

**FINANCE DEPARTMENT  
DIVISION OF PURCHASES & SUPPLIES**

**INVITATION TO BID**



**Sheldon A. Neeley, Mayor**

**PROPOSAL #21000607  
COMPENSATION AND CLASSIFICATION STUDY**

**Date Posted: 04/16/21**

**PROPOSAL #21000607  
COMPENSATION AND CLASSIFICATION STUDY**

Based on the COVID-19 public health threat, it is recommended that people not gather in groups larger than 10 people in order to "flatten" the curve and slow the spread of the virus. If dropping off a bid, please wear a mask.

Thank you.

**CITY OF FLINT IS AN EQUAL OPPORTUNITY EMPLOYER**

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**COMPENSATION AND CLASSIFICATION STUDY**

Proposal Due Date: **Tuesday, May 11, 2021 by 3:00 PM (EST)**

Submit to City: 1 printed, signed, original proposal and signed addenda  
2 copies of all submitted documents  
1 USB flash drive containing an electronic version of the COMPLETE proposal

**A MANDATORY Vendor Pre-Proposal Meeting will be held on Wednesday, April 28, 2021 at 10:00 AM.**

Send to:  
City of Flint  
Department of Purchases & Supplies  
1101 S. Saginaw St., Rm. 203  
Flint, Michigan 48502

**Important Notice:**

Effective immediately upon release of this request for proposal (RFP), and until notice of contract award, all official communications from proposers regarding the requirements of this RFP shall be directed to:

Joyce A. McClane, Purchasing Manager  
810-766-7340  
[jmcclane@cityofflint.com](mailto:jmcclane@cityofflint.com)

The City, or designee, shall distribute all official changes, modifications, responses to questions or notices relating to the requirements of this RFP. It is anticipated that an addendum to this RFP will be developed and shared with all Vendors. Addenda will include Vendor questions, City responses and additional information that the City wishes to include to assist Vendors with development of responses. Any other information of any kind from any other source shall not be considered official, and proposers relying on other information do so at their own risk.

**Anticipated Timeline Overview**

Listed below are specific and estimated dates and times of actions related to this request for proposal (RFP). The actions with specific dates must be completed as indicated unless otherwise changed. In the event that it is necessary to change any of the specific dates and times in the calendar of events listed below, an addendum to this RFP will be issued.

Any written questions regarding this project shall be directed to Joyce McClane at [jmcclane@cityofflint.com](mailto:jmcclane@cityofflint.com) using the subject title of **"RFP #21-607 – COMPENSATION & CLASSIFICATION STUDY Questions."** **Questions must be submitted by Wednesday, April 21, 2021 before 12:00 PM (EST).**

**MANDATORY Vendor Pre-Proposal Meeting – Wednesday, April 28, 2021 at 10:00 AM****Join with Google Meet**[meet.google.com/wkw-oxxp-kpy](https://meet.google.com/wkw-oxxp-kpy)**Meeting ID**[meet.google.com/wkw-oxxp-kpy](https://meet.google.com/wkw-oxxp-kpy)**Phone Numbers**[\(US\)+1 617-675-4444](tel:+16176754444)**PIN: 933 625 581 4586#**

If you have any problems signing in, please call or email Au Lisa McGovern at (810) 766-7340, [amcgovern@cityofflint.com](mailto:amcgovern@cityofflint.com)

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**Bid Opening Due Date – Tuesday, May 11, 2021 at 3:00 PM**

Bid Opening Via Google Meet Bidders wanting to view the opening are invited to do so utilizing the following meeting information listed below. We are requesting that you not attend in person to limit capacity within City building during this time and it is possible that City buildings may not be open to the public at the time of the opening.

**Join with Google Meet**[meet.google.com/zto-yxds-tsb](https://meet.google.com/zto-yxds-tsb)**Meeting ID**[meet.google.com/zto-yxds-tsb](https://meet.google.com/zto-yxds-tsb)**Phone Numbers**[\(US\)+1 617-675-4444](tel:+16176754444)**PIN: 661 319 202 2082#**

**PLEASE NOTE: When dropping off a bid, please do not put bids in drop boxes on the outside of City Hall. Please call if you have any questions and need to drop off a bid.**

If you have any problems signing in, please call or email Au Lisa McGovern at (810) 766-7340, [amcgovern@cityofflint.com](mailto:amcgovern@cityofflint.com)

**SCHEDULED TIMELINE**

The following timeline has been established to ensure that our project objective is achieved; however, the following project timeline shall be subject to change when deemed necessary by management.

**COMPENSATION AND CLASSIFICATION STUDY**  
**Milestone Schedule**

<b>Milestone</b>	<b>Timeframe</b>
RFP issuance	Friday, April 16, 2021
<b>Questions to submit before</b> Mandatory Vendor pre-proposal meeting	Wednesday, April 21, 2021 before 12:00 PM
Vendor pre-proposal meeting	Wednesday, April 28, 2021 by 10:00 AM
City distributes responses for Vendor RFP questions and additional information in addenda	Thursday, April 29, 2021 by 5:00 PM
Vendor proposal due date	Tuesday, May 11, 2021 by 3:00 PM
Notification of interviews (if applicable)	TBD
Vendor interviews	TBD
Selection of Vendor	May 2021

City Hall is closed to the Public. When dropping off a bid, please call (810) 766-7340.

**PLEASE DO NOT PUT BIDS IN THE MAILBOXES OUTSIDE.**

Sincerely,



Joyce A. McClane

Purchasing Manager

Division of Purchases & Supplies

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**SECTION 1 - INSTRUCTIONS TO PROPOSERS**

This section provides general instructions to proposers/bidders.

1. Sealed proposals will be received until **3:00 p.m. (EST), May 11, 2021**, at the City of Flint – Finance Department – Division of Purchases & Supplies, 1101 South Saginaw Street, Room 203, Flint, MI, 48502. The City of Flint Purchasing Division hours of operation are 8:00 a.m. to 5:00 p.m., Label the envelope containing the proposal number and title. **LATE PROPOSALS AND PROPOSALS SENT BY FACSIMILE OR E-MAIL WILL NOT BE ACCEPTED.** A Mandatory Vendor pre-proposal meeting will be held on **Wednesday, April 28, 2021 at 10:00 AM. (EST).**

All proposals become the property of the City of Flint. The original must include a signature on the Signature Page of a person authorized to make a binding offer. Failure to provide the required number of duplicate copies may result in rejection of your proposal.

Submit to City:

1 printed, signed, original proposal and signed addenda

2 copies of all submitted documents

1 USB flash drive containing an electronic version of the COMPLETE proposal

2. Michigan Inter-governmental Trade Network – an alternate review of RFP can be done at <https://www.bidnetdirect.com/mitn>.
  - City of Flint has partnered with BidNet as part of the Michigan Inter- governmental Trade Network (MITN) and will post their bid opportunities to this site. As a vendor, you can register with Michigan Inter-governmental Trade Network (use hyperlink or <https://www.mitn.info/Registration>) and be sure that you see all available bids and opportunities. By selecting automatic bid notification, your company will receive emails once the City of Flint has a bid opportunity that matches your company's business. In addition, the site handles bid opportunities, RFPs, and RFQs for other member governmental agencies. If you need help registering, please call Michigan Inter- governmental Trade Network support department toll free 1-800-835-4603.
3. All communications, any modifications, clarifications, amendments, questions, responses or any other matters related to this RFP, shall be made by and through the purchasing contact reference in this solicitation. No contact regarding this solicitation made with other City employees is permitted. Any violation of this condition may result in immediate rejection of proposal.
4. All prospective proposers shall be responsible for routinely checking the City of Flint Purchasing Division website at <https://www.cityofflint.com/finance/purchasing/bids-2/> under “open bids” and the specific bid or proposal number assigned to this notice for issued addenda and other relevant information.



City of Flint shall not be responsible for the failure of a prospective proposer to obtain addenda and other information issued at any time related to this RFP.

5. **Standard Terms and Conditions:** Section 2 contains the City's Standard Contractual Terms and Conditions are attached to this RFP. After the award is made to the successful proposer, the City and the successful proposer will negotiate a final contract that substantially conforms to the Standard Proposed Contract. Any exceptions to the terms and conditions of the Standard Proposed Contract and this RFP must be clearly set forth in your proposal and referenced on company letterhead. The **City will not entertain negotiations to change any terms and conditions of the Standard Proposed Contract or RFP unless those changes are requested in your proposal.**
6. **Insurance checklist:** The City of Flint requires a signed City of Flint Insurance Checklist with each proposal submitted. Insurance required per the specifications governing this work must be provided prior to the contract starting date and kept in full effect and compliance during entire contract period. Failure to comply with these provisions will cause termination of the contract.

The contractor agrees to be responsible for any loss or damage to property or persons due to the performance of services herein contracted and further agrees to indemnify and defend the City of Flint against all claims or demands whatsoever, and to hold the City of Flint harmless from any loss or damage resulting therefrom.

7. **Proposal Format:** Proposals must be submitted in the format outlined **under PROPOSAL RESPONSE FORMAT.**
8. **PRE-BID INFORMATION AND QUESTIONS:** Each bid that is timely received will be evaluated on its merit and completeness of all requested information. In preparing bids, Bidders are advised to rely only upon the contents of this Request for Proposals (RFP) and accompanying documents, and any written clarifications or addenda issued by the City of Flint. If a Bidder finds a discrepancy, error, or omission in the RFP package, or requires any written addendum thereto, the Bidder is requested to notify the Purchasing contact noted on the cover of this RFP, so that written clarification may be sent to all prospective Bidders. **THE CITY OF FLINT IS NOT RESPONSIBLE FOR ANY ORAL INSTRUCTIONS.** All questions must be submitted in writing to the Finance Department of Purchases and Supplies by the deadline due date.
9. **RFP MODIFICATIONS:** The City of Flint has the right to correct, modify or cancel the RFP, in whole or in part, or to reject any Bid, in whole or in part, within the discretion of the City of Flint, or their designee. If any such changes are made, all known recipients of the RFP will be sent a copy of such changes. If any changes are made to this RFP document by any party other than the City of Flint, the original document in the City of Flint's files takes precedence.

**10. PROPOSAL SUBMISSION:**

- The Bidder must include the following items, or the proposal may be deemed non-responsive:
  - All forms contained in this RFP, fully completed.
- Bids must be submitted to the Finance Department of Purchases and Supplies, City of Flint, 1101 S. Saginaw Street, Room 203, Flint, Michigan 48502 by the date and time indicated as the deadline. The Purchasing Department time stamp will determine the official receipt time. It is each Bidder's responsibility to insure that their proposal is time stamped by the Purchasing Department by the deadline. This responsibility rests entirely with the Bidder, regardless of delays resulting from postal handling or for any other reasons. Proposals will be accepted at any time during the normal course of business only, said hours being 8:00 a.m. to 5:00 p.m. local time, Monday through Friday, legal holidays as exception.
- Bids must be enclosed in a sealed, non-transparent envelope, box or package, and clearly marked on the outside with the following: RFP Title, RFP Number, Deadline and Bidder's name.
- Submission of a bid establishes a conclusive presumption that the Bidder is thoroughly familiar with the Request for Proposal (RFP), and that the Contractor understands and agrees to abide by all of the requirements contained therein.
- All prices and notations must be typed or printed in ink. No erasures are permitted. Mistakes may be crossed out and corrections must be initialed in ink by the person(s) signing the bid.
- Proposals sent by email, facsimile, or other electronic means will not be considered unless specifically authorized in this RFP.
- All costs incurred in the preparation and presentation of the bid are the Bidder's sole responsibility; no pre-bid costs will be reimbursed to any Bidder. All documentation submitted with the proposal will become the property of the City of Flint.
- Proposals must be held firm for a minimum of 120 days.

**11. EXCEPTIONS:** Bidder shall clearly identify any proposed deviations from the Terms or Scope in the Request for Proposals. Each exception must be clearly defined and referenced to the proper paragraph in this RFP. The exception shall include, at a minimum, the proposed substitute language and opinion as to why the suggested substitution will provide equivalent or better service and performance. If no exceptions are noted in the bid, the City of Flint will assume complete conformance with this specification and the successful Bidder will be required to perform accordingly. Bids not meeting all requirements may be rejected.

**12. DUPLICATE BIDS:** No more than one (1) bid from any Bidder including its subsidiaries, affiliated companies and franchises will be considered by the City of Flint. In the event multiple proposals are submitted in violation of this provision, the City will have the right to determine which bid will be considered or, at its sole option, reject all such multiple proposals.

13. **WITHDRAWAL:** Bids may only be withdrawn by written notice prior to the date and time set for the opening of bids. No bid may be withdrawn after the deadline for submission.
14. **REJECTION/GOOD STANDING:** The City of Flint reserves the right to reject any or all bids, or to accept or reject any bid in part, and/or to waive any minor informality or irregularity in bids received if it is determined by the City of Flint, or their designee, that the best interest of the City will be served by doing so. No bid will be considered from any person, firm or corporation in arrears or in default to the City on any contract, debt, taxes or other obligation, or are in violation of the Clean Water Act, or has violated any permitting by the City, or Sewer Use Ordinances or any other City Ordinances, or any State or Federal regulatory agency, or if the Bidder is debarred by the City of Flint from consideration for a contract award pursuant to Section 18-21.5 (d) of Article IV of the "Purchasing Ordinance of the City of Flint".
15. **PROCUREMENT POLICY:** Procurement for the City of Flint will be handled in a manner providing fair opportunity to all businesses. This will be accomplished without abrogation or sacrifice of quality and as determined to be in the best interest of the City. The City of Flint and their officials have the vested authority to execute a contract, subject to City Council and Mayoral approval where required.
16. **BID SIGNATURES:** Bids must be signed by an authorized official of the Bidder. Each signature represents binding commitment upon the Bidder to provide the goods and/or services offered to the City of Flint if a contract is awarded.
17. **EVALUATION OF PROPOSAL:** The City shall evaluate proposals as specified in the RFP. Under SELECTION CRITERIA
18. **CONTRACT AWARD/SPLIT AWARDS:** The City of Flint reserves the right to award by item and/or group of items. The Bidder to whom the award is made will be notified at the earliest possible date. Tentative acceptance of the bid, intent to recommend award of a contract and actual award of the contract will be provided by written notice sent to the Bidder at the address designated in the bid if a separate Agreement is required to be executed. After a final award of the Agreement by the City of Flint, the Contractor/Vendor must execute and perform said Agreement. All proposals must be firm for at least 120 days from the due date of the proposal. If, for any reason, a contract is not executed with the selected Bidder within 14 days after notice of recommendation for award, then the City may recommend the next lowest responsive and responsible Bidder.
19. **BID HOLD:** The City of Flint may hold bids for a period of one hundred twenty (120) days from opening, for the purpose of reviewing the results and investigating the qualifications of bidders prior to making an award.

20. **LOCAL PREFERENCE:** Contractors/bidders located within the corporate city limits of Flint, Michigan may be given a seven percent (7%) competitive price advantage. Additionally, if the lowest responsible bidder is not located within the limits of the City of Flint, but is located within the County of Genesee, and said bidder does not exceed the bid of the lowest non-local bidder by more than three and one-half percent (3-1/2%), then said lowest Genesee County bidder may be determined to be the lowest responsible bidder, and make the award to such Genesee County bidder accordingly, subject to the approval of the City Council. If the lowest non-local bidder does not exceed that of any Proposers/bidders by (7%) inside the City of Flint or (3-1/2%) inside the County of Genesee, then the Purchasing Director shall be allowed to request that the lowest local vendor match the price offered by the lowest non-local vendor.
21. **NO RFP RESPONSE:** Bidders who receive this RFP but who do not submit a bid should return this RFP package stating "No Bid" and are encouraged to list the reason(s) for not responding. Failure to return this form may result in removal of the Bidder's name from all future lists.
22. **INSURANCE:** The bidder must submit evidence of insurance.
23. **PROPOSAL SUBMISSION:** Proposals and all information requested of the vendor shall be entered in the appropriate spaces. Failure to do so may disqualify the vendor's offer. An authorized officer or employee of the bidder shall submit the proposal.
24. **PRICES:** Prices proposed shall be for new products in current production unless otherwise specified. Where refurbished or discontinued items are offered they must be clearly identified as such. Prices proposed shall be exclusive of any rebates due the City. Any rebates the City may be entitled to should be shown as a separate line item and include expiration date.
25. **AMENDMENTS:** Corrections and/or modifications received after the bid closing time specified will not be accepted. Unit prices prevail.
26. **PRICING:** If applicable, all prices will be bid F.O.B. DESTINATION, INCLUDE ALL DELIVERY AND ANY ADDITIONAL CHARGES, and remain in effect as specified in the quotation.
27. **AWARD:** Unless otherwise stated in the proposal documents, the City does not guarantee exclusivity of the contract for the proposed products or services. Award of the proposal shall be based upon a combination of factors, including but not limited to, adherence to proposal requirements, references and any other factors that may be in the City's best interest. The City reserves the right to reject any and all bids, and/or to waive any defect or irregularity in bids. The City reserves the right to accept and separate items in the bid; and to accept the proposal that in the opinion of the City is to the best advantage and interest of the public we serve. The City also has the right to re-solicit bids

if it is deemed to be in the best interest of the City.

The City reserves the right to reject low bids which have major deviations from our specification; to accept a higher quotation which has only minor deviations. By signing the bid, the vendor agrees to accept a split award unless the awarded vendor clearly indicates that it takes exception. The bid will be awarded to that responsible, responsive bidder whose proposal conforms to this solicitation, and will be most advantageous to the City, with regard not only to price, but also to availability of product, location and quality of product considered.

The City reserves the right to award all line items, to make no award or to award on an individual line item basis, whichever is deemed to be in the best interest of the City.

Time of delivery may be a consideration in the award.

28. **FREEDOM OF INFORMATION ACT (FOIA) REQUIREMENTS:** Bids are subject to public disclosure after the deadline for submission in accordance with state law.

**SECTION 2 - STANDARD CONTRACTUAL TERMS & CONDITIONS**

The following standard terms and conditions are included in all City of Flint contracts and will be included in any contract awarded pursuant to this Request for Proposal, as deemed appropriate by the City of Flint in its sole discretion.

1. **Applicable Law:** This Agreement and all related disputes shall be governed by and interpreted in accordance with the laws of the State of Michigan.
2. **Scope of Services:** Contractor shall provide all of the services necessary to complete the project in accordance with the [REFERENCE BID/PROPOSAL DOCUMENTS].

All work not conforming to these requirements, including substitutions not properly approved and authorized, may be considered defective. In addition to any other remedies the City may have, if, within one year of the date of substantial completion of work, or within one year after acceptance by the City, or within such longer period of time as may be prescribed by law, any of the work is found to be defective or not in accord with the contract documents, Contractor shall correct promptly after receipt of a written notice from the City to do so, unless the City has previously given Contractor a written acceptance of such condition.

3. **Compensation:** The City shall pay for such services as have been set forth herein within 45 days of submission of proper invoices, releases, affidavits, and the like. Notwithstanding, the contract price shall not to exceed \$\_\_\_\_\_. Contractor recognizes that the City does not guarantee it will require any set amount of services. Contractor's services will be utilized as needed and as determined solely by the City of Flint. Contractor expressly acknowledges that it, without limitation, has no right to payment of an amount exceeding the amount set forth in this Section. Contractor agrees that oral agreements by City officials to pay a greater amount are not binding.
  - (a) Contractor shall submit itemized invoices for all services provided under this Agreement identifying:
    - (i) The date of service
    - (ii) The name of person providing the service and a general description of the service provided.
    - (iii) The unit rate and the total amount due.

Invoices shall be submitted to:

City of Flint  
Accounts Payable  
P.O. Box 246  
Flint, MI 48501-0246  
[accountspayable@cityofflint.com](mailto:accountspayable@cityofflint.com)

It is solely within the discretion of the City as to whether Contractor has provided a proper invoice. The City may require additional information or waive requirements as it sees fit.

4. City Income Tax Withholding: Contractor and any subcontractor engaged in this contract shall withhold from each payment to his employees the City income tax on all of their compensation subject to City tax, after giving effect to exemptions, as follows:

- (a) Residents of the City: At a rate equal to 1% of all compensation paid to the employee who is a resident of the City of Flint.

- (b) Non-residents: At a rate equal to 1/2% of the compensation paid to the employee for work done or services performed in the City of Flint.

These taxes shall be held in trust and paid over to the City of Flint in accordance with City ordinances and State law. Any failure to do so shall constitute a material breach of this contract.

5. Standards of Performance: Contractor agrees to exercise independent judgment and to perform its duties under this contract in accordance with sound professional practices. The City is relying upon the professional reputation, experience, certification, and ability of Contractor. Contractor agrees that all of the obligations required by him under this Contract shall be performed by him or by others employed by him and working under his direction and control. The continued effectiveness of this contract during its term or any renewal term shall be contingent upon Contractor maintaining any certifications in accordance with any applicable legal requirements.
6. Independent Contractor: No provision of this contract shall be construed as creating an employer-employee relationship. It is hereby expressly understood and agreed that Contractor is an "independent contractor" as that phrase has been defined and interpreted by the courts of the State of Michigan and, as such, Contractor is not entitled to any benefits not otherwise specified herein.
7. Laws and Ordinances: Contractor shall obey and abide by all of the laws, rules and regulations of the Federal Government, State of Michigan, Genesee County and the City of Flint, applicable to the performance of this agreement, including, but not limited to, labor laws, and laws regulating or applying to public improvements.
8. Subcontracting: No subcontract work, if permitted by the City, shall be started prior to the written approval of the subcontractor by the City. The City reserves the right to accept or reject any subcontractor. Nothing contained in the Contract Documents shall create any contractual relationship between the City and any Subcontractor or Sub-subcontractor.

9. Certification, Licensing, Debarment, Suspension and Other Responsibilities: Contractor warrants and certifies that Contractor and/or any of its principals are properly certified and licensed to perform the duties required by this contract in accord with laws, rules, and regulations, and is not presently debarred, suspended, proposed for debarment or declared ineligible for the award of any Federal contracts by any Federal agency. Contractor may not continue to or be compensated for any work performed during any time period where the debarment, suspension or ineligibility described above exists or may arise in the course of Contractor contractual relationship with the City. Failure to comply with this section constitutes a material breach of this Contract. Should it be determined that contractor performed work under this contract while in non-compliance with this provision, Contractor agrees to reimburse the City for any costs that the City must repay to any and all entities.
10. Force Majeure: Neither party shall be responsible for damages or delays caused by Force Majeure or other events beyond the control of the other party and which could not reasonably have been anticipated or prevented. For purposes of this Agreement, Force Majeure includes, but is not limited to, adverse weather conditions, floods, epidemics, war, riot, strikes, lockouts, and other industrial disturbances; unknown site conditions, accidents, sabotage, fire, and acts of God. Should Force Majeure occur, the parties shall mutually agree on the terms and conditions upon which the services may continue.
11. Good Standing: Contractor must remain current and not be in default of any obligations due the City of Flint, including the payment of taxes, fines, penalties, licenses, or other monies due the City of Flint. Violations of this clause shall constitute a substantial and material breach of this contract. Such breach shall constitute good cause for the termination of this contract should the City of Flint decide to terminate on such basis.
12. Arbitration: Contractor agrees that for all claims, disputes, and other matters arising out of or relating to this agreement, Contractor must request the City's consent to arbitrate within 30 days from the date the Contractor knows or should have known the facts giving rise to the claim, dispute or question.
  - (a) Notice of a request for arbitration must be submitted in writing by certified mail or personal service upon the Chief Legal Officer.
  - (b) Within 60 days from the date a request for arbitration is received by the City, the City shall inform Contractor whether it agrees to arbitrate. If the City does not consent, Contractor may proceed with an action in a court of competent jurisdiction within the State of Michigan. If the City does consent, then within 30 days of the consent each party shall submit to the other the name of one person to serve as an arbitrator. The two arbitrators together shall then select a third person, the three together shall then serve as a panel in all proceedings. Any unanimous decision of the three arbitrators shall be a final binding decision. The City's failure to respond to a timely, conforming



- request for arbitration is deemed consent to arbitration.
- (c) The costs of the arbitration shall be split and borne equally between the parties and such costs are not subject to shifting by the arbitrator.
  - (d) Contractor's failure to comply with any portion (including timeliness) of this provision shall be deemed a permanent waiver and forfeiture of the claim, dispute, or question.
  - (e) This provision shall survive the expiration or termination of this Agreement in perpetuity.
13. Indemnification: To the fullest extent permitted by law, Contractor agrees to defend, pay on behalf of, indemnify, and hold harmless the City of Flint, its elected and appointed officials, employees and volunteers and other working on behalf of the City of Flint, against any and all claims, demands, suits, or losses, including all costs connected therewith, and for any damages which may be asserted, claimed, or recovered against or from the City of Flint, its elected and appointed officials, employees, volunteers or others working on behalf of the City of Flint, by reason of personal injury, including bodily injury or death and/or property damage, including loss of use thereof, which may arise as a result of Contractor's acts, omissions, faults, and negligence, or that of any of his employees, agents, and representatives in connection with the performance of this contract. Should the Contractor fail to indemnify the City in the above-mentioned circumstances, the City may exercise its option to deduct the cost that it incurs from the contract price forthwith or may file an action in a court of competent jurisdiction, the costs of which shall be paid by Contractor. This provision shall survive the termination and/or expiration of this agreement, in perpetuity.
14. Modifications: Any modifications to this contract must be in writing and signed by the parties or the authorized employee, officer, board or council representative of the parties authorized to make such contractual modifications under State law and local ordinances.
15. No Third-Party Beneficiary: No contractor, subcontractor, mechanic, material man, laborer, vendor, or other person dealing with the principal Contractor shall be, nor shall any of them be deemed to be, third-party beneficiaries of this contract, but each such person shall be deemed to have agreed (a) that they shall look to the principal Contractor as their sole source of recovery if not paid, and (b) except as otherwise agreed to by the principal Contractor and any such person in writing, they may not enter any claim or bring any such action against the City under any circumstances. Except as provided by law, or as otherwise agreed to in writing between the City and such person, each such person shall be deemed to have waived in writing all rights to seek redress from the City under any circumstances whatsoever.
16. Non-Assignability: Contractor shall not assign or transfer any interest in this contract without the prior written consent of the City provided, however, that claims for money due or to become due to Contractor from the City under this contract may be assigned to a bank, trust company, or other financial institution without such approval. Notice of any

such assignment or transfer shall be furnished promptly to the City.

17. Non-Disclosure/Confidentiality: Contractor agrees that Contractor will not disclose any confidential information provided to Contractor in furtherance of this Agreement, or in any other way make such documents public, without the express written approval of the City or the order of a court of competent jurisdiction.
18. Non-Discrimination: The Contractor shall comply with the Elliott Larsen Civil Rights Act, 1976 PA 453, as amended, MCL 37.2101 et seq., the Persons with Disabilities Civil Rights Act, 1976 PA 220, as amended, MCL 37.1101 et seq., and all other federal, state, and local fair employment practices and equal opportunity laws and covenants that it shall not discriminate against any employee or applicant for employment, to be employed in the performance of this Agreement, with respect to his or her hire, tenure, terms, conditions, or privileges of employment, or any matter directly or indirectly related to employment, because of his or her race, religion, color, national origin, age, sex, height, weight, marital status, association with the federal government, or physical or mental disability that is unrelated to the individual's ability to perform the duties of a particular job or position or status with respect to public assistance. A breach of this covenant is a material breach of this Agreement.
19. Ethics: Pursuant to the Flint City Charter §1-602 (I) entitled Notice, every public servant, volunteer and city, contractor is to receive training and be provided with a copy of these ethical standards upon passage of this Charter or at the time of appointment and or hire or the commencement of services. Therefore, Contractor acknowledges receipt of Flint City Charter §1-602 and agrees that Contractor and its staff shall abide by the terms and participate in any training provided by the City/or update orientation as may be necessary from time to time. Public servants are all persons employed or otherwise engaged by the corporation of the City of Flint to conduct business on its behalf including but not limited to elected officials, appointed employees, members of boards and commissions, classified employees, contractual employees, and volunteers, in accordance with Flint City Charter §1-602.
20. Records Property of City: All documents, information, reports and the like prepared or generated by Contractor as a result of this contract shall become the sole property of the City of Flint, and shall be disclosed to the City upon request.
21. Severability: In the event that any provision contained herein shall be determined by a court or administrative tribunal to be contrary to a provision of state or federal law or to be unenforceable for any reason, then, to the extent necessary and possible to render the remainder of this Agreement enforceable, such provision may be modified or severed by such court or administrative tribunal so as to, as nearly as possible, carry out the intention of the parties hereto, considering the purpose of the entire Agreement in relation to such provision. The invalidation of one or more terms of this contract shall not affect the

validity of the remaining terms.

22. Union Compliance: Contractor agrees to comply with all regulations and requirements of any national or local union(s) that may have jurisdiction over any of the materials, facilities, services, or personnel to be furnished by the City. However, this provision does not apply if its application would violate Public Act 98 of 2011.
23. Waiver: Failure of the City to insist upon strict compliance with any of the terms, covenants, or conditions of this Agreement shall not be deemed a waiver of any term, covenant, or condition. Any waiver or relinquishment of any right or power hereunder at any one or more times shall not be deemed a waiver or relinquishment of that right or power at any other time.
24. Whole Agreement: This Agreement and the documents cited herein embody the entire agreement between the parties. Any additions, deletions or modifications hereto must be in writing and signed by both parties. This Agreement may be executed by facsimile and in counterparts, all of which, taken together, shall constitute a single agreement.

**SECTION 3 - ADDITIONAL TERMS & CONDITIONS**

This section contains additional terms and conditions regarding this RFP.

1. **Purpose:** Through this RFP, City of Flint (“the City”) is soliciting proposals from qualified firms who can provide a Compensation and Classification Study as requested by the City of Flint Human Resources Department.
2. **Issuing Office:** This RFP is issued by the City of Flint – Finance Department-Division of Purchases and Supplies on behalf of the HR Department. The contact person is Joyce McClane, Purchasing Manager, City of Flint, 1101 South Saginaw Street, Room 203, Flint, Michigan 48502, phone: (810)-766-7340, and [jmcclane@cityofflint.com](mailto:jmcclane@cityofflint.com) Email is the preferred method of contact.
3. **Questions & Inquiries:** All questions regarding this RFP shall be submitted in writing and received no later than **Wednesday, April 21, 2021 by 10:00 AM (EDT)**, to the City of Flint Purchasing Division as listed above. E-mail is the preferred method of contact for all inquiries concerning this RFP. No verbal interpretation to any respondent as to the meaning of any requirement stated in this RFP shall be binding on City of Flint. All responses to questions regarding this RFP shall be issued in writing and distributed as an addendum by the City of Flint.
4. **Addenda:** City of Flint reserves the right to amend and provide clarification of this RFP prior to the date for proposal submission. In such an event, an addendum will be posted on the City of Flint Purchasing Division website <https://www.cityofflint.com/finance/purchasing/bids-2/> under “open bids”. Further, all proposers shall acknowledge having seen any and all addendums issued (1, 2, 3, etc.) on the Signature Page.
5. **Disclosure:** All information in an offeror’s proposal is subject to disclosure under the provisions of Public Act N. 442 of 1976 known as the “Freedom of Information Act”. This Act also provides for the complete disclosure of contracts and attachments thereto. In the event that a proposer wishes to designate any portion of their submission as “confidential” or “proprietary,” the proposer must contact the Purchasing Division prior to submission of the proposal. All requests regarding disclosure and requests for confidentiality of a proposal response to this RFP shall be submitted in writing to the City of Flint Purchasing Division as listed above.
6. **Statement of Exceptions:** The proposer shall furnish a statement on company letterhead giving a complete description of all exceptions to the terms, conditions, and specifications set forth in the proposal. Failure to furnish this statement shall mean that the proposer agrees to meet all requirements set forth in this solicitation.
7. **Acceptance of Proposal Content:** It is intended that, if a contract is entered into as a result of this RFP, the proposal will serve as the basis for the contract. The contents of the proposal of the successful offeror may become contractual obligations if a contract is issued. Failure of the successful offeror to accept these obligations will result in cancellation of contract award.

**SECTION 4 – SCOPE OF SERVICES****INTRODUCTION**

City of Flint invites and welcomes proposals for their Compensation and Classification Study project. Please take the time to carefully read and become familiar with the proposal requirements. All proposals for consideration must be received by the time specified above the under the ‘PROPOSAL SUBMISSION DEADLINE’

*BIDDERS SHOULD NOTE THAT ANY AND ALL WORK INTENDED TO BE SUBCONTRACTED AS PART OF THE BID SUBMITTAL MUST BE ACCOMPANIED BY BACKGROUND MATERIALS AND REFERENCES FOR PROPOSED SUBCONTRACTORS(S) – NO EXCEPTIONS.*

**PROJECT AND LOCATION**

The project associated with this RFP is or shall be located at 1101 S. Saginaw St, Flint, Michigan, 48502.

**PROJECT OBJECTIVE**

The City’s goal is to establish and implement a compensation and classification system that helps attract, retain and reward employees. The City is interested in ensuring proper pay and classifications for approximately 33 Non-Union Classifications (44 Employees) and 108 Union Classifications (235 Employees); excluding Fire and Police.

**RATIONALE FOR STUDY**

- Attraction & Retention
- Internal Equity
- Competitive wages, establish compensation with the external market
- Proper job classifications/occupational groupings
- Updated and/or create job descriptions
- Create pay philosophy
- Create compensation and classification policy and procedure
- Ensure positions are analyzed according to the Fair Labor Standards Act (FLSA).
- Provide a system or process for reclassification

Qualified vendors are responsible and required to provide all labor, materials and professional expertise to conduct a comprehensive review of the City’s current job classifications and pay/salary (excluding Benefits) systems. Data on both public and private sector market comparable are to be included. In addition, the City is seeking support to create and revise job descriptions for specific classifications when necessary.

The City is interested in ensuring proper pay and classifications for approximately 33 Non-Union Classifications (44 Employees) and 108 Union Classifications (235 Employees); excluding Fire and Police.

The City is requesting proposals from qualified firms to include:

- Create compensation and classification policies and procedures that address retention, attraction and internal equity.
- Analyze current pay structure and classification system
- Create a job evaluation system that is valid, reliable and legally defensible.
- Identify Education, Years of Experience, and KSAs (Knowledge, Skills, Abilities) that provide the basis of Minimum Entrance Requirements for job descriptions, as well as serves as the basis for employment development and performance.
- Conduct a comprehensive internal evaluation of each job.
- Recommend and align assignment of all positions ensuring proper FLSA-exempt and non-exempt designations.
- Provide recommendations on Grant Funded positions and define processes & procedures.

### **SUBMITTAL REQUIREMENTS**

Vendors that are interested in submitting proposals for these services must at a minimum submit the following information with their proposal:

### **PROPOSER QUALIFICATIONS**

Proposers (specifically, the business that will be contractually bound under the contract with the City) will be deemed non-responsive and rejected without any further evaluation if they do not meet the following minimum qualifications:

1. The proposer must have a minimum of seven (7) years of experience performing similar work
2. The proposer must have performed comparable job classification and compensation projects in terms of number of employees, and featuring multiple classifications within the last three (3) years.

### **CITY RESOURCES**

The City will provide copies of all pay ranges, job classifications, job descriptions, previous studies and any other available in-house information that the successful consultant may require to complete the study.

### **COMMUNICATION AND COORDINATION**

Since communication and coordination are keys to any process, provide an overview of your method to best communicate your concepts with staff and any oversight committee that may be established.

**PROFESSIONAL APPROACH**

The firm will represent that all tasks will be performed in accordance with generally acceptable professional standards and further represent that the advice and consultation provided will be within its authority and capacity as a professional. The firm will comply with the regulations, laws, ordinances and requirements of all levels of government applicable to the project.

**MANDATORY REQUIREMENTS**

These guidelines are provided to assist firms submitting in response to this Request for Proposal in formulating a thorough response. The successful firm ensures and understands that:

1. All licenses required by the State of Michigan are to be maintained by the firm during the course of the contract.
2. All required insurances are to be maintained by the firm during the course of the contract.
3. The firm will provide a single point of contact for the duration of the contract.
4. The firm will ensure completion of the project in accordance with the proposed time line as proposed by the consultant.
5. The firm will comply with administrative procedures of the City.
6. The firm will meet with applicable City departments to review specific concerns or issues.
7. The firm is qualified and experienced in providing a successful process for the professional human resources consulting services described herein.

**PROPOSAL RESPONSE FORMAT**

The items listed below shall be submitted with each proposal and shall be submitted in the order shown. Each section should be clearly labeled with page numbers and separated tabs. Include a title page and table of contents. Failure by a proposer to include all listed items may result in rejection of its proposal.

---

Tab I – Transmittal Letter

Provide a transmittal letter indicating your firm's understanding of the requirements of this specific job proposal. The letter must be a brief formal letter (1-2 pages) that provides information regarding the firm's interest in and ability to perform the requirements of this RFP. A person who is authorized to commit the firm's organization to perform the work included in the proposal must sign the letter in ink.

Tab II – Company Profile and Capacity

Provide a company profile describing firm and include all of the following:

- A. The official name of firm;
- B. Firm's organizational structure (e.g. corporation, partnership, Limited Liability Company, etc.);
- C. The jurisdiction in which firm is organized and date of such organization;
- D. The address of firm's headquarters, any local office involved in the RFP; and the address/location where the actual production of goods and/or services will be performed;
- E. Firm's Federal Tax Identification number;
- F. The name, address, telephone, fax numbers and email address of the person(s) who will serve as the contact(s) to the County, with regards to the RFP response, with authorization to make representations on behalf of and to bind firm;
- G. A representation that the firm is in good standing in the state in which it is located and will have all necessary licenses, permits, certifications, approvals and authorizations necessary in order to perform all of its obligations in connection with this RFP;
- H. Include a brief history/overview of your organization and the services it provides; and
- I. Indicate the overall number of employees within your organization.

Tab III – Executive Summary

Provide a synopsis of the highlights of the Proposal and overall benefits of the proposal to the City. This synopsis should not exceed three (3) pages in length and should be easily understood. Clearly describe your approach to this project including your firm's philosophy and methodology in conducting compensation and classification studies.

Tab IV – Project Team

Proposal responses shall include a complete list of and resumes for all key personnel associated with the project. This list must include all key personnel who will provide services/training to City staff.



For each person on the list, the following information shall be included:

1. The person's relationship with firm, including job title and years of employment with firm;
2. The role that the person will play in connection with the RFP;
3. Address, telephone, fax numbers, and email address;
4. The person's educational background;
5. The person's relevant experience; and,
6. Relevant awards, certificates or other achievements.

This section of the bid response should include no more than two pages of information for each listed person.

#### Tab V – References

Provide a list of three (3) current and five (5) former clients. References must be satisfactory as deemed solely by the City. References should have similar scope, volume and requirements to those outlined in these specifications, terms and conditions.

Reference information shall include:

- Company/Agency name;
- Contact person (name and title), contact person is to be someone directly involved with the services;
- Complete street address;
- Telephone number;
- Type of business; and
- Dates of service.

The City reserves the right to contact any of the references provided in order to determine proposer's performance record on work similar to that described in this request. The City reserves the right to contact references other than those provided in the response and to use the information gained from them in the evaluation process.

#### Tab VI – Proposed Fees

The proposal should clearly set forth the basis of time and fees to be charged for the work proposed and at a minimum should contain the following information:

1. Estimation of the number of hours to complete the study as well as a project timeline contemplated in this RFP.
2. Hourly rates for performing such services.
3. Any and all costs associated with this study including any tools to be used by the City in maintaining the proposed system.
4. Total firm fixed cost to complete this study.

The City shall not be responsible for the reimbursement of any costs not specifically set forth in the firm's proposal. The City reserves the right to accept any part of the proposer's entire fee schedule and to negotiate any charges contained therein, unless otherwise qualified by the proposer.

#### Tab VII – Project Schedule

Use this section to include a general project schedule. This information should be presented so that the City can see how activities relate to each other as far as timing goes and also how long the project is expected to take from contract execution to delivery of the final product. The proposer should clearly identify their approach and methodology for this study.

1. Include a general schedule of completion for the project, including major tasks and sub tasks to be accomplished.
2. Indicate other projects currently being worked on by your firm.
3. The level of support required by City personnel for completion of each task including estimate by position and man days. The proposer shall indicate the necessary telephones, office space and materials, which the proposer requires. The City may furnish the facilities if the City considers them reasonable, necessary and available for the proposer to complete his/her task.
4. Provide information regarding your data collection methodology for positions identified for the study. Include examples of key forms and documents to be utilized, including position and market survey questionnaires.

#### Tab VIII – Identification of Anticipated and/or, Potential Project Challenges

Use this section to identify and describe any anticipated and/or potential project challenges, the firm's approach to resolving these challenges, and any special assistance that will be requested from the City.

#### Tab IX – Exceptions

Identify any exceptions the proposer has in regards to this Request for Proposals.

#### Tab X – Appendices

The content of this tab is left to the Proposer's discretion. However, the Proposer should limit materials included here to those that will be helpful to the Evaluation Committee in understanding the services and goods to be provided for this specific job.

**SELECTION CRITERIA**

Proposals will be evaluated and ranked. The City of Flint reserves the right to reject any and all proposals, to make an award based directly on the proposals or to negotiate further with one or more firms. The firm selected will be chosen on the basis of the apparent greatest benefit to the City, including but not limited to:

1. *Work Program/Responsiveness to Objectives/Methodology* – The firm shall provide a detailed work program that expressly addresses the City’s objectives and the components identified in the Request for Proposals. The selection committee will determine how well the proposed work program meets the objectives of the City.
2. *Experience and Qualifications/Training* – The firm must have personnel who have experience with the professional services described herein, as well as experience in working with municipal governments or public entities. Provide information on technical training, experience, and education of ONLY the personnel who will be assigned to the City’s projects. Please provide one page resumes.
3. *Capacity* – Enumeration of the firm’s capability to accomplish projects with its present work force. Firms should clearly identify all disciplines available within the firm and those that will be subcontracted to others. List the subcontracted firms that will be involved in the project. Provide for each firm the scope of responsibility to the project and the amount of time they will be involved with the project. Submit a timeline for accomplishing the project, and state the firm’s ability to complete the project in a timely manner, based on current and anticipated workload.
4. *Comparable Projects* – Provide descriptions of comparable projects/services (3-5) that have been successfully completed by your firm within the past 5 years and a contact person (name, address, title, responsibility, and phone number) for each project. In responding to this requirement a greater emphasis will be placed on the use of a successful process geared to the client’s needs whether it is public or private.
5. *Cost Proposal* – Provide a cost proposal that clearly set forth the time and fees to be charged for the work proposed and at a minimum should contain the following information:
  - 5.1 Estimation of the number of hours to complete the study as well as a project timeline contemplated in this Request for Proposals.
  - 5.2 Hourly rates for performing such services.
  - 5.3 Any and all costs associated with this study including any tools to be used by the City in maintaining the proposed system (if any).
  - 5.4 Total firm fixed cost to complete this study.

The City shall not be responsible for any fees or costs not specifically set forth in the firm's proposal.

The City reserves the right to interview any number of qualifying firms as part of the evaluation and selection process. The decision as to which proposer to contact (if any) will be based upon the most qualified, capable, experienced and cost effective proposer(s) as determined in the evaluation process. The lowest price proposal may not have a direct bearing on the final selection. The City of Flint reserves the right to select, and subsequently recommend for award, the proposed services which best meets its required needs, quality levels and budget constraints.

Clear and concise proposals will be considered an asset to a submission. Elaborate, lengthy, or redundant proposals beyond that sufficient to present a complete, and effective proposal, are not necessary or desired.

**EVALUATION CRITERIA**

The City of Flint will evaluate the qualifications received and identify the submittal that is the most responsive, capable and offers the best service to the City. The City will consider qualifications, cost of services, compliance history, project references and experience with comparable projects. Specifically, each proposal will be reviewed based on the following criteria:

Evaluation Form

Company's Name \_\_\_\_\_

- |                                                                                                                                        |        |        |
|----------------------------------------------------------------------------------------------------------------------------------------|--------|--------|
| 1) Overall qualifications of the company                                                                                               | 20 PTS |        |
| Did the vendor demonstrate their experience to service Flint in their proposal and meet the requirements as requested in the proposal. |        | Points |
| Rater's Comments:                                                                                                                      |        |        |
|                                                                                                                                        |        |        |
| 2) Cost to provide services                                                                                                            | 25 PTS |        |
| How did the vendor's cost rank with other proposals received?                                                                          |        | Points |
| Rater's Comments:                                                                                                                      |        |        |
|                                                                                                                                        |        |        |
| 3) Capacity to perform services as requested                                                                                           | 30 PTS |        |
| Did the vendor demonstrate that they have the resources to carry out the services presented in the proposal?                           |        | Points |
| Rater's Comments:                                                                                                                      |        |        |
|                                                                                                                                        |        |        |
| 4) Overall content of proposal                                                                                                         | 25 PTS |        |
| Did the proposal provide the information requested and fulfills the needs of the City?                                                 |        | Points |

Total

Additional Notes:

Please Note that there will be approximately three to five people to evaluate this project.

**Insurance/Worker's Compensation:** Contractor shall not commence work under this contract until he has procured and provided evidence of the insurance required under this section. All coverage shall be obtained from insurance companies licensed and authorized to do business in the State of Michigan unless otherwise approved by the City's Risk Manager. Policies shall be reviewed by the City's Risk Manager for completeness and limits of coverage. All coverage shall be with insurance carriers acceptable to the City of Flint. Contractor shall maintain the following insurance coverage for the duration of the contract.

(a) Commercial General Liability coverage of not less than one million dollars (\$1,000,000) combined single limit with the City of Flint, and including all elected and appointed officials, all employees and volunteers, all boards, commissions and/or authorities and their board members, employees and volunteers, named as "Additional Insured". This coverage shall be written on an ISO occurrence basis form and shall include: Bodily Injury, Personal Injury, Property Damage, Contractual Liability, Products and Completed Operations, Independent Contractors' Broad Form Commercial General Liability Endorsement, (XCU) Exclusions deleted and a per contract aggregate coverage. This coverage shall be primary to the Additional Insured, and not contributing with any other insurance or similar protection available to the Additional Insured, whether said other available coverage be primary, contributing, or excess.

(b) Worker's Compensation Insurance in accordance with Michigan statutory requirements, including Employers Liability coverage.

(c) Commercial Automobile Insurance in the amount of not less than \$1,000,000 combined single limit per accident with the City of Flint, and including all elected and appointed officials, all employees and volunteers, all boards, commissions and/or authorities and their board members, employees and volunteers, named as "Additional Insured". This coverage shall be written on ISO business auto forms covering Automobile Liability, code "any auto".

(d) Contractor shall furnish the City with two certificates of insurance for all coverage requested with original endorsements for those policies requiring the Additional Insured. All certificates of insurance must provide the City of Flint with not less than 30 days advance written notice in the event of cancellation, non-payment of premium, non-renewal, or any material change in policy coverage. In addition, the wording "Endeavor to" and "but failure to mail such notice shall impose no obligation or liability of any kind upon the company, its agents or representatives" must be removed from the standard ACORD cancellation statement. These certificates must identify the City of Flint, Risk Management Division, as the "Certificate Holder". Contractor must provide, upon request, certified copies of all insurance policies. If any of the above policies are due to expire during the term of this contract, Contractor shall deliver renewal certificates and copies of the new policies to the City of Flint at least ten days prior to the expiration date. Contractor shall ensure that all subcontractors utilized obtain and maintain all insurance coverage required by this provision.

1. **Additional Insured:** Commercial General Liability and Motor Vehicle Liability Insurance, as described above, shall include an endorsement stating: *“It is understood and agreed that the following shall be Additional Insureds: the City of Flint, all elected and appointed officials, all employees and volunteers, all boards, commissions and/or authorities and board members, including employees and volunteers thereof. This coverage shall be primary to the Additional Insureds, and not contributing with any other insurance or similar protection available to the Additional Insureds, whether other available coverage be primary, contributing or excess.”*
2. **Cancellation Notice:** Workers’ Compensation Insurance, Commercial General Liability Insurance and Motor Vehicle Liability Insurance, as described above, shall include an endorsement stating the following: *“Should any of the above described policies be canceled before the expiration date thereof, the issuing company will mail thirty (30) days written notice to the certificate holder named to the left.”*
3. **Proof of Insurance Coverage:** The Contractor shall provide the City of Flint, at the time that the contracts are returned by him/her for execution, a Certificate of Insurance as well as the required endorsements. In lieu of required endorsements, if applicable, a copy of the policy sections where coverage is provided for additional insured and cancellation notice would be acceptable. Copies or certified copies of all policies mentioned above shall be furnished, if so requested.

If any of the above coverages expire during the term of this contract, the Contractor shall deliver renewal certificates and endorsements to the City of Flint at least ten (10) days prior to the expiration date.

#### **HOLD HARMLESS**

To the fullest extent permitted by law, Vendor agrees to defend, pay in behalf of, indemnify and hold harmless the City of Flint, its elected and appointed officials, employees and volunteers and others working in behalf of the City of Flint against any and all claims, demands, suits, or loss, including all costs and attorney fees connected therewith, and for any damages which may be asserted, claimed or recovered against or from the City of Flint, its elected and appointed officials, employees, volunteers or others working in behalf of the City of Flint by reason of personal injury, including bodily injury and death and/or property damage, including loss of use thereof, which arises out of or is in any way connected or associated with this contract.

**ACCEPTANCE OF CONDITIONS/NON-COLLUSION AFFIRMATION**

The undersigned hereby declares that he/she has carefully examined the general conditions and specifications and will provide human resource consulting services as described herein for the prices set forth in this proposal. Any changes to the specifications and its impact on the final cost will be discussed and mutually agreed upon before the delivery of the services.

It is understood that all proposed prices shall remain in effect for at least one hundred twenty (120) days from the date of the proposal opening to allow for the award and that, if chosen the successful vendor, the prices will remain firm through invoice.

The proposer affirms that he/she is duly authorized to execute this proposal, that this company, corporation, firm partnership, or individual has not prepared this proposal in collusion with any other proposer and that the contents of this proposal as to prices, terms or conditions have not been communicated by the undersigned, nor by any employee or agent, to any competitor, and will not be, prior to the award and the proposer has full authority to execute any resulting contract awarded as the result of, or on the basis of the proposal.

By submission of a response the Proposer agrees that at the time of submittal, he/she: (1) has no interest (including financial benefit, commission, finder's fee, or any other remuneration) and shall not acquire any interest, either direct or indirect, that would conflict in any manner or degree with the performance of Proposer's services, or (2) benefit from an award resulting in a "Conflict of Interest." A "Conflict of Interest" shall include holding or retaining membership, or employment, on a board, elected office, department, division or bureau, or committee sanctioned by and/or governed by the City of Flint. Proposers shall identify any interests, and the individuals involved on a separate paper with the response and shall understand that the City, at its discretion may reject their proposal.

The Proposer, in submitting this proposal, agrees that the Proposer shall include in their resume any and all information pertinent to aiding the City in determining the abilities of the Proposer. Proposer shall submit, along with their proposal, a list of their equipment for City inspection. Proposer shall execute a contract awarded on the basis of this proposal within ten (10) days after being notified to proceed with work.

The undersigned certifies on behalf of the Proposer that the Proposer is not an "Iran Linked Business," as defined in the Iran Economic Sanctions Act of the State of Michigan, 2012 PA 517.

Firm Name: \_\_\_\_\_

Representative's Name:

Title: \_\_\_\_\_

Signature: \_\_\_\_\_



NON-BIDDER'S RESPONSE

VENDORS NAME: \_

For the purpose of facilitating your firm's response to our invitation to bid, the City of Flint is interested in ascertaining reasons for prospective bidder's failure to respond to "Invitations to Bid". If your firm is not responding to this bid, please indicate the reason(s) by checking any appropriate item(s) below and return this form to the above address.

We are **not** responding to this "Invitation to Bid" for the following reason(s):

\_\_\_\_\_ Items or materials requested not manufactured by us or not available to our company.

\_\_\_\_\_ Our items and/or materials do not meet specifications.

\_\_\_\_\_ Specifications not clearly understood or applicable (too vague, too rigid, etc.).

\_\_\_\_\_ Quantities too Small.

\_\_\_\_\_ Insufficient time allowed for preparation of bid.

\_\_\_\_\_ Incorrect address used. Our correct mailing address is:

\_\_\_\_\_

\_\_\_\_\_ Our branch/division handles this type of bid. We have forwarded this bid on to them but for the future the correct name and mailing address is:

\_\_\_\_\_

\_\_\_\_\_ Other: \_\_\_\_\_

\_\_\_\_\_

Thank you for your participation in this bid.

CITY OF FLINT, MICHIGAN AFFIDAVIT

AFFIDAVIT FOR INDIVIDUAL

STATE OF \_\_\_\_\_

S.S.

COUNTY OF \_\_\_\_\_

\_\_\_\_\_ being duly sworn, deposes and says that they are the person making the above bid; and that said bid is genuine and not sham or collusive, and is not made in the interest of or on behalf of any person not therein named, and that they have not directly or indirectly induced or solicited any bidder to put in a sham bid; that they have not directly or indirectly induced or solicited any other person or corporation to refrain from bidding, and that they have not in any manner sought by collusion to secure themselves any advantage over other bidders.

Subscribed and sworn to before me at \_\_\_\_\_, in said County and State, this \_\_\_\_\_ day of \_\_\_\_\_, A.D. 20\_\_\_\_\_,

\_\_\_\_\_

\*Notary Public, \_\_\_\_\_ County, \_\_\_\_\_

My Commission expires \_\_\_\_\_, 20\_\_\_\_

*NOTE: If executed outside of the State of Michigan, certificate by the Clerk of the Court of Record, authenticating the Notary's Signature and authority should be attached.*

CITY OF FLINT, MICHIGAN AFFIDAVIT  
FOR CORPORATION

STATE OF \_\_\_\_\_

S.S.

COUNTY OF \_\_\_\_\_

\_\_\_\_\_ being duly sworn, deposes and says that  
she/he/they

is \_\_\_\_\_ of \_\_\_\_\_

(Official Title)

(Name of Corporation)

a corporation duly organized and doing business under the laws of the State of

\_\_\_\_\_ the corporation making the within and foregoing bid; that they executed said bid in behalf of said corporation by authority of its Board of Directors; that said bid is genuine and not sham or collusive and is not made in the interests of or on behalf of any person not herein named, and that they have not and said bidder has not directly or indirectly induced or solicited any other person or corporation to refrain from bidding; that they have not and said bidder has not in any manner sought by collusion to secure to themselves or to said corporation an advantage over other bidders.

Subscribed and sworn to before me at \_\_\_\_\_, in said County and State,

this \_\_\_\_\_ day of \_\_\_\_\_, A.D. 20\_\_\_\_\_,

\_\_\_\_\_

\*Notary Public, \_\_\_\_\_ County, \_\_\_\_\_

My Commission expires \_\_\_\_\_, 20\_\_\_\_\_

*NOTE: If executed outside of the State of Michigan, certificate by the Clerk of the Court of Record, authenticating the Notary's Signature and authority should be attached.*

CITY OF FLINT, MICHIGAN AFFIDAVIT  
FOR PARTNERSHIP

STATE OF \_\_\_\_\_

S.S.

COUNTY OF \_\_\_\_\_

\_\_\_\_\_ being duly sworn, deposes and says that they are a member of the firm of \_\_\_\_\_, a co-partnership, making the above bid; that they are duly authorized to make said bid on behalf of said co-partnership; that said bid is genuine and not sham of collusive, and is not made in the interest of or on behalf of any person not therein named, and that they have and said bidder has not directly or indirectly induced or solicited any other person or corporation to refrain from bidding, and that they have not and said bidder has not in any manner sought by collusion to secure to themselves or to said bidder any advantage over other bidders.

Subscribed and sworn to before me at \_\_\_\_\_, in said County and State,

this \_\_\_\_\_ day of \_\_\_\_\_, A.D. 20 \_\_\_\_\_,

\_\_\_\_\_

\*Notary Public, \_\_\_\_\_ County, \_\_\_\_\_

My Commission expires \_\_\_\_\_, 20 \_\_\_\_\_

*NOTE: If executed outside of the State of Michigan, certificate by the Clerk of the Court of Record, authenticating the Notary's Signature and authority should be attached.*

CITY OF FLINT, MICHIGAN AFFIDAVIT

FOR AGENT

STATE OF \_\_\_\_\_

S.S.

COUNTY OF \_\_\_\_\_

\_\_\_\_\_ being duly sworn, deposes and says that they executed the within and foregoing bid in behalf of

\_\_\_\_\_, the bidder therein named, they having been theretofore lawfully authorized, as the agent of said bidder, so to do; that said bid is genuine and not sham or collusive and not made in the interests of or on behalf of any person not therein named, and that they have not and said bidder has not directly or indirectly induced or solicited any bidder to put in a sham bid; that they have not and said bidder has not directly or indirectly induced or solicited any other person or corporation to refrain from bidding, and that they have not and said bidder has not in any manner sought by collusion to secure to themselves or to said bidder any advantage over other bidders.

Subscribed and sworn to before me at \_\_\_\_\_, in said County and State,

this \_\_\_\_\_ day of \_\_\_\_\_, A.D. 20\_\_\_\_\_

\_\_\_\_\_  
\*Notary Public, \_\_\_\_\_ County, \_\_\_\_\_

My Commission expires \_\_\_\_\_, 20\_\_\_\_\_

*NOTE: If executed outside of the State of Michigan, certificate by the Clerk of the Court of Record, authenticating the Notary's Signature and authority should be attached.*



**PRE-PROPOSAL MEETING  
COMPENSATION & CLASSIFICATION STUDY  
PROPOSAL NO. 21000607**

<b>Company Name</b>	
<b>Representative Name</b>	
<b>Address:</b>	
<b>Telephone Number</b>	
<b>Email Address</b>	
<b>Fax Number</b>	

---

(Representative Signature) Date

Please email this form to the attention of Au Lisa McGovern, Purchasing Analyst  
Email: [amcgovern@cityofflint.com](mailto:amcgovern@cityofflint.com)

**YOU MUST SUBMIT THIS FORM IF ATTENDING PRE-PROPOSAL MEETING FOR  
WEDNESDAY, APRIL 28, 2021 @ 10:00 AM. PLEASE SUBMIT BEFORE DUE DATE AND TIME.**

**APPENDIX – JOB CLASSIFICATION TABLES**

**City of Flint Compensation Table – Local 1600**

**City of Flint Compensation Table – Local 1799**

**City of Flint Compensation Table – Exempt  
Job Classes with Pay**

CITY OF FLINT COMPENSATION SCHEDULE DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1600 - PERMANENT 4/29/2012  
 (04/29/12 Revised) **HIRED AFTER 4/1/1994** HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	5th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
01	A	20881.12	22116.64	24462.88	25837.76	27408.16	28260.96	28504.32	28749.76	29095.04	29675.36
	B	803.12	850.64	940.88	993.76	1054.16	1086.96	1096.32	1105.76	1119.04	1141.36
	H	10.039	10.633	11.761	12.422	13.177	13.587	13.704	13.822	13.988	14.267
02	A	21850.40	22981.92	25313.60	26713.44	28100.80	28972.32	29244.80	29538.08	29891.68	30486.56
	B	840.40	883.92	973.60	1027.44	1080.80	1114.32	1124.80	1136.08	1149.68	1172.56
	H	10.505	11.049	12.170	12.843	13.510	13.929	14.060	14.201	14.371	14.657
03	A	22039.68	23187.84	25571.52	26981.76	28421.12	29303.04	29585.92	29881.28	30253.60	30854.72
	B	847.68	891.84	983.52	1037.76	1093.12	1127.04	1137.92	1149.28	1163.60	1186.72
	H	10.596	11.148	12.294	12.972	13.664	14.088	14.224	14.366	14.545	14.834
04	A	22235.20	23404.16	25827.36	27275.04	28762.24	29654.56	29914.56	30232.80	30611.36	31222.88
	B	855.20	900.16	993.36	1049.04	1106.24	1140.56	1150.56	1162.80	1177.36	1200.88
	H	10.690	11.252	12.417	13.113	13.828	14.257	14.382	14.535	14.717	15.011
05	A	22424.48	23608.00	26079.04	27568.32	29086.72	29987.36	30249.44	30582.24	30983.68	31601.44
	B	862.48	908.00	1003.04	1060.32	1118.72	1153.36	1163.44	1176.24	1191.68	1215.44
	H	10.781	11.350	12.538	13.254	13.984	14.417	14.543	14.703	14.896	15.193
06	A	22703.20	23907.52	26438.88	27953.12	29500.64	30411.68	30721.60	31054.40	31487.04	32121.44
	B	873.20	919.52	1016.88	1075.12	1134.64	1169.68	1181.60	1194.40	1211.04	1235.44
	H	10.915	11.494	12.711	13.439	14.183	14.621	14.770	14.930	15.138	15.443



CITY OF FLINT COMPENSATION SCHEDULE DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1600 - PERMANENT 4/29/2012  
 (04/29/12 Revised) **HIRED AFTER 4/1/1994** HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	5th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
07	A	22977.76	24207.04	26792.48	28344.16	29939.52	30865.12	31195.84	31532.80	31998.72	32641.44
	B	883.76	931.04	1030.48	1090.16	1151.52	1187.12	1199.84	1212.80	1230.72	1255.44
	H	11.047	11.638	12.881	13.627	14.394	14.839	14.998	15.160	15.384	15.693
07J	A	23416.64	24662.56	27324.96	28895.36	30503.20	31443.36	31778.24	32111.04	32585.28	33236.32
	B	900.64	948.56	1050.96	1111.36	1173.20	1209.36	1222.24	1235.04	1253.28	1278.32
	H	11.258	11.857	13.137	13.892	14.665	15.117	15.278	15.438	15.666	15.979
08	A	23279.36	24529.44	27189.76	28789.28	30432.48	31370.56	31715.84	32056.96	32547.84	33196.80
	B	895.36	943.44	1045.76	1107.28	1170.48	1206.56	1219.84	1232.96	1251.84	1276.80
	H	11.192	11.793	13.072	13.841	14.631	15.082	15.248	15.412	15.648	15.960
09	A	23591.36	24862.24	27597.44	29236.48	30927.52	31882.24	32233.76	32579.04	33092.80	33754.24
	B	907.36	956.24	1061.44	1124.48	1189.52	1226.24	1239.76	1253.04	1272.80	1298.24
	H	11.342	11.953	13.268	14.056	14.869	15.328	15.497	15.663	15.910	16.228
10	A	23878.40	25182.56	27971.84	29660.80	31393.44	32362.72	32724.64	33103.20	33621.12	34290.88
	B	918.40	968.56	1075.84	1140.80	1207.44	1244.72	1258.64	1273.20	1293.12	1318.88
	H	11.480	12.107	13.448	14.260	15.093	15.559	15.733	15.915	16.164	16.486
11	A	24184.16	25500.80	28354.56	30080.96	31865.60	32851.52	33225.92	33631.52	34147.36	34831.68
	B	930.16	980.80	1090.56	1156.96	1225.60	1263.52	1277.92	1293.52	1313.36	1339.68
	H	11.627	12.260	13.632	14.462	15.320	15.794	15.974	16.169	16.417	16.746

CITY OF FLINT COMPENSATION SCHEDULE DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1600 - PERMANENT 4/29/2012  
 (04/29/12 Revised) **HIRED AFTER 4/1/1994** HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	5th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
12	A	24479.52	25823.20	28753.92	30517.76	32350.24	33346.56	33733.44	34147.36	34684.00	35378.72
	B	941.52	993.20	1105.92	1173.76	1244.24	1282.56	1297.44	1313.36	1334.00	1360.72
	H	11.769	12.415	13.824	14.672	15.553	16.032	16.218	16.417	16.675	17.009
13	A	24789.44	26156.00	29142.88	30962.88	32828.64	33847.84	34238.88	34673.60	35241.44	35946.56
	B	953.44	1006.00	1120.88	1190.88	1262.64	1301.84	1316.88	1333.60	1355.44	1382.56
	H	11.918	12.575	14.011	14.886	15.783	16.273	16.461	16.670	16.943	17.282
14	A	25097.28	26480.48	29546.40	31395.52	33311.20	34342.88	34738.08	35187.36	35788.48	36506.08
	B	965.28	1018.48	1136.40	1207.52	1281.20	1320.88	1336.08	1353.36	1376.48	1404.08
	H	12.066	12.731	14.205	15.094	16.015	16.511	16.701	16.917	17.206	17.551
15	A	25396.80	26807.04	29933.28	31838.56	33800.00	34844.16	35274.72	35726.08	36366.72	37092.64
	B	976.80	1031.04	1151.28	1224.56	1300.00	1340.16	1356.72	1374.08	1398.72	1426.64
	H	12.210	12.888	14.391	15.307	16.250	16.752	16.959	17.176	17.484	17.833
16	A	25706.72	27137.76	30336.80	32287.84	34288.80	35351.68	35813.44	36283.52	36942.88	37683.36
	B	988.72	1043.76	1166.80	1241.84	1318.80	1359.68	1377.44	1395.52	1420.88	1449.36
	H	12.359	13.047	14.585	15.523	16.485	16.996	17.218	17.444	17.761	18.117
17	A	26043.68	27505.92	30781.92	32789.12	34842.08	35925.76	36404.16	36878.40	37560.64	38309.44
	B	1001.68	1057.92	1183.92	1261.12	1340.08	1381.76	1400.16	1418.40	1444.64	1473.44
	H	12.521	13.224	14.799	15.764	16.751	17.272	17.502	17.730	18.058	18.418

CITY OF FLINT COMPENSATION SCHEDULE DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1600 - PERMANENT 4/29/2012  
 (04/29/12 Revised) **HIRED AFTER 4/1/1994** HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	5th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
18	A	26380.64	27867.84	31235.36	33282.08	35397.44	36491.52	36990.72	37494.08	38176.32	38941.76
	B	1014.64	1071.84	1201.36	1280.08	1361.44	1403.52	1422.72	1442.08	1468.32	1497.76
	H	12.683	13.398	15.017	16.001	17.018	17.544	17.784	18.026	18.354	18.722
18A	A	26813.28	28319.20	31724.16	33785.44	35923.68	37030.24	37525.28	38032.80	38721.28	39492.96
	B	1031.28	1089.20	1220.16	1299.44	1381.68	1424.24	1443.28	1462.80	1489.28	1518.96
	H	12.891	13.615	15.252	16.243	17.271	17.803	18.041	18.285	18.616	18.987
19	A	27443.52	28997.28	32556.16	34690.24	36897.12	38036.96	38532.00	39064.48	39773.76	40570.40
	B	1055.52	1115.28	1252.16	1334.24	1419.12	1462.96	1482.00	1502.48	1529.76	1560.40
	H	13.194	13.941	15.652	16.678	17.739	18.287	18.525	18.781	19.122	19.505
20	A	27878.24	29463.20	33111.52	35310.08	37575.20	38735.84	39230.88	39809.12	40535.04	41346.24
	B	1072.24	1133.20	1273.52	1358.08	1445.20	1489.84	1508.88	1531.12	1559.04	1590.24
	H	13.403	14.165	15.919	16.976	18.065	18.623	18.861	19.139	19.488	19.878
21	A	28360.80	29983.20	33737.60	35996.48	38334.40	39517.92	40058.72	40634.88	41323.36	42147.04
	B	1090.80	1153.20	1297.60	1384.48	1474.40	1519.92	1540.72	1562.88	1589.36	1621.04
	H	13.635	14.415	16.220	17.306	18.430	18.999	19.259	19.536	19.867	20.263
22	A	28845.44	30496.96	34351.20	36687.04	39089.44	40297.92	40892.80	41481.44	42124.16	42964.48
	B	1109.44	1172.96	1321.20	1411.04	1503.44	1549.92	1572.80	1595.44	1620.16	1652.48
	H	13.868	14.662	16.515	17.638	18.793	19.374	19.660	19.943	20.252	20.656

CITY OF FLINT COMPENSATION SCHEDULE DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1600 - PERMANENT 4/29/2012  
 (04/29/12 Revised) **HIRED AFTER 4/1/1994** HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	5th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
22A	A	29637.92	31353.92	35414.08	37901.76	40470.56	41714.40	42350.88	42993.60	43615.52	44489.12
	B	1139.92	1205.92	1362.08	1457.76	1556.56	1604.40	1628.88	1653.60	1677.52	1711.12
	H	14.249	15.074	17.026	18.222	19.457	20.055	20.361	20.670	20.969	21.389
22B	A	30638.40	32472.96	36788.96	39478.40	42246.88	43555.20	44249.92	44936.32	45547.84	46460.96
	B	1178.40	1248.96	1414.96	1518.40	1624.88	1675.20	1701.92	1728.32	1751.84	1786.96
	H	14.730	15.612	17.687	18.980	20.311	20.940	21.274	21.604	21.898	22.337
23	A	31711.68	33648.16	38234.56	41132.00	44131.36	45497.92	46242.56	46995.52	47594.56	48545.12
	B	1219.68	1294.16	1470.56	1582.00	1697.36	1749.92	1778.56	1807.52	1830.56	1867.12
	H	15.246	16.177	18.382	19.775	21.217	21.874	22.232	22.594	22.882	23.339
24	A	32366.88	34347.04	39076.96	42072.16	45163.04	46558.72	47330.40	48120.80	48642.88	49614.24
	B	1244.88	1321.04	1502.96	1618.16	1737.04	1790.72	1820.40	1850.80	1870.88	1908.24
	H	15.561	16.513	18.787	20.227	21.713	22.384	22.755	23.135	23.386	23.853
25	A	33017.92	35048.00	39927.68	43006.08	46205.12	47634.08	48405.76	49225.28	49703.68	50697.92
	B	1269.92	1348.00	1535.68	1654.08	1777.12	1832.08	1861.76	1893.28	1911.68	1949.92
	H	15.874	16.850	19.196	20.676	22.214	22.901	23.272	23.666	23.896	24.374
26	A	33714.72	35807.20	40840.80	44027.36	47334.56	48794.72	49591.36	50427.52	50849.76	51864.80
	B	1296.72	1377.20	1570.80	1693.36	1820.56	1876.72	1907.36	1939.52	1955.76	1994.80
	H	16.209	17.215	19.635	21.167	22.757	23.459	23.842	24.244	24.447	24.935

CITY OF FLINT COMPENSATION SCHEDULE DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1600 - PERMANENT 4/29/2012  
 (04/29/12 Revised) **HIRED AFTER 4/1/1994** HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	5th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
27	A	34413.60	36566.40	41753.92	45038.24	48449.44	49953.28	50781.12	51667.20	52018.72	53058.72
	B	1323.60	1406.40	1605.92	1732.24	1863.44	1921.28	1953.12	1987.20	2000.72	2040.72
	H	16.545	17.580	20.074	21.653	23.293	24.016	24.414	24.840	25.009	25.509
28	A	41296.32	42384.16	46797.92	48873.76	50951.68	51796.16	52700.96	53058.72	54121.60	
	B	1588.32	1630.16	1799.92	1879.76	1959.68	1992.16	2026.96	2040.72	2081.60	
	H	19.854	20.377	22.499	23.497	24.496	24.902	25.337	25.509	26.020	
29	A	42120.00	43228.64	47736.00	49851.36	51966.72	52834.08	53751.36	54121.60	55201.12	
	B	1620.00	1662.64	1836.00	1917.36	1998.72	2032.08	2067.36	2081.60	2123.12	
	H	20.250	20.783	22.950	23.967	24.984	25.401	25.842	26.020	26.539	
30	A	42960.32	44091.84	48692.80	50847.68	53008.80	53888.64	54824.64	55201.12	56305.60	
	B	1652.32	1695.84	1872.80	1955.68	2038.80	2072.64	2108.64	2123.12	2165.60	
	H	20.654	21.198	23.410	24.446	25.485	25.908	26.358	26.539	27.070	
31	A	43825.60	44975.84	49664.16	51862.72	54071.68	54966.08	55922.88	56303.52	57430.88	
	B	1685.60	1729.84	1910.16	1994.72	2079.68	2114.08	2150.88	2165.52	2208.88	
	H	21.070	21.623	23.877	24.934	25.996	26.426	26.886	27.069	27.611	
32	A	44701.28	45874.40	50658.40	52898.56	55149.12	56064.32	57044.00	57428.80	58579.04	
	B	1719.28	1764.40	1948.40	2034.56	2121.12	2156.32	2194.00	2208.80	2253.04	
	H	21.491	22.055	24.355	25.432	26.514	26.954	27.425	27.610	28.163	

CITY OF FLINT COMPENSATION SCHEDULE      DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1600 - PERMANENT      4/29/2012  
 (04/29/12 Revised) **HIRED AFTER 4/1/1994**      HOURS/YEAR: 2080

Occupational Level	Base	1st 6	2nd 6	2nd Year	3rd Year	4th Year	5th Year	11th thru	16th thru	21st thru	25th
		Months	Months					15th Year	20th Year	24th Year	Year and Over
33	A	45591.52	46791.68	51671.36	53963.52	56253.60	57185.44	58185.92	58579.04	59750.08	
	B	1753.52	1799.68	1987.36	2075.52	2163.60	2199.44	2237.92	2253.04	2298.08	
	H	21.919	22.496	24.842	25.944	27.045	27.493	27.974	28.163	28.726	
34	A	46508.80	47725.60	52705.12	55038.88	57380.96	58329.44	59346.56	59750.08	60950.24	
	B	1788.80	1835.60	2027.12	2116.88	2206.96	2243.44	2282.56	2298.08	2344.24	
	H	22.360	22.945	25.339	26.461	27.587	28.043	28.532	28.726	29.303	
35	A	47438.56	48680.32	53757.60	56141.28	58527.04	59498.40	60532.16	60948.16	62169.12	
	B	1824.56	1872.32	2067.60	2159.28	2251.04	2288.40	2328.16	2344.16	2391.12	
	H	22.807	23.404	25.845	26.991	28.138	28.605	29.102	29.302	29.889	
36	A	48387.04	49657.92	54832.96	57266.56	59696.00	60686.08	61744.80	62167.04	63410.88	
	B	1861.04	1909.92	2108.96	2202.56	2296.00	2334.08	2374.80	2391.04	2438.88	
	H	23.263	23.874	26.362	27.532	28.700	29.176	29.685	29.888	30.486	
37	A	49354.24	50652.16	55931.20	58410.56	60889.92	61898.72	62980.32	63410.88	64679.68	
	B	1898.24	1948.16	2151.20	2246.56	2341.92	2380.72	2422.32	2438.88	2487.68	
	H	23.728	24.352	26.890	28.082	29.274	29.759	30.279	30.486	31.096	
38	A	50340.16	51665.12	57050.24	59577.44	62108.80	63136.32	64238.72	64677.60	65973.44	
	B	1936.16	1987.12	2194.24	2291.44	2388.80	2428.32	2470.72	2487.60	2537.44	
	H	24.202	24.839	27.428	28.643	29.860	30.354	30.884	31.095	31.718	

CITY OF FLINT COMPENSATION SCHEDULE DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1600 - PERMANENT 4/29/2012  
 (04/29/12 Revised) **HIRED AFTER 4/1/1994** HOURS/YEAR: 2080

Occupational Level	Base	1st 6	2nd 6	2nd Year	3rd Year	4th Year	5th Year	11th thru	16th thru	21st thru	25th
		Months	Months					15th Year	20th Year	24th Year	Year and Over
39	A	51346.88	52698.88	58192.16	60769.28	63352.64	64400.96	65517.92	65973.44	67292.16	
	B	1974.88	2026.88	2238.16	2337.28	2436.64	2476.96	2519.92	2537.44	2588.16	
	H	24.686	25.336	27.977	29.216	30.458	30.962	31.499	31.718	32.352	
40	A	52372.32	53751.36	59352.80	61984.00	64617.28	65688.48	66828.32	67292.16	68637.92	
	B	2014.32	2067.36	2282.80	2384.00	2485.28	2526.48	2570.32	2588.16	2639.92	
	H	25.179	25.842	28.535	29.800	31.066	31.581	32.129	32.352	32.999	
41	A	53420.64	54824.64	60540.48	63221.60	65908.96	67003.04	68169.92	68635.84	70010.72	
	B	2054.64	2108.64	2328.48	2431.60	2534.96	2577.04	2621.92	2639.84	2692.72	
	H	25.683	26.358	29.106	30.395	31.687	32.213	32.774	32.998	33.659	
42	A	54489.76	55922.88	61751.04	64488.32	67229.76	68344.64	69530.24	70010.72	71410.56	
	B	2095.76	2150.88	2375.04	2480.32	2585.76	2628.64	2674.24	2692.72	2746.56	
	H	26.197	26.886	29.688	31.004	32.322	32.858	33.428	33.659	34.332	
43	A	55579.68	57044.00	62986.56	65777.92	68575.52	69713.28	70923.84	71410.56	72837.44	
	B	2137.68	2194.00	2422.56	2529.92	2637.52	2681.28	2727.84	2746.56	2801.44	
	H	26.721	27.425	30.282	31.624	32.969	33.516	34.098	34.332	35.018	
44	A	56690.40	58183.84	64244.96	67094.56	69944.16	71102.72	72340.32	72837.44	74293.44	
	B	2180.40	2237.84	2470.96	2580.56	2690.16	2734.72	2782.32	2801.44	2857.44	
	H	27.255	27.973	30.887	32.257	33.627	34.184	34.779	35.018	35.718	

CITY OF FLINT COMPENSATION SCHEDULE      DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1600 - PERMANENT      4/29/2012  
 (04/29/12 Revised) **HIRED AFTER 4/1/1994**      HOURS/YEAR: 2080

Occupational Level	Base	1st 6	2nd 6	2nd Year	3rd Year	4th Year	5th Year	11th thru	16th thru	21st thru	25th
		Months	Months					15th Year	20th Year	24th Year	Year and Over
45	A	57826.08	59344.48	65530.40	68438.24	71344.00	72523.36	73783.84	74293.44	75780.64	
	B	2224.08	2282.48	2520.40	2632.24	2744.00	2789.36	2837.84	2857.44	2914.64	
	H	27.801	28.531	31.505	32.903	34.300	34.867	35.473	35.718	36.433	



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CITY OF FLINT COMPENSATION SCHEDULE DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1799 - PERMANENT 7/1/2009  
 (07/01/09 Revised) HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	4th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
12	A	29163.68	29756.48	30353.44	31568.16	32895.20	33413.12	34005.92	34858.72	35555.52
	B	1121.68	1144.48	1167.44	1214.16	1265.20	1285.12	1307.92	1340.72	1367.52
	H	14.021	14.306	14.593	15.177	15.815	16.064	16.349	16.759	17.094
13	A	29802.24	30426.24	31046.08	32314.88	33698.08	34247.20	34860.80	35730.24	36447.84
	B	1146.24	1170.24	1194.08	1242.88	1296.08	1317.20	1340.80	1374.24	1401.84
	H	14.328	14.628	14.926	15.536	16.201	16.465	16.760	17.178	17.523
14	A	30436.64	31091.84	31740.80	33061.60	34505.12	35083.36	35713.60	36605.92	37338.08
	B	1170.64	1195.84	1220.80	1271.60	1327.12	1349.36	1373.60	1407.92	1436.08
	H	14.633	14.948	15.260	15.895	16.589	16.867	17.170	17.599	17.951
15	A	31071.04	31751.20	32435.52	33808.32	35310.08	35917.44	36564.32	37462.88	38211.68
	B	1195.04	1221.20	1247.52	1300.32	1358.08	1381.44	1406.32	1440.88	1469.68
	H	14.938	15.265	15.594	16.254	16.976	17.268	17.579	18.011	18.371
16	A	31709.60	32418.88	33128.16	34548.80	36108.80	36757.76	37419.20	38348.96	39116.48
	B	1219.60	1246.88	1274.16	1328.80	1388.80	1413.76	1439.20	1474.96	1504.48
	H	15.245	15.586	15.927	16.610	17.360	17.672	17.990	18.437	18.806
17	A	32346.08	33082.40	33824.96	35299.68	36911.68	37593.92	38265.76	39224.64	40010.88
	B	1244.08	1272.40	1300.96	1357.68	1419.68	1445.92	1471.76	1508.64	1538.88
	H	15.551	15.905	16.262	16.971	17.746	18.074	18.397	18.858	19.236

CITY OF FLINT COMPENSATION SCHEDULE DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1799 - PERMANENT 7/1/2009  
 (07/01/09 Revised) HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	4th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
18	A	32980.48	33743.84	34513.44	35998.56	37716.64	38421.76	39126.88	40096.16	40894.88
	B	1268.48	1297.84	1327.44	1384.56	1450.64	1477.76	1504.88	1542.16	1572.88
	H	15.856	16.223	16.593	17.307	18.133	18.472	18.811	19.277	19.661
19	A	34975.20	35763.52	36564.32	38161.76	39888.16	40599.52	41344.16	42346.72	43193.28
	B	1345.20	1375.52	1406.32	1467.76	1534.16	1561.52	1590.16	1628.72	1661.28
	H	16.815	17.194	17.579	18.347	19.177	19.519	19.877	20.359	20.766
20	A	35778.08	36605.92	37425.44	39093.60	40884.48	41583.36	42390.40	43409.60	44274.88
	B	1376.08	1407.92	1439.44	1503.60	1572.48	1599.36	1630.40	1669.60	1702.88
	H	17.201	17.599	17.993	18.795	19.656	19.992	20.380	20.870	21.286
21	A	36674.56	37537.76	38398.88	40119.04	41984.80	42746.08	43557.28	44530.72	45420.96
	B	1410.56	1443.76	1476.88	1543.04	1614.80	1644.08	1675.28	1712.72	1746.96
	H	17.632	18.047	18.461	19.288	20.185	20.551	20.941	21.409	21.837
22	A	37562.72	38469.60	39364.00	41161.12	43083.04	43921.28	44757.44	45653.92	46569.12
	B	1444.72	1479.60	1514.00	1583.12	1657.04	1689.28	1721.44	1755.92	1791.12
	H	18.059	18.495	18.925	19.789	20.713	21.116	21.518	21.949	22.389
22A	A	39037.44	40008.80	41005.12	42972.80	45086.08	45988.80	46945.60	47887.84	48844.64
	B	1501.44	1538.80	1577.12	1652.80	1734.08	1768.80	1805.60	1841.84	1878.64
	H	18.768	19.235	19.714	20.660	21.676	22.110	22.570	23.023	23.483

CITY OF FLINT COMPENSATION SCHEDULE DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1799 - PERMANENT 7/1/2009  
 (07/01/09 Revised) HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	4th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
22B	A	40921.92	42022.24	43112.16	45445.92	48066.72	49154.56	50236.16	51197.12	52220.48
	B	1573.92	1616.24	1658.16	1747.92	1848.72	1890.56	1932.16	1969.12	2008.48
	H	19.674	20.203	20.727	21.849	23.109	23.632	24.152	24.614	25.106
23	A	42550.56	43973.28	45412.64	48256.00	51259.52	52497.12	53722.24	54697.76	55791.84
	B	1636.56	1691.28	1746.64	1856.00	1971.52	2019.12	2066.24	2103.76	2145.84
	H	20.457	21.141	21.833	23.200	24.644	25.239	25.828	26.297	26.823
24	A	43948.32	45441.76	46928.96	49890.88	53006.72	54260.96	55558.88	56436.64	57566.08
	B	1690.32	1747.76	1804.96	1918.88	2038.72	2086.96	2136.88	2170.64	2214.08
	H	21.129	21.847	22.562	23.986	25.484	26.087	26.711	27.133	27.676
25	A	45371.04	46912.32	48453.60	51534.08	54766.40	56028.96	57387.20	58146.40	59311.20
	B	1745.04	1804.32	1863.60	1982.08	2106.40	2154.96	2207.20	2236.40	2281.20
	H	21.813	22.554	23.295	24.776	26.330	26.937	27.590	27.955	28.515
26	A	46889.44	48497.28	50096.80	53327.04	56675.84	57986.24	59336.16	60053.76	61256.00
	B	1803.44	1865.28	1926.80	2051.04	2179.84	2230.24	2282.16	2309.76	2356.00
	H	22.543	23.316	24.085	25.638	27.248	27.878	28.527	28.872	29.450
27	A	48401.60	50069.76	51752.48	55095.04	58576.96	59922.72	61380.80	61977.76	63217.44
	B	1861.60	1925.76	1990.48	2119.04	2252.96	2304.72	2360.80	2383.76	2431.44
	H	23.270	24.072	24.881	26.488	28.162	28.809	29.510	29.797	30.393

CITY OF FLINT COMPENSATION SCHEDULE DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1799 - PERMANENT 7/1/2009  
 (07/01/09 Revised) HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	4th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
28	A	50071.84	51814.88	53568.32	57039.84	60659.04	62069.28	63558.56	64036.96	65318.24
	B	1925.84	1992.88	2060.32	2193.84	2333.04	2387.28	2444.56	2462.96	2512.24
	H	24.073	24.911	25.754	27.423	29.163	29.841	30.557	30.787	31.403
29	A	51762.88	53574.56	55371.68	58984.64	62736.96	64207.52	65730.08	66081.60	67404.48
	B	1990.88	2060.56	2129.68	2268.64	2412.96	2469.52	2528.08	2541.60	2592.48
	H	24.886	25.757	26.621	28.358	30.162	30.869	31.601	31.770	32.406
30	A	53624.48	55506.88	57374.72	61152.00	65062.40	66605.76	68234.40	68413.28	69781.92
	B	2062.48	2134.88	2206.72	2352.00	2502.40	2561.76	2624.40	2631.28	2683.92
	H	25.781	26.686	27.584	29.400	31.280	32.022	32.805	32.891	33.549
31	A	55508.96	57464.16	59429.76	63336.00	67389.92	69035.20	70734.56	70734.56	72151.04
	B	2134.96	2210.16	2285.76	2436.00	2591.92	2655.20	2720.56	2720.56	2775.04
	H	26.687	27.627	28.572	30.450	32.399	33.190	34.007	34.007	34.688
32	A	57624.32	59681.44	61715.68	65813.28	70046.08	71764.16	73357.44	73357.44	74823.84
	B	2216.32	2295.44	2373.68	2531.28	2694.08	2760.16	2821.44	2821.44	2877.84
	H	27.704	28.693	29.671	31.641	33.676	34.502	35.268	35.268	35.973
33	A	59791.68	61917.44	64051.52	68307.20	72714.72	74486.88	75994.88	75994.88	77515.36
	B	2299.68	2381.44	2463.52	2627.20	2796.72	2864.88	2922.88	2922.88	2981.36
	H	28.746	29.768	30.794	32.840	34.959	35.811	36.536	36.536	37.267

CITY OF FLINT COMPENSATION SCHEDULE DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1799 - PERMANENT 7/1/2009  
 (07/01/09 Revised) HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	4th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
34	A	62495.68	64742.08	66998.88	71518.72	76152.96	78022.88	79401.92	79401.92	80988.96
	B	2403.68	2490.08	2576.88	2750.72	2928.96	3000.88	3053.92	3053.92	3114.96
	H	30.046	31.126	32.211	34.384	36.612	37.511	38.174	38.174	38.937
35	A	65218.40	67585.44	69954.56	74707.36	79595.36	81552.64	82815.20	82815.20	84470.88
	B	2508.40	2599.44	2690.56	2873.36	3061.36	3136.64	3185.20	3185.20	3248.88
	H	31.355	32.493	33.632	35.917	38.267	39.208	39.815	39.815	40.611
36	A	68775.20	71296.16	73821.28	78859.04	84038.24	86126.56	87297.60	87297.60	89042.72
	B	2645.20	2742.16	2839.28	3033.04	3232.24	3312.56	3357.60	3357.60	3424.72
	H	33.065	34.277	35.491	37.913	40.403	41.407	41.970	41.970	42.809
37	A	72356.96	75021.44	77692.16	83039.84	88514.40	90721.28	91782.08	91782.08	93620.80
	B	2782.96	2885.44	2988.16	3193.84	3404.40	3489.28	3530.08	3530.08	3600.80
	H	34.787	36.068	37.352	39.923	42.555	43.616	44.126	44.126	45.010
38	A	76177.92	79004.64	81827.20	87478.56	93254.72	95600.96	96524.48	96524.48	98456.80
	B	2929.92	3038.64	3147.20	3364.56	3586.72	3676.96	3712.48	3712.48	3786.80
	H	36.624	37.983	39.340	42.057	44.834	45.962	46.406	46.406	47.335
39	A	80007.20	82975.36	85949.76	91904.80	98001.28	100466.08	101268.96	101268.96	103294.88
	B	3077.20	3191.36	3305.76	3534.80	3769.28	3864.08	3894.96	3894.96	3972.88
	H	38.465	39.892	41.322	44.185	47.116	48.301	48.687	48.687	49.661

CITY OF FLINT COMPENSATION SCHEDULE    DEPARTMENT OF HUMAN RESOURCES  
 LOCAL 1799 - PERMANENT    7/1/2009  
 (07/01/09 Revised)    HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	4th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
40	A	83817.76	86962.72	90082.72	96349.76	102747.84	105331.20	106015.52	106015.52	108135.04
	B	3223.76	3344.72	3464.72	3705.76	3951.84	4051.20	4077.52	4077.52	4159.04
	H	40.297	41.809	43.309	46.322	49.398	50.640	50.969	50.969	51.988

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## CITY OF FLINT COMPENSATION SCHEDULE

DEPARTMENT OF HUMAN  
RESOURCES

## EXEMPT - PERMANENT

7/1/1999

(7/1/98 Rates + 2.5% - Resolution 971046) , (Levels 41 to 50  
Added - Resolution 041146.1)

HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
05	A	27364.36	27671.94	28101.70	28950.48	29810.03	30188.77	30594.37	31102.04	31724.07
	B	1052.48	1064.32	1080.88	1113.52	1146.56	1161.12	1176.72	1196.24	1220.16
	H	13.156	13.304	13.511	13.919	14.332	14.514	14.709	14.953	15.252
06	A	27561.79	27988.88	28429.40	29294.32	30172.65	30556.76	30975.80	31491.54	32121.38
	B	1060.08	1076.56	1093.44	1126.72	1160.48	1175.28	1191.44	1211.28	1235.44
	H	13.251	13.457	13.668	14.084	14.506	14.691	14.893	15.141	15.443
07	A	27873.39	28313.90	28759.79	29643.50	30537.97	30930.11	31354.53	31881.01	32518.63
	B	1072.08	1089.04	1106.16	1140.16	1174.56	1189.68	1206.00	1226.24	1250.72
	H	13.401	13.613	13.827	14.252	14.682	14.871	15.075	15.328	15.634
08	A	28195.70	28636.22	29098.23	29995.37	30908.64	31311.57	32892.16	32278.53	32924.12
	B	1084.48	1101.44	1119.20	1153.68	1188.80	1204.32	1265.12	1241.52	1266.32
	H	13.556	13.768	13.990	14.421	14.860	15.054	15.814	15.519	15.829
09	A	28520.72	28977.37	29439.37	30358.00	31290.08	31701.04	32141.54	32692.21	33346.07
	B	1096.96	1114.56	1132.32	1167.68	1203.52	1219.28	1236.24	1257.44	1282.56
	H	13.712	13.932	14.154	14.596	15.044	15.241	15.453	15.718	16.032
10	A	28853.80	29315.82	29791.26	30728.67	31676.85	32095.90	32539.10	33103.17	33765.24
	B	1109.76	1127.60	1145.84	1181.92	1218.40	1234.48	1251.52	1273.20	1298.72
	H	13.872	14.095	14.323	14.774	15.230	15.431	15.644	15.915	16.234

## CITY OF FLINT COMPENSATION SCHEDULE

DEPARTMENT OF HUMAN  
RESOURCES

## EXEMPT - PERMANENT

7/1/1999

(7/1/98 Rates + 2.5% - Resolution 971046) , (Levels 41 to 50  
Added - Resolution 041146.1)

HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
11	A	29194.91	29670.36	30151.17	31104.73	32069.02	32498.80	32958.13	33527.59	34198.12
	B	1122.88	1141.20	1159.68	1196.40	1233.44	1250.00	1267.68	1289.52	1315.36
	H	14.036	14.265	14.496	14.955	15.418	15.625	15.846	16.119	16.442
12	A	29544.12	30011.50	30484.24	31427.04	32372.55	32799.63	33232.09	33857.95	34535.11
	B	1136.32	1154.32	1172.48	1208.80	1245.12	1261.52	1278.16	1302.24	1328.32
	H	14.204	14.429	14.656	15.110	15.564	15.769	15.977	16.278	16.604
13	A	30008.81	30497.66	30981.17	31950.85	32923.19	33361.02	33812.29	34448.89	35137.87
	B	1154.24	1173.04	1191.60	1228.88	1266.32	1283.12	1300.48	1324.96	1351.52
	H	14.428	14.663	14.895	15.361	15.829	16.039	16.256	16.562	16.894
14	A	30476.19	30978.49	31478.10	32469.26	33468.47	33919.73	34354.58	35031.76	35732.41
	B	1172.16	1191.52	1210.72	1248.88	1287.28	1304.64	1321.36	1347.44	1374.32
	H	14.652	14.894	15.134	15.611	16.091	16.308	16.517	16.843	17.179
15	A	30973.11	31488.82	31999.20	33022.59	34051.35	34510.66	34988.79	35657.61	36370.75
	B	1191.28	1211.12	1230.80	1270.16	1309.68	1327.36	1345.76	1371.44	1398.88
	H	14.891	15.139	15.385	15.877	16.371	16.592	16.822	17.143	17.486
16	A	31467.35	31996.50	32520.29	33575.91	34626.17	35101.61	35590.48	36280.81	37006.41
	B	1210.32	1230.64	1250.80	1291.44	1331.84	1350.08	1368.88	1395.44	1423.36
	H	15.129	15.383	15.635	16.143	16.648	16.876	17.111	17.443	17.792

## CITY OF FLINT COMPENSATION SCHEDULE

DEPARTMENT OF HUMAN  
RESOURCES

## EXEMPT - PERMANENT

7/1/1999

(7/1/98 Rates + 2.5% - Resolution 971046) , (Levels 41 to 50  
Added - Resolution 041146.1)

HOURS/YEAR: 2080

Occupational Level	Base	1st 6 Months	2nd 6 Months	2nd Year	3rd Year	4th Year	11th thru 15th Year	16th thru 20th Year	21st thru 24th Year	25th Year and Over
17	A	31940.09	32485.38	33030.64	34123.88	35217.09	35716.72	36219.00	36928.14	37666.69
	B	1228.48	1249.44	1270.48	1312.48	1354.56	1373.76	1393.04	1420.32	1448.72
	H	15.356	15.618	15.881	16.406	16.932	17.172	17.413	17.754	18.109
18	A	32410.16	32974.23	33541.00	34671.82	35816.09	36331.82	36858.31	37572.80	38324.25
	B	1246.56	1268.24	1290.08	1333.60	1377.60	1397.44	1417.68	1445.12	1474.08
	H	15.582	15.853	16.126	16.670	17.220	17.468	17.721	18.064	18.426
18A	A	32936.63	33500.71	34067.46	35200.98	36345.26	36860.97	37384.76	38101.96	38864.00
	B	1266.80	1288.56	1310.32	1353.92	1397.92	1417.76	1437.92	1465.52	1494.80
	H	15.835	16.107	16.379	16.924	17.474	17.722	17.974	18.319	18.685
19	A	33879.44	34470.37	35061.30	36243.19	37422.37	37940.77	38499.50	39243.53	40028.40
	B	1303.12	1325.84	1348.56	1394.00	1439.36	1459.28	1480.80	1509.36	1539.60
	H	16.289	16.573	16.857	17.425	17.992	18.241	18.510	18.867	19.245
20	A	34481.12	35088.17	35697.93	36933.51	38155.68	38671.39	39270.39	40027.88	40828.44
	B	1326.24	1349.60	1373.04	1420.56	1467.52	1487.36	1510.40	1539.60	1570.32
	H	16.578	16.870	17.163	17.757	18.344	18.592	18.880	19.245	19.629
21	A	35144.57	35778.48	36417.78	37693.68	38969.54	39536.32	40135.30	40852.48	41669.52
	B	1351.76	1376.16	1400.72	1449.76	1498.88	1520.64	1543.68	1571.28	1602.72
	H	16.897	17.202	17.509	18.122	18.736	19.008	19.296	19.641	20.034

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22	A	35805.35	36468.83	37129.59	38459.19	39786.10	40406.60	41024.40	41690.54	42524.35
	B	1377.20	1402.64	1428.08	1479.20	1530.24	1554.16	1577.92	1603.52	1635.60
	H	17.215	17.533	17.851	18.490	19.128	19.427	19.724	20.044	20.445
22A	A	36890.54	37610.40	38346.37	39807.60	41260.77	41932.28	42644.08	43337.09	44203.84
	B	1418.88	1446.56	1474.88	1531.12	1586.96	1612.80	1640.16	1666.88	1700.16
	H	17.736	18.082	18.436	19.139	19.837	20.160	20.502	20.836	21.252
22B	A	38287.29	39101.17	39915.05	41636.81	43466.04	44274.55	45074.99	45789.49	46705.27
	B	1472.64	1503.92	1535.20	1601.44	1671.84	1702.88	1733.68	1761.20	1796.40
	H	18.408	18.799	19.190	20.018	20.898	21.286	21.671	22.015	22.455
22C	A	40049.36	40865.92	41690.54	43358.60	45058.88	45827.09	46614.11	47425.30	48373.81
	B	1540.40	1571.76	1603.52	1667.68	1733.04	1762.64	1792.88	1824.08	1860.56
	H	19.255	19.647	20.044	20.846	21.663	22.033	22.411	22.801	23.257
22D	A	41986.02	42842.87	43707.78	45461.78	47242.65	48051.16	48878.48	49727.27	50721.83
	B	1614.88	1647.84	1681.12	1748.56	1817.04	1848.16	1880.00	1912.64	1950.88
	H	20.186	20.598	21.014	21.857	22.713	23.102	23.500	23.908	24.386
22E	A	44016.67	44916.51	45824.41	47667.06	49539.23	50385.37	51252.97	52147.42	53190.39
	B	1692.96	1727.60	1762.48	1833.36	1905.36	1937.92	1971.28	2005.68	2045.84
	H	21.162	21.595	22.031	22.917	23.817	24.224	24.641	25.071	25.573

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23	A	48949.73	50308.56	51050.69	53127.48	55231.48	56130.82	57036.22	57746.62	58901.56
	B	1882.72	1934.96	1963.52	2043.36	2124.32	2158.88	2193.76	2221.04	2265.44
	H	23.534	24.187	24.544	25.542	26.554	26.986	27.422	27.763	28.318
24	A	49974.50	51068.84	52157.11	54326.09	56501.15	57429.22	58381.45	59022.32	60202.78
	B	1922.16	1964.24	2006.08	2089.52	2173.12	2208.88	2245.44	2270.16	2315.52
	H	24.027	24.553	25.076	26.119	27.164	27.611	28.068	28.377	28.944
25	A	51015.93	52137.48	53272.60	55533.77	57793.47	58721.52	59717.62	60279.90	61485.50
	B	1962.16	2005.28	2048.96	2135.92	2222.88	2258.56	2296.88	2318.48	2364.88
	H	24.527	25.066	25.612	26.699	27.786	28.232	28.711	28.981	29.561
26	A	52126.66	53304.34	54480.28	56841.22	59196.12	60157.44	61144.45	61673.46	62906.94
	B	2004.88	2050.16	2095.44	2186.24	2276.80	2313.76	2351.76	2372.08	2419.52
	H	25.061	25.627	26.193	27.328	28.460	28.922	29.397	29.651	30.244
27	A	53237.85	54457.60	55690.98	58139.61	60591.26	61575.21	62648.39	63085.20	64346.91
	B	2047.68	2094.56	2142.00	2236.16	2330.48	2368.32	2409.60	2426.40	2474.88
	H	25.596	26.182	26.775	27.952	29.131	29.604	30.120	30.330	30.936
28	A	54460.64	55734.82	57013.55	59557.39	62119.38	63150.23	64241.52	64587.64	65879.38
	B	2094.64	2143.68	2192.88	2290.72	2389.20	2428.88	2470.88	2484.16	2533.84
	H	26.183	26.796	27.411	28.634	29.865	30.361	30.886	31.052	31.673

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29	A	55706.11	57027.15	58343.67	60987.25	63638.44	64719.12	65833.11	66090.06	67411.87
	B	2142.56	2193.36	2244.00	2345.68	2447.68	2489.20	2532.08	2541.92	2592.80
	H	26.782	27.417	28.050	29.321	30.596	31.115	31.651	31.774	32.410
30	A	57057.38	58438.86	59812.81	62578.84	65338.85	66476.99	67668.05	67795.17	69150.91
	B	2194.56	2247.68	2300.56	2406.88	2513.04	2556.80	2602.64	2607.52	2659.68
	H	27.432	28.096	28.757	30.086	31.413	31.960	32.533	32.594	33.246
31	A	58441.89	59874.79	61315.25	64176.51	67046.83	68253.00	69501.54	70892.64	72311.20
	B	2247.76	2302.88	2358.32	2468.32	2578.72	2625.12	2673.20	2726.64	2781.20
	H	28.097	28.786	29.479	30.854	32.234	32.814	33.415	34.083	34.765
31A	A	59218.06	60682.69	62151.10	65083.41	68020.99	69252.87	70460.56	71872.32	73309.60
	B	2277.68	2334.00	2390.48	2503.28	2616.24	2663.60	2710.08	2764.32	2819.60
	H	28.471	29.175	29.881	31.291	32.703	33.295	33.876	34.554	35.245
32	A	59994.20	61490.59	62986.97	65990.29	68995.15	70252.71	71419.59	74308.00	72849.92
	B	2307.52	2365.04	2422.64	2538.16	2653.68	2702.08	2746.96	2858.00	2801.92
	H	28.844	29.563	30.283	31.727	33.171	33.776	34.337	35.725	35.024
33	A	61575.21	63141.13	64701.00	67819.22	70954.05	72252.43	73352.80	74819.68	76315.20
	B	2368.32	2428.56	2488.56	2608.48	2729.04	2778.96	2821.28	2877.68	2935.20
	H	29.604	30.357	31.107	32.606	34.113	34.737	35.266	35.971	36.690

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34	A	63556.80	65207.33	66863.94	70171.09	73469.18	74840.12	75849.77	77367.68	78915.20
	B	2444.56	2508.00	2571.76	2698.96	2825.76	2878.48	2917.36	2975.68	3035.20
	H	30.557	31.350	32.147	33.737	35.322	35.981	36.467	37.196	37.940
35	A	65556.50	67288.70	69026.90	72510.88	75976.12	77418.70	78345.25	79911.52	81508.96
	B	2521.44	2588.08	2654.88	2788.88	2922.16	2977.68	3013.28	3073.52	3134.96
	H	31.518	32.351	33.186	34.861	36.527	37.221	37.666	38.419	39.187
36	A	68162.31	70007.85	71859.43	75550.52	79244.60	80772.70	81637.27	83270.72	84936.80
	B	2621.68	2692.64	2763.84	2905.84	3047.92	3106.64	3139.92	3202.72	3266.80
	H	32.771	33.658	34.548	36.323	38.099	38.833	39.249	40.034	40.835
37	A	70787.78	72736.10	74695.00	78612.77	82527.56	84146.37	84912.70	86611.20	88341.76
	B	2722.64	2797.60	2872.88	3023.60	3174.16	3236.40	3265.92	3331.20	3397.76
	H	34.033	34.970	35.911	37.795	39.677	40.455	40.824	41.640	42.472
38	A	73585.54	75654.79	77725.53	81864.01	85999.66	87710.47	88396.68	90164.61	91967.90
	B	2830.24	2909.84	2989.44	3148.64	3307.68	3373.52	3399.92	3467.92	3537.28
	H	35.378	36.373	37.368	39.358	41.346	42.169	42.499	43.349	44.216
39	A	76389.40	78565.91	80747.03	85110.70	89471.38	91279.09	91870.09	93707.49	95581.64
	B	2938.08	3021.76	3105.68	3273.52	3441.20	3510.80	3533.52	3604.16	3676.24
	H	36.726	37.772	38.821	40.919	43.015	43.885	44.169	45.052	45.953

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40	A	79184.13	81480.09	83771.52	88361.93	92949.30	94850.76	95348.04	97255.00	99200.10
	B	3045.60	3133.92	3222.00	3398.56	3575.04	3648.16	3667.28	3740.64	3815.44
	H	38.070	39.174	40.275	42.482	44.688	45.602	45.841	46.758	47.693
41	A	82080.96	84379.36	86742.24	91486.72	96235.36	98198.88	98708.48	100584.64	102585.60
	B	3156.96	3245.36	3336.24	3518.72	3701.36	3776.88	3796.48	3868.64	3945.60
	H	39.462	40.567	41.703	43.984	46.267	47.211	47.456	48.358	49.320
42	A	85076.16	87459.84	89908.00	94825.12	99748.48	101782.72	102311.04	104255.84	106329.60
	B	3272.16	3363.84	3458.00	3647.12	3836.48	3914.72	3935.04	4009.84	4089.60
	H	40.902	42.048	43.225	45.589	47.956	48.934	49.188	50.123	51.120
43	A	88181.60	90650.56	93190.24	98286.24	103388.48	105497.60	106046.72	108060.16	110210.88
	B	3391.60	3486.56	3584.24	3780.24	3976.48	4057.60	4078.72	4156.16	4238.88
	H	42.395	43.582	44.803	47.253	49.706	50.720	50.984	51.952	52.986
44	A	91401.44	93959.84	96591.04	101874.24	107161.60	109347.68	109917.60	112005.92	114233.60
	B	3515.44	3613.84	3715.04	3918.24	4121.60	4205.68	4227.60	4307.92	4393.60
	H	43.943	45.173	46.438	48.978	51.520	52.571	52.845	53.849	54.920
45	A	94692.00	97341.92	100068.80	105541.28	111020.00	113285.12	113873.76	116036.96	118345.76
	B	3642.00	3743.92	3848.80	4059.28	4270.00	4357.12	4379.76	4462.96	4551.76
	H	45.525	46.799	48.110	50.741	53.375	54.464	54.747	55.787	56.897



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46	A	98155.20	100904.96	103729.60	109403.84	115082.24	117428.48	118040.00	120282.24	122676.32
	B	3775.20	3880.96	3989.60	4207.84	4426.24	4516.48	4540.00	4626.24	4718.32
	H	47.190	48.512	49.870	52.598	55.328	56.456	56.750	57.828	58.979
47	A	101788.96	104638.56	107569.28	113451.52	119340.00	121775.68	122408.00	124733.44	127216.96
	B	3914.96	4024.56	4137.28	4363.52	4590.00	4683.68	4708.00	4797.44	4892.96
	H	48.937	50.307	51.716	54.544	57.375	58.546	58.850	59.968	61.162
48	A	105451.84	108405.44	111440.16	117536.64	123635.20	126158.24	126813.44	129224.16	131795.04
	B	4055.84	4169.44	4286.16	4520.64	4755.20	4852.24	4877.44	4970.16	5069.04
	H	50.698	52.118	53.577	56.508	59.440	60.653	60.968	62.127	63.363
49	A	109301.92	112361.60	115506.56	121825.60	128148.80	130763.36	131443.52	133939.52	136606.08
	B	4203.92	4321.60	4442.56	4685.60	4928.80	5029.36	5055.52	5151.52	5254.08
	H	52.549	54.020	55.532	58.570	61.610	62.867	63.194	64.394	65.676
50	A	113291.36	116463.36	119722.72	126272.64	132826.72	135534.88	136240.00	138829.60	141591.84
	B	4357.36	4479.36	4604.72	4856.64	5108.72	5212.88	5240.00	5339.60	5445.84
	H	54.467	55.992	57.559	60.708	63.859	65.161	65.500	66.745	68.073

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## JOB CLASSES WITH PAY

Hourly Rate	Annual Salary	Job Class Description	Employment Type	Union ID 1	POSITION TITLE
16.511	34342.88	City Council Receptionist	Full-Time	16A_1600REG	City Council Receptionist
21.389	44489.12	Identification Technician	Full-Time	16A_16SHFT<797	Identification Technician
15.523	32287.84	Election License Records Clerk	Full-Time	16A_1600REG	Election License Records Clerk
27.676	57566.08	WSC Administrative Manager	Full-Time	17A_1799REG	WSC Administrative Manager
29.45	61256	Water Distribution Foreman	Full-Time	17A_17SHFT<797	Water Distribution Foreman
34.688	72151.04	Program Manager III	Full-Time	17A_1799REG	Program Manager III
22.337	46460.96	Street Operator/Maintainer	Full-Time	16A_16SHFT<797	Dual Street Maint & Cons Fore
35.973	74823.84	Electrician	Full-Time	17A_1799REG	Traffic Signal Electrician Sup
24.935	51864.8	Sr Appraiser	Full-Time	16A_1600REG	Sr Appraiser
20.94	43555.2	WATER DISTRIBUTION OPERATOR	Full-Time	16A_1600REG	Senior Water Dist Operator
21.604	44936.32	SENIOR WATER DIST OPERATOR	Full-Time	16A_16SHFT>797	Sr Water Distribution Operator
40	60320	I.T. Specialist	Temporary	16A_16INT/TEMP	IT Specialist (Temp)
22.337	46460.96	Street Operator/Maintainer	Full-Time	16A_16SHFT<797	Street Operator/Maintainer
44.216	91969.28	Chief Development Official	Full-Time	HIA_EXHILEVEL	Chief Development Official
28.726	59750.08	Code Enforcement Inspector II	Full-Time	16A_1600REG	Code Enforcement Inspector II
37.019	76999.52	Assistant City Attorney	Full-Time	HIA_EXHILEVEL	Assistant City Attorney
32.406	67404.48	Deputy City Assessor	Full-Time	17A_1799REG	Deputy City Assessor
20.656	42964.48	Traffic Safety Maintainer	Full-Time	16A_1600REG	Traffic Safety Maintainer
22.337	46460.96	Street Operator/Maintainer	Full-Time	16A_1600REG	Street Operator/Maintaner
44.216	91969.28	City Treasurer	Full-Time	HIA_EXHILEVEL	City Treasurer
29.45	61256	Street Maint & Const Foreman	Full-Time	17A_17SHFT<797	Street Maintenance Foreman
26.823	55791.84	ID Technician Supervisor	Full-Time	17A_17SHFT<797	Identification Technician Supv
21.389	44489.12	INFRAS/DEV. ADMIN. TECHNICIAN	Full-Time	16A_1600REG	Development Technician
20.656	42964.48	Traffic Safety Maintainer	Full-Time	16A_1600REG	Traffic Safety Maintainer
39.187	81508.96	Water Distribution Supervisor	Full-Time	HIA_EXHILEVEL	Water Distribution Supervisor
31.403	65318.24	Police Financial Coordinator	Full-Time	17A_1799REG	Police Financial Coordinator
32.352	67292.16	Street Operator/Maintainer	Full-Time	16A_16SHFT<797	Street Operator/Maintainer
32.999	68637.92	Electrician	Full-Time	16A_1600REG	Electrician
24.935	51864.8	Sr Appraiser	Full-Time	16A_1600REG	Sr Appraiser
17.484	26365.872	Clerk Teller	Part-Time	16A_1600PT	Clerk Teller
22.337	46460.96	Street Operator/Maintainer	Full-Time	16A_16SHFT>797	Street Operator/Maintainer
22.337	46460.96	SENIOR SEWER SYSTEM MAINTAINER	Full-Time	16A_16SHFT<797	Senior Sewer System Maintainer
29.45	61256	Street Maint & Const Foreman	Full-Time	17A_17SHFT<797	Street Maint & Const Foreman
22.594	46995.52	SENIOR SEWER CONST OPERATOR	Full-Time	16A_1600REG	Senior Sewer Const Operator
21.604	44936.32	SENIOR SEWER SYSTEM MAINTAINER	Full-Time	16A_1600REG	Senior Sewer Systems Maintainer
22.337	46460.96	SENIOR SEWER SYSTEM MAINTAINER	Full-Time	16A_1600REG	Senior Sewer Systems Maintainer
36.69	76315.2	Payroll Division Supervisor	Full-Time	HIA_EXHILEVEL	Payroll Division Supervisor
28.515	59311.2	Asst Cust Srv Operations Supvr	Full-Time	17A_1799REG	Assit. Customer Ser Super
24.374	50697.92	WPC Senior Operator	Full-Time	16A_16SHFT<797	PrvDual WPC Sr Operator/Foreman
21.604	44936.32	Street Operator/Maintainer	Full-Time	16A_16SHFT>797	Dual Street Maint Foreman
21.898	45547.84	Street Operator/Maintainer	Full-Time	16A_16SHFT<797	Street Operator/Maintainer
24.374	50697.92	WPC Senior Operator	Full-Time	16A_16SHFT<797	PrvDual WPC Sr Operator/Foreman
29.45	61256	Water Distribution Foreman	Full-Time	17A_1799REG	Water Distribution Foreman
23.386	48642.88	I.T. Specialist	Full-Time	16A_16SHFT<797	I.T. Specialist
24.374	50697.92	Water Plant Sr. Operator/Maint.	Full-Time	16A_1600REG	WP Sr Operator/Maintainer
18.058	37560.64	Property Room Clerk	Full-Time	16A_16SHFT<797	Property Room Clerk
22.337	46460.96	SENIOR WATER DIST OPERATOR	Full-Time	16A_16SHFT<797	Sr. Water Distribution Operator
19.505	40570.4	License Investigator	Full-Time	16A_1600REG	License Investigator
24.447	50849.76	Sr Appraiser	Full-Time	16A_1600REG	Sr Appraiser
33.549	69781.92	City Facilities Maint Foreman	Full-Time	17A_1799REG	Facilities Maint. Supervisor
21.898	45547.84	SENIOR WATER DIST OPERATOR	Full-Time	16A_1600REG	Sr Water Distribution Operator
28.515	59311.2	Asst Cust Srv Operations Supvr	Full-Time	17A_1799REG	Assit Customer Ser Super
37.267	77515.36	WPC Operations Supervisor	Temporary	17A_17SHFT<797	WPC Operations Supervisor

34.007	70734.56	Planning & Development Acct Sup	Full-Time	17A_1799REG	Plan & Dev Accounting Sup
29.45	61256	Street Maint & Const Foreman	Full-Time	17A_17SHFT<797	Street Maint & Const Foreman
38.419	79911.52	Sewer Systems Supervisor	Full-Time	HIA_EXHILEVEL	Sewer Systems Supervisor
29.45	61256	WPC Operator Foreman	Full-Time	17A_17SHFT<797	WPC Operator Foreman
29.45	61256	Sewer Cleaning Foreman	Full-Time	17A_1799REG	Sewer Cleaning Foreman
28.872	60053.76	WPC Maintenance Foreman	Full-Time	17A_17SHFT<797	WPC Maintainer Foreman
28.872	60053.76	Garage Foreman	Full-Time	17A_17SHFT<797	Garage Foreman
22.337	46460.96	SENIOR WATER DIST OPERATOR	Full-Time	16A_16SHFT<797	Water Distribution Operator
16.675	34684	Laborer	Full-Time	16A_1600REG	Landscape Gardener
20.656	42964.48	Traffic Safety Maintainer	Full-Time	16A_1600REG	Traffic Safety Maintainer
21.898	45547.84	SENIOR SEWER CONST OPERATOR	Full-Time	16A_16SHFT<797	Sr Sewer System Const. Operator
19.505	40570.4	License Investigator	Full-Time	16A_1600REG	License Investigator
31.77	66081.6	Traffic & Sign Coordinator	Full-Time	17A_1799REG	Traffic & Sign Coordinator
21.898	45547.84	SENIOR SEWER CONST OPERATOR	Full-Time	16A_16SHFT<797	Sr. Sewer Systems Const. Op.
20.94	43555.2	Street Operator/Maintainer	Full-Time	16A_1600REG	Street Operator/Maintainer
21.604	44936.32	Street Operator/Maintainer	Full-Time	16A_16SHFT<797	Prov Dual Foreman Opr/Maintr
23.896	49703.68	WPC Senior Operator	Full-Time	16A_16SHFT<797	WPC Senior Operator
24.447	50849.76	Truck & Heavy Eq Mechanic	Full-Time	16A_16SHFT<797	Truck & Heavy Eqp Mech. (Dual)
24.447	50849.76	Truck & Heavy Eq Mechanic	Full-Time	16A_16SHFT<797	Truck & Heavy Eqp Mechanic
28.872	60053.76	WPC Operator Foreman	Full-Time	17A_17SHFT<797	WPC Operator Foreman
22.882	47594.56	Police Records Coordinator	Full-Time	16A_16SHFT<797	Police Records Coordinator
18.354	38176.32	Sr Customer Service Clerk	Full-Time	16A_1600REG	Sr. Customer Service Clerk
36.536	75994.88	Util. Maint. & SCADA Syst. Spv	Full-Time	17A_17SHFT>797	Utilities Maint&SCADA Sys Supvr
28.872	60053.76	Sewer Maintenance & Const Frmn	Full-Time	17A_17SHFT>797	Sewer System Const Foreman
28.872	60053.76	Assessment Support Supervisor	Full-Time	17A_1799REG	Assessment Support Supervisor
25.071	52147.68	Finance Administrative Asst	Part-Time	LLA_EX/LO/INT	Finance Administrative Asst
21.898	45547.84	SENIOR SEWER SYSTEM MAINTAINER	Full-Time	16A_16SHFT>797	Senior Sewer System Maintainer
38.419	79911.52	WtrPlt Supervisor	Full-Time	HIA_EXHILEVEL	WP Supervisor
18.354	38176.32	Senior Clerk Teller	Full-Time	16A_1600REG	Senior Customer Service Clerk
21.898	45547.84	SENIOR SEWER CONST OPERATOR	Full-Time	16A_16SHFT>797	Sr Sewer Systems Const Operator
17.484	36366.72	Clerk Teller	Full-Time	16A_1600REG	Clerk Teller
21.898	45547.84	SENIOR SEWER SYSTEM MAINTAINER	Full-Time	16A_1600REG	Senior Sewer Systems Maintainer
34.007	70734.56	DPW Accounting Supervisor	Full-Time	17A_1799REG	DPW Accounting Supervisor
35.718	74293.44	Electrical Inspector	Full-Time	16A_1600REG	Electrical Inspector
20.94	43555.2	Street Operator/Maintainer	Full-Time	16A_1600REG	Street Operator/Maintainer
20.311	42246.88	SENIOR SEWER SYSTEM MAINTAINER	Full-Time	16A_1600REG	Sr.Sewer Systems Maintainer
21.898	45547.84	SENIOR SEWER SYSTEM MAINTAINER	Full-Time	16A_1600REG	Senior Sewer Systems Maintainer
36.536	75994.88	WPC Laboratory Supervisor	Full-Time	17A_1799REG	WPC Lab Supervisor
36.536	75994.88	Neighborhood Enforce Official	Full-Time	17A_1799REG	Neighborhood Enforcement Off
16.959	35274.72	Clerk Teller	Full-Time	16A_1600REG	Clerk Teller
25.009	52018.72	WPC Administrative Technician	Full-Time	16A_1600REG	WPC Administrative Technician
23.023	47887.84	Election Info & Ops Supervisor	Full-Time	17A_1799REG	Election Info & Ops Supervisor
17.176	35726.08	Clerk Teller	Full-Time	16A_1600REG	Clerk Teller
25.962	54000.96	Deputy City Clerk	Full-Time	HIA_EXHILEVEL	Deputy City Clerk
35.018	72837.44	Plumbing/Mechanical Inspector	Full-Time	16A_1600REG	Plumbing & Mech Inspector
16.917	35187.36	Police Terminal Operator	Full-Time	16A_16SHFT>797	Police Terminal Operator
35.268	73357.44	WPC Electrical Foreman	Full-Time	17A_17SHFT>797	WPC Electrical Foreman
28.872	60053.76	Development Tech Supervisor	Full-Time	17A_1799REG	Development Technician Super
23.459	48794.72	Truck & Heavy Eq Mechanic	Full-Time	16A_1600REG	Truck & Heavy Eqp Mechanic
20.94	43555.2	SENIOR WATER DIST OPERATOR	Full-Time	16A_1600REG	Sr Water Distribution Operator
42.169	87711.52	Utilities Administrator	Full-Time	HIA_EXHILEVEL	Utilities Administrator
32.533	67668.64	Chief Auditor	Full-Time	HIA_EXHILEVEL	Chief Auditor
17.444	36283.52	Principal Clerk Typist	Full-Time	16A_1600REG	Principal Clerk Typist
36.536	75994.88	Environmental Comp. Supervisor	Full-Time	17A_1799REG	Env Compliance Supervisor
16.996	35351.68	Elec/Lic Accts. Payable Clerk	Full-Time	16A_1600REG	Election/License Accts Pay Clrk
30.557	63558.56	Planning & Dev Accounting Coord	Full-Time	17A_1799REG	P&D Accounting Coordinator
28.527	59336.16	Water Plant Maint Supervisor	Full-Time	17A_17SHFT>797	WtrPlt Maintenance Supervisor
12.683	26380.64	Sr Customer Service Clerk	Full-Time	16A_1600REG	Prov Sr Cust Serv Clerk

14.42	29993.6	Public Health Coordinator	Full-Time	LLA_EXMPTLOW	Public Health and Recovery Nav
21.604	44936.32	SENIOR WATER DIST OPERATOR	Full-Time	16A_16SHFT>797	Water Distribution Operator
28.527	59336.16	WPC Operator Foreman	Full-Time	17A_1799REG	WPC Operations Foreman
28.527	59336.16	WPC Operator Foreman	Full-Time	17A_1799REG	WPC Operations Foreman
28.527	59336.16	Water Distribution Foreman	Full-Time	17A_1799REG	Water Distribution Foreman
18.43	38334.4	WSC Administrative Assistant	Full-Time	16A_1600REG	IS Administrative Support Tech
33.659	70010.72	Electrician	Full-Time	16A_16SHFT>797	Electrician
21.274	44249.92	Street Operator/Maintainer	Full-Time	16A_16SHFT>797	Street Operator/Maintainer
19.139	39809.12	Utilities Data Technician	Full-Time	16A_1600REG	Utilities Data Technician
23.666	49225.28	WPC Senior Maintainer	Full-Time	16A_16SHFT>797	WPC Senior Maintainer
23.666	49225.28	WPC Senior Maintainer	Full-Time	16A_16SHFT>797	WPC Senior Maintainer
23.666	49225.28	WPC Senior Maintainer	Full-Time	16A_16SHFT>797	WPC Senior Maintainer
20.94	43555.2	Street Operator/Maintainer	Full-Time	16A_1600REG	Dual St Oper/Maint & Const Fore
28.527	59336.16	Sewer Maintenance & Const Frmn	Full-Time	17A_17SHFT>797	Sewer System Const Foreman
21.604	44936.32	SENIOR SEWER CONST OPERATOR	Full-Time	16A_16SHFT>797	Sr. Sewer Systems Const. Op.
23.666	49225.28	WPC Senior Maintainer	Full-Time	16A_1600REG	WPC Sr Maintainer
21.274	44249.92	SENIOR SEWER SYSTEM MAINTAINER	Full-Time	16A_1600REG	Senior Sewer Systems Maintainer
23.272	48405.76	Sr Env Compliance Analyst	Full-Time	16A_16SHFT>797	Sr Env Compliance Analyst
18.861	28442.388	ROW (RIGHT OF WAY) ENF OFFICER	Seasonal	16A_16INT/TEMP	
18.43	38334.4	WSC Administrative Assistant	Full-Time	16A_1600REG	Temp Asset Mgt Data Specialist
21.274	44249.92	SENIOR SEWER CONST OPERATOR	Full-Time	16A_1600REG	Sr Sewer Systems Const Operator
21.286	44274.88	Admin Sec to City Council	Full-Time	LLA_EXMPTLOW	Admin Sect to Cty Council
17.218	35813.44	Principal Clerk Typist	Full-Time	16A_1600REG	Principal Clerk Typist
21.274	44249.92	SENIOR WATER DIST OPERATOR	Full-Time	16A_16SHFT>797	Sr. Water Distribution Operator
28.527	59336.16	Water Distribution Foreman	Full-Time	17A_1799REG	Water Distribution Foreman
21.274	44249.92	SENIOR WATER DIST OPERATOR	Full-Time	16A_1600REG	Sr Water Dist Operator
17.218	35813.44	Principal Clerk Typist	Full-Time	16A_1600REG	Principal Clerk Typist
16.015	33311.2	Police Terminal Operator	Full-Time	16A_1600REG	Police Terminal Operator (FT)
23.459	48794.72	Truck & Heavy Eq Mechanic	Full-Time	16A_1600REG	Truck & Hvy Equip Mechanic
34.779	72340.32	Neighborhood Enforcemnt Off II	Full-Time	16A_1600REG	WPC Maintenance Foreman
15.523	32287.84	SEWER SYSTEMS CONST TRAINEE	Full-Time	16A_1600REG	Sewer System Cons Trainee
21.274	44249.92	SENIOR SEWER SYSTEM MAINTAINER	Full-Time	16A_1600REG	Senior Sewer Systems Maintainer
23.272	48405.76	WPC Senior Operator	Full-Time	16A_16SHFT>797	WPC Senior Operator
11.769	17747.652	Blight Elimination Laborer	Part-Time	16A_16INT/TEMP	Blight Laborer
23.272	48405.76	Sr Env Compliance Analyst	Full-Time	16A_16SHFT>797	Sr Env Compliance Analyst
22.901	47634.08	WPC Senior Maintainer	Full-Time	16A_16SHFT>797	WPC Sr. Maintainer
21.274	44249.92	SENIOR WATER DIST OPERATOR	Full-Time	16A_16SHFT>797	Sr Water Distribution Operator
16.511	24898.588	Police Terminal Operator	Part-Time	16A_1600PT	Police Terminal Operator (PT)
23.842	49591.36	CDBG Coordinator	Full-Time	16A_1600REG	Comm Dev Grant Coordinator
35.322	73469.76	Sr. HR/LR Consultant	Full-Time	HIA_EXHILEVEL	Senior HR/LR Consultant
16.996	25629.968	Principal Clerk Typist	Full-Time	16A_1600REG	Principal ClerkTypist
23.272	48405.76	WPC Senior Operator	Full-Time	16A_16SHFT>797	WPC Operator
23.272	48405.76	Sr Env Compliance Analyst	Full-Time	16A_16SHFT>797	Env Compliance Analyst
20.94	43555.2	Development Technician	Full-Time	16A_1600REG	Development Tech
20.055	41714.4	Identification Technician	Full-Time	16A_16SHFT>797	Identification Technician
18.623	38735.84	Receivables Enf Officer Trne	Full-Time	16A_1600REG	Rec Enf Officer Trne-Prov
16.273	33847.84	NEIGHBORHOOD SAFETY OFFICER	Full-Time	16A_1600REG	Neighborhood Safety Officer
16.273	33847.84	NEIGHBORHOOD SAFETY OFFICER	Full-Time	16A_1600REG	Neighborhood Safety Officer
27.248	56675.84	Water Plant Lab Technician	Full-Time	16A_1600REG	Water Plant Oper Foreman (Temp)
29.163	60659.04	Network/LAN Coordinator	Full-Time	17A_1799REG	Network/LAN Administrator
20.94	43555.2	Street Operator/Maintainer	Full-Time	16A_1600REG	Street Operator/Maintainer
16.752	34844.16	Clerk Teller	Full-Time	16A_1600REG	Clerk Teller
20.94	43555.2	SENIOR WATER DIST OPERATOR	Full-Time	16A_1600REG	Sr. Water Distribution Operator
23.459	48794.72	Truck & Heavy Eq Mechanic	Full-Time	16A_1600REG	Truck Heavy Equipment Mechanic
23.459	48794.72	Planner 1	Full-Time	16A_1600REG	Planner I
40.91	61692.28	Sr. HR/LR Consultant	Full-Time	HIA_EX/HI/INT	HR/LR Director (Interim)
24.902	51796.16	Auditor	Full-Time	16A_1600REG	Auditor
28.138	58527.04	Waste Services Coordinator	Full-Time	16A_1600REG	Waste Services Coordinator

20.94	43555.2	SENIOR WATER DIST OPERATOR	Full-Time	16A_1600REG	Senior Water Dist Operator
32.399	67389.92	Program Manager III	Full-Time	17A_1799REG	Program Manager III
22.75	47320		Full-Time	16A_16INT/TEMP	Purchasing Analyst
25.908	53888.64	CNI Project Coordinator	Full-Time	16A_1600REG	CNI Project Coordinator
16.511	24898.588	Identification Tech Trainee	Full-Time	16A_1600REG	ID Tech Trainee
16.996	25629.968	Principal Clerk Typist	Part-Time	16A_1600PT	Principal Clerk Typist PT
20.94	43555.2	SENIOR WATER DIST OPERATOR	Full-Time	16A_1600REG	Water Distribution Operator
27.248	56675.84	WPlant Operator Maintainer	Full-Time	16A_1600REG	Water Plant Oper Foreman (Temp)
22.901	47634.08	WPlant Operator Maintainer	Full-Time	16A_1600REG	Sr. Water Plant Op/Mnt (Temp)
20.94	43555.2	Street Operator/Maintainer	Full-Time	16A_1600REG	Street Operator/Maintainer
18.287	38036.96	Street Opr/Mntr Trne II	Full-Time	16A_1600REG	St. Op. Trainee 2
47.956	99748.48	City Engineer	Full-Time	HIA_EXHILEVEL	City Engineer
29.163	60659.04	Transportation Accounting Coord	Full-Time	17A_1799REG	Trans Accounting Coordinator
23.459	48794.72	CDBG Coordinator	Full-Time	16A_1600REG	CDBG Coordinator
22.384	46558.72	Info Desktop Support Technician	Full-Time	16A_1600REG	IT Desktop Support Technician
23.459	48794.72	GIS Technician	Full-Time	16A_1600REG	GIS Technician
15.783	32828.64	NEIGHBORHOOD SAFETY OFFICER	Full-Time	16A_1600REG	Neighborhood Safety Officer
20.94	43555.2	SENIOR WATER DIST OPERATOR	Full-Time	16A_1600REG	Senior Water Dist Operator
15.783	32828.64	NEIGHBORHOOD SAFETY OFFICER	Full-Time	16A_1600REG	Neighborhood Safety Officer
59.44	123635.2	City Assessor	Full-Time	HIA_EXHILEVEL	City Assessor
14.886	30962.88	NEIGHBORHOOD SAFETY OFFICER	Full-Time	16A_1600REG	Neighborhood Safety Officer
20.94	43555.2	Street Operator/Maintainer	Full-Time	16A_1600REG	Street Operator/Maintainer
20.94	43555.2	Street Operator/Maintainer	Full-Time	16A_1600REG	Street Operator Maintainer
22.901	47634.08	WPC Senior Maintainer	Full-Time	16A_1600REG	WPC Senior Maintainer
24.496	50951.68	Auditor	Full-Time	16A_1600REG	Auditor
18.287	38036.96	Street Opr/Mntr Trne II	Full-Time	16A_1600REG	St. Operator/Maintainer
17.272	35925.76	Street Opr/Mntr Trne I	Seasonal	16A_16INT/TEMP	Non-CDL Laborer
11.918	24789.44	NEIGHBORHOOD SAFETY OFFICER	Full-Time	16A_1600REG	Neighborhood Safety Officer
22.214	46205.12	Water Plant Sr. Operator/Maint.	Full-Time	16A_1600REG	Water Plant Oper Trainee
27.248	56675.84	WtrPlt Operations Foreman	Full-Time	16A_PROV17>797	WtrPlt Operations Foreman(Temp)
20.311	42246.88	SENIOR WATER DIST OPERATOR	Full-Time	16A_1600REG	Water Dist. Operator
20.311	42246.88	SENIOR WATER DIST OPERATOR	Full-Time	16A_1600REG	Water Dist. Operator
27.248	56675.84	Water Plant Sr. Operator/Maint.	Full-Time	16A_1600REG	Prov WP Operations Foreman
16.485	34288.8	Principal Clerk Typist	Full-Time	16A_1600REG	Principal Clerk Typist
21.874	45497.92	Construction & Maint Specialist	Full-Time	16A_1600REG	Const. & Maint. Specialist
12.21	25396.8	Clerk Teller	Full-Time	16A_1600REG	Clerk Teller
15.094	22761.752	Police Terminal Operator	Part-Time	16A_1600PT	Police Terminal Operator (PT)
14.886	30962.88	NEIGHBORHOOD SAFETY OFFICER	Full-Time	16A_1600REG	NSO
20.311	42246.88	SENIOR SEWER SYSTEM MAINTAINER	Full-Time	16A_1600REG	Sr.Sewer Systems Maintainer
18.065	37575.2	Blight Management Assistant	Full-Time	16A_1600REG	Blight Management Assistant
34.779	72340.32	Plumbing/Mechanical Inspector	Full-Time	16A_1600REG	Plumbing & Mechanical Inspector
16.143	33577.44	HR/LR Admin Assistant	Full-Time	LLA_EXMPTLOW	HR/LR Admin Assistant
22.757	47334.56	Sr Appraiser	Full-Time	16A_1600REG	Sr. Appraiser
16.001	33282.08	Appraiser Trainee	Full-Time	16A_1600REG	Appraiser Trainee
18.287	38036.96	WPC Operator Trainee	Full-Time	16A_1600REG	WPC Operator Trainee
16.001	33282.08	Appraiser Trainee	Full-Time	16A_1600REG	Appraiser Trainee
44.216	91969.28	DPW Director	Full-Time	HIA_EX/HI/INT	Interim DPW Director
16.67	34673.6	HR/LR Assistant	Full-Time	LLA_EXMPTLOW	HR/LR Assistant
21.167	44027.36	Comm. Development Grant Coord	Full-Time	16A_1600REG	Comm. Dev. Grant Coordinator
21.167	44027.36	Urban Designer	Full-Time	16A_1600REG	Urban Designer
21.167	44027.36	Planner 1	Full-Time	16A_1600REG	Planner I
14.886	30962.88	NEIGHBORHOOD SAFETY OFFICER	Full-Time	16A_1600REG	Neighborhood safety Officer
32.533	67668.64	Budget & Grants Administrator	Full-Time	HIA_EXHILEVEL	Budget & Grants Administrator
16.976	35310.08	WATER DISTRIBUTION OPERATOR	Full-Time	16A_1600REG	Water Distribution Operator Tr.
16.976	35310.08	WATER DISTRIBUTION OPERATOR	Full-Time	16A_1600REG	Water Distribution Operator Tr.
41.587	86500.96	WPC Supervisor	Full-Time	HIA_EXHILEVEL	WPC Division Manager
15	22620	Intelligence Analyst	Part-Time	LLA_LLEXEM-PT	Intelligence Analyst
36.527	75976.16	Purchasing Manager	Full-Time	HIA_EXHILEVEL	Purchasing Manager

16.001	33282.08	Blight Elimination Lab Team Ldr	Full-Time	16A_1600REG	Non-CDL Laborer
14.585	30336.8	Principal Clerk Typist	Full-Time	16A_1600REG	Principal Clerk Typist
16.22	33737.6	I S Admin Support Technician	Full-Time	16A_1600REG	IS Administrative Support Tech.
15	22620	Intelligence Analyst	Part-Time	LLA_LLEXEM-PT	Intelligence Analyst
21.167	44027.36	Planner 1	Part-Time	16A_1600REG	Planner I
15	22620	Intelligence Analyst	Part-Time	LLA_LLEXEM-PT	Intelligence Analyst
21.713	32743.204	I.T. Specialist	Part-Time	16A_1600PT	Intelligence Technology Spec.
15	22620	Intelligence Analyst	Part-Time	LLA_LLEXEM-PT	Intelligence Analyst
22.6	47008	Public Health Coordinator	Full-Time	LLA_EXMPTLOW	Program Manager
19.374	40297.92	Street Operator/Maintainer	Full-Time	16A_16INT/TEMP	CDL Laborer
24.085	50096.8	Land Planner/Zoning Coord	Full-Time	17A_1799REG	Zoning Coordinator
34.047	70817.76	Ombudsman	Full-Time	HIA_EXHILEVEL	Ombudsperson
20.044	41691.52	Mayor's Administrative Asst	Full-Time	LLA_EXMPTLOW	Community Relations Specialist
15.017	31235.36	Senior Clerk Teller	Full-Time	16A_1600REG	Clerk Teller
15.017	31235.36	Sr Customer Service Clerk	Full-Time	16A_1600REG	Sr. Cust Srv Clerk
14.585	30336.8	Principal Clerk Typist	Full-Time	16A_1600REG	Principal Clerk Typist
32.858	68344.64	Electrician	Full-Time	16A_1600REG	WPC Electrician
21.014	43709.12	Executive Asst. to City Admin.	Full-Time	LLA_EXMPTLOW	Executive Asst. to City Admin.
39.358	81864.64	Transportation Director	Full-Time	HIA_EXHILEVEL	Transportation Director
14.391	29933.28	Clerk Teller	Full-Time	16A_1600REG	Clerk Teller
55.2885	115000.08	Deputy Director of Economic Dev	Full-Time	HIA_EXHILEVEL	Economic Development Director
14.428	30010.24	Ombudsman Investigator	Temporary	LLA_EX/LO/INT	Ombudsperson Analyst
13.156	27364.48	Ombudsman Office Manager	Temporary	LLA_EX/LO/INT	Ombudsperson Admin. Assistant
17.5	36400	Public Health Coordinator	Full-Time	LLA_EXMPTLOW	Lead Public Health Navigator
42.0673	87499.984	Chief Resilience Officer	Full-Time	HIA_EXHILEVEL	Chief Resilience Officer
15	31200	Intelligence Analyst	Part-Time	LLA_LLEXEM-PT	Intelligence Analyst (PT)
22.384	46558.72	I.T. Specialist	Full-Time	16A_1600REG	I.T. Specialist
16.82	34985.6	Public Health Coordinator	Full-Time	LLA_EXMPTLOW	Public Health Clerk
14.42	29993.6	Public Health Coordinator	Full-Time	LLA_EXMPTLOW	Public Health Navigator
12.521	18881.668	Property Room Clerk	Part-Time	16A_1600PT	Property Room Clerk
12.066	18195.528	Police Terminal Operator	Part-Time	16A_1600PT	Police Terminal Operator
12.521	18881.668	Property Room Clerk	Part-Time	16A_1600PT	Property Room Clerk
11.769	24479.52	Blight Elimination Laborer	Full-Time	16A_1600REG	Blight Laborer
16.032	33346.56	Laborer	Full-Time	16A_1600REG	Non-CDL Laborer
11.918	24789.44	NEIGHBORHOOD SAFETY OFFICER	Full-Time	16A_1600REG	Neighborhood Safety Officer
18.98	39478.4	Development Technician	Full-Time	16A_1600REG	Development Technician
15.523	32287.84	WATER DIST OPERATOR TRAINEE	Full-Time	16A_1600REG	Water Dist. Operator Trainee
35.322	73469.76	Sr. HR/LR Consultant	Full-Time	HIA_EXHILEVEL	Sr. HR/LR Consultant
27.164	56501.12	HR/LR Consultant	Full-Time	HIA_EXHILEVEL	HR/LR Consultant
14.42	29993.6	Public Health Coordinator	Full-Time	LLA_EXMPTLOW	Public Health Navigator
12.066	25097.28	Police Terminal Operator	Part-Time	16A_1600PT	Police Terminal Operator
12.066	18195.528	Police Terminal Operator	Part-Time	16A_1600PT	Police Terminal Officer
26.687	55508.96	Planner 3	Full-Time	17A_1799REG	Planner III
17.509	26403.572	Mayor's Ofc. Admin Asst	Part-Time	LLA_LLEXEM-PT	Mayor's Ofc Admin Asst
19.635	40840.8	CDBG Coordinator	Full-Time	16A_1600REG	Comm Dev Grant Coordinator
17.018	35397.44	Env Compliance Analyst	Full-Time	16A_1600REG	Env Compliance Analyst
11.25	23400	Police Officer Recruit	Full-Time	LLA_EXMPTLOW	Police Officer Recruit
11.25	23400	Police Officer Recruit	Full-Time	LLA_EXMPTLOW	Police Officer Recruit
40.919	85111.52	Deputy Finance Director	Full-Time	HIA_EXHILEVEL	Deputy Director Of Finance
26.183	54460.64	Fleet Administrator	Full-Time	HIA_EXHILEVEL	Fleet Administrator
19.635	40840.8	Planner 1	Full-Time	16A_1600REG	Planner I
12.21	18412.68	Assessment Technician	Part-Time	16A_1600PT	Assessment Technician
18.408	38288.64	Admin Sec to City Council	Full-Time	LLA_EXMPTLOW	Admin Sect to City Council
14.672	30517.76	Building & Grounds Laborer	Full-Time	16A_1600REG	Building & Grounds Laborer
15.523	32287.84	SEWER SYSTEM MAINTAINER TRAINEE	Full-Time	16A_1600REG	sewer system maint trainee
15.523	32287.84	SEWER SYSTEM MAINTAINER TRAINEE	Full-Time	16A_1600REG	Sewer System Main Trainee