

**DEPARTMENT OF CITY CIVIL SERVICE
CITY OF NEW ORLEANS
REVISED PAY PLAN
FOR
THE CLASSIFIED SERVICE**

**ADOPTED BY THE CIVIL SERVICE COMMISSION ON NOVEMBER 17, 2008
APPROVED BY THE CITY COUNCIL TO BE EFFECTIVE ON APRIL 5, 2009
UPDATED THROUGH JANUARY 26, 2024**

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SPECIAL RATES OF PAY (Including Retention Pay Motions)

ATTACHED

EXPLANATORY NOTES:

- 1.) The number in parentheses immediately preceding each class title in this pay plan represents the occupational code (OC) as defined by the Federal Equal Employment Opportunity Commission for that class of work. These codes are as follows:
 1. Officials and Administrators
 2. Professionals
 3. Technicians
 4. Protective Service Workers
 5. Para-professionals
 6. Office and Clerical
 7. Skilled Crafts Workers
 8. Service/Maintenance

This information is required for the preparation of statistical reports by the Management Information System and has no other significance.

- 2.) Under the heading EAP there is a designation "EX" to indicate which classifications are exempt from the FLSA regulations on overtime. This indicator is provided for informational purposes only and is subject to change.
- 3.) Two astericks (**) indicate a hiring rate which incorporates a flexible hiring rate up to the step indicated.

Pay Grade	Step 1 Minimum	Step 2	Step 3	Step 4	Step 5	Step 11 2nd Quartile	Step 21 Midpoint	Step 41 Maximum
48	22528.23	22809.83	23094.96	23383.64	23675.94	25508.06	28882.03	37027.84
49	23094.96	23383.64	23675.94	23971.89	24271.54	26149.75	29608.59	37959.32
50	23675.94	23971.89	24271.54	24574.93	24882.12	26807.58	30353.44	38914.23
51	24271.54	24574.93	24882.12	25193.14	25508.06	27481.95	31117.01	39893.17
52	24882.12	25193.14	25508.06	25826.91	26149.75	28173.30	31899.80	40896.73
53	25508.06	25826.91	26149.75	26476.62	26807.58	28882.03	32702.28	41925.54
54	26149.75	26476.62	26807.58	27142.67	27481.95	29608.59	33524.95	42980.23
55	26807.58	27142.67	27481.95	27825.48	28173.30	30353.44	34368.31	44061.45
56	27481.95	27825.48	28173.30	28525.46	28882.03	31117.01	35232.89	45169.87
57	28173.30	28525.46	28882.03	29243.06	29608.59	31899.80	36119.21	46306.18
58	28882.03	29243.06	29608.59	29978.70	30353.44	32702.28	37027.84	47471.07
59	29608.59	29978.70	30353.44	30732.85	31117.01	33524.95	37959.32	48665.26
60	30353.44	30732.85	31117.01	31505.98	31899.80	34368.31	38914.23	49889.50
61	31117.01	31505.98	31899.80	32298.55	32702.28	35232.89	39893.17	51144.53
62	31899.80	32298.55	32702.28	33111.06	33524.95	36119.21	40896.73	52431.13
63	32702.28	33111.06	33524.95	33944.01	34368.31	37027.84	41925.54	53750.11
64	33524.95	33944.01	34368.31	34797.91	35232.89	37959.32	42980.23	55102.26
65	34368.31	34797.91	35232.89	35673.30	36119.21	38914.23	44061.45	56488.42
66	35232.89	35673.30	36119.21	36570.71	37027.84	39893.17	45169.87	57909.46
67	36119.21	36570.71	37027.84	37490.69	37959.32	40896.73	46306.18	59366.24
68	37027.84	37490.69	37959.32	38433.81	38914.23	41925.54	47471.07	60859.68
69	37959.32	38433.81	38914.23	39400.66	39893.17	42980.23	48665.26	62390.68
70	38914.23	39400.66	39893.17	40391.84	40896.73	44061.45	49889.50	63960.19
71	39893.17	40391.84	40896.73	41407.94	41925.54	45169.87	51144.53	65569.19
72	40896.73	41407.94	41925.54	42449.61	42980.23	46306.18	52431.13	67218.67
73	41925.54	42449.61	42980.23	43517.48	44061.45	47471.07	53750.11	68909.64
74	42980.23	43517.48	44061.45	44612.22	45169.87	48665.26	55102.26	70643.14
75	44061.45	44612.22	45169.87	45734.50	46306.18	49889.50	56488.42	72420.26
76	45169.87	45734.50	46306.18	46885.01	47471.07	51144.53	57909.46	74242.08
77	46306.18	46885.01	47471.07	48064.46	48665.26	52431.13	59366.24	76109.74
78	47471.07	48064.46	48665.26	49273.58	49889.50	53750.11	60859.68	78024.37
79	48665.26	49273.58	49889.50	50513.12	51144.53	55102.26	62390.68	79987.17
80	49889.50	50513.12	51144.53	51783.84	52431.13	56488.42	63960.19	81999.35
81	51144.53	51783.84	52431.13	53086.52	53750.11	57909.46	65569.19	84062.15
82	52431.14	53086.52	53750.11	54421.98	55102.26	59366.24	67218.67	86176.83
83	53750.11	54421.98	55102.26	55791.04	56488.42	60859.68	68909.64	88344.72
84	55102.26	55791.04	56488.42	57194.53	57909.46	62390.68	70643.14	90567.14
85	56488.42	57194.53	57909.46	58633.33	59366.24	63960.19	72420.26	92845.47
86	57909.46	58633.33	59366.24	60108.32	60859.68	65569.19	74242.08	95181.12
87	59366.24	60108.32	60859.68	61620.42	62390.68	67218.67	76109.74	97575.52
88	60859.68	61620.42	62390.68	63170.56	63960.19	68909.64	78024.37	100030.15
89	62390.68	63170.56	63960.19	64759.70	65569.19	70643.14	79987.17	102546.53
90	63960.19	64759.70	65569.19	66388.81	67218.67	72420.26	81999.35	105126.22
91	65569.19	66388.81	67218.67	68058.90	68909.64	74242.08	84062.15	107770.80
92	67218.67	68058.90	68909.64	69771.01	70643.14	76109.74	86176.83	110481.91
93	68909.64	69771.01	70643.14	71526.18	72420.26	78024.37	88344.72	113261.22
94	70643.14	71526.18	72420.26	73325.51	74242.08	79987.17	90567.14	116110.45
95	72420.26	73325.51	74242.08	75170.11	76109.74	81999.35	92845.47	119031.35
96	74242.08	75170.11	76109.74	77061.11	78024.37	84062.15	95181.12	122025.73
97	76109.74	77061.11	78024.37	78999.68	79987.17	86176.83	97575.52	125095.44
98	78024.37	78999.68	79987.17	80987.01	81999.35	88344.72	100030.15	128242.38
99	79987.17	80987.01	81999.35	83024.34	84062.15	90567.14	102546.53	131468.47
100	81999.35	83024.34	84062.15	85112.92	86176.83	92845.47	105126.22	134775.73
101	84062.15	85112.92	86176.83	87254.04	88344.72	95181.12	107770.80	138166.18
102	86176.83	87254.04	88344.72	89449.03	90567.14	97575.52	110481.91	141641.92
103	88344.72	89449.03	90567.14	91699.23	92845.47	100030.15	113261.22	145205.10
104	90567.14	91699.23	92845.47	94006.04	95181.12	102546.53	116110.45	148857.92

105	92845.47	94006.04	95181.12	96370.88	97575.52	105126.22	119031.35	152602.62
106	95181.12	96370.88	97575.52	98795.21	100030.15	107770.80	122025.73	156441.53
107	97575.52	98795.21	100030.15	101280.53	102546.53	110481.91	125095.44	160377.02
108	100030.15	101280.53	102546.53	103828.36	105126.22	113261.22	128242.38	164411.50
109	102546.53	103828.36	105126.22	106440.30	107770.80	116110.45	131468.47	168547.48
110	105126.22	106440.30	107770.80	109117.94	110481.91	119031.35	134775.73	172787.50
111	107770.80	109117.94	110481.91	111862.93	113261.22	122025.73	138166.18	177134.19
112	110481.91	111862.93	113261.22	114676.99	116110.45	125095.44	141641.92	181590.22
113	113261.22	114676.99	116110.45	117561.83	119031.35	128242.38	145205.10	186158.35
114	116110.45	117561.83	119031.35	120519.24	122025.73	131468.47	148857.92	190841.39
115	119031.35	120519.24	122025.73	123551.06	125095.44	134775.73	152602.62	195642.25
116	122025.73	123551.06	125095.44	126659.14	128242.38	138166.18	156441.53	200563.87
117	125095.44	126659.14	128242.38	129845.41	131468.47	141641.92	160377.02	205609.31
118	128242.38	129845.41	131468.47	133111.83	134775.73	145205.10	164411.50	210781.66
119	131468.47	133111.83	134775.73	136460.42	138166.18	148857.92	168547.48	216084.14
120	134775.73	136460.42	138166.18	139893.26	141641.92	152602.62	172787.50	221520.01
121	138166.18	139893.26	141641.92	143412.45	145205.10	156441.53	177134.19	227092.62
122	141641.92	143412.45	145205.10	147020.16	148857.92	160377.02	181590.22	232805.42
123	145205.10	147020.16	148857.92	150718.64	152602.62	164411.50	186158.35	238661.93
124	148857.92	150718.64	152602.62	154510.16	156441.53	168547.48	190841.39	244665.77
125	152602.62	154510.16	156441.53	158397.05	160377.02	172787.50	195642.25	250820.64
126	156441.53	158397.05	160377.02	162381.73	164411.50	177134.19	200563.87	257130.35
127	160377.02	162381.73	164411.50	166466.64	168547.48	181590.22	205609.31	263598.78
128	164411.50	166466.64	168547.48	170654.32	172787.50	186158.35	210781.66	270229.94
129	168547.48	170654.32	172787.50	174947.34	177134.19	190841.39	216084.14	277027.91
130	172787.50	174947.34	177134.19	179348.36	181590.22	195642.25	221520.01	283996.90
131	177134.19	179348.36	181590.22	183860.09	186158.35	200563.87	227092.62	291141.19
132	181590.22	183860.09	186158.35	188485.33	190841.39	205609.31	232805.42	298465.21
133	186158.35	188485.33	190841.39	193226.91	195642.25	210781.66	238661.93	305973.48
134	190841.39	193226.91	195642.25	198087.77	200563.87	216084.14	244665.77	313670.63
135	195642.25	198087.77	200563.87	203070.92	205609.31	221520.01	250820.64	321561.40

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
	(2)	C7306	911 LIAISON OFFICER	67	36,119	59,366	38	(57,194)
	(2)	C7307	911 LIAISON SUPERVISOR	76	45,169	74,242	38	(71,526)
	(2)	C0421	ACCOUNTANT I	72	40,896	67,218	27	(56,488)
	(2)	C0422	ACCOUNTANT II	74	42,980	70,643	27	(59,366)
	(2)	C0410	ACCOUNTANT III	76	45,169	74,242	27	(62,390)
	(2)	C0417	ACCOUNTANT TRAINEE	60	30,353	49,889	15	(36,119)
	(5)	C0439	ACCOUNTS PAYABLE SUPERVISOR	57	28,173	46,306	15	(33,524)
	(2)	C0028	ADMINISTRATIVE SUPPORT MANAGER I	69	37,959	62,390	15	(45,169)
	(2)	C0408	ADMINISTRATIVE SUPPORT MANAGER II	71	39,893	65,569	15	(47,471)
	(6)	C0246	ADMINISTRATIVE SUPPORT SUPERVISOR	65	34,368	56,488	15	(40,896)
	(6)	C0492	ADMINISTRATIVE SUPPORT SUPERVISOR III	67	36,119	59,366	15	(42,980)
	(2)	C0027	ADMINISTRATIVE SUPPORT SUPERVISOR IV	69	37,959	62,391	15	(45,169)
EX	(2)	C4401	ARCHITECT	93	68,909	113,261	15	(81,999)
	(2)	C4406	ARCHITECTURAL HISTORIAN	72	40,896	67,218	15	(48,665)
EX	(1)	C0510	ASSISTANT CHIEF ADMINISTRATIVE OFFICER	110	105,126	172,787	15	(125,095)
EX	(2)	C0265	ASSISTANT COUNCIL RESEARCH OFFICER	84	55,102	90,567	21	(70,643)
	(2)	C6077	ASSISTANT COURT PROBATION COORDINATOR	64	33,524	55,102	15	(39,893)
	(2)	C5182	ASSISTANT EMERGENCY MEDICAL COMMUNICATIONS SUPERVISOR	74	42,980	70,643	15	(51,144)
	(1)	C1940	ASSISTANT FLEET ADMINISTRATOR	84	55,102	90,567	21	(70,643)
EX	(2)	C4232	ASSISTANT FLEET MANAGER	80	49,889	81,999	15	(59,366)
EX	(2)	C4256	ASSISTANT FLOODPLAIN PROGRAM MANAGER	76	45,169	74,242	37	(70,643)
EX	(1)	C0485	ASSISTANT MANAGER, RETIREMENT SYSTEM	90	63,960	105,126	15	(76,109)
EX	(2)	C4237	ASSISTANT PARKING ADMINISTRATOR	76	45,169	74,242	19	(56,488)
	(2)	C0411	ASSISTANT PAYROLL SUPERVISOR	69	37,959	62,390	15	(45,169)
	(2)	C4301	ASSOCIATE CITY PLANNER	65	34,368	56,488	29	(48,665)
	(5)	C8553	ASSOCIATE CURATOR	63	32,702	53,750	15	(38,914)
EX	(2)	C7021	ATTORNEY I	73	41,925	68,909	15	(49,889)
EX	(2)	C7025	ATTORNEY II	90	63,960	105,126	15	(76,109)
EX	(2)	C7026	ATTORNEY III	97	76,109	125,095	15	(90,567)
EX	(2)	C7027	ATTORNEY IV	103	88,344	145,205	15	(105,126)
	(2)	C0426	AUDITOR	74	42,980	70,643	27	(59,366)
	(2)	C0425	AUDITOR ASSISTANT	72	40,896	67,218	27	(56,488)
	(2)	C0412	AUDITOR TRAINEE	60	30,353	49,889	15	(36,119)
	(3)	C3454	AUTOMATED METERING INFRASTRUCTURE (AMI) MANAGER	86	57,909	95,181	23	(76,109)
	(3)	C3453	AUTOMATED METERING INFRASTRUCTURE (AMI) MASTER SPECIALIST	73	41,925	68,909	23	(55,102)
	(3)	C3452	AUTOMATED METERING INFRASTRUCTURE (AMI) SPECIALIST	71	39,893	65,569	23	(52,431)
	(3)	C3419	AUTOMATED METERING INFRASTRUCTURE (AMI) SUPERVISOR	81	51,144	84,062	27	(70,643)
	(3)	C3451	AUTOMATED METERING INFRASTRUCTURE (AMI) TECHNICIAN	65	34,368	56,488	27	(46,306)
	(3)	C3450	AUTOMATED METERING INFRASTRUCTURE (AMI) TECHNICIAN, TRAINEE	59	29,608	48,665	27	(40,896)
EX	(1)	C1938	AUTOMOTIVE & STORES SUPERINTENDENT	78	47,471	78,024	15	(56,488)
	(7)	C1934	AUTOMOTIVE DIESEL MECHANIC	71	39,893	65,569	27	(55,102)
	(7)	C1913	AUTOMOTIVE MAINTENANCE SPECIALIST	68	37,027	60,859	15	(44,061)
EX	(1)	C1925	AUTOMOTIVE MAINTENANCE SUPERINTENDENT	74	42,980	70,643	15	(51,144)
	(7)	C1993	AUTOMOTIVE MAINTENANCE TECHNICIAN	68	37,027	60,859	15	(44,061)
	(7)	C1933	AUTOMOTIVE MECHANIC (JOURNEYMAN)	68	37,027	60,859	27	(51,144)
	(7)	C1935	AUTOMOTIVE MECHANIC (LEAD)	73	41,925	68,909	27	(57,909)
	(7)	C1990	AUTOMOTIVE MECHANIC I	50	23,675	38,914	34	(35,673)
	(7)	C1991	AUTOMOTIVE MECHANIC II	58	28,882	47,471	22	(37,490)
	(7)	C1992	AUTOMOTIVE MECHANIC III	66	35,232	57,909	15	(41,925)
	(7)	C1932	AUTOMOTIVE MECHANIC, ASSISTANT	62	31,899	52,431	27	(44,061)
	(7)	C1996	AUTOMOTIVE SECTION SUPERVISOR	70	38,914	63,960	15	(46,306)
	(7)	C1994	AUTOMOTIVE SERVICES SUPERVISOR	73	41,925	68,909	15	(49,889)
	(7)	C1930	AUTOMOTIVE TECHNICIAN I	52	25,508	41,925	34	(37,490)
	(7)	C1931	AUTOMOTIVE TECHNICIAN II	58	28,882	47,471	30	(41,407)
	(6)	C0402	AWARDS COORDINATOR (POLICE DEPARTMENT)	63	32,702	53,750	15	(38,914)
	(7)	C3060	BOILER PLANT OPERATOR	56	27,481	45,169	26	(37,490)
	(2)	C0520	BROADCAST AND PRODUCTION COORDINATOR	77	46,306	76,109	31	(67,218)
EX	(2)	C0521	BROADCAST AND PRODUCTION MANAGER	84	55,102	90,567	33	(81,999)
EX	(2)	C0359	BUDGET CONSULTANT (CAO)	80	49,889	81,999	25	(67,218)
EX	(1)	C0457	BUDGET ADMINISTRATOR	99	79,987	131,468	15	(95,181)
EX	(1)	C5179	BUDGET COORDINATOR	86	57,909	95,181	19	(72,420)
	(3)	C2210	BUILDING INSPECTOR	63	32,702	53,750	38	(51,783)
	(3)	C2213	BUILDING INSPECTOR, LEAD	72	40,896	67,218	34	(61,620)
	(1)	C2107	BUILDING INSPECTOR MANAGER	82	52,431	86,176	38	(83,024)

NEW ORLEANS CIVIL SERVICE

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				GRADE	MINIMUM	MAXIMUM	STEP	RATE
EX	(1)	C2214	BUILDING INSPECTOR SUPERVISOR	78	47,471	78,024	34	(71,526)
	(3)	C2215	BUILDING INSPECTOR, TRAINEE	59	29,608	48,665	35	(45,169)
	(3)	C4245	BUILDING PLAN REVIEWER	72	40,896	67,218	34	(61,620)
	(3)	C4244	BUILDING PLAN REVIEWER, INTERN	68	37,027	60,859	30	(53,086)
	(2)	C4247	BUILDING PLAN REVIEWER, PRINCIPAL	78	47,471	78,024	29	(67,218)
EX	(2)	C4248	BUILDING PLAN REVIEWER, SUPERVISOR	82	52,431	86,176	33	(78,024)
	(3)	C5220	BUILDING SERVICES WORKER	50	23,675	38,914	34	(35,673)
EX	(1)	C2413	BUILDINGS MAINTENANCE MANAGER	90	63,960	105,126	20	(80,987)
	(7)	C2425	BUILDINGS REPAIR SUPERVISOR	73	41,925	68,909	15	(49,889)
	(3)	C0308	BUYER	63	32,702	53,750	15	(38,914)
EX	(1)	C4410	CAPITAL PROJECTS ADMINISTRATOR	103	88,344	145,205	37	(138,166)
EX	(1)	C4409	CAPITAL PROJECTS ADMINISTRATOR, ASSISTANT	99	79,987	131,468	35	(122,025)
	(7)	C1740	CARPENTER	60	30,353	49,889	22	(39,400)
	(7)	C1742	CARPENTER SHOP SUPERVISOR	66	35,232	57,909	15	(41,925)
	(8)	C8605	CEMETARY ATTENDANT I	52	24,882	40,896	34	(37,490)
	(8)	C8606	CEMETARY ATTENDANT II	54	26,149	42,980	34	(39,400)
	(8)	C2421	CEMETERY SERVICES SPECIALIST	52	24,882	40,896	30	(35,673)
EX	(2)	C0405	CHIEF ACCOUNTANT	88	60,859	100,030	15	(72,420)
EX	(1)	C3005	CHIEF AUDIT EXECUTIVE (S&WB)	108	100,030	164,411	43**	(168,547)
EX	(2)	C0419	CHIEF AUDITOR	88	60,859	100,030	15	(72,420)
EX	(1)	C2108	CHIEF BUILDING OFFICIAL	96	74,242	122,025	39	(119,031)
EX	(2)	C0729	CHIEF MONITOR (OFFICE OF THE INDEPENDENT POLICE MONITOR)	95	72,420	110,031	15	(86,176)
	(7)	C2412	CHIEF OPERATING ENGINEER (1st Class)	79	48,665	79,987	35	(74,242)
EX	(1)	C4223	CHIEF OPERATIONS MANAGER	90	63,960	105,126	17	(78,024)
EX	(2)	C4222	CHIEF OPERATIONS MANAGER, ASSISTANT	84	55,102	90,567	21	(70,643)
EX	(1)	C7154	CHIEF OPERATIONS OFFICER (POLICE)	104	90,567	148,857	15	(107,770)
EX	(2)	C4252	CHIEF ZONING OFFICIAL	96	74,242	122,025	39	(119,031)
EX	(2)	C0601	CITY ECONOMIST	96	74,242	122,025	15	(88,344)
	(2)	C4302	CITY PLANNER	71	39,893	65,569	29	(56,488)
	(5)	C7009	CLAIMS INVESTIGATOR (S&WB)	58	28,882	47,471	19	(36,119)
EX	(1)	C0051	CLERK OF COUNCIL	99	79,987	131,468	15	(95,181)
EX	(2)	C0050	CLERK OF COUNCIL, ASSISTANT	84	55,102	90,567	21	(70,643)
	(2)	C7518	CLERK OF COURT, ASSISTANT	76	45,169	74,242	15	(53,750)
	(3)	C5316	CODE ENFORCEMENT ASSISTANT I	52	24,882	40,896	29	(35,232)
	(3)	C5317	CODE ENFORCEMENT ASSISTANT II	54	26,149	42,980	29	(37,027)
	(2)	C5311	CODE ENFORCEMENT CASE SPECIALIST I	61	31,117	51,144	29	(44,061)
	(2)	C5312	CODE ENFORCEMENT CASE SPECIALIST II	64	33,524	55,102	29	(47,471)
	(2)	C5313	CODE ENFORCEMENT CASE SPECIALIST III	71	39,893	65,569	23	(52,431)
EX	(2)	C5314	CODE ENFORCEMENT CASE SUPERVISOR	78	47,471	78,024	27	(65,569)
	(3)	C2205	CODE ENFORCEMENT DISTRICT SUPERVISOR	71	39,893	65,569	23	(52,431)
	(3)	C2202	CODE ENFORCEMENT FIELD SUPERVISOR	68	37,027	60,859	25	(49,889)
	(3)	C2204	CODE ENFORCEMENT INSPECTOR I	61	31,117	51,144	29	(44,061)
	(3)	C2203	CODE ENFORCEMENT INSPECTOR II	64	33,524	55,102	29	(47,471)
EX	(2)	C2209	CODE ENFORCEMENT MANAGER	78	47,471	78,024	27	(65,569)
EX	(2)	C0250	COMMUNITY POLICE MEDIATION PROGRAM MANAGER	84	55,102	90,567	15	(65,569)
EX	(2)	C0730	COMMUNITY POLICE REVIEW SPECIALIST	79	48,665	79,987	15	(57,909)
	(4)	C7195	COMMUNITY SERVICES OFFICER	48	22,528	37,027	34	(33,944)
EX	(1)	C0460	COMPTROLLER	100	81,999	138,166	43**	(138,166)
EX	(1)	C0459	COMPTROLLER, ASSISTANT	96	74,242	122,025	15	(88,344)
	(3)	C4418	CONSTRUCTION INSPECTOR ASSISTANT	59	29,608	48,665	38	(46,885)
	(3)	C4419	CONSTRUCTION INSPECTOR I	63	32,702	53,750	38	(51,783)
	(3)	C4420	CONSTRUCTION INSPECTOR II	66	35,232	57,909	38	(55,791)
	(3)	C4422	CONSTRUCTION INSPECTOR LEAD	69	37,959	62,390	38	(60,108)
	(3)	C4421	CONSTRUCTION INSPECTOR SUPERVISOR	72	40,896	67,218	40	(66,388)
	(3)	C4035	COST ESTIMATOR SPECIALIST	75	44,061	72,420	15	(52,431)
EX	(1)	C0245	COUNCIL RESEARCH OFFICER	99	79,987	131,468	15	(95,181)
EX	(1)	C0269	COUNCIL UTILITIES REGULATORY OFFICE, DEPUTY CHIEF OF STAFF	102	86,176	141,641	15	102,546
	(2)	C7016	COURT EVIDENCE CLERK	53	25,508	41,925	23	(33,524)
	(2)	C6078	COURT PROBATION COORDINATOR	70	38,914	63,960	15	(46,306)
	(2)	C6075	COURT PROBATION OFFICER	57	28,173	46,306	19	(35,232)
EX	(2)	C7601	CRIME ANALYST I	87	59,366	97,575	15	(70,643)
EX	(2)	C7602	CRIME ANALYST II	89	62,390	102,546	15	(74,242)
EX	(2)	C7603	CRIME ANALYST III	91	65,569	107,770	15	(78,024)
EX	(2)	C7604	CRIME ANALYST IV	93	68,909	113,261	15	(81,999)
	(2)	C7600	CRIME ANALYST, ASSOCIATE	75	44,061	72,420	15	(52,431)
EX	(1)	C5261	CRIME LABORATORY DEPUTY DIRECTOR	86	57,909	128,242	57	(116,110)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
EX	(1)	C5253	CRIME LABORATORY DIRECTOR	88	60,859	138,166	67	(138,166)
	(4)	C5283	CRIME SCENE INVESTIGATION LEAD SPECIALIST	66	35,232	57,909	29	(49,889)
	(4)	C5282	CRIME SCENE INVESTIGATION SENIOR SPECIALIST	64	33,524	55,102	27	(46,306)
	(4)	C5281	CRIME SCENE INVESTIGATION SPECIALIST	62	31,890	52,431	20	(40,391)
	(4)	C5280	CRIME SCENE INVESTIGATION SPECIALIST ASSOCIATE	53	25,508	41,925	34	(38,433)
	(4)	C5284	CRIME SCENE INVESTIGATION SUPERVISOR	71	39,893	65,569	27	(55,102)
	(2)	C5250	CRIMINALIST I	63	32,702	53,750	33	(48,665)
	(2)	C5251	CRIMINALIST II	71	39,893	65,569	27	(55,102)
	(2)	C5252	CRIMINALIST III (LEAD)	79	48,665	79,987	25	(65,569)
EX	(2)	C5254	CRIMINALIST IV (SUPERVISOR)	82	52,431	86,176	27	(72,420)
EX	(2)	C0296	CURO ENERGY POLICY ANALYST	93	68,909	113,261	15	(81,999)
EX	(2)	C0299	CURO LEGISLATIVE AIDE	77	46,306	76,109	23	(60,859)
EX	(2)	C0297	CURO REGULATORY AUDITOR	93	68,909	113,261	15	(81,999)
EX	(2)	C0298	CURO STAFF ATTORNEY	103	88,344	145,205	15	(105,126)
	(6)	C7406	CUSTOMER SERVICE MANAGER	71	39,893	65,569	15	(47,471)
	(6)	C7401	CUSTOMER SERVICE ASSOCIATE	52	24,882	40,896	23	(32,702)
	(6)	C7400	CUSTOMER SERVICE ASSOCIATE, TRAINEE	50	23,675	38,914	23	(31,117)
	(6)	C7405	CUSTOMER SERVICE SPECIALIST	61	31,117	51,144	17	(37,959)
	(6)	C7402	CUSTOMER SERVICE, SENIOR ASSOCIATE	56	27,481	45,169	19	(34,368)
	(2)	C7403	CUSTOMER SERVICE, SUPERVISOR	67	36,119	59,366	15	(42,980)
	(5)	C5062	DENTAL ASSISTANT I	50	23,675	38,914	23	(31,117)
	(5)	C5063	DENTAL ASSISTANT II	52	24,882	40,896	23	(32,702)
	(5)	C5064	DENTAL ASSISTANT III	54	26,149	42,980	23	(34,368)
	(3)	C5072	DENTAL HYGIENIST I	78	47,471	78,024	15	(56,488)
	(3)	C5073	DENTAL HYGIENIST II	84	55,102	90,567	15	(65,569)
EX	(2)	C5055	DENTIST	112	110,481	181,590	21	(141,641)
EX	(2)	C5056	DENTIST (PROGRAM DIRECTOR)	118	128,242	210,781	21	(164,411)
EX	(2)	C5057	DENTIST SUPERVISOR	115	119,031	152,602	15	(141,641)
	(3)	C0105	DEPARTMENTAL LAN COORDINATOR	70	38,914	63,960	15	(46,306)
EX	(1)	C0267	DEPUTY COUNCIL CHIEF OF STAFF	104	90,567	148,857	15	(107,770)
EX	(2)	C0266	DEPUTY COUNCIL UTILITIES REGULATORY OFFICER	84	55,102	90,567	15	(65,569)
EX	(1)	C4240	DEPUTY DIRECTOR OF PUBLIC WORKS	108	100,030	164,411	39	(160,377)
EX	(1)	C4233	DEPUTY DIRECTOR, MUSEUM	107	97,575	160,377	15	(116,110)
EX	(1)	C0235	DEPUTY PERSONNEL DIRECTOR	99	79,987	131,468	15	(95,181)
EX	(1)	C7028	DEPUTY SPECIAL COUNSEL	109	102,546	168,547	15	(122,025)
	(2)	C4411	DISASTER RECOVERY PROGRAM ASSISTANT I	62	31,899	52,431	27	(44,061)
	(2)	C4412	DISASTER RECOVERY PROGRAM ASSISTANT II	69	37,959	62,390	23	(49,889)
	(2)	C4413	DISASTER RECOVERY PROGRAM ASSISTANT III	75	44,061	72,420	23	(57,909)
	(2)	C5255	DNA ANALYST I	77	46,306	76,109	31	(67,218)
EX	(2)	C5256	DNA ANALYST II	79	48,665	79,987	39	(78,024)
EX	(2)	C5257	DNA ANALYST III	81	51,144	84,062	43	(86,176)
EX	(1)	C5258	DNA SUPERVISOR	85	56,488	92,845	53	(107,770)
EX	(1)	C5259	DNA TECHNICAL LEADER	83	53,750	88,344	49	(97,575)
	(3)	C4262	DRAFTING TECHNICIAN	58	28,882	47,471	22	(37,490)
	(3)	C3050	DRAINAGE & SEWAGE PUMPING SUPERVISOR	88	60,859	100,030	23	(79,987)
	(3)	C2220	ELECTRICAL INSPECTOR	63	32,702	53,750	38	(51,783)
	(3)	C2223	ELECTRICAL INSPECTOR, LEAD	72	40,896	67,218	34	(61,620)
EX	(1)	C2224	ELECTRICAL INSPECTOR SUPERVISOR	78	47,471	78,024	34	(71,526)
	(3)	C4215	ELECTRICAL PLAN EXAMINER	66	35,232	57,909	27	(48,665)
	(7)	C1760	ELECTRICIAN - ASSISTANT	62	31,899	52,431	27	(44,061)
	(7)	C1751	ELECTRICIAN - JOURNEYMAN	66	35,232	57,909	27	(48,665)
	(7)	C1752	ELECTRICIAN - MAINTENANCE	73	41,925	68,909	27	(57,909)
	(7)	C1753	ELECTRICIAN - MASTER	77	46,306	76,109	23	(60,859)
	(3)	C2500	ELECTRONICS TECHNICIAN	65	34,368	56,488	15	(40,896)
	(3)	C2502	ELECTRONICS TECHNICIAN SUPERVISOR	71	39,893	59,366	15	(47,471)
EX	(2)	C8112	EMERGENCY MANAGEMENT GIS COORDINATOR	88	60,859	100,030	27	(84,062)
EX	(1)	C8113	EMERGENCY MANAGEMENT OPERATIONS ADMINISTRATOR	90	63,960	105,126	33	(95,181)
	(2)	C8117	EMERGENCY MANAGEMENT SERVICES ANALYST	71	39,893	59,366	23	(52,431)
	(2)	C8114	EMERGENCY MANAGEMENT SERVICES ASSOCIATE	65	34,368	56,488	25	(46,306)
EX	(2)	C8115	EMERGENCY MANAGEMENT SERVICES COORDINATOR	74	42,980	70,643	35	(65,569)
	(3)	C5180	EMERGENCY MEDICAL COMMUNICATIONS DISPATCHER	65	34,368	56,488	15	(40,896)
	(2)	C5183	EMERGENCY MEDICAL COMMUNICATIONS SUPERVISOR	78	47,741	78,024	15	(56,488)
EX	(3)	C5177	EMERGENCY MEDICAL COORDINATOR	87	59,366	97,575	27	(81,999)
	(3)	C5176	EMERGENCY MEDICAL COORDINATOR, ASSISTANT	81	51,144	84,062	23	(67,218)
EX	(1)	C5509	EMERGENCY MEDICAL SERVICES, DEPUTY DIRECTOR	89	62,390	102,546	15	(74,242)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	GRADE	RANGE		HIRING RATE:	
					MINIMUM	MAXIMUM	STEP	RATE
EX	(1)	C5508	EMERGENCY MEDICAL SERVICES, DIRECTOR	118	128,242	210,781	21	(164,411)
	(3)	C5170	EMERGENCY MEDICAL TECHNICIAN	64	33,524	55,102	19	(41,925)
	(3)	C5175	EMERGENCY MEDICAL TECHNICIAN, ADVANCED	66	35,232	57,909	22	(45,734)
	(3)	C5171	EMERGENCY MEDICAL TECHNICIAN, PARAMEDIC	75	44,061	72,420	21	(56,488)
EX	(2)	C4025	ENGINEER	90	63,960	105,126	29	(90,567)
	(2)	C4020	ENGINEER INTERN I	79	48,665	79,987	37	(76,109)
	(2)	C4021	ENGINEER INTERN II	81	51,144	84,062	37	(79,987)
	(3)	C4012	ENGINEERING ASSISTANT	60	30,353	49,889	27	(41,925)
EX	(1)	C4028	ENGINEERING DIVISION MANAGER	102	86,176	141,641	35	(131,468)
	(3)	C4002	ENGINEERING INSPECTOR	52	24,882	40,896	30	(35,673)
	(2)	C4015	ENGINEERING SPECIALIST	71	39,893	65,569	27	(55,102)
	(3)	C4018	ENGINEERING TECHNICIAN	63	32,702	53,750	31	(47,471)
	(2)	C4230	ENTOMOLOGIST I	81	51,144	84,062	15	(60,859)
	(1)	C4231	ENTOMOLOGIST II	85	56,488	92,845	15	(67,218)
EX	(1)	C3097	ENVIRONMENTAL ENFORCEMENT SUPERINTENDENT	87	59,366	97,575	15	(70,643)
	(3)	C3085	ENVIRONMENTAL ENFORCEMENT TECHNICIAN I	65	34,368	51,144	20	(43,517)
	(3)	C3086	ENVIRONMENTAL ENFORCEMENT TECHNICIAN II	69	37,959	56,488	19	(47,471)
	(3)	C3088	ENVIRONMENTAL ENFORCEMENT TECHNICIAN SUPERVISOR	75	44,061	72,420	19	(55,102)
	(6)	C2515	EQUIPMENT & SERVICES DISPATCHER	50	23,675	38,914	23	(31,117)
	(8)	C2320	EQUIPMENT OPERATOR I	52	24,882	40,896	34	(37,490)
	(8)	C2321	EQUIPMENT OPERATOR II	54	26,149	42,980	34	(39,400)
	(8)	C2322	EQUIPMENT OPERATOR III	58	28,882	47,471	30	(41,407)
	(8)	C2323	EQUIPMENT OPERATOR IV	62	31,899	52,431	27	(44,061)
	(2)	C0268	EXECUTIVE ASSISTANT	69	37,959	62,391	15	(45,169)
	(2)	C0264	EXECUTIVE SECRETARY	67	36,119	59,366	15	(42,980)
	(3)	C4036	FACILITIES ENGINEERING SUPERVISOR	75	44,061	72,420	27	(60,859)
EX	(2)	C5428	FIELD OPERATIONS SUPERVISOR (MOSQUITO CONTROL)	87	59,366	97,575	15	(70,643)
EX	(2)	C0253	FINANCE OPERATIONS MANAGER	88	60,859	100,030	15	(72,420)
	(6)	C0407	FINANCIAL SERVICES AGENT	51	24,271	39,893	15	(28,882)
EX	(1)	C0252	FINANCIAL SYSTEMS ADMINISTRATOR	92	67,218	110,481	15	(79,987)
	(3)	C0354	FIRE SUPPLY SUPERVISOR	61	31,117	51,144	15	(37,027)
	(3)	C7228	FIRE SUPPLY AND MAINTENANCE TECHNICIAN	61	31,117	51,144	38	(49,273)
	(3)	C0351	FIRE SUPPLY TECHNICIAN I	50	23,675	38,914	34	(35,673)
	(3)	C0352	FIRE SUPPLY TECHNICIAN II	54	26,149	42,980	30	(37,490)
	(3)	C0353	FIRE SUPPLY TECHNICIAN III	58	28,882	47,471	26	(39,400)
EX	(1)	C1939	FLEET ADMINISTRATOR	99	79,987	131,468	15	(95,181)
EX	(1)	C0502	FLEET MANAGER	99	79,987	131,468	15	(95,181)
EX	(1)	C1937	FLEET OPERATIONS MANAGER (SECOND LEVEL SUPERVISOR)	77	46,306	76,109	27	(63,960)
	(7)	C1936	FLEET OPERATIONS SUPERVISOR (FIRST LEVEL SUPERVISOR)	75	44,061	72,420	27	(60,859)
	(7)	C1923	FLEET SERVICES MANAGER	75	44,061	72,420	15	(52,431)
	(7)	C1995	FLEET SERVICES SUPERVISOR	73	41,925	68,909	15	(49,889)
EX	(1)	C4255	FLOODPLAIN PROGRAM MANAGER	78	47,471	78,024	41	(78,024)
	(8)	C1210	FOOD SERVICES WORKER	50	23,675	38,914	34	(35,673)
EX	(2)	C5270	FORENSIC FIREARM EXAMINER	77	46,306	76,109	31	(67,218)
EX	(2)	C5272	FORENSIC FIREARM EXAMINER, LEAD	81	51,144	84,062	43	(86,176)
EX	(2)	C5271	FORENSIC FIREARM EXAMINER, SENIOR	79	48,665	79,987	39	(78,024)
EX	(2)	C5273	FORENSIC FIREARM EXAMINER, SUPERVISOR	85	56,488	92,845	49	(102,546)
EX	(2)	C8213	FRENCH MARKET SECURITY MANAGER	80	49,889	81,999	27	(68,909)
	(8)	C1608	GARDENER	50	23,675	38,914	34	(35,673)
EX	(1)	C0181	GEOGRAPHIC INFORMATION SYSTEMS ADMINISTRATOR	99	79,987	131,468	23	(105,126)
EX	(1)	C0188	GIS SERVER ADMINISTRATOR	90	63,960	105,126	23	(84,062)
	(6)	C0135	GRAPHIC DESIGNER	65	34,368	56,488	15	(40,896)
	(4)	C7185	GROUNDS PATROL OFFICER	58	28,882	47,471	25	(38,914)
	(4)	C8575	GROUNDS PATROL OFFICER, LEAD	63	32,702	53,750	25	(44,061)
	(4)	C7186	GROUNDS PATROL OFFICER, SENIOR	60	30,353	49,889	27	(41,925)
	(8)	C1611	GROUNDSKEEPER II	50	23,675	38,914	34	(35,673)
	(8)	C1612	GROUNDSKEEPER III	52	24,882	40,896	38	(39,400)
EX	(2)	C8116	HAZARD MITIGATION ADMINISTRATOR	96	74,242	122,025	15	(88,344)
EX	(2)	C4308	HAZARD MITIGATION SPECIALIST, SENIOR**	81	51,144	84,062	15	(60,859)
	(3)	C1967	HEATING, VENTILATION & AIR CONDITIONING, MECHANIC	76	45,169	74,242	15	(53,750)
EX	(2)	C1968	HEATING, VENTILATION & AIR CONDITIONING, SERVICES MANAGER	83	53,750	88,344	27	(74,242)
	(2)	C4280	HISTORIC PRESERVATION BUILDING INSPECTOR	63	32,702	53,750	36	(50,513)
	(2)	C4281	HISTORIC PRESERVATION BUILDING INSPECTOR, SENIOR	66	35,232	57,909	36	(54,421)
	(2)	C4282	HISTORIC PRESERVATION BUILDING INSPECTOR, PRINCIPAL	68	37,027	60,859	36	(57,194)
EX	(2)	C4283	HISTORIC PRESERVATION BUILDING INSPECTOR, SUPERVISOR	78	47,471	78,024	34	(71,526)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
	(2)	C4260	HISTORIC PRESERVATION PLAN REVIEWER	68	37,027	60,859	35	(56,488)
	(2)	C4262	HISTORIC PRESERVATION PLAN REVIEWER, PRINCIPAL	78	47,471	78,024	29	(67,218)
	(2)	C4261	HISTORIC PRESERVATION PLAN REVIEWER, SENIOR	72	40,896	67,218	34	(61,620)
EX	(2)	C4263	HISTORIC PRESERVATION PLAN REVIEWER, SUPERVISOR	82	52,431	86,176	33	(78,024)
EX	(2)	C0254	HRIS COORDINATOR	84	55,102	90,567	15	(65,569)
EX	(2)	C0728	INDEPENDENT POLICE MONITOR AUDITOR	91	65,569	107,770	15	(78,024)
EX	(2)	C4174	INDUSTRIAL HYGIENIST	80	49,889	81,999	27	(68,909)
EX	(1)	C0179	INFORMATION TECHNOLOGY DIRECTOR**	99	79,987	131,468	23	(105,126)
EX	(2)	C0178	INFORMATION TECHNOLOGY MANAGER	93	68,909	113,261	23	(90,567)
EX	(3)	C0727	INFORMATION TECHNOLOGY SECURITY SPECIALIST	93	68,909	113,261	23	(90,567)
	(3)	C0165	INFORMATION TECHNOLOGY SPECIALIST I	67	36,119	59,366	23	(47,471)
	(3)	C0163	INFORMATION TECHNOLOGY SPECIALIST II	77	46,306	76,109	23	(60,859)
EX	(3)	C0177	INFORMATION TECHNOLOGY SPECIALIST III	86	57,909	95,181	23	(76,109)
EX	(2)	C0180	INFORMATION TECHNOLOGY SUPERVISOR	90	63,960	105,126	23	(84,062)
	(2)	C3414	INFRASTRUCTURE PROJECT MANAGER, INTERN	75	44,061	72,420	29	(62,390)
EX	(2)	C3415	INFRASTRUCTURE PROJECT MANAGER I	79	48,665	79,987	33	(72,420)
EX	(2)	C3416	INFRASTRUCTURE PROJECT MANAGER II	87	59,366	97,575	29	(84,062)
EX	(2)	C3417	INFRASTRUCTURE PROJECT MANAGER III	92	67,218	110,481	27	(92,845)
EX	(1)	C3418	INFRASTRUCTURE PROJECT MANAGER SUPERVISOR	96	74,242	122,025	27	(102,546)
	(5)	C6025	INSTITUTIONAL COUNSELOR I	51	24,271	39,893	32	(35,673)
	(5)	C6026	INSTITUTIONAL COUNSELOR II	53	25,508	41,925	32	(37,490)
	(5)	C6027	INSTITUTIONAL COUNSELOR III	58	28,882	47,471	26	(39,400)
	(8)	C1521	INSTITUTIONAL FOOD SERVICES SUPERVISOR	54	26,149	42,980	34	(39,400)
	(5)	C6046	INSTITUTIONAL RECREATION SPECIALIST	53	25,508	41,925	32	(37,490)
EX	(2)	C0482	INTERNAL AUDITOR	75	44,061	72,420	23	(57,909)
EX	(2)	C0483	INTERNAL AUDITOR , SENIOR	77	46,306	76,109	23	(60,859)
	(2)	C0481	INTERNAL AUDITOR ASSISTANT	69	37,959	62,390	23	(49,889)
EX	(1)	C0484	INTERNAL AUDITOR, SUPERVISOR	88	60,859	100,030	17	(74,242)
	(2)	C0423	INVESTMENTS COORDINATOR	83	53,750	88,344	15	(63,960)
	(6)	C0420	JUNIOR ACCOUNTANT	56	27,481	45,169	19	(34,368)
	(5)	C6028	JUVENILE DETENTION COUNSELOR I	55	26,807	44,061	32	(39,400)
	(5)	C6029	JUVENILE DETENTION COUNSELOR II	58	28,882	47,471	30	(41,407)
	(5)	C6030	JUVENILE DETENTION COUNSELOR III	60	30,353	49,889	30	(43,517)
	(5)	C6031	JUVENILE DETENTION SUPERVISOR	63	32,702	53,750	28	(45,734)
EX	(1)	C2429	JUVENILE JUSTICE CENTER MAINTENANCE SUPERINTENDENT	82	52,431	86,176	19	(65,569)
EX	(1)	C6081	JUVENILE JUSTICE CENTER RESIDENTIAL LIFE SUPERINTENDENT	87	59,366	97,575	41	(97,575)
	(2)	C6062	JUVENILE JUSTICE CENTER RESIDENTIAL LIFE SUPERINTENDENT, ASST	69	37,959	70,643	45	(65,569)
EX	(1)	C6080	JUVENILE JUSTICE CENTER SUPPORTIVE SERVICES SUPERINTENDENT	87	59,366	97,575	41	(97,575)
	(2)	C6063	JUVENILE JUSTICE CENTER TRAINING COORDINATOR	69	37,959	70,643	45	(65,569)
	(2)	C6024	JUVENILE REENTRY SUPPORT SPECIALIST	63	32,702	53,750	25	(44,061)
	(2)	C5275	LABORATORY SPECIALIST I	66	35,232	57,909	15	(41,925)
	(2)	C5276	LABORATORY SPECIALIST II	75	44,061	72,420	15	(52,431)
	(3)	C5201	LABORATORY TECHNICIAN I	50	23,675	38,914	34	(35,673)
	(3)	C5202	LABORATORY TECHNICIAN II	56	27,481	45,169	26	(37,490)
	(3)	C5203	LABORATORY TECHNICIAN III	61	31,117	51,144	20	(39,400)
	(3)	C5200	LABORATORY TECHNICIAN TRAINEE	48	22,528	37,027	34	(33,944)
	(8)	C1510	LABORER	48	22,528	37,027	34	(33,944)
	(8)	C1511	LABORER-WASTE COLLECTOR	48	22,528	37,027	34	(33,944)
EX	(2)	C1630	LANDSCAPE ARCHITECT	79	48,665	79,987	15	(57,909)
	(2)	C1629	LANDSCAPE ARCHITECT INTERN	65	34,368	56,488	15	(40,896)
	(5)	C7019	LAW CLERK	66	35,232	57,909	15	(41,925)
	(5)	C0065	LAW OFFICE MANAGER	66	35,232	57,909	15	(41,925)
EX	(2)	C0313	LEAD BUYER	75	44,061	72,420	15	(52,431)
	(2)	C0173	LEAD PROGRAMMER-ANALYST	90	63,960	105,126	15	(76,109)
	(6)	C7029	LEGAL ADMINISTRATIVE ASSISTANT	67	36,119	59,366	15	(42,980)
	(2)	C0261	LEGISLATIVE SERVICES SPECIALIST	60	30,353	49,889	17	(37,027)
	(2)	C6530	LIBRARIAN I	64	33,524	55,102	27	(46,306)
	(2)	C6531	LIBRARIAN II	71	39,893	65,569	23	(52,431)
EX	(2)	C6532	LIBRARIAN III	77	46,306	76,109	23	(60,859)
EX	(2)	C6560	LIBRARY ARCHIVIST	82	52,431	86,176	23	(68,909)
	(2)	C6520	LIBRARY ASSOCIATE I	55	26,807	44,061	27	(37,027)
	(2)	C6521	LIBRARY ASSOCIATE II	60	30,353	49,889	27	(41,925)
	(2)	C6522	LIBRARY ASSOCIATE III	64	33,524	55,102	25	(45,169)
	(2)	C6523	LIBRARY ASSOCIATE IV	68	37,027	60,859	25	(49,889)
EX	(2)	C6534	LIBRARY BRANCH MANAGER	75	44,061	72,420	23	(57,909)
EX	(1)	C6535	LIBRARY BUREAU CHIEF	86	57,909	95,181	21	(74,242)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
EX	(1)	C6561	LIBRARY FISCAL ADMINISTRATOR	90	63,960	72,420	17	(78,024)
	(6)	C6510	LIBRARY PAGE	48	22,528	37,027	23	(29,608)
EX	(1)	C6539	LIBRARY PROGRAMMING COORDINATOR	84	55,102	90,567	15	(65,569)
EX	(1)	C6559	LIBRARY PUBLIC SERVICES ADMINISTRATOR	99	79,987	131,468	19	(100,030)
EX	(2)	C6533	LIBRARY REGIONAL BRANCH MANAGER	84	55,102	90,567	21	(70,643)
	(3)	C5118	LICENSED PRACTICAL NURSE I	69	37,959	62,390	15	(45,169)
	(3)	C5119	LICENSED PRACTICAL NURSE II	72	40,896	67,218	15	(48,665)
	(3)	C5117	LICENSED PRACTICAL NURSE III	75	44,061	72,420	15	(52,431)
	(7)	C1973	MAINTENANCE WELDER	66	35,232	57,909	18	(43,517)
	(7)	C1720	MAINTENANCE WORKER	50	23,675	38,914	34	(35,673)
EX	(1)	C0367	MANAGEMENT DEVELOPMENT ADMINISTRATOR	88	60,859	100,030	17	(74,242)
	(2)	C0361	MANAGEMENT DEVELOPMENT ANALYST I	62	31,899	52,431	27	(44,061)
	(2)	C0362	MANAGEMENT DEVELOPMENT ANALYST II	69	37,959	62,390	23	(49,889)
	(2)	C0360	MANAGEMENT DEVELOPMENT ASSISTANT	55	26,807	44,061	19	(33,524)
EX	(2)	C0363	MANAGEMENT DEVELOPMENT SPECIALIST I	75	44,061	72,420	23	(57,909)
EX	(2)	C0364	MANAGEMENT DEVELOPMENT SPECIALIST II	77	46,306	76,109	23	(60,859)
EX	(2)	C0365	MANAGEMENT DEVELOPMENT SUPERVISOR I	80	49,889	81,999	23	(65,569)
EX	(1)	C0366	MANAGEMENT DEVELOPMENT SUPERVISOR II	82	52,431	86,176	23	(68,909)
EX	(2)	C0239	MANAGEMENT SERVICES ADMINISTRATOR	88	60,859	100,030	17	(74,242)
EX	(1)	C0247	MANAGEMENT SERVICES SPECIALIST	78	47,471	78,024	23	(62,390)
EX	(2)	C8211	MARKETING DEVELOPMENT COORDINATOR	81	51,144	84,062	15	(60,859)
	(3)	C0340	MATERIAL AND STORES SUPERVISOR	61	31,117	51,144	20	(39,400)
	(2)	C2240	MECHANICAL EQUIPMENT INSPECTOR	63	32,702	53,750	38	(51,783)
	(2)	C2243	MECHANICAL EQUIPMENT INSPECTOR, LEAD	72	40,896	67,218	34	(61,620)
EX	(1)	C2244	MECHANICAL EQUIPMENT INSPECTOR SUPERVISOR	78	47,471	78,024	34	(71,526)
	(3)	C4225	MECHANICAL PLAN EXAMINER	66	35,232	57,909	27	(48,665)
EX	(2)	C0249	MEDIATION COORDINATOR	78	47,471	78,024	15	(56,488)
	(3)	C5462	MOSQUITO CONTROL AVIATION SUPERVISOR	88	60,859	100,030	27	(84,062)
EX	(1)	C5430	MOSQUITO TERMITE & RODENT CONTROL DIRECTOR	113	113,261	186,158	15	(134,775)
EX	(1)	C5429	MOSQUITO TERMITE & RODENT CONTROL, ASSISTANT DIRECTOR	107	97,575	160,377	15	(116,110)
EX	(1)	C2249	MOTOR VEHICLE INSPECTION PROGRAM MANAGER	78	47,471	78,024	15	(56,488)
	(3)	C2248	MOTOR VEHICLE INSPECTION PROGRAM MANAGER, ASSISTANT	69	37,959	62,391	15	(45,169)
EX	(1)	C2815	MUNICIPAL INVESTIGATIONS COORDINATOR	88	60,859	100,030	15	(72,420)
EX	(1)	C8556	MUSEUM DIVISION CHIEF	86	57,909	95,181	15	(68,909)
	(7)	C8550	MUSEUM PREPARATOR	71	39,893	65,569	15	(47,471)
	(7)	C8549	MUSEUM PREPARATOR, ASSISTANT	63	32,702	53,750	15	(38,914)
	(3)	C6180	NORDC POOL MAINTENANCE TECHNICIAN	60	30,353	49,889	18	(37,490)
EX	(2)	C8212	NORDC PUBLIC OUTREACH AND COMMUNICATIONS COORDINATOR	84	55,102	90,567	15	(65,569)
EX	(1)	C5515	NURSE PRACTITIONER	93	68,909	113,261	27	(95,181)
	(6)	C0132	OFFICE ASSISTANT	50	23,675	38,914	23	(31,117)
	(6)	C0070	OFFICE SUPPORT SPECIALIST	54	26,149	42,980	19	(32,702)
	(6)	C0061	OFFICE WORKER	48	22,528	37,027	23	(29,608)
	(2)	C0169	OPERATIONS CONTROL COORDINATOR	65	34,368	56,488	15	(40,896)
	(7)	C2411	OPERATING ENGINEER (2nd Class)	69	37,959	62,390	29	(53,750)
	(7)	C2410	OPERATING ENGINEER (3rd Class)	64	33,524	55,102	23	(44,061)
	(7)	C1780	PAINTER	58	28,882	47,471	22	(37,490)
	(5)	C7017	PARALEGAL	67	36,119	59,366	15	(42,980)
EX	(1)	C4236	PARKING ADMINISTRATOR	80	49,889	81,999	19	(62,390)
	(8)	C0434	PARKING DIVISION MANAGER	71	39,893	65,569	17	(48,665)
	(8)	C7164	PARKING ENFORCEMENT FIELD SUPERVISOR	59	29,608	48,665	32	(43,517)
	(8)	C7163	PARKING ENFORCEMENT OFFICER I	50	23,675	38,914	34	(35,673)
	(8)	C7160	PARKING ENFORCEMENT OFFICER II	52	24,882	40,896	34	(37,490)
	(8)	C7165	PARKING ENFORCEMENT SECTION SUPERVISOR	63	32,702	53,750	24	(43,517)
	(8)	C7157	PARKING ENFORCEMENT SQUAD LEADER	56	27,481	45,169	34	(41,407)
	(2)	C1622	PARKWAYS MAINTENANCE SECTION ASSISTANT	69	37,959	62,390	23	(49,889)
EX	(1)	C5124	PARKWAYS MAINTENANCE SECTION MANAGER	80	49,889	81,999	23	(65,569)
	(8)	C1620	PARKWAYS MAINTENANCE SUPERVISOR	54	26,149	42,980	38	(41,407)
	(8)	C1606	PARKWAYS TREE SPECIALIST	53	25,508	41,925	34	(38,433)
EX	(2)	C0416	PAYROLL SUPERVISOR	83	53,750	88,344	15	(63,960)
EX	(1)	C4213	PERSONNEL ADMINISTRATOR	90	63,960	105,126	17	(78,024)
EX	(2)	C4212	PERSONNEL ADMINISTRATOR, ASSISTANT	84	55,102	90,567	21	(70,643)
EX	(2)	C0358	PERSONNEL CONSULTANT (CIVIL SERVICE)	80	49,889	81,999	25	(67,218)
EX	(1)	C0240	PERSONNEL DIRECTOR	106	95,181	156,441	15	(113,261)
EX	(1)	C0238	PERSONNEL DIVISION CHIEF	86	57,909	95,181	19	(72,420)
	(3)	C5426	PEST CONTROL INSPECTOR I	51	24,271	39,893	21	(31,117)
	(3)	C5427	PEST CONTROL INSPECTOR II	56	27,481	45,169	15	(32,702)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	GRADE	RANGE		HIRING RATE:	
					MINIMUM	MAXIMUM	STEP	RATE
	(3)	C5463	PEST CONTROL INSPECTOR III	58	28,882	47,471	15	(34,368)
	(3)	C1531	PEST CONTROL INSPECTOR IV	63	32,702	53,750	15	(38,914)
	(3)	C5466	PEST CONTROL SPECIALIST I	66	35,232	57,909	15	(41,925)
	(3)	C5434	PEST CONTROL SPECIALIST II	68	37,027	60,859	15	(44,061)
	(3)	C6620	PEST CONTROL SPECIALIST III	70	38,914	63,960	15	(46,306)
EX	(2)	C5260	PHARMACIST	98	78,024	128,242	15	(92,845)
EX	(2)	C5020	PHYSICIAN	116	122,025	200,563	37	(190,841)
EX	(2)	C5021	PHYSICIAN (PROGRAM DIRECTOR)	118	128,242	210,781	21	(164,411)
	(3)	C1869	PLANNER & ESTIMATOR	52	24,882	40,896	30	(35,673)
EX	(1)	C4304	PLANNING ADMINISTRATOR	86	57,909	95,181	27	(79,987)
EX	(1)	C4306	PLANNING ADMINISTRATOR, ASSISTANT	84	55,102	90,567	27	(76,109)
	(2)	C4307	PLANNING INTERN	53	25,508	41,925	23	(33,524)
	(7)	C3010	PLANT ATTENDANT	50	23,675	38,914	34	(35,673)
	(7)	C3080	PLANT MAINTENANCE SUPERVISOR	65	34,368	56,488	15	(40,896)
	(7)	C1810	PLUMBER	66	35,232	57,909	38	(55,791)
	(7)	C1809	PLUMBER ASSISTANT	58	28,882	47,471	31	(41,925)
EX	(1)	C2235	PLUMBING INSPECTION SUPERVISOR	78	47,471	78,024	34	(71,526)
	(3)	C2231	PLUMBING INSPECTOR	66	35,232	57,909	42	(58,633)
	(3)	C2234	PLUMBING INSPECTOR, LEAD	74	42,980	70,643	34	(64,759)
EX	(1)	C7140	POLICE ACADEMY ADMINISTRATOR	100	81,999	134,775	33	(122,025)
EX	(2)	C7138	POLICE ACADEMY CURRICULUM DEVELOPER	84	55,102	90,567	15	(65,569)
EX	(2)	C7137	POLICE ACADEMY FIREARMS INSTRUCTOR	77	46,306	76,109	15	(55,102)
EX	(2)	C7135	POLICE ACADEMY INSTRUCTOR	77	46,306	76,109	15	(55,102)
EX	(2)	C7136	POLICE ACADEMY LEGAL INSTRUCTOR	84	55,102	90,567	53	(105,126)
EX	(2)	C7139	POLICE ACCOUNTING SECTION MANAGER	84	55,102	90,567	15	(65,569)
	(4)	C7105	POLICE AIDE	58	28,882	47,471	18	(35,673)
EX	(2)	C7606	POLICE APPLICATIONS SPECIALIST (EARLY INTERVENTION SPEC.)	78	47,471	60,859	15	(56,488)
EX	(1)	C7153	POLICE BUREAU CHIEF OF STAFF	88	60,859	100,030	15	(72,420)
	(4)	C7151	POLICE CADET	50	23,675	38,914	34	(35,673)
	(4)	C7150	POLICE CADET, TRAINEE	48	22,528	37,027	34	(33,944)
	(1)	C7103	POLICE COMMUNICATIONS SUPERVISOR	78	47,471	78,024	15	(56,488)
	(8)	C7159	POLICE INVESTIGATIVE SPECIALIST, TRAINEE	53	25,508	41,925	28	(35,673)
EX	(1)	C0475	POLICE FISCAL AND BUDGET ADMINISTRATOR	90	63,960	105,126	15	(76,109)
EX	(1)	C5139	POLICE HUMAN RESOURCE ADMINISTRATOR	90	63,960	105,126	43	(107,770)
EX	(1)	C0182	POLICE INFORMATION TECHNOLOGY ADMINISTRATOR	96	74,242	122,025	23	(97,575)
	(2)	C7166	POLICE INTAKE SPECIALIST	67	36,119	59,366	15	(42,980)
	(4)	C7167	POLICE INVESTIGATIVE SPECIALIST	74	42,980	70,643	15	(51,144)
	(4)	C7152	POLICE INVESTIGATIVE SUPERVISOR	78	47,471	78,024	15	(56,488)
EX	(2)	C7605	POLICE RECRUITMENT & APPLICANT INVESTIGATION	90	63,960	105,126	15	(76,109)
EX	(1)	C0373	POLICE SECONDARY EMPL ADMINISTRATOR ASSISTANT	99	79,987	131,468	15	(95,181)
	(2)	C0370	POLICE SECONDARY EMPL COORDINATOR ANALYST I	62	31,899	52,431	27	(44,061)
	(2)	C0371	POLICE SECONDARY EMPL COORDINATOR ANALYST II	69	37,959	62,390	23	(49,889)
EX	(1)	C0372	POLICE SECONDARY EMPL MANAGEMENT SUPERVISOR	90	63,960	105,126	17	(78,024)
	(3)	C7143	POLICE TECHNICAL SPECIALIST	53	25,508	41,925	34	(38,433)
	(3)	C7148	POLICE TECHNICAL SPECIALIST (SENIOR)	62	31,899	52,431	20	(40,391)
	(3)	C7146	POLICE TECHNICAL SPECIALIST, TRAINEE	51	24,271	39,893	34	(36,570)
	(3)	C7149	POLICE TECHNICAL SUPERVISOR	66	35,232	57,909	16	(42,449)
	(6)	C7142	POLICE TECHNICIAN	50	23,675	38,914	34	(35,673)
	(6)	C7144	POLICE TECHNICIAN (SENIOR)	52	24,882	40,896	34	(37,490)
	(6)	C7145	POLICE TECHNICIAN SUPERVISOR	58	28,882	47,471	26	(39,400)
	(6)	C1116	POLICE TECHNICIAN, TRAINEE	48	22,528	37,027	34	(33,944)
	(3)	C3055	POWER DISPATCHER I	61	31,117	51,144	20	(39,400)
	(3)	C3056	POWER DISPATCHER II	67	36,119	59,366	20	(45,734)
	(3)	C3057	POWER DISPATCHER III	81	51,144	84,062	27	(70,643)
	(3)	C3058	POWER DISPATCHER IV	88	60,859	100,030	23	(79,987)
EX	(2)	C4404	PRESERVATION ARCHITECT	79	48,665	79,987	15	(57,909)
	(2)	C0418	PRINCIPAL ACCOUNTANT	78	47,471	78,024	27	(65,569)
EX	(1)	C0189	PRINCIPAL APPLICATIONS DEVELOPER	90	63,960	105,126	23	(84,062)
EX	(2)	C4408	PRINCIPAL ARCHITECTURAL HISTORIAN	85	56,488	92,845	15	(67,218)
	(2)	C0415	PRINCIPAL AUDITOR	78	47,471	78,024	27	(65,569)
	(3)	C2212	PRINCIPAL BUILDING INSPECTOR	68	37,027	60,859	38	(58,633)
EX	(2)	C4305	PRINCIPAL CITY PLANNER	81	51,144	84,062	27	(70,643)
EX	(2)	C8555	PRINCIPAL CURATOR	82	52,431	86,176	15	(62,390)
	(3)	C2222	PRINCIPAL ELECTRICAL INSPECTOR	68	37,027	60,859	38	(58,633)
EX	(2)	C8119	PRINCIPAL EMERGENCY MANAGEMENT SERVICES COORDINATOR	84	55,102	90,567	27	(76,109)
EX	(1)	C4023	PRINCIPAL ENGINEER	96	74,242	122,025	33	(110,481)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
	(3)	C2242	PRINCIPAL MECHANICAL EQUIPMENT INSPECTOR	68	37,027	60,859	38	(58,633)
	(6)	C0074	PRINCIPAL OFFICE SUPPORT SPECIALIST	59	29,608	48,665	19	(37,027)
EX	(1)	C4234	PRINCIPAL RESEARCH ENTOMOLOGIST	103	88,344	145,205	15	(105,126)
	(3)	C2264	PRINCIPAL TAXICAB INVESTIGATOR	56	27,481	45,169	31	(39,893)
	(2)	C0285	PROGRAM COORDINATOR	67	36,119	59,366	15	(42,980)
	(3)	C0171	PROGRAMMER - ANALYST	80	49,889	81,999	15	(59,366)
	(6)	C0075	PROJECT OFFICE SUPPORT SPECIALIST	61	31,117	51,144	17	(37,959)
EX	(1)	C2414	PROPERTY OPERATIONS ADMINISTRATOR	86	57,909	95,181	15	(68,909)
	(4)	C7173	PROTECTIVE SERVICES OFFICER	63	32,702	53,750	15	(38,914)
EX	(1)	C2423	PUBLIC BUILDINGS ADMINISTRATOR	90	63,960	105,126	15	(76,109)
	(2)	C5439	PUBLIC HEALTH EDUCATOR	50	23,675	38,914	23	(31,117)
	(2)	C5130	PUBLIC HEALTH NURSE I	80	49,889	81,999	15	(59,366)
	(2)	C5131	PUBLIC HEALTH NURSE II	82	52,431	86,176	15	(62,390)
EX	(2)	C5132	PUBLIC HEALTH NURSE III	84	55,102	90,567	15	(65,569)
EX	(1)	C5133	PUBLIC HEALTH NURSE IV	94	70,643	116,110	15	(84,062)
EX	(2)	C5138	PUBLIC HEALTH NURSING CLINIC SUPERVISOR	89	62,390	102,546	15	(74,242)
	(2)	C5137	PUBLIC HEALTH NURSING TEAM LEADER	65	34,368	56,488	15	(40,896)
EX	(1)	C1226	PUBLIC HEALTH NUTRITIONIST COORDINATOR	82	52,431	86,176	15	(62,390)
	(2)	C1223	PUBLIC HEALTH NUTRITIONIST I	67	36,119	59,366	16	(43,517)
	(2)	C1224	PUBLIC HEALTH NUTRITIONIST II	73	41,925	68,909	15	(49,889)
EX	(2)	C1225	PUBLIC HEALTH NUTRITIONIST III	75	44,061	72,420	17	(53,750)
	(2)	C7125	PUBLIC RELATIONS ANALYST	69	37,959	62,391	15	(45,169)
EX	(2)	C7126	PUBLIC RELATIONS SPECIALIST	76	45,169	74,242	15	(53,750)
EX	(2)	C7127	PUBLIC RELATIONS SPECIALIST, SENIOR	78	47,471	78,024	15	(56,488)
EX	(2)	C8120	PUBLIC SAFETY SUPPORT SERVICES ADMINISTRATOR	87	59,366	97,575	39	(95,181)
EX	(1)	C0455	PUBLIC UTILITY COMPTROLLER	83	53,750	88,344	15	(63,960)
EX	(1)	C0454	PUBLIC UTILITY COMPTROLLER, ASSISTANT	79	48,665	79,987	15	(57,909)
	(2)	C4414	PUBLIC WORKS CONSTRUCTION MANAGER I	75	44,061	72,420	27	(60,859)
EX	(2)	C4415	PUBLIC WORKS CONSTRUCTION MANAGER II	79	48,665	79,987	23	(63,960)
EX	(2)	C4416	PUBLIC WORKS CONSTRUCTION MANAGER III	87	59,366	97,575	19	(74,242)
EX	(2)	C4417	PUBLIC WORKS CONSTRUCTION MANAGER IV	92	67,218	110,481	15	(79,987)
	(7)	C3110	PUBLIC WORKS MAINTENANCE SPECIALIST	56	27,481	45,169	26	(37,490)
	(7)	C2426	PUBLIC WORKS MAINTENANCE SUPERINTENDENT	77	46,306	76,109	23	(60,859)
	(8)	C3126	PUBLIC WORKS MAINTENANCE WORKER	50	23,675	38,914	34	(35,673)
	(8)	C3130	PUBLIC WORKS SUPERVISOR I	60	30,353	49,889	30	(43,517)
	(8)	C3131	PUBLIC WORKS SUPERVISOR II	65	34,368	56,488	25	(46,306)
	(7)	C3132	PUBLIC WORKS SUPERVISOR III	69	37,959	62,390	23	(49,889)
	(7)	C3133	PUBLIC WORKS SUPERVISOR IV	73	41,925	68,909	23	(55,102)
	(3)	C3045	PUMPING AND POWER PLANT OPERATOR	60	30,353	49,889	26	(41,407)
	(3)	C3040	PUMPING PLANT OPERATOR	55	26,807	44,061	28	(37,490)
	(3)	C3048	PUMPING STATIONS SUPERVISOR	81	51,144	84,062	27	(70,643)
	(3)	C3047	PUMPING STATIONS SUPERVISOR, ASSISTANT	71	39,893	65,569	21	(51,144)
EX	(1)	C0310	PURCHASING ADMINISTRATOR	100	81,999	134,775	43**	(138,166)
EX	(2)	C0311	PURCHASING ADMINISTRATOR, ASSISTANT	96	74,242	122,025	15	(88,344)
EX	(2)	C0312	PURCHASING AGENT	84	55,102	90,567	15	(65,569)
EX	(2)	C0316	PURCHASING SUPERVISOR	88	60,859	100,030	23	(79,987)
EX	(1)	C7050	REAL ESTATE ADMINISTRATOR	86	57,909	95,181	15	(68,909)
	(2)	C7047	REAL ESTATE MANAGER	69	37,959	62,390	15	(45,169)
	(2)	C6122	RECREATION ACTIVITIES COORDINATOR	61	31,117	51,144	24	(41,407)
EX	(1)	C6154	RECREATION ADMINISTRATOR II (AQUATICS DIRECTOR)	82	52,431	86,176	19	(65,569)
EX	(1)	C6155	RECREATION ADMINISTRATOR II (ATHLETICS DIRECTOR)	82	52,431	86,176	15	(62,390)
EX	(1)	C6156	RECREATION ADMINISTRATOR II (SPECIAL PROGRAMS)	82	52,431	86,176	15	(62,390)
EX	(1)	C6157	RECREATION ADMINISTRATOR III (CENTER DIRECTOR)	88	60,859	100,030	15	(72,420)
	(2)	C6151	RECREATION AQUATICS MANAGER	65	34,368	57,909	16	(41,407)
	(5)	C6148	RECREATION ATHLETICS MANAGER I	58	28,882	47,471	26	(39,400)
	(2)	C6150	RECREATION ATHLETICS MANAGER II	65	34,368	56,488	16	(41,407)
	(5)	C6158	RECREATION CENTER ASSISTANT I	50	23,675	38,914	34	(35,673)
	(5)	C6159	RECREATION CENTER ASSISTANT II	55	26,807	44,061	28	(37,490)
	(5)	C6117	RECREATION CENTER MANAGER I	58	28,882	47,471	26	(39,400)
	(2)	C6118	RECREATION CENTER MANAGER II	65	34,368	56,488	16	(41,407)
	(2)	C6119	RECREATION CENTER MANAGER III	70	38,914	63,960	15	(46,306)
	(2)	C6123	RECREATION COORDINATOR I	65	34,368	56,488	16	(41,407)
	(2)	C6124	RECREATION COORDINATOR II	71	39,893	65,569	15	(47,471)
	(5)	C6121	RECREATION LEADER I	50	23,675	38,914	34	(35,673)
	(5)	C6146	RECREATION LEADER II	55	26,807	44,061	28	(37,490)
	(4)	C6110	RECREATION LIFEGUARD I	50	23,675	49,889	34	(35,673)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
	(4)	C6111	RECREATION LIFEGUARD II	55	26,807	52,431	28	(37,490)
	(7)	C6140	RECREATION MAINTENANCE SUPERVISOR	76	45,169	74,242	15	(53,750)
	(5)	C6149	RECREATION PROGRAMMING ASSISTANT	58	28,882	47,471	26	(39,400)
	(2)	C6152	RECREATION PROGRAMMING MANAGER I	70	38,914	63,960	15	(46,306)
EX	(2)	C6153	RECREATION PROGRAMMING MANAGER II	77	46,306	76,109	15	(55,102)
	(5)	C6145	RECREATION SITE FACILITATOR I	50	23,675	38,914	34	(35,673)
	(5)	C6147	RECREATION SITE FACILITATOR II	55	26,807	44,061	28	(37,490)
EX	(2)	C0220	RECRUITING SPECIALIST	78	47,471	78,024	25	(63,960)
EX	(1)	C0221	RECRUITING SUPERVISOR	86	57,909	95,181	23	(76,109)
	(7)	C1965	REFRIGERATION MECHANIC	64	33,524	55,102	18	(41,407)
EX	(2)	C4235	RESEARCH ENTOMOLOGIST	88	60,859	100,030	15	(72,420)
EX	(1)	C0463	REVENUE COLLECTION SUPERVISOR	88	60,859	100,030	15	(72,420)
EX	(1)	C0450	REVENUE COLLECTOR	100	81,999	134,775	43**	(138,166)
EX	(1)	C0449	REVENUE COLLECTOR, ASSISTANT	96	74,242	122,025	15	(88,344)
	(5)	C0445	REVENUE FIELD AGENT	61	31,117	51,144	29	(44,061)
	(5)	C0441	REVENUE FIELD AGENT, LEAD	72	40,896	67,218	29	(57,909)
	(5)	C0447	REVENUE FIELD AGENT, SENIOR	69	37,959	62,390	23	(49,889)
	(5)	C0443	REVENUE FIELD SUPERVISOR	78	47,471	78,024	29	(67,218)
EX	(1)	C4600	ROADS AND DRAINAGE MAINTENANCE SUPERINTENDENT	85	56,488	92,845	15	(67,218)
EX	(1)	C4173	SAFETY ADMINISTRATOR	90	63,960	105,126	19	(79,987)
	(2)	C4170	SAFETY COORDINATOR	71	39,893	65,569	23	(52,431)
EX	(2)	C4172	SAFETY COORDINATOR, LEAD	80	49,889	81,999	23	(65,569)
	(2)	C4171	SAFETY COORDINATOR, SENIOR	74	42,980	70,643	23	(56,488)
	(2)	C4110	SAFETY ENGINEER	71	39,893	65,569	15	(47,471)
	(8)	C7162	SCHOOL CROSSING GUARD	48	22,528	37,027	34	(33,944)
	(4)	C6179	SECURITY MANAGER	69	37,959	62,390	27	(52,431)
	(4)	C3093	SECURITY SYSTEMS SUPERVISOR	65	34,368	56,488	27	(47,471)
EX	(2)	C4402	SENIOR ARCHITECT	96	74,242	122,025	15	(88,344)
	(2)	C4407	SENIOR ARCHITECTURAL HISTORIAN	79	48,665	79,987	15	(57,909)
	(2)	C0427	SENIOR AUDITOR	76	45,169	74,242	27	(62,390)
	(3)	C2211	SENIOR BUILDING INSPECTOR	66	35,232	57,909	38	(55,791)
	(2)	C0309	SENIOR BUYER	71	39,893	65,569	15	(47,471)
	(7)	C1741	SENIOR CARPENTER	64	33,524	55,102	18	(41,407)
	(2)	C4303	SENIOR CITY PLANNER	76	45,169	74,242	26	(61,620)
	(2)	C6076	SENIOR COURT PROBATION OFFICER	61	31,117	51,144	15	(37,027)
	(2)	C8554	SENIOR CURATOR	71	39,893	65,569	15	(47,471)
	(3)	C2221	SENIOR ELECTRICAL INSPECTOR	66	35,232	57,909	38	(55,791)
	(3)	C4217	SENIOR ELECTRICAL PLAN EXAMINER	70	38,914	63,960	27	(53,750)
	(3)	C2501	SENIOR ELECTRONICS TECHNICIAN	69	37,959	62,390	15	(45,169)
EX	(2)	C8118	SENIOR EMERGENCY MANAGEMENT SERVICES COORDINATOR	78	47,471	78,024	33	(70,643)
	(3)	C5181	SENIOR EMERGENCY MEDICAL COMMUNICATIONS DISPATCHER	70	38,914	63,960	15	(46,306)
EX	(2)	C4022	SENIOR ENGINEER	92	67,218	110,481	33	(100,030)
EX	(1)	C4029	SENIOR ENGINEER DIVISION MANAGER	105	92,845	152,602	37	(145,205)
	(6)	C0404	SENIOR EQUIPMENT AND SERVICES DISPATCHER	52	24,882	40,896	23	(32,702)
	(8)	C1211	SENIOR FOOD SERVICES WORKER	52	24,882	40,896	34	(37,490)
	(2)	C0262	SENIOR LEGISLATIVE SERVICES SPECIALIST	61	31,117	51,144	19	(38,914)
	(7)	C1974	SENIOR MAINTENANCE WELDER	69	37,959	62,390	15	(45,169)
	(3)	C2241	SENIOR MECHANICAL EQUIPMENT INSPECTOR	66	35,232	57,909	38	(55,791)
	(3)	C4227	SENIOR MECHANICAL PLAN EXAMINER	70	38,914	63,960	27	(53,750)
	(3)	C0166	SENIOR MIS LAN TECHNICIAN	83	53,750	88,344	15	(63,960)
	(6)	C0145	SENIOR OFFICE SUPPORT SPECIALIST	56	27,481	45,169	19	(34,368)
	(7)	C1781	SENIOR PAINTER	62	31,899	52,431	18	(39,400)
	(8)	C7156	SENIOR PARKING ENFORCEMENT OFFICER	54	26,149	42,980	34	(39,400)
	(8)	C1621	SENIOR PARKWAYS MAINTENANCE SUPERVISOR	60	30,353	49,889	30	(43,517)
	(7)	C1811	SENIOR PLUMBER	73	41,925	68,909	32	(61,620)
	(6)	C7107	SENIOR POLICE DISPATCHER	70	38,914	63,960	15	(46,306)
EX	(1)	C4027	SENIOR PRINCIPAL ENGINEER	98	78,024	128,242	35	(119,031)
	(2)	C0172	SENIOR PROGRAMMER-ANALYST	86	57,909	95,181	15	(68,909)
	(2)	C5455	SENIOR PUBLIC HEALTH EDUCATOR	58	28,882	47,471	19	(36,119)
	(3)	C3041	SENIOR PUMPING PLANT OPERATOR	57	28,173	46,306	28	(39,400)
	(2)	C7048	SENIOR REAL ESTATE MANAGER	71	39,893	65,569	15	(47,471)
	(7)	C1771	SENIOR SIGN FABRICATOR	65	34,368	56,488	15	(40,896)
	(2)	C2811	SENIOR SPECIAL AGENT	78	47,471	78,024	15	(56,488)
	(3)	C0162	SENIOR SYSTEMS APPLICATIONS OPERATOR	73	41,925	68,909	15	(49,889)
	(2)	C0175	SENIOR SYSTEMS PROGRAMMER	88	60,859	100,030	15	(72,420)
	(3)	C2262	SENIOR TAXICAB INVESTIGATOR	52	24,882	40,896	34	(37,490)
	(8)	C1602	SENIOR TREE TRIMMER	54	26,149	42,980	34	(39,400)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	RANGE			HIRING RATE:	
				GRADE	MINIMUM	MAXIMUM	STEP	RATE
	(3)	C2601	SENIOR URBAN REHABILITATION SPECIALIST	69	37,959	62,390	29	(53,750)
	(7)	C1961	SENIOR WELDER	64	33,524	55,102	18	(41,407)
	(7)	C1970	SHEET METAL WORKER	58	28,882	47,471	22	(37,490)
	(7)	C1770	SIGN FABRICATOR	58	28,882	47,471	22	(37,490)
EX	(2)	C6050	SOCIAL SERVICES ADMINISTATOR	80	49,889	81,999	35	(76,109)
EX	(2)	C6058	SOCIAL SERVICES SUPERVISOR	78	47,471	78,024	35	(72,420)
	(2)	C6042	SOCIAL SERVICES WORKER	63	32,702	53,750	33	(48,665)
	(2)	C6034	SOCIAL SERVICES WORKER (SENIOR)	68	37,027	60,859	31	(53,750)
	(2)	C6045	SOCIAL WORKER I	70	38,914	63,960	35	(59,366)
	(2)	C0295	SOCIAL WORKER II	71	39,893	65,569	37	(62,390)
	(2)	C0294	SOCIAL WORKER, LMSW/LCSW	75	44,061	72,420	37	(68,909)
EX	(2)	C4040	SPACE PLANNER	79	48,665	79,987	33	(72,420)
	(2)	C2810	SPECIAL AGENT	76	45,169	74,242	15	(53,750)
	(8)	C6170	STABLE ATTENDANT	48	22,528	37,027	34	(33,944)
	(7)	C3070	STEAM PLANT ENGINEER I	61	31,117	51,144	20	(39,400)
	(7)	C3071	STEAM PLANT ENGINEER II	67	36,119	59,366	20	(45,734)
	(7)	C3072	STEAM PLANT ENGINEER III	81	51,144	84,062	27	(70,643)
	(7)	C3073	STEAM PLANT ENGINEER IV	88	60,859	100,030	23	(79,987)
	(6)	C0321	STOREKEEPER	50	23,675	38,914	34	(35,673)
	(6)	C0323	STOREKEEPER (SENIOR)	52	24,882	40,896	34	(37,490)
	(6)	C6109	SUMMER YOUTH WORKER	48	22,528	37,027	03	(23,094)
	(3)	C0148	SYSTEMS APPLICATIONS OPERATOR	70	38,914	63,960	15	(46,306)
	(2)	C0176	SYSTEMS PROGRAMMER	93	68,909	113,261	15	(81,999)
	(5)	C0437	TAX COLLECTION SPECIALIST I	57	28,173	46,306	19	(35,232)
	(5)	C0438	TAX COLLECTION SPECIALIST II	61	31,117	51,144	17	(37,959)
	(5)	C0440	TAX COLLECTION SUPERVISOR	65	34,368	56,488	15	(40,896)
EX	(1)	C2265	TAXICAB BUREAU ADMINISTRATOR	78	47,471	78,024	35	(72,420)
EX	(3)	C6621	TAXICAB BUREAU ADMINISTRATOR, ASSISTANT	75	44,061	72,420	31	(63,960)
	(3)	C2263	TAXICAB INVESTIGATOR	50	23,675	38,914	31	(34,368)
	(3)	C6178	TAXICAB OPERATIONS SUPERVISOR	63	32,702	53,750	27	(45,169)
EX	(2)	C4049	TECHNICAL ADMINISTRATOR	75	44,061	72,420	23	(57,909)
EX	(1)	C0174	TECHNICAL SERVICES SUPERVISOR	85	56,488	92,845	15	(67,218)
	(2)	C4048	TECHNICAL SPECIALIST	69	37,959	62,390	23	(49,889)
EX	(1)	C0277	TEST DEVELOPMENT AND VALIDATION ADMINISTRATOR	90	63,960	105,126	27	(88,344)
	(2)	C0276	TEST DEVELOPMENT AND VALIDATION ASSOCIATE	73	41,925	68,909	27	(57,909)
	(2)	C0275	TEST DEVELOPMENT AND VALIDATION INTERN	71	39,893	65,569	15	(47,471)
	(1)	C0278	TEST DEVELOPMENT AND VALIDATION SPECIALIST	87	59,366	97,575	27	(81,999)
	(8)	C1914	TOW TRUCK OPERATOR	52	24,882	40,896	34	(37,490)
	(8)	C1918	TOW TRUCK OPERATOR- LEAD	58	28,882	47,471	30	(41,407)
	(8)	C1916	TOW TRUCK OPERATOR (SENIOR)	57	28,173	46,306	28	(39,400)
	(8)	C1919	TOW TRUCK OPERATOR SUPERVISOR	59	29,608	48,665	32	(43,517)
	(6)	C0073	TRAFFIC COURT CASHIER SUPERVISOR	59	29,608	48,665	19	(37,027)
EX	(3)	C7519	TRAFFIC COURT SUPPORT SERVICES MANAGER	81	51,144	84,062	15	(60,859)
	(7)	C2046	TRAFFIC SIGN SUPERVISOR	56	27,481	45,169	28	(38,433)
	(7)	C2045	TRAFFIC SIGN TECHNICIAN	50	23,675	38,914	34	(35,673)
	(3)	C4229	TRAFFIC SIGNAL SPECIALIST	73	41,925	68,909	15	(49,889)
	(7)	C2055	TRAFFIC SIGNAL SUPERVISOR	71	39,893	65,569	15	(47,471)
	(7)	C2054	TRAFFIC SIGNAL SUPERVISOR, ASSISTANT	67	36,119	59,366	15	(42,980)
	(7)	C2050	TRAFFIC SIGNAL TECHNICIAN	61	31,117	51,144	27	(42,980)
	(7)	C2052	TRAFFIC SIGNAL TECHNICIAN (SENIOR)	65	34,368	56,488	23	(45,169)
EX	(1)	C0465	TREASURY BUREAU CHIEF	100	81,999	134,775	43**	(138,166)
EX	(2)	C0464	TREASURY BUREAU CHIEF, ASSISTANT	96	74,242	122,025	15	(88,344)
	(3)	C1601	TREE TRIMMER	52	24,882	40,896	34	(37,490)
	(3)	C2600	URBAN REHABILITATION SPECIALIST	67	36,119	59,366	29	(51,144)
	(3)	C2602	URBAN REHABILITATION SUPERVISOR	75	44,061	72,420	29	(62,390)
	(7)	C3411	UTILITIES DEPUTY MAINTENANCE MANAGER	86	57,909	95,181	23	(76,109)
	(7)	C3412	UTILITIES MAINTENANCE MANAGER	88	60,859	100,030	23	(79,987)
	(7)	C3403	UTILITIES MAINTENANCE TECHNICIAN I	59	29,608	48,665	24	(39,400)
	(7)	C3404	UTILITIES MAINTENANCE TECHNICIAN II	63	32,702	53,750	20	(41,407)
	(7)	C3405	UTILITIES MAINTENANCE TECHNICIAN III	69	37,959	62,390	17	(46,306)
	(7)	C3401	UTILITIES MAINTENANCE TRAINEE I	50	23,675	38,914	34	(35,673)
	(7)	C3402	UTILITIES MAINTENANCE TRAINEE II	52	24,882	40,896	34	(37,490)
	(7)	C3408	UTILITIES MASTER MAINTENANCE SPECIALIST I	75	44,061	72,420	17	(53,750)
	(7)	C3409	UTILITIES MASTER MAINTENANCE SPECIALIST II	77	46,306	76,109	17	(56,488)
	(7)	C3410	UTILITIES MASTER MAINTENANCE SUPERVISOR	81	51,144	84,062	27	(70,643)
	(6)	C3153	UTILITIES METER SERVICES MANAGER	71	39,893	65,569	20	(50,513)
	(6)	C3152	UTILITIES METER SERVICES SUPERVISOR	69	37,959	62,390	20	(48,064)

NEW ORLEANS CIVIL SERVICE

EAP	OC	CODE	CLASS OF POSITIONS	GRADE	RANGE		HIRING RATE:	
					MINIMUM	MAXIMUM	STEP	RATE
	(6)	C3151	UTILITIES METER SERVICES SUPERVISOR, ASSISTANT	65	34,368	56,488	24	(45,734)
	(5)	C3016	UTILITIES PLANT WORKER	52	24,882	40,896	30	(35,673)
	(7)	C3406	UTILITIES TRADE SPECIALIST I	72	40,896	67,218	15	(48,665)
	(7)	C3407	UTILITIES TRADE SPECIALIST II	73	41,925	68,909	17	(51,144)
EX	(1)	C3012	UTILITY CONTINUOUS IMPROVEMENT ADMINISTRATOR	104	90,567	148,858	27**	(125,095)**
EX	(1)	C3011	UTILITY HUMAN RESOURCES ADMINISTRATOR	94	70,643	120,519	46**	(123,551)
EX	(1)	C3038	UTILITY SENIOR SERVICES ADMINISTRATOR	104	90,567	148,857	26	(123,551)
EX	(1)	C3095	UTILITY SENIOR SERVICES MANAGER	94	70,643	116,110	26	(96,370)
EX	(1)	C3036	UTILITY SERVICES ADMINISTRATOR	98	78,024	128,242	26	(106,440)
EX	(1)	C3094	UTILITY SERVICES MANAGER	88	60,859	100,030	26	(83,024)
EX	(1)	C3013	UTILITY STRATEGIC PLANNING ADMINISTRATOR	104	90,567	148,858	27**	(125,095)**
	(3)	C0345	WAREHOUSE & SUPPLIES MANAGER	65	34,368	56,488	15	(40,896)
	(2)	C5240	WATER CHEMIST I	65	34,368	56,488	20	(43,517)
	(2)	C5241	WATER CHEMIST II	75	44,061	72,420	15	(52,431)
	(2)	C5242	WATER CHEMIST III	84	55,102	90,567	15	(65,569)
	(8)	C3141	WATER METER READER	52	24,882	40,896	34	(37,490)
	(3)	C3142	WATER METER READER AND SERVICES TECHNICIAN	54	26,149	42,980	34	(39,400)
	(8)	C3150	WATER METER READER AND SERVICES TECHNICIAN (LEAD)	55	26,807	44,061	36	(41,407)
	(8)	C3140	WATER METER READER TRAINEE	50	23,675	38,914	34	(35,673)
	(8)	C3154	WATER METER READING FIELD SERVICES SUPERVISOR	58	28,882	47,471	34	(43,517)
	(3)	C3725	WATER PURIFICATION MANAGER	86	57,909	95,181	23	(76,109)
	(3)	C3020	WATER PURIFICATION OPERATOR I	56	27,481	45,169	26	(37,490)
	(3)	C3021	WATER PURIFICATION OPERATOR II	61	31,117	51,144	20	(39,400)
	(3)	C3022	WATER PURIFICATION OPERATOR III	67	36,119	59,366	20	(45,734)
	(3)	C3023	WATER PURIFICATION OPERATOR IV	79	48,665	79,987	19	(60,859)
	(3)	C3724	WATER PURIFICATION SUPERVISOR	81	51,144	84,062	27	(70,643)
	(3)	C3720	WATER TREATMENT OPERATOR (Class I)	56	27,481	45,169	26	(37,490)
	(3)	C3721	WATER TREATMENT OPERATOR (Class II)	61	31,117	51,144	20	(39,400)
	(3)	C3722	WATER TREATMENT OPERATOR (Class III)	64	33,524	55,102	20	(42,449)
	(3)	C3723	WATER TREATMENT OPERATOR (Class IV)	67	36,119	59,366	20	(45,734)
EX	(3)	C0168	WEB/DATA ADMINISTRATOR	86	57,909	95,181	15	(68,909)
	(7)	C1960	WELDER	62	31,899	52,431	18	(39,400)
	(7)	C1745	WORKSHOP SUPERVISOR	68	37,027	60,859	15	(44,061)
EX	(1)	C4250	ZONING ADMINISTRATOR	86	57,909	95,181	27	(79,987)
EX	(2)	C4251	ZONING ADMINISTRATOR, ASSISTANT	84	55,102	90,567	27	(76,109)
	(2)	C4249	ZONING INSPECTOR SUPERVISOR	74	42,980	70,643	33	(63,960)
	(2)	C4253	ZONING PLAN REVIEWER	72	40,896	67,218	31	(59,366)
EX	(2)	C4254	ZONING SECTION MANAGER	86	57,909	95,181	27	(79,987)

NEW ORLEANS CIVIL SERVICE (AVIATION CLASSES)

EAP	OC	CLASS		GRADE	RANGE		HIRING STEP/RT
		CODE	CLASS OF POSITIONS		MINIMUM	MAXIMUM	
	(6)	C8022	AIRPORT ADMINISTRATIVE INTERN	48	22,508	37,027	34 (33,944)
	(6)	C8024	AIRPORT ADMINISTRATIVE SPECIALIST I	50	23,675	38,914	34 (35,673)
	(6)	C8026	AIRPORT ADMINISTRATIVE SPECIALIST II	53	25,508	41,925	32 (37,490)
	(6)	C8028	AIRPORT ADMINISTRATIVE SPECIALIST III	60	30,353	49,889	22 (39,400)
	(6)	C8030	AIRPORT ADMINISTRATIVE SPECIALIST IV	64	33,524	55,102	18 (41,407)
	(6)	C8032	AIRPORT ADMINISTRATIVE SPECIALIST V	68	37,027	60,859	15 (44,061)
	(7)	C8140	AIRPORT ASSISTANT MAINTENANCE MANAGER	77	46,306	76,109	31 (67,218)
	(2)	C8300	AIRPORT ASSISTANT SERVICES AGENT	64	33,524	55,102	27 (46,306)
EX	(1)	C8318	AIRPORT ASSISTANT SERVICES MANAGER	87	59,366	97,624	19 (74,242)
	(6)	C8060	AIRPORT COMMUNICATIONS SPECIALIST	57	28,173	46,306	28 (39,400)
	(6)	C8062	AIRPORT COMMUNICATIONS SUPERVISOR	68	37,027	60,859	19 (46,306)
EX	(2)	C8050	AIRPORT ELECTRICAL SERVICES MANAGER	90	63,960	105,126	25 (86,176)
EX	(2)	C8314	AIRPORT LEAD SERVICES AGENT	80	49,889	81,999	15 (59,366)
	(7)	C8047	AIRPORT MAINTENANCE SUPERVISOR	68	37,027	60,859	23 (48,665)
EX	(1)	C8322	AIRPORT OPERATIONS ANALYST	94	70,643	116,110	21 (90,567)
	(7)	C8049	AIRPORT PRINCIPAL MAINTENANCE SUPERVISOR	75	44,061	72,420	29 (62,390)
EX	(2)	C8316	AIRPORT PRINCIPAL SERVICES AGENT	84	55,102	90,567	21 (70,643)
	(6)	C8061	AIRPORT SENIOR COMMUNICATIONS SPECIALIST	64	33,524	55,102	18 (41,407)
	(2)	C8312	AIRPORT SENIOR SERVICES AGENT	77	46,306	76,109	23 (60,859)
EX	(1)	C8326	AIRPORT SENIOR SERVICES MANAGER	99	79,987	131,468	15 (95,181)
	(7)	C8055	AIRPORT SENIOR TRANSPORTATION OFFICER	64	33,524	55,102	18 (41,407)
	(8)	C8042	AIRPORT SENIOR WORKER	58	28,882	47,471	22 (37,490)
	(2)	C8310	AIRPORT SERVICES AGENT	71	39,893	65,569	27 (55,102)
EX	(1)	C8320	AIRPORT SERVICES MANAGER	90	63,960	105,126	17 (78,024)
	(7)	C8048	AIRPORT SKILLED MAINTENANCE SUPERVISOR	72	40,896	67,218	29 (57,909)
	(6)	C8170	AIRPORT SYSTEMS SPECIALIST	64	33,524	55,102	18 (41,407)
	(2)	C8172	AIRPORT SYSTEMS SUPERVISOR	77	46,306	76,109	15 (55,102)
	(7)	C8043	AIRPORT TECHNICIAN I	62	31,899	52,431	23 (41,925)
	(7)	C8044	AIRPORT TECHNICIAN II	68	37,027	60,859	23 (48,665)
	(7)	C8045	AIRPORT TECHNICIAN III	71	39,893	65,569	23 (52,431)
	(7)	C8046	AIRPORT TECHNICIAN SPECIALIST	74	42,980	70,643	23 (56,488)
	(3)	C8053	AIRPORT TRANSPORTATION OFFICER	57	28,173	46,306	28 (39,400)
	(3)	C8057	AIRPORT TRANSPORTATION SUPERVISOR	68	37,027	60,859	19 (46,306)
	(8)	C8041	AIRPORT WORKER	50	23,675	38,914	34 (35,673)
	(8)	C8040	AIRPORT WORKER TRAINEE	48	22,528	37,027	34 (33,944)

Special Rate of Pay:

Employees of the New Orleans Aviation Board who reside in the Parish of Orleans and who work at New Orleans International Airport (Louis Armstrong) shall receive five (5%) percent over their normal rate of pay.

NEW ORLEANS CIVIL SERVICE (FIRE CLASSES)

EAP	OC	CLASS		GRADE	RANGE		HIRING STEP/RT
		CODE	CLASS OF POSITIONS		MINIMUM	MAXIMUM	
EX	(1)	C2274	ASSISTANT CHIEF OF FIRE PREVENTION	76	45,169	74,242	38 (71,526)
EX	(1)	C2275	CHIEF OF FIRE PREVENTION	80	49,889	81,999	38 (78,999)
EX	(1)	C7223	DEPUTY FIRE CHIEF	80	49,889	81,999	38 (78,999)
	(4)	C7215	FIRE APPARATUS OPERATOR	61	31,117	51,144	38 (49,273)
	(2)	C7221	FIRE CAPTAIN	67	36,119	59,366	38 (57,194)
EX	(1)	C7222	FIRE DISTRICT CHIEF	76	45,169	74,242	38 (71,526)
EX	(1)	C7224	FIRE DIVISION CHIEF	80	49,889	81,999	38 (78,999)
EX	(2)	C7205	FIRE EDUCATION OFFICER	67	36,119	59,366	38 (57,194)
	(3)	C2270	FIRE PREVENTION INSPECTOR	67	36,119	59,366	38 (57,194)
	(3)	C2276	FIRE PREVENTION INSPECTOR, RECRUIT	55	26,807	44,061	26 (36,570)
	(3)	C2272	FIRE PREVENTION PLAN EXAMINER	72	40,896	67,218	38 (64,759)
	(4)	C7209	FIRE RECRUIT	51	24,271	39,893	43 (40,896)
	(4)	C7210	FIREFIGHTER I	57	28,173	46,306	38 (44,612)
	(3)	C2271	SENIOR FIRE PREVENTION INSPECTOR	72	40,896	67,218	38 (64,759)

In accordance with the decree of the Supreme Court of the State of Louisiana, the base salary for each classification is determined by combining the monthly salary rate paid by the City of New Orleans with the monthly salary rates established by the State Legislature for supplemental pay in the amount of \$600.00 per month after one year.

For purposes of information only, it should be noted that personnel in the above Fire classifications may also receive an annual millage distribution amounting to approximately \$5,193 annually currently. This amount is not included in the determination of what constitutes base pay.

NEW ORLEANS CIVIL SERVICE
 (HEALTH POLICY/GRANT FUNDED POSITIONS)

EAP	OC	CLASS CODE	CLASS OF POSITIONS	GRADE	MINIMUM	MAXIMUM	HIRING STEP/RT
EX	(1)	C5506	DENTIST (PROGRAM DIRECTOR)	118	128,242	210,781	21 (164,411)
EX	(1)	C5504	HEALTH PROJECT & PLANNING ADMINISTRATOR	86	57,909	95,181	21 (74,242)
	(2)	C5501	HEALTH PROJECT & PLANNING ANALYST	54	26,149	42,980	43 (44,061)
EX	(1)	C5503	HEALTH PROJECT & PLANNING MANAGER	82	52,431	86,176	25 (70,643)
EX	(1)	C5513	HEALTH PROJECT & PLANNING SENIOR ADMINISTRATOR	90	63,960	105,126	19 (79,987)
	(2)	C5510	HEALTH PROJECT & PLANNING SENIOR ANALYST	63	32,702	53,750	35 (49,889)
	(6)	C5512	HEALTH PROJECT & PLANNING ASSISTANT	50	23,675	38,914	23 (31,117)
EX	(1)	C5502	HEALTH PROJECT & PLANNING SPECIALIST	76	45,169	74,242	25 (60,859)
EX	(1)	C5507	PHARMACIST (PROGRAM DIRECTOR)	80	49,889	81,999	15 (59,366)
EX	(1)	C5505	PHYSICIAN (PROGRAM DIRECTOR)	118	128,242	210,781	21 (164,411)

NEW ORLEANS CIVIL SERVICE (INSPECTOR GENERAL CLASSIFICATIONS)

EAP	OC	CLASS		GRADE	RANGE:		HIRING STEP/RT
		CODE	CLASS OF POSITIONS		MINIMUM	MAXIMUM	
EX	(1)	C0704	ASSISTANT CHIEF OF AUDIT AND REVIEW (INSPECTOR GENERAL)	95	\$72,420	\$119,031	15 (86,176)
EX	(1)	C0711	ASSISTANT CHIEF OF CRIMINAL INVESTIGATIONS (INSPECTOR GENERAL)	95	\$72,420	\$119,031	15 (86,176)
EX	(1)	C0724	ASSISTANT CHIEF OF INSPECTIONS AND EVALUATIONS (INSPECTOR GENERAL)	95	\$72,420	\$119,031	15 (86,176)
EX	(1)	C0705	CHIEF OF AUDIT AND REVIEW (INSPECTOR GENERAL)	99	\$79,987	\$131,468	15 (95,181)
EX	(1)	C0712	CHIEF OF CRIMINAL INVESTIGATIONS (INSPECTOR GENERAL)	99	\$79,987	\$131,468	15 (95,181)
EX	(1)	C0725	CHIEF OF INSPECTIONS AND EVALUATIONS (INSPECTOR GENERAL)	99	\$79,987	\$131,468	15 (95,181)
EX	(1)	C0707	CRIMINAL INVESTIGATOR I (INSPECTOR GENERAL)	87	\$59,366	\$97,624	15 (70,643)
EX	(1)	C0708	CRIMINAL INVESTIGATOR II (INSPECTOR GENERAL)	89	\$62,390	\$102,546	15 (74,242)
EX	(1)	C0709	CRIMINAL INVESTIGATOR III (INSPECTOR GENERAL)	91	\$65,569	\$107,770	15 (78,024)
EX	(1)	C0710	CRIMINAL INVESTIGATOR IV (INSPECTOR GENERAL)	93	\$68,909	\$113,261	15 (81,999)
EX	(1)	C0706	DEPUTY INSPECTOR GENERAL OF AUDIT AND REVIEW	104	\$90,567	\$148,857	15 (107,770)
EX	(1)	C0713	DEPUTY INSPECTOR GENERAL OF CRIMINAL INVESTIGATIONS	104	\$90,567	\$148,857	15 (107,770)
EX	(1)	C0726	DEPUTY INSPECTOR GENERAL OF INSPECTIONS AND EVALUATIONS	104	\$90,567	\$148,857	15 (107,770)
EX	(1)	C0700	FORENSIC AUDITOR I (INSPECTOR GENERAL)	87	\$59,366	\$97,624	15 (70,643)
EX	(1)	C0701	FORENSIC AUDITOR II (INSPECTOR GENERAL)	89	\$62,390	\$102,546	15 (74,242)
EX	(1)	C0702	FORENSIC AUDITOR III (INSPECTOR GENERAL)	91	\$65,569	\$107,770	15 (78,024)
EX	(1)	C0703	FORENSIC AUDITOR IV (INSPECTOR GENERAL)	93	\$68,909	\$113,261	15 (81,999)
EX	(1)	C0714	FORENSIC ENGINEER I (INSPECTOR GENERAL)	94	\$70,643	\$116,110	15 (84,062)
EX	(1)	C0715	FORENSIC ENGINEER II (INSPECTOR GENERAL)	97	\$76,109	\$125,095	15 (90,567)
EX	(1)	C0716	FORENSIC ENGINEER III (INSPECTOR GENERAL)	99	\$79,987	\$131,468	15 (95,181)
EX	(1)	C0717	FORENSIC ENGINEER IV (INSPECTOR GENERAL)	102	\$86,176	\$141,641	15 (102,546)
EX	(1)	C0727	INFORMATION TECHNOLOGY SECURITY SPECIALIST (INSPECTOR GENERAL)	93	\$68,909	\$113,261	23 (90,567)
EX	(1)	C0720	INSPECTOR AND EVALUATOR I (INSPECTOR GENERAL)	87	\$59,366	\$97,624	15 (70,643)
EX	(1)	C0721	INSPECTOR AND EVALUATOR II (INSPECTOR GENERAL)	89	\$62,390	\$102,546	15 (74,242)
EX	(1)	C0722	INSPECTOR AND EVALUATOR III (INSPECTOR GENERAL)	91	\$65,569	\$107,770	15 (78,024)
EX	(1)	C0723	INSPECTOR AND EVALUATOR IV (INSPECTOR GENERAL)	93	\$68,909	\$113,261	15 (81,999)
EX	(1)	C0719	INSPECTOR AND EVALUATOR, ASSOCIATE (INSPECTOR GENERAL)	75	\$44,061	\$72,420	15 (52,431)
EX	(1)	C0731	INSPECTOR AND EVALUATOR SENIOR ASSOCIATE (INSPECTOR GENERAL)	78	\$47,411	\$78,024	23 (62,390)
EX	(1)	C0718	SUPERVISOR OF FORENSIC ENGINEERING (INSPECTOR GENERAL)	105	\$92,845	\$152,602	15 (110,481)

NEW ORLEANS CIVIL SERVICE (POLICE CLASSIFICATIONS)

CLASS		CLASS OF POSITIONS	GRADE	RANGE:		HIRING STEP/RT	
EAP	OC			CODE	MINIMUM		MAXIMUM
	(2)	C7175	ASSOCIATE SPECIAL INVESTIGATOR	65	34,368	56,488	15 (40,896)
	(4)	C7155	DESK SERGEANT	54	26,149	42,980	17 (31,899)
EX	(1)	C7168	INTERNAL AFFAIRS DIRECTOR	91	65,569	107,770	15 (78,024)
EX	(1)	C7113	POLICE CAPTAIN	87	59,366	100,030	43 (100,030)
	(1)	C7130	POLICE CORPORAL	75	44,061	72,420	30 (63,170)
	(4)	C7112	POLICE LIEUTENANT	83	53,750	88,344	30 (77,061)
EX	(1)	C7122	POLICE MAJOR	90	63,960	105,126	41 (105,126)
	(4)	C7110	POLICE OFFICER	67	36,119	57,909	30 (51,783)
	(4)	C7109	POLICE RECRUIT	65	34,368	56,488	22 (44,612)
	(4)	C7111	POLICE SERGEANT	79	48,665	79,987	30 (69,771)
	(4)	C7134	SENIOR POLICE OFFICER	73	41,925	68,909	26 (57,194)

In order for parity to be effected between certain law enforcement classifications and other comparable classes who also receive supplemental pay from the State, the base salary for each classification is determined by combining the monthly salary rate paid by the City of New Orleans with the monthly salary rates established by the State Legislature for supplemental pay in the amount of \$600.00 per month after one year of service.

For purposes of information only, it should be noted that personnel in the above Police classifications may also receive an annual millage distribution amounting to approximately \$3,545 currently. This amount is not included in the determination of what constitutes base pay.

NEW ORLEANS CIVIL SERVICE (S&WB NETWORK CLASSIFICATIONS)

EAP	OC	CLASS CODE	CLASS OF POSITIONS	GRADE	RANGE		HIRING RATE
					MINIMUM	MAXIMUM	
(7)	C3301		NETWORKS MAINTENANCE TECHNICIAN I	52	24,882	40,896	30 (35,673)
(7)	C3302		NETWORKS MAINTENANCE TECHNICIAN II	57	28,173	46,306	24 (37,490)
(7)	C3305		NETWORKS MASTER MAINTENANCE TECHNICIAN I	67	36,119	59,366	20 (45,734)
(7)	C3306		NETWORKS MASTER MAINTENANCE TECHNICIAN II	71	39,893	65,569	19 (49,889)
(2)	C3308		NETWORKS PLANNER/SCHEDULER	81	51,144	84,062	27 (70,643)
(2)	C3307		NETWORKS QUALITY ASSURANCE AND SAFETY	74	42,980	70,643	27 (59,366)
(7)	C3303		NETWORKS SENIOR MAINTENANCE TECHNICIAN I	59	29,608	48,665	24 (39,400)
(7)	C3304		NETWORKS SENIOR MAINTENANCE TECHNICIAN II	63	32,702	53,750	20 (41,407)
(7)	C3311		NETWORKS ZONE SUPERVISOR	88	60,859	100,030	23 (79,987)

All personnel in the classifications listed above are eligible to participate in the Sewerage and Water Board's pilot incentive program in accordance with Rule IV, Section 12.1.

SPECIAL RATES OF PAY FIRE (9)

1. Employees of the Fire Department shall receive twenty (20) percent over their normal rate of pay when assigned to the Department's Public Information Unit.
2. Employees in the class of Fire Education Officer who are assigned as training officers at the Fire Training School shall receive twenty (20) percent over their normal rate of pay.
3. Employees in the class of Fire Apparatus Operator who are assigned as training officers at the Fire Training School shall receive ten (10) percent over their normal rate of pay.
4. Fire Department employees working at New Orleans International Airport who are certified as Emergency Medical Technicians, Paramedic shall receive ten (10) percent over their normal rate of pay when so assigned.
5. Fire Department employees working at New Orleans International Airport who are certified as Emergency Medical Technicians, Intermediate shall receive five (5) percent over their normal rate of pay when so assigned.
6. Fire Department employees assigned to duty at an airport shall receive five (5) percent over their normal rate of pay.
7. Employees in the classification of Firefighter I, Fire Apparatus Operator, Fire Captain, Fire Education Officer, Fire District Chief, Fire Division Chief and Fire Deputy Fire Chief not assigned to the New Orleans International Airport who are currently certified as Emergency Medical Technician Basic, Intermediate or Paramedic shall receive five (5) percent over their normal rate of pay. Employees are limited to one premium regardless of the number of certifications.
8. Fire Department employees regularly assigned to Rescue 2, Rescue 7, Squad 2, Squad 7 shall receive five (5) percent over their normal rate of pay.
9. Employees in the class of Firefighter, Fire Apparatus Operator or Fire Captain shall receive 5.09% over their normal rate of pay while actively engaged in assignments to Rescue 2, Rescue 7, Squad 2, Squad 7 or the Hazardous Materials Unit on a temporary basis.

All special rates listed above are subject to the following conditions: Employees must be certified to be eligible for these special rates. These special rates are not part of a base pay and may be removed when the employee changes assignment or does not maintain certification in designated area. Special rates are also removed prior to an employee's terminal leave payout. Effective May 26, 2017, special rates of pay for EMT, Advanced EMT, and Paramedic certifications shall be effective at the beginning of the pay period following the pay period in which the documentation is received by Civil Service.

FIRE SPECIAL DUAL ASSIGNMENT PAY (5)

1. Employees in the class of Firefighter I who, in the absence of the regular Fire Apparatus Operator are assigned such responsibility for a minimum of 12 hours or are designated as the primary Fire Apparatus Operator for that period, assuming minimum qualification requirements are met, shall receive 10.45% (percent) over their normal rate of pay while actively engaged in such assignments.
2. Employees in the class of Firefighter I who, in the absence of the regular Fire Captain are assigned such responsibility, assuming minimum qualifications are met, for a minimum of 12 hours or are designated as the primary Fire Captain for that period, shall receive 28.2% (percent) over their normal rate of pay while actively engaged in such assignments.

3. Employees in the class of Firefighter Apparatus Operator who, in the absence of the regular Fire Captain are assigned such responsibility, assuming minimum qualifications are met, for a minimum of 12 hours or are designated as the primary Fire Captain for that period, shall receive 16.08% (percent) over their normal rate of pay while actively engaged in such assignments.
4. Employees in the class of Firefighter Captain who, in the absence of the regular Fire District Chief are assigned such responsibility, assuming minimum qualifications are met, for a minimum of 12 hours or are designated as the primary Fire District Chief for that period, shall receive 10.45% (percent) over their normal rate of pay while actively engaged in such assignments.
5. Employees in the class of Firefighter, Fire Apparatus Operator or Fire Captain shall receive 16.08% over their normal rate of pay while actively engaged in assignments for the Public Information Unit or Fire Training School on a temporary basis.

It is the intent of aforementioned Dual Assignment Pays to allow for payment for firefighters for occasional or intermittent performance of job duties of a higher class.

Fire Bilingual Pay

Employees of the Fire Department who are assigned to use bilingual skills (including American Sign Language) in the regular performance of the employee's duties shall receive 5% over their normal rate of pay if designated by the department as a translator or interpreter. Positions with the approval of Civil Service can only be designated to receive the Bilingual Salary Differential Allowance when the following eligibility requirements are met and procedures are followed:

- a. The Department communicates the need for a particular position to be designated to receive the bilingual salary differential by submitting for approval the official "Request for Bilingual Special Rate of Pay Form" that is designated for this purpose.
- b. Employees must pass the bilingual skill proficiency test(s) approved by the Director of Personnel to be eligible for Bilingual Pay.
- c. The Department notifies the employee in writing of the translation duties, starting date of bilingual pay, and end date (if applicable) of bilingual pay.
- d. In the event that an incumbent moves to a position that is not designated as bilingual or if the bilingual designation of a position is removed, the bilingual pay will cease. Bilingual pay shall be removed upon termination and not be included in terminal leave.
- e. The appointing authority should also conduct periodic audits of the above bilingual eligibility requirements to insure this special rate of pay continues to be warranted.

SPECIAL RATES OF PAY HEALTH/EMS (5)

1. Employees in the classes of Emergency Medical Technician, Basic, Emergency Medical Technician, Intermediate, Emergency Medical Technician, Paramedic, Emergency Medical Coordinator, Assistant and Emergency Medical Coordinator shall receive \$1,500 annually over their normal rate of pay when currently certified and assigned as a Rescue Swimmer/Rapid Diver, Hazmat, Urban Search and Rescue or Tactical Paramedic. Employees are limited to one \$1,500 premium.
2. Employees in the class of Emergency Medical Technician, Paramedic shall receive five (5) percent over their normal rate of pay when currently certified and assigned as Rescue Technicians and/or Instructors assigned to the Rescue Unit (8).

3. Employees in the classes of Emergency Medical Technician, Basic, Emergency Medical Technician, Intermediate, Emergency Medical Technician, Paramedic and Emergency Medical Coordinator, Assistant who are IPMBA certified shall receive \$1.25 per hour over their normal rate of pay when engaged in bicycle operation and related training.
4. **EMS Field Training Officer**-Employees in the classes of Emergency Medical Technician, Emergency Medical Technician, Advanced or Emergency Medical Technician, Paramedic shall receive five (5) percent over their normal rate of pay when assigned by the EMS Appointing Authority as an EMS Field Training Officer with trainees or actively engaged in field training or education support activities.
5. **EMS Preceptor**-Employees in the classes of Emergency Medical Technician, Emergency Medical Technician, Advanced and Emergency Medical Technician, Paramedic shall receive a two and a half (2.5) % percent over their normal rate of pay when assigned by the NOEMS Appointing Authority as EMS Preceptor to assist in the supervision and delivery of field training of third-party/external riders on an assigned precepting shift or while actively engaged in precepting or education support activities.
6. Employees in the classes of Emergency Medical Technician, Advanced, or Emergency Medical Technician, Paramedic who are assigned by NOEMS Appointing Authority to assist in the supervision and training of EMS field personnel on an assigned shift shall receive a five (5) % percent increase over their normal rate of pay while actively engaged in such assignments.

All special rates listed above are subject to the following conditions: Employees must be certified to be eligible for these special rates of pay. These special rates are not part of base pay and must be removed when the employee changes assignments or fails to maintain certification in the designated are. Special Rates of Pay are removed prior to an employee's terminal leave payout. Annual rates are pro-rated and are not paid in an annual lump sum.

SPECIAL RATES OF PAY MOSQUITO, TERMITE AND RODENT CONTROL (4)

1. Employees of the Mosquito Control Board who are certified pilots shall be paid \$80.00 per hour while engaged in spray mission and \$20.00 per hour for all other flights, in addition to their base rate.
2. Employees of the Mosquito Control Board who are licensed aircraft and power plant mechanics shall be paid \$10.00 per hour while engaged in aircraft maintenance, in addition to their base rate.
3. Employees of the Mosquito Control Board who are certified flight observers and/or aerial photographers shall be paid \$10.00 per hour while engaged in such assignments, in addition to their base rate.
4. Employees of the Mosquito Control Board who are involved in the mixing and loading of toxic pesticide concentrates shall be paid \$10.00 per hour while directly engaged in such assignments, in addition to their base rate

SPECIAL RATES OF PAY POLICE (14)

1. Employees of the Police Department who are assigned to patrol duties which require operation of a two wheels motor scooter shall receive \$1.25 per hour over their normal rate of pay for time spent actually operating the vehicle.

2. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant shall receive ten (10) percent over their normal rate of pay when assigned to the Public Integrity Division.
3. Employees in the class of Police Officer, Senior Police Officer shall receive ten (10) percent over their normal rate of pay when currently certified and assigned as Field Training Officers and when assigned a recruit or lateral for training.
4. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant will receive \$1,500 annually over their normal rate of pay when currently certified and assigned to the Bomb Squad (7).
5. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant will receive \$1,500 annually over their normal rate of pay when currently certified and assigned to the Marine Unit (12).
6. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant will receive \$1,500 annually over their normal rate of pay when duly certified and assigned to the K-9 Unit (10).
7. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant will receive \$1,500 annually over their normal rate of pay when assigned to the NOPD's Motorcycle Operator Units (31).
8. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant shall receive ten (10) percent over their normal rate of pay when assigned detective responsibilities on a full time basis.
9. Employees in the classes of Police Office, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant will receive \$1,500 annually over their normal rate of pay when assigned to the Special Operations Division – Tactical Unit.
10. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant will receive \$1,500 annually over their normal rate of pay when assigned to the Mounted Patrol Unit (10).
11. Employees in the classes of Criminalist I-IV who are certified as a DNA analyst will receive a fifteen (15%) increase over their above their normal rate of pay.
12. Employees in the class of Crime Laboratory Director who are certified as a DNA Technical Leader shall be paid \$100.00 per hour when employed on a part time call-in basis.
13. Employees in the classes of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant shall receive ten (10) percent over their normal rate of pay when assigned training responsibilities at the Police Academy on a full time basis.

*The special rates of pay listed above for employees in the rank of Police Officer are subject to the eligibility criteria below.

- Permanent status as a Police Officer with NOPD.
- Three (3) years of experience with NOPD in the Police Officer** classification.
- Successful completion of the current New Orleans Police Academy Police Officer II, II, IV or Senior Police Officer Training program. A letter from the Police Education and Training Division certifying successful completion of this training must be submitted to Civil Service.

**Patrol and/or investigative law enforcement experience from outside agencies gained after completion of a police academy and field training will also be accepted.

14. Employees in the classes of Police Technician Trainee, Police Technician, Senior Police Technician and Police Technician Supervisor who are currently certified in the Criminal Justice Information System (CJIS), Louisiana Law Enforcement Telecommunications Systems (LLETS) and or National Law Enforcement Telecommunication System (NLETS) shall receive five (5) percent over their normal rate of pay when assigned to the NCIC unit.
15. Employees in the classes of Police Recruit and Police Officer who are hired between July 24, 2022 and October 21, 2024, and who do not yet qualify for supplemental pay from the State under La. R.S. § 40:1667.1 shall receive additional pay from the City of New Orleans that is equivalent to the supplemental pay established under state law.
16. Employees in the classifications of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant and Police Lieutenant who sign up for and are needed to work additional difficult to fill shifts for the French Quarter Supplemental Police Patrol Program (SPPP) for which they are not regularly scheduled, will be eligible to receive an incentive payment of \$100 for each additional shift worked. Difficult to fill shifts shall be designated in writing to the Personnel Director prior to eligibility.

All special rates listed above are subject to the following conditions: Employees must be certified to be eligible for these special rates. These special rates are not part of base pay and may be removed when the employee changes assignments or does not maintain certification in designated area. Note that the number in parentheses indicates the number of employees who are authorized to perform such assignments. Special Rates are also removed prior to an employee's terminal leave payout. Also, the annual rates are pro-rated and are not paid in an annual lump sum.

POLICE EDUCATIONAL INCENTIVE PAY

Employees in the classifications of Police Recruit, Police Officer, Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant, Police Captain and Police Major are eligible for a special rate of compensation upon completion of academic levels in accordance with the following:

<u>Degree Level</u>	<u>Annual Premium</u>
Associate's Degree	\$1,000
Bachelor's Degree	\$2,000
Graduate Degree	\$3,000

1. Employees are limited to one premium. Here are some examples.
 - a. An employee who has a Bachelor's Degree and a Master's degree would receive \$3,000 total. An employee is only eligible for one premium based upon the highest degree received.
 - b. An employee with two Bachelor's Degrees would only receive one \$2,000 premium. Thus, an employee with two degrees at the same level is not eligible for two annual premiums.
2. Proposed Annual Premium is pro-rated over a year and is not paid in a lump sum.
3. The effective date of the special rate shall be the first Sunday of the month following the submission of the original diploma or original transcript to Civil Service.
4. The following special rates of pay apply to only those institutions who are accredited as a College or University by regional agency that is recognized by the US Dept. of Education (USDOE). Degrees from Occupational Education Institutions will not be accepted.
5. The Director of Personnel shall reserve the right to determine a qualifying institution and/or qualifying degree under these guidelines.

All current police officers who meet these guidelines listed above will be eligible for this special rate. If diploma is not on file with the Civil Service Department, these individuals may need to submit the original diploma or transcript.

POLICE BILINGUAL PAY (POLICE)

Employees of the Police Department who are assigned to use bilingual skills (including American Sign Language) in the regular performance of the employee's duties shall receive five (5) percent over their normal rate of pay if designed by the department as a translator or interpreter. Positions with the approval of Civil Service can only be designated to receive the Bilingual Salary Differential Allowance when the following eligibility requirements are met and procedures are followed:

- a) The Department communicates the need for particular position to be designated to receive the bilingual salary differential by submitting for approval the official "Request for Bilingual Special Rate of Pay Form" that is designated for this purpose.
- b) Employees must pass the bilingual skill proficiency test(s) approved by the Director of Personnel to be eligible for Bilingual Pay.
- c) The Department notifies the employee in writing of the translation duties, starting date of bilingual pay, and end date (if applicable) of Bilingual Pay.
- d) In the event that an incumbent moves to a position that is not designated as bilingual or if the bilingual designation is removed, the bilingual pay will cease. Bilingual Pay shall be removed upon termination and not be included in terminal leave.
- e) The appointing authority should also conduct periodic audits of the above bilingual eligibility requirements to ensure this special rate of pay continues to be warranted.

POLICE RECRUITER INCENTIVE PAY (PILOT)

The Police Department may be authorized by the Personnel Director to implement the following incentive pay to address a documented recruitment problem as follows:

1. Employees in the classes of Management Development Analyst I and Management Development Analyst II who are tasked with recruiting Police Recruits shall be eligible to earn an additional \$500 for converting fifty (50) Police Recruit applicants to test takers.
2. Employees in the classes of Management Development Analyst I and Management Development Analyst II who are tasked with recruiting Police Recruits shall be eligible to earn an additional \$500 when an applicant is hired as a Police Recruit.
3. Employees in the classes of Management Development Analyst I and Management Development Analyst II who are tasked with recruiting Police Recruits shall be eligible to earn an additional \$500 when an applicant graduates from the Police Academy.

The aforementioned special rates of pay are subject to the following conditions

1. Employees are not limited in the number of premiums he or she may earn.
2. The applicant must have indicated on his/her Civil Service application that they were recruited by the recipient.
3. Recruiter Pay is paid in the three (3) separate \$500 lump sum amounts, as described above.
4. The Superintendent of Police may revoke or suspend this program at any time by notice to the Personnel Director.
5. The Personnel Director may revoke or suspend this special rate of pay with cause by notice to the Police Department
6. The Pilot program will be subject to Civil Service staff audit within six months of implementation to determine the effectiveness of the program.

POLICE REFERRAL PAY

In order to enhance Police Department's recruitment efforts, City of New Orleans employees, are given the option of taking on a voluntary additional duty for compensation related to recruitment. Recruiting prospective officers and ensuring that they begin work as officers during periods of recruitment difficulties has a significant value to the safety of citizens that far exceeds the cost of the recruitment and mentorship special rate of pay. Employees in all classifications are eligible for a special rate of compensation upon satisfactory completion of officer recruitment in accordance with the following:

One Time Referral Pay

\$2,000 upon recruit's start of academy

An additional \$2,000 upon the same recruit's start date as a Police Officer

Or

\$2,000 upon a lateral transfer's start of lateral academy

An additional \$2,000 upon the same lateral transfer's start date as a Police Officer

1. City of New Orleans employees are not limited in the number of premiums he or she may earn.
2. The Referral Pay is paid in two (2) \$2,000 lump sum amounts, as described above.
3. The Chief Administrative Officer shall submit the request for Referral Pay to the Civil Service Department.

The Request for the first \$2,000 referral pay for recruit's start of academy shall include the following:

- a) The name of employee to be awarded referral pay.
- b) The application(s) of incumbent Police Recruit or Police officer (Lateral transfer) that lists employee to be awarded the referral pay as the referral source.
- c) Proof of the referees' enrollment and attendance at the first day of the academy.

The Request for the second \$2,000 referral pay for successful academy completion and start of employment as a Police Officer shall include the following:

- a) The name of employee to be awarded referral pay.
 - b) The application(s) of incumbent Police Recruit or Police Officer (Lateral transfer) that lists employee to be awarded the referral pay as the referral source.
 - c) Proof of the referee's successful completion academy completion and transfer out of academy as a Police Officer.
4. Police Department staff whose normal duties require them to recruit, refer, and/or support prospective officers in the Police Department formal application and formal departmental training process are ineligible for this additional duty, as recruitment is already part of their regular job duties.
 5. This Referral pay is available for limited periods solely to address recruitment difficulties. The Commission may invoke and revoke this pay upon the request of the Superintendent of Police. This pay may be invoked only when the Superintendent of Police has determined that recruitment is a significant challenge that may affect the safety of the citizens of the City.

POLICE NEWLY HIRED LAW ENFORCEMENT OFFICER PAY INCENTIVE FROM STATE OF LOUISIANA

According to LRS 40:1669, newly hired law enforcement officers (LEOs) who are hired on or after July 1, 2023 and until July 1, 2025 (or before if funding is exhausted) and have never worked as a law enforcement officer before are eligible for a \$5,000 incentive payment. The LEO must become POST certified within one year of being hired and work full-time for a municipality for two years with no breaks in service longer than fifteen calendar days. If the LEO does not obtain POST certification within one year or has a break in service for more than fifteen calendar days, the LEO must repay the state treasury in full within twelve months of receiving the determination letter from the Louisiana Department of Treasury. According to statute, every request must include pre-application certifications: (1) signed by the Chief of Police stating that the newly-hired officer meets the eligibility criteria for receiving the incentive payment. (2) signed by the newly-hired officer acknowledging the reimbursement requirements if eligibility is not maintained.

SPECIAL RATES OF PAY – MISCELLANEOUS (12)

1. Employees in the class of Laborer (1510) who, in the absence of a regular crew supervisor, are assigned the responsibility of transmitting instructions, assuming supervision and taking the lead in the performance of crew assignments, shall be designated “Lead Laborer” and shall receive ten (10) percent over their normal rate of pay.
2. Employees who are designated as certified Civil Service Department trainers by the Civil Service Department shall receive five (5) percent over their normal rate of pay.
3. Employees of the Sewerage & Water Board shall receive ten (10) percent over their normal rate of pay when assigned to the unloading or comparable handling of chemicals.
4. Employees in the class of Physician shall be paid \$66.00 per hour when employed on a part-time call-in basis in accordance with Rule IV, Section 1.5.
5. Employees in the class of Dentist shall be paid \$66.00 per hour when employed on a part-time call-in basis in accordance with Rule IV, Section 1.5.
6. Employees in the class of Dentist shall be paid \$145.00 per hour when employed on a part-time call-in basis to perform oral and maxillofacial surgery in accordance with Rule IV, Section 1.5.
7. Office Support employees who are assigned to use keyboarding skills (including typing at a rate of 40 words per minute and are proficient in Microsoft Office Software as demonstrated by completion of software courses and /or tests) in the regular performance of the employee’s duties and are assigned such duties in writing by the appointing authority and who pass the requisite proficiency test(s) approved by the Director of Personnel, shall receive (5) percent over their normal rate of Pay.
8. Any non-exempt employee of the Sewerage and Water Board who is required to be on call. In accordance with the policies and procedures established by the Executive Director of the Sewerage and Water Board, shall be entitled to an additional 12.5% of his or her base hourly rate for each hour served on call.
9. Non-exempt employees who are assigned pipeline condition assessment and inspection duties and are currently certified by the National Association of Sewer Service Companies (NASSCO) in the Pipeline Assessment Certification Program (PACP), Lateral Assessment Certification Program (LACP), and Manhole Assessment Certification Program (MACP) shall receive five (5) percent over their normal rate of pay. All three (3) certifications must be received before 5% is granted.

10. Employees who are assigned inspectional duties relating to the construction of public infrastructure and facilities and are currently certified as a Certified Public Infrastructure Inspector (CPII) shall receive five (5) percent over their normal rate of pay when so assigned.

11. **Educational Incentive Pay**

Non-exempt employees at pay grade 69 and below are eligible for a special rate of compensation upon completion of academic levels in accordance with the following, provided that such education was not a qualification requirement for their position or used for extraordinary qualifications pay.

Degree Level Annual Premium

Associate's Degree: 2.5%

Bachelor's Degree: 5%

Graduate Degree: 7.5%

Employees are limited to one premium

- Proposed Annual Premium is pro-rated over a year and is not paid in a lump sum.
- The effective date of the special rate shall be the first Sunday of the month following the submission of the original diploma or original transcript to Civil Service.
- The following special rates of pay apply to only those institutions who are accredited as a College or University by a regional agency that is recognized by the US Dept. of Education (USDOE). Degrees from Occupational Education Institutions will not be accepted.
- The Director of Personnel shall reserve the right to determine a qualifying institution and/or qualifying degree under these guidelines.

Notes: Education pay may not be granted if it was a requirement for entry into a job series.

12. **Professional Certification Incentive Pay**

Exempt Employees, with the approval of their appointing authority may be granted a 5% increase in pay upon completion of a professional certification that is directly related to the employee's work. This is a one-time premium pay to recognize the additional education and training acquired by an employee. This will not apply to multiple certifications earned in the same field of professional work.

For purposes of this incentive pay, a professional certification shall be considered:

- A third-party attestation of an individual's level of knowledge or proficiency in a certain industry or profession.
- Certifications must be granted by authorities in the field, such as professional societies and universities, or by private certificate granting agencies.
- Certifications must be time-limited; some expire after a period of time (e.g., the lifetime of a product that required certification for use), while others can be renewed indefinitely as long as certain requirements are met. Renewal usually requires ongoing education to remain up-to-date on advancements in the field, evidenced by earning the specified number of continuing education credits (CECs), or continuing education units (CEUs), from approved professional development courses
- The professional certification cannot be a minimum qualification for the employee's current position or have been used for extraordinary qualifications pay.

Notes:

- Professional Certification pay may not be granted if it was a requirement for entry into a job series.
- The Professional certification cannot have been required for placement into a special assignment for which the employee is currently receiving special assignment pay.
- Employees are limited to one premium regardless of the number of certifications earned.
- The special rate of pay in pro-rated over a year, is not paid in a lump sum, and will be removed from terminal leave calculations.
- This special rate of pay shall be removed if the certification is allowed to lapse. Employees are required to notify their Human Resources Manager immediately if their certification lapses. Failure to remove the special rate of pay in a timely manner will result in a retroactive pay decrease.
- The effective date of this special rate shall be the first Sunday of the month following the submission of this form and a copy of the certification to Civil Service.
- The Director of Personnel shall reserve the right to determine a qualifying certification under these guidelines.
- Certifications must have required possession of a Bachelor's Degree and/or a minimum of fifteen (15) Continuing Education Hours per year to be considered Professional.

13. Any non-exempt employee assigned duties performing or directly supporting Mardi Gras field operations may, at the approval of their Appointing Authority, receive ten (10) percent above their normal rate of pay for all hours worked while directly engaged in such duties. The Chief Administrative Officer or other executive authority shall be responsible for maintaining policies and procedures for documenting, evaluating, and approving eligibility for this special rate of pay.

The application of this special rate of pay shall begin no earlier than two weeks prior to Mardi Gras Day and shall end on Mardi Gras Day. The specific start date shall be designated each year by the Chief Administrative Officer or other executive authority in accordance with the Mardi Gras schedule and shall be submitted in writing to the Personnel Director. This pilot program is subject to Civil Service staff audit to determine the appropriateness of continuation.

14. Employees in the classifications of Grounds Patrol Officer, Grounds Patrol Officer, Senior, Grounds Patrol Officer, Lead, Security Systems Supervisor and Security Manager who have been trained and assigned to administer first aid and calls for emergency aid shall receive five (5) percent over their normal rate of pay.
15. Employees of the Office of Homeland Security who are assigned to the Public Safety Support Services Unit and are currently certified as a Certified Real Time Crime Center Professional (RCCP) awarded by the National Real Time Crime Center Association (NRTCCA) shall receive five (5) percent over their normal rate of pay when so assigned. Note that unless otherwise specified, employees of exempt classifications are limited to only one professional certification premium regardless of the number of certifications earned.
16. Employees who are assigned to use bilingual skills (including American Sign Language) in the regular performance of the employee's duties shall receive 5% over their normal rate of pay

if designated by the department as a translator or interpreter. Positions with the approval of Civil Service can only be designated to receive the Bilingual Salary Differential Allowance when the following eligibility requirements are met and procedures are followed:

- a. The Department communicates the need for a particular position to be designated to receive the bilingual salary differential by submitting for approval the official "Request for Bilingual Special Rate of Pay Form" that is designated for this purpose.
- b. Employees must pass the bilingual skill proficiency test(s) approved by the Director of Personnel to be eligible for Bilingual Pay.
- c. The Department notifies the employee in writing of the translation duties, starting date of bilingual pay, and end date (if applicable) of bilingual pay.
- d. In the event that an incumbent moves to a position that is not designated as bilingual or if the bilingual designation of a position is removed, the bilingual pay will cease. Bilingual pay shall be removed upon termination and not be included in terminal leave.
- e. The appointing authority should also conduct periodic audits of the above bilingual eligibility requirements to insure this special rate of pay continues to be warranted.

MISCELLANEOUS -REFERRAL PAY

In order to enhance recruitment efforts for the positions impact the health, welfare or safety of the public, employees make take on voluntary addition duty for compensation related to the recruitment of difficult to fill positions. An appointing authority may request that the Commission authorize this pay provided that the recruitment of the position provides significant value that exceeds the cost of the referral pay.

Existing employees are eligible for a special rate of compensation upon satisfactory completion of an employee's recruitment in accordance with the following:

One Time Referral Pay (awarded to an existing employee)

\$1,000 after the new employee either completes their first month of employment in the designated job classification or upon completion of their required training for the designated job classification, whichever occurs later.

An additional \$1,000 upon the same employee's successful completion of twelve (12) months of continuous service.

*Employees are not limited in number of premiums he or she may earn.

*The Referral Pay is paid in two (2) \$1,000 lump sum amounts, as described above.

*The appointing authority shall submit the request for referral pay to the Civil Service Department.

The request for the first \$1,000 referral pay for the employee's first month of employment or completion of required training shall include the following:

- A) The name of employee to be awarded referral pay.
- B) The application(s) of the recruited employee that lists the incumbent employee to be awarded the referral pay as the referral source.
- C) Documentation of the recruited employee's hiring and one month employment or completion of the required training.
- D) Documentation that the appointing authority has considered each person on the current eligible list for appointment.

The request for the second \$1,000 referral pay for the employee's successful completion of the one year of continuous service shall include the following:

- A) The name of the employee to be awarded referral pay.
- B) The application(s) of the recruited employee that lists the incumbent employee to be awarded the referral pay as the referral source.
- C) Documentation of the recruited employee's successful completion of the one year of continuous service.

The effective date of each payment shall be the next payday of the month following the request for Referral Pay.

Employees whose normal duties require them to recruit, refer, and/or support prospective employees in the formal application and formal departmental training process are ineligible for this additional duty pay, as recruitment is already part of their regular job duties.

This Referral Pay is available for limited periods solely to address recruitment difficulties. The Commission may invoke and revoke this pay upon the request of appointing authority. This pay may be invoked only when the appointing authority has determined that recruitment is a significant challenge that may affect health, welfare or safety of the public.

Miscellaneous-S&WB – Pilot Special Rate of Pay – Meter Reading Incentive Pay Program

The Sewerage and Water Board may be authorized by the Personnel Director to implement the following incentive pay to address a documented recruitment and retention problem with its Meter Reading Division as follows:

1. Employees in the classifications of Water Meter Reader and Water Meter Reader and Services Technician, upon completion of the inspection of at least 6000 meters per month shall be eligible to earn an additional \$0.25 per additional meter inspected within that same month not to exceed \$300 per month. *(Based on 1200 additional meter reads/4 routes of avg 300 meters each)*
2. Employees in the classifications of Water Meter Reader and Services Technician and Water Meter Reader and Services Technician (Lead) upon completion of at least 700 service orders shall be eligible to earn an additional \$2.00 per additional service order within that same month not to exceed \$300 per month. *(Based on 150 additional service orders per month)*
3. Employees in the classifications of Water Meter Reader, Water Meter Reader and Services Technician and Water Meter Reader and Services Technician (Lead) assigned to commercial meter reading duties, upon completion of the inspection of at least 20 commercial route books per month, shall be eligible to earn an addition \$0.25 per additional residential meter inspected within that same month; or \$2.00 per additional service order, not to exceed a total of \$300 per month either individually or combining the two. *(Based on 1200 additional meter reads/4 routes of avg 300 meters each OR Based on 150 additional service orders per month).*
4. Due to Environmental conditions, beginning in June 1st and ending in September 30th, employees in the classifications of Water Meter Reader and Water Meter Reader and Services Technician, upon completion of the inspection of at least 6000 meters per month shall be eligible to earn an additional \$0.35 per additional meter inspected within that same month not to exceed \$420 per month *(Based on 1200 additional meter reads/4 routes of avg 300 meters each).*
5. Due to Environmental conditions, beginning in June 1st and ending in September 30th, employees in the classifications of Water Meter Reader and Services Technician and Water Meter Reader and Services Technician (Lead) upon completion of at least 700 service orders shall be eligible to earn an additional \$2.80 per additional service order within the same months not to exceed a total of \$420 per month *(Based on 150 additional service orders per month).*
6. Due to Environmental conditions, beginning in June 1st and ending in September 30th, employees in the classifications of Water Meter Reader, Water Meter Reader and Services Technician, and Water Meter Reader and Services Technician (Lead) assigned to commercial meter reading duties, upon completion of the inspection of at least 20 commercial route books per month, shall be eligible to earn an additional \$0.35 per additional residential meter inspected within that same month; or \$2.80 per additional service order, not to exceed a total of \$420 per month either individually or combining the two. *(Based on 1200 additional meter reads/4 routes of avg 300 meters each OR Based on 150 additional service orders per month)*

All special rates listed above are subject to the following conditions:

Service orders are defined as scheduled/assigned service tasks prior to the employee's departure into the field. Meters reads/service orders completed while working overtime shall not count for purposes of this pilot program.

Employees who meet any of the below criteria are ineligible to participate in the program during the qualifying month and/or may be removed from participation.

1. 2 or more unexcused absences as defined and distributed in writing by Sewerage and Water Board
 2. 5 or more skipped reads
 3. 5 or more erroneous reads
 4. Employees who receive an annual performance evaluation of "fails to meet expectations" are ineligible for participation in this program for one quarter following the receipt of this rating.
- The Director of Sewerage and Water Board may revoke or suspend this program at any time by notice to the Personnel Director.
 - The Personnel Director may revoke or suspend this special rate of pay with cause by notice to the Sewerage and Water Board.
 - Please not that employees are limited to one of the special rates of pay listed above at a time.
 - The Pilot program will be subject to CS staff audit within a year of implementation to determine the effectiveness of the program.

MISCELLANEOUS- INNOVATION STIPEND

In order to enhance the effectiveness of City operations and complement the on-going innovation efforts, the City will fund promising ideas to improve City government. Annually, the Chief Administrative Officer ("CAO") will invite City employees to submit plans for improving City operations.

City Innovation Stipends

Successful applicants will be awarded a City Innovation Stipend (up to \$2,000) for taking on a voluntary, additional duties that are not part of their day-to-day responsibilities. Work on funded projects should be completed outside of an employee's normal working hours. Any time an employee spends on grant-related work is purely voluntary and not compensable time under the Fair Labor Standards Act.

Revising business process, procurement efforts, and other operational concerns saves the City money and allows it to more efficiently deliver services to citizens and far exceeds the cost of providing this benefit. Employees in all classifications are eligible for this special rate of compensation upon acceptance of a proposal up to (\$1,000). An additional payment of up to (\$1,000) may be awarded upon implementation of the innovation developed through the proposal. Acceptance or rejection of a proposal is not an employment action and is not appealable.

In order to facilitate the review of applications and issue stipends, the CAO shall establish an Innovation Working Group. The Working Group shall assess proposals on the following criteria:

- (1) Value creation
- (2) Cost/feature of implementation
- (3) Impact on City business processes.

In awarding stipends, the Working Group must determine that, if successfully implemented, the proposed innovation would produce at least the equivalent value of the stipend itself. This value may be expressed in saved time and/or money for the City, partners, or community members or demonstrable improvements to City services.

Once the Working Group awards a stipend, the CAO shall transmit to the Civil Service Department a form that contains:

- 1) The amount of the stipend
- 2) Employee(s) receiving the grant
- 3) The evaluation completed by the Working Group

The Civil Service Department will not be responsible for assessing the merits of the proposal or approving the payment.

In the event that the Working Group issues an additional payment related to the successful implementation of a proposal, the CAO shall transmit to the Civil Service Department a form that contains:

- 1) The name of the employee(s) to be awarded the pay
- 2) A copy of the project charter
- 3) Statement from the Working Group that the project has been implemented as described in the project charter.

The Civil Service Department will not be responsible for assessing the merits of the project plan, success of implementation or approving the payment.

Notes: The effective date of each payment shall be the next pay day of the month following CAO's submission of the form(s) described above.

*Innovation Stipends are intended to enhance the cost-effectiveness of City services. Consideration and awarding of Stipends is contingent upon available funding as determine by the CAO.

MOTION

NO. M-24-18

CITY HALL: January 18, 2024

BY: COUNCILMEMBERS GIARRUSSO, MORENO, MORRELL, GREEN AND THOMAS

WHEREAS, at its meeting on November 13, 2023, the Civil Service Commission adopted the following amendment to the Classified Pay Plan (Automotive Retention Pay).

In accordance with Article X, Section 10 of the Constitution of Louisiana, this agency is submitting for Council approval, the following amendment to the Classified Pay Plan as adopted by the Civil Service Commission at its meeting of November 13, 2023 as outlined below:

Special Rate of Pay: Automotive Retention Pay

Employees in the classifications of Automotive Technician I, Automotive Technician II, Automotive Mechanic, Assistant, and Automotive Mechanic (Journeyman) are eligible for a special compensation upon completion of one year of service. Employees become eligible for a payment of \$3,500 after twelve months of employment.

1. The initial payments from this rule shall commence either:
 - a. One year after November 13, 2023, the date of adoption of this amendment to the pay plan by the Civil Service Commission for all eligible employees.
 - or
 - b. After the employee reaches one year tenure, whichever is later.

At the request of the Equipment Maintenance Division of the Chief Administrative Office, the Civil Service Commission approved the aforementioned special rate of pay to allow for a retention pay premium of \$3,500 for Employees in the classifications of Automotive Technician I, Automotive Technician II, Automotive Mechanic, Assistant, and Automotive Mechanic (Journeyman) who complete one year of service. The retention pay is meant to assist the city in its recruitment and retention efforts for Automotive classifications; and

WHEREAS, the Chief Administrative Office has certified that funds are available to implement the above proposed amendment to the Classified Pay Plan; **NOW THEREFORE**

BE IT MOVED BY THE COUNCIL OF THE CITY OF NEW ORLEANS, That in accordance with Article X, Section 10 of the Constitution of Louisiana, the amendment to the Classified Pay Plan is approved to be effective January 21, 2024.

BE IT FURTHER MOVED, That the Clerk of Council shall forward a certified copy of this motion to the Director of the Civil Service Commission and the Chief Administrative Officer.

THE FOREGOING MOTION WAS READ IN FULL, THE ROLL WAS CALLED ON THE ADOPTION THEREOF, AND RESULTED AS FOLLOWS:

YEAS: Giarrusso, Green, King, Moreno, Thomas - 5

NAYS: 0

ABSENT: Harris, Morrell - 2

AND THE MOTION WAS ADOPTED.

THE FOREGOING IS CERTIFIED
TO BE A TRUE AND CORRECT COPY
Lara W. Johnson
CLERK OF COUNCIL

MOTION

NO. M-23-DD

CITY HALL: March 9, 2023

BY: COUNCILMEMBERS GIARRUSSO, MORENO, MORRELL, GREEN AND THOMAS

WHEREAS, at its meeting on March 3, 2023, the Civil Service Commission adopted the following amendment to the Classified Pay Plan (Emergency Medical Services Retention Pay):

In accordance with Article X, Section 10 of the Constitution of Louisiana, this agency is submitting for Council approval, the following amendment to the Classified Pay Plan as adopted by the Civil Service Commission at its meeting of March 11, 2022, amended on June 17, 2022 and March 3, 2023 as outlined below:

Special Rate of Pay: Emergency Medical Services Retention Pay

Employees in the classification of Emergency Medical Technician, Advanced Emergency Medical Technician, or Paramedic are eligible for a special compensation upon completion of one year of service with the New Orleans Emergency Medical Services. Employees in the classifications of Emergency Medical Technician or Advanced Emergency Medical Technician become eligible for a payment of \$1,500 after twelve months of employment with the New Orleans Emergency Medical Services. Employees in the classification of Paramedic become eligible for a payment of \$4,500 after twelve months of employment with the New Orleans Emergency Medical Services.

1. The initial payments from this rule shall commence either:
 - a. One year after March 11, 2022, the date of Civil Service Commission Adoption of this amendment to the pay plan for all eligible employees in the classifications of Emergency Medical Technician, Emergency Medical Technician Advanced, Emergency Medical Technician Paramedic;
 - or
 - b. One year after June 17, 2022, the date of the Civil Service Commission adoption of this amendment to the pay plan for all eligible employees in the classification of Emergency Medical Coordinator, or Emergency Medical Coordinator, Assistant.
 - or
 - c. After the employee reaches one year tenure, whichever is later.

The Commission approved the aforementioned special rate of pay for selected Emergency Medical Classifications for the purpose of expanding employee retention efforts contingent upon the favorable legal opinion of the Louisiana Attorney General. It was the opinion of that office that the City of New Orleans may institute a retention pay program as long as it has a demonstrable, objective, and reasonable expectation of receiving something real and substantial in exchange for retention pay, and

WHEREAS, the Chief Administrative Office has certified that funds are available to implement the above proposed amendment to the Classified Pay Plan; **NOW THEREFORE**

BE IT MOVED BY THE COUNCIL OF THE CITY OF NEW ORLEANS, That in accordance with Article X, Section 10 of the Constitution of Louisiana, that the amendment to the Classified Pay Plan is approved to be effective one year from March 11, 2022, the date of the original adoption of this amendment by the Civil Service Commission.

BE IT FURTHER MOVED, That the Clerk of Council shall forward a certified copy of this motion to the Director of the Civil Service Commission and the Chief Administrative Officer.

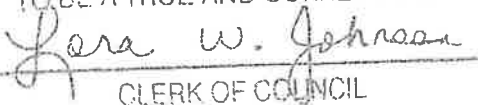
THE FOREGOING MOTION WAS READ IN FULL, THE ROLL WAS CALLED ON THE ADOPTION THEREOF, AND RESULTED AS FOLLOWS:

YEAS: Giarrusso, Green, Harris, King, Thomas - 5

NAYS: 0

ABSENT: Moreno, Morrell - 2

AND THE MOTION WAS ADOPTED.

THE FOREGOING IS CERTIFIED
TO BE A TRUE AND CORRECT COPY

CLERK OF COUNCIL

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MOTION

NO. M-23-EE

CITY HALL: March 9, 2023

BY: COUNCILMEMBERS GIARRUSSO, MORENO, MORRELL, GREEN AND THOMAS

WHEREAS, at its meeting on March 3, 2022, the Civil Service Commission adopted the following amendment to the Classified Pay Plan (JJIC Retention Pay):

In accordance with Article X, Section 10 of the Constitution of Louisiana, this agency is submitting for Council approval, the following amendment to the Classified Pay Plan as adopted by the Civil Service Commission at its meeting of March 11, 2022, and amended on March 3, 2023 as outlined below:

Special Rate of Pay: Juvenile Justice Intervention Center Retention Pay

Employees in the classifications of Juvenile Detention Counselor are eligible for a special compensation upon completion of one year of service with the Juvenile Justice Intervention Center. Employees become eligible for a payment of \$3,500 after twelve months of employment with the Juvenile Justice Intervention Center.

1. The initial payments from this rule shall commence either:
 - a. One year after March 11, 2022, the date of the adoption of the amendment to the pay plan by the Civil Service Commission for all eligible employees;
 - or
 - b. After the employee reaches one year tenure, whichever is later.

The Commission approved the aforementioned special rate of pay for the Juvenile Detention Counselor series for the purpose of expanding employee retention efforts contingent upon the favorable legal opinion of the Louisiana Attorney General. It was the opinion of that office that the City of New Orleans may institute a retention pay program as long as it has a demonstrable, objective, and reasonable expectation of receiving something real and substantial in exchange for retention pay, and

WHEREAS, the Chief Administrative Office has certified that funds are available to implement the above proposed amendment to the Classified Pay Plan; **NOW THEREFORE**

BE IT MOVED BY THE COUNCIL OF THE CITY OF NEW ORLEANS, That in accordance with Article X, Section 10 of the Constitution of Louisiana, that the amendment to the Classified Pay Plan is approved to be effective one year from March 11, 2022, the date of the original adoption of this amendment by the Civil Service Commission.

BE IT FURTHER MOVED, That the Clerk of Council shall forward a certified copy of this motion to the Director of the Civil Service Commission and the Chief Administrative Officer.

THE FOREGOING MOTION WAS READ IN FULL, THE ROLL WAS CALLED ON THE ADOPTION THEREOF, AND RESULTED AS FOLLOWS:

YEAS:

NAYS:

ABSENT:

AND THE MOTION WAS ADOPTED.

THE FOREGOING IS CERTIFIED
TO BE A TRUE AND CORRECT COPY

Lera W. Johnson
CLERK OF COUNCIL

MOTION

NO. M-23-305

CITY HALL: July 13, 2023

BY: COUNCILMEMBERS GIARRUSSO, MORENO, MORRELL, GREEN AND THOMAS

WHEREAS, at its meetings of March 11, 2022 (amended on November 17, 2022, March 3, 2023 and May 18, 2023), the Civil Service Commission adopted the following amendment to the Classified Pay Plan (Police Retention Pay).

In accordance with Article X, Section 10 of the Constitution of Louisiana, this agency is submitting for Council approval, the following amendment to the Classified Pay Plan as adopted by the Civil Service Commission at its meetings of March 11, 2022 (amended on November 17, 2022, March 3, 2023 and May 18, 2023).

At the request of the Chief Administrative Office, the Commission approved the following amended Police Retention Special Rate of Pay to allow retention payments to be paid out on a quarterly basis instead of the immediate pay period following reaching the qualifying threshold to address logistical and efficiency concerns related to payroll processing under the present system.

Special Rate of Pay: Police Retention and Recruitment

(Additions are Underlined, Strikethroughs are Deleted)

Employees in the classification of Police Officer, Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant, Police Captain, and Police Major are eligible for a special rate of compensation upon completion of a specific number of years of service with the New Orleans Police Department. Employees in the classification of Police Recruit, Police Officer, Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant, Police Captain, and Police Major are eligible for additional special rates of compensation designed to address severe staffing shortages, as defined herein.

Years of Service Retention Pay

Five Years \$5,000

Ten Years \$5,000

Fifteen Years \$5,000

Twenty Years \$5,000

1. Employees are eligible to receive each level of retention pay.

2. Retention pay is paid in a lump sum to be paid out at ~~the end of the first complete pay period~~ after the employee reaches the specified number of years of service, provided that no payment is made until one until one calendar year from March 11, 2022, the date the Civil Service Commission originally adopted the amendment.
3. The years of service do not need to be contiguous, but all credited time must be in an eligible classification employed by the New Orleans Police Department.
4. One year after March 11, 2022, the date of the passage of this amendment to the pay plan by the Civil Service Commission, or March 11, 2023, all eligible officers shall receive retention pay equivalent to the cumulative amount due from their years of service. For example:
 - a. A Police Officer at the time of the passage of this amendment has six years of service with NOPD on March 11, 2022. Twelve months after March 11, 2022, that officer will receive \$5,000. That officer will be eligible for another \$5,000 payment as soon as they reach 10 years on the force.
 - b. A Senior Police Officer at the time of the passage of this amendment has nine and a half years of service with NOPD on March 11, 2022. Twelve months after March 11, 2022, that officer will have ten and a half years of service and will receive \$10,000. That officer will be eligible for another \$5,000 payment as soon as they reach 15 years on the force.
5. Additionally, one year after March 11, 2022, all officers who have at least one year of service and fewer than five years of service, will receive a \$5,000 payment which will serve as their retention payment for five years of service. Any officer who receives this initial payment will be ineligible to receive an additional payment upon reaching five years of service but will be eligible for payments upon reaching ten years of service.
6. ~~The officer must be currently employed by the New Orleans Police Department at the time of payment in order to receive the special rate of compensation.~~

Additional Retention and Recruitment Incentives to Combat Severe Staffing Shortage

To address a severe staffing shortage by retaining current officers and attracting new recruits, employees in the classification of Police Recruit, Police Officer, Senior Police Officer, Police Corporal, Police Sergeant, Police Lieutenant, Police Captain, and Police Major are eligible for the special rates of compensation defined herein. These provisions are limited to a distinct time period in order to address acute staffing needs.

1. Employees in the specified classifications who are employed with NOPD as of October 21, 2022, shall receive an additional \$10,000 retention payment if they remain employed with NOPD through October 21, 2025. The \$10,000 retention payment will be paid in a lump sum ~~at the end of the first complete pay period~~ after October 21, 2025.

2. Employees in the specified classifications hired between October 21, 2022, and October 21, 2024, shall receive an additional \$10,000 retention payment if they remain employed with NOPD for three years after completion of the formalized training program conducted by NOPD. ~~The \$10,000 retention payment will be paid in a lump sum at the end of the first complete pay period occurring three years after the employee has completed the formalized training program.~~
3. Individuals hired as Police Recruits between July 24, 2022, and October 21, 2024, shall receive retention payments at the completion of nine months, two years, and three years of service. The first retention payment of \$4,000 will be provided at the completion of nine months of service. The remaining two retention payments of \$5,000 each will be provided at the completion of two and three years of service, respectively. ~~Each retention payment will be paid out as a lump sum at the end of the first complete pay period following the corresponding term of service.~~
4. Individuals in the classification of Police Officer who are employed on or before October 21, 2024, and who are not eligible for payments under subparagraph three or five of this section shall receive a retention payment of \$5,000 at the last pay period of each fiscal year in which payments under subparagraph three or five of this section are made, provided that they are in the classification of Police Officer when the payment is issued. The total amount of payments made to a Police Officer pursuant to this subparagraph shall not exceed \$20,000.
5. Lateral transfers and reinstated officers hired between July 24, 2022, and October 21, 2024, will receive four retention payments of \$5,000 each at the completion of nine months, two years, three years, and four years of service. ~~Each retention payment will be paid out as a lump sum at the end of the first complete pay period following the corresponding term of service. Payments must be issued while the individual is in the classification of Police Officer. The individual must be in the classification of Police Officer at the time that they complete each specified service period in order to be eligible for a payment (e.g. if an Officer is promoted to Senior Police Officer after 3.5 years of service, they will not receive the fourth retention payment).~~

Retention Payment Processing

Beginning after the initial catch-up payments issued in March 2023, all recruitment and retention incentives will be processed and disbursed in batches on a quarterly basis. Eligible employees will receive payments at the close of the quarter in which they become eligible for a payment. For example, if an Officer reaches 10 years of service on November 10, 2023, they will receive their \$5,000 retention payment at the end of the fourth quarter of 2023. In no circumstances will payments be disbursed to individuals who have not completed the specified period of service required for payment eligibility, and

WHEREAS, the Chief Administrative Office has certified that funds are available to implement the above proposed amendment to the Classified Pay Plan; **NOW THEREFORE**

BE IT MOVED BY THE COUNCIL OF THE CITY OF NEW ORLEANS, That in accordance with Article X, Section 10 of the Constitution of Louisiana, the amendment to the Classified Pay Plan is approved to be effective July 16, 2023.

BE IT FURTHER MOVED, That the Clerk of Council shall forward a certified copy of this motion to the Director of the Civil Service Commission and the Chief Administrative Officer.

THE FOREGOING MOTION WAS READ IN FULL, THE ROLL WAS CALLED ON THE ADOPTION THEREOF, AND RESULTED AS FOLLOWS:

YEAS: Giarrusso, Green, King, Morrell, Thomas - 5

NAYS: 0

ABSENT: Harris, Moreno - 2

AND THE MOTION WAS ADOPTED.

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Lera W. Johnson

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