

Jefferson Parish, Louisiana
Department of Personnel

**PAY PLAN FOR THE CLASSIFIED SERVICE
(Ordinance 14796 as amended)**

**(revisions proposed by Archer Company, LLC, 2018)
Effective January 5, 2019**

**(revisions proposed by Archer Company, LLC, November, 2006)
Effective January 6, 2007**

**(amended to open range pay plan, effective July 31, 1999)
Pursuant to Ordinance 20739**

Note: See list of pay grades

General Government Building, Suite 3100
Gretna, Louisiana

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
1201	Account Clerk I	9	Special Hiring Rate		35	
1202	Account Clerk II	11	24566	38110	35	
1203	Account Clerk III	15	30182	46822	35	
1207	Account Clerk I-Central Finance Office	13	27374	42466	35	
1208	Account Clerk II-Central Finance Office	17	32990	51178	35	
1210	Accountant I (1)	20	Market Based Pay Grade		35	
1211	Accountant II	22	Market Based Pay Grade		35	
1212	Accountant III	26	Market Based Pay Grade		35	E/S
1218	Accountant I-Central Finance Office (1)	24	Market Based Pay Grade		35	E/S
1219	Accountant II-Central Finance Office	28	Market Based Pay Grade		35	E/S
1215	Accountant III-Central Finance Office	30	Market Based Pay Grade		35	E/S
1015	Administrative Assistant	18	34394	53356	35	
1051	Administrative-Management Specialist I (1)	16	31586	49000	35	
1052	Administrative-Management Specialist II	19	35797	55534	35	
1053	Administrative-Management Specialist III	26	45625	70779	35	E/S
1054	Administrative-Management Specialist IV	30	51240	79491	35	E/S
2315	Air Conditioning/Heating Mechanic	19	35797	55534	40	
1030	Alario Center Events Coordinator	20	37201	57712	40	
1050	Alario Center General Manager, Assistant	33	55452	86024	35	E/S
1037	Alario Center Marketing Manager	25	44221	68601	35	E/S
1040	Alario Center Marketing Manager, Assistant	22	40009	62067	35	E/S
3041	Amusement Ride Operator	8	Market Based Pay Grade		40	
4016	Arborist	23	41413	64245	40	E/S
1220	Assistant Director-Accounting	38	Market Based Pay Grade		35	E
5189	Assistant Director-Building Permits	34	56856	88202	35	E/S
1057	Assistant Director-Citizens' Affairs	31	52644	81669	35	E/S
5138	Assistant Director-Code Compliance & Enforcement	29	49836	77313	35	E/S
1059	Assistant Director-Community Development	34	56856	88202	35	E/S
2640	Assistant Director-Drainage	43	Market Based Pay Grade		35	E
5008	Assistant Director-Emergency Management	34	56856	88202	35	E/S
4066	Assistant Director-Engineering	43	Market Based Pay Grade		35	E
5405	Assistant Director-Environmental Affairs	38	64577	100181	40	E
1217	Assistant Director-Finance	37	61770	95825	35	E
5024	Assistant Director-Fire Services	38	64577	100181	35	E
2345	Assistant Director-Fleet Management	30	51240	79491	40	E/S
1305	Assistant Director-General Services	32	54048	83847	40	E/S
1459	Assistant Director-Human Resource Management	37	61770	95825	35	E
6715	Assistant Director-Jeff CAP	34	56856	88202	35	E/S
6621	Assistant Director-JPAWS	30	51240	79491	35	E/S
6546	Assistant Director-Juvenile Services	34	56856	88202	40	E/S
3157	Assistant Director-Library	33	55452	86024	35	E/S
3090	Assistant Director-Parks & Recreation	32	54048	83847	35	E/S

Refer to listing of footnotes, immediately following this listing
Job Classification Pay Grade Assignment Listing

FLSA Overtime Status
E = Exempt, E/S = Exempt Salary-Dependent

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
1414	Assistant Director-Personnel	37	61770	95825	35	E
5191	Assistant Director-Planning	36	Market Based Pay Grade		35	E
1304	Assistant Director-Purchasing	31	52644	81669	35	E/S
1468	Assistant Director-Risk Management	34	56856	88202	35	E/S
5000	Assistant Director-Security	31	52644	81669	35	E/S
2700	Assistant Director-Sewerage	41	73001	113248	35	E
1021	Assistant Director-Streets	41	73001	113248	35	E
1515	Assistant Director-Water	41	73001	113248	35	E
1250	Assistant Secretary/Manager-Retirement System	21	38605	59889	35	E/S
1024	Assistant to the Chief Operating Officer	21	38605	59889	35	E/S
2343	Automotive Line Superintendent	25	Market Based Pay Grade		40	
2342	Automotive Line Supervisor	22	Market Based Pay Grade		40	
2336	Automotive Mechanic (6)	17	Market Based Pay Grade		40	
2335	Automotive Mechanic Trainee (1)	11	Market Based Pay Grade		40	
2337	Automotive Mechanic, Senior	19	Market Based Pay Grade		40	
2347	Automotive Work Control Supervisor	21	Market Based Pay Grade		40	
1443	Benefits Administrator	29	49836	77313	35	E/S
1456	Benefits Specialist	21	38605	59889	35	
2420	Bridge Maintenance Superintendent	26	45625	70779	40	E/S
2421	Bridge Maintenance Superintendent, Assistant	22	40009	62067	40	E/S
2380	Bridge Tender	8	Market Based Pay Grade		40	
5126	Building Codes/Training Coordinator	23	41413	64245	35	E/S
5101	Building Inspector I (8)	20	37201	57712	35	
5102	Building Inspector II (11)	22	40009	62067	35	
5103	Building Inspector III	24	42817	66423	35	E/S
5099	Building Inspector Supervisor	26	45625	70779	35	
2259	Building Maintenance Supervisor	18	34394	53356	40	
5110	Building Permit Manager	29	49836	77313	35	E/S
5106	Building Plan Reviewer I (8)	21	38605	59889	35	
5107	Building Plan Reviewer II (11)	23	41413	64245	35	
5109	Building Plan Reviewer III	25	44221	68601	35	
5108	Building Plan Reviewer Supervisor	26	45625	70779	35	E/S
2360	Bus Driver	11	24566	38110	35	
3005	Ceramics Assistant	4	Market Based Pay Grade		40	
5027	Chemical Control Sprayer I	7	Market Based Pay Grade		40	
5028	Chemical Control Sprayer II	10	Market Based Pay Grade		40	
5029	Chemical Control Sprayer Supervisor	15	30182	46822	40	
2359	Child Care Worker (13)	4	Market Based Pay Grade		35	
1104	Clerk (Council)	13	27374	42466	35	
5135	Code Compliance Inspector I (1)	14	28778	44644	35	

Refer to listing of footnotes, immediately following this listing
Job Classification Pay Grade Assignment Listing

FLSA Overtime Status
E = Exempt, E/S = Exempt Salary-Dependent

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
5136	Code Compliance Inspector II (8)	16	31586	49000	35	
5139	Code Compliance Inspector II-Certified	18	34394	53356	35	
5137	Code Compliance Supervisor	21	38605	59889	35	E/S
1005	College Intern	SP 5	Special Pay Provision			
5066	Communications Manager	26	45625	70779	35	E/S
5165	Community Development Loan Program Manager	18	34394	53356	35	
1062	Community Development Project Coordinator	23	41413	64245	35	E/S
1091	Community Services Counselor	15	30182	46822	35	
1095	Community Services Program Coordinator	20	37201	57712	35	
1075	Community Services Supervisor	23	41413	64245	35	E/S
1074	Community Services Worker	10	23162	35932	35	
5025	Complaints Investigator I	10	Market Based Pay Grade		40	
5026	Complaints Investigator II	13	27374	42466	40	
1274	Computer Application Developer	30	Market Based Pay Grade		35	E/S
1269	Computer Network Administrator	31	Market Based Pay Grade		35	E/S
1268	Computer Network Engineer	40	Market Based Pay Grade		35	E
1262	Computer Network Specialist	28	Market Based Pay Grade		35	
1261	Computer Programmer/Analyst	26	45625	70779	E/S	E
1267	Computer Systems Analyst Supervisor	31	Market Based Pay Grade		35	E/S
1263	Computer Systems Analyst, Senior	28	Market Based Pay Grade		35	E/S
1264	Computer Systems Coordinator	18	34394	53356	35	E/S
1258	Computer Systems Specialist	23	41413	64245	35	
1265	Computer Systems Supervisor	31	Market Based Pay Grade		35	E/S
2101	Cook I (1) (10)	6	Market Based Pay Grade		40	
2102	Cook II (10)	10	Market Based Pay Grade		40	
1046	Council Contract Administrator	28	48433	75135	35	E/S
1086	Criminal Justice Administrative Manager	25	44221	68601	35	E/S
1085	Criminal Justice Analyst I (1)	15	30182	46822	35	
1087	Criminal Justice Analyst II	17	32990	51178	35	
2023	Custodial Worker Supervisor	7	Market Based Pay Grade		40	
2020	Custodian	4	Market Based Pay Grade		40	
1296	Customer Relations Coordinator	15	Market Based Pay Grade		35	
1289	Customer Relations Specialist I (1)	10	Market Based Pay Grade		35	
1290	Customer Relations Specialist II	11	Market Based Pay Grade		35	
1291	Customer Relations Specialist III	12	Market Based Pay Grade		35	
1297	Customer Relations Supervisor	21	Market Based Pay Grade		35	E/S
1061	Deputy Parish Clerk	29	49836	77313	35	E/S
5064	Deputy Public Information Officer	30	51240	79491	35	E/S
6564	Dietician	23	41413	64245	35	E/S
6710	Disabilities Services Program Coordinator	22	40009	62067	35	E/S
1058	Disability Affairs Specialist	25	44221	68601	35	

Refer to listing of footnotes, immediately following this listing
Job Classification Pay Grade Assignment Listing

FLSA Overtime Status
E = Exempt, E/S = Exempt Salary-Dependent

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
1011	Dispatcher	6	Market Based Pay Grade		40	
2645	Drainage Maintenance Superintendent I	24	42817	66423	40	E/S
2646	Drainage Maintenance Superintendent II	26	45625	70779	40	E/S
2648	Drainage Maintenance Superintendent III	28	48433	75135	40	E/S
2638	Drainage Maintenance Supervisor	20	37201	57712	40	
2642	Drainage Operations/Maintenance Program Manager	31	52644	81669	40	E/S
2650	Drainage Pump Station Maintenance Superintendent	28	48433	75135	40	E/S
2600	Drainage Pump Station Operator I (1)	16	31586	49000	40	
2601	Drainage Pump Station Operator II	18	34394	53356	40	
2603	Drainage Pump Station Operator II, Resident	18	34394	53356	40	
2644	Drainage Pump Station Superintendent I	24	42817	66423	40	E/S
2647	Drainage Pump Station Superintendent II	26	45625	70779	40	E/S
2649	Drainage Pump Station Superintendent III	28	48433	75135	40	E/S
6708	Early Head Start Teacher	14	28778	44644	35	E/S
6580	Education Specialist I	16	31586	49000	40	E/S
6581	Education Specialist II	18	34394	53356	40	E/S
6582	Education Specialist III	19	35797	55534	40	E/S
5111	Electrical Inspector I (8)	20	37201	57712	35	
5112	Electrical Inspector II (11)	22	40009	62067	35	
5113	Electrical Inspector III	24	42817	66423	35	E/S
5114	Electrical Inspector Supervisor	26	45625	70779	35	
2300	Electrician	19	Market Based Pay Grade		40	
2302	Electrician Supervisor	23	Market Based Pay Grade		40	
2303	Electrician Supervisor, High Altitude	SP 4	one-step		40	
2304	Electrician Trainee	16	Market Based Pay Grade		40	
2301	Electrician, High Altitude	SP 4	one-step		40	
5005	Emergency Management Coordinator I	19	35797	55534	35	
5006	Emergency Management Coordinator II	23	41413	64245	35	
5007	Emergency Management Coordinator III	29	49836	77313	35	E/S
5146	EMS Program Compliance Specialist	24	42817	66423	35	
4050	Engineer Intern (3)	24	Market Based Pay Grade		40	E/S
4060	Engineer, N.P.	27	Market Based Pay Grade		40	E/S
4051	Engineer I, Professional	35	Market Based Pay Grade		40	E/S
4052	Engineer II, Professional	37	Market Based Pay Grade		40	E/S
4053	Engineer III, Professional	42	Market Based Pay Grade		40	E/S
4054	Engineer IV, Professional	43	Market Based Pay Grade		40	E/S
4040	Engineering Division Supervisor – N.P.	26	45625	70779	E/S	E
4034	Engineering Inspector I (1)	15	30182	46822	40	
4035	Engineering Inspector II	18	34394	53356	40	
4037	Engineering Inspector II	SP 3	two-steps		40	
4047	Engineering Inspector II	SP 6	two-steps		40	

Refer to listing of footnotes, immediately following this listing
Job Classification Pay Grade Assignment Listing

FLSA Overtime Status
E = Exempt, E/S = Exempt Salary-Dependent

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
4036	Engineering Inspector III	22	40009	62067	40	
4048	Engineering Inspector III	SP 6	two-steps		40	
4038	Engineering Inspector III	SP 3	two-steps		40	
4049	Engineering Operations/Maintenance Program Manager	31	52644	81669	40	E/S
5056	Environmental Inspector	17	32990	51178	40	
5401	Environmental Quality Specialist	22	Market Based Pay Grade		40	
5402	Environmental Quality Specialist	SP 3	two-steps		40	
5403	Environmental Quality Supervisor	27	Market Based Pay Grade		40	E/S
5411	Environmental Quality Technician I	12	25970	40288	40	
5413	Environmental Quality Technician I	SP 3	two-steps		40	
5412	Environmental Quality Technician II	18	Market Based Pay Grade		40	
5414	Environmental Quality Technician II	SP 3	two-steps		40	
2371	Equipment Operator I	9	Market Based Pay Grade		40	
2372	Equipment Operator II	12	Market Based Pay Grade		40	
2373	Equipment Operator III	15	Market Based Pay Grade		40	
2376	Equipment Operator III	SP 3	two-steps		40	
2374	Equipment Operator IV (2)	19	Market Based Pay Grade		40	
2377	Equipment Operator IV (2)	SP 3	two-steps		40	
2375	Equipment Operator V	22	Market Based Pay Grade		40	
2378	Equipment Operator V	SP 3	two-steps		40	
1018	Executive Assistant	20	37201	57712	35	E/S
5190	Executive Operations Manager	25	44221	68601	35	E/S
1020	Executive Superintendent	23	41413	64245	35	E/S
2041	Facilities Maintenance Manager	23	41413	64245	40	E/S
1255	Facilities Operations Manager	25	44221	68601	40	E/S
1525	Facilities Reservations Coordinator	16	31586	49000	35	
6707	Family Service Specialist	18	34394	53356	35	
1430	Federal Programs Career Specialist	15	30182	46822	35	
1553	Federal Programs Coordinator	18	34394	53356	35	
1552	Federal Programs Coordinator, Assistant	15	30182	46822	35	
1551	Federal Programs Counselor	13	27374	42466	35	
1042	Federal Programs Planner/Supervisor	22	40009	62067	35	E/S
1555	Federal Programs Site Monitor	14	28778	44644	35	
1431	Federal Programs Vocational Counselor I	12	25970	40288	35	
1432	Federal Programs Vocational Counselor II	14	28778	44644	35	
1433	Federal Programs Vocational Counselor III	18	34394	53356	35	E/S
2211	Field Supervisor I	15	30182	46822	40	
2212	Field Supervisor II	20	37201	57712	40	
5020	Fire Training Center Administrator	26	45625	70779	35	E/S
5019	Fire Training Center Training Officer	21	38605	59889	35	
5003	Floodplain/CRS Specialist	26	45625	70779	40	E/S

Refer to listing of footnotes, immediately following this listing
Job Classification Pay Grade Assignment Listing

FLSA Overtime Status
E = Exempt, E/S = Exempt Salary-Dependent

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
2104	Food Service Manager	16	Market Base Pay Grade		35	
4041	GIS Analyst I (1)	18	34394	53356	35	
4042	GIS Analyst II	20	37201	57512	35	
4043	GIS Analyst III	23	41413	64245	35	E/S
4045	GIS Manager	31	Market Based Pay Grade		35	E/S
2354	Groundskeeper	5	Market Based Pay Grade		40	
5015	Hazardous Materials Risk Coordinator	32	54048	83847	35	E/S
5014	Hazardous Materials Risk Coordinator, Assistant	24	42817	66423	35	
6703	Head Start Administrator	30	51240	79491	35	E/S
6706	Head Start Administrator, Assistant	29	49836	77313	35	E/S
6704	Head Start Education Coordinator	27	47029	72957	35	E/S
6709	Head Start Health Manager	28	48433	75135	35	E/S
6559	Head Start Social Services Coordinator	26	45625	70779	35	E/S
6558	Head Start Social Services Coordinator, Assistant	21	38605	59889	35	E/S
6701	Head Start Teacher (10)	17	Market Based Pay Grade		35	E/S
6700	Head Start Teacher, Assistant (10)	12	Market Based Pay Grade		35	E/S
6705	Head Start Teacher/Advisor (10)	21	Market Based Pay Grade		35	E/S
6702	Head Start Teaching Supervisor	26	45625	70779	35	E/S
4013	Horticulturist	20	37201	57712	40	E/S
5155	Housing Improvement Administrator	22	40009	62067	40	E/S
5161	Housing Improvement Coordinator I (1)	11	24566	38110	35	
5162	Housing Improvement Coordinator II	13	27374	42466	35	
5163	Housing Improvement Coordinator III	18	34394	53356	35	
1071	Housing Program Coordinator I (1)	11	24566	38110	35	
1072	Housing Program Coordinator II	13	27374	42466	35	
1073	Housing Program Coordinator III	18	34394	53356	35	E/S
1060	Housing Rehabilitation Program Manager	24	42817	66423	35	E/S
5153	Housing Rehabilitation Specialist	17	32990	51178	35	
5154	Housing Rehabilitation Supervisor	20	37201	57712	35	
1461	Human Resource Administrator	31	52644	81669	35	E/S
1450	Human Resource Management Special Assistant	36	59664	92558	35	E
1460	Human Resource Manager	28	48433	75135	35	E/S
1463	Human Resource Specialist	15	30182	46822	35	
6612	Humane Officer (1)	16	Market Based Pay Grade		40	
6614	Humane Officer-Senior	18	34394	53356	40	
5067	Information Specialist	21	38605	59889	E/S	E
1275	Information Technology Business Analyst	30	Market Based Pay Grade		35	E/S
1277	Information Technology Operations Manager	34	Market Based Pay Grade		35	E/S

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
1276	Information Technology Security Analyst	33	Market Based Pay Grade		35	E/S
1205	Internal Auditor I	22	40009	62067	35	
1206	Internal Auditor II	26	45625	70779	35	E/S
6607	JPAWS Administrative Clerk	12	25970	40288	40	
6608	JPAWS Administrative Specialist	15	30182	46822	40	
6601	JPAWS Care Attendant I (1)	12	Market Based Pay Grade		40	
6602	JPAWS Care Attendant II	14	28778	44644	40	
6605	JPAWS Care Attendant Coordinator	18	34394	53356	40	
6617	JPAWS Care Specialist	18	34394	53356	40	
6613	JPAWS Division Supervisor	20	37201	57712	40	E/S
6620	JPAWS Manager	23	41413	64245	40	E/S
6545	Juvenile Detention Home Manager	25	Market Based Pay Grade		40	E/S
6530	Juvenile Detention Home Security Guard	9	Market Based Pay Grade		40	
6544	Juvenile Detention Home Supervisor	21	Market Based Pay Grade		40	E/S
2044	Juvenile Detention Housekeeper	10	Market Based Pay Grade		40	
6541	Juvenile Detention Officer I (1)	14	Market Based Pay Grade		40	
6542	Juvenile Detention Officer II	17	Market Based Pay Grade		40	
6572	Juvenile Evaluation & Treatment Supervisor	33	55452	86024	40	E/S
6551	Juvenile Probation Officer I (1)	17	32990	51178	40	
6552	Juvenile Probation Officer II	20	37201	57712	40	
6553	Juvenile Probation Officer III	23	41413	64245	40	E/S
6554	Juvenile Probation Officer IV	25	44221	68601	40	E/S
2469	Lab Instrumentation Technician	18	34394	53356	40	
2470	Lab Instrumentation Technician	SP 3	two-steps		40	
2200	Laborer (2)	5	Market Based Pay Grade		40	
2202	Laborer, Lead Worker	7	Market Based Pay Grade		40	
2201	Laborer, Semi-Skilled	6	Market Based Pay Grade		40	
2203	Laborer, Semi-Skilled Lead Worker	8	Market Based Pay Grade		40	
4003	Land Survey Assistant	8	Market Based Pay Grade		40	
4009	Land Survey Party Chief	20	37201	57712	40	
4005	Land Survey Technician I (1)	11	Special Hiring Rate		40	
4006	Land Survey Technician II	13	27374	42466	40	
4056	Landfill Operations Manager	39	Market Based Pay Grade		40	E
4010	Landscape Architect	29	Market Based Pay Grade		35	E/S
3151	Librarian I/Senior Associate	18	34394	53356	35	
3152	Librarian II	22	40009	62067	35	
3153	Librarian III	24	42817	66423	35	E/S
3154	Librarian IV	26	45625	70779	35	E/S
3155	Librarian V	28	48433	75135	35	E/S
3156	Librarian VI	30	51240	79491	35	E/S

Refer to listing of footnotes, immediately following this listing
Job Classification Pay Grade Assignment Listing

FLSA Overtime Status
E = Exempt, E/S = Exempt Salary-Dependent

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
3158	Librarian VII	32	54048	83847	35	E/S
3105	Library Assistant	7	Market Based Pay Grade		35	
3150	Library Associate	14	28778	44644	35	
3160	Library Business Manager	28	48433	75135	35	E/S
3161	Library Maintenance Superintendent	26	45625	70779	40	E/S
3110	Library Technician	12	25970	40288	35	
6560	Licensed Practical Nurse	14	Market Based Pay Grade		35	
2320	Machinist	20	37201	57712	40	
2260	Maintenance Technician	14	28778	44644	40	
1065	Management Analyst I	17	32990	51178	35	
1066	Management Analyst II	20	37201	57712	35	E/S
5121	Mechanical Inspector I (8)	20	37201	57712	35	
5122	Mechanical Inspector II (11)	22	40009	62067	35	
5123	Mechanical Inspector III	24	42817	66423	35	E/S
5120	Mechanical Inspector Supervisor	26	45625	70779	35	
2031	Mechanical Systems Operator I (1)	15	30182	46822	40	
2032	Mechanical Systems Operator II	19	35797	55534	40	
2039	Mechanical Systems Operator III	22	40009	62067	40	E/S
6555	Mental Health Professional I (12)	18	34394	53356	40	
6556	Mental Health Professional II	20	37201	57712	40	E/S
6557	Mental Health Professional III	23	41413	64245	40	E/S
5096	Multi-Discipline Inspector I (8)	21	38605	59889	35	
5097	Multi-Discipline Inspector II (11)	23	41413	64245	35	
5098	Multi-Discipline Inspector III	25	44221	68601	35	
1266	Network Systems Field Specialist	28	Market Based Pay Grade		35	
1008	Office Assistant I (1)	5	Market Based Pay Grade		35	
1009	Office Assistant II	7	Market Based Pay Grade		35	
1010	Office Assistant III	11	24566	38110	35	
1102	Office Support Specialist I (10)	8	Market Based Pay Grade		35	
1103	Office Support Specialist II	12	25970	40288	35	
2357	Park Landscape Supervisor	20	37201	57712	40	
3046	Park Manager	26	45625	70779	40	E/S
3020	Park Ranger	9	Market Based Pay Grade		40	
3022	Park Ranger Supervisor	16	31586	49000	40	E/S
3045	Park Superintendent	21	38605	59889	40	E/S
2821	Parkways Maintenance Superintendent I	24	42817	66423	40	E/S
2822	Parkways Maintenance Superintendent II	26	45625	70779	40	E/S

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
2823	Parkways Maintenance Superintendent III	28	48433	75135	40	E/S
1204	Payroll Clerk	14	28778	44644	35	
1240	Payroll Clerk-Central Payroll Office	16	31586	49000	35	
1242	Payroll Officer	30	51240	79491	35	E/S
1241	Payroll Officer, Assistant	22	40009	62067	35	E/S
1243	Payroll Systems Administrator	28	Market Based Pay Grade		35	
5105	Permit Analyst	18	34394	53356	35	
5104	Permit Technician	13	27374	42466	35	
5100	Permit Technician Supervisor	22	40009	62067	35	
1401	Personnel Analyst I (1)	16	31586	49000	35	
1402	Personnel Analyst II	22	40009	62067	35	
1403	Personnel Analyst III	28	48433	75135	35	E/S
1400	Personnel Assistant	12	25970	40288	35	
1420	Personnel Board Special Assistant	36	59664	92558	35	E
1415	Personnel Director	43	78617	121960	35	E
5001	Physical Security Specialist	18	34394	53356	35	
5085	Planner I (1)	21	Market Based Pay Grade		35	
5086	Planner II	25	Market Based Pay Grade		35	
5087	Planner III	31	Market Based Pay Grade		35	E/S
5081	Planning/Zoning Aide	14	28778	44644	35	
2308	Plant Maintenance Electrician	20	Market Based Pay Grade		40	
2311	Plant Maintenance Electrician	SP 3	two-steps		40	
2312	Plant Maintenance Electrician	SP 3/4	three-steps		40	
2309	Plant Maintenance Electrician	SP 4	one-step		40	
2305	Plumber	18	Market Based Pay Grade		40	
5131	Plumbing Inspector I (8)	20	37201	57712	35	
5132	Plumbing Inspector II (11)	22	40009	62067	35	
5133	Plumbing Inspector III	24	42817	66423	35	E/S
5134	Plumbing Inspector Supervisor	26	45625	70779	35	
1355	Printing Room Supervisor	17	32990	51178	35	E/S
1247	Property Manager	23	41413	64245	40	E/S
1246	Property Manager, Assistant	19	35797	55534	40	
5065	Public Information Officer Aide	16	31586	49000	35	
1036	Public Works Administrative Operations Coordinator	26	45625	70779	35	E/S
1031	Public Works Business Manager	28	48433	75135	35	E/S
1032	Public Works Business Manager, Assistant	22	40009	62067	35	E/S
1035	Public Works Field Operations Coordinator	29	49836	77313	40	
1033	Public Works Maintenance Superintendent	28	48433	75135	40	E/S
1034	Public Works Operations/Maintenance Program Manager	31	52644	81669	40	E/S
4030	Public Works Project Coordinator	24	42817	66423	40	
4031	Public Works Project Coordinator	SP 3	two-steps		40	
4032	Public Works Project Coordinator	SP 6	two-steps		40	

Refer to listing of footnotes, immediately following this listing
Job Classification Pay Grade Assignment Listing

FLSA Overtime Status
E = Exempt, E/S = Exempt Salary-Dependent

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
2610	Pump Equipment Mechanic	16	Market Based Pay Grade		40	
2611	Pump Equipment Mechanic	SP 3	two-steps		40	
1300	Purchasing Coordinator	25	44221	68601	35	E/S
1301	Purchasing Specialist I (1)	19	35797	55534	35	
1302	Purchasing Specialist II	21	38605	59889	35	
1303	Purchasing Specialist III	25	44221	68601	35	E/S
1025	Receptionist	6	Market Based Pay Grade		35	
3085	Recreation Administrator	28	48433	75135	40	E/S
3080	Recreation Area Coordinator	25	44221	68601	40	E/S
3051	Recreation Center Supervisor	20	37201	57712	40	E/S
3050	Recreation Center Supervisor, Assistant	14	28778	44644	40	
2355	Recreation Maintenance Supervisor	20	37201	57712	40	
3087	Recreation Operations/Maintenance Program Manager	30	51240	79491	40	E/S
3037	Recreation Special Program Supervisor	18	34394	53356	40	E/S
3052	Recreation Zone Manager	22	40009	62067	40	E/S
6561	Registered Nurse	26	Market Based Pay Grade		35	E/S
5125	Regulatory Manager	32	54048	83847	35	E/S
5124	Regulatory Manager, Assistant	28	48433	75135	35	E/S
1055	Research & Budget Analyst I	22	40009	62067	35	E/S
1056	Research & Budget Analyst II	32	54048	83847	35	E/S
5089	Research Analyst-Planning Advisory Board	30	51240	79491	35	E/S
1470	Risk Analyst	26	45625	70779	35	E/S
1466	Risk Management Claims Administrator	21	38605	59889	35	E/S
2415	Road Maintenance Superintendent I	24	42817	66423	40	E/S
2416	Road Maintenance Superintendent II	26	45625	70779	40	E/S
2417	Road Maintenance Superintendent III	28	48433	75135	40	E/S
2411	Road Maintenance Supervisor	20	37201	57712	40	
2418	Roads Operations/Maintenance Program Manager	31	52644	81669	40	E/S
1445	Safety Officer	23	41413	64245	35	E/S
5060	Safety Program Manager	28	48433	75135	35	E/S
1013	SCADA System Dispatcher	9	Market Based Pay Grade		40	
4080	SCADA System Manager	38	Market Based Pay Grade		40	E/S
4081	SCADA System Manager, Assistant	31	Market Based Pay Grade		40	E/S
2450	SCADA System Technician I	15	Market Based Pay Grade		40	
2453	SCADA System Technician I	SP 4	one-step		40	
2451	SCADA System Technician II	22	Market Based Pay Grade		40	
2454	SCADA System Technician II	SP 4	one-step		40	
2452	SCADA System Technician III	24	Market Based Pay Grade		40	
2455	SCADA System Technician III	SP 4	one-step		40	

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
1115	Secretary	13	27374	42466	35	
1126	Secretary (Council At-Large)	15	30182	46822	35	
1127	Secretary (Council At-Large), Stenographic (5)	16	31586	49000	35	
1130	Secretary (Council)	14	28778	44644	35	
1131	Secretary (Council), Stenographic (5)	15	30182	46822	35	
1128	Secretary (Parish President)	15	30182	46822	35	
1129	Secretary (Parish President), Stenographic (5)	16	31586	49000	35	
1116	Secretary, Stenographic (5)	14	28778	44644	35	
2012	Security Officer	4	Market Based Pay Grade		40	
2699	Sewerage General Superintendent	28	48433	75135	40	E/S
2655	Sewerage Lift Station Inspector	12	25970	40288	40	
2656	Sewerage Lift Station Inspector	SP 3	two-steps		40	
2681	Sewerage Lift Station Superintendent I	24	42817	66423	40	E/S
2695	Sewerage Lift Station Superintendent II	26	45625	70779	40	E/S
2682	Sewerage Line Repair Superintendent I	24	42817	66423	40	E/S
2696	Sewerage Line Repair Superintendent II	26	45625	70779	40	E/S
2685	Sewerage Maintenance Superintendent	25	44221	68601	40	E/S
2670	Sewerage Maintenance Supervisor	20	37201	57712	40	
2671	Sewerage Maintenance Supervisor	SP 3	two-steps		40	
2691	Sewerage Operation/Maintenance Program Manager	31	52644	81669	40	E/S
2692	Sewerage System Survey/Project Specialist	29	49836	77313	40	E/S
2693	Sewerage Training/Chemical Additions Specialist	28	48433	75135	40	E/S
2661	Sewerage Treatment Plant Operator (9)	16	31586	49000	40	
2662	Sewerage Treatment Plant Operator-Class I (9)	17	32990	51178	40	
2663	Sewerage Treatment Plant Operator-Class II (9)	18	34394	53356	40	
2664	Sewerage Treatment Plant Operator-Class III (9)	19	35797	55534	40	
2665	Sewerage Treatment Plant Operator-Class IV	20	37201	57712	40	
2680	Sewerage Treatment Plant Superintendent I	24	42817	66423	40	E/S
2694	Sewerage Treatment Plant Superintendent II	26	45625	70779	40	E/S
2350	Shipping & Receiving/Stock Clerk	9	Market Based Pay Grade		40	
2489	Shop Carpenter	17	32990	51178	40	
2480	Sign & Marking Coordinator	20	37201	57712	40	
2481	Sign & Marking Superintendent I	24	42817	66423	40	E/S
2482	Sign & Marking Superintendent II	26	45625	70779	40	E/S
2486	Sign Designer	18	34394	53356	40	
2472	Sign Technician I (1)	12	Market Based Pay Grade		40	
2475	Sign Technician II	14	Market Based Pay Grade		40	
2476	Sign Technician III	16	Market Based Pay Grade		40	
2464	Signal Superintendent I	25	44221	68601	40	E/S
2465	Signal Superintendent II	29	49836	77313	40	E/S
2461	Signal Technician I (1)	16	31586	49000	40	
2462	Signal Technician II	18	34394	53356	40	

Refer to listing of footnotes, immediately following this listing
Job Classification Pay Grade Assignment Listing

FLSA Overtime Status
E = Exempt, E/S = Exempt Salary-Dependent

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
2463	Signal Technician III	22	40009	62067	40	
2334	Small Equipment Mechanic	12	25970	40288	40	
1029	Specialized Operations Administrator	21	38605	59889	35	E/S
2608	Stationary Diesel Specialist	19	35797	55534	40	
2609	Stationary Diesel Specialist-High Altitude	SP 4	one-step		40	
5115	Street Lighting Division Manager	25	44221	68601	35	E/S
1007	Student Worker	Hrly.	Special Hiring Rate			
5445	Telecommunications Equipment Assistant	14	28778	44644	40	
5444	Telecommunications Equipment Manager	17	32990	51178	40	E/S
2326	Telecommunications Supervisor	21	38605	59889	40	E/S
2325	Telephone Technician	15	30182	46822	40	
2220	Tire Shop Supervisor	16	31586	49000	40	
2250	Trades Helper	8	Market Based Pay Grade		40	
2251	Trades Helper-High Altitude	SP 4	one-step		40	
4061	Traffic Engineer	33	Market Based Pay Grade		40	E/S
4065	Traffic Engineering Supervisor	37	Market Based Pay Grade		40	E/S
1446	Training Administrator	28	48433	75135	35	E/S
1441	Training Specialist I (1)	20	37201	57712	35	
1442	Training Specialist II	24	42817	66423	35	
2361	Truck Driver I	11	Special Hiring Rate		40	
2362	Truck Driver II	13	27374	42466	40	
1221	Utility Inventory Clerk I (1)	6	Market Based Pay Grade		35	
1222	Utility Inventory Clerk II	7	Market Based Pay Grade		35	
1223	Utility Inventory Supervisor	18	34394	53356	35	
1298	Utility Services Manager	22	Market Based Pay Grade		35	E/S
1299	Utility Services Superintendent	24	Market Based Pay Grade		35	E/S
4014	Vegetative Management Specialist	26	45625	70779	40	E/S
6585	Vocational Specialist I	14	28778	44644	40	
6586	Vocational Specialist II	16	31586	49000	40	
6587	Vocational Specialist III	19	35797	55534	40	E/S
6570	Volunteer Services Coordinator	19	35797	55534	35	
6569	Volunteer Services Supervisor	22	40009	62067	35	E/S
2356	Warehouse Superintendent	27	47029	72957	40	E/S
2351	Warehouse Supervisor I	20	37201	57712	40	
2353	Warehouse Supervisor II	21	38605	59889	40	E/S
1510	Water General Superintendent	28	48433	75135	35	E/S
2772	Water Plant Maintenance Superintendent	25	Market Based Pay Grade		40	E/S

Pay Plan for the Classified Service of Jefferson Parish

Class Code	Class Title	Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Normal Min. Rate	Normal Max. Rate		
2761	Water Purification Operator (7)	16	Market Based Pay Grade		40	
2762	Water Purification Operator-Class I (7)	17	Market Based Pay Grade		40	
2763	Water Purification Operator-Class II (7)	18	Market Based Pay Grade		40	
2764	Water Purification Operator-Class III (7)	19	Market Based Pay Grade		40	
2765	Water Purification Operator-Class IV (7)	20	Market Based Pay Grade		40	
2760	Water Purification Operator-Helper	10	Market Based Pay Grade		40	
2771	Water Purification Superintendent I	24	Market Based Pay Grade		40	E/S
2781	Water Purification Superintendent II	26	Market Based Pay Grade		40	E/S
4072	Water Quality Scientist I	19	35797	55534	40	
4082	Water Quality Scientist I	SP 3	two-steps		40	
4073	Water Quality Scientist II	24	42817	66423	40	E/S
4083	Water Quality Scientist II	SP 3	two-steps		40	E/S
4075	Water Quality Scientist III	28	48433	75135	40	E/S
4085	Water Quality Scientist III	SP 3	two-steps		40	E/S
4076	Water Quality Scientist IV	33	55452	86024	40	E/S
4086	Water Quality Scientist IV	SP 3	two-steps		40	E/S
4074	Water Quality Scientist-GCMS	25	44221	68601	40	E/S
4084	Water Quality Scientist-GCMS	SP 3	two-steps		40	E/S
4070	Water Quality Technician I (1)	13	27374	42466	40	
4071	Water Quality Technician II	17	32990	51178	40	
2261	Water Service Inspector I	7	Market Based Pay Grade		35	
2262	Water Service Inspector II	10	Market Based Pay Grade		35	
2263	Water Service Inspector III	15	30182	46822	35	
2264	Water Service Inspector Supervisor	19	35797	55534	35	E/S
2732	Waterline Maintenance Superintendent I	24	42817	66423	40	E/S
2733	Waterline Maintenance Superintendent II	26	45625	70779	40	E/S
2731	Waterline Maintenance Supervisor	20	37201	57712	40	
2734	Waterline Maintenance Supervisor	SP 3	two-steps		40	
2735	Waterline Maintenance Technician I (1)	13	27374	42466	40	
2736	Waterline Maintenance Technician II	15	30182	46822	40	
1270	Webmaster	22	40009	62067	35	
2310	Welder	16	31586	49000	40	
2314	Welder	SP 4	one-step		40	

Pay Plan for the Classified Service of Jefferson Parish
Footnote Listing

Footnote No. Footnote Text

1. Reallocatable to II, or proficient, level class after satisfactory completion of probation at I level and certification of assignment of proficient (or journeyman) level work.
2. Employees may be hired at a special hourly rate three steps (.1576%) above the normal minimum rate. Employees hired at these rates are paid only for work actually performed, and are not eligible for annual or sick leave, holiday pay, or tenure award. The normal maximum rate for employees hired under this provision shall be three steps (.1576%) above the stated normal maximum. At the option of the appointing authority, after an employee has attained permanent status and has demonstrated satisfactory attendance, the special hourly pay rate may be converted to the monthly salary equivalent of the currently hourly rate minus the approximate value of the fringe benefits to be gained, 3 steps (.1576%). Participation in the retirement system and the group life and hospitalization programs is required and/or provided in accord with the laws and policies of those programs.
3. Automatic progression to Professional Engineer level upon attainment of license as Professional Engineer from Board of Registration (after 4 years of work experience).
4. Non-competitive employment may be at any pay rate in grade approved by the Personnel Board depending on nature of specialty and difficulty in recruitment.
5. A non-stenographic secretary may be upgraded to the related stenographic secretary classification upon successful completion of the Personnel Department's shorthand skills performance test, and certification by the Appointing Authority that the employee is required to have and use stenographic skills in the performance of his/her regular duties.
6. Reallocatable to the class of Automotive Mechanic-Senior upon certification by the Appointing Authority that employee has successfully completed training in the performance of duties of the higher class and specification of the duties regularly performed at the journey level of the higher class.
7. Automatic progression to Water Purification Operator-Class I, Water Purification Operator-Class II, Water Purification Operator-Class III, or Water Purification Operator-Class IV based upon attainment of appropriate class certification from the Louisiana Department of Health and Hospitals.
8. Automatic progression to the II or Certified level classification upon completion of probation at the lower level and attainment of appropriate International Code Council Certification(s). Employees will receive a 10.25% upon progression to be effective on the first day of the pay period immediately following attainment.
9. Automatic progression to Sewerage Treatment Plant Operator-Class I, Sewerage Treatment Plant Operator-Class II, Sewerage Treatment Plant Operator-Class III, or Sewerage Treatment Plant Operator-Class IV based upon attainment of appropriate class certification from the Louisiana Department of Health and Hospitals.
10. Employees in this classification employed through Head Start are appointed as cyclic workers, i.e., workers whose work schedules are governed by fluctuations in the business cycle of the Parish programs or operations. These employees may be furloughed by the Appointing Authority. Annual Salary will be adjusted downward based upon the furloughed period.
11. Automatic progression to the III level classification upon attainment of a Certified Building Official Certification or three (3) or more appropriate International Code Council Certifications including a plans examiner certification. Employees will receive a 10.25% increase upon progression to be effective on the first day of the pay period immediately following attainment.

Pay Plan for the Classified Service of Jefferson Parish
Footnote Listing

Footnote No. Footnote Text

12. Automatic progression to the Mental Health Professional II level classification upon attainment of licensure as a Licensed Addictions Counselor, Licensed Professional Counselor, Licensed Marriage and Family Therapist, or Licensed Clinical Social Worker from the appropriate authority. Employees shall be paid at a rate two (2) steps (.1025%) higher upon progression.

13. Automatic progression to Head Start Teacher, Assistant upon attainment of a Child Development Associate (Preschool) credential or automatic progression to Early Head Start Teacher upon attainment of a Child Development Associate (Infant/Toddler) credential.

Pay Plan for the Classified Service of Jefferson Parish
Special Pay Provisions

1. Upon certification by the Personnel Director that qualified personnel cannot be recruited and hired at a prescribed normal starting pay rate, the Personnel Board may authorize employment at any rate within the established range deemed necessary and adequate, provided that whenever such a higher starting rate is approved and implemented, all current employees occupying positions in the class involved whose salaries are below the new entrance rate shall be raised to the new higher rate, unless this requirement is specifically waived by the Board; or, may approve the reassignment of the job classification involved to an alternate pay grade deemed necessary and adequate, known as a Market Based Pay Grade.

Job classifications which are assigned market based pay grades shall be segregated and clearly identified in the Pay Plan.

The Personnel Board shall have exclusive authority to reassign job classes to and from market based pay grades as dictated by labor market factors, based upon recommendation by the Personnel Department.

For purposes of applying personnel rules governing admission to examinations, placement on lists of eligible, certifications, appointments, promotions, transfers, and pay changes upon appointment, the original (non-market) pay grade assignment shall be applicable for all job classes assigned to market pay grades.

2. For those classes specifically designated, employee with current Class III license shall be paid at a rate one (1) step (.05%) higher than if unlicensed; with current Class IV license shall be paid at a rate three (3) steps (.1576%) higher than if unlicensed.

On January 1, 1990, this provision shall continue to apply only to employees who are eligible on that date by virtue of having obtained certification prior to January 1, 1990, and subsequently maintaining a current certification and remaining continuously employed in a classification to which this provision applies.

Employees who become certified on or after January 1, 1990 and employees who do not have continuous service in a designated classification extending prior to January 1, 1990 shall be subject to Special Pay Provision 3.

3. For those classes specifically designated, employee with an appropriate Class IV license related to his position shall be paid at a rate two (2) steps (.1025%) higher than if unlicensed.
4. For those classes specifically designated, employee who, in addition to regular duties is required to climb and perform repair and "lineman-type" work on high altitude light standards, or is required to perform welding repairs from a crane hoisted basket on high altitude structures and equipment, shall be paid one-step (.05%) additional.
5. For the class of College Intern, hourly pay rates are: General (Business, Social Science or Administrative): \$12.46/hr.; Technical, Non-Engineering (Scientific or Technical): \$13.20/hr.; Technical, Engineering (Professional Engineering): \$17.23/hr.
6. For those classes specifically designated and regulated by Federal, State, and/or Local authorities, employee with a required certification/license in order to maintain compliance with regulations shall be paid at a rate two (2) steps (.1025%) higher than if unlicensed, barring certifications/licenses in which an increase was previously received from a different Special Pay Provision or Footnote Listing. The required certification/license requirement must be submitted to and verified by the Personnel Department prior to the application of this provision.

Pay Plan for the Classified Service of Jefferson Parish
Special Pay Provisions

THE DOMENIC A. ALBANO TENURE AWARD PROGRAM

In addition to the pay rates heretofore provided in this Plan, each employee in the classified service who received a “Meets Expectations” or higher rating on his or her annual Performance evaluation and having 2 or more years of continuous service shall be paid \$25.00 for each full calendar year of such service. For purposes of this compensation, years of continuous service shall be computed as of December 31 of the year in which payment is to be made, and shall include continuous service in an unclassified position for former unclassified employees other than employees of organizations and other persons engaged on a contractual basis. This payment shall be termed a Tenure Award, shall be intended to encourage and recognize career service, and shall be payable to employees in a lump sum, annually, on the first paycheck in December. No payment shall be made for any service of less than one full year; except that, if an employee dies or retires within the last calendar quarter of his final year of service, he (or his heirs) shall be eligible for the Tenure Award that he otherwise would have received.

REGULATIONS FOR ADMINISTRATION OF TENURE AWARD PAYMENTS

- A. The Tenure Award information shall be verified by the Payroll Office and the Personnel Department.
- B. A “Meets Expectations” annual performance evaluation rating or higher for the previous year shall be the basis for qualification for the current year’s Tenure Award. If the employee was eligible for an annual performance evaluation and one was not completed as required in the Personnel Rules, the non-completion of the annual performance evaluation shall have the force and effect of a “Meets Expectations” annual performance evaluation rating for the purpose of qualifying for the Tenure Award. In accordance with Personnel Rule XII, Section 1.6, annual performance evaluations are not appealable. Therefore, the loss of the current year’s Tenure Award based upon an unsatisfactory annual performance evaluation in the previous year is not appealable.
- C. Employees regularly employed on a part time basis shall be entitled to a pro rata Tenure Award on a basis equivalent to their regular basis of employment; except that no one working less than half time and no persons paid on an hourly, daily, or project basis shall be entitled to Tenure Award. C.O.E. and similar School-project employment shall not count for Tenure purposes.
- D. Any employee who is separated from Parish service before December 1 by reason of resignation, dismissal, or layoff is not eligible for Tenure Award. If an employee retires within the last quarter of a year (either under the Parish Retirement Systems and/or Social Security provisions), he shall be entitled to receive Tenure Award just as if he had completed the full year. If an employee dies within the last quarter of a year, Tenure Award shall be made to his heirs in the amount that would have been paid to the employee had he completed the year. If an employee is laid off and reemployed in accord with these rules within thirty (30) calendar days, he shall be construed to have uninterrupted service. If reemployment occurs more than thirty (30) days following layoff, the employee shall be given credit for service rendered prior and subsequent to layoff, but not for the interval of absence from duty.
- E. Tenure Awards are payable on the first check in December.
- F. Persons employed on or after January 6 are not eligible for a Tenure Award for the first year of their employment.

Pay Plan for the Classified Service of Jefferson Parish
Special Pay Provisions

- G. Any employee who is on suspension without pay or leave without pay except military leave without pay for an aggregate period of thirty (30) or more working days in any calendar year shall have deducted from his Tenure Award check for that year the amount of one full year's award (\$25.00); except that, this penalty period shall be extended up to ninety (90) working days in cases resulting from on-the-job injuries. Any employee who is suspended without pay or carried on leave without pay except military leave without pay for an aggregate of sixty (60) working days or more in any one calendar year shall permanently forfeit Tenure Award (\$25.00) eligibility for that year only. Employees who are separated to enter active duty with the Armed Forces of the United States and are re-employed under provisions of USERRA shall, upon their re-employment, be credited for time served in the military and paid any back tenure award(s) previously forfeited because of military service on the same basis as they would have been paid had they remained continually employed on Military Leave Without Pay during their period of service.
- H. Employees who are "blanketed in" the Parish civil service under the terms of the Charter shall receive credit for continuous service rendered to the Parish prior to acquisition of civil service coverage; however, any employee who enters the Parish civil service by any other means shall not receive such prior service credit.
- I. For purposes of computing tenure award credits, absence without leave shall be considered to be the same as leave without pay, and shall be combined with leave without pay.
- J. When an employee changes from a less than half-time, hourly, daily or project rate employee, or from a C.O.E. or similar school-project status employee to a permanent monthly salaried employee, the date of such change shall be considered as the starting date in computing service credit for tenure award eligibility.

In the case of an employee who has continuous service interrupted by employment on a less than half-time, hourly, daily or project rate basis, or employment on a C.O.E., or other similar school-project basis, in excess of thirty (30) calendar days in a calendar year, the employee shall receive a Tenure Award for continuous years of service prior to and subsequent to, but not for, the year(s) of service in which the interruption occurred.

Pay Plan for the Classified Service of Jefferson Parish
Listing of Market Based Pay Grades

Class Code	Class Title	Market Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Min. Rate	Max. Rate		
1210	Accountant I (1)	23	41413	64245	35	
1211	Accountant II	25	44221	70779	35	
1212	Accountant III	29	49836	77313	35	E/S
1218	Accountant I-Central Finance Office (1)	27	47029	72957	35	E/S
1219	Accountant II-Central Finance Office	31	52644	81669	35	E/S
1215	Accountant III-Central Finance Office	33	55452	86024	35	E/S
1220	Assistant Director-Accounting	40	70193	108893	35	E
2640	Assistant Director-Drainage	47	89847	139382	35	E
4066	Assistant Director-Engineering	47	89847	139382	35	E
5191	Assistant Director-Planning	38	64577	100181	35	E
2343	Automotive Line Superintendent	28	48433	75135	40	
2342	Automotive Line Supervisor	25	44221	68601	40	
2336	Automotive Mechanic (6)	20	37201	57712	40	
2335	Automotive Mechanic Trainee (1)	14	28778	44644	40	
2337	Automotive Mechanic, Senior	22	40009	62067	40	
2347	Automotive Work Control Supervisor	24	42817	66423	40	E/S
1274	Computer Application Developer	37	61770	95825	35	E/S
1269	Computer Network Administrator	39	67385	104537	35	E/S
1268	Computer Network Engineer	47	89847	139382	35	E/S
1262	Computer Network Specialist	31	52644	81669	35	
1263	Computer Systems Analyst, Senior	31	52644	81669	35	E/S
1267	Computer Systems Analyst Supervisor	39	67385	104537	35	E/S
1265	Computer Systems Supervisor	39	67385	104537	35	E/S
2101	Cook I (1) (10)*	13	27374	42466	40	
2102	Cook II*	13	27374	42466	40	
1289	Customer Relations Specialist I (1)	14	28778	44644	35	
1290	Customer Relations Specialist II	15	30182	46822	35	
1291	Customer Relations Specialist III	16	31586	49000	35	
1296	Customer Relations Coordinator	19	35797	55534	35	
1297	Customer Relations Supervisor	25	44221	70779	35	E/S
2300	Electrician	24	42817	66423	40	
2302	Electrician Supervisor	26	45625	70779	40	
2304	Electrician Trainee	19	35797	55534	40	
4050	Engineer Intern (3)	28	48433	75135	40	E/S
4060	Engineer, N.P.	31	52644	81669	40	E/S
4051	Engineer I, Professional	39	67385	104537	40	E/S
4052	Engineer II, Professional	41	73001	113248	40	E/S
4053	Engineer III, Professional	46	87039	135027	40	E/S
4054	Engineer IV, Professional	47	89847	139382	40	E/S
5401	Environmental Quality Specialist	24	42817	66423	40	
5403	Environmental Quality Supervisor	29	49836	77313	40	E/S
5412	Environmental Quality Technician II	22	40009	62067	40	

2371	Equipment Operator I	14	28778	44644	40	
2372	Equipment Operator II	15	30182	46822	40	
2373	Equipment Operator III	18	34394	53356	40	
2374	Equipment Operator IV	22	40009	62067	40	
2375	Equipment Operator V	25	44221	68601	40	
2104	Food Service Manager	18	34394	53356	35	
4045	GIS Manager	39	67385	104537	35	E/S
6701	Head Start Teacher (10)	21	38605	59889	35	E/S
6701	Head Start Teacher, Assistant	13	27374	42466	35	E/S
6705	Head Start Teacher/Advisor	23	41413	64245	35	E/S
6601	JPAWS Care Attendant I (1)	13	27374	42466	40	
6612	Humane Officer (1)	17	32990	51178	40	
1275	Information Technology Business Analyst	38	64577	100181	35	E/S
1277	Information Technology Operations Manager	42	75809	117604	35	E/S
1276	Information Technology Security Analyst	40	70193	108893	35	E/S
6545	Juvenile Detention Home Manager	28	48433	75135	40	E/S
6544	Juvenile Detention Home Supervisor	24	42817	66423	40	E/S
2044	Juvenile Detention Housekeeper	11	24566	38110	40	
6541	Juvenile Detention Officer I (1)	16	31586	49000	40	
6542	Juvenile Detention Officer II	19	35797	55534	40	
4056	Landfill Operations Manager	41	73001	113248	40	E/S
4010	Landscape Architect	31	52644	81669	35	E/S
6560	Licensed Practical Nurse	20	37201	57712	35	
1266	Network Systems Field Specialist	31	52644	81669	35	
1243	Payroll Systems Administrator	31	52644	81669	35	
5085	Planner I (1)	23	41413	64245	35	
5086	Planner II	29	49836	77313	35	
5087	Planner III	33	55452	86024	35	E/S
2308	Plant Maintenance Electrician	26	45625	70779	40	
2305	Plumber	22	40009	62067	40	
2610	Pump Equipment Mechanic	19	35797	55534	40	
6561	Registered Nurse	32	54048	83847	35	E/S
4080	SCADA System Manager	42	75809	117604	40	E/S
4081	SCADA System Manager, Assistant	35	58260	90380	40	E/S
2450	SCADA System Technician I	19	35797	55534	40	
2451	SCADA System Technician II	27	47029	72957	40	
2452	SCADA System Technician III	29	49836	77313	40	
2472	Sign Technician I (1)	14	28778	44644	40	
2475	Sign Technician II	16	31586	49000	40	
2476	Sign Technician III	18	34394	53356	40	
4061	Traffic Engineer	37	61770	95825	40	E/S
4065	Traffic Engineering Supervisor	41	73001	113248	40	E/S
1298	Utility Services Manager	26	45625	70779	35	E/S
1299	Utility Services Superintendent	28	48433	75135	35	E/S
2772	Water Plant Maintenance Superintendent	27	47029	72957	40	E/S
2761	Water Purification Operator (7)	18	34394	53356	40	
2762	Water Purification Operator-Class I (7)	19	35797	55534	40	
2763	Water Purification Operator-Class II (7)	20	37201	57712	40	

2764	Water Purification Operator-Class III (7)	21	38605	59889	40	
2765	Water Purification Operator-Class IV (7)	22	40009	62067	40	
2771	Water Purification Superintendent I	26	45625	70779	40	E/S
2781	Water Purification Superintendent II	28	48433	75135	40	E/S
2262	Water Service Inspector II	11	24566	38110	35	

Market Based Pay Grades and Special Hiring Rates – Affordable Care Act

Class Code	Class Title	Market Pay Grade	Annual Salary Range		Base Hrs./Wk.	FLSA Status
			Min. Rate	Max. Rate		
1201	Account Clerk I**	9	21758	33754	35	
3041	Amusement Ride Operator*	11	24566	38110	40	
2335	Automotive Mechanic Trainee (1)*	11	24566	38110	40	
2380	Bridge Tender*	11	24566	38110	40	
3005	Ceramics Assistant*	11	24566	38110	40	
5027	Chemical Control Sprayer I*	11	24566	38110	40	
5028	Chemical Control Sprayer II*	11	24566	38110	40	
2359	Child Care Worker**	9	21758	33754	35	
5025	Complaints Investigator I*	11	24566	38110	40	
2023	Custodial Worker Supervisor*	11	24566	38110	40	
2020	Custodian*	11	24566	38110	40	
1011	Dispatcher*	11	24566	38110	40	
2354	Groundskeeper*	11	24566	38110	40	
6530	Juvenile Detention Home Security Guard*	11	24566	38110	40	
4003	Land Survey Assistant*	11	24566	38110	40	
4005	Land Survey Technician I*	11	24566	38110	40	
2200	Laborer *	11	24566	38110	40	
2202	Laborer, Lead Worker*	11	24566	38110	40	
2201	Laborer, Semi-Skilled*	11	24566	38110	40	
2203	Laborer, Semi-Skilled Lead Worker*	11	24566	38110	40	
3105	Library Assistant**	9	21758	33754	35	
1008	Office Assistant I (1)**	9	21758	33754	35	
1009	Office Assistant II**	9	21758	33754	35	
1102	Office Support Specialist I**	9	21758	33754	35	
3020	Park Ranger*	11	24566	38110	40	
1025	Receptionist**	9	21758	33754	35	
1013	SCADA System Dispatcher*	11	24566	38110	40	
2012	Security Officer*	11	24566	38110	40	
2350	Shipping & Receiving/Stock Clerk*	11	24566	38110	40	
1007	Student Worker	Hrly.	11.9940			
2250	Trades Helper*	11	24566	38110	40	
2361	Truck Driver I*	11	24566	38110	40	
1221	Utility Inventory Clerk I (1)**	9	21758	33754	35	
1222	Utility Inventory Clerk II**	9	21758	33754	35	
2760	Water Purification Operator-Helper*	11	24566	38110	40	
2261	Water Service Inspector I**	9	21758	33754	35	

* Hiring rate is set at \$24,948

** Hiring rate is set at \$21,829

**PAY PLAN FOR THE CLASSIFIED SERVICE OF JEFFERSON PARISH
PAY GRADE/RATE LISTING**

Pay Grade	Minimum Rate	Normal Maximum Rate	Absolute Maximum Rate
4	14,739	22,865	33,782
5	16,143	25,043	37,000
6	17,547	27,221	40,217
7	18,951	29,399	43,435
8	20,354	31,576	46,653
9	21,758	33,754	49,871
10	23,162	35,932	53,088
11	24,566	38,110	56,306
12	25,970	40,288	59,524
13	27,374	42,466	62,742
14	28,778	44,644	65,960
15	30,182	46,822	69,177
16	31,586	49,000	72,395
17	32,990	51,178	75,613
18	34,394	53,356	78,831
19	35,797	55,534	82,048
20	37,201	57,712	85,266
21	38,605	59,889	88,484
22	40,009	62,067	91,702
23	41,413	64,245	94,920
24	42,817	66,423	98,137
25	44,221	68,601	101,355
26	45,625	70,779	104,573
27	47,029	72,957	107,791
28	48,433	75,135	111,008
29	49,836	77,313	114,226
30	51,240	79,491	117,444
31	52,644	81,669	120,662
32	54,048	83,847	123,880
33	55,452	86,024	127,097
34	56,856	88,202	130,315
35	58,260	90,380	133,533
36	59,664	92,558	136,751
37	61,770	95,825	141,577
38	64,577	100,181	148,013
39	67,385	104,537	154,448
40	70,193	108,893	160,884
41	73,001	113,248	167,320
42	75,809	117,604	173,755
43	78,617	121,960	180,191
44	81,424	126,316	186,626
45	84,232	130,672	193,062
46	87,039	135,027	199,496
47	89,847	139,382	205,931