]

							Zone 2									
Band	**Pos #**		**Position Title**	[redacted]	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	[redacted]
B62	82102	N	Airport Ops/ARFF Spec	[redacted]	17.7956	18.6376	19.4794	20.3210	21.1630	22.0047	22.8464	23.6883	24.5301	[redacted]
	82402	N	Library Specialist	[redacted]	1423.65	1491.01	1558.35	1625.68	1693.04	1760.38	1827.71	1895.06	1962.41	[redacted]
				[redacted]	3084.57	3230.52	3376.43	3522.31	3668.25	3814.15	3960.04	4105.97	4251.88	[redacted]
				[redacted]	37014.85	38766.21	40517.15	42267.68	44019.04	45769.78	47520.51	49271.66	51022.61	[redacted]

									Zone 3								
Band	**Pos #**		**Position Title**	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	**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	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	20.3210	21.1630	22.0047	22.8464	23.6883	24.5301	25.3718	26.2136	27.0555
	82403	N	Library Specialist	[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	1625.68	1693.04	1760.38	1827.71	1895.06	1962.41	2029.74	2097.09	2164.44
				[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	3522.31	3668.25	3814.15	3960.04	4105.97	4251.88	4397.78	4543.69	4689.62
				[redacted]	[redacted]	[redacted]	[redacted]	[redacted]	42267.68	44019.04	45769.78	47520.51	49271.66	51022.61	52773.34	54524.29	56275.44

CITY OF FLAGSTAFF
Equipment Operator/Maintenance Worker Broad Band
FY 2014

			Zone 1									
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	14.1164	14.7972	15.4785	16.1595	16.8403	17.5216	18.2024	18.8832	19.5644	20.2455
	81701 N	Maintenance Worker	1129.31	1183.78	1238.28	1292.76	1347.22	1401.73	1456.19	1510.66	1565.15	1619.64
			2446.84	2564.85	2682.94	2800.98	2918.99	3037.08	3155.08	3273.09	3391.16	3509.22
			29362.11	30778.18	32195.28	33611.76	35027.82	36444.93	37860.99	39277.06	40693.95	42110.64

			Zone 2									
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	17.5216	18.2024	18.8832	19.5644	20.2455	20.9263	21.6074	22.2885	22.9694	23.6506
	81702 N	Maintenance Worker	1401.73	1456.19	1510.66	1565.15	1619.64	1674.10	1728.59	1783.08	1837.55	1892.05
			3037.08	3155.08	3273.09	3391.16	3509.22	3627.23	3745.28	3863.34	3981.36	4099.44
			36444.93	37860.99	39277.06	40693.95	42110.64	43526.70	44943.39	46360.08	47776.35	49193.25

			Zone 3									
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	20.9263	21.6074	22.2885	22.9694	23.6506	24.3314	25.0125	25.6935	26.3744	27.0555
	81703 N	Maintenance Worker	1674.10	1728.59	1783.08	1837.55	1892.05	1946.51	2001.00	2055.48	2109.95	2164.44
			3627.23	3745.28	3863.34	3981.36	4099.44	4217.44	4335.50	4453.54	4571.56	4689.62
			43526.70	44943.39	46360.08	47776.35	49193.25	50609.31	52026.00	53442.48	54858.75	56275.44

CITY OF FLAGSTAFF
Utilities Specialist (Non Exempt) Broad Band
FY 2014

				Zone 1									
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	20.7841	21.6717	22.5593	23.4469	24.3345	25.2221	26.1096	26.9972	27.8851	
	80601	N	Maintenance Spec	1662.73	1733.74	1804.74	1875.75	1946.76	2017.77	2088.77	2159.78	2230.81	
	80701	N	Operations Spec	3602.58	3756.43	3910.28	4064.13	4217.98	4371.83	4525.66	4679.51	4833.42	
	80301	N	Plant Specialist	43230.93	45077.14	46923.34	48769.55	50615.76	52461.97	54307.97	56154.18	58001.01	
	80401	N	Water Services Spec										

				Zone 2								
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	23.4469	24.3345	25.2221	26.1096	26.9972	27.8851	28.7724	29.6600	30.5475
	80602	N	Maintenance Spec	1875.75	1946.76	2017.77	2088.77	2159.78	2230.81	2301.79	2372.80	2443.80
	80702	N	Operations Spec	4064.13	4217.98	4371.83	4525.66	4679.51	4833.42	4987.22	5141.07	5294.90
	80302	N	Plant Specialist	48769.55	50615.76	52461.97	54307.97	56154.18	58001.01	59846.59	61692.80	63538.80
	80402	N	Water Services Spec									

				Zone 3								
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	26.1096	26.9972	27.8851	28.7724	29.6600	30.5475	31.4352	32.3228	33.2103
	80603	N	Maintenance Spec	2088.77	2159.78	2230.81	2301.79	2372.80	2443.80	2514.82	2585.82	2656.82
	80703	N	Operations Spec	4525.66	4679.51	4833.42	4987.22	5141.07	5294.90	5448.77	5602.62	5756.45
	80303	N	Plant Specialist	54307.97	56154.18	58001.01	59846.59	61692.80	63538.80	65385.22	67231.42	69077.42
	80403	N	Water Services Spec									

CITY OF FLAGSTAFF
Utilities Specialist (Exempt) Broad Band
FY 2014

				Zone 1			
Band	Pos #		Position Title	Min	Mid	Max	
B41	81101	E	Laboratory Spec	43230.93	50996.40	58762.50	

					Zone 2			
Band	Pos #		Position Title		Min	Mid	Max	
B42	81102	E	Laboratory Spec		49055.34	56821.23	64587.12	

						Zone 3	
Band	Pos #		Position Title		Min	Mid	Max
B43	81103	E	Laboratory Spec		54879.55	62645.65	70411.12

CITY OF FLAGSTAFF
Accountant/Procurement Specialist Broad Band
FY 2014

			Zone 1	
Band	**Pos #**	**Position Title**	**Min**	**Max**
B71	81801	Accountant	43230.93	59433.09
	81111	Procurement Specialist		

			Zone 2	
Band	**Pos #**	**Position Title**	**Min**	**Max**
B72	81802	Accountant	50288.58	66749.07
	81112	Procurement Specialist		

			Zone 3	
Band	**Pos #**	**Position Title**	**Min**	**Max**
B73	81803	Accountant	57604.35	74508.51
	81113	Procurement Specialist		

CITY OF FLAGSTAFF
Manager Broad Band
FY 2014

			Zone 1		
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
B51	81201 E	Planning Dev Manager	51402.00	63082.03	74761.44
	81301 E	Project Manager			

			Zone 2		
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
B52	81202 E	Planning Dev Manager	60162.34	71841.33	83521.36
	81302 E	Project Manager			

			Zone 3		
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
B53	81203 E	Planning Dev Manager	68921.63	80601.66	92281.28
	81303 E	Project Manager			

CITY OF FLAGSTAFF
Assistant City Attorney Broad Band
FY 2014

				Zone 1		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
R61	81401	E	Asst. City Attorney	66828.74	78648.75	90468.98

				Zone 2		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
R62	81402	E	Asst. City Attorney	75693.70	87513.92	99333.73

				Zone 3		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
R63	81403	E	Asst. City Attorney	84558.66	96378.67	108198.69

CITY OF FLAGSTAFF
Senior Assistant City Attorney Broad Band
FY 2014

				Zone 1			
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**	
R71	81501	E	Sr. Asst. City Atty	68228.99	82754.67	97280.77	

					Zone 2			
Band	**Pos #**		**Position Title**		**Min**	**Mid**	**Max**	
R72	81502	E	Sr. Asst. City Atty		79122.58	93649.30	108175.18	

						Zone 3		
Band	**Pos #**		**Position Title**			**Min**	**Mid**	**Max**
R73	81503	E	Sr. Asst. City Atty			90017.20	104543.71	119069.39

CITY OF FLAGSTAFF
Division Director Broad Band
FY 2014

			Zone 1		
Band	Pos #	Position Title	Min	Mid	Max
B91	81901	Division Director	87674.08	108560.40	129447.14

			Zone 2		
Band	Pos #	Position Title	Min	Mid	Max
B92	81902	Division Director	103338.98	124225.71	145111.82

			Zone 3		
Band	Pos #	Position Title	Min	Mid	Max
B93	81903	Division Director	119004.08	139890.40	160776.72

			Zone 1	
Band	Pos #	Position Title	Min	Max
R91	82001	Division Director (IT)	92058.10	135919.68

			Zone 2	
Band	Pos #	Position Title	Min	Max
R92	82002	Division Director (IT)	108506.32	152367.28

			Zone 3	
Band	Pos #	Position Title	Min	Max
R93	82003	Division Director (IT)	124954.34	168815.92

CITY OF FLAGSTAFF
Recreation Program Coordinator Broad Band
FY 2014

			Zone 1								
Band	**Pos #**	**Position Title**	**Step 1**	**Step 2**	**Step 3**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**
BA1	82201 N	Rec Prog Coord	16.7042	17.5593	18.4144	19.2695	20.1246	20.9797	21.8348	22.6900	23.5451
			1336.34	1404.74	1473.15	1541.56	1609.97	1678.38	1746.78	1815.20	1883.61
			2895.39	3043.61	3191.83	3340.05	3488.26	3636.48	3784.70	3932.93	4081.15
			34744.74	36523.34	38301.95	40080.56	41859.17	43637.78	45416.38	47195.20	48973.81

			Zone 2								
Band	**Pos #**	**Position Title**	**Step 4**	**Step 5**	**Step 6**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**
BA2	82202 N	Rec Prog Coord	19.2695	20.1246	20.9797	21.8348	22.6900	23.5451	24.4002	25.2553	26.1104
			1541.56	1609.97	1678.38	1746.78	1815.20	1883.61	1952.02	2020.42	2088.83
			3340.05	3488.26	3636.48	3784.70	3932.93	4081.15	4229.37	4377.59	4525.80
			40080.56	41859.17	43637.78	45416.38	47195.20	48973.81	50752.42	52531.02	54309.63

			Zone 3								
Band	**Pos #**	**Position Title**	**Step 7**	**Step 8**	**Step 9**	**Step 10**	**Step 11**	**Step 12**	**Step 13**	**Step 14**	**Step 15**
BA3	82203 N	Rec Prog Coord	21.8348	22.6900	23.5451	24.4002	25.2553	26.1104	26.9655	27.8207	28.6758
			1746.78	1815.20	1883.61	1952.02	2020.42	2088.83	2157.24	2225.66	2294.06
			3784.70	3932.93	4081.15	4229.37	4377.59	4525.80	4674.02	4822.25	4970.47
			45416.38	47195.20	48973.81	50752.42	52531.02	54309.63	56088.24	57867.06	59645.66

CITY OF FLAGSTAFF
Recreation Supervisor Broad Band
FY 2014

				Zone 1		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
BB1	82301	E	Recreation Supervisor	45267.66	53622.40	61976.72

				Zone 2		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
BB2	82302	E	Recreation Supervisor	51533.46	59888.19	68242.72

				Zone 3		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
BB3	82303	E	Recreation Supervisor	57799.66	66153.98	74508.51

CITY OF FLAGSTAFF
Skill Based Pay
FY 2014

Range	Pos #		Position Title	1 (L1#1)	2 (LI#2)	3 (LI#3)	4 (LII#1)	5 (LII#2)	6 (LII#3)	7 (Max)
SB1	90101	N	MSW - Plant Technician	15.2705	16.8791	18.8024	20.7260	22.9756	25.5518	28.6758
	90201	N	MSW - Water Services Technician	1221.64	1350.33	1504.19	1658.08	1838.05	2044.14	2294.06
				2646.89	2925.71	3259.08	3592.51	3982.44	4428.98	4970.47
				31762.64	35108.53	39108.99	43110.08	47789.25	53147.74	59645.66

Lake Mary Water Treatment Plant

Range	Pos #		Position Title	1 (L1#1)	2 (LI#2)	3 (LI#3)	4 (LII#1)	5 (LII#2)	6 (LII#3)	7 (Max)
SB1	90301	N	MSW - Laboratory	15.2705	16.8791	18.8024	20.7260	22.9756	25.5518	28.6758
	90401	N	MSW - Operations	1221.64	1350.33	1504.19	1658.08	1838.05	2044.14	2294.06
	90501	N	MSW - Maintenance	2646.89	2925.71	3259.08	3592.51	3982.44	4428.98	4970.47
				31762.64	35108.53	39108.99	43110.08	47789.25	53147.74	59645.66

RESOLUTION NO. 2013-14

A RESOLUTION ADOPTING THE BUDGET FOR FISCAL YEAR 2013-2014.

WHEREAS, in accordance with the provisions of A.R.S. Title 42, Chapter 17, Articles 1 - 5, the City Council did, on June 4, 2013 make an estimate of the different amounts required to meet the public expenditures/expenses for the ensuing year, also an estimate of revenues from sources other than direct taxation, and the amount to be raised by taxation upon real and personal property within the City of Flagstaff; and

WHEREAS, in accordance with said sections of said Title, and following due public notice, the Council met on June 4, 2013, 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 18, 2013, 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 2013-2014.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 18th day of June, 2013.

/s/ Gerald W. Nabours
MAYOR

ATTEST:

/s/ Elizabeth Burke
CITY CLERK

APPROVED AS TO FORM:

/s/ Michelle D'Andrea
CITY ATTORNEY

ORDINANCE NO. 2013-13

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, 2014,

WHEREAS, by the provisions of State law, the ordinance levying taxes for fiscal year 2013-2014 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 0.8429 for the fiscal year ending on the 30th day of June, 2014. 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, 2014.

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 Aug 2, 2013.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 2nd day of July, 2013.

/s/ Gerald W. Nabours
MAYOR

ATTEST:

/s/ Elizabeth Burke
CITY CLERK

APPROVED AS TO FORM:

/s/ Michelle D'Andrea
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

Acronym	Description
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
DNS	Domain Name System

ACRONYMS

Acronym	Description
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 Administration
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
HURF	Highway User Revenue Fund
IACP	International Association of Chiefs of Police

ACRONYMS

Acronym	Description
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
MDC	Mobile Data Communications
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
PHAS	Public Housing Assessment System
PFC	Passenger Facility Charge

ACRONYMS

Acronym	Description
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
RLF	Revolving Loan Fund
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 Stated 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

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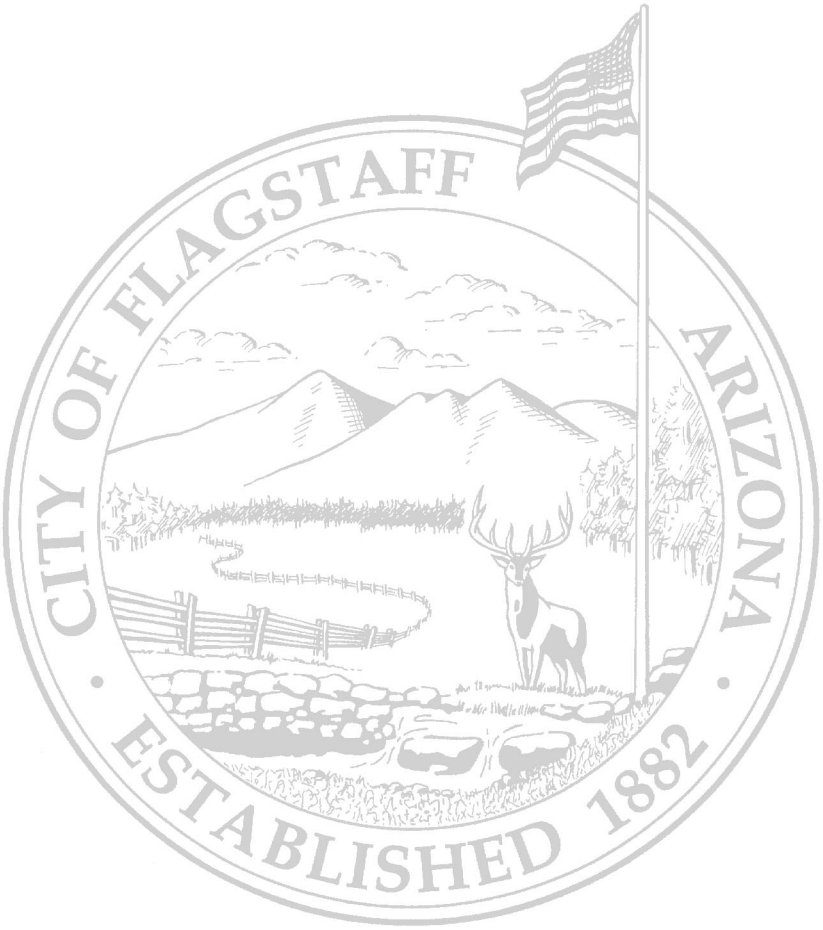
MOTEL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The **Flagstaff Watershed Protection Project** is made possible through the following partnerships:

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