



City of Maricopa

Legislation Details (With Text)

File #: MISC 15-30 **Version:** 2 **Name:** New Job Classifications
Type: Miscellaneous Item **Status:** Passed
File created: 6/8/2015 **In control:** City Council Regular Meeting
On agenda: 7/7/2015 **Final action:** 7/7/2015

Title: The Mayor and City Council shall discuss and possibly take action to approve adding the following new job classifications to the City's Salary Plan effective July 7, 2015: Public Safety Communications Dispatcher, Public Safety Communications Dispatcher Trainee, Parks Equipment Operator, Full time Recreation Services Lead, Grants Coordinator, System Analyst and Part Time Victim Advocate. Discussion and Action.

Sponsors: Kathleen Haggerty

Indexes: Fiscal Policies and Management

Code sections:

Attachments: 1. 2015 Salary Plan Revised 7/2015, 2. 2015 Part Time Pay Plan

Date	Ver.	Action By	Action	Result
7/7/2015	2	City Council Regular Meeting	Approved	Pass

The Mayor and City Council shall discuss and possibly take action to approve adding the following new job classifications to the City's Salary Plan effective July 7, 2015: Public Safety Communications Dispatcher, Public Safety Communications Dispatcher Trainee, Parks Equipment Operator, Full time Recreation Services Lead, Grants Coordinator, System Analyst and Part Time Victim Advocate. Discussion and Action.

Public Safety Communications Dispatcher, Salary: \$47,155 - \$65,004, and Public Safety Communications Dispatcher Trainee, Salary: \$ 40,632 - These two classifications are established for the Police Department, in connection with the City's new Maricopa Police Department Public Safety Communication Division. Nine new full-time Public Safety Communications Dispatcher positions are budgeted to come on line prior to the proposed December 2015 opening of the new Communication Center. The salaries recommended are comparable to neighboring cities of equivalent size and are internally equitable as compared to current City classifications.

Parks Equipment Operator, Salary: \$35,188 - \$48,507 - This classification is established in connection with a newly budgeted position in the Community Services Department. This position will be responsible for providing maintenance and repair for all types of parks equipment. The salary recommended is comparable to neighboring cities of equivalent size, and is internally equitable as compared to other City classifications.

Recreation Services Lead: \$28,949 - \$39,907 - This classification is established as a full time classification for the Community Services Department. Previously the job classification had been assigned only to the part-time salary plan. The salary assigned to the full time classification is the full time equivalent of the part-time classification.

Grants Coordinator: \$63,049 - \$86,914 - This classification is established for the Financial Services Department to provide the budget, accounting and reporting oversight for the City's operating and CIP grants. The classification and salary were compared to neighboring cities of equivalent size. The salary assigned to the classification is internally equitable as compared to other City classifications.

System Analyst: \$47,155 - \$65,004 - This classification is established for the Development Services

Department to provide functional expertise and support for the new SmartGov system. The classification and salary were compared to neighboring cities of equivalent size. The salary assigned to the classification is internally equitable as compared to other City classifications.

Part-Time Victim Advocate: \$19.65 - \$25.79 per hour - This classification is established for the Police Department to provide victim's services for Maricopa residents.

The job descriptions were composed with the assistance of each department's subject matter expert. HR Department staff conducted the classification and salary research for each of the new job classifications.

This item will be presented by Kathleen Haggerty, HR Director.

Staff recommends that the Mayor and City Council approve adding the following new job classifications to the City's Salary Plan effective July 7, 2015: Public Safety Communications Dispatcher, Public Safety Communications Dispatcher Trainee, Parks Equipment Operator, Full time Recreation Services Lead, Grants Coordinator, System Analyst and Part Time Victim Advocate.