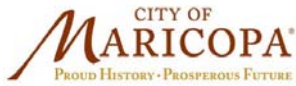


Capital Improvement Coordinator Reclassification Information



Current Base	New Base	Increase
\$54,588.00	\$63,049.00	\$8,461.00

Personal Services (<i>Actual</i> Additional Personnel Costs)					
Obj Code	Description	FY 2013-14 Rates		FY 2013-14	FY 2014-15
51100	REG EMP	N/A		\$4,231	\$8,461
51300	OVERTIME	N/A			
52200	SS CONT	7.65%		\$ 324	\$ 647
52300	State Retirement	11.54%			
52300	Fire Retirement	13.20%		\$ 558	\$ 1,117
52300	Police Retirement	12.51%			
52100	GRP INSUR	\$15,125			
				\$5,113	\$10,225

Increase	Hours (26 pay periods)	Hourly Amount	Hours per pay period	Hours per pay period x Hourly amount	Number of pay periods in this FY	Total Salary funds needed for current FY
\$8,461.00	2080	\$4.07	80	\$325.42	13	\$4,230.50

Job Analysis				
	Organization	Low	Mid	High
Capital Improvement Project Manager*	Flagstaff	\$ 69,635.00	\$ 86,341.00	\$ 103,046.00
	Mesa	\$ 79,976.00	\$ 93,808.00	\$ 107,640.00
	Avondale	\$ 71,550.00	\$ 87,649.00	\$ 103,748.00
	Tempe	\$ 81,328.00	\$ 95,561.00	\$ 109,793.00
	Chandler	\$ 67,599.00	\$ 81,107.00	\$ 94,614.00
Average		\$ 74,017.60	\$ 88,893.20	\$ 103,768.20
Less 15% due to non-comparable population size		\$ 11,102.64	\$ 13,333.98	\$ 15,565.23
New Average of non-comparable population size		\$ 62,914.96	\$ 75,559.22	\$ 88,202.97
Cities with comparable population size	Queen Creek	\$ 61,862.42	\$ 74,748.44	\$ 87,634.46
	Sahurita	\$ 60,105.00	\$ 70,712.00	\$ 81,318.00
	Casa Grande	\$ 60,331.00	\$ 71,739.00	\$ 83,147.00
Average of non-comparable population size		\$ 62,914.96	\$ 75,559.22	\$ 88,202.97
Final New Average		\$ 61,303.35	\$ 73,189.67	\$ 85,075.61

Recommendation is to put the Capital Improvement Project Manager position in the \$63,049 - \$86,914 bracket

* Analysed data from Engineering Project Manager, Project Manager and Construction Project Manager from other cities.

Capital Improvement Coordinator Reclassification Information



Salary Plan

Min		Max	
\$	54,588	\$	75,250
Accountant			
Assistant to the Fire Chief			
Construction Improvement Program (CIP) Coordinator			
Deputy City Clerk			
Fleet Manager			
Media Production Specialist			
Planner			
Police Property/Evidence Manager			
Public Information Officer			
Senior Human Resources Analyst			
Special Events/Marketing Manager			
Transportation Transit Planner			
\$	57,317	\$	79,013
Economic Development Specialist			
Engineering Plans Examiner			
Fire Marshal			
Network Administrator			
Plan Review Supervisor			
Senior Planner			
Systems Analyst/Data Base Administrator			
Training/EMS Coordinator			
\$	63,049	\$	86,914
Assistant to the City Manager			
Capital Improvement Project (CIP) Manager			
Community Programs Manager			
Library Manager			
Parks Manager			
Purchasing Manager			

Current Placement

Proposed Step for the CIP Manager