

*CITY OF GONZALES*  
**APPROVED CLASSIFICATION PLAN**  
**FISCAL YEAR 2011-2012**

| CLASSIFICATION                                       | FOUR-PERCENT STEP ADVANCEMENT                             |  |          |          |          |          | EXCELLENCE INCENTIVES |          |
|--|---|--|----------|----------|----------|----------|-----------------------|----------|
|  | STEP 1  | STEP 2   | STEP 3   | STEP 4   | STEP 5   | STEP 6   | STEP 7                | STEP 8   |
| <b>EXECUTIVE MANAGEMENT STAFF</b>                    |   |  |          |          |          |          |                       |          |
| CITY MANAGER   | \$11,070.00 MONTHLY (SALARY INDEPENDENT OF STEP SCHEDULE) |  |          |          |          |          |                       |          |
| DEPUTY CITY MANAGER/FINANCE DIRECTOR                 | 5,889.32  | 6,124.90   | 6,369.89 | 6,624.69 | 6,889.68 | 7,165.26 | 7,451.87              | 7,749.95 |
| CHIEF OF POLICE                                      | 6,537.34  | 6,798.83   | 7,070.79 | 7,353.62 | 7,647.76 | 7,953.68 | 8,271.82              | 8,602.70 |
| DIRECTOR OF PLANNING & ECONOMIC DEVELOPMENT          | 5,662.81  | 5,889.32   | 6,124.89 | 6,369.89 | 6,624.68 | 6,889.67 | 7,165.26              | 7,451.87 |
| FINANCE OFFICER                                      | 5,034.23  | 5,235.59   | 5,445.02 | 5,662.82 | 5,889.33 | 6,124.90 | 6,369.90              | 6,624.70 |
| DIRECTOR OF PARKS & RECREATION                       | 4,646.54  | 4,832.41   | 5,025.70 | 5,226.73 | 5,435.80 | 5,653.23 | 5,879.36              | 6,114.53 |
| EMERGENCY SERVICES DIRECTOR/SPECIAL PROJECTS ANALYST | 4,646.54  | 4,832.41   | 5,025.70 | 5,226.73 | 5,435.80 | 5,653.23 | 5,879.36              | 6,114.53 |
| PUBLIC WORKS DIRECTOR                                | 5,510.25  | 5,730.66   | 5,959.89 | 6,198.28 | 6,446.21 | 6,704.06 | 6,972.22              | 7,251.11 |
| <b>MID-MANAGEMENT STAFF</b>                          |   |  |          |          |          |          |                       |          |
| POLICE LIEUTENANT                                    | 6,392.17  | 6,647.86   | 6,913.77 | 7,190.32 | 7,477.94 | 7,777.05 | 8,088.14              | 8,411.66 |
| RECREATION COORDINATOR/ ADMINISTRATIVE ANALYST       | 4,279.56  | 4,450.74   | 4,628.77 | 4,813.92 | 5,006.48 | 5,206.74 | 5,415.01              | 5,631.61 |
| BUILDING OFFICIAL/CODE ENFORCEMENT OFFICER           | 4,092.75  | 4,256.46   | 4,426.72 | 4,603.79 | 4,787.94 | 4,979.46 | 5,178.64              | 5,385.78 |
| CITY CLERK   | 3,889.96  | 4,045.55   | 4,207.38 | 4,375.67 | 4,550.70 | 4,732.73 | 4,922.04              | 5,118.92 |
| PUBLIC WORKS SUPERVISOR                              | 4,392.16  | 4,567.84   | 4,750.56 | 4,940.58 | 5,138.20 | 5,343.73 | 5,557.48              | 5,779.78 |
| <b>SUPERVISORY STAFF</b>                             |   |  |          |          |          |          |                       |          |
| POLICE SERGEANT                                      | 6,105.25  | 6,349.46   | 6,603.44 | 6,867.57 | 7,142.28 | 7,427.97 | 7,725.09              | 8,034.09 |
| PUBLIC WORKS LEAD WORKER                             | 3,185.37  | 3,312.78   | 3,445.29 | 3,583.11 | 3,726.43 | 3,875.49 | 4,030.51              | 4,191.73 |
| <b>MAINTENANCE STAFF</b>                             |   |  |          |          |          |          |                       |          |
| MECHANIC II  | 3,550.40  | 3,692.42   | 3,840.11 | 3,993.72 | 4,153.47 | 4,319.60 | 4,492.39              | 4,672.08 |
| MECHANIC I   | 3,282.55  | 3,413.85   | 3,550.40 | 3,692.42 | 3,840.12 | 3,993.72 | 4,153.47              | 4,319.61 |
| TECHNICIAN   | 3,282.55  | 3,413.85   | 3,550.40 | 3,692.42 | 3,840.12 | 3,993.72 | 4,153.47              | 4,319.61 |
| MAINTENANCE WORKER                                   | 2,593.31  | 2,697.05   | 2,804.93 | 2,917.12 | 3,033.81 | 3,155.16 | 3,281.37              | 3,412.62 |
| TECHNICIAN TRAINEE                                   | 2,696.43  | <b>RECLASSIFIED TO TECHNICIAN UPON RECEIPT OF ALL CERTIFICATIONS</b> |          |          |          |          |                       |          |
| JANITOR  | 7.07  | 7.35   | 7.64     | 7.95     | 8.27     | 8.60     | 8.94                  | 9.30     |
| <b>PUBLIC SAFETY STAFF</b>                           |   |  |          |          |          |          |                       |          |
| POLICE CORPORAL                                      | 5,430.34  | 5,647.55   | 5,873.45 | 6,108.39 | 6,352.73 | 6,606.84 | 6,871.11              | 7,145.95 |
| POLICE OFFICER                                       | 4,822.58  | 5,015.49   | 5,216.11 | 5,424.75 | 5,641.74 | 5,867.41 | 6,102.11              | 6,346.19 |
| FIREFIGHTER ENGINEER                                 | 4,080.18  | 4,243.39   | 4,413.12 | 4,589.65 | 4,773.23 | 4,964.16 | 5,162.73              | 5,369.24 |
| FIREFIGHTER  | 3,725.38  | 3,874.39   | 4,029.37 | 4,190.54 | 4,358.17 | 4,532.49 | 4,713.79              | 4,902.34 |
| POLICE SERVICES TECHNICIAN                           | 2,006.57  | 2,086.83   | 2,170.31 | 2,257.12 | 2,347.40 | 2,441.30 | 2,538.95              | 2,640.51 |
| BUILDING INSPECTOR                                   | 13.65   | 14.19  | 14.76    | 15.35    | 15.97    | 16.60    | 17.27                 | 17.96    |
| CASH WASH WORKER                                     | <b>5.50 PER AUTOMOBILE</b>                                |  |          |          |          |          |                       |          |
| <b>SUPPORT STAFF</b>                                 |   |  |          |          |          |          |                       |          |
| SENIOR ACCOUNTING TECHNICIAN                         | 3,115.46  | 3,240.07   | 3,369.68 | 3,504.46 | 3,644.64 | 3,790.43 | 3,942.04              | 4,099.73 |
| ADMINISTRATIVE SPECIALIST/DEPUTY CITY CLERK          | 3,115.46  | 3,240.07   | 3,369.68 | 3,504.46 | 3,644.64 | 3,790.43 | 3,942.04              | 4,099.73 |
| ACCOUNTING ASSISTANT                                 | 2,870.09  | 2,984.89   | 3,104.29 | 3,228.46 | 3,357.60 | 3,491.90 | 3,631.58              | 3,776.84 |
| ADMINISTRATIVE ASSISTANT/RECORDS SUPERVISOR          | 2,636.97  | 2,742.45   | 2,852.15 | 2,966.23 | 3,084.88 | 3,208.28 | 3,336.61              | 3,470.07 |
| ADMINISTRATIVE ASSISTANT                             | 2,535.55  | 2,636.97   | 2,742.45 | 2,852.15 | 2,966.24 | 3,084.88 | 3,208.28              | 3,336.61 |
| SECRETARY  | 2,193.87  | 2,281.62   | 2,372.89 | 2,467.81 | 2,566.52 | 2,669.18 | 2,775.95              | 2,886.98 |
| RECEPTIONIST- CLERK                                  | 1,999.66  | 2,079.65   | 2,162.83 | 2,249.35 | 2,339.32 | 2,432.89 | 2,530.21              | 2,631.42 |
| <b>SEASONAL/PART-TIME (HOURLY RATE)</b>              |   |  |          |          |          |          |                       |          |
| POOL MANAGER   | 12.50   | 13.00  | 13.52    | 14.06    | 14.62    | 15.21    |                       |          |
| ASSISTANT POOL MANAGER                               | 11.00   | 11.44  | 11.90    | 12.37    | 12.87    | 13.38    |                       |          |
| SENIOR LIFE GUARD                                    | 9.80  | 10.19  | 10.60    | 11.02    | 11.46    | 11.92    |                       |          |
| LIFE GUARD   | 8.75  | 9.10   | 9.46     | 9.84     | 10.24    | 10.65    |                       |          |
| RECREATION LEADER II                                 | 9.37  | 9.74   | 10.13    | 10.54    | 10.96    | 11.40    |                       |          |
| RECREATION LEADER I                                  | 8.00  | 8.32   | 8.65     | 9.00     | 9.36     | 9.73     |                       |          |
| AFTER SCHOOL PROGRAM SUPERVISOR                      | 12.00   | 12.48  | 12.98    | 13.50    | 14.04    | 14.60    |                       |          |
| AFTER SCHOOL RECREATION AID                          | 8.75  | 9.10   | 9.46     | 9.84     | 10.24    | 10.65    |                       |          |

Revised as of January 1, 2011