

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

SECTION	2010-2011	2011-2012	2012-2013	2013-2014	Add/Delete 2013-2014	Adopted 2014-2015
<b>CITY MANAGER</b>						
Admin Assistant	0	0	0	1	0	1
Admin Specialist	0.5	0	0	0	0	0
Assistant to City Mgr	0	0	0	0	0	1
Assistant to City Mgr (Communications)	1	1	1	1	0	1
Assistant to City Mgr (Real Estate)	0.75	1	1	1	0	1
City Clerk	1	1	1	1	0	1
City Manager	1	1	1	1	0	1
City Records Coordinator	0	0	1	1	0	1
City Records Technician	1	1	0	0	0	0
Deputy City Clerk	0.875	0.875	1	1	0	1
Deputy City Clerk (Funded in FY11)	0.125	0	0	0	0	0
Deputy City Manager	2	2	2	2	0	2
Executive Admin Assistant	1.25	1	0	0	0	0
Executive Assistant	1	1	2	2	0	1
Intern	0	0.25	0.25	0.25	0	0.25
Mgmt Assistant (Funded in FY11 & FY12)	1	0.67	0	0	0	0
<b>Total</b>	<b>11.5</b>	<b>10.795</b>	<b>10.25</b>	<b>11.25</b>	<b>0</b>	<b>11.25</b>
<b>CITY CLERK</b>						
City Clerk	Transfer	0	0	0	0	0
City Records Technician	Transfer	0	0	0	0	0
Deputy City Clerk	Transfer	0	0	0	0	0
Executive Admin Assistant	Transfer	0	0	0	0	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>CAPITAL IMPROVEMENTS</b>						
Admin Specialist	1	1	Transfer	0	0	0
Capital Improvements Engineer	2	1	1	1	0	1
Project Manager	8	6	6	6	0	6
<b>Total</b>	<b>11</b>	<b>8</b>	<b>7</b>	<b>7</b>	<b>0</b>	<b>7</b>
<b>HUMAN RESOURCES</b>						
Admin Assistant	1	1	1	0	0	0
Admin Specialist	1	1	1	1	0	1
Division Director (HR)	1	1	1	1	0	1
Human Resources Analyst	0.75	1.75	1.75	2.75	0	2.75
Human Resources Benefit Spec.	1	1	1	0	0	0
Human Resources Generalist	1	1	2	1	0	1
Human Resources Recruiter	0	0	0	1	0	1
Human Resources Recrt Spec	0.5	0	0	0	0	0
Human Resources Supervisor	0	0	0	1	0	1
<b>Total</b>	<b>6.25</b>	<b>6.75</b>	<b>7.75</b>	<b>7.75</b>	<b>0</b>	<b>7.75</b>
<b>RISK MANAGEMENT</b>						
Assistant to City Manager (Risk Mgt)	1	1	1	1	0	1
Insurance Claim Specialist	1	1	1	1	0	1
<b>Total</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>
<b>LAW</b>						
Admin Assistant	1.75	1.5	1.75	1.75	0	1.75
Admin Asst (Funded in FY12)	0	0.25	0	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	3	3	0	3
City Attorney	1	1	1	1	0	1
City Prosecutor	0	1	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	3	2	3	3	0	3
Senior Ass't City Attorney (Funded in FY11)	1	0	0	0	0	0
<b>Total</b>	<b>14.75</b>	<b>13.75</b>	<b>13.75</b>	<b>13.75</b>	<b>0</b>	<b>13.75</b>

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<b>INFORMATION TECHNOLOGY</b>						
Division Director (IT)	1	1	1	1	0	1
IT Administrator	1	1	3	2	0	2
IT Analyst	4	4	3	4	0	4
IT Manager	2	2	2	2	0	2
IT Services Supervisor	1	1	1	1	0	1
IT Specialist	1	1	1	2	0	2
IT Technician	2	2	2	1	1	2
System Administrator	1	1	0	0	0	0
Total	13	13	13	13	1	14
<b>MANAGEMENT SERVICES</b>						
Admin Assistant	Transfer	0	0	0	0	0
Admin Specialist	1	1	1	1	0	1
Division Director (Mgmt Services)	1	1	1	1	0	1
Financial Systems Analyst	0	1	1	1	0	1
Purchasing Director	1	1	1	1	0	1
Procurement Specialist	0	0	3	3	0	3
Senior Procurement Specialist	3	3	0	0	0	0
Warehouse Technician	1	1	1	1	0	1
Total	7	8	8	8	0	8
<b>REVENUE</b>						
Accounts Specialist	1	1	0	0	0	0
Admin Assistant	5	5	5	5	-1	4
Admin Specialist	2	2	2	2	0	1
Admin Spclst Supervisor	1	1	0	0	0	0
Auditor I	1	0	0	0	0	0
Auditor II	1	1	1	1	0	1
Billing Specialist	0	0	1	1	0	2
Collections Specialist	2	2	2	2	0	2
Customer Svc Manager	0	0	1	1	0	1
Meter Reader	3.25	0	0	0	0	0
Meter Reader (Funded in FY11)	0.75	0	0	0	0	0
Meter Reader Supervisor	1	0	0	0	0	0
Meter Technician Supervisor	0	1	1	1	0	1
Meter Technician	0	3.25	2.25	2.25	1	3.25
Meter Technician II	0	0	1	1	0	1
Revenue Director	1	1	1	1	0	1
Sales Tax Manager	1	1	0	0	0	0
Tax Licensing & Revenue Mgr	0	0	1	1	0	1
Total	20	18.25	18.25	18.25	0	18.25
<b>FINANCE</b>						
Account Clerk I	1	1	1	1	0	1
Accountant	0	0	3	3	0	3
Accountant I	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	1	1	1	1	0	1
Grants Manager	1	1	1	1	0	1
Payroll Assistant	1	1	1	1	0	0
Payroll Manager	1	1	1	1	0	1
Payroll Specialist	0	0	0	0	0	1
Total	12	12	12	12	0	12
<b>COMMUNITY DEVELOPMENT ADMIN</b>						
Admin Specialist	1	1	1	1	0	1
Division Director (CD)	1	1	1	1	0	1
Total	2	2	2	2	0	2

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<b>PLANNING &amp; DEVELOPMENT SERVICES</b>						
Admin Specialist	1	1	1	1	0	1
Associate Planner	0	0	0	1	0	1
Building Inspector	5	5	5	5	0	5
Building Official	1	1	1	1	0	1
Building Plans Examiner	3	2	2	2	1	3
Code Compliance Officer I	0	0	Transfer	1	0	1
Code Compliance Officer II	0	0	Transfer	1	0	1
Code Compliance Officer II (Funded in FY11)	1	0	0	0	0	0
Code Compliance Manager	1	1	1	1	0	1
Comprehensive Planning and Code Administrator	0	0	0	1	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	Transfer	0	0	0
Inspection Supervisor	1	1	1	1	0	0
Neighborhood Planner	1	1	1	0	0	0
Planning Development Mgr.	3	3	3	4	0	4
Planning Director	1	1	1	1	0	1
Planning Technician	0	0.5	0	0	0	0
Senior Construction Inspector	0	0	0	0	0	1
Volunteer Coordinator	0	0	0	Transfer	0	0.48
Zoning Code Administrator	1	1	1	0	0	0
Zoning Code Manager (Funded thru in FY13)	1	1	1	0	0	0
<b>Total</b>	<b>24</b>	<b>22.5</b>	<b>22</b>	<b>24</b>	<b>1</b>	<b>25.48</b>
<b>ENGINEERING</b>						
Admin Specialist	0	Transfer	1	1	0	1
Assistant City Engineer	1	1	1	1	0	1
City Engineer	1	1	1	1	0	1
Construction Inspector	0	0	0	0	0	3
Construction Manager	1	1	1	1	0	1
Engineering Inspector	5	4	3	3	0	0
Engineering Specialist	0	0	1	1	0	1
Engineering Technician III	1	1	0	0	0	0
Inspection Supervisor	1	1	1	1	0	1
Intern	0	0	0.5	0.5	0	0.5
Materials Tech I	2	2	2	2	-2	0
Project Manager	4	4.7	4.7	5	0	5
Traffic Engineer	1	1	1	1	0	1
<b>Total</b>	<b>17</b>	<b>16.7</b>	<b>17.2</b>	<b>17.5</b>	<b>-2</b>	<b>15.5</b>
<b>COMMUNITY INVESTMENT</b>						
Admin Specialist	0	0	0	0	0	1
Admin Spclst Leadworker	1	1	1	1	0	0
Brownfield Specialist	1	1	0	0	0	0
Community Design & Redevelopment Mgr	1	1	1	1	0	1
Community Design & Redevel. Project Admin.	0	1	1	1	0	1
Community Planner	1	0	0	0	0	0
Division Director (Economic Vitality)	1	1	1	1	0	1
Manager of Enhanced Svcs Dist (Eff 2010-13)	1	1	1	0	0	0
<b>Total</b>	<b>6</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>0</b>	<b>4</b>
<b>HOUSING</b>						
Admin Specialist	1	1	1	0	0	0
Homeownership Program Manager	0	0	0	1	0	1
Housing & Grants Adm. (Grant Fnd)	1	1	1	1	0	1
Housing Manager	1	1	1	1	0	1
Housing Rehab Specialist	0	0	0	1	0	1
Housing Specialist	0	0	0	1	0	1
Community Housing/Neigh Planner	1	1	1	0	0	0
Permanent Afford Adm (Grant Fnd)	1	1	1	0	0	0
<b>Total</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>5</b>

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<b>FIRE</b>						
Admin Specialist	2	2	2	2	0	2
Deputy Fire Chief	2	1	1	1	0	1
Division Director (Fire Chief)	1	1	1	1	0	1
Fire Battalion Chief	3	3	3	3	0	3
Fire Captain	21	21	21	21	0	21
Fire Captain (Funded in FY11)	3	0	0	0	0	0
Fire Engineer	18	21	21	21	0	21
Fire Engineer (Funded in FY11)	3	0	0	0	0	0
Fire Fighter	29	31	31	30	0	30
Fire Fighter - Temp	0	0	0	1	0	1
Fire Fighter (Funded in FY11)	4	0	0	0	0	0
Fire Inspector	0	0	1	1	0	1
Fire Inspector II	2	1	0	0	0	0
Fire Marshall	0	1	1	1	0	1
Fuel Manager	0	0	0	0	0	0
Fuel Mgt. Crew Member	0	0	0	0	0	0
Fuel Mgt. Leadworker	0	0	0	0	0	0
Training Coordinator (FY2015 - FY2017)	0	0	0	0	1	1
Wildland Fire Manager	1	1	1	1	0	1
Wildland Fire Mgt Crew Mmbr (Grt Funded)	1	0	0	0	0	0
Wildland Fire Specialist I (Funded in FY11)	1	0	0	0	0	0
Wildland Fire Specialist I (Grant Funded)	0	1	0	0	0	0
Wildland Fire Supervisor	0	0	1	1	0	1
Wildland Fire Leadworker (Grant Funded)	1	1	0	0	0	0
Wildland Fire Firewise Specialist	0	0	1	1	0	1
<b>Total</b>	<b>92</b>	<b>85</b>	<b>85</b>	<b>85</b>	<b>1</b>	<b>86</b>
<b>POLICE</b>						
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	1	2	2	2	0	2
Dispatch Admin Call Taker (Funded in FY11)	1	0	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 911 Coordinator	0	0	0	0	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	22
Police Emerg Comm Speclst Sup.	5	5	5	5	0	5
Police Lieutenant	4	4	4	4	0	4
Police Officer	66	65	65	62	0	66
Police Officer (Funded in FY12)	0	1	0	0	0	0
Police Records Supervisor	1	1	1	1	0	1
Police Sergeant	12	12	12	12	0	14
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	1	0	1
<b>Total</b>	<b>156</b>	<b>156</b>	<b>155</b>	<b>153</b>	<b>0</b>	<b>159</b>
<b>POLICE GRANTS</b>						
Admin Specialist	1	1	1	1	0	1
Police Officer	10	14	14	14	0	8
Police Sergeant	1	1	1	1	0	1
<b>Total</b>	<b>12</b>	<b>16</b>	<b>16</b>	<b>16</b>	<b>0</b>	<b>10</b>
<b>PUBLIC WORKS ADMINISTRATION</b>						
Admin Specialist	0.5	0.5	0	0	0	0
Division Director (Public Works)	1	1	1	1	0	1
Project Manager	1	1	1	1	0	1
<b>Total</b>	<b>2.5</b>	<b>2.5</b>	<b>2</b>	<b>2</b>	<b>0</b>	<b>2</b>

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<b>PARKS</b>						
Maintenance Worker - Temps	3.2	3.46	4.69	7.91	-1	6.91
Maintenance Worker	21	21	21	21	0	21
Maintenance Worker Leadworkers	2	2	2	2	0	2
Public Works Manager (Parks)	1	1	1	1	0	1
<b>Total</b>	<b>27.2</b>	<b>27.46</b>	<b>28.69</b>	<b>31.91</b>	<b>-1</b>	<b>30.91</b>
<b>FLEET SERVICES</b>						
Buyer	1	1	1	1	0	1
Fleet Services Specialist	0	1	1	1	0	1
Mechanic I	3	3	3	2	0	2
Mechanic II	4	4	4	4	0	4
Mechanic III Leadworker	2	2	2	2	0	1
Mechanic Supervisor	0	0	0	0	0	1
Public Works Manager (Fleet)	1	1	1	1	0	1
Service Writer	1	0	0	0	0	0
Welder	1	1	1	1	0	0
Welder/Technician	0	0	0	0	0	1
<b>Total</b>	<b>13</b>	<b>13</b>	<b>13</b>	<b>12</b>	<b>0</b>	<b>12</b>
<b>FACILITIES MAINTENANCE</b>						
Facility Maintenance Manager	1	1	1	1	0	1
Facilities Maintenance Superintendent	1	1	1	1	0	1
Maintenance Worker	9	9	9	9	0	9
<b>Total</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>0</b>	<b>11</b>
<b>RECREATION</b>						
Admin Assistant	1	1	1	1	0	1
Admin Specialist	1	1	1	1	0	1
Division Director (Comm Enrichment)	1	1	1	0	0	0
Intern	0.25	0.25	0.25	0.25	0	0.25
Recreation Coord. I	5.5	5.5	0	0	0	0
Recreation Coordinator II	5	5	0	0	0	0
Recreation Program Coordinator	0	0	9.5	9.5	0	9.5
Recreation Services Director	0	1	1	1	0	1
Recreation Supervisor	1	1	6	6	0	6
Recreation Supt.	1	0	0	0	0	0
Recreation Temporaries	37.91	39.31	36.15	35.08	0	35.08
Recreation Temporaries (Grant Funded)	0	0.29	0.29	0.29	-0.29	0
Senior Recreation Coordinator	6	6	0	0	0	0
<b>Total</b>	<b>59.66</b>	<b>61.35</b>	<b>56.19</b>	<b>54.12</b>	<b>-0.29</b>	<b>53.83</b>
<b>CITY COURT</b>						
Collection Specialist	1	1	1	1	0	1
Court Finance Specialist	0	0	0.75	0.8	0	0.8
Court Info Systems Coordinator	1	1	1	1	0	1
Court Interpreter	1	1	1	1	0	1
Court Judicial Specialist	6.75	7.75	6.75	8.25	0	8.25
Court Judicial Specialist (Funded in FY11)	1	0	0	0	0	0
Court Services Supervisor	1.75	1.75	2	1	0	1
Court Training Specialist	1	1	1	1	0	1
Deputy Court Administrator	2	2	2	2	0	2
Deputy Court Admin. (Funded in FY11 & FY12)	1	1	0	0	0	0
Division Director (Court)	1	1	1	1	0	1
Jury Services Specialist	1	1	1	1	0	1
Magistrate	1.63	1.63	1.63	1	0	1
Presiding Magistrate	1	1	1	1	0	1
Probation Service Officer	1.5	1.5	1.5	1	0	1
Pro-Tem Magistrate	0.55	0.55	0.55	1.3	0	1.3
Warrant Officer	2	2	2	2	0	2
<b>Total</b>	<b>25.18</b>	<b>25.18</b>	<b>24.18</b>	<b>24.35</b>	<b>0</b>	<b>24.35</b>

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<b>LIBRARY - CITY</b>						
Admin Specialist	1.63	2	2	2	0	2
Librarian	2	2	2	2	1	3
Library Assistant I	12.12	11.89	12.21	12.14	-1.1	0
Library Assist. I (temp)	3	3	3	3	0	0
Library Assistant II	3	2	2	0	0	0
Library Cataloging Assistant	1	1	1	1	0	0
Library Clerk I	6.13	5.94	6.7	5.76	0	5.76
Library Clerk I (temp)	3.75	3.75	3.18	3.18	0	3.18
Library COE Aide	0.25	0.25	0	0	0	0
Library Director	1	1	1	1	0	1
Library IT Analyst	0	1	1	1	0	1
Library Inf. Tech. Coord.	2	0	0	0	0	0
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 Specialist	0	0	0	1.19	1	13.46
Library Specialist (temp)	0	0	0	0	0	2.77
Library Supervisor	1	2	2	4	0	5
Network Administrator	1	1	1	1	0	1
Total	43.88	42.83	43.09	43.27	0.9	44.17
<b>LIBRARY - COUNTY</b>						
Application Support Specialist II	1	1	1	1	0	1
Librarian	0	0	0	1	0	1
Library Assistant I	4.63	5.13	4.81	1	0	0
Library Clerk I	1.25	1.44	1.5	0	0	0
Library IT Manager	0	1	1	1	0	1
Library Specialist	0	0	0	1.25	0	2.25
Library Supervisor	0	0	0	2.88	0	2.88
Total	6.88	8.57	8.31	8.13	0	8.13
<b>STREET MAINTENANCE &amp; REPAIRS</b>						
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	2.97	3.52	0	3.52
Equipment Operator	15	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. Worker temp	0.75	0.75	0.75	0.75	0	0.75
Public Works Manager (Streets)	1	1	1	1	0	1
Public Works Section Head	1	1	1	1	0	1
Streets Leadworker	3	3	3	3	0	3
Traffic Signal Technician Ass't	1	1	1	1	0	1
Total	36.31	36.31	34.97	35.52	0	35.52
<b>DOWNTOWN MANGEMENT</b>						
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
<b>ECONOMIC DEVELOPMENT</b>						
Business Retention & Expansion Mgr	1	1	1	1	0	1
Economic Development Manager	1	1	1	1	0	1
Total	2	2	2	2	0	2

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<b>TOURISM</b>						
Admin Specialist	1	1	1	1	0	1
Creative Services Leadworker	0	0	0	0	1	1
Creative Services Specialist	0	0	2	2	0	2
CVB Director	1	1	1	1	0	1
Marketing & Public Relations Manager	1	1	1	1	0	1
Publication Specialist	2	2	0	0	0	0
Public Relations Associate	1	1	0	0	0	0
Public Relations Specialist	0	0	1	1	0	1
Sales Associate	2	2	0	0	0	0
Sales Specialist	0	0	2	2	0	2
Total	8	8	8	8	1	9
<b>TOURISM-VISITOR CENTER</b>						
Admin Asst	2.99	1.99	1.99	2.43	0	2.43
Admin Asst (Funded in FY11)	0.76	0	0	0	0	0
Admin Specialist	0.5	1.5	1.5	1.5	0	1.5
Visitor Center Manager	1	1	1	1	0	1
Total	5.25	4.49	4.49	4.93	0	4.93
<b>FMPO</b>						
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
<b>UTILITIES ADMINISTRATION</b>						
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	Transfer
Project Manager	1	0	0	0	0	0
Utilities Engineering Manager	1	1	1	1	0	Transfer
Utilities Management Analyst	0	0	0	Transfer	0	1
Utilities Operations Section Head	0	0	Transfer	1	0	1
Utilities Plan Reviewer	1	1	1	1	0	Transfer
Utilities Program Manager	1	1	1	1	0	Transfer
Water Resource Manager	1	1	1	1	0	Transfer
Total	9	8	8	9	0	5
<b>WATER RESOURCE MGMT</b>						
Utilities Program Manager	0	0	0	Transfer	0	1
Water Resource Manager	0	0	0	Transfer	0	1
Total	0	0	0	0	0	2
<b>UTILITY ENGINEERING</b>						
		0				
GIS System Analyst	0	0	0	Transfer	0	1
Utilities Engineering Manager	0	0	0	Transfer	0	1
Utilities Plan Reviewer	0	0	0	Transfer	0	1
Total	0	0	0	0	0	3
<b>REGULATORY COMPLIANCE</b>						
Regulatory Compliance Manager	0	0	0	0	1	1
Industrial Waste Inspector	0	0	0	Transfer	0	2
Industrial Waste Supervisor	0	0	0	Transfer	0	1
Laboratory Specialist	0	0	0	Transfer	0	1
MSW - Laboratory	0	0	0	Transfer	0	2
MSW - Plant Tech	0	0	0	Transfer	0	1
Plant Specialist	0	0	0	Transfer	0	1
Total	0	0	0	0	1	9

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

SECTION	2010-2011	2011-2012	2012-2013	2013-2014	Add/Delete 2013-2014	Adopted 2014-2015
<b>LAKE MARY WATER PLANT</b>						
Instrumentation/Electrical Spec	1	1	1	1	0	1
Laboratory Specialist	1	1	1	1	0	Transfer
Maintenance Specialist	1	1	1	1	0	1
MSW Operations	3	3	3	3	0	3
MSW Laboratory	1	1	1	1	0	Transfer
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
<b>Total</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>11</b>	<b>0</b>	<b>9</b>
<b>WATER DISTRIBUTION SYSTEM</b>						
Field Services Manager	1	1	1	Transfer	0	0
Maintenance Worker	1	1	1	1	0	0
MSW - Water Services Tech	10	10	10	10	0	11
Water Services Specialist	1	1	1	1	0	1
Water/Sewer Util. Locator	1	1	1	1	0	1
<b>Total</b>	<b>14</b>	<b>14</b>	<b>14</b>	<b>13</b>	<b>0</b>	<b>13</b>
<b>WASTEWATER TREATMENT PLANT</b>						
Equip Operator II Temp	1.5	1.5	1.5	0	0	0
Instrumentation/Electrical Spec	0	1	1	1	0	1
MSW - Operations	0	2	2	2	0	2
MSW - Plant Tech	6	4	4	6	0	5
Plant Specialist	4	3	3	3	0	2
Wastewater Treatment Manager	1	1	1	1	0	1
<b>Total</b>	<b>12.5</b>	<b>12.5</b>	<b>12.5</b>	<b>13</b>	<b>0</b>	<b>11</b>
<b>WASTEWATER COLLECTION</b>						
MSW- Water Services Tech	8	8	8	8	0	8
Water Services Specialist	1	1	1	1	0	1
<b>Total</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>9</b>	<b>0</b>	<b>9</b>
<b>WASTEWATER MONITORING</b>						
Industrial Waste Inspector	2	2	2	2	0	Transfer
Industrial Waste Supervisor	1	1	1	1	0	Transfer
<b>Total</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>3</b>	<b>0</b>	<b>0</b>
<b>RECLAIMED WASTEWATER TREATMENT PLANT</b>						
Maintenance Specialist	1	0	0	0	0	0
MSW - Laboratory Tech	1	1	1	1	0	Transfer
MSW - Plant Tech	1	2	2	2	0	2
Plant Specialist	1	1	1	1	0	1
<b>Total</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>0</b>	<b>3</b>
<b>STORMWATER</b>						
Floodplain Inspector	1	1	0	0	0	0
Intern	1	1	1	0.5	0	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	Transfer
Watershed Specialist	0	0	1	1	0	1
<b>Total</b>	<b>6</b>	<b>6</b>	<b>6</b>	<b>5.5</b>	<b>0</b>	<b>4.5</b>

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

SECTION	2010-2011	2011-2012	2012-2013	2013-2014	Add/Delete 2013-2014	Adopted 2014-2015
<b>FLAGSTAFF HOUSING AUTHORITY</b>						
Administrative Clerk/Occupancy Specialist	1	1	0	0	0	0
Occupancy Specialist	0	0	1	1	0	1
Executive Director	1	1	0	0	0	0
FHA Director	0	0	1	1	0	1
FHA Manager	0	0	4	4	0	4
Finance Assistant	1	1	0	0	0	0
Finance Director	1	1	0	0	0	0
Finance Specialist	0	0	1	1	0	1
Housing Director	2	2	0	0	0	0
Housing Services Administrator	5	5	0	0	0	0
Housing Services Specialist	0	0	5	5	0	5
Maintenance Coordinator	1	1	1	1	0	1
Maintenance Director	1	1	0	0	0	0
Maintenance Lead Worker	2	2	2	2	0	2
Maintenance Worker	0	0	5	5	0	5
Maintenance Worker III	1	1	0	0	0	0
Maintenance Worker II	4	4	0	0	0	0
Maintenance Worker I	0	0	2	2	0	2
Temporary Maintenance Worker	3.5	3.5	2	0	0	0
<b>Total</b>	<b>23.5</b>	<b>23.5</b>	<b>24</b>	<b>22</b>	<b>0</b>	<b>22</b>
<b>AIRPORT</b>						
Admin Specialist	1	1	1	1	0	1
Airport Director	1	1	1	1	0	1
Airport Operations/ARFF Specialist	0	6	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	0	0	0	0	0
Airport Service Worker II	3	0	0	0	0	0
Maintenance Wrks - Snow	0.5	0.5	0.5	0.5	0	0.5
<b>Total</b>	<b>9.5</b>	<b>9.5</b>	<b>9.5</b>	<b>9.5</b>	<b>0</b>	<b>9.5</b>
<b>LANDFILL</b>						
Admin Assistant	1	1	0.65	0.65	0	0.65
Admin Specialist	1	1	1	1	0	1
Environmental Aide	Transfer	0	0	0	0	0
Environmental Assistant	Transfer	0	0	0	0	0
Environmental Code Specialist	Transfer	0	0	0	0	0
Environ Program Manager	Transfer	0	0	0	0	0
Environmental Program Specialist	Transfer	0	0	0	0	0
Environmental Technician	Transfer	0	0	0	0	0
Equipment Operator	6	6	6	6	0	6
ES Equip. Oper I - Temp	1	1	1	1	0	1
Landfill Supervisor	1	1	1	1	0	0
Program Asst	0.5	0.5	0.5	0.5	0	0.5
Project Manager	2	2	2	2	0	2
Public Works Manager (ES)	1	1	1	1	0	1
Public Works Section Head	1	1	1	1	0	1
Public Works Supervisor	0	0	0	0	0	1
Sustainability and Env Mgr	Transfer	0	0	0	0	0
Sustainability Assistant (Grant Funded)	Transfer	0	0	0	0	0
Sustainability Manager	Transfer	0	0	0	0	0
Sustainability Specialist	Transfer	0	0	0	0	0
<b>Total</b>	<b>14.5</b>	<b>14.5</b>	<b>14.15</b>	<b>14.15</b>	<b>0</b>	<b>14.15</b>

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

SECTION	2010-2011	2011-2012	2012-2013	2013-2014	Add/Delete 2013-2014	Adopted 2014-2015
<b>SOLID WASTE COLLECTIONS</b>						
Admin Assistant	2.5	2	2	2	0	2
Admin Spclst Supervisor	1	1	1	1	0	1
Bin Maint. Leadworker	1	1	1	1	0	1
Environmental Aide	Transfer	0	0	0	0	0
Environmental Assistant	Transfer	0	0	0	0	0
Environmental Code Specialist	Transfer	0	0	0	0	0
Environ Program Manager	Transfer	0	0	0	0	0
Environmental Program Specialist	Transfer	0	0	0	0	0
Environmental Technician	Transfer	0	0	0	0	0
Equipment Operator	28	24	24	23.3	0	23.3
ES Collection Super	2	2	2	2	0	0
ES Leadworkers	2	2	2	2	0	2
Program Asst	0.5	0.5	0.5	0.5	0	0.5
Public Works Manager (ES)	1	1	1	1	0	1
Public Works Supervisor	0	0	0	0	0	2
Total	38	33.5	33.5	32.8	0	32.8
<b>SUSTAINABILITY &amp; ENVIROMENTAL MANAGEMENT SERVICES</b>						
Environmental Aide	0.6	0.6	0.6	0	0	0
Environmental Assistant	1	1	1	1	0	1
Environmental Code Enf Officer	1	0	0	0	0	0
Environmental Code Specialist	1	1	1	Transfer	0	0
Environmental Code Technician	0	1	1	Transfer	0	0
Environ Program Manager	1	1	1	1	0	1
Environmental Program Specialist	1	1	1	1	0	1
Environmental Technician	1	1	1	1	0	1
Public Works Section Head	1	1	1	1	0	1
Sustainability Assistant (Grant Funded)	0.48	1	0.25	0	0	0
Sustainability Manager	1	1	1	1	0	1
Sustainability Specialist	2	2	2	2	0	2
Volunteer Coordinator	0	0	0	0.48	0	Transfer
Total	11.08	11.6	10.85	8.48	0	8
<b>GRAND TOTALS</b>	<b>825.32</b>	<b>812.42</b>	<b>802.50</b>	<b>799.04</b>	<b>2.61</b>	<b>801.65</b>

**CITY OF FLAGSTAFF  
Regular Pay Plan (2080 Hours)  
FY 2015**

Range	Pos #	Position Title	Min	Mid	Max
<b>1</b>			9.7800	11.4704	13.2071
<b>A-1-0</b>			782.40	917.63	1056.57
			20342.40	23858.43	27470.77
<b>2</b>	10205	N Library Page	11.2721	13.2189	15.2004
<b>A-1-1</b>			901.77	1057.51	1216.03
			23445.97	27495.31	31616.83
<b>3</b>			12.2395	14.4079	16.5293
<b>A-1-2</b>			979.16	1152.63	1322.34
			25458.16	29968.43	34380.94
<b>4</b>	10423	N Cemetery Caretaker	14.1164	16.6111	19.0473
<b>A-1-3</b>	10422	N Dispatch Call Taker	1129.31	1328.89	1523.78
	10427	N Library Clerk I	29362.11	34551.09	39618.38
	10424	N Meter Technician			
	10407	N Parking Control Officer			
	10410	N Property Control Coord			
	10426	N Recreation Program Asst			
	10425	N Volunteer Coordinator			

**CITY OF FLAGSTAFF  
Regular Pay Plan (2080 Hours)  
FY 2015**

Range	Pos #	Position Title	Min	Mid	Max
<b>5</b>	10501	N Meter Technician II	14.8157	17.6602	20.4462
			1185.26	1412.82	1635.70
			30816.66	36733.22	42528.10
<b>6</b>	10639	N Account Clerk	15.2705	18.1847	21.0872
			1221.64	1454.78	1686.98
			31762.64	37824.18	43861.38
<b>R06</b>	10640	N IT Technician	16.0341	19.0938	22.1416
			1282.73	1527.50	1771.33
			33350.93	39715.10	46054.53
<b>7</b>	10752	N Billing Specialist	16.7042	19.8751	23.0574
			1336.34	1590.01	1844.59
			34744.74	41340.21	47959.39
<b>R07</b>	10725	N Police Emerg Comm Spec	17.5396	20.8688	24.2101
			1403.17	1669.50	1936.81
			36482.37	43407.10	50357.01

**CITY OF FLAGSTAFF  
Regular Pay Plan (2080 Hours)  
FY 2015**

Range	Pos #	Position Title	Min	Mid	Max
<b>8</b>	10849	N Accounts Specialist	19.6068	23.3020	27.0555
<b>B-2-4</b>	10827	N Buyer	1568.54	1864.16	2164.44
	10839	N Cemetery Maint Speclst	40782.14	48468.16	56275.44
	10819	N Code Compl Officer I			
	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			
	10860	N FHA Finance Specialist			
	10859	N FHA Resident Svcs Coord			
	10863	N Housing Specialist			
	10812	N Industrial Waste Insp			
	10862	N Materials Technician			
	10808	N Mechanic II			
	10865	N Payroll Specialist			
	10864	N Police Crime Analyst			
	10809	N Probation Service Officer			
	10850	N Public Relations Specialist			
	10853	N Warehouse Specialist			
10803	N Welder				
<b>108</b>	20801	E Executive Asst	19.6068	23.3312	27.0555
	20802	E Sales Specialist	1568.54	1866.49	2164.44
			40782.14	48528.79	56275.44
<b>R08</b>	10857	N IT Specialist	20.5872	24.4671	28.4082
			1646.98	1957.37	2272.66
			42821.38	50891.57	59089.06

**CITY OF FLAGSTAFF**  
**Regular Pay Plan (2080 Hours)**  
**FY 2015**

Range	Pos #	Position Title	Min	Mid	Max
<b>9</b>	10958	N Admin Spec Leadworker	20.7841	24.7590	28.6758
<b>B-2-5</b>	10957	N Auditor I	1662.73	1980.72	2294.06
	10937	N Brownfield Specialist	43230.93	51498.72	59645.66
	10944	N Code Compl Officer II			
	10961	N Court Finance Specialist			
	10923	N Court Training Specialist			
	10936	N Environmental Program Specialist			
	10955	N Environmental Services Leadworker			
	10960	N FHA Housing Svcs Spec			
	10959	N Grants 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			
<b>109</b>	20903	E Librarian	20.7841	24.9409	29.0977
			1662.73	1995.27	2327.82
			43230.93	51877.11	60523.30
<b>R09</b>	10934	N Network Administrator	21.8233	25.9969	30.1095
	10946	N App Support Specialist II	1745.86	2079.75	2408.76
			45392.46	54073.55	62627.76

**CITY OF FLAGSTAFF  
Regular Pay Plan (2080 Hours)  
FY 2015**

Range	Pos #	Position Title	Min	Mid	Max
<b>10</b>	11021	N Associate Planner	21.7633	25.9365	30.0280
<b>B-2-6</b>	11028	N Building Inspector	1741.06	2074.92	2402.24
	11015	N Building Plans Examiner	45267.66	53947.92	62458.24
	11033	N City Records Coordinator			
	11023	N Construction Inspector			
	11025	N Development Svs Superv			
	11032	N Fire Inspector			
	11031	N FHA Maintenance Coord			
	11037	N Housing Rehab Specialist			
	11035	N Meter Tech Supervisor			
	11024	N Police Records Supervisor			
	11030	N Risk Management Specialist			
	10929	N Traffic Signal Technician			
	11034	N Watershed Specialist			
	11036	N Wildland Fire Supervisor			
	<b>10</b>	11016	N Admin Spec Supervisor	21.7633	25.9365
<b>B-3-1</b>	11018	N Court Services Supervisor	1741.06	2074.92	2402.24
	11038	N HR Supervisor	45267.66	53947.92	62458.24
	11027	N Streets Leadworker			
<b>110</b>	21002	E Library Supervisor	21.7633	26.4424	31.1215
			1741.06	2115.39	2489.72
			45267.66	55000.21	64732.76
<b>R10</b>	11020	N Court IT Coordinator	22.8516	27.2334	31.5294
	11022	N PECS Supervisor	1828.13	2178.67	2522.35
			47531.33	56645.47	65581.15
<b>11</b>	11104	N Inspection Supervisor	24.0597	28.6294	33.2103
<b>B-3-2</b>	11112	N Public Works Supervisor	1924.78	2290.35	2656.82
	11111	N Senior Construction Inspector*	50044.18	59549.15	69077.42
<b>111</b>	21108	E Police Spec Svcs Superv	24.0597	29.2325	34.4054
			1924.78	2338.60	2752.43
			50044.18	60803.67	71563.17
<b>R11</b>	11110	N IT Supervisor	25.2628	30.0607	34.8708
			2021.02	2404.86	2789.66
			52546.62	62526.26	72531.26

**CITY OF FLAGSTAFF**  
**Regular Pay Plan (2080 Hours)**  
**FY 2015**

Range	Pos #	Position Title	Min	Mid	Max
<b>112</b>	21275	E Airport Ops/ARFF Mgr	24.7125	30.2728	35.8331
<b>C-4-1</b>	21245	E Auditor II	1977.00	2421.83	2866.65
	21268	E Business Retn & Exp Mgr	51402.00	62967.43	74532.85
	21277	E Code Compliance Mgr			
	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 HR Analyst			
	21201	E Industrial Waste Supv			
	21272	E Marketing and PR Manager			
	21262	E Utilities Plan Reviewer			
	21271	E Utilities Program Manager			
	21267	E Visitor Center Manager			
	21270	E Zoning Code Manager			
<b>R12</b>	21273	E IT Analyst	25.9482	31.7804	37.6127
			2075.86	2542.43	3009.02
			53972.26	66103.23	78234.42

**CITY OF FLAGSTAFF**  
**Regular Pay Plan (2080 Hours)**  
**FY 2015**

Range	Pos #	Position Title	Min	Mid	Max
<b>13</b>	N		27.2537	32.8140	38.4207
<b>C-4-2</b>			2180.30	2625.12	3073.66
			56687.70	68253.12	79915.06
<b>113</b>	21326	E Construction Manager	27.2537	33.3858	39.5179
<b>C-4-2</b>	21354	E Customer Service Manager	2180.30	2670.86	3161.43
	21332	E Homeownership Prog Mgr	56687.70	69442.43	82197.16
	21355	E Library Manager			
	21333	E Multi Modal Transportation Planner			
	21349	E Payroll Manager			
	21353	E Sustainability Manager			
	21356	E Utilities Management Analyst			
<b>R13</b>	21352	E IT Administrator	28.6164	35.0551	41.4938
	21350	E IT Manager	2289.31	2804.41	3319.50
			59522.11	72914.61	86307.10
<b>114</b>	21447	E Asst to City Mgr (Comm)	30.5991	37.4824	44.3660
<b>C-4-3</b>	21446	E Asst to City Mgr (Rl Est)	2447.93	2998.61	3549.28
	21428	E Asst to City Mgr (Risk)	63646.13	77963.71	92281.28
	21438	E Building Official			
	21433	E Comp Planning Mgr			
	21437	E Deputy Court Admin			
	21429	E Facilities Mainenance Supt			
	21425	E Field Service Manager			
	21442	E Fire Marshall			
	21445	E FHA Manager			
	21443	E Grants Manager			
	21419	E Police Communications Manager			
	21412	E Police Support Svcs 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			
<b>R14</b>	21441	E IT Manager (Network)	32.1292	39.3568	46.5842
			2570.34	3148.54	3726.74
			66828.74	81862.14	96895.14

**CITY OF FLAGSTAFF**  
**Regular Pay Plan (2080 Hours)**  
**FY 2015**

Range	Pos #	Position Title	Min	Mid	Max
<b>115</b>	21524	E Assistant City Engineer	31.2403	38.7415	46.2426
<b>C-5-1</b>	21531	E Capital Impv Engineer	2499.22	3099.32	3699.41
	21521	E Comm Dsgn & Redev Mgr	64979.82	80582.22	96184.61
	21532	E Cprhsv Plng & Code Admin			
	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)			
	21518	E Metropolitan Planning Org Mgr			
	21512	E Stormwater Program Mgr			
	21528	E Traffic Engineer			
<b>R15</b>	21529	E IT Mgr (Systems & Apps)	32.8023	40.6785	48.5547
	21525	E Utilities Engineering Mgr	2624.18	3254.28	3884.38
	21526	E Water Resources Mgr	68228.78	84611.28	100993.78
<b>16</b>			33.4785	41.5100	49.5415
<b>C-5-2</b>			2678.28	3320.80	3963.32
<b>116</b>			69635.28	86340.80	103046.32
<b>R16</b>			35.1524	43.5855	52.0186
			2812.19	3486.84	4161.49
			73116.99	90657.84	108198.69

**CITY OF FLAGSTAFF**  
**Regular Pay Plan (2080 Hours)**  
**FY 2015**

Range	Pos #	Position Title	Min	Mid	Max
<b>17</b>	21723	E Airport Director	34.8495	45.3043	55.7591
<b>D-6-1</b>	21729	E City Clerk	2787.96	3624.3450	4460.73
<b>117</b>	21722	E City Engineer	72486.96	94232.95	115978.93
	21714	E Community Invstmnt Dir			
	21727	E CVB Director			
	21724	E Finance Director			
	21730	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			
<b>18</b>	21805	E Deputy Fire Chief	37.6374	48.9287	60.2199
<b>D-6-2</b>			3010.99	3914.29	4817.59
<b>118</b>			78285.79	101771.59	125257.39
<b>R18</b>	21806	E City Prosecutor	39.5586	49.6381	59.7173
	21804	E Deputy City Attorney	3164.69	3971.05	4777.38
			82281.89	103247.25	124211.98
<b>19</b>			40.6484	52.8430	65.0375
<b>D-6-3</b>			3251.87	4227.44	5203.00
<b>119</b>			84548.67	109913.34	135278.00

**CITY OF FLAGSTAFF  
Regular Pay Plan (2080 Hours)  
FY 2015**

Range	Pos #	Position Title	Min	Mid	Max
<b>20</b>			43.9003	57.0704	70.2405
<b>E-8-1</b>			3512.02	4565.63	5619.24
<b>120</b>			91312.62	118706.43	146100.24
<b>21</b>			47.4123	61.6360	75.8597
<b>E-8-2</b>			3792.98	4930.88	6068.78
<b>121</b>			98617.58	128202.88	157788.18
<b>22</b>			51.2053	66.5669	81.9285
<b>E-8-3</b>			4096.42	5325.35	6554.28
<b>122</b>			106507.02	138459.15	170411.28
<b>23</b>			55.3017	71.8923	88.4828
<b>E-8-4</b>			4424.14	5751.38	7078.62
<b>123</b>			115027.54	149535.88	184044.22
<b>24</b>	22400	E Deputy City Manager	59.7259	77.6437	95.5614
<b>E-9-1</b>			4778.07	6211.49	7644.91
<b>123</b>			124229.87	161498.79	198767.71
<b>26</b>	22601	E City Manager	64.5039	83.8551	103.2063
<b>F-10-2</b>			5160.31	6708.41	8256.50
<b>126</b>			134168.11	174418.61	214669.10

**CITY OF FLAGSTAFF  
Accountant/Procurement Specialist Broad Band  
FY 2015**

<i>Zone 1</i>					
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Max</b>	
B71	81801	Accountant	20.78	28.57	
	81111	Procurement Specialist	3602.58	4952.76	
			43230.93	59433.09	

<i>Zone 2</i>					
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Max</b>	
B72	81802	Accountant	24.18	32.09	
	81112	Procurement Specialist	4190.71	5562.42	
			50288.58	66749.07	

<i>Zone 3</i>					
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Max</b>	
B73	81803	Accountant	27.69	35.82	
	81113	Procurement Specialist	4800.36	6209.04	
			57604.35	74508.51	

**CITY OF FLAGSTAFF  
Administrative Assistant Broad Band  
FY 2015**

			<i>Zone 1</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B11	80101 N	Admin Assistant	12.2395	14.5843	16.9290
			2121.51	2527.95	2934.36
			25458.16	30335.34	35212.32

			<i>Zone 2</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B12	80102 N	Admin Assistant	13.9982	16.3429	18.6876
			2426.35	2832.77	3239.18
			29116.26	33993.23	38870.21

			<i>Zone 3</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B13	80103 N	Admin Assistant	15.7567	18.1014	20.4462
			2731.16	3137.58	3544.01
			32773.94	37650.91	42528.10

**CITY OF FLAGSTAFF  
Admin Specialist/Court Judicial Specialist Broad Band  
FY 2015**

			<i>Zone 1</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B21	80201 N	Admin Specialist	14.8157	17.1704	19.5251
	80801 N	Court Judicial Speclst	2568.05	2976.20	3384.35
			30816.66	35714.43	40612.21

			<i>Zone 2</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B22	80202 N	Admin Specialist	16.5819	18.9364	21.2911
	80802 N	Court Judicial Speclst	2874.20	3282.31	3690.46
			34490.35	39387.71	44285.49

			<i>Zone 3</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B23	80203 N	Admin Specialist	18.3477	20.7024	23.0574
	80803 N	Court Judicial Speclst	3180.27	3588.42	3996.62
			38163.22	43060.99	47959.39

**CITY OF FLAGSTAFF  
Airport Operations/ARFF Specialist Broad Band  
FY 2015**

			<i>Zone 1</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B61	82101 N	Airport Ops/ARFF Spec	15.2705	18.6376	22.0047
	82401 N	Library Specialist	2646.89	3230.52	3814.15
			31762.64	38766.21	45769.78

			<i>Zone 2</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B62	82102 N	Airport Ops/ARFF Spec	17.7956	21.1630	24.5301
	82402 N	Library Specialist	3084.57	3668.25	4251.88
			37014.85	44019.04	51022.61

			<i>Zone 3</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B63	82103 N	Airport Ops/ARFF Spec	20.3210	23.6883	27.0555
	82403 N	Library Specialist	3522.31	4105.97	4689.62
			42267.68	49271.66	56275.44

**CITY OF FLAGSTAFF  
Assistant City Attorney Broad Band  
FY 2015**

			<i>Zone 1</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
R61	81401 E	Asst. City Attorney	32.1292	37.8119	43.4947
			5569.06	6554.06	7539.08
			66828.74	78648.75	90468.98

			<i>Zone 2</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
R62	81402 E	Asst. City Attorney	36.3912	42.0740	47.7566
			6307.81	7292.83	8277.81
			75693.70	87513.92	99333.73

			<i>Zone 3</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
R63	81403 E	Asst. City Attorney	40.6532	46.3359	52.0186
			7046.55	8031.56	9016.56
			84558.66	96378.67	108198.69

**CITY OF FLAGSTAFF  
Senior Assistant City Attorney Broad Band  
FY 2015**

			<i>Zone 1</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
R71	81501 E	Sr. Asst. City Atty	32.8024	39.7859	46.7696
			5685.75	6896.22	8106.73
			68228.99	82754.67	97280.77

			<i>Zone 2</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
R72	81502 E	Sr. Asst. City Atty	38.0397	45.0237	52.0073
			6593.55	7804.11	9014.60
			79122.58	93649.30	108175.18

			<i>Zone 3</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
R73	81503 E	Sr. Asst. City Atty	43.2775	50.2614	57.2449

**CITY OF FLAGSTAFF  
Division Director Broad Band  
FY 2015**

<i>Zone 1</i>					
Band	Pos #	Position Title	Min	Max	
B91	81901	Division Director	43.9003	65.0183	
			3512.02	5201.46	
			91312.62	135238.06	

<i>Zone 2</i>					
Band	Pos #	Position Title	Min	Max	
B92	81902	Division Director	55.6325	76.7505	
			4450.60	6140.04	
			115715.60	159641.04	

<i>Zone 3</i>					
Band	Pos #	Position Title	Min	Max	
B93	81903	Division Director		67.3647	88.4828
				5389.18	7078.62
				140118.58	184044.22

<i>Zone 1</i>					
Band	Pos #	Position Title	Min	Max	
R91	82001	Division Director (IT)	46.0953	68.2692	
			3687.62	5461.54	
			95878.22	135238.06	

<i>Zone 2</i>					
Band	Pos #	Position Title	Min	Max	
R92	82002	Division Director (IT)	58.4141	80.5880	
			4673.13	6447.04	
			121501.33	167623.04	

<i>Zone 3</i>					
Band	Pos #	Position Title	Min	Max	
R93	82003	Division Director (IT)		70.7329	92.9069

**CITY OF FLAGSTAFF  
Equipment Operator/Maintenance Worker Broad Band  
FY 2015**

<i>Zone 1</i>					
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Max</b>	
B81	81601 N	Equipment Operator	14.8157	21.2956	
	81701 N	Maintenance Worker	1185.26	1703.65	
			30816.66	44294.85	

<i>Zone 2</i>					
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Max</b>	
B82	81602 N	Equipment Operator	17.6957	24.1755	
	81702 N	Maintenance Worker	1415.66	1934.04	
			36807.06	50285.04	

<i>Zone 3</i>					
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Max</b>	
B83	81603 N	Equipment Operator	20.5756	27.0555	
	81703 N	Maintenance Worker	1646.05	2164.44	
			42797.25	56275.44	

**CITY OF FLAGSTAFF  
Fire Pay Plan  
FY 2015**

Range	Pos #	Position Title	Min	Mid	Max
<b>8</b>	10813	N Firefighter	14.0049	16.6442	19.3254
<b>208</b>			3398.52	4038.99	4689.63
			40782.27	48467.91	56275.56
<b>R29</b>	10905	N Fire Engineer	15.5883	18.5694	21.5069
			27165.21	32360.27	37479.36
			45393.13	54074.09	62628.09
Range	Pos #	Position Title	Min	Mid	Max
<b>13</b>	11300	N Fire Captain	19.4670	23.4386	27.4435
<b>213</b>			4723.99	5687.77	6659.62
			56687.90	68253.20	79915.47

**CITY OF FLAGSTAFF  
 Manager Broad Band  
 FY 2015**

			<i>Zone 1</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B51	81201 E	Planning Dev Manager	24.7125	30.3279	35.9430
	81301 E	Project Manager	4283.50	5256.84	6230.12
			51402.00	63082.03	74761.44

			<i>Zone 2</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B52	81202 E	Planning Dev Manager	28.9242	34.5391	40.1545
	81302 E	Project Manager	5013.53	5986.78	6960.11
			60162.34	71841.33	83521.36

			<i>Zone 3</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B53	81203 E	Planning Dev Manager	33.1354	38.7508	44.3660
	81303 E	Project Manager	5743.47	6716.81	7690.11

**CITY OF FLAGSTAFF  
Police Pay Plan  
FY 2015**

Range	Pos #	Position Title	Min	Max	
PT9	10963	N Police Officer Recruit	22.5959	23.1906	
			1807.67	1855.25	
			46999.47	48236.45	
PT9	10964	N Police Officer Lateral	23.1906		
			1855.25		
			48236.45		
P09	10903	N Police Officer	22.9144	27.2677	
			1833.15	2181.42	
			47661.95	56716.82	
P11	11100	N Police Corp/Det	25.2627	30.0911	
			2021.02	2407.29	
			52546.42	62589.49	
Range	Pos #	Position Title	Min	Mid	Max
P13	11301	N Police Sergeant	28.6164	34.4548	40.3419
			2289.31	2756.38	3227.35
			59522.11	71665.98	83911.15
P15	21503	E Police Lieutenant	32.8023	40.6749	48.5474
			2624.18	3253.99	3883.79
			68228.78	84603.69	100978.59
P18	21801	E Deputy Police Chief	39.5584	49.6459	59.7333
			3164.67	3971.67	4778.66
			82281.47	103263.37	124245.26

**CITY OF FLAGSTAFF  
Recreation Program Coordinator Broad Band  
FY 2015**

			<i>Zone 1</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
BA1	82201 N	Rec Prog Coord	16.7042	20.1246	23.5451
			2895.39	3488.26	4081.15
			34744.74	41859.17	48973.81

			<i>Zone 2</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
BA2	82202 N	Rec Prog Coord	19.2695	22.6900	26.1104
			3340.05	3932.93	4525.80
			40080.56	47195.20	54309.63

			<i>Zone 3</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
BA3	82203 N	Rec Prog Coord	21.8348	25.2553	28.6758
			3784.70	4377.59	4970.47
			45416.38	52531.02	59645.66

**CITY OF FLAGSTAFF  
Recreation Supervisor Broad Band  
FY 2015**

			<i>Zone 1</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
BB1	82301 E	Recreation Supervisor	21.7633	25.7800	29.7965
			3772.31	4468.53	5164.73
			45267.66	53622.40	61976.72

			<i>Zone 2</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
BB2	82302 E	Recreation Supervisor	24.7757	28.7924	32.8090
			4294.45	4990.68	5686.89
			51533.46	59888.19	68242.72

			<i>Zone 3</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
BB3	82303 E	Recreation Supervisor	27.7883	31.8048	35.8214
			4816.64	5512.83	6209.04
			57799.66	66153.98	74508.51

**CITY OF FLAGSTAFF  
Utilities Specialist (Non Exempt) Broad Band  
FY 2015**

			<i>Zone 1</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B31	80501 N	Inst/Electrical Spec	20.7841	24.3345	27.8851
	80601 N	Maintenance Spec	3602.58	4217.98	4833.42
	80701 N	Operations Spec	43230.93	50615.76	58001.01
	80301 N	Plant Specialist			
	80401 N	Water Services Spec			

			<i>Zone 2</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B32	80502 N	Inst/Electrical Spec	23.4469	26.9972	30.5475
	80602 N	Maintenance Spec	4064.13	4679.51	5294.90
	80702 N	Operations Spec	48769.55	56154.18	63538.80
	80302 N	Plant Specialist			
	80402 N	Water Services Spec			

			<i>Zone 3</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B33	80503 N	Inst/Electrical Spec	26.1096	29.6600	33.2103
	80603 N	Maintenance Spec	4525.66	5141.07	5756.45
	80703 N	Operations Spec	54307.97	61692.80	69077.42
	80303 N	Plant Specialist			
	80403 N	Water Services Spec			

**CITY OF FLAGSTAFF  
Utilities Specialist (Exempt) Broad Band  
FY 2015**

			<i>Zone 1</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B41	81101 E	Laboratory Spec	20.78	24.52	28.25
			3602.58	4249.70	4896.87
			43230.93	50996.40	58762.50

			<i>Zone 2</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B42	81102 E	Laboratory Spec	23.58	27.32	31.05
			4087.95	4735.10	5382.26
			49055.34	56821.23	64587.12

			<i>Zone 3</i>		
<b>Band</b>	<b>Pos #</b>	<b>Position Title</b>	<b>Min</b>	<b>Mid</b>	<b>Max</b>
B43	81103 E	Laboratory Spec	26.38	30.12	33.85
			4573.30	5220.47	5867.59
			54879.55	62645.65	70411.12

**CITY OF FLAGSTAFF  
Skill Based Pay  
FY 2015**

Range	Pos #	Position Title	1 (L1#1)	2 (LI#2)	3 (LI#3)	4 (LII#1)	5 (LII#2)	6 (LII#3)	7 (Max)
<b>SBI</b>	90101 N	MSW - Plant Technician	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

<b>Lake Mary Water Treatment Plant</b>									
Range	Pos #	Position Title	1 (L1#1)	2 (LI#2)	3 (LI#3)	4 (LII#1)	5 (LII#2)	6 (LII#3)	7 (Max)
<b>SBI</b>	90301 N	MSW - Laboratory	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. 2014-20**

**A RESOLUTION ADOPTING THE BUDGET FOR FISCAL YEAR 2014-2015.**

WHEREAS, in accordance with the provisions of A.R.S. Title 42, Chapter 17, Articles 1 - 5, the City Council did, on June 3, 2014 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 3, 2014, 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 17, 2014, 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 2014-2015.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 17th day of June, 2014.

/s/ Gerald W. Nabours  
MAYOR

ATTEST:

/s/ Elizabeth Burke  
CITY CLERK

APPROVED AS TO FORM:

/s/ Michelle D'Andrea  
CITY ATTORNEY

**ORDINANCE NO. 2014-12**

**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, 2015**

WHEREAS, by the provisions of State law, the ordinance levying taxes for fiscal year 2014-2015 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 0.8418 for the fiscal year ending on the 30th day of June, 2015. 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, 2015.

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 1, 2014.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 1<sup>st</sup> day of July, 2014.

/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)

**AVAILABLE** – Collectible within the current period or soon enough, thereafter, to be used to pay liabilities of the current period.

**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.

**DEPRECIATION** - Depreciation is systematic allocation of the cost of a fixed asset over its useful life. It is a way of matching the cost of a fixed asset with the revenue (or other economic benefits) it generates over its useful life. Without depreciation accounting, the entire cost of a fixed asset would be recognized in the year of purchase. This would give a misleading view of the financial status of the entity.

**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.

**FIDUCIARY FUND** - Fiduciary Funds account for assets held in a trustee or agent capacity for outside parties, including individuals, private organizations, and other governments.

**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.

**GOVERNMENTAL FUND** - Term used in government accounting to apply to all funds except for the profit and loss funds (e.g., enterprise fund, internal service fund, and trust and agency fund). Examples of government funds are the general fund, special assessment fund, and capital projects fund. Governmental funds use the modified accrual accounting method.

**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.

**PROPRIETARY FUND** - Proprietary funds are used to account for the government's ongoing organizations and activities that are similar to those often found in the private sector. These funds are considered self-supporting in that the services rendered by them are generally financed through user charges or on a cost reimbursement basis. Proprietary funds use the economic resources measurement focus and the accrual basis of accounting. There are two types of proprietary funds: enterprise funds and internal service funds.

**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

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<b><u>Acronym</u></b>	<b><u>Description</u></b>
<b>4FRI</b>	Four Forest Restoration Initiative
<b>ACA</b>	Arizona Commerce Authority
<b>ACA</b>	Arizona Court Association
<b>ACI</b>	American Concrete Institute
<b>ACJC</b>	Arizona Criminal Justice Commission
<b>AD&amp;D</b>	Accidental Death & Dismemberment
<b>ADA</b>	Americans with Disabilities Act
<b>ADC</b>	Alternate Daily Coverage
<b>ADEM</b>	Arizona Division of Emergency Management
<b>ADEQ</b>	Arizona Department of Environmental Quality
<b>ADOH</b>	Arizona Department of Housing
<b>ADOT</b>	Arizona Department of Transportation
<b>ADWR</b>	Arizona Department of Water Resources
<b>AED</b>	Automated External Defibrillators
<b>AEP</b>	Achievement of Excellence in Procurement
<b>AG</b>	Attorney General
<b>AGTS</b>	Arizona Governmental Training Service
<b>AIP</b>	Airport Improvement Program
<b>ALS</b>	Advance Life Support
<b>APP</b>	Aquifer Protection Permit
<b>APS</b>	Arizona Public Service
<b>APSES</b>	Arizona Public Service Environmental Services
<b>ARFF</b>	Aircraft Rescue and Firefighting
<b>ARRA</b>	American Recovery and Reinvestment Act
<b>ARS</b>	Arizona Revised Statutes
<b>ASCT</b>	Adaptive Signed Control Technology
<b>ASRS</b>	Arizona State Retirement System
<b>ATA</b>	Arizona Trail Authority
<b>AWD</b>	All Wheel Drive
<b>AZHLS</b>	Arizona Homeland Security
<b>AZWARN</b>	Arizona Water/Wastewater Agency Response Network
<b>BBB</b>	Bed, Board, and Beverage Tax
<b>BLS</b>	Basic Life Support
<b>BMX</b>	Bicycle Motocross
<b>BNSF</b>	Burlington Northern Santa Fe Railroad Company
<b>BOR</b>	Board of Realtors
<b>BPAC</b>	Beautification and Public Art Commission
<b>BRT</b>	Bus Rapid Transit
<b>C of O</b>	Certificate of Occupancy
<b>CACC</b>	Court Automation Coordinating Committee
<b>CAFR</b>	Comprehensive Annual Financial Report
<b>CAPPO</b>	California Association of Public Procurement Officers
<b>CART</b>	Child Abduction Response Team
<b>CBSD</b>	Chevelon Butte School District
<b>CCC</b>	Coconino Community College
<b>CCRT</b>	Coordinated Community Response Team
<b>CCSO</b>	Coconino County Sheriff's Office
<b>CD</b>	Community Development
<b>CD&amp;R</b>	Community Design & Redevelopment
<b>CDBG</b>	Community Development Block Grant
<b>CIP</b>	Capital Improvement Plan/Projects
<b>CISM</b>	Crisis Incident Stress Management
<b>CJCC</b>	Criminal Justice Coordinating Council
<b>CJI</b>	Criminal Justice Integration
<b>CLIA</b>	Court Leadership Institute of Arizona
<b>CM</b>	City Manager

## ACRONYMS

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<b><u>Acronym</u></b>	<b><u>Description</u></b>
<b>CMMS</b>	Computerized Maintenance Management System
<b>CMS</b>	Case Management System
<b>COF, CofF</b>	City of Flagstaff
<b>COGEN</b>	Cogeneration
<b>CommDEV</b>	New Permit Tracking System (Online) for the City of Flagstaff
<b>COMPSTAT</b>	COMPUter STATistics / COMPARative STATistics
<b>COPS</b>	Community Oriented Policing Services
<b>COT</b>	Commission on Technology
<b>CRS</b>	Community Rating System
<b>CTC</b>	Computer Training Center
<b>CVB</b>	Convention and Visitor Bureau
<b>CY</b>	Calendar Year
<b>CY</b>	Cubic Yards
<b>DARE</b>	Drug Abuse Resistance Education
<b>DBE</b>	Disadvantaged Business Enterprise Program
<b>DBM</b>	Decision Band Method
<b>DEIS</b>	Draft Environmental Impact Statement
<b>DES</b>	Department of Economic Security
<b>DES POPTAC</b>	Department of Economic Security Population Technical Advisory Committee
<b>DHS</b>	Department of Homeland Security
<b>DMA</b>	Data Marketing Association
<b>DMV</b>	Department of Motor Vehicles
<b>DNS</b>	Domain Name System
<b>DOE</b>	Department of Energy
<b>DOJ</b>	Department of Justice
<b>DoIT</b>	Division of Information Technology
<b>DOT</b>	Department of Transportation
<b>DPS</b>	Department of Public Safety
<b>DRB</b>	Development Review Board
<b>DRIP</b>	Drainage Improvement Project
<b>DUI</b>	Driving Under the Influence
<b>EAC</b>	Employee Advisory Committee
<b>EAP</b>	Employee Assistance Program
<b>ECE</b>	Environmental Code Enforcement
<b>ECONA</b>	Economic Collaborative of Northern Arizona
<b>EDA</b>	Economic Development Administration
<b>EDMS</b>	Electronic Document Management System
<b>EEOP</b>	Equal Employment Opportunity Plans
<b>EFCL</b>	East Flagstaff Community Library
<b>EIS</b>	Environmental Impact Statement
<b>ELS</b>	Early Literacy Station
<b>EMT</b>	Emergency Medical Technician
<b>EOC</b>	Emergency Operations Center
<b>ERT</b>	Electronic Receiver/Transmitters
<b>ERU</b>	Equivalent Rate Unit
<b>ESL</b>	English as a Second Language
<b>FAA</b>	Federal Aviation Administration
<b>FAPPO</b>	Florida Association of Public Procurement Officers
<b>FBI</b>	Federal Bureau of Investigation
<b>FCP</b>	Flagstaff Cultural Partners
<b>FEMA</b>	Federal Emergency Management Agency
<b>FFATA</b>	Federal Funding Accountability and Transparency Act
<b>FFD</b>	Flagstaff Fire Department
<b>FFV</b>	Flexible Fuel Vehicle
<b>FHA</b>	Flagstaff Housing Authority
<b>FHC</b>	State Forest Health Council

## ACRONYMS

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<b><u>Acronym</u></b>	<b><u>Description</u></b>
<b>FHWA</b>	Federal Highway Administration
<b>FLOA</b>	Forest Lakes Owners Association
<b>FMPO</b>	Flagstaff Metropolitan Planning Organization
<b>FOG</b>	Fats, Oils, and Greases
<b>FPD</b>	Flagstaff Police Department
<b>FPL</b>	Flagstaff Public Library
<b>FRAPPA</b>	Flagstaff Retail Asset Protection Program
<b>FSO</b>	Flagstaff Symphony Orchestra
<b>FTA</b>	Federal Transit Administration
<b>FTE</b>	Full-Time Equivalent
<b>FUSD</b>	Flagstaff Unified School District
<b>FUTS</b>	Flagstaff Urban Trail System
<b>FWPP</b>	Flagstaff Watershed Protection Project
<b>FY</b>	Fiscal Year
<b>GAAP</b>	Generally Accepted Accounting Principles
<b>GCCL</b>	Grand Canyon Community Library
<b>GED</b>	General Educational Development
<b>GFFP</b>	Greater Flagstaff Forests Partnership
<b>GFOA</b>	Government Finance Officers Association
<b>GIITEM</b>	Gang and Immigration Intelligence Team Enforcement Mission
<b>GIS</b>	Geographic Information System
<b>GF</b>	General Fund
<b>GIS</b>	Geographic Information System
<b>GMBA</b>	Government Management and Budgetary Accounting
<b>GO</b>	General Obligation
<b>GOHS</b>	Governor's Office of Highway Safety
<b>GSA</b>	Government Services Administration
<b>HB</b>	House Bill
<b>HCCC</b>	High Country Conference Center
<b>HHPCC</b>	Household Hazardous Products Collection Center
<b>HIPAA</b>	Health Insurance Portability and Accountability Act
<b>HOA</b>	Home Owners Association
<b>HPC</b>	Hazardous Product Center
<b>HR</b>	Human Resources
<b>HRA</b>	Health Risk Assessment
<b>HRIS</b>	Human Resource Information Services
<b>HRS</b>	Heat Recovery System
<b>HSIP</b>	Highway Safety Improvement Project
<b>HTE</b>	Sungard Public Sector Software
<b>HUD</b>	Housing and Urban Development
<b>HURF</b>	Highway User Revenue Fund
<b>HVAC</b>	Heating, Ventilation, Air Conditioning
<b>I-17</b>	Interstate Highway 17
<b>IACP</b>	International Association of Chiefs of Police
<b>IB</b>	Inner Basin
<b>ICM</b>	Institute for Court Management
<b>ICMA</b>	International City/County Management Association
<b>IDS</b>	Interdivisional Staff
<b>IGA</b>	Intergovernmental Agreement
<b>ICSC</b>	International Centre for Sustainable Cities
<b>ILS</b>	Integrated Library System
<b>ISM</b>	Institute of Supply Management
<b>ISO</b>	Insurance Service Organization
<b>ISTEA</b>	Intermodal Surface Transportation Efficiency
<b>IT</b>	Information Technology
<b>IWM</b>	Industrial Wastewater Monitoring

## ACRONYMS

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<b><u>Acronym</u></b>	<b><u>Description</u></b>
<b>IWS</b>	Industrial Waste Services
<b>JAG</b>	Judge Advocate General
<b>JCEF</b>	Judicial Collection Enhancement Fund
<b>kWh</b>	Kilowatt Hour
<b>LEAF</b>	Law Enforcement Administrative Facility
<b>LED</b>	Light Emitting Diode
<b>LID</b>	Low Impact Development
<b>LF</b>	Lineal Feet
<b>LGIP</b>	Local Government Investment Pool
<b>LJC</b>	Limited Jurisdiction Court
<b>LJCAA</b>	Limited Jurisdiction Court Administrators Association
<b>LJCMS</b>	Limited Jurisdiction Case Management System Development Group
<b>LLEBG</b>	Local Law Enforcement Block Grant
<b>LM</b>	Lake Mary
<b>LMWTP</b>	Lake Mary Water Treatment Plant
<b>LRR</b>	Limited Re-evaluation Report
<b>LSTA</b>	Library Services and Technology Act
<b>LTAF</b>	Local Transportation Assistance Funds
<b>MBPS</b>	Megabit per Second
<b>MDC</b>	Mobile Data Communications
<b>METRO</b>	Northern Arizona Street Crimes Task Force
<b>MFC</b>	Municipal Facilities Corporation
<b>MIS</b>	Management Information Systems
<b>MPO</b>	Metropolitan Planning Organization
<b>MRF</b>	Materials Recovery Facility
<b>MRO</b>	Medicaid Rehab Option
<b>MSW</b>	Municipal Solid Waste
<b>MUTCD</b>	Manual of Uniform of Traffic Control Devices
<b>MWh</b>	Milliwatt-hour is 1/1000 W.h
<b>NABA</b>	Northern Arizona Builders Association
<b>NACASA</b>	North Country Center Against Sexual Assault
<b>NACET</b>	Northern Arizona Center for Entrepreneurship And Technology
<b>NACOG</b>	Northern Arizona Council of Government
<b>NAEP</b>	National Association of Educational Procurement
<b>NAGC</b>	Northern Arizona Grants Connection
<b>NAIPTA</b>	Northern Arizona Intergovernmental Public Transit Authority
<b>NAPEBT</b>	Northern Arizona Public Employees Benefit Trust
<b>NASPO</b>	National Association of State Procurement Officials
<b>NAU</b>	Northern Arizona University
<b>NAZ</b>	Northern Arizona
<b>NCPA</b>	National Cooperative Purchasing Alliance
<b>ND</b>	Non-Departmental
<b>NFIP</b>	National Flood Insurance Program
<b>NFPA</b>	National Fire Protection Association
<b>NICET</b>	National Institute of Certification in Engineering Technologies
<b>NIGP</b>	National Institute of Governmental Purchasing
<b>NJPA</b>	National Joint Powers Alliance
<b>NNHRC</b>	Navajo Nation Human Rights Commission
<b>NOV</b>	Notice of Violation
<b>NPDES</b>	National Pollutant Discharge Elimination System
<b>NPI</b>	National Purchasing Institute
<b>NPS</b>	National Public Safety
<b>NRP</b>	North Reserve Plant
<b>NSF</b>	Non-Sufficient Funds
<b>OMB</b>	Office of Management and Budget
<b>OOHR</b>	Owner Occupied Housing Rehabilitation

## ACRONYMS

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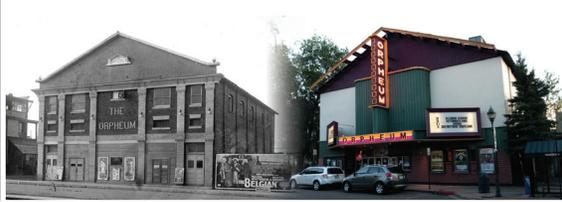
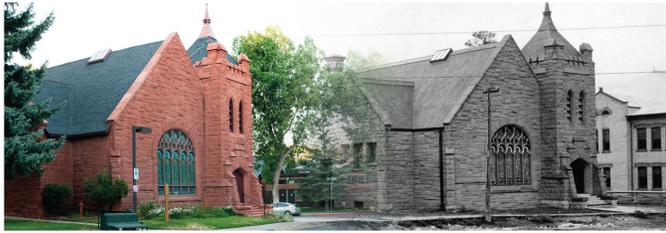
<b><u>Acronym</u></b>	<b><u>Description</u></b>
<b>OSHA</b>	Occupational, Safety, and Health Administration
<b>OT</b>	Overtime
<b>P3</b>	Public Private Partnership
<b>P-CARD</b>	Procurement Card
<b>PAC</b>	Public Access Computers
<b>PARA</b>	Planning Assistance for Rural Areas
<b>PC</b>	Personal Computer
<b>PD</b>	Police Department
<b>PDES</b>	Pollutant Discharge Elimination System
<b>PFC</b>	Passenger Facility Charge
<b>PHAS</b>	Public Housing Assessment System
<b>PIO</b>	Public Information Officer
<b>PL</b>	Refers to Metropolitan Planning Funds
<b>PL</b>	Public Library
<b>PM</b>	Project Management (Manager)
<b>PMO</b>	Property Maintenance Ordinance
<b>POC</b>	Point of Compliance
<b>POPTAC</b>	Population Technical Advisory Committee
<b>POTW</b>	Publicly Owned Treatment Works
<b>PPA</b>	Power Purchase Agreement
<b>PR</b>	Public Relations
<b>PRV</b>	Pressure Reduction Valve
<b>PSPRS</b>	Public Safety Personnel Retirement System
<b>PSSP</b>	Public Safety Stabilization Program
<b>RDA</b>	Resource Description and Access
<b>REVPAR</b>	Revenue per Available Room
<b>RFP</b>	Request for Proposal
<b>RFP</b>	Reservoir Filtration Plant
<b>RFQ</b>	Request for Quote
<b>RICO</b>	Racketeer Influenced and Corrupt Organizations Act
<b>RLF</b>	Revolving Loan Fund
<b>RMSE</b>	Root Mean Square Error
<b>RMT</b>	Repetitive Motion Therapy
<b>ROPE</b>	Repeat Offender Program Enhancement
<b>ROSS</b>	Resident Opportunities and Self-Sufficiency
<b>ROW</b>	Right of Way
<b>RPI</b>	Rural Policy Institute
<b>RSL</b>	Revised Service Level
<b>RTP</b>	Regional Transportation Plan
<b>RW</b>	Reclaimed Water
<b>RWP</b>	Reclaimed Water Pump
<b>RWPS</b>	Reclaimed Water Pump Station
<b>SAN</b>	Storage Area Network
<b>SB</b>	Senate Bill
<b>SBDC</b>	Small Business Development Center
<b>SCADA</b>	Supervisory and Control Data Acquisition
<b>SCASDP</b>	Small Community Air Service Development Program
<b>SCIP</b>	Sustainable Community Indicators Project
<b>SDWA</b>	Safe Drinking Water Act
<b>SEDI</b>	Sustainable Economic Development Initiative
<b>SEED</b>	Sustainable Entrepreneurial Economic Development
<b>SEFA</b>	Schedule of Expenditures of Federal Awards
<b>SEMAP</b>	Section Eight Management Assessment Program
<b>SEMS</b>	Sustainability and Environmental Management Section
<b>SID</b>	Special Improvement District
<b>SIT</b>	Self-Insurance Trust Fund

## ACRONYMS

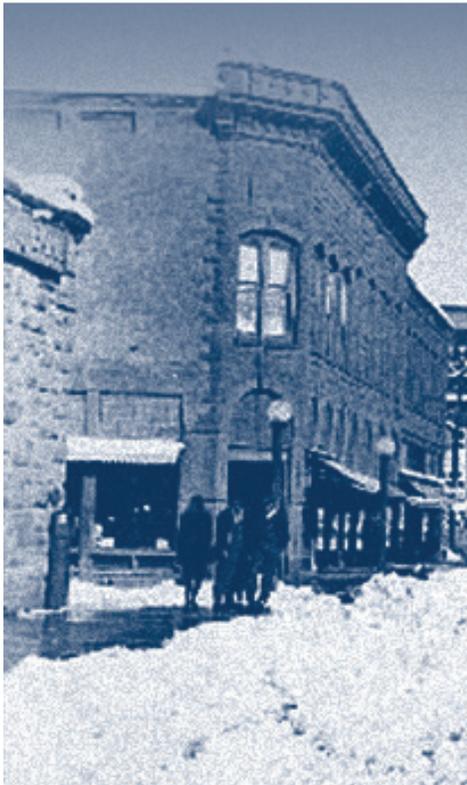
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<b><u>Acronym</u></b>	<b><u>Description</u></b>
<b>SIU</b>	Significant Industrial Users
<b>SPR</b>	Statewide Planning and Research
<b>SRO</b>	Single Room Occupancy
<b>SRO</b>	School Resource Officer
<b>SSB</b>	Solids Storage Basin
<b>SSS</b>	Student Support Services
<b>STEM</b>	Science, Technology, Engineering, Math
<b>STP</b>	Surface Transportation Program
<b>STS</b>	Safe-to-School
<b>SUV</b>	Sport Utility Vehicle
<b>TBD</b>	To be Determined
<b>TCPF</b>	Traffic Citation Progressive Fund
<b>TCPL</b>	Tuba City Public Library
<b>TIP</b>	Transportation Improvement Program
<b>TRACON</b>	Terminal Radar Approach Control Facilities
<b>TransCad</b>	Transportation Modeling Software used by the CofF
<b>TSA</b>	Transportation Security Administration
<b>TTHM</b>	Total Trihalomethanes
<b>TXPPA</b>	Texas Public Purchasing Association
<b>UPWP</b>	Unified Planning Work Program
<b>USACE</b>	United States Army Corp of Engineers
<b>USDOJ</b>	United States Department of Justice
<b>USEPA</b>	United States Environmental Protection Agency
<b>USFS</b>	United States Forest Service
<b>USGS</b>	United States Geological Survey
<b>UV</b>	Ultra Violet
<b>VASH</b>	Veterans Affairs Supported Housing
<b>VC</b>	Visitor Center
<b>VFD</b>	Variable Frequency Drive
<b>VHF</b>	Very High Frequency
<b>VHT</b>	Vehicle Hours Traveled
<b>VMT</b>	Vehicle Miles Traveled
<b>VOIP</b>	Voice Over Internet Protocol
<b>WAN</b>	Wide Area Network
<b>WIFA</b>	Water Infrastructure Financing Authority
<b>WIMS</b>	Waste Information Management System
<b>WM</b>	Woody Mountain
<b>WMBS</b>	Woody Mountain Booster Station
<b>WMWF</b>	Woody Mountain Well Field
<b>WPL</b>	Williams Public Library
<b>WQ</b>	Water Quality
<b>WRF</b>	Water Reclamation Facility
<b>WRP</b>	Water Reclamation Plant
<b>WSIA</b>	Water and Sewer Impact Analyses
<b>WTP</b>	Water Treatment Plant
<b>WWTP</b>	WasteWater Treatment Plant





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