



# City of Bloomington Common Council

## **Legislative Packet - Addendum**

Containing legislation and materials related to:

Wednesday, 30 October 2024

Special Session at 6:30pm

**\*\*\* Amendment Form \*\*\***

**Ordinance #:** 2024-19  
**Amendment #:** Am 01  
**Submitted By:** [Sponsor needed – Amendment submitted by City Staff]  
**Date:** October 30, 2024

**Proposed Amendment:**

1. Section I C. of Ordinance 2024-19 shall amended by deleting the words “Effective January 1, 2024,” and capitalizing the word “subject” in the paragraph that appears underneath the words “Increases for salaries not set by the contract”, such that the paragraph now reads as follows:

Subject to the maximum salaries set by this ordinance, an increase may be included in those salaries not set by a collective bargaining agreement, and this increase shall be based on the compensation plan for non-union employees.

2. Section II A. of Ordinance 2024-19 shall be amended by replacing the word “office” with the word “officer” in the last paragraph such that the last paragraph reads as follows:

In addition to the salary and pay schedule listed above, the City shall also contribute four percent (4%) of the salary of a fully paid officer at base pay (Officer First Class) plus \$5,000 (equal to \$87,161) to the Public Employees Retirement Fund on behalf of each sworn police officer under the authority of I.C. §§ 36-8-6-4 and 36-8-8-8.

3. Section II D. of Ordinance 2024-19 shall be amended by deleting the words “Effective January 1, 2025,” and capitalizing the word “subject” in the paragraph that appears underneath the words “Increases for salaries not set in the contract”, such that the paragraph now reads as follows:

Subject to the maximum salaries set by this ordinance, an increase may be included in those salaries not set by a collective bargaining agreement. Sergeants will receive the same percentage increase as Senior Police Officers, and other staff will receive an increase based on the compensation plan for non-union employees.

**Synopsis and Intent**

This amendment is sponsored by [CM sponsor needed] and is being brought forward at the request of city staff to fix three typographical errors in the ordinance.

**10/30/2024 Special Session Action:** Pending



TO: City Council members

FROM: Sharr Pechac, Human Resources Director

CC: Mayor Kerry Thomson, Deputy Mayor Gretchen Knapp, Controller  
Jessica McClellan, and Council Administrator Lisa Lehner

DATE: October 30, 2024

SUBJECT: 2025 Salary Ordinance 24-19 for Appointed Officers, Non-Union, and  
AFSCME Employees

Ordinance 24-19 sets the pay grades and salary ranges for Officers and Employees of the Police and Fire Departments.

We request to amend Ordinance 24-19 to correct three minor typographical errors in the original language. The errors and changes are as follows:

In sections I(C) and II(D), we removed the language, “Effective January 1, 2024” and “Effective January 1, 2025,” respectively. In last year’s salary ordinance, both paragraphs were the same but started with, “Effective January 1, 2024.” Since these sections were, in fact, in effect during all of 2024, the most accurate change would be to remove these dates rather than change them to say, “Effective January 1, 2025.” This change should not have a substantive effect on the terms outlined in those paragraphs.

The last sentence of section II(A) referred to a “fully paid office;” this has been changed to a “fully paid officer.”

Your approval of this Amendment to Ordinance \_\_\_\_\_ is requested. Please feel free to contact me if you have any questions.

**\*\*\* Amendment Form \*\*\***

**Ordinance #:** 2024-22  
**Amendment #:** Am 01  
**Submitted By:** Cm. Zulich  
**Date:** October 30, 2024  
**Proposed Amendment:**

Ordinance 2024-22 shall be amended by inserting a new “SECTION 3” and renumbering subsequent sections in order to add additional yearly compensation for obtaining Municipal Clerk certifications, as follows:

SECTION 3: The appointed deputies and employees listed in Section 2 shall receive additional yearly compensation, divided evenly per pay period, for obtaining at least one of the two types of Municipal Clerk certifications, according to the following table:

<u>Clerk Certifications</u>	<u>Amount</u>
Indiana League of Municipal Clerks & Treasurers (ILMCT):	
Indiana Accredited Municipal Clerk (IAMC)	\$1000
Indiana Accredited Municipal Clerk Advanced (IAMCA*)	\$1500
International Institute of Municipal Clerks (IIMC):	
Certified Municipal Clerk (CMC)	\$1500
Master Municipal Clerk (MMC**)	\$2000

\*The IAMCA is a more advanced certification than the IAMC, which is dropped upon receipt of the IAMCA. Should an appointed deputy or employee receive the IAMCA during the same year for which they were already compensated for the IAMC, the IAMCA pay shall substitute and replace the IAMC pay.

\*\*The MMC is a more advanced certification than the CMC, which is dropped upon receipt of the MMC. Should an appointed deputy or employee receive the MMC during the same year for which they were already compensated for the CMC, the MMC pay shall substitute and replace the CMC pay.

Upon receiving the more advanced certification within the same year, the appointed deputy or employee shall not receive more than the difference between the two compensation amounts. The maximum additional yearly compensation that any appointed deputy and employee listed in this ordinance is entitled to receive under this section is \$3500 for the year 2025.

**Synopsis and Intent**

This amendment is sponsored by Cm. Zulich and would insert a new section into the ordinance to compensate the appointed deputies and employees of the Bloomington City Clerk commensurate with their advanced certifications. There are two types of certifications that

appointed deputies and employees within this ordinance are able to receive, one from the Indiana League of Municipal Clerks & Treasurers (ILMCT), and one from the International Institute of Municipal Clerks (IIMC). Within each of those organizations, there are more basic and more advanced forms of the certification. Pursuant to the ILMCT's rules, the Advanced certification (IAMCA) replaces the Clerk certification (IAMC), and that later designation is dropped. Pursuant to the IIMC's rules, the Master certification (MMC) replaces the Certified certification (CMC), and that later designation is dropped. Should a deputy or employee receive a more advanced certification during the year for which they were already compensated for the less advanced certification, the deputy or employee is entitled to receive the difference between the two amounts. The maximum amount a deputy or employee can receive under this new section is \$3500.

**10/30/2024 Special Session Action:** Pending

**\*\*\* Amendment Form \*\*\***

**Ordinance #:** 2024-20  
**Amendment #:** Am 01  
**Submitted By:** Cms. Rosenbarger and Daily  
**Date:** October 30, 2024

**Proposed Amendment:**

Section 1 of Ordinance 2024-20 shall be amended by deleting the job Grades for the three Job Titles within the “Common Council” Department and replacing said Grades with the following numbers, such that the Grades for those positions now read as follows:

<u>Common Council</u>	<u>Grade</u>
Council Administrator/Attorney	13
Deputy Administrator/Deputy Attorney	11
Assistant Administrator/Legal Research Assistant	7

**Synopsis and Intent**

This amendment is sponsored by Cms. Rosenbarger and Daily and would increase the grade levels of Common Council positions. The intent behind this amendment is to establish more parity between the grade levels of the attorneys and researcher in the Common Council’s Office with attorney and research positions in other city offices. The adjustment makes the grade levels of the positions commensurate with the job duties that are currently performed by Council staff.

**10/30/2024 Special Session Action:** Pending

**\*\*\* Amendment Form \*\*\***

**Ordinance #:** 2024-20  
**Amendment #:** Am 02  
**Submitted By:** [Sponsor needed – Amendment submitted by City Staff]  
**Date:** October 30, 2024

**Proposed Amendment:**

Section 1 of Ordinance 2024-20 shall be amended by deleting the job Grades for the following Job Titles within each “Department/Division” listed below and replacing said Grades with the following numbers, such that the Grades for those positions now read as follows:

<b>Department/Division</b> (followed by Job Title)	<b>Grade</b>
<b><u>Controller’s Department</u></b> Purchasing Manager	9
<b><u>Public Works Administration</u></b> Data Analyst and Manager	9
<b><u>Utilities Accounting and Finance</u></b> Accounting Clerk	5
<b><u>Utilities Engineering</u></b> Environmental Program Coordinator	8
<b><u>Utilities Environmental</u></b> Hazardous Materials Inspector	7

**Synopsis and Intent**

This amendment is sponsored by [CM sponsor needed] and is being brought forward at the request of city staff and the administration to reflect changes in pay grades for certain positions after the corresponding department appealed the initial determinations of grades and Human Resources investigated the appeals.

**10/30/2024 Special Session Action:** Pending



TO: City Council members

FROM: Sharr Pechac, Human Resources Director

CC: Mayor Kerry Thomson, Deputy Mayor Gretchen Knapp, Controller  
Jessica McClellan, and Council Administrator Lisa Lehner

DATE: October 30, 2024

SUBJECT: 2025 Salary Ordinance 24-20 for Appointed Officers, Non-Union, and  
AFSCME Employees

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Ordinance 24-20 sets the pay grades and salary ranges for Appointed Officers, Non-Union, and AFSCME Employees.

After all non-union positions were regraded, and new grades proposed to City Council via Ordinance 24-20, reviews of positions continued to ensure all aspects of each job were adequately considered in the initial grading. After studying dozens of appeals made by Department Heads, the grades of five (5) positions are being revised.

The requested changes are outlined below. Consistent with past practice, the grade classification was determined in the same manner as has been done in the past through the job evaluation committee<sup>1</sup> (now rebranded the Workforce Evaluation and Realignment Committee (WERC.))

We request that the Purchasing Manager position within the Controller's Department be revised from Grade 8 to Grade 9.

We request that the Business and Data Manager position within Public Works Administration be revised from Grade 8 to Grade 9.

We request that the Accounting Clerk position within Utilities Accounting be revised from Grade 4 to Grade 5. We also request that the Environmental Program Coordinator position within Utilities Engineering be revised from Grade 7 to Grade 8. And finally, we request that

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<sup>1</sup> The job evaluation committee evaluates a job using seven criteria. Points are assessed in each category, and a grade is assigned based on the cumulative score.



the Hazardous Materials Inspector position within Utilities Environmental be revised from Grade 8 to Grade 7.

Your approval of this Amendment to Ordinance \_\_\_\_\_ is requested. Please feel free to contact me if you have any questions.

**\*\*\* Amendment Form \*\*\***

**Ordinance #:** 2024-20  
**Amendment #:** Am 03  
**Submitted By:** Cms. Rosenbarger and Stosberg  
**Date:** October 30, 2024

**Proposed Amendment:**

Section 1 of Ordinance 2024-20 shall be amended by deleting the Job Grades for the following Job Titles within each Planning and Transportation Department Division listed below and replacing said Grades with the following numbers, such that the Grades for those positions now read as follows:

<b>Planning and Transportation Department Division</b> (followed by Job Title)	<b>Grade</b>
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**Planning and Transportation Administration**

Assistant Director	12
Office Manager	6
Administrative Assistant	5

**Planning Services Division**

Planning Services Manager	11
Senior Transportation Planner	10
MPO Transportation Planner	9
Long Range Planner	9

**Development Services Division**

Development Services Manager	11
Senior Zoning Planner	10
Senior Zoning Compliance Planner	9
Senior Environmental Planner	9
Zoning Planner (.5)	8

Zoning Planner and GIS Analyst	9
Zoning and Long Range Planner	8
Zoning Compliance Planner	7

### **Synopsis and Intent**

This amendment is sponsored by Cms. Rosenbarger and Stosberg and proposes a set of “right-sized” pay grades that would position the Planning and Transportation Department to compete with peer cities for planning talent, and would better align staff pay grades with the grades of comparable positions in peer city departments as well as comparable positions across the City of Bloomington's departments - achieving departmental pay equity. In addition, by bolstering staff retention, these "right-sized" pay grades would increase department performance across its full range of activities, functions and duties. This amendment is supported primarily by comparing Bloomington’s Planning and Transportation Department compensation figures with those of a wide variety of regional peer cities’ planning departments, and also with similar positions in peer City of Bloomington departments.

**10/30/2024 Special Session Action:** Pending

## City of Bloomington Planning and Transportation Department: Our Case For Increased 2025 Pay Grades

### Overview

The Planning and Transportation Department respectfully requests consideration of an amended set of 2025 Pay Grades, as detailed in this memorandum and its attachments. Specifically, we request pay grade increases for all but two department positions: Director and Bicycle Pedestrian Coordinator. The specific pay grade increases are shown on the attached “Peer City Comparison Spreadsheet”, and in the chart below in the column labeled “2025 Right-Sized Pay Grade”.

Position	2024 Pay Grade	2025 Pay Grade	2025 Pay Range	2025 Right-Sized Pay Grade	2025 Right-Sized Pay Range
Asst Director	10	11	\$90,042 - \$117,056	12	\$98,745 - \$128,370
Development Services Mgr	9	10	\$83,194 - \$108,153	11	\$90,042 - \$117,056
Planning Services Mgr	9	10	\$83,194 - \$108,153	11	\$90,042 - \$117,056
Senior Zoning Planner	7	8	\$69,498 - \$90,347	10	\$83,194 - \$108,153
Senior Transportation Planner	8	9	\$76,346 - \$99,250	10	\$83,194 - \$108,153
Senior Zoning Compliance Plnr	7	8	\$69,498 - \$90,347	9	\$76,346 - \$99,250
Senior Environmental Planner	7	8	\$69,498 - \$90,347	9	\$76,346 - \$99,250
MPO Transportation Planner	7	7	\$62,650 - \$81,445	9	\$76,346 - \$99,250
Zoning Planner & GIS Analyst	6	7	\$62,650 - \$81,445	9	\$76,346 - \$99,250
Long-Range Planner	6	7	\$62,650 - \$81,445	9	\$76,346 - \$99,250
Zoning Planner (.5)	6	7	\$62,650 - \$81,445	8	\$69,498 - \$90,347
Zoning & Long-Range Planner	5	7	\$62,650 - \$81,445	8	\$69,498 - \$90,347
Zoning Compliance Planner	5	6	\$55,802 - \$72,542	7	\$62,650 - \$81,445
Office Manager	5	5	\$48,953 - \$63,640	6	\$55,802 - \$72,542
Admin Asst	3	4	\$42,104 - \$45,262	5	\$48,953 - \$63,640

This proposed set of “right-sized” pay grades would position the department to compete with peer cities for planning talent, would better align staff pay grades with the grades of comparable positions in peer city departments, would achieve departmental pay equity, and, by bolstering staff retention, would increase department performance across its full range of activities, functions and duties.

We make our case primarily by comparing Bloomington's Planning and Transportation Department compensation figures with those of a wide variety of peer cities' planning departments, and also with similar positions in peer City of Bloomington departments. To that end we include three attachments, in addition to this narrative memorandum:

- Peer City Comparison Spreadsheet (pdf)
- Peer Department Comparison charts (pdf)
- Case Study, Planning and Engineering (pdf)

## **The Problem**

The Planning and Transportation Department has for well over a decade had terrible difficulty attracting, retaining and developing talent. The reason, simply put, is noncompetitive pay, both in comparison to peer cities and to peer city departments.

Our work is highly technical and specialized, and it takes an entry-level planner, even one with a Master's degree in urban planning, fully two years to become productive, and three years to become truly proficient. As the typical Planner's tenure with the department has proven over time to be less than three years, we're perpetually in a cycle of hiring and training, never reaching a point of stasis. When employees leave, they do so for better pay. And when we try to hire, we struggle mightily because of inadequate pay.

As an example, the department's first job vacancy this year (for the MPO Transportation Planner position) yielded only one truly qualified external candidate, and that candidate (an excellent prospect who so *wanted* to be here that he was willing to come even for lateral pay) turned down our offer due to its substandard salary. We ultimately filled that job with an internal candidate who transitioned from her Zoning Planner/GIS Analyst role. Then *that* Planner vacancy, as is typically the case, yielded an exclusively local, inexperienced applicant pool [REDACTED] [REDACTED] When it comes to hiring, this process unfortunately represents the norm.

The result is compromised staff morale, diminished customer service, slowed permit and petition processing time, and overworked staff (particularly senior staff).

## **The Solution**

The answer to the problem described above and herein is an increase in department pay grades.

(It's worth noting here that tenure-based pay increases, which are very much appreciated, may benefit our current staff but will not help their inevitable replacements, who would otherwise start at the bottom rung of a too-low pay grade.)

Our proposed 2025 pay grade scheme (identified as the Right-Sized Pay Grade on the attached Peer City Comparison Chart) creates a set of logical upward paths for department personnel, with clear Planner, Senior Planner, Principal Planner, Management and Administrative tiers, as well as four essential career tracks:

- Planning Services/Transportation

- Development Services/Zoning
- Development Services/Code Enforcement
- Metropolitan Planning Organization (MPO)

With six professional positions aligned at the Pay Grade 9 level, the proposed scheme also discourages the one-grade internal job-hopping that has plagued the department in the past. Perhaps most importantly, the scheme achieves an equitable system of pay.

### **Peer Cities Compensation Comparison**

For compensation comparisons we chose a variety of peer cities. Each is generally considered to offer a high quality of life, most are similarly sized, most are home to a large public university, and all are known for having progressive planning environments. These are the cities with which Bloomington must successfully compete to attract and retain planning talent.

The attached chart shows that, *even when comparing 2025 Bloomington salaries with 2024 peer city salaries*, planning positions in the Bloomington Department of Planning and Transportation earn substantially lower salaries than their like counterparts in peer cities.

If Bloomington pay grades were to be right-sized in the manner proposed on the chart, the corresponding salaries would become competitive with, if not equal to, those of peer cities.

### **Peer Departments Pay Grade Comparison**

We also compared Planning and Transportation Department pay grades with like positions in peer city departments including Engineering, Housing and Neighborhood Development (HAND), Public Works, Economic and Sustainable Development, Bloomington Utilities, and Community and Family Resources (CFRD).

The attached document, “Peer Department Comparison”, highlights several jobs from around the City that are comparable to positions within our Department in terms of education, experience, expertise, responsibility, impact, and market demand. The charts show that positions requiring similar skill sets, levels of expertise, a specialized knowledge base, and experience too often grade higher within other departments.

We’ll also note that, unlike many of the included jobs and departments, planning is a profession that requires specialized education and often professional accreditation. Breaking into planning in areas where employers offer competitive compensation demands a master's degree (in Planning), even for entry level positions. This issue has made it difficult for the City and its consultants to classify planners in alignment with roles from other departments, as reflected in the Crowe Study.

Notably, on four occasions over the past four years, Planning & Transportation staff have left the department for higher-paying positions in peer departments, though those destination positions did not represent greater responsibility or require higher skill sets. Without the right-sized pay

grade scheme we propose here, our department staff remain susceptible to ongoing poaching from peer city departments.

### **Position-Specific Analyses**

Each of these proposed pay grade increases, for each of the fifteen identified departmental positions, withstands careful scrutiny.

In considering the pay grade for our Bicycle Pedestrian Coordinator position, the city's Human Resources consultant indicated difficulty finding salary comparison data. We provided that data, which resulted in an increase in pay grade from 6 to 9. Yet there is not a functional, educational, expertise, or experiential difference between the Bicycle Pedestrian Coordinator and the Long Range Planner position, for which comparative salary data was not requested, and which was not offered the same grade change. The same applies to the MPO Transportation Planner position, which was on a similar grade track as the Bicycle Pedestrian Coordinator position before its upgrade.

Examining further, the Bicycle Pedestrian Coordinator position indeed deserves to be a grade 9, but that change places it within the same grade as the Senior Transportation Planner... who is the director of the Metropolitan Planning Organization, a highly-specialized (only fourteen such positions exist within the state), highly-consequential position that demands at least a decade of experience, and is deserving of a pay grade 10.

The Senior Zoning Planner is vital to the current planning process. They guide the largest and most complex development projects through the approval process and ensure compliance with the zoning ordinance, working closely with both internal and external stakeholders. They are required to be subject matter experts in both state and local planning law, in addition to being tasked with drafting large multifaceted ordinance amendments and training our constantly-new Planner on Duty staff... all while assuming the same time-intensive responsibilities shared by all Planners on Duty, which includes the Zoning Planner/GIS Analyst, Zoning and Long Range Planner, and Zoning Planner (.5). The Senior Zoning Planner, along with the Senior Transportation Planner, two roles which in professional planning parlance would be considered Principal Planner positions, fit squarely in pay grade 10.

Having level-set these above positions, the remaining department positions logically fall into place based on relative job requirements and expectations. Those remaining positions - the Senior Zoning Compliance Officer, Zoning Compliance Officer, MPO Transportation Planner, and Senior Environmental Planner - all require advanced proprietary knowledge and complex skill sets, and each supports specific city goals by performing high-level, high-impact services.

The attached spreadsheet aligns all these positions in an established hierarchy common to the planning profession, which includes 1) directors and managers, 2) principal planners, 3) senior planners, 4) associate or assistant planners, and 5) administrative personnel. This traditional division of planning roles also allows us to identify similar positions within other cities' departments, and ultimately to compare salaries.

We've also included, as an attachment, a more detailed specific case study comparing a Planning and Transportation Department position with an Engineering Department position, and highlighting considerations that have historically favorably treated the latter department, while diminishing the former.

Finally – a note about Planning and Transportation Department administrative staff. While those two positions are conventionally titled Office Manager and Administrative Assistant, both require development of specialized planning knowledge and skills. More specifically, both help run public hearings of the Plan Commission, Board of Zoning Appeals and Plat Committee; both interact with development professionals, concerned stakeholders and land use petitioners; both help manage workflow within the department and with external review agencies; and both respond to public inquiries. Further, the Office Manager manages accounts receivable and payable and department payroll, serves as the department's public information officer, and helps plan professional and public events. For these reasons, we assert that the Office Manager and Administrative Assistant merit pay grades of 6 and 5, respectively.

Your attention to this appeal packet (which is no small task, certainly) is greatly appreciated!

David Hittle, Director  
Jacqueline Scanlan, Development Services Manager  
Ryan Robling, Planning Services Manager



Grouping	Position	2024 Pay Grade	2025 Pay Grade	2025 Pay Range	2025 Right-Sized Pay Grade	2025 Right-Sized Pay Range	Ann Arbor, MI <small>(2024)</small>		Iowa City, IA <small>(2024)</small>		Madison, WI <small>(2024)</small>		Minneapolis, MN <small>(2024)</small>		Eugene, OR <small>(2024)</small>		Boulder, CO <small>(2024)</small>		Davis, CA <small>(2024)</small>	
							Salary	Title	Salary	Title	Salary	Title	Salary	Title	Salary	Title	Salary	Title	Salary	Title
Managerial	Asst Director	10	11	\$90,042 - \$117,056	12	\$98,745 - \$128,370					\$102,056 - \$122,878	Principal Planner	\$173,802 - \$206,031	Deputy Director			\$121,056 - \$181,604	Plan & Dev Svcs Dpty Dir		
	Development Services Mgr	9	10	\$83,194 - \$108,153	11	\$90,042 - \$117,056	\$99,651 - \$129,547	Planning Manager	\$92,476 - \$143,707	Dev. Svcs Coord.	\$102,056 - \$122,878	Principal Planner	\$113,791 - \$133,117	City Planner Manager	\$125,798 - \$169,811	Planning Director	\$110,052 - \$165,089	Dev Review Plan Mgr	\$108,749 - \$132,185	Community Svs Mgr
	Planning Services Mgr	9	10	\$83,194 - \$108,153	11	\$90,042 - \$117,056	\$99,651 - \$129,547	Planning Manager	\$92,476 - \$143,707	Nbrhood Svcs Coord.	\$106,964 - \$132,770	Transp Plan Mgr	\$113,791 - \$133,117	Community Planning Mgr			\$110,052 - \$165,089	Comp Plan Mgr		
Principal Planners	Senior Zoning Planner	7	8	\$69,498 - \$90,347	10	\$83,194 - \$108,153			\$85,280 - \$123,177	Senior Planner	\$88,600 - \$106,964	Planner IV	\$79,264 - \$108,760	Senior City Planner	90,792 - 122,574.40	Senior Planer	\$75,171 - 108,888	City Planner, Sr	\$98,143 - \$119,294	Senior Planner
	Senior Transportation Planner	8	9	\$76,346 - \$99,250	10	\$83,194 - \$108,153					\$88,600 - \$106,964	Planner IV	\$79,264 - \$108,760	Senior City Planner	90,792 - 122,574.40	Senior Planer	\$75,171 - 108,888	City Planner, Sr	\$98,143 - \$119,294	Senior Planner
Senior Planners	Senior Zoning Compliance Plnr	7	8	\$69,498 - \$90,347	9	\$76,346 - \$99,250	\$85,403 - \$111,025	Code Enforcement Official	\$62,566 - \$78,457.60	Senior Constr. Insp	\$81,047 - \$97,404	Planner III	\$72,540 - \$99,817	Lead Zoning Inspector	\$90,792 - \$122,574	Code Enfrcmnt Spvr	\$62,328 - \$99,112	Zoning Pln Senior Examnr	\$76,569 - \$93,070	Bldg Inspector II
	Senior Environmental Planner	7	8	\$69,498 - \$90,347	9	\$76,346 - \$99,250	\$85,403 - \$111,025	Environmental Svcs Mgr	\$78,790 - \$120,390	Climate Action Coord	\$81,047 - \$97,404	Planner III	\$72,540 - \$99,817	City Planner	\$85,134 - \$110,656	Assoc Planner	\$82,680 - \$122,824	Environ Plan Sr Prjct Mgr	\$96,280 - \$117,029	Env Compliance Spclst
	MPO Transportation Planner	7	7	\$62,650 - \$81,445	9	\$76,346 - \$99,250			\$85,280 - \$123,177	Senior Planner	\$81,047 - \$97,404	Planner III	\$72,540 - \$99,817	City Planner	\$85,134 - \$110,656	Assoc Planner	\$62,129 - \$ 90,168	City Planner	\$85,342-98,695	Assoc Planner
	Zoning Planner & GIS Analyst	6	7	\$62,650 - \$81,445	9	\$76,346 - \$99,250	\$79,108 - \$102,840	Plan Review Official	\$85,280 - \$123,177	Senior Planner	\$81,047 - \$97,404	Planner III	\$72,540 - \$99,817	City Planner	\$85,134 - \$110,656	Assoc Planner	\$62,129 - \$ 90,168	City Planner	\$85,342-98,695	Assoc Planner
	Long-Range Planner	6	7	\$62,650 - \$81,445	9	\$76,346 - \$99,250	\$85,403 - \$111,025	Transportation Prog Mgr	\$69,950 - \$88,025	Assoc Planner	\$81,047 - \$97,404	Planner III	\$83,591 - \$114,280	Transportation Planner	\$85,134 - \$110,656	Assoc Planner	\$62,129 - \$ 90,168	City Planner	\$98,143 - \$119,294	Sr Transp Plnr
Planners	Zoning Planner (.5)	6	7	\$62,650 - \$81,445	8	\$69,498 - \$90,347	\$79,108 - \$102,840	Plan Review Official	\$69,950 - \$88,025	Assoc Planner	\$76,663 - \$88,600	Planner II	\$72,540 - \$99,817	City Planner	\$85,134 - \$110,656	Assoc Planner	\$62,129 - \$ 90,168	City Planner	\$85,342-98,695	Assoc Planner
	Zoning & Long-Range Planner	5	7	\$62,650 - \$81,445	8	\$69,498 - \$90,347	\$79,108 - \$102,840	Plan Review Official	\$69,950 - \$88,025	Assoc Planner	\$76,663 - \$88,600	Planner II	\$72,540 - \$99,817	City Planner	\$85,134 - \$110,656	Assoc Planner	\$62,129 - \$ 90,168	City Planner	\$85,342-98,695	Assoc Planner
	Zoning Compliance Planner	5	6	\$55,802 - \$72,542	7	\$62,650 - \$81,445			\$62,566 - \$78,457	Const Inspector II	\$68,834 - \$81,047	Planner I	\$56,954 - \$80,529	Code Compliance Officer I	\$63,356 - \$78,977	Code Enfrcmnt Insp	\$56,472 - \$81,952	Zoning Pln Senior Exam	\$77,584 - \$94,304	Asst Planner
Administrative	Office Manager	5	5	\$48,953 - \$63,640	6	\$55,802 - \$72,542	\$57,157 - \$74,304	Office Manager	\$56,035 - \$71,697	Housing Offc Mgr					\$55,556 - \$69,222	Admin Spec, Sr				
	Admin Asst	3	4	\$42,104 - \$45,262	5	\$48,953 - \$63,640	\$51,773 - \$67,304	Management Assistant	\$49,483 - \$63,668	Support Svcs Assist					\$50,856 - \$63,356	Admin Spec			\$58,898 - \$71,590	Admin Spec