

Pay Equity Implementation Report

1/23/2013

Part A: Jurisdiction Identification

Jurisdiction: Blaine
10801 Town Square Drive

Jurisdiction Type: City

Blaine MN 55449

Contact: Sheri Chesness

Phone: (763) 717-2624

E-Mail: schesness@ci.blaine.mn.us

Part B: Official Verification

- 1. The job evaluation system used measured skill, effort responsibility and working conditions and the same system was used for all classes of employees.

The system used was: Other

Description: Riley, Dettman and Kelsey

- 2. Health Insurance benefits for male and female classes of comparable value have been evaluated and:

There is a difference and the maximum salaries reported include the monthly amount paid by the employer for health insurance.

- 3. An official notice has been posted at:

City Hall Bulletin Board

(prominent location)

informing employees that the Pay Equity Implementation Report has been filed and is available to employees upon request. A copy of the notice has been sent to each exclusive representative, if any, and also to the public library.

The report was approved by:

City Council

(governing body)

Tom Ryan

(chief elected official)

Mayor

(title)

Part C: Total Payroll

\$16,105,882.00

is the annual payroll for the calendar year just ended December 31.

- Checking this box indicates the following:

- signature of chief elected official
- approval by governing body
- all information is complete and accurate, and
- all employees over which the jurisdiction has final budgetary authority are included

Date Submitted: 01/23/2013

Compliance Report

Jurisdiction: Blaine
10801 Town Square Drive

Report Year: 2013
Case: 1 - 2012 DATA (Private (Jur Only))

Blaine MN 55449

Contact: Sheri Chesness

Phone: (763) 717-2624

E-Mail: schesness@ci.blaine.mn.us

The statistical analysis, salary range and exceptional service pay test results are shown below. Part I is general information from your pay equity report data. Parts II, III and IV give you the test results.

For more detail on each test, refer to the Guide to Pay Equity Compliance and Computer Reports.

I. GENERAL JOB CLASS INFORMATION

	Male Classes	Female Classes	Balanced Classes	All Job Classes
# Job Classes	49	38	3	90
# Employees	150	43	7	200
Avg. Max Monthly Pay per employee	6,495.62	5,743.42		6,328.73

II. STATISTICAL ANALYSIS TEST

A. Underpayment Ratio = 81.08 *

	Male Classes	Female Classes
a. # At or above Predicted Pay	26	16
b. # Below Predicted Pay	23	22
c. TOTAL	49	38
d. % Below Predicted Pay (b divided by c = d)	46.94	57.89

*(Result is % of male classes below predicted pay divided by % of female classes below predicted pay.)

B. T-test Results

Degrees of Freedom (DF) = 191	Value of T = 0.371
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a. Avg. diff. in pay from predicted pay for male jobs = (\$7)

b. Avg. diff. in pay from predicted pay for female jobs = (\$22)

III. SALARY RANGE TEST = 96.15 (Result is A divided by B)

A. Avg. # of years to max salary for male jobs = 2.88

B. Avg. # of years to max salary for female jobs = 3.00

IV. EXCEPTIONAL SERVICE PAY TEST = 193.42 (Result is B divided by A)

A. % of male classes receiving ESP 32.65 *

B. % of female classes receiving ESP 63.16

*(If 20% or less, test result will be 0.00)

Predicted Pay Report for Blaine
Case : 2012 DATA

1/17/2013

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
1	Planning Intern	0	1	1	Female	200	\$2,080.00	\$2,017.86	\$62.14
2	Seasonal Maintenance	8	0	8	Male	258	\$2,296.00	\$2,805.93	(\$509.93)
90	Senior Center Custodian	1	0	1	Male	308	\$4,028.00	\$3,485.28	\$542.72
88	Building Inspection Intern	0	1	1	Female	316	\$3,119.00	\$3,594.01	(\$475.01)
4	CSO	5	1	6	Male	333	\$4,121.00	\$3,825.79	\$295.21
5	Receptionist	0	1	1	Female	339	\$4,749.00	\$3,906.71	\$842.29
6	PW Clerk-Typist II	0	1	1	Female	364	\$4,284.00	\$4,247.22	\$36.78
3	Custodian	1	0	1	Male	372	\$4,537.00	\$4,355.95	\$181.05
7	Police Receptionist	0	1	1	Female	410	\$5,257.00	\$4,803.30	\$453.70
8	Accounting Specialist	0	1	1	Female	423	\$5,512.00	\$4,924.08	\$587.92
9	Public Services Worker	29	0	29	Male	426	\$5,299.00	\$5,194.29	\$104.71
10	Maintenance/Custodian Coord	1	0	1	Male	432	\$5,257.00	\$5,243.27	\$13.73
11	Records Tech II	0	3	3	Female	435	\$5,257.00	\$5,269.98	(\$12.98)
12	Imaging Specialist	0	1	1	Female	437	\$5,257.00	\$5,287.42	(\$30.42)
13	Comm Standards Secretary	0	1	1	Female	437	\$5,257.00	\$5,287.42	(\$30.42)
14	Senior PW Clerk	0	2	2	Female	437	\$5,257.00	\$5,287.42	(\$30.42)
15	Accounts Payable Specialist	0	1	1	Female	437	\$5,257.00	\$5,287.42	(\$30.42)
16	Parks & Rec Secretary	0	1	1	Female	437	\$5,257.00	\$5,287.42	(\$30.42)
17	Senior Inspections Clerk	0	2	2	Female	437	\$4,885.00	\$5,287.42	(\$402.42)
18	Public Services Secty/Recp	0	1	1	Female	437	\$5,257.00	\$5,287.42	(\$30.42)
19	Property Evidence Tech	0	1	1	Female	446	\$5,257.00	\$5,366.46	(\$109.46)
20	Residential Utility Bill Spec	0	1	1	Female	446	\$5,767.00	\$5,366.46	\$400.54
21	Planning Admin Asst	0	1	1	Female	453	\$5,511.00	\$5,411.24	\$99.76
22	Engineering Admin Asst	0	1	1	Female	453	\$5,511.00	\$5,411.24	\$99.76
23	Payroll Specialist	1	0	1	Male	454	\$5,766.00	\$5,419.55	\$346.45
24	Senior Center Coordinator	0	1	1	Female	460	\$5,511.00	\$5,482.61	\$28.39
25	Commercial Utility Bill Spec	0	1	1	Female	462	\$5,766.00	\$5,494.49	\$271.51
26	Mechanic	3	0	3	Male	475	\$5,425.00	\$5,538.85	(\$113.85)
27	Working Foreperson	4	0	4	Male	516	\$5,907.00	\$5,738.79	\$168.21
28	GIS/GPS Tech	1	0	1	Male	519	\$5,766.00	\$5,753.31	\$12.69
29	Deputy City Clerk	0	1	1	Female	520	\$5,766.00	\$5,758.05	\$7.95
30	Lead Records Tech	0	1	1	Female	522	\$5,766.00	\$5,767.54	(\$1.54)
31	Special Assessment Clerk	0	1	1	Female	525	\$5,766.00	\$5,781.76	(\$15.76)
32	Crime Prevention Specialist	0	2	2	Female	535	\$5,766.00	\$5,812.64	(\$46.64)
33	Lead Mechanic	1	0	1	Male	548	\$5,907.00	\$5,933.75	(\$26.75)

Predicted Pay Report for Blaine
Case : 2012 DATA

1/17/2013

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
34	HR Technician	0	1	1	Female	551	\$5,766.00	\$5,947.16	(\$181.16)
35	Neighborhood Services Spec	1	1	2	Balanced	553	\$6,020.00	\$5,970.75	\$49.25
36	CSO Coordinator	1	0	1	Male	554	\$6,020.00	\$5,974.32	\$45.68
37	Engineering Tech II	1	1	2	Balanced	560	\$6,020.00	\$6,010.41	\$9.59
38	Police Admin Asst	0	1	1	Female	561	\$6,020.00	\$6,015.95	\$4.05
39	Fire Inspector I/FF	1	0	1	Male	572	\$6,020.00	\$6,077.50	(\$57.50)
40	IS Specialist	2	0	2	Male	590	\$6,020.00	\$6,171.22	(\$151.22)
41	Housing Maint Inspector/FF	1	0	1	Male	593	\$6,020.00	\$6,190.51	(\$170.51)
42	Communications Tech	1	0	1	Male	596	\$6,020.00	\$6,210.21	(\$190.21)
43	IS Network Specialist	1	0	1	Male	601	\$6,020.00	\$6,243.42	(\$223.42)
44	Senior Center Director	0	1	1	Female	605	\$6,275.00	\$6,269.20	\$5.80
45	Building Inspector	2	1	3	Balanced	606	\$6,785.00	\$6,275.54	\$509.46
46	Asst to City Manager	0	1	1	Female	608	\$6,275.00	\$6,288.23	(\$13.23)
51	Support Services Manager	0	1	1	Female	623	\$6,275.00	\$6,384.20	(\$109.20)
47	Fire Inspector II/FF	2	0	2	Male	624	\$6,275.00	\$6,390.54	(\$115.54)
48	Program Supervisor	3	0	3	Male	653	\$6,275.00	\$6,541.93	(\$266.93)
49	Housing Services Specialist	0	1	1	Female	668	\$6,785.00	\$6,674.09	\$110.91
50	Econ Devl Spec	1	0	1	Male	669	\$7,618.00	\$6,683.08	\$934.92
52	Sr. Eng Tech	3	0	3	Male	675	\$6,785.00	\$6,731.08	\$53.92
53	Planner III	0	1	1	Female	677	\$6,785.00	\$6,749.57	\$35.43
54	Police Officer	31	3	34	Male	677	\$6,661.00	\$6,749.57	(\$88.57)
55	Web Coordinator	0	1	1	Female	697	\$6,599.00	\$6,911.72	(\$312.72)
56	Detective	6	1	7	Male	697	\$7,161.00	\$6,911.72	\$249.28
57	IS Network Admin	0	1	1	Female	712	\$6,785.00	\$7,049.87	(\$264.87)
58	K-9 Officer	2	0	2	Male	713	\$7,161.00	\$7,059.00	\$102.00
59	Deputy Fire Marshall/FF	1	0	1	Male	721	\$6,785.00	\$7,131.75	(\$346.75)
60	HR Coordinator	0	1	1	Female	735	\$7,294.00	\$7,263.22	\$30.78
61	Budget/Fiscal Analyst	1	0	1	Male	754	\$7,294.00	\$7,442.10	(\$148.10)
62	Finance Supv/Treasury	0	1	1	Female	754	\$7,294.00	\$7,442.10	(\$148.10)
63	Finance Supv/Acct	1	0	1	Male	754	\$7,294.00	\$7,442.10	(\$148.10)
64	Senior Building Inspector	2	0	2	Male	757	\$7,294.00	\$7,470.19	(\$176.19)
65	Project Coordinator	1	0	1	Male	783	\$7,294.00	\$7,779.55	(\$485.55)
66	Police Sergeant	5	0	5	Male	787	\$8,090.00	\$7,819.35	\$270.65
67	City Clerk	0	1	1	Female	792	\$7,294.00	\$7,869.71	(\$575.71)
68	Associate Planner	0	1	1	Female	798	\$7,294.00	\$7,923.35	(\$629.35)

Predicted Pay Report for Blaine
Case : 2012 DATA

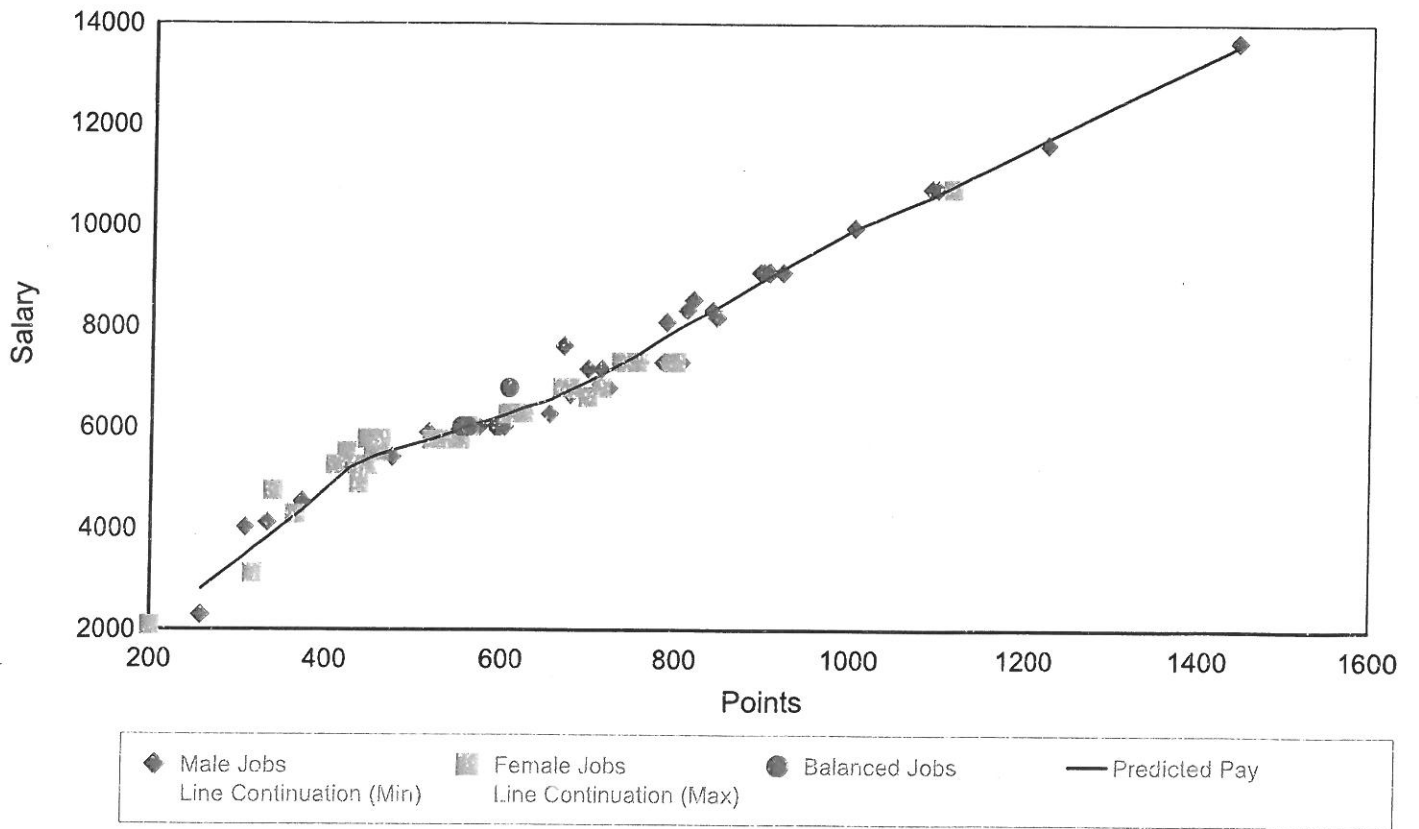
1/17/2013

Job Nbr	Job Title	Nbr Males	Nbr Females	Total Nbr	Job Type	Job Points	Max Mo Salary	Predicted Pay	Pay Difference
69	PW Supervisor	3	0	3	Male	804	\$7,294.00	\$8,000.26	(\$706.26)
70	Directed Enforcement Sgt	1	0	1	Male	810	\$8,330.00	\$8,058.18	\$271.82
89	Detective Sgt	1	0	1	Male	817	\$8,530.00	\$8,125.67	\$404.33
71	GIS Coordinator	1	0	1	Male	839	\$8,322.00	\$8,320.11	\$1.89
72	Stormwater Manager	1	0	1	Male	844	\$8,184.00	\$8,378.83	(\$194.83)
73	CS Director	1	0	1	Male	893	\$9,077.00	\$8,893.32	\$183.68
74	Chief Bldg Official	1	0	1	Male	897	\$9,077.00	\$8,934.85	\$142.15
75	IS Director	1	0	1	Male	902	\$9,077.00	\$8,987.41	\$89.59
76	Park and Rec Director	1	0	1	Male	902	\$9,077.00	\$8,987.41	\$89.59
77	Assistant City Engineer	2	0	2	Male	904	\$9,077.00	\$9,008.17	\$68.83
78	HR Director	1	0	1	Male	919	\$9,077.00	\$9,147.65	(\$70.65)
79	Lieutenant	3	0	3	Male	1,001	\$9,967.00	\$9,939.35	\$27.65
80	Captain	1	0	1	Male	1,088	\$10,732.00	\$10,586.10	\$145.90
81	PW Director	1	0	1	Male	1,095	\$10,732.00	\$10,649.99	\$82.01
82	City Engineer	0	1	1	Female	1,112	\$10,732.00	\$10,786.05	(\$54.05)
83	Finance Director	1	0	1	Male	1,222	\$11,621.00	\$11,732.49	(\$111.49)
84	Planning & Comm Devl Dir	1	0	1	Male	1,222	\$11,621.00	\$11,732.49	(\$111.49)
85	Public Services Manager	1	0	1	Male	1,222	\$11,621.00	\$11,732.49	(\$111.49)
86	Safety Services Manager	1	0	1	Male	1,222	\$11,621.00	\$11,732.49	(\$111.49)
87	City Manager	1	0	1	Male	1,440	\$13,662.00	\$13,580.89	\$81.11

Job Number Count: 90

Predicted Pay Report for Blaine
Case: 2012 DATA

1/17/2013



Job Class Data Entry Verification List

Blaine
LGID 458

Case: 2012 DATA

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
1	Planning Intern	0	1	F	200	\$2,080.00	\$2,080.00	0.00	0.50	
2	Seasonal Maintenance	8	0	M	258	\$1,386.00	\$2,296.00	3.00	0.00	
90	Senior Center Custodian	1	0	M	308	\$3,055.00	\$4,028.00	3.00	0.00	
88	Building Inspection Intern	0	1	F	316	\$2,600.00	\$3,119.00	0.00	0.50	
4	CSO	5	1	M	333	\$3,055.00	\$4,121.00	3.00	0.00	
5	Receptionist	0	1	F	339	\$3,309.00	\$4,749.00	3.00	0.00	LONGEVITY
6	PW Clerk-Typist II	0	1	F	364	\$3,309.00	\$4,284.00	3.00	0.00	
3	Custodian	1	0	M	372	\$3,437.00	\$4,537.00	3.00	0.00	LONGEVITY
7	Police Receptionist	0	1	F	410	\$3,691.00	\$5,257.00	3.00	0.00	
8	Accounting Specialist	0	1	F	423	\$3,691.00	\$5,512.00	3.00	0.00	
9	Public Services Worker	29	0	M	426	\$3,989.00	\$5,299.00	2.00	0.00	
10	Maintenance/Custodian C	1	0	M	432	\$3,691.00	\$5,257.00	3.00	0.00	
11	Records Tech II	0	3	F	435	\$3,691.00	\$5,257.00	3.00	0.00	LONGEVITY
12	Imaging Specialist	0	1	F	437	\$3,691.00	\$5,257.00	3.00	0.00	LONGEVITY
13	Comm Standards Secretar	0	1	F	437	\$3,691.00	\$5,257.00	3.00	0.00	LONGEVITY
14	Senior PW Clerk	0	2	F	437	\$3,691.00	\$5,257.00	3.00	0.00	LONGEVITY
15	Accounts Payable Speciali	0	1	F	437	\$3,691.00	\$5,257.00	3.00	0.00	LONGEVITY
16	Parks & Rec Secretary	0	1	F	437	\$3,691.00	\$5,257.00	3.00	0.00	LONGEVITY
17	Senior Inspections Clerk	0	2	F	437	\$3,691.00	\$4,885.00	3.00	0.00	LONGEVITY
18	Public Services Secty/Rec	0	1	F	437	\$3,691.00	\$5,257.00	3.00	0.00	LONGEVITY
19	Property Evidence Tech	0	1	F	446	\$3,691.00	\$5,257.00	3.00	0.00	LONGEVITY
20	Residential Utility Bill Spec	0	1	F	446	\$3,691.00	\$5,767.00	3.00	0.00	
21	Planning Admin Asst	0	1	F	453	\$3,946.00	\$5,511.00	3.00	0.00	LONGEVITY
22	Engineering Admin Asst	0	1	F	453	\$3,946.00	\$5,511.00	3.00	0.00	LONGEVITY
23	Payroll Specialist	1	0	M	454	\$4,072.00	\$5,766.00	3.00	0.00	LONGEVITY
24	Senior Center Coordinator	0	1	F	460	\$3,946.00	\$5,511.00	3.00	0.00	LONGEVITY
25	Commercial Utility Bill Spe	0	1	F	462	\$3,946.00	\$5,766.00	3.00	0.00	
26	Mechanic	3	0	M	475	\$4,495.00	\$5,425.00	0.00	16.00	
27	Working Foreperson	4	0	M	516	\$4,977.00	\$5,907.00	0.00	12.00	
28	GIS/GPS Tech	1	0	M	519	\$4,072.00	\$5,766.00	3.00	0.00	
29	Deputy City Clerk	0	1	F	520	\$4,072.00	\$5,766.00	3.00	0.00	
30	Lead Records Tech	0	1	F	522	\$4,072.00	\$5,766.00	3.00	0.00	
31	Special Assessment Clerk	0	1	F	525	\$4,072.00	\$5,766.00	3.00	0.00	LONGEVITY
32	Crime Prevention Specialis	0	2	F	535	\$4,072.00	\$5,766.00	3.00	0.00	LONGEVITY
33	Lead Mechanic	1	0	M	548	\$4,977.00	\$5,907.00	0.00	5.00	
34	HR Technician	0	1	F	551	\$4,072.00	\$5,766.00	3.00	0.00	LONGEVITY
35	Neighborhood Services Spe	1	1	B	553	\$4,327.00	\$6,020.00	3.00	0.00	LONGEVITY
36	CSO Coordinator	1	0	M	554	\$4,327.00	\$6,020.00	3.00	0.00	LONGEVITY
37	Engineering Tech II	1	1	B	560	\$4,327.00	\$6,020.00	3.00	0.00	
38	Police Admin Asst	0	1	F	561	\$4,327.00	\$6,020.00	3.00	0.00	LONGEVITY
39	Fire Inspector I/FF	1	0	M	572	\$4,327.00	\$6,020.00	3.00	0.00	
40	IS Specialist	2	0	M	590	\$4,327.00	\$6,020.00	3.00	0.00	LONGEVITY
41	Housing Maint Inspector/F	1	0	M	593	\$4,327.00	\$6,020.00	3.00	0.00	
42	Communications Tech	1	0	M	596	\$4,327.00	\$6,020.00	3.00	0.00	LONGEVITY
43	IS Network Specialist	1	0	M	601	\$4,327.00	\$6,020.00	3.00	0.00	
44	Senior Center Director	0	1	F	605	\$4,581.00	\$6,275.00	3.00	0.00	LONGEVITY
45	Building Inspector	2	1	B	606	\$4,965.00	\$6,785.00	3.00	0.00	LONGEVITY
46	Asst to City Manager	0	1	F	608	\$4,581.00	\$6,275.00	3.00	0.00	
51	Support Services Manager	0	1	F	623	\$4,581.00	\$6,275.00	0.00	0.00	
47	Fire Inspector II/FF	2	0	M	624	\$4,581.00	\$6,275.00	3.00	0.00	LONGEVITY
48	Program Supervisor	3	0	M	653	\$4,581.00	\$6,275.00	3.00	0.00	
49	Housing Services Specialis	0	1	F	668	\$4,965.00	\$6,785.00	3.00	0.00	LONGEVITY
50	Econ Devl Spec	1	0	M	669	\$4,965.00	\$7,618.00	3.00	0.00	
52	Sr. Eng Tech	3	0	M	675	\$4,965.00	\$6,785.00	3.00	0.00	LONGEVITY
53	Planner III	0	1	F	677	\$4,965.00	\$6,785.00	3.00	0.00	LONGEVITY
54	Police Officer	31	3	M	677	\$3,718.00	\$6,661.00	3.00	0.00	LONG/PERF
55	Web Coordinator	0	1	F	697	\$4,965.00	\$6,599.00	3.00	0.00	LONGEVITY
56	Detective	6	1	M	697	\$3,718.00	\$7,161.00	0.00	8.00	LONG/PERF

Job Class Data Entry Verification List

Blaine
LGID 458

Case: 2012 DATA

Job Nbr	Class Title	Nbr Males	Nbr Females	Class Type	Jobs Points	Min Mo Salary	Max Mo Salary	Yrs to Max Salary	Yrs of Service	Exceptional Service Pay
57	IS Network Admin	0	1	F	712	\$4,965.00	\$6,785.00	3.00	0.00	
58	K-9 Officer	2	0	M	713	\$4,018.00	\$7,161.00	0.00	4.00	PERF
59	Deputy Fire Marshall/FF	1	0	M	721	\$4,965.00	\$6,785.00	3.00	0.00	LONGEVITY
60	HR Coordinator	0	1	F	735	\$5,345.00	\$7,294.00	3.00	0.00	LONGEVITY
61	Budget/Fiscal Analyst	1	0	M	754	\$5,345.00	\$7,294.00	3.00	0.00	
62	Finance Supv/Treasury	0	1	F	754	\$5,345.00	\$7,294.00	3.00	0.00	
63	Finance Supv/Acct	1	0	M	754	\$5,345.00	\$7,294.00	3.00	0.00	
64	Senior Building Inspector	2	0	M	757	\$5,345.00	\$7,294.00	3.00	0.00	LONGEVITY
65	Project Coordinator	1	0	M	783	\$5,345.00	\$7,294.00	3.00	0.00	LONGEVITY
66	Police Sergeant	5	0	M	787	\$7,010.00	\$8,090.00	1.00	0.00	LONG/PERF
67	City Clerk	0	1	F	792	\$5,345.00	\$7,294.00	3.00	0.00	LONGEVITY
68	Associate Planner	0	1	F	798	\$5,345.00	\$7,294.00	3.00	0.00	LONGEVITY
69	PW Supervisor	3	0	M	804	\$5,345.00	\$7,294.00	3.00	0.00	LONGEVITY
70	Directed Enforcement Sgt	1	0	M	810	\$7,210.00	\$8,330.00	0.00	1.00	PERF
89	Detective Sgt	1	0	M	817	\$7,210.00	\$8,530.00	0.00	1.00	PERF
71	GIS Coordinator	1	0	M	839	\$6,110.00	\$8,322.00	0.00	12.00	
72	Stormwater Manager	1	0	M	844	\$6,110.00	\$8,184.00	0.00	7.00	
73	CS Director	1	0	M	893	\$6,873.00	\$9,077.00	0.00	6.00	
74	Chief Bldg Official	1	0	M	897	\$6,873.00	\$9,077.00	0.00	0.50	
75	IS Director	1	0	M	902	\$6,873.00	\$9,077.00	0.00	11.00	
76	Park and Rec Director	1	0	M	902	\$6,873.00	\$9,077.00	0.00	5.00	
77	Assistant City Engineer	2	0	M	904	\$6,873.00	\$9,077.00	0.00	6.00	
78	HR Director	1	0	M	919	\$6,873.00	\$9,077.00	0.00	11.00	
79	Lieutenant	3	0	M	1,001	\$7,638.00	\$9,967.00	0.00	4.00	
80	Captain	1	0	M	1,088	\$8,273.00	\$10,732.00	0.00	12.00	
81	PW Director	1	0	M	1,095	\$8,273.00	\$10,732.00	0.00	11.00	
82	City Engineer	0	1	F	1,112	\$8,273.00	\$10,732.00	0.00	6.00	
83	Finance Director	1	0	M	1,222	\$9,037.00	\$11,621.00	0.00	9.00	
84	Planning & Comm Devl Dir	1	0	M	1,222	\$9,037.00	\$11,621.00	0.00	26.00	
85	Public Services Manager	1	0	M	1,222	\$9,037.00	\$11,621.00	0.00	11.00	
86	Safety Services Manager	1	0	M	1,222	\$9,037.00	\$11,621.00	0.00	4.00	
87	City Manager	1	0	M	1,440	\$10,056.00	\$13,662.00	0.00	4.00	

Job Number Count: 90