

FY2025 Proposed Budget Personnel

Changes in Staffing and Non-Union Pay Plan

New Positions - General Fund - Total of \$1,324,994

- ▶ Communications Assistant S05 - \$100,528 (combined salary and benefits)
- ▶ Resilience Assistant S05 - \$100,528
- ▶ Grant Writer S07 - \$116,207
- ▶ Police Data Analyst/Accreditation Manager N03 - \$100,757
- ▶ Deputy Police Chief S10 - \$141,927
- ▶ 3 Police Officers FOP - \$259,290
- ▶ Deputy Public Services Director S10 - \$150,000
- ▶ Deputy City Manager S15 - \$255,000
- ▶ Assistant Planner N03 - \$100,757

New Positions - Utilities

- ▶ Special Projects Assistant Utilities S05 - \$105,663
- ▶ Utility Locator/Damage Prevention Technician U06 - \$117,701
- ▶ 4 FTE's Utility Operators U04 - \$381,448

Non-Union Position Realignment and Pay Scale

- ▶ A category was added to each position to align similar type positions by grade; examples include admin, technical, division head, deputy etc.
- ▶ The salary scale was changed to make room for salaries that people are currently earning and to allow for growth. Hiring into vacant positions has become a concern across all departments. In particular, it has been very difficult to fill higher level and technical positions.
- ▶ The administration is actively working to address hiring issues across all categories of employees, both union and non-union. Only non-union is addressed here.

Non-Union Scale

		Current	Proposed	FY2024	
		FY2024	FY2025	NUMBER	
CLASS TITLE		GRADE	GRADE	ASSIGNED	
Human Resources Associate	admin	2	2	1	
Administrative Assistant - Fire Department	admin	4	4	1	renamed
DEI Officer	Tech/Adm	4	4	1	renamed
Special Projects Assistant, Utilities	admin	5	5	1	new
Administrative Assistant, Mayor/City Manager	admin	5	5	1	
Executive Assistant, Utilities	admin	5	5	1	
Communications Assistant	admin		5	1	new
Executive Assistant, Public Services	admin	5	5	1	
Resilience Assistant	Tech/Adm	4	5	1	renamed
Deputy City Clerk	Technical	5	5	1	

Non-Union Scale (cont.)

Executive Assistant, City Manager	admin	6	6	1	
Election Administrator	Technical	3	6	1	
Human Resources Assistant	Technical	4	6	1	
Legal Assistant	Technical	5	6	1	
School Principal Accountant	Technical	8	6	0	School Controller renamed
City Principal Accountant	Technical		6	1	Transfer from NEA
Community Liaison	Technical	9	7	1	
Grant Writer	Technical		7	1	new
Short Term Rental Supervisor	Technical	7	7	1	
Utilities Engineer	Technical	8	8	1	
Utilities Infrastructure Asset Manager	Technical	8	8	1	
Budget and Finance Analyst & Project Manager	Technical	8	8	1	

Non-Union Scale (cont.)

Accounting Supervisor	Division Head	7	9	1	
Assistant Water Treatment Superintendent	Division Head	7	9	1	
Zoning Officer	Division Head	7	9	1	
Assessor	Division Head	8	9	1	
Laboratory Supervisor	Division Head		9	1	Transfer from NEA
Recreation & Beach Administrator	Division Head	8	9	1	
Tax Collector	Division Head	8	9	1	
Water Quality Production Supervisor	Division Head	8	9	1	
Superintendent of Facilities Management	Division Head	9	9	1	
Superintendent of Parks, Grounds & Forestry	Division Head	9	9	1	
Superintendent of Public Works	Division Head	9	9	1	
Superintendent of WPC	Division Head	9	9	1	
Deputy City Engineer	Technical	9	9	1	
City Engineer	Division Head	11	10	1	7

Non-union Scale (cont.)

Deputy Finance Director	Deputy	10	10	1	
Deputy Police Chief	Deputy		10	1	new
Deputy Director of Information and Technology	Deputy	10	10	0	
Deputy Utilities Director - Engineering	Deputy	11	10	1	
Deputy Public Services Director	Deputy		10	1	new
Deputy Utilities Director - Finance	Deputy	11	10	1	
Building Official	SDD	9	11	1	
City Clerk	SDD	10	11	1	
Director of Communications	SDD	10	11	1	Title change
Director of Human Resources	SDD	11	11	1	
Director of Information and Technology	SDD	11	11	1	
Harbormaster	SDD		11	1	Transfer from NEA

Non-Union Scale (cont.)

Fire Chief	LDD	12	13	1	
Director of Planning & Economic Development	LDD	13	13	1	
Director of Public Services	LDD	14	13	1	
Director of Public Safety/Chief of Police	SUDD	13	14	1	Title Change
Director of Finance and Support Services	SUDD	15	14	1	
Director of Utilities/General Manager	SUDD	14	14	1	Title Change
Director of Resilience and Sustainability	Senior DD		15	1	
Deputy City Manager	Senior DD		15	1	new

New Salary Levels

A 2.5% COLA adjustment is proposed effective July 1, 2024				
		to		Proposed FY2025
S 1	43,785	to	62,370	44,000 to 64,000
S 2	47,290	to	67,360	48,000 to 68,000
S 3	51,074	to	72,748	50,000 to 71,000
S 4	55,159	to	78,569	56,000 to 77,000
S 5	59,572	to	84,854	60,000 to 85,000
S 6	64,334	to	91,643	65,000 to 92,000
S 7	69,484	to	98,971	68,000 to 97,000
S 8	75,044	to	106,893	74,000 to 110,000
S 9	81,047	to	115,444	80,000 to 120,000
S 10	87,530	to	124,679	90,000 to 135,000
S 11	93,162	to	132,703	95,000 to 140,000
S 12	100,615	to	143,319	110,000 to 150,000
S 13	108,666	to	154,784	125,000 to 175,000
S 14	117,357	to	167,167	125,000 to 180,000
S 15	126,744	to	180,537	150,000 to 200,000