City of Flagstaff
Authorized Personnel/Position Summary

SECTION	2011-2012	2012-2013	2013-2014	2014-2015	Add/Delete 2015-2016	Adopted 2015-2016
CITY MANAGER						
Admin Assistant	0	0	1	1	0	1
Assistant to City Mgr (Admin.)	0	0	0	1	0	1
Assistant to City Mgr (Communications)	1	1	1	1	0	1
Assistant to City Mgr (Real Estate)	1	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	1	1	1	0	1
City Records Technician	1	0	0	0	0	0
Deputy City Clerk	0.875	1	1	1	0	1
Deputy City Manager	2	2	2	2	0	2
Executive Admin Assistant	1	0	0	0	0	0
Executive Assistant	1	2	2	1	0	1
Intern	0.25	0.25	0.25	0.25	0	0.25
Mgmt Assistant (Funded in FY11 & FY12)	0.67	0	0	0	0	0
Total	10.795	10.25	11.25	11.25	0	11.25
CAPITAL IMPROVEMENTS						
Admin Specialist	1	Transfer	0	0	0	0
Capital Improvements Engineer	1	1	1	1	0	1
Project Manager	6	6	6	7	0	7
Total	8	7	7	8	0	8
HUMAN RESOURCES						
Admin Assistant	1	1	0	0	0	0
Admin Specialist	1	1	1	1	0	1
Division Director (HR)	1	1	1	1	0	1
Human Resources Analyst	1.75	1.75	2.75	2.75	0.25	3
Human Resources Benefit Spec.	1	1	0	0	0	0
Human Resources Generalist	1	2	1	1	0	1
Human Resources Manager	0	0	0	0	1	1
Human Resources Recruiter	0	0	1	1	0	1
Human Resources Supervisor	0	0	1	1	0	1
Total	6.75	7.75	7.75	7.75	1.25	9
RISK MANAGEMENT						
Assistant to City Manager (Risk Mgt)	1	1	1	1	0	1
Risk Management Specialist	1	1	1	1	0	1
Total	2	2	2	2	0	2
LAW						
Admin Assistant	1.5	1.75	1.75	3	0	3
Admin Asst (Funded in FY12)	0.25	0	0	0	0	0
Admin Specialist	2	2	2	0	0	0
Admin Specialist Leadworker	0	0	0	1	0	1
Asst City Attorney	4	3	3	3	0	3
City Attorney	1	1	1	1	0	1
City Prosecutor	1	1	1	1	0	1
Deputy City Attorney	1	1	1	1	0	1
Legal Assistant	1	1	1	1	0	1
Senior Ass't City Attorney	2	3	3	3	1	4
Total	13.75	13.75	13.75	14	1	15

City of Flagstaff
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SECTION	2011-2012	2012-2013	2013-2014	2014-2015	Add/Delete 2015-2016	Adopted 2015-2016
INFORMATION TECHNOLOGY						
Division Director (IT)	1	1	1	1	0	1
IT Adminstrator	1	3	2	2	0	2
IT Analyst	4	3	4	3	0	3
IT Manager	2	2	2	4	0	4
IT Services Supervisor	1	1	1	0	0	0
IT Specialist	1	1	2	2	0	2
IT Technician	2	2	1	2	0	2
System Administrator	1	0	0	0	0	0
Total	13	13	13	14	0	14
MANAGEMENT SERVICES						
Division Director (Mgmt Services)	1	1	1	1	0	1
Financial Systems Analyst	1	1	1	1	0	1
Total	2	2	2	2	0	2
PURCHASING						
Admin Specialist	1	1	1	1	0	1
Purchasing Director	1	1	1	1	0	1
Procurement Specialist	0	3	3	3	0	3
Senior Procurement Specialist	3	0	0	0	0	0
Warehouse Specialist	1	1	1	1	0	1
Total	6	6	6	6	0	6
REVENUE						
Accounts Specialist	1	0	0	0	0	0
Admin Assistant	5	5	5	4	-0.25	3.75
Admin Specialist	2	2	2	1	0	1
Admin Spclst Supervisor	1	0	0	0	0	0
Auditor II	1	1	1	1	0	1
Billing Specialist	0	1	1	2	0	2
Collections Specialist	2	2	2	2	-0.25	1.75
Customer Srvc Manager	0	1	1	1	0	1
Meter Technician Supervisor	1	1	1	1	0	1
Meter Technician	3.25	2.25	2.25	3.25	0	3.25
Meter Technician II	0	1	1	1	0	1
Revenue Director	1	1	1	1	0	1
Sales Tax Manager	1	0	0	0	0	0
Tax Licensing & Revenue Mgr	0	1	1	1	0	1
Total	18.25	18.25	18.25	18.25	-0.5	17.75
FINANCE						
Account Clerk	1	1	1	1	0	1
Accountant	0	3	3	3	1	4
Accountant I	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
Finance Specialist	0	0	0	0	1	1
Grants Specialist	1	1	1	1	0	1
Grants Manager	1	1	1	1	0	1
Payroll Assistant	1	1	1	0	0	0
Payroll Manager	1	1	1	1	0	1
Payroll Specialist	0	0	0	1	0	1
Total	12	12	12	12	2	14
COMMUNITY DEVELOPMENT ADMIN						
Admin Specialist	1	1	1	0	0	0
Admin Specialist Leadworker	0	0	0	1	0	1
Division Director (CD)	1	1	1	1	0	1
Total	2	2	2	2	0	2

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PLANNING & DEVELOPMENT SERVICES						
Admin Specialist	1	1	1	1	0	1
Associate Planner	0	0	1	1	0	1
Building Inspector	5	5	5	5	0	5
Building Official	1	1	1	1	0	1
Building Plans Examiner	2	2	2	3	0	3
Code Complance Officer I	0	Transfer	1	1	0	1
Code Compliance Officer II	0	Transfer	1	1	0	1
Code Compliance Manager	1	1	1	1	0	1
Comprehensive Planning and Code Administrator	0	0	1	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	Transfer	0	0	0	0
Inspection Supervisor	1	1	1	1	0	1
Neighborhood Planner	1	1	0	0	0	0
Planning Development Mgr.	3	3	4	4	0	4
Planning Director	1	1	1	1	0	1
Planning Techician	0.5	0	0	0	0	0
Volunteer Coordinator	0	0	Transfer	0.48	0	0.48
Zoning Code Administrator	1	1	0	0	0	0
Zoning Code Manager (Funded thru in FY13)	1	1	0	0	0	0
Total	22.5	22	24	25.48	0	25.48
ENGINEERING						
Admin Specialist	Transfer	1	1	1	0	1
Assistant City Engineer	1	1	1	0	0	0
City Engineer	1	1	1	1	0	1
Construction Inspector	0	0	0	4	0	4
Construction Manager	1	1	1	1	0	1
Development Engineer	0	0	0	1	0	1
Engineering Inspector	4	3	3	0	0	0
Engineering Specialist	0	1	1	1	0	1
Engineering Technician III	1	0	0	0	0	0
Inspection Supervisor	1	1	1	0	0	0
Intern	0	0.5	0.5	0.5	0	0.5
Materials Tech I	2	2	2	0	0	0
Project Manager	4.7	4.7	5	5	1	6
Senior Construction Inspector	0	0	0	1	0	1
Traffic Engineer	1	1	1	1	0	1
Total	16.7	17.2	17.5	16.5	1	17.5
COMMUNITY INVESTMENT						
Admin Specialist	0	0	0	0	0	1
Admin Spclst Leadworker	1	1	1	1	0	0
Brownfield Specialist	1	0	0	0	0	0
Community Design & Redevelopment Mgr	1	1	1	1	0	1
Community Design & Redevel. Project Admin.	1	1	1	1	0	1
Community Investment Director	0	0	0	0	1	1
Division Director (Economic Vitality)	1	1	1	1	0	1
Manager of Enhanced Svcs Dist (Eff 2010-13)	1	1	0	0	0	0
Total	6	5	4	4	1	5
HOUSING						
Admin Specialist	1	1	0	0	0	0
Community Housing/Neigh Planner	1	1	0	0	0	0
Deputy Housing Director	0	0	0	1	0	1
Homeownership Program Manager	0	0	1	1	0	1
Housing & Grants Adm. (Grant Fnd)	1	1	1	1	0	1
Housing Manager	1	1	1	0	0	0
Housing Rehab Specialist	0	0	1	1	0	1
Housing Specialist	0	0	1	1	0	1
Permanent Afford Adm (Grant Fnd)	1	1	0	0	0	0
Total	5	5	5	5	0	5

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SECTION	2011-2012	2012-2013	2013-2014	2014-2015	Add/Delete 2015-2016	Adopted 2015-2016
FIRE						
Admin Specialist	2	2	2	2	0	2
Deputy Fire Chief	1	1	1	1	0	1
Division Director (Fire Chief)	1	1	1	1	0	1
Fire Battalion Chief	3	3	3	4	0	4
Fire Captain	21	21	21	21	0	21
Fire Engineer	21	21	21	21	0	21
Fire Fighter	31	31	30	30	0	30
Fire EMT	0	0	1	1	1	2
Fire Inspector	0	1	1	1	0	1
Fire Inspector II	1	0	0	0	0	0
Fire Marshall	1	1	1	0	0	0
Training Coordinator (FY2015 - FY2017)	0	0	0	1	0	1
Watershed Protection Project Mgr	0	0	0	1	0	1
Wildland Fire Manager	1	1	1	1	0	1
Wildland Fire Specialist I (Grant Funded)	1	0	0	0	0	0
Wildland Fire Supervisor	0	1	1	1	0	1
Wildland Fire Leadworker (Grant Funded)	1	0	0	0	0	0
Wildland Fire Firewise Specialist	0	1	1	1	0	1
Total	85	85	85	87	1	88
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 Call Taker	2	2	2	2	0	2
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	1	0	1
Police Communications Mgr	1	1	1	1	0	1
Police Corporal/Det.	19	19	19	19	0	19
Police Crime Analyst	0	0	0	1	0	1
Police Emerg Comm Specialist	23	23	23	22	0	22
Police Emerg Comm Speclst Sup.	5	5	5	5	0	5
Police Lieutenant	4	4	4	4	0	4
Police Officer	65	65	62	65	0	65
Police Officer (Funded in FY12)	1	0	0	0	0	0
Police Records Supervisor	1	1	1	1	0	1
Police Sergeant	12	12	12	14	0	14
Police Special Serv. Sup	1	1	1	1	0	1
Police Support Serv. Sup.	1	1	1	1	0	1
Police Training Coordinator	0	0	1	1	0	1
Property Control Coord	1	1	1	1	0	1
Total	156	155	153	159	0	159
POLICE GRANTS						
Admin Specialist	1	1	1	1	0	1
Police Officer	14	14	14	8	-2	6
Police Sergeant	1	1	1	1	0	1
Total	16	16	16	10	-2	8
PUBLIC WORKS ADMINISTRATION						
Admin Specialist	0.5	0	0	0	0	0
Division Director (Public Works)	1	1	1	1	0	1
Project Manager	1	1	1	1	0	1
Total	2.5	2	2	2	0	2
PARKS						
Maintenance Worker - Temps	3.46	4.69	7.91	7.67	0	7.67
Maintenance Worker	21	21	21	20	0	21
Maintenance Worker Leadworkers	2	2	2	0	0	0
Public Works Manager (Parks)	1	1	1	1	0	1
Public Works Supervisors	0	0	0	3	0	4
Total	27.46	28.69	31.91	31.67	0	33.67

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SECTION	2011-2012	2012-2013	2013-2014	2014-2015	Add/Delete 2015-2016	Adopted 2015-2016
FLEET SERVICES						
Buyer	1	1	1	1	0	1
Fleet Services Specialist	1	1	1	1	0	1
Mechanic I	3	3	2	2	0	2
Mechanic II	4	4	4	4	0	4
Mechanic Leadworker	2	2	2	2	0	1
Public Works Supervisor (Fleet)	0	0	0	0	0	1
Public Works Manager (Fleet)	1	1	1	1	0	1
Welder	1	1	1	1	0	0
Welder/Technician	0	0	0	0	0	1
Total	13	13	12	12	0	12
FACILITIES MAINTENANCE						
Facility Maintenance Manager	1	1	1	1	0	1
Facilities Maintenance Superintendent	1	1	1	1	0	1
Maintenance Worker	9	9	9	9	0.5	9.5
Total	11	11	11	11	0.5	11.5
RECREATION						
Admin Assistant	1	1	1	1	0	1
Admin Specialist	1	1	1	1	0	1
Division Director (Comm Enrichment)	1	1	0	0	0	0
Intern	0.25	0.25	0.25	0.25	0	0.25
Recreation Coord. I	5.5	0	0	0	0	0
Recreation Coordinator II	5	0	0	0	0	0
Recreation Program Assistant	0	0	0.5	0.5	0	0.5
Recreation Program Coordinator	0	9.5	9	9	0	9
Recreation Services Director	1	1	1	1	0	1
Recreation Supervisor	1	6	6	6	0	6
Recreation Temporaries	39.31	36.15	35.08	35.08	2.63	37.71
Recreation Temporaries (Grant Funded)	0.29	0.29	0.29	0	0	0
Senior Recreation Coordinator	6	0	0	0	0	0
Total	61.35	56.19	54.12	53.83	2.63	56.46
CITY COURT						
Admin Assistants	0	0	0	2	0	2
Collection Specialist	1	1	1	1	1	2
Court Finance Specialist	0	0.75	0.8	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	7.75	6.75	8.25	8.25	0	8.25
Court Services Supervisor	1.75	2	1	0	0	0
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	0	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	1	0	1
Presiding Magistrate	1	1	1	1	0	1
Probation Service Officer	1.5	1.5	1	1	0	1
Pro-Tem Magistrate	0.55	0.55	1.3	1.3	0	1.3
Warrant Officer	2	2	2	2	0	2
Total	25.18	24.18	24.35	25.35	1	26.35

City of Flagstaff
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SECTION	2011-2012	2012-2013	2013-2014	2014-2015	Add/Delete 2015-2016	Adopted 2015-2016
LIBRARY - CITY						
Admin Specialist	2	2	2	2	0	2
Collections Specialist	0	0	0	1	0	1
Librarian	2	2	2	3	0	3
Library Assistant I	11.89	12.21	12.14	0	0	0
Library Assist. I (temp)	3	3	3	0	0	0
Library Assistant II	2	2	0	0	0	0
Library Cataloging Assistant	1	1	1	0	0	0
Library Clerk	5.94	6.7	5.76	5.76	0	5.76
Library Clerk (temp)	2.875	2.305	2.305	2.305	0.75	3.055
Library COE Aide	0.25	0	0	0	0	0
Library Director	1	1	1	1	0	1
Library IT Analyst	1	1	1	1	0	1
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	1.19	12.46	0.375	12.835
Library Specialist (temp)	0	0	0	2.68	0	2.68
Library Supervisor	2	2	4	5	0	5
Network Administrator	1	1	1	1	0	1
Total	41.955	42.215	42.395	43.205	1.125	44.33
LIBRARY - COUNTY						
Application Support Specialist II	1	1	1	1	0	1
Librarian	0	0	1	1	0	1
Library Assistant I	5.13	4.81	1	0	0	0
Library Clerk I	1.44	1.5	0	0	0	0
Library Clerk I (temp)	0.875	0.875	0.875	0.875	0	0.875
Library IT Manager	1	1	1	1	0	1
Library Specialist	0	0	1.25	2.25	0	2.25
Library Specialist (temp)	0	0	0	0.09	0	0.09
Library Supervisor	0	0	2.88	2.88	0	2.88
Total	9.445	9.185	9.005	9.095	0	9.095
STREET MAINTENANCE & REPAIRS						
Admin Specialist	1	1	1	1	0	1
Cemetary Caretaker	0.75	0.75	0.75	0.75	-0.75	0
Cemetery Maint. Specialist	1	1	1	0	0	0
Equip. Opers. Temps	4.31	2.97	3.52	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	1	7
Maint. Worker temp	0.75	0.75	0.75	0.75	-0.75	0
Public Works Manager (Streets)	1	1	1	1	0	1
Public Works Section Director	0	0	0	0	0	1
Public Works Section Head	1	1	1	1	0	0
Public Works Supervisor	0	0	0	4	0	3
Streets Leadworker	3	3	3	0	0	0
Traffic Signal Technician Ass't	1	1	1	1	0	1
Total	36.31	34.97	35.52	35.52	-0.5	33.02
DOWNTOWN MANGEMENT						
Downtown Manager	1	1	1	0	0	0
Parking Ambassador	3	3	3	0	0	0
Park Maintenance	1	1	1	0	0	0
Total	5	5	5	0	0	0
ECONOMIC DEVELOPMENT						
Business Attraction Manager	0	0	0	0	0	1
Business Retention & Expansion Mgr	1	1	1	1	0	1
Economic Development Manager	1	1	1	1	0	0
Total	2	2	2	2	0	2

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TOURISM						
Admin Specialist	1	1	1	1	0	1
Creative Services Leadworker	0	0	0	1	0	1
Creative Services Specialist	0	2	2	2	0	2
CVB Communication Specialist	0	0	0	0	0	1
CVB Director	1	1	1	1	0	1
Marketing & Public Relations Manager	1	1	1	1	0	1
Publication Specialist	2	0	0	0	0	0
Public Relations Associate	1	0	0	0	0	0
Public Relations Specialist	0	1	1	1	0	0
Sales Associate	2	0	0	0	0	0
Sales Specialist	0	2	2	2	0	2
Total	8	8	8	9	0	9
TOURISM-VISITOR CENTER						
Admin Asst	1.99	1.99	2.43	2.43	0	2.43
Admin Asst (Funded in FY11)	0	0	0	0	0	0
Admin Specialist	1.5	1.5	1.5	1.5	0	1.5
Visitor Center Manager	1	1	1	1	0	1
Total	4.49	4.49	4.93	4.93	0	4.93
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	Transfer	0	0
Utilities Engineering Manager	1	1	1	Transfer	0	0
Utilities Management Analyst	0	0	Transfer	1	0	1
Utilities Operations Section Director	0	0	0	0	0	1
Utilities Operations Section Head	0	Transfer	1	1	0	0
Utilities Plan Reviewer	1	1	1	Transfer	0	0
Utilities Program Manager	1	1	1	Transfer	0	0
Water Resource Manager	1	1	1	Transfer	0	0
Total	8	8	9	5	0	5
WATER RESOURCE MGMT						
Utilities Program Manager	0	0	Transfer	1	0	1
Water Conservation Enforcement Aide	0	0	0	0	1	1
Water Resource Manager	0	0	Transfer	1	0	1
Total	0	0	0	2	1	3
UTILITY ENGINEERING	0					
GIS System Analyst	0	0	Transfer	1	0	0
IT Administrator	0	0	0	0	0	1
Utilities Engineering Manager	0	0	Transfer	1	0	1
Utilities Project Manager	0	0	0	0	1	1
Utilities Plan Reviewer	0	0	Transfer	1	0	1
Total	0	0	0	3	1	4
REGULATORY COMPLIANCE						
Regulatory Compliance Manager	0	0	0	1	0	1
Industrial Waste Inspector	0	0	Transfer	2	0	2
Industrial Waste Supervisor	0	0	Transfer	1	0	1
Laboratory Specialist	0	0	Transfer	1	0	1
MSW - Laboratory	0	0	Transfer	2	0	2
MSW - Plant Tech	0	0	Transfer	1	0	1
Plant Specialist	0	0	Transfer	1	0	1
Total	0	0	0	9	0	9

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LAKE MARY WATER PLANT						
Instrumentation/Electrical Spec	1	1	1	1	0	1
Laboratory Specialist	1	1	1	Transfer	0	0
Maintenance Specialist	1	1	1	1	0	1
MSW Operations	3	3	3	3	0	3
MSW Laboratory	1	1	1	Transfer	0	0
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	9	0	9
WATER DISTRIBUTION SYSTEM						
Field Services Manager	1	1	Transfer	0	0	0
Maintenance Worker	1	1	1	0	0	0
MSW - Water Services Tech	10	10	10	11	0	11
Water Services Specialist	1	1	1	1	0	1
Water/Sewer Util. Locator	1	1	1	1	0	1
Total	14	14	13	13	0	13
WASTEWATER TREATMENT PLANT						
Equip Operator II Temp	1.5	1.5	0	0	0	0
Instrumentation/Electrical Spec	1	1	1	1	0	1
MSW - Operations	2	2	2	2	0	2
MSW - Plant Tech	4	4	6	5	0	5
Plant Specialist	3	3	3	2	0	2
Wastewater Treatment Manager	1	1	1	1	0	1
Total	12.5	12.5	13	11	0	11
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	Transfer	0	0
Industrial Waste Supervisor	1	1	1	Transfer	0	0
Total	3	3	3	0	0	0
RECLAIMED WASTEWATER TREATMENT PLANT						
MSW - Laboratory Tech	1	1	1	Transfer	0	0
MSW - Plant Tech	2	2	2	2	0	2
Plant Specialist	1	1	1	1	0	1
Total	4	4	4	3	0	3
STORMWATER						
Floodplain Inspector	1	0	0	0	0	0
Intern	1	1	0.5	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	Transfer	0	0
Watershed Specialist	0	1	1	1	0	1
Total	6	6	5.5	4.5	0	4.5

City of Flagstaff
Authorized Personnel/Position Summary

SECTION	2011-2012	2012-2013	2013-2014	2014-2015	Add/Delete 2015-2016	Adopted 2015-2016
FLAGSTAFF HOUSING AUTHORITY						
Administrative Specialist	1	0	0	0	0	1
Occupancy Specialist	0	1	1	1	0	0
Executive Director	1	0	0	0	0	0
FHA Director	0	1	1	1	0	1
FHA Manager	0	4	4	4	0	4
Finance Assistant	1	0	0	0	0	0
Finance Director	1	0	0	0	0	0
Finance Specialist	0	1	1	1	0	1
Housing Director	2	0	0	0	0	0
Housing Services Administrator	5	0	0	0	0	0
Housing Services Specialist	0	5	5	5	0	5
Maintenance Coordinator	1	1	1	1	0	1
Maintenace Director	1	0	0	0	0	0
Maintenance Lead Worker	2	2	2	2	0	2
Maintenance Worker	0	5	5	7	0	7
Maintenance Worker III	1	0	0	0	0	0
Maintenace Worker II	4	0	0	0	0	0
Maintenance Worker I	0	2	2	0	0	0
Temporary Maintenance Worker	3.5	2	0	0	0	0
Total	23.5	24	22	22	0	22
AIRPORT						
Admin Specialist	1	1	1	1	0	1
Airport Director	1	1	1	1	0	1
Airport Operations/ARFF Specialist	6	6	6	6	0	6
Airport Operations/ARFF Manager	0	0	0	1	0	1
Airport Operations Supv	1	1	1	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
LANDFILL						
Admin Assistant	1	0.65	0.65	0	0	0
Admin Specialist	1	1	1	2	0	2
Equipment Operator	6	6	6	7	0	7
ES Equip. Oper I - Temp	1	1	1	0	0	0
Landfill Supervisor	1	1	1	0	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 Director	0	0	0	0	0	1
Public Works Section Head	1	1	1	1	0	0
Public Works Supervisor	0	0	0	1	0	1
Total	14.5	14.15	14.15	14.5	0	14.5

City of Flagstaff
Authorized Personnel/Position Summary

SECTION	2011-2012	2012-2013	2013-2014	2014-2015	Add/Delete 2015-2016	Adopted 2015-2016
SOLID WASTE COLLECTIONS						
Admin Assistant	2	2	2	0	0	0
Admin Specialist	0	0	0	3	0	3
Admin Spclst Supervisor	1	1	1	0	0	0
Bin Maint. Leadworker	1	1	1	0	0	0
Customer Relations Supervisor	0	0	0	1	0	1
Equipment Operator	24	24	23.3	22	0	22
ES Collection Super	2	2	2	0	0	0
ES Leadworkers	2	2	2	0	0	0
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	2	0	2
Solid Waste Leadworker	0	0	0	3	0	3
Total	33.5	33.5	32.8	32.5	0	32.5
SUSTAINABILITY & ENVIROMENTAL MANAGEMENT SERVICES						
Environmental Aide	0.6	0.6	0	0	0.25	0.25
Environmental Assistant	1	1	1	1	0	1
Environmental Code Specialist	1	1	Transfer	0	0	0
Environmental Code Technician	1	1	Transfer	0	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
Open Space Specialist (FY 2016-2017)	0	0	0	0	1	1
Public Works Section Director	0	0	0	0	0	1
Public Works Section Head	1	1	1	1	0	0
Sustainability Assistant (Grant Funded)	1	0.25	0	0	0	0
Sustainability Manager	1	1	1	1	0	1
Sustainability Specialist	2	2	2	2	0	2
Volunteer Coordinator	0	0	0.48	Transfer	0	0
Total	11.6	10.85	8.48	8	1.25	9.25
GRAND TOTALS	812.42	802.50	799.04	801.71	12.76	814.47

CITY OF FLAGSTAFF
Regular Pay Plan (2080 Hours)
FY 2016

Range	Pos #		Position Title	Min	Mid	Max
1				9.9756	11.7234	13.4712
A-1-0				798.05	937.88	1077.70
				20749.25	24384.68	28020.10
2	10205	N	Library Page	11.4975	13.5010	15.5044
A-1-1				919.80	1080.08	1240.35
				23914.80	28081.98	32249.15
3				12.4843	14.6721	16.8599
A-1-2				998.74	1173.77	1348.79
				25967.34	30517.97	35068.59
4	10423	N	Cemetery Caretaker	14.3987	16.9135	19.4282
A-1-3	10427	N	Library Clerk	1151.90	1353.08	1554.26
	10424	N	Meter Technician	29949.30	35179.98	40410.66
	10407	N	Parking Control Officer			
	10426	N	Recreation Program Asst			
	10425	N	Volunteer Coordinator			
D04	10422	N	Dispatch Call Taker	15.3987	17.9135	20.4282
				1231.90	1433.08	1634.26
				32029.30	37259.98	42490.66

CITY OF FLAGSTAFF
Regular Pay Plan (2080 Hours)
FY 2016

Range	Pos #		Position Title	Min	Mid	Max
5	10501	N	Meter Technician II	15.1120	17.9836	20.8551
B-2-1	10503	N	Property Control Coord	1208.96	1438.69	1668.41
				31432.96	37405.79	43378.61
6	10639	N	Account Clerk	15.5759	18.5424	21.5089
B-2-2	10601	N	Animal Control Officer	1246.07	1483.39	1720.71
	10636	N	Environmental Aide	32397.87	38568.19	44738.51
	10637	N	Env Code Enfrcmnt Aide			
	10641	N	Fire EMT			
R06	10640	N	IT Technician	16.3548	19.4696	22.5844
				1308.38	1557.57	1806.75
				34017.98	40496.77	46975.55
7	10752	N	Billing Specialist	17.0383	20.2784	23.5185
B-2-3	10739	N	Environmental Assistant	1363.06	1622.27	1881.48
	10705	N	Evidence Tech	35439.66	42179.07	48918.48
	10751	N	Fleet Services Specialist			
	10755	N	HR Recruiter			
	10700	N	Mechanic I			
	10754	N	Police Training Coordinator			
	10753	N	Sustainability Assistant			
	10702	N	Water/Sewer Utility Locator			
D07	10725	N	Police Emerg Comm Spec	18.8904	22.2924	25.6943
				1511.23	1783.39	2055.54
				39292.03	46368.09	53444.14

CITY OF FLAGSTAFF
Regular Pay Plan (2080 Hours)
FY 2016

Range	Pos #		Position Title	Min	Mid	Max
8	10849	N	Accounts Specialist	19.9989	23.7978	27.5966
B-2-4	10827	N	Buyer	1599.91	1903.82	2207.73
	10839	N	Cemetery Maint Speclst	41597.71	49499.32	57400.93
	10819	N	Code Compl Officer I			
	10848	N	Collections Specialist			
	10831	N	Court Interpreter			
	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			
	10843	N	Legal Assistant			
	10862	N	Materials Technician			
	10808	N	Mechanic II			
	10865	N	Payroll Specialist			
	10864	N	Police Crime Analyst			
	10809	N	Probation Service Officer			
	10853	N	Warehouse Specialist			
	10803	N	Welder			
108	20801	E	Executive Asst	19.9989	23.9987	27.9985
				1599.91	1919.90	2239.88
				41597.71	49917.30	58236.88
R08	10857	N	IT Specialist	20.9989	24.9877	28.9764
				1679.91	1999.01	2318.11
				43677.71	51974.31	60270.91

CITY OF FLAGSTAFF
Regular Pay Plan (2080 Hours)
FY 2016

Range	Pos #		Position Title	Min	Mid	Max
9	10958	N	Admin Specialist Lead	21.1998	25.2246	29.2493
B-2-5	10957	N	Auditor I	1695.98	2017.96	2339.94
	10937	N	Brownfield Specialist	44095.58	52467.06	60838.54
	10944	N	Code Compl Officer II			
	10961	N	Court Finance Specialist			
	10923	N	Court Training Specialist			
	10966	N	Creative Services Specialist			
	10965	N	CVB Communications Spec			
	10936	N	Environmental Program Specialist			
	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			
	10967	N	Open Space Specialist			
	10955	N	Solid Waste Leadworker			
	10951	N	Sustainability Specialist			
	10916	N	Warrants Officer			
109	20903	E	Librarian	21.1998	25.4398	29.6797
	20904	*E*	*^Sales Specialist*	1695.98	2035.18	2374.38
				44095.58	52914.68	61733.78
R09	10934	N	Network Administrator	22.2598	26.4858	30.7117
	10946	N	App Support Specialist II	1780.78	2118.86	2456.94
				46300.38	55090.36	63880.34

CITY OF FLAGSTAFF
Regular Pay Plan (2080 Hours)
FY 2016

Range	Pos #		Position Title	Min	Mid	Max
10	11021	N	Associate Planner	22.1986	26.4136	30.6286
B-2-6	11028	N	Building Inspector	1775.89	2113.09	2450.29
	11015	N	Building Plans Examiner	46173.09	54940.29	63707.49
	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			
10	11038	N	HR Supervisor	22.1986	26.4136	30.6286
B-3-1				1775.89	2113.09	2450.29
				46173.09	54940.29	63707.49
110	21002	E	Library Supervisor	22.1986	26.9713	31.7439
	21003	*E*	*^Sales Specialist - Travel*	1775.89	2157.70	2539.51
				46173.09	56100.20	66027.31
R10	11020	N	Court IT Coordinator	23.3086	27.7343	32.1600
				1864.69	2218.75	2572.8
				48481.89	57687.35	66892.80
D10	11022	N	PECS Supervisor	24.3086	28.7343	33.1600
				1944.688	2298.74	2652.8
				50561.89	59767.34	68972.80
11	*11113*	*N*	*^Creative Svcs Spec Ldwkr*	24.5409	29.2077	33.8745
B-3-2	11104	N	Inspection Supervisor	1963.27	2336.62	2709.96
	11112	N	Public Works Supervisor	51045.07	60752.02	70458.96
	11111	N	Senior Construction Inspector*			
111	21108	E	Police Spec Svcs Superv	24.5409	29.8172	35.0935
	21111	E	Customer Relations Superv	1963.27	2385.38	2807.48
				51045.07	62019.78	72994.48
R11	11110	N	IT Supervisor	25.7681	30.6682	35.5682
				2061.45	2453.46	2845.46
				53597.65	63789.76	73981.86

CITY OF FLAGSTAFF
Regular Pay Plan (2080 Hours)
FY 2016

Range	Pos #		Position Title	Min	Mid	Max
112	21275	E	Airport Ops/ARFF Mgr	25.2068	30.8783	36.5498
C-4-1	21269	E	Asst to City Mgr (Admin)	2016.54	2470.26	2923.98
	21245	E	Auditor II	52430.14	64226.86	76023.58
	21280	E	Business Attraction Mgr			
	21268	E	Business Retn & Exp Mgr			
	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			
	21279	E	Regional Fire Training Coord			
	21262	E	Utilities Plan Reviewer			
	21271	E	Utilities Program Manager			
	21267	E	Visitor Center Manager			
R12	21273	E	IT Analyst	26.4672	32.4161	38.3650
				2117.38	2593.29	3069.20
				55051.78	67425.49	79799.20

CITY OF FLAGSTAFF
Regular Pay Plan (2080 Hours)
FY 2016

Range	Pos #		Position Title	Min	Mid	Max
13		N		27.7988	33.4940	39.1891
C-4-2				2223.90	2679.52	3135.13
				57821.50	69667.42	81513.33
113	21326	E	Construction Manager	27.7988	34.0536	40.3083
C-4-2	21354	E	Customer Service Manager	2223.90	2724.28	3224.66
	21332	E	Homeownership Prog Mgr	57821.50	70831.38	83841.26
	21355	E	Library Manager			
	21333	E	Multi Modal Transportation Planner			
	21349	E	Payroll Manager			
	21356	E	Utilities Management Analyst			
R13	21352	E	IT Administrator	29.1887	35.7562	42.3237
	21350	E	IT Manager	2335.10	2860.50	3385.90
				60712.50	74372.90	88033.30
114	21447	E	Asst to City Mgr (Comm)	31.2111	38.2322	45.2533
C-4-3	21446	E	Asst to City Mgr (Real Est)	2496.89	3058.58	3620.26
	21428	E	Asst to City Mgr (Risk)	64919.09	79522.98	94126.86
	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			
	21448	E	Sustainability Manager			
	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	32.7718	40.1439	47.5159
				2621.74	3211.51	3801.27
				68165.34	83499.21	98833.07

CITY OF FLAGSTAFF
Regular Pay Plan (2080 Hours)
FY 2016

Range	Pos #		Position Title	Min	Mid	Max
115	21531	E	Capital Impv Engineer	31.8651	39.5163	47.1675
C-5-1	21521	E	Comm Dsgn & Redev Mgr	2549.21	3161.31	3773.40
	21532	E	Cprhsv Plng & Code Admin	66279.41	82193.91	98108.40
	21519	E	Current Planning Manager			
	21534	E	Development Engineer			
	21530	E	Economic Dev Manager			
	21527	E	Finance Manager			
	21513	E	Fire Battalion Chief (40 hours)			
	21518	E	Metropolitan Planning Org Mgr			
	21512	E	Stormwater Program Mgr			
	21528	E	Traffic Engineer			
	21533	E	Utilities Manager			
R15	21529	E	IT Mgr (Coordinating)	33.4583	41.4883	49.5183
	21525	E	Utilities Engineering Mgr	2676.66	3319.06	3961.46
	21526	E	Water Resources Mgr	69593.26	86295.66	102998.06
16				34.1481	42.3402	50.5323
C-5-2				2731.85	3387.22	4042.58
116				71028.05	88067.62	105107.18

CITY OF FLAGSTAFF
Regular Pay Plan (2080 Hours)
FY 2016

Range	Pos #		Position Title	Min	Mid	Max
17	21723	E	Airport Director	35.5465	46.2104	56.8743
D-6-1	21729	E	City Clerk	2843.72	3696.83	4549.94
117	21722	E	City Engineer	73936.72	96117.63	118298.54
	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 Director			
	21707	E	Purchasing Director			
	21725	E	Revenue Director			
	21731	E	Utilities Operations Section Head			
18	21805	E	Deputy Fire Chief	38.3901	49.9072	61.4243
D-6-2				3071.21	3992.58	4913.94
118				79851.41	103806.98	127762.54
R18	21806	E	City Prosecutor	40.3097	52.4026	64.4955
	21804	E	Deputy City Attorney	3224.78	4192.21	5159.64
				83844.18	108997.41	134150.64
19				41.4614	53.8999	66.3383
D-6-3				3316.91	4311.99	5307.06
119				86239.71	112111.69	137983.66

CITY OF FLAGSTAFF
Regular Pay Plan (2080 Hours)
FY 2016

Range	Pos #		Position Title	Min	Mid	Max
20				44.7783	58.2118	71.6453
E-8-1				3582.26	4656.94	5731.62
120				93138.86	121080.54	149022.22
21				48.3605	62.8687	77.3769
E-8-2				3868.84	5029.50	6190.15
121				100589.84	130766.90	160943.95
22				52.2294	67.8983	83.5671
E-8-3				4178.35	5431.86	6685.37
122				108637.15	141228.36	173819.57
23				56.4077	73.3301	90.2525
E-8-4				4512.62	5866.41	7220.20
123				117328.02	152526.61	187725.20
24	22400	E	Deputy City Manager	60.9204	79.1965	97.4726
E-9-1				4873.63	6335.72	7797.81
124				126714.43	164728.72	202743.01
26	22601	E	City Manager	65.7940	85.5322	105.2704
F-10-2				5263.52	6842.58	8421.63
126				136851.52	177906.98	218962.43

CITY OF FLAGSTAFF
Accountant/Procurement Specialist Broad Band
FY 2016

			Zone 1		
Band	**Pos #**	**Position Title**	**Min**		**Max**
B71	81801	Accountant	21.1998	25.1725	29.1451
	81111	Procurement Specialist	1695.98	2013.80	2331.61
			44095.58	52358.70	60621.81

			Zone 2		
Band	**Pos #**	**Position Title**	**Min**		**Max**
B72	81802	Accountant	24.6607	28.6967	32.7327
	81112	Procurement Specialist	1972.86	2295.74	2618.62
			51294.26	59689.14	68084.02

			Zone 3		
Band	**Pos #**	**Position Title**	**Min**		**Max**
B73	81803	Accountant	28.2483	32.3931	36.5378
	81113	Procurement Specialist	2259.86	2591.44	2923.02
			58756.46	67377.54	75998.62

CITY OF FLAGSTAFF
Administrative Assistant Broad Band
FY 2016

				Zone 1		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
B11	80101	N	Admin Assistant	12.4843	14.8760	17.2676
				998.74	1190.08	1381.41
				25967.34	30941.98	35916.61

				Zone 2		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
B12	80102	N	Admin Assistant	14.2782	16.6698	19.0614
				1142.26	1333.59	1524.91
				29698.66	34673.19	39647.71

				Zone 3		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
B13	80103	N	Admin Assistant	16.0718	18.4635	20.8551
				1285.74	1477.08	1668.41
				33429.34	38403.98	43378.61

CITY OF FLAGSTAFF
Admin Specialist/Court Judicial Specialist Broad Band
FY 2016

				Zone 1		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
B21	80201	N	Admin Specialist	15.1120	17.5138	19.9156
	80801	N	Court Judicial Speclst	1208.96	1401.11	1593.25
				31432.96	36428.71	41424.45

				Zone 2		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
B22	80202	N	Admin Specialist	16.9135	19.3152	21.7169
	80802	N	Court Judicial Speclst	1353.08	1545.22	1737.35
				35180.08	40175.62	45171.15

				Zone 3		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
B23	80203	N	Admin Specialist	18.7147	21.1166	23.5185
	80803	N	Court Judicial Speclst	1497.18	1689.33	1881.48
				38926.58	43922.53	48918.48

CITY OF FLAGSTAFF
Airport Operations/ARFF and Library Specialist Broad Band
FY 2016

				Zone 1		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
B61	82101	N	Airport Ops/ARFF Spec	15.5759	19.0104	22.4448
	82401	N	Library Specialist	1246.07	1520.83	1795.58
				32397.87	39541.53	46685.18

				Zone 2		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
B62	82102	N	Airport Ops/ARFF Spec	18.1515	21.5861	25.0207
	82402	N	Library Specialist	1452.12	1726.89	2001.66
				37755.12	44899.09	52043.06

				Zone 3		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
B63	82103	N	Airport Ops/ARFF Spec	20.7274	24.1620	27.5966
	82403	N	Library Specialist	1658.19	1932.96	2207.73
				43112.99	50256.96	57400.93

CITY OF FLAGSTAFF
Assistant City Attorney Broad Band
FY 2016

				Zone 1		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
R61	81401	E	Asst. City Attorney	32.7718	38.5682	44.3646
				2621.74	3085.46	3549.17
				68165.34	80221.86	92278.37

				Zone 2		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
R62	81402	E	Asst. City Attorney	37.1190	42.9154	48.7117
				2969.52	3433.23	3896.94
				77207.52	89263.93	101320.34

				Zone 3		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
R63	81403	E	Asst. City Attorney	41.4663	47.2627	53.0590
				3317.30	3781.01	4244.72
				86249.90	98306.31	110362.72

CITY OF FLAGSTAFF
Senior Assistant City Attorney Broad Band
FY 2016

			Zone 1		
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
R71	81501 E	Sr. Asst. City Atty	33.4584	40.5817	47.7050
			2676.67	3246.54	3816.40
			69593.47	84409.94	99226.40

			Zone 2		
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
R72	81502 E	Sr. Asst. City Atty	38.8005	45.9240	53.0474
			3104.04	3673.92	4243.79
			80705.04	95521.82	110338.59

			Zone 3		
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
R73	81503 E	Sr. Asst. City Atty	44.1431	51.2665	58.3898
			3531.45	4101.32	4671.18
			91817.65	106634.22	121450.78

CITY OF FLAGSTAFF
Division Director Broad Band
FY 2016

Band	Pos #	Position Title	Zone 1 Min		Zone 1 Max
B91	81901	Division Director	44.7783	55.5485	66.3187
			3582.26	4443.88	5305.50
			93138.86	115540.88	137942.90

Band	Pos #	Position Title	Zone 2 Min		Zone 2 Max
B92	81902	Division Director	56.7452	67.5154	78.2855
			4539.62	5401.23	6262.84
			118030.02	140431.93	162833.84

Band	Pos #	Position Title	Zone 3 Min		Zone 3 Max
B93	81903	Division Director	68.7120	79.4823	90.2525
			5496.96	6358.58	7220.20
			142920.96	165323.08	187725.20

Band	Pos #	Position Title	Zone 1 Min		Zone 1 Max
R91	82001	Division Director (IT)	47.0172	58.3259	69.6346
			3761.38	4666.08	5570.77
			97795.78	121317.88	144839.97

Band	Pos #	Position Title	Zone 2 Min		Zone 2 Max
R92	82002	Division Director (IT)	59.5824	70.8911	82.1998
			4766.59	5671.29	6575.98
			123931.39	147453.49	170975.58

Band	Pos #	Position Title	Zone 3 Min		Zone 3 Max
R93	82003	Division Director (IT)	72.1476	83.4563	94.7650
			5771.81	6676.51	7581.20
			150067.01	173589.11	197111.20

CITY OF FLAGSTAFF
Equipment Operator/Maintenance Worker Broad Band
FY 2016

				Zone 1		
Band	**Pos #**		**Position Title**	**Min**		**Max**
B81	81601	N	Equipment Operator	15.1120	18.42	21.7215
	81701	N	Maintenance Worker	1208.96	1473.34	1737.72
				31432.96	38306.84	45180.72

				Zone 2		
Band	**Pos #**		**Position Title**	**Min**		**Max**
B82	81602	N	Equipment Operator	18.0496	21.35	24.6590
	81702	N	Maintenance Worker	1443.97	1708.35	1972.72
				37543.17	44416.95	51290.72

				Zone 3		
Band	**Pos #**		**Position Title**	**Min**		**Max**
B83	81603	N	Equipment Operator	20.9871	24.29	27.5966
	81703	N	Maintenance Worker	1678.97	1943.35	2207.73
				43653.17	50527.05	57400.93

CITY OF FLAGSTAFF
Commissioned Fire Pay Plan
FY 2016

Range	Pos #		Position Title	Min	Mid	Max
8	10813	N	Firefighter	14.2850	16.9985	19.7119
208				1599.92	1903.83	2207.73
				41597.92	49499.49	57401.05
8	10813	N	Firefighter Paramedic	16.4150	19.1285	21.8419
F08				1838.48	2142.39	2446.29
				47800.48	55702.05	63603.61
R29	10905	N	Fire Engineer	15.9001	18.9186	21.9370
				1780.81	2118.88	2456.94
				46301.09	55090.82	63880.54
F29	10905	N	Fire Engineer Paramedic	18.0301	21.0486	24.0670
				2019.37	2357.44	2695.50
				52503.65	61293.38	70083.10
Range	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
13	11300	N	Fire Captain	19.8563	23.9244	27.9924
213				2223.91	2679.53	3135.15
				57821.55	69667.71	81513.87
13	11300	N	Fire Captain Paramedic	21.9863	26.0544	30.1224
F13				2462.47	2918.09	3373.71
				64024.11	75870.27	87716.43
15	21514	E	Fire BC	22.7608	28.2259	33.6910
215				2549.21	3161.30	3773.39
				66279.45	82193.82	98108.19

CITY OF FLAGSTAFF
Manager Broad Band
FY 2016

				Zone 1	
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
B51	81201 E	Planning Dev Manager	25.2068	30.9344	36.6619
	81301 E	Project Manager	2016.54	2474.75	2932.95
			52430.14	64343.45	76256.75

				Zone 2	
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
B52	81202 E	Planning Dev Manager	29.5027	35.2302	40.9576
	81302 E	Project Manager	2360.22	2818.42	3276.61
			61365.62	73278.72	85191.81

				Zone 3	
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
B53	81203 E	Planning Dev Manager	33.7981	39.5257	45.2533
	81303 E	Project Manager	2703.85	3162.06	3620.26
			70300.05	82213.46	94126.86

CITY OF FLAGSTAFF
Police Pay Plan
FY 2016

Range	Pos #	Position Title	Entry	After Academy		
PT9	10963	N Police Officer Recruit	22.8017	23.4017		
			1824.14	1872.14		
			47427.54	48675.54		
Range	**Pos #**	**Position Title**		**Entry**		
PT9	10963	N Police Officer Lateral		23.4017		
				1872.14		
				48675.54		
Range	**Pos #**	**Position Title**	**Min**			**Max**
P09	10903	N Police Officer	24.0018		28.9582	33.9145
			1920.14		2316.65	2713.16
			49923.74		60232.95	70542.16
P11	11100	N Police Corp/Det	29.2477		33.9274	38.6070
			2339.82		2714.19	3088.56
			60835.22		70568.89	80302.56
Range	**Pos #**	**Position Title**	**Min**		**Mid**	**Max**
P13	11301	N Police Sergeant	34.2666		38.8926	43.5186
			2741.33		3111.41	3481.49
			71274.53		80896.61	90518.69
P15	21503	E Police Lieutenant	41.3234		47.1087	52.8939
			3305.87		3768.69	4231.51
			85952.67		97985.99	110019.31
P18	21801	E Deputy Police Chief	48.8752		60.2752	71.6751
			3910.02		4822.02	5734.01
			101660.42		125372.32	149084.21

CITY OF FLAGSTAFF
Recreation Program Coordinator Broad Band
FY 2016

				Zone 1		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
BA1	82201	N	Rec Prog Coord	17.0383	20.5272	24.0160
				1363.06	1642.17	1921.28
				35439.66	42696.47	49953.28

				Zone 2		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
BA2	82202	N	Rec Prog Coord	19.6549	23.1438	26.6326
				1572.39	1851.50	2130.61
				40882.19	48139.00	55395.81

				Zone 3		
Band	**Pos #**		**Position Title**	**Min**	**Mid**	**Max**
BA3	82203	N	Rec Prog Coord	22.2715	25.7604	29.2493
				1781.72	2060.83	2339.94
				46324.72	53581.63	60838.54

CITY OF FLAGSTAFF
Recreation and Utility Supervisor Broad Band
FY 2016

			Zone 1		
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
BB1	82301 E	Recreation Supervisor	22.1986	26.2955	30.3924
	82501 E	Utilities Supervisor	1775.89	2103.64	2431.39
			46173.09	54694.64	63216.19

			Zone 2		
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
BB2	82302 E	Recreation Supervisor	25.2712	29.3682	33.4652
	82502 E	Utilities Supervisor	2021.70	2349.46	2677.22
			52564.10	61085.86	69607.62

			Zone 3		
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
BB3	82303 E	Recreation Supervisor	28.3441	32.4410	36.5378
	82503 E	Utilities Supervisor	2267.53	2595.28	2923.02
			58955.73	67477.18	75998.62

CITY OF FLAGSTAFF
Utilities Specialist Broad Band
FY 2016

			Zone 1		
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
B31	80401 N	Water Services Spec	21.1998	24.8213	28.4428
			1695.98	1985.70	2275.42
			44095.58	51628.30	59161.02

			Zone 2		
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
B32	80402 N	Water Services Spec	23.9158	27.5372	31.1585
			1913.26	2202.97	2492.68
			49744.86	57277.27	64809.68

			Zone 3		
Band	**Pos #**	**Position Title**	**Min**	**Mid**	**Max**
B33	80403 N	Water Services Spec	26.6318	30.2532	33.8745
			2130.54	2420.25	2709.96
			55394.14	62926.55	70458.96

CITY OF FLAGSTAFF
Skill Based Pay
FY 2016

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	15.5759	17.2167	19.1784	21.1405	23.4351	26.0628	29.2493
	90201	N	MSW - Water Services Technician	1246.07	1377.34	1534.27	1691.24	1874.81	2085.02	2339.94
	90301	N	MSW - Laboratory	32397.87	35810.74	39891.07	43972.24	48475.01	54210.62	60838.54
	90401	N	MSW - Operations							
	90501	N	MSW - Maintenance							

CITY OF FLAGSTAFF
Temporary Employee Pay Plan
FY 2016

Pay Grade	Step	Position Control #	Position Title	
B11	Step 1	14813	Administrative Assistant - Visitor Center	12.4843
461	Step 2	14814	Administrative Assistant - Customer Service	11.7500
B21	Step 1	14810	Administrative Specialist - Temp	15.1120
461	Step 1	14803	Administrative Support - Temp	11.7500
455	Step 1	14702	Arena Manager	9.3428
459	Step 1	14700	Basketball Official - Adult	11.1594
455	Step 1	14500	Basketball Official - Youth	9.3428
451	Step 1	14200	Cashier	8.0979
425	Step 1	14903	Court Interpreter - Temp	19.0320
425	Step 16	80803	Court Judicial Specialist - Temp	21.0137
9	Step 1	14910	Court Training Spec - Temp	21.1998
425	Step 19	14928	Dew Downtown Construction	20.7638
459	Step 1	14306	Enrichment Coordinator	11.1594
481	Step varies	14014	Equipment Operator	15.1120 - 27.5966
481	Step 11	14015	Equipment Operator II - Snow	22.4559
481	Step 11	14018	Equipment Operator II - Snow (CDL)	22.4559
481	Step 18	14016	Equipment Operator III - Snow	27.5966
481	Step 18	14019	Equipment Operator III - Snow (CDL)	27.5966
425	Step 12	14920	Executive Assistant - Temp	20.2280
425	Step 25	14936	Finance Technician - Temp	14.6160
463	Step 1	14025	Fire Auxiliary Staff AD-A	14.2000
463	Step 2	14026	Fire Auxiliary Staff AD-B	15.6400
463	Step 3	14027	Fire Auxiliary Staff AD-C	17.4000
463	Step 4	14028	Fire Auxiliary Staff AD-D	19.2000
463	Step 5	14029	Fire Auxiliary Staff AD-E	21.0400
463	Step 6	14030	Fire Auxiliary Staff AD-F	23.0400
463	Step 7	14031	Fire Auxiliary Staff AD-G	25.0800
463	Step 8	14032	Fire Auxiliary Staff AD-H	28.1600
463	Step 9	14033	Fire Auxiliary Staff AD-I	31.1600
463	Step 10	14034	Fire Auxiliary Staff AD-J	34.2800
463	Step 11	14035	Fire Auxiliary Staff AD-K	37.6400
463	Step 12	14036	Fire Auxiliary Staff AD-L	45.1600
463	Step 13	14037	Fire Auxiliary Staff AD-M	53.6800
425	Step 28	14705	Fitness Instructor	20.0000
459	Step 1	14307	Flag Football Official - Adult	11.1594
409	Step 7	14938	Flagstaff Watershed Prot Proj (FWPP) Ops Sp	24.9347
425	Step 20	14929	Grants Compliance Specialist	105.0000
459	Step 1	14310	Hockey Official - Adult	11.1594
408	Step Varies	14800	Intern	Varies
425	Step 22	14931	IT Analyst - Project Management	30.0000

CITY OF FLAGSTAFF
Temporary Employee Pay Plan
FY 2016

Pay Grade	Step	Position Control #	Position Title	
425	Step 27	14932	IT Helpdesk Tech	16.0341
404	Step 1	14401	Library Clerk - Temp	13.6788
402	Step 1	14201	Library Page - Temp	10.9227
406	Step 1	14601	Library Specialist - Temp	14.7971
452	Step 1	14302	Lifeguard/Instructor	8.3046
B81	Step varies	14305	Maintenance Worker	15.1120 - 27.5966
457	Step 1	14304	Maintenance Worker - Airport Snow	11.6785
454	Step 2	14313	Maintenance Worker - Parks	13.0000
454	Step 1	14305	Maintenance Worker - Recreation	10.6404
425	Step 23	14933	Meter Tech Temp	12.0000
425	Step 21	21419	Police Communications Manager	46.4400
455	Step 1	14703	Pool Manager	9.3428
458	Step 1	14005	Program/Facility Site Supervisor	8.3046
423	Step 1	14300	Recreation Leader	8.0979
450	Step 2	14103	Rink Guard/Attendant	8.0979
425	Step 18	14911	School Resource Officer	37.8064
450	Step 2	14007	Scorekeeper	8.0979
421	Step 1	14404	Skate Instructor	8.5642
456	Step 1	14600	Softball Official - Adult	13.7546
407	Varies	14900	Temporary - Specialized	Varies
455	Step 1	14501	Volleyball Official - Adult	9.3428
425	Step 26	14017	Water Conservation Enforcement Aide	11.5000
453	Step 1	14301	Water Safety Instructor	8.8237
420	Step 1	14100	Weight Lifting Instructor	8.3046
409	Step 3	14914	Wildland Fire Crew Member	12.6000
409	Step 5	14934	Wildland Fire Crew Member - Senior	13.7021
409	Step 6	14937	Wildland Fire Firewise Specialist	19.9989
409	Step 4	14930	Wildland Fire Squad Boss	15.2000

RESOLUTION NO. 2015-20

A RESOLUTION OF THE COUNCIL OF THE CITY OF FLAGSTAFF, ARIZONA ADOPTING THE BUDGET FOR THE CITY OF FLAGSTAFF FOR FISCAL YEAR 2015-2016

RECITALS:

WHEREAS, in accordance with the provisions of A.R.S. Title 42, Chapter 17, Articles 1 - 5, the City Council did, on June 2, 2015 make an estimate of the different amounts required to meet the public expenditures/expenses for the ensuing year, also an estimate of revenues from sources other than direct taxation, and the amount to be raised by taxation upon real and personal property within the City of Flagstaff; and

WHEREAS, in accordance with said sections of said Title, and following due public notice, the Council met on June 2, 2015, 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 16, 2015, 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).

ENACTMENTS:

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 2015-2016.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 16th day of June, 2015.

MAYOR

ATTEST:

CITY CLERK

ORDINANCE NO. 2015-11

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, 2016

RECITALS:

WHEREAS, by the provisions of State law, the ordinance levying taxes for fiscal year 2015-2016 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.

ENACTMENTS:

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 0.8234 for the fiscal year ending on the 30th day of June, 2016. 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, 2016.

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.

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 6, 2015.

PASSED AND ADOPTED by the City Council and approved by the Mayor of the City of Flagstaff this 7th day of July, 2015.

MAYOR

ATTEST:

CITY CLERK

APPROVED AS TO FORM:

CITY ATTORNEY

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

Acronym	Description
4FRI	Four Forest Restoration Initiative
ACA	Arizona Commerce Authority
ACA	Arizona Court Association
ACI	American Concrete Institute
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
ADOH	Arizona Department of Housing
ADOT	Arizona Department of Transportation
ADWR	Arizona Department of Water Resources
AED	Automated External Defibrillators
AEP	Achievement of Excellence in Procurement
AG	Attorney General
AGTS	Arizona Governmental Training Service
AIP	Airport Improvement Program
ALS	Advance Life Support
APP	Aquifer Protection Permit
APS	Arizona Public Service
APSES	Arizona Public Service Environmental Services
ARFF	Aircraft Rescue and Firefighting
ARRA	American Recovery and Reinvestment Act
ARS	Arizona Revised Statutes
ASCT	Adaptive Signed Control Technology
ASRS	Arizona State Retirement System
ATA	Arizona Trail Authority
AWD	All-Wheel Drive
AWIR	Aging Water Infrastructure Replacement
AZHLS	Arizona Homeland Security
AZWARN	Arizona Water/Wastewater Agency Response Network
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
C of O	Certificate of Occupancy
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
CCRT	Coordinated Community Response Team
CCSO	Coconino County Sheriff's Office
CD	Community Development
CD&R	Community Design & Redevelopment
CDBG	Community Development Block Grant
CIP	Capital Improvement Plan/Projects
CISM	Crisis Incident Stress Management
CJCC	Criminal Justice Coordinating Council
CJI	Criminal Justice Integration
CLIA	Court Leadership Institute of Arizona

ACRONYMS

Acronym	Description
CM	City Manager
CMMS	Computerized Maintenance Management System
CMS	Case Management System
COF, CofF	City of Flagstaff
COGEN	Cogeneration
CommDEV	New Permit Tracking System (Online) for the City of Flagstaff
COMPSTAT	COMPuter STATistics / COMParative STATistics
COPS	Community Oriented Policing Services
COT	Commission on Technology
CRS	Community Rating System
CTC	Computer Training Center
CVB	Convention and Visitor Bureau
CY	Calendar Year
CY	Cubic Yards
DARE	Drug Abuse Resistance Education
DBE	Disadvantaged Business Enterprise Program
DBM	Decision Band Method
DEIS	Draft Environmental Impact Statement
DES	Department of Economic Security
DES POPTAC	Department of Economic Security Population Technical Advisory Committee
DHS	Department of Homeland Security
DMA	Data Marketing Association
DMV	Department of Motor Vehicles
DNS	Domain Name System
DOE	Department of Energy
DOJ	Department of Justice
DoIT	Division of Information Technology
DOT	Department of Transportation
DPS	Department of Public Safety
DRB	Development Review Board
DRIP	Drainage Improvement Project
DUI	Driving Under the Influence
EAC	Employee Advisory Committee
EAH	Employer Assisted Housing
EAP	Employee Assistance Program
ECE	Environmental Code Enforcement
ECONA	Economic Collaborative of Northern Arizona
EDA	Economic Development Administration
EDMS	Electronic Document Management System
EEOP	Equal Employment Opportunity Plans
EFCL	East Flagstaff Community Library
EIS	Environmental Impact Statement
ELS	Early Literacy Station
EMT	Emergency Medical Technician
EOC	Emergency Operations Center
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
FFATA	Federal Funding Accountability and Transparency Act
FFD	Flagstaff Fire Department
FFV	Flexible Fuel Vehicle

ACRONYMS

Acronym	Description
FHA	Flagstaff Housing Authority
FHC	State Forest Health Council
FHWA	Federal Highway Administration
FLOA	Forest Lakes Owners Association
FMPO	Flagstaff Metropolitan Planning Organization
FOG	Fats, Oils, and Greases
FPD	Flagstaff Police Department
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
FWPP	Flagstaff Watershed Protection Project
FY	Fiscal Year
GAAP	Generally Accepted Accounting Principles
GCCL	Grand Canyon Community Library
GED	General Educational Development
GFFP	Greater Flagstaff Forests Partnership
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
HB	House Bill
HCCC	High Country Conference Center
HHPCC	Household Hazardous Products Collection Center
HIPAA	Health Insurance Portability and Accountability Act
HOA	Home Owners Association
HPC	Hazardous Product Center
HR	Human Resources
HRA	Health Risk Assessment
HRIS	Human Resource Information Services
HRS	Heat Recovery System
HSIP	Highway Safety Improvement Project
HTE	Sungard Public Sector Software
HUD	Housing and Urban Development
HURF	Highway User Revenue Fund
HVAC	Heating, Ventilation, Air Conditioning
I-17	Interstate Highway 17
IACP	International Association of Chiefs of Police
IB	Inner Basin
ICM	Institute for Court Management
ICMA	International City/County Management Association
IDS	Interdivisional Staff
IGA	Intergovernmental Agreement
ICSC	International Centre for Sustainable Cities
ILS	Integrated Library System
ISM	Institute of Supply Management
ISO	Insurance Service Organization
ISTEA	Intermodal Surface Transportation Efficiency

ACRONYMS

Acronym	Description
IT	Information Technology
IWM	Industrial Wastewater Monitoring
IWS	Industrial Waste Services
JAG	Judge Advocate General
JCEF	Judicial Collection Enhancement Fund
kWh	Kilowatt Hour
LEAF	Law Enforcement Administrative Facility
LED	Light Emitting Diode
LID	Low Impact Development
LF	Lineal Feet
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
LRR	Limited Re-evaluation Report
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
MUTCD	Manual of Uniform of Traffic Control Devices
MWh	Milliwatt-hour is 1/1000 W.h
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
NAGC	Northern Arizona Grants Connection
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
NCPA	National Cooperative Purchasing Alliance
ND	Non-Departmental
NFIP	National Flood Insurance Program
NFPA	National Fire Protection Association
NHPA	National Historic Preservation Act
NICET	National Institute of Certification in Engineering Technologies
NIGP	National Institute of Governmental Purchasing
NJPA	National Joint Powers Alliance
NNHRC	Navajo Nation Human Rights Commission
NOV	Notice of Violation
NPDES	National Pollutant Discharge Elimination System
NPI	National Purchasing Institute
NPS	National Public Safety
NRP	North Reserve Plant

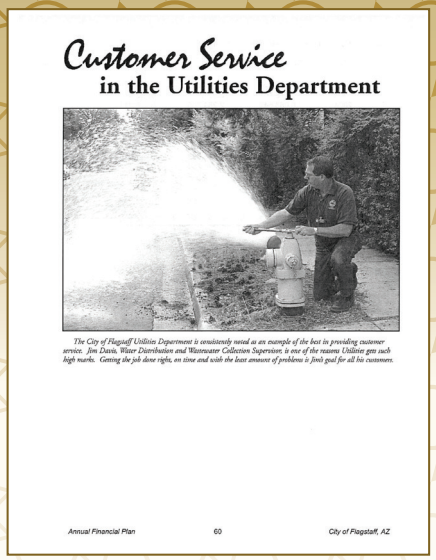
ACRONYMS

Acronym	Description
NSF	Non-Sufficient Funds
OMB	Office of Management and Budget
OOHR	Owner Occupied Housing Rehabilitation
OSHA	Occupational, Safety, and Health Administration
OT	Overtime
P3	Public Private Partnership
P-CARD	Procurement Card
PAC	Public Access Computers
PARA	Planning Assistance for Rural Areas
PC	Personal Computer
PD	Police Department
PDES	Pollutant Discharge Elimination System
PFC	Passenger Facility Charge
PHAS	Public Housing Assessment System
PIO	Public Information Officer
PL	Refers to Metropolitan Planning Funds
PL	Public Library
PM	Project Management (Manager)
PMO	Property Maintenance Ordinance
POC	Point of Compliance
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
RDA	Resource Description and Access
REVPAR	Revenue per Available Room
RFP	Request for Proposal
RFP	Reservoir Filtration Plant
RFQ	Request for Quote
RICO	Racketeer Influenced and Corrupt Organizations Act
RLF	Revolving Loan Fund
RMSE	Root Mean Square Error
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
RSOQ	Request for Statement of Qualifications
RTP	Regional Transportation Plan
RW	Reclaimed Water
RWP	Reclaimed Water Pump
RWPS	Reclaimed Water Pump Station
SAN	Storage Area Network
SB	Senate Bill
SBDC	Small Business Development Center
SCADA	Supervisory and Control Data Acquisition
SCASDP	Small Community Air Service Development Program
SCIP	Sustainable Community Indicators Project
SDWA	Safe Drinking Water Act
SEDI	Sustainable Economic Development Initiative
SEED	Sustainable Entrepreneurial Economic Development
SEFA	Schedule of Expenditures of Federal Awards

ACRONYMS

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

When are you coming for a visit?
Flagstaff welcomes you.



Customer Service in the Utilities Department

The City of Flagstaff Utilities Department is consistently noted as an example of the best in providing customer service. Jim Davis, Water Distribution and Wastewater Collection Supervisor, is one of the reasons Utilities gets such high marks. Getting the job done right, on time and with the least amount of problems is Jim's goal for all his customers.

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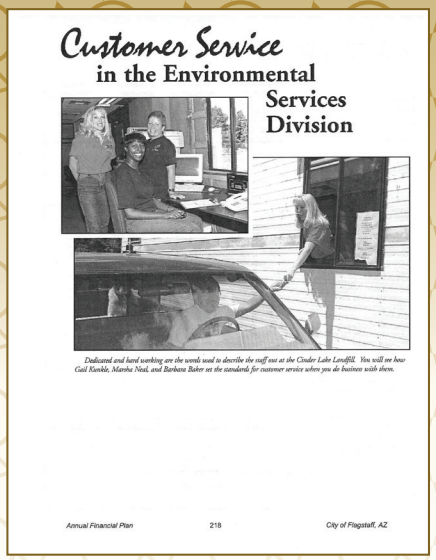

Customer Service in the Environmental Services Division

Dedicated and hard working are the words used to describe the staff out at the Cinder Lake Landfill. You will see how Gail Kunkle, Marsha Neal, and Barbara Baker set the standards for customer service when you do business with them.

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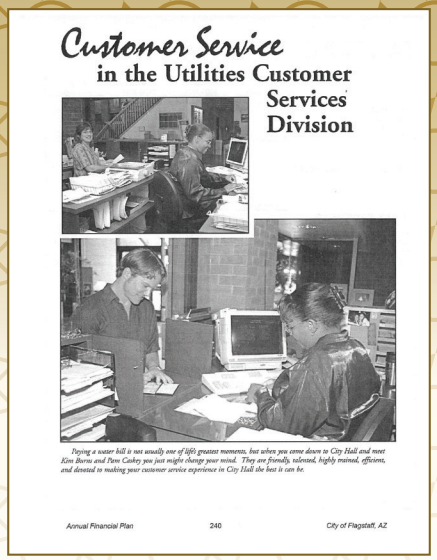

Customer Service in the Utilities Customer Services Division

Paying a water bill is not usually one of life's greatest moments, but when you come down to City Hall and meet Kim Burns and Pam Cathey you just might change your mind. They are friendly, talented, highly trained, efficient, and devoted to making your customer service experience in City Hall the best it can be.

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