

**PLAQUEMINES PARISH
CIVIL SERVICE COMMISSION
PAY PLAN FOR CLASSIFIED SERVICE**



**Pay Plan & Classification Schedule
Effective October 30, 2023**

AMENDMENTS TO THE PAY PLAN

Under Rule IV on August 27, 1996.

The Plaquemines Parish Council approved Ordinance No. 96-133 on September 26, 1996, which granted the required approval of the Pay Plan for Classified Service under Rule IV.

Based on the approval date of Ordinance No. 96-133, the initial implementation of the Pay Plan was on the pay period beginning November 4, 1996.

The Plaquemines Parish Council approved Ordinance No. 97-72 on April 10, 1997 which amended Rule IV – PAY PLAN, Section 2.4 adjusting the Minimum, Midpoint, and Maximum by 2 ½ per cent for cost of living increase.

The Plaquemines Parish Council approved Ordinance No. 97-60 on April 10, 1997 creating a new position of Fire Station Operator within Range 2.

The Plaquemines Parish Civil Service Commission hired Creative Compensation Consultants, Inc. to do a study of the classified service, as a result of the study, formally adopted the revised Pay Plan for Classified Service under Rule IV on January 16, 1998.

The Plaquemines Parish Council approved Ordinance No. 98-16 on January 22, 1998, which approved the revised Pay Plan for Classified Service under Rule IV.

The Plaquemines Parish Civil Service Commission revised the Merit Increase Matrix to a Merit Increase Table on February 9, 1998.

The Plaquemines Parish Council approved Ordinance No. 98-48 approving the revision of the Merit Increase Table on February 26, 1998.

On October 23, 1998, and November 18, 1998, the Plaquemines Parish Civil Service Commission, and on December 17, 1998, the Plaquemines Parish Council adopted Ordinance No. 98-320, amending the Pay Plan to reclassify the classification of Civil Engineer and Ferry Captain III to a higher pay range; and deleted the classification of AA/GC Technician and created the classification of Lab Technician in its place; and to create a new classification of First Responder.

On October 23, 1998, the Plaquemines Parish Civil Service Commission, and on April 22, 1999, the Plaquemines Parish Council approved Ordinance No. 99-106, reclassifying the Contract Administrator to a higher Pay Range.

On January 14, 1999, the Plaquemines Parish Civil Service Commission, and on April 22, 1999, the Plaquemines Parish Council approved Ordinance No. 99-108, adding the classification of Ferry Manager.

On March 9, 1999, the Plaquemines Parish Civil Service Commission, and on April 22, 1999, the Plaquemines Parish Council approved Ordinance No. 99-105, reclassifying the Electronic Technician II to a higher Pay Range.

On April 7, 1999, the Plaquemines Parish Civil Service Commission, and on April 22, 1999, the Plaquemines Parish Council approved Ordinance No. 99-104, adding the classification of Chief Building Inspector.

On April 7, 1999, the Plaquemines Parish Civil Service Commission, and on April 22, 1999, the Plaquemines Parish Council approved Ordinance No. 99-107, adding the classification of GIS (Geographic Information System) Manager.

AMENDMENTS TO THE PAY PLAN

On November 10, 1999, the Plaquemines Parish Civil Service Commission, and on December 2, 1999, the Plaquemines Parish Council approved Ordinance 99-293, reclassifying the Dispatch Operator Classification from Pay Range 57 to Pay Range 58.

On November 10, 1999, the Plaquemines Parish Civil Service Commission, and on December 2, 1999, the Plaquemines Parish Council approved Ordinance 99-296, adding the classification of Emergency Preparedness Manager on Range 70.

On October 24, 2000, the Plaquemines Parish Civil Service Commission, and on November 9, 2000, the Plaquemines Parish Council approved Ordinance 00-248, moving the Emergency Preparedness Manager from Pay Range 70 to Pay Range 69

On April 17, 2000, the Plaquemines Parish Civil Service Commission, and on November 30, 2000, the Plaquemines Parish Council approved Ordinance 00-270, reallocating the classification of Marine Inspector/Relief Captain from Range 61 to Range 63. Per the Parish Charter, Article 6 Ordinances, 6.03 B, the Ordinance was effective on December 20, 2000.

On November 14, 2000, the Plaquemines Parish Civil Service Commission, and on December 14, 2000, the Plaquemines Parish Council approved Ordinance No. 00-272, in response to Resolution No. 00-273. The following positions were changed: Helper I, Helper II, Tractor Driver I, Tractor Driver II, Ferry Deckhand I, Ferry Deckhand II, Deckhand/Engineer, Truck Driver I, Truck Driver II, Cherry Picker Operator, and Lowboy Truck Driver.

On January 31, 2001, the Plaquemines Parish Civil Service Commission, and on February 8, 2001, the Plaquemines Parish Council approved Ordinance 01-30 which became effective March 1, 2001, ten days after the Parish President received it. The Ordinance revised the Salary Grade Structure for classified positions to increase the minimum salary. Due to employment difficulties, additional changes were approved as follows: A. Move Electronic Technician I from Pay Range 60 to Pay Range 62; B. Move Electronic Technician II from Pay Range 64 to Pay Range 66; C. Deleted the classification of Welder I on Pay Range 58, and Welder II on Pay Range 59, and created a new classification of Welder on Pay Range 60; D. Delete the classifications of Diesel Mechanic I on Pay Range 60, and Diesel Mechanic II on Pay Range 62, and created a new classification of Diesel Mechanic on Pay Range 62; E. Reinstate the classification of Cherry Picker Operator on Pay Range 60; F. Delete the classification of CDL Truck Driver, and reinstate the classification of Truck Driver I on Pay Range 59 and Truck Driver II on Pay Range 60.

On June 27, 2001, the Plaquemines Parish Civil Service Commission, and on July 26, 2001 the Plaquemines Parish Council approved Ordinance No. 01-127, reallocating the Backhoe Operator from Range 58 to Range 60, Dozer Operator from Range 59 to Range 60, Dragline Operator from Range 60 to Range 61, Gradall Operator from Range 59 to Range 60, and Grader Operator from Range 58 to Range 60.

On June 27, 2001, the Plaquemines Parish Civil Service Commission, and on July 26, 2001 the Plaquemines Parish Council approved Ordinance No. 01-128, creating the classification of Automated Garbage Truck Operator on Pay Range 61.

On August 11, 2003, the Plaquemines Parish Civil Service Commission, and on August 28, 2003 the Plaquemines Parish Council approved Ordinance No. 03-132, creating the classification of Chief Engineer on Pay Range 72.

On August 11, 2003, the Plaquemines Parish Civil Service Commission, and on August 28, 2003 the Plaquemines Parish Council approved Ordinance No. 03-133, reallocating the Communication Manager from Pay Range 68 to Pay Range 70.

AMENDMENTS TO THE PAY PLAN

On October 7, 2003, the Plaquemines Parish Civil Service Commission, and on November 13, 2003, the Plaquemines Parish Council approved Ordinance No. 03-236, creating the classification of Network Support Technician on Pay Range 66.

On August 24, 2004, the Plaquemines Parish Civil Service Commission, and on October 14, 2004, the Plaquemines Parish Council approved Ordinance No. 04-208, changing the Fair Labor Standard Act Classification of the Curator from exempt to non-exempt.

On August 24, 2004, the Plaquemines Parish Civil Service Commission, and on October 14, 2004, the Plaquemines Parish Council approved Ordinance No. 04-209, creating the classification of Bus Driver on Pay Range 59.

On October 12, 2004, the Plaquemines Parish Civil Service Commission, and on October 28, 2004, the Plaquemines Parish Council approved Ordinance No. 04-219, reallocating the classification of EMT I from Pay Range 60 to Pay Range 66, the classification of EMT II from Pay Range 62 to Pay Range 68, and the classification of Paramedic from Pay Range 65 to Pay Range 70.

On October 20, 2004, the Plaquemines Parish Civil Service Commission, and on December 9, 2004, the Plaquemines Parish Council approved Ordinance No. 04-259, creating the classification of Ferry Security Officer on Pay Range 66.

On January 11, 2005, the Plaquemines Parish Civil Service Commission, and on February 10, 2005, the Plaquemines Parish Council approved Ordinance No. 05-32, deleting the classification of Director of Tourism after review of the Constitution of the State of Louisiana, Article X, Part 1, Section 2.

The Plaquemines Parish Council approved Resolution Number 05-67 on February 24, 2005 requesting the Plaquemines Parish Civil Service Commission to amend their current Pay Plan as per Rule IV, Section 2.4 to grant a 3% Cost-Of-Living Increase. On March 8, 2005 the Plaquemines Parish Civil Service Commission adopted a new Pay Plan granting the 3% Cost-Of-Living Increase, and on March 10, 2005 the Plaquemines Parish Council approved Ordinance Number 05-56 approving the new Pay Plan granting the 3% Cost-Of-Living Increase.

The Plaquemines Parish Council approved Resolution Number 05-152 on April 28, 2005 requesting the Plaquemines Parish Civil Service Commission to review the current Pay Plan and Classification Schedule adopted by Ordinance Number 05-56, on March 10, 2005, and to make the necessary suggestions to the Plaquemines Parish Council on adjustments needed to correct inequities in the Pay Plan. On June 9, 2005, the Plaquemines Parish Council by Ordinance Number 05-168 approved a new Pay Plan and Classification Schedule adopted by the Civil Service Commission on October 20, 2004 and revised on May 10, 2005.

On June 22, 2005, the Plaquemines Parish Civil Service Commission, and on July 28, 2005, the Plaquemines Parish Council approved Ordinance No. 05-205, creating the classification of Floodgate Operator on Pay Range "E".

On March 17, 2006, the Plaquemines Parish Civil Service Commission, and on April 27, 2006, the Plaquemines Parish Council, approved Ordinance No. 06-39, creating the classification of Animal Control Officer on Pay Range "D", and creating the classification of Humane Officer on Pay Range "F".

On January 27, 2006, the Plaquemines Parish Civil Service Commission, and on April 27, 2006, the Plaquemines Parish Council approved Ordinance No. 06-40, reallocating the classification of Marine Inspector/Relief Captain from Pay Range "J" to Pay Range "L".

AMENDMENTS TO THE PAY PLAN

On October 4, 2006, the Plaquemines Parish Civil Service Commission, and on October 26, 2006, the Plaquemines Parish Council, approved Ordinance No. 06-197, creating the classification of Code Enforcement Inspector on Pay Range "H".

On May 9, 2007, the Plaquemines Parish Civil Service Commission, and on May 24, 2007, the Plaquemines Parish Council, approved Ordinance No. 07-114, creating the classification of Coastal Zone Manager on Pay Range "K"; Local Coastal Program Manager on Pay Range "L"; Engineer Intern, Mapping Supervisor and GIS Analyst/Technician on Pay Range "O"; Information Technology Analyst on Pay Range "P"; and Coastal Restoration Director on Pay Range "R".

On May 9, 2007, the Plaquemines Parish Civil Service Commission, and on May 24, 2007 the Plaquemines Parish Council approved Ordinance 07-113, reallocating the classification of Fog Truck Driver from Pay Range "B" to Pay Range "E".

On May 9, 2007, the Plaquemines Parish Civil Service Commission, and on May 24, 2007 the Plaquemines Parish Council approved Ordinance 07-105, reallocating the classification of Tractor Driver I from Pay Range "C" to Pay Range "E", and Tractor Driver II from Pay Range "D" to Pay Range "F".

On August 7, 2007, the Plaquemines Parish Civil Service Commission, and on August 23, 2007, the Plaquemines Parish Council approved Ordinance 07-209 deleting the classification of Coast Restoration Director as per Article X, Part 1, Section 2, of the Constitution of the State of Louisiana.

On February 20, 2008, the Plaquemines Parish Civil Service Commission, and on March 13, 2008, the Plaquemines Parish Council, approved Ordinance No. 08-49, creating the classification of Marketing Assistant on Pay Range "N".

On November 21, 2007, the Plaquemines Parish Civil Service Commission approved a Pay Plan and Classification Schedule recommended by the Archer Company study. On March 13, 2008 the Plaquemines Parish Council by Ordinance No. 08-42 approved the new Pay Plan and Classification Schedule.

On June 10, 2008, the Plaquemines Parish Civil Service Commission, and on June 26, 2008 the Plaquemines Parish Council approved Ordinance 08-144, reallocating the classification of Contract Administrator from Pay Grade 12 to Pay Grade 18, and the classification of Chief Building Official from Pay Grade 22 to Pay Grade 26.

On June 10, 2008, the Plaquemines Parish Civil Service Commission, and on June 26, 2008 the Plaquemines Parish Council approved Ordinance 08-153, reallocating the classification of Ferry Captain III from Pay Grade 25 to Pay Grade 28, the classification of Ferry Security Captain from Pay Grade 23 to Pay Grade 28, and the classification of Chief Ferry Engineer from Pay Grade 23 to Pay Grade 26. Per the Parish Charter, Article 6 Ordinances, 6.03 B, the Ordinance was effective on July 17, 2008.

On August 19, 2008, the Plaquemines Parish Civil Service Commission, and on December 11, 2008 the Plaquemines Parish Council, approved Ordinance 08-246, creating the classification of Marine Welder on Pay Grade 15

On December 9, 2008, the Plaquemines Parish Civil Service Commission, and on January 22, 2009 the Plaquemines Parish Council, approved Ordinance 09-23, creating the classification of Sales Tax Manager on Pay Grade 22.

On October 21, 2008, the Plaquemines Parish Civil Service Commission, and on January 22, 2009 the Plaquemines Parish Council, approved Ordinance 09-24, creating the classification of Business Manager on Pay Grade 14.

AMENDMENTS TO THE PAY PLAN

On December 9, 2009, the Plaquemines Parish Civil Service Commission, and on January 28, 2010 the Plaquemines Parish Council, approved Ordinance 10-47, reallocating the classification of Street Sweeper from Pay Grade 8 to Pay Grade 11.

On May 4, 2010, the Plaquemines Parish Civil Service Commission, and on May 27, 2010 the Plaquemines Parish Council, approved Ordinance 10-138, creating the classification of Charter Director's Administrative Assistant on Pay Grade 15.

On February 23, 2010, the Plaquemines Parish Civil Service Commission, and on June 24, 2010 the Plaquemines Parish Council, approved Ordinance 10-186, creating the classification of Heavy Equipment Operator I on Pay Grade 11, and Heavy Equipment Operator II on Pay Grade 13, and deleting the classification of Heavy Equipment Operator.

On March 23, 2010, the Plaquemines Parish Civil Service Commission, and on June 24, 2010 the Plaquemines Parish Council, approved Ordinance 10-185, creating the classification of Public Grounds-Keeper on Pay Grade 8.

On May 26, 2010, the Plaquemines Parish Civil Service Commission, and on July 8, 2010 the Plaquemines Parish Council, approved Ordinance 10-213, creating the classifications of Larvicide Applicator I on Pay Grade 10 and Larvicide Applicator II on Pay Grade 11.

On May 10, 2011, the Plaquemines Parish Civil Service Commission, and on May 26, 2011 the Plaquemines Parish Council, approved Ordinance 11-113, creating the classification of Application Specialist/Trainer on Pay Grade 28.

On May 10, 2011, the Plaquemines Parish Civil Service Commission, and on May 26, 2011 the Plaquemines Parish Council, approved Ordinance 11-114, creating the classification of Public Information Officer on Pay Grade 23.

The Plaquemines Parish Council approved Resolution Number 12-221 on July 12, 2012 requesting the Plaquemines Parish Civil Service Commission to amend the current Pay Plan by adjusting the minimum salary for a 3% Cost-Of-Living Increase and adjust each following step by 1% increments. On July 19, 2012, the Plaquemines Parish Civil Service Commission adopted a new Pay Plan for a 3% Cost-Of-Living Increase, and adjusted each step by 1% increments. August 9, 2012, the Plaquemines Parish Council approved Ordinance Number 12-167 approving the new Pay Plan granting the 3% Cost-Of-Living Increase.

On July 19, 2012, the Plaquemines Parish Civil Service Commission, and on August 9, 2012, the Plaquemines Parish Council, approved Ordinance 12-161 creating the classification of Information Technology (IT) Office Specialist on Pay Grade 13.

On July 19, 2012, the Plaquemines Parish Civil Service Commission, and on August 9, 2012, the Plaquemines Parish Council, approved Ordinance 12-169 creating the classifications of Director of Port Administration on Pay Grade 41 and Ordinance 12-170 creating the classification of Director of Port Security and Vessels on Pay Grade 41.

On August 20, 2013, the Plaquemines Parish Civil Service Commission, and on September 26, 2013, the Plaquemines Parish Council, approved Ordinance 13-217 creating the classification of Insurance Specialist on Pay Grade 31.

On August 20, 2013, the Plaquemines Parish Civil Service Commission, and on September 26, 2013, the Plaquemines Parish Council, approved Ordinance 13-226 creating the classification of Comptroller on Pay Grade 33.

AMENDMENTS TO THE PAY PLAN

The Civil Service Commission hired Mr. Wayne Vicknair, Creative Compensation Solutions to conduct a Compensation and classification review with regards to starting salaries and proper allocation; After careful review, consideration, and discussion the Civil Service Commission at its meeting on January 30, 2014 approved the Pay Plan and Classification Schedule; and on February 27, 2014, the Plaquemines Parish Council adopted Ordinance 14-34 approving the new Pay Plan to be effective March 31, 2014.

Creative Compensation Solutions was hired to complete an evaluation of the Contract Administrator. Upon the recommendations, the Civil Service Commission on July 9, 2014, and on August 28, 2014, the Plaquemines Parish Council, approved Ordinance 14-150 approving the amended Civil Service Pay Plan, reallocating the Contract Administrator from from Pay Grade 18 to Pay Grade 23, and to change the FLSA code from Non-Exempt to Exempt.

In order to comply with the U.S. Department of Labor updated regulations of Exemptions for Executive Administrative, Professional, Outside Sales and Computer Employees, the Civil Service Commission that its meeting on October 10, 2016, amended the Civil Service Pay Plan reclassifying several classifications from exempt status to non-exempt status and amended Rule IV, Section 3.2 adding a new subsection a) and re-lettering the following paragraphs; The Plaquemines Parish Council at its meeting October 27, 2016 approved Ordinance 16-125 approving the amendments to the Pay Plan and Rule Book. This pay plan is to be effective and implemented on November 21, 2016.

At the request of Administration, Creative Compensation Solutions, Inc. was hired to write and analyze a job description for a Project Manager. Upon the recommendations, the Civil Service Commission on August 3, 2017, and on September 14, 2017, the Plaquemines Parish Council, approved Ordinance 17-127 approving the amended Civil Service Pay Plan, creating the exempt classification of Project Manager approving the amended Civil Service Pay Plan, creating the exempt classification of Project Manager.

The Plaquemines Port Harbor and Terminal District requested a study to be completed on eleven classifications used by the Port at the Civil Service meeting held on February 1, 2017; Creative Compensation Solutions, Inc. was hired to complete the study and recommended to reallocate the classification of Rescue Boat Engineer Pay Grade 9 to Pay Grade 11, the Rescue Captain from Pay Grade 16 to Pay Grade 18, and the Marine Inspector/Relieve Captain from Pay Grade 18 to Pay Grade 20 and to apply Rule IV, Section 3.11 in order to maintain an equitable balance between the employees in these classifications; The Civil Service Commission on August 3, 2017 amended the Civil Service Pay Plan and Classification schedule reallocating the classification of Rescue Boat Engineer, Rescue Captain, and Marine Inspector/Relief Captain; Plaquemines Parish Council at its meeting held on December 14, 2017 approved Ordinance Number 17-178 approving the amended Civil Service Pay Plan.

Creative Compensation Solutions, Inc. was hired to complete an evaluation of the needs of the departments that maintained equipment. The Recommendation was to delete the Classification of Diesel Mechanic and rename it Diesel Maintenance Mechanic on Pay Grade 14, and to create the Classifications of Tier 2 and 3 Diesel Mechanic-Technician on Pay Grade 16, Air Conditioning Mechanic-Technician on Pay Grade 16, Hydraulic Mechanic-Technician on Pay Grade 16, and Tier 4 Diesel Mechanic-Technician on Pay Grade 23. The Civil Service Commission adopted the amended Pay Plan on March 11, 2015 and submitted the amendment to the Parish Council. The Ordinance was deferred by the Parish Council four times and was not reintroduced. Administration requested a special entrance rate be granted to Diesel Mechanics on February 20, 2018. The Civil Service Commission, rather than issue a Special Entrance Rate for the Diesel Mechanic amended the Pay Plan and Classification schedule to include the recommendations and re-submit the amendment to the Parish Council. The Parish Council adopted Ordinance Number 18-43 on April 26, 2018 approving the amended Civil Service Pay Plan.

AMENDMENTS TO THE PAY PLAN

The Parish Administration sent a request to the Civil Service Director to review the classification of Permit Coordinator. As a result of the comparison, the Director recommended that the classification be reallocated from Pay Grade 10 to Pay Grade 11. The Civil Service Commission on September 28, 2018 amended the Pay Plan and Classification Schedule to reallocate the classification of Permit Coordinator. The Parish Council on November 8, 2018 adopted Ordinance 18-151 approving the amended Civil Service Pay Plan.

The Plaquemines Port Harbor & Terminal District requested the Civil Service Commission to create the classified position of Director of Port Finance and amend their Pay Plan and Classification Schedule to add the Classification of Director of Port Finance on Pay Grade 41 (Minimum Salary \$68,782); and Whereas, the Council as the sole government authority of the District has determined that in order to carry out the purposes of advancing Port development in Plaquemines Parish it is necessary to reallocate the Comptroller to the position of Director of Port Finance to more consistent with the job description duties and responsibilities effective January 1, 2020. The Plaquemines Port, Harbor and Terminal District hereby requests this reallocation be effective January 1, 2020 and funded with the adoption of the 2020 Port Manpower Budget. The Parish Council adopted Ordinance Number 19-121 on October 10, 2019 approving the amended Civil Service Pay Plan.

The Parish Administration sent a request to the Civil Service Director to review the classification of Assistant Library Director. As a result of the comparison, the Director recommended that the classification be reallocated from Pay Grade 17 to Pay Grade 18. The Civil Service Commission on April 28, 2021, voted to amend the Pay Plan and Classification Schedule to reallocate the classification of Assistant Library Director.

On August 8, 2021 Plaquemines Parish Civil Service Commission and Government hired The Archer Company to conduct a Compensation and classification study with regards to starting salaries and proper allocation. There were delays due to the active hurricane season and the Covid 19 pandemic.

On March 23, 2022, the Plaquemines Parish Civil Service Commission voted and approved, and on April 28, 2022, the Plaquemines Parish Council approved to amend the pay plan and adopted Ordinance 22-46, reallocating the classification of Deckhand from Pay Grade 9 to Pay Grade 14, and the classification of Rescue Boat Engineer from Pay Grade 11 to Pay Grade 16. The Ordinance was effective on April 28, 2022.

On August 9, 2022 after careful review, consideration and discussion the Civil Service Commission at its meeting approved the Pay Plan and Classification Schedule; and on October 22, 2022, the Plaquemines Parish Council adopted Ordinance No. 22-234 approving the new Pay Plan to be effective the first full pay period thirty (30) days after the adoption of this ordinance, November 28, 2022.

The Plaquemines Parish Port Harbor requested the Plaquemines Parish Council to amend the Civil Service job description for the Port Director of Finance position as adopted by Resolution 19-121, by the Plaquemines Parish Council as the sole governing authority of the Plaquemines Port Harbor & Terminal District and the Plaquemines Parish Service Commission; and re-allocate the title from Director of Finance to Comptroller; otherwise to provide with respect thereto. Resolution No. 23-93, March 23, 2023.

On September 14, 2023, the Plaquemines Parish Council Resolution 23-249, requested the Plaquemines Parish Civil Service Commission to adopt a rule to allow for a special one-time merit increase and to allow for a special one-time pay plan adjustment and implementation into the Civil Service Pay Plan and Classification Schedule for all eligible classified employees. The plan would be by increasing Step 0 for each grade by \$9,124 annually and to adjust each of the following steps by 1% increase over the preceding step. The minimum salary for grade 6, step 0 would be \$30,281 including increase; the special one-time amendment to the Civil Service Pay Plan and Classification Schedule by keeping all employees on their current grade and by placing the regular (non-probationary) employees on a revised step. The revised step shall be equal to 6 steps above the most current step; Pay adjustments are to be effective thirty (30) days after approval by Parish Council and be implemented on the first day of the pay period

AMENDMENTS TO THE PAY PLAN

immediately following the effective date.

On September 20, 2023 the Civil Service Commission at its meeting being cognizant of the Civil Service Rules, and having reviewed the request by Parish Administration and Council, as well as reviewing the recommendations of the Director, hereby adopts and approves the proposed modifications and increases in the Pay Plan as set forth in Council Resolution 23-249. Pay adjustments are to be effective thirty (30) days after approved by the Parish Council and be implemented on the first day of the pay period immediately following the effective date.

On September 28, 2023, the Plaquemines Parish Council approved and adopted the Plaquemines Parish Civil Commission Resolution 23-02, special one-time merit increase and special one-time pay plan adjustment for eligible classified employees and a 5% cost-of-living increase for eligible unclassified employee to exclude elected official and employee of the Firefighting departments. Ordinance No. 23-151.

On November 13, 2023 the Plaquemines Parish Council adopted Ordinance No. 23-189 the Original Operating Budget of Revenues for the fiscal year beginning January 1, 2024 and ending December 31, 2024 allowing for the 2022-2023 annual merit year increases for all eligible classified employees to go into effect the first pay period in January 2024.

**Civil Service
Salary Grade and Steps
Effective October 27, 2022**

| 2023 | STEPS | | | | | | | | | | | | | | | | | | | | |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Grade | 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 |
| 6 | 30,281 | 30,584 | 30,890 | 31,199 | 31,511 | 31,826 | 32,144 | 32,465 | 32,790 | 33,118 | 33,449 | 33,783 | 34,121 | 34,462 | 34,807 | 35,155 | 35,507 | 35,862 | 36,221 | 36,583 | 36,949 |
| 7 | 32,106 | 32,427 | 32,751 | 33,079 | 33,410 | 33,744 | 34,081 | 34,422 | 34,766 | 35,114 | 35,465 | 35,820 | 36,178 | 36,540 | 36,905 | 37,274 | 37,647 | 38,023 | 38,403 | 38,787 | 39,175 |
| 8 | 33,931 | 34,270 | 34,613 | 34,959 | 35,309 | 35,662 | 36,019 | 36,379 | 36,743 | 37,110 | 37,481 | 37,856 | 38,235 | 38,617 | 39,003 | 39,393 | 39,787 | 40,185 | 40,587 | 40,993 | 41,403 |
| 9 | 35,756 | 36,114 | 36,475 | 36,840 | 37,208 | 37,580 | 37,956 | 38,336 | 38,719 | 39,106 | 39,497 | 39,892 | 40,291 | 40,694 | 41,101 | 41,512 | 41,927 | 42,346 | 42,769 | 43,197 | 43,629 |
| 10 | 37,581 | 37,957 | 38,337 | 38,720 | 39,107 | 39,498 | 39,893 | 40,292 | 40,695 | 41,102 | 41,513 | 41,928 | 42,347 | 42,770 | 43,198 | 43,630 | 44,066 | 44,507 | 44,952 | 45,402 | 45,856 |
| 11 | 39,406 | 39,800 | 40,198 | 40,600 | 41,006 | 41,416 | 41,830 | 42,248 | 42,670 | 43,097 | 43,528 | 43,963 | 44,403 | 44,847 | 45,295 | 45,748 | 46,205 | 46,667 | 47,134 | 47,605 | 48,081 |
| 12 | 41,231 | 41,643 | 42,059 | 42,480 | 42,905 | 43,334 | 43,767 | 44,205 | 44,647 | 45,093 | 45,544 | 45,999 | 46,459 | 46,924 | 47,393 | 47,867 | 48,346 | 48,829 | 49,317 | 49,810 | 50,308 |
| 13 | 43,056 | 43,487 | 43,922 | 44,361 | 44,805 | 45,253 | 45,706 | 46,163 | 46,625 | 47,091 | 47,562 | 48,038 | 48,518 | 49,003 | 49,493 | 49,988 | 50,488 | 50,993 | 51,503 | 52,018 | 52,538 |
| 14 | 44,881 | 45,330 | 45,783 | 46,241 | 46,703 | 47,170 | 47,642 | 48,118 | 48,599 | 49,085 | 49,576 | 50,072 | 50,573 | 51,079 | 51,590 | 52,106 | 52,627 | 53,153 | 53,685 | 54,222 | 54,764 |
| 15 | 46,706 | 47,173 | 47,645 | 48,121 | 48,602 | 49,088 | 49,579 | 50,075 | 50,576 | 51,082 | 51,593 | 52,109 | 52,630 | 53,156 | 53,688 | 54,225 | 54,767 | 55,315 | 55,868 | 56,427 | 56,991 |
| 16 | 48,531 | 49,016 | 49,506 | 50,001 | 50,501 | 51,006 | 51,516 | 52,031 | 52,551 | 53,077 | 53,608 | 54,144 | 54,685 | 55,232 | 55,784 | 56,342 | 56,905 | 57,474 | 58,049 | 58,629 | 59,215 |
| 17 | 50,356 | 50,860 | 51,369 | 51,883 | 52,402 | 52,926 | 53,455 | 53,990 | 54,530 | 55,075 | 55,626 | 56,182 | 56,744 | 57,311 | 57,884 | 58,463 | 59,048 | 59,638 | 60,234 | 60,836 | 61,444 |
| 18 | 52,181 | 52,703 | 53,230 | 53,762 | 54,300 | 54,843 | 55,391 | 55,945 | 56,504 | 57,069 | 57,640 | 58,216 | 58,798 | 59,386 | 59,980 | 60,580 | 61,186 | 61,798 | 62,416 | 63,040 | 63,670 |
| 19 | 54,006 | 54,546 | 55,091 | 55,642 | 56,198 | 56,760 | 57,328 | 57,901 | 58,480 | 59,065 | 59,656 | 60,253 | 60,856 | 61,465 | 62,080 | 62,701 | 63,328 | 63,961 | 64,601 | 65,247 | 65,899 |
| 20 | 55,831 | 56,389 | 56,953 | 57,523 | 58,098 | 58,679 | 59,266 | 59,859 | 60,458 | 61,063 | 61,674 | 62,291 | 62,914 | 63,543 | 64,178 | 64,820 | 65,468 | 66,123 | 66,784 | 67,452 | 68,127 |
| 21 | 57,656 | 58,233 | 58,815 | 59,403 | 59,997 | 60,597 | 61,203 | 61,815 | 62,433 | 63,057 | 63,688 | 64,325 | 64,968 | 65,618 | 66,274 | 66,937 | 67,606 | 68,282 | 68,965 | 69,655 | 70,352 |
| 22 | 59,481 | 60,076 | 60,677 | 61,284 | 61,897 | 62,516 | 63,141 | 63,772 | 64,410 | 65,054 | 65,705 | 66,362 | 67,026 | 67,696 | 68,373 | 69,057 | 69,748 | 70,445 | 71,149 | 71,860 | 72,579 |
| 23 | 61,306 | 61,919 | 62,538 | 63,163 | 63,795 | 64,433 | 65,077 | 65,728 | 66,385 | 67,049 | 67,719 | 68,396 | 69,080 | 69,771 | 70,469 | 71,174 | 71,886 | 72,605 | 73,331 | 74,064 | 74,805 |
| 24 | 63,131 | 63,762 | 64,400 | 65,044 | 65,694 | 66,351 | 67,015 | 67,685 | 68,362 | 69,046 | 69,736 | 70,433 | 71,137 | 71,848 | 72,566 | 73,292 | 74,025 | 74,765 | 75,513 | 76,268 | 77,031 |
| 25 | 64,956 | 65,606 | 66,262 | 66,925 | 67,594 | 68,270 | 68,953 | 69,643 | 70,339 | 71,042 | 71,752 | 72,470 | 73,195 | 73,927 | 74,666 | 75,413 | 76,167 | 76,929 | 77,698 | 78,475 | 79,260 |
| 26 | 66,781 | 67,449 | 68,123 | 68,804 | 69,492 | 70,187 | 70,889 | 71,598 | 72,314 | 73,037 | 73,767 | 74,505 | 75,250 | 76,003 | 76,763 | 77,531 | 78,306 | 79,089 | 79,880 | 80,679 | 81,486 |
| 27 | 68,606 | 69,292 | 69,985 | 70,685 | 71,392 | 72,106 | 72,827 | 73,555 | 74,291 | 75,034 | 75,784 | 76,542 | 77,307 | 78,080 | 78,861 | 79,650 | 80,447 | 81,251 | 82,064 | 82,885 | 83,714 |
| 28 | 70,431 | 71,135 | 71,846 | 72,564 | 73,290 | 74,023 | 74,763 | 75,511 | 76,266 | 77,029 | 77,799 | 78,577 | 79,363 | 80,157 | 80,959 | 81,769 | 82,587 | 83,413 | 84,247 | 85,089 | 85,940 |
| 29 | 72,256 | 72,979 | 73,709 | 74,446 | 75,190 | 75,942 | 76,701 | 77,468 | 78,243 | 79,025 | 79,815 | 80,613 | 81,419 | 82,233 | 83,055 | 83,886 | 84,725 | 85,572 | 86,428 | 87,292 | 88,165 |
| 30 | 74,081 | 74,822 | 75,570 | 76,326 | 77,089 | 77,860 | 78,639 | 79,425 | 80,219 | 81,021 | 81,831 | 82,649 | 83,475 | 84,310 | 85,153 | 86,005 | 86,865 | 87,734 | 88,611 | 89,497 | 90,392 |
| 31 | 75,906 | 76,665 | 77,432 | 78,206 | 78,988 | 79,778 | 80,576 | 81,382 | 82,196 | 83,018 | 83,848 | 84,686 | 85,533 | 86,388 | 87,252 | 88,125 | 89,006 | 89,896 | 90,795 | 91,703 | 92,620 |
| 32 | 77,731 | 78,508 | 79,293 | 80,086 | 80,887 | 81,696 | 82,513 | 83,338 | 84,171 | 85,013 | 85,863 | 86,722 | 87,589 | 88,465 | 89,350 | 90,244 | 91,146 | 92,057 | 92,978 | 93,908 | 94,847 |
| 33 | 79,556 | 80,352 | 81,156 | 81,968 | 82,788 | 83,616 | 84,452 | 85,297 | 86,150 | 87,012 | 87,882 | 88,761 | 89,649 | 90,545 | 91,450 | 92,365 | 93,289 | 94,222 | 95,164 | 96,116 | 97,077 |
| 34 | 81,381 | 82,195 | 83,017 | 83,847 | 84,685 | 85,532 | 86,387 | 87,251 | 88,124 | 89,005 | 89,895 | 90,794 | 91,702 | 92,619 | 93,545 | 94,480 | 95,425 | 96,379 | 97,343 | 98,316 | 99,299 |
| 35 | 83,206 | 84,038 | 84,878 | 85,727 | 86,584 | 87,450 | 88,325 | 89,208 | 90,100 | 91,001 | 91,911 | 92,830 | 93,758 | 94,696 | 95,643 | 96,599 | 97,565 | 98,541 | 99,526 | 100,521 | 101,526 |
| 36 | 85,031 | 85,881 | 86,740 | 87,607 | 88,483 | 89,368 | 90,262 | 91,165 | 92,077 | 92,998 | 93,928 | 94,867 | 95,816 | 96,774 | 97,742 | 98,719 | 99,706 | 100,703 | 101,710 | 102,727 | 103,754 |
| 37 | 86,856 | 87,725 | 88,602 | 89,488 | 90,383 | 91,287 | 92,200 | 93,122 | 94,053 | 94,994 | 95,944 | 96,903 | 97,872 | 98,851 | 99,840 | 100,838 | 101,846 | 102,864 | 103,893 | 104,932 | 105,981 |
| 38 | 88,681 | 89,568 | 90,464 | 91,369 | 92,283 | 93,206 | 94,138 | 95,079 | 96,030 | 96,990 | 97,960 | 98,940 | 99,929 | 100,928 | 101,937 | 102,956 | 103,986 | 105,026 | 106,076 | 107,137 | 108,208 |
| 39 | 90,506 | 91,411 | 92,325 | 93,248 | 94,180 | 95,122 | 96,073 | 97,034 | 98,004 | 98,984 | 99,974 | 100,974 | 101,984 | 103,004 | 104,034 | 105,074 | 106,125 | 107,186 | 108,258 | 109,341 | 110,434 |
| 40 | 92,331 | 93,254 | 94,187 | 95,129 | 96,080 | 97,041 | 98,011 | 98,991 | 99,981 | 100,981 | 101,991 | 103,011 | 104,041 | 105,081 | 106,132 | 107,193 | 108,265 | 109,348 | 110,441 | 111,545 | 112,660 |
| 41 | 94,156 | 95,098 | 96,049 | 97,009 | 97,979 | 98,959 | 99,949 | 100,948 | 101,957 | 102,977 | 104,007 | 105,047 | 106,097 | 107,158 | 108,230 | 109,312 | 110,405 | 111,509 | 112,624 | 113,750 | 114,888 |
| 42 | 95,981 | 96,941 | 97,910 | 98,889 | 99,878 | 100,877 | 101,886 | 102,905 | 103,934 | 104,973 | 106,023 | 107,083 | 108,154 | 109,236 | 110,328 | 111,431 | 112,545 | 113,670 | 114,807 | 115,955 | 117,115 |
| 43 | 97,806 | 98,784 | 99,772 | 100,770 | 101,778 | 102,796 | 103,824 | 104,862 | 105,911 | 106,970 | 108,040 | 109,120 | 110,211 | 111,313 | 112,426 | 113,550 | 114,686 | 115,833 | 116,991 | 118,161 | 119,343 |
| 44 | 99,631 | 100,627 | 101,633 | 102,649 | 103,675 | 104,712 | 105,759 | 106,817 | 107,885 | 108,964 | 110,054 | 111,155 | 112,267 | 113,390 | 114,524 | 115,669 | 116,826 | 117,994 | 119,174 | 120,366 | 121,570 |
| 45 | 101,456 | 102,471 | 103,496 | 104,531 | 105,576 | 106,632 | 107,698 | 108,775 | 109,863 | 110,962 | 112,072 | 113,193 | 114,325 | 115,468 | 116,623 | 117,789 | 118,967 | 120,157 | 121,359 | 122,573 | 123,799 |
| 46 | 103,281 | 104,314 | 105,357 | 106,411 | 107,475 | 108,550 | 109,636 | 110,732 | 111,839 | 112,957 | 114,087 | 115,228 | 116,380 | 117,544 | 118,719 | 119,906 | 121,105 | 122,316 | 123,539 | 124,774 | 126,022 |
| 47 | 105,106 | 106,157 | 107,219 | 108,291 | 109,374 | 110,468 | 111,573 | 112,689 | 113,816 | 114,954 | 116,104 | 117,265 | 118,438 | 119,622 | 120,818 | 122,026 | 123,246 | 124,478 | 125,723 | 126,980 | 128,250 |
| 48 | 106,931 | 108,000 | 109,080 | 110,171 | 111,273 | 112,386 | 113,510 | 114,645 | 115,791 | 116,949 | 118,118 | 119,299 | 120,492 | 121,697 | 122,914 | 124,143 | 125,384 | 126,638 | 127,904 | 129,183 | 130,475 |
| 49 | 108,756 | 109,844 | 110,942 | 112,051 | 113,172 | 114,304 | 115,447 | 116,601 | 117,767 | 118,945 | 120,134 | 121,335 | 122,548 | 123,773 | 125,011 | 126,261 | 127,524 | 128,799 | 130,087 | 131,388 | 132,702 |
| 50 | 110,581 | 111,687 | 112,804 | 113,932 | 115,071 | 116,222 | 117,384 | 118,558 | 119,744 | 120,941 | 122,150 | 123,372 | 124,606 | 125,852 | 127,111 | 128,382 | 129,666 | 130,963 | 132,273 | 133,596 | 134,932 |

**Civil Service
Salary and Grade Steps
Effective October 27, 2022**

| 2023 | STEPS | | | | | | | | | | | | | | | | | | | |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Grade | 21 | 22 | 23 | 24 | 25 | 26 | 27 | 28 | 29 | 30 | 31 | 32 | 33 | 34 | 35 | 36 | 37 | 38 | 39 | 40 |
| 6 | 37,318 | 37,691 | 38,068 | 38,449 | 38,833 | 39,221 | 39,613 | 40,009 | 40,409 | 40,813 | 41,221 | 41,633 | 42,049 | 42,469 | 42,894 | 43,323 | 43,756 | 44,194 | 44,636 | 45,082 |
| 7 | 39,567 | 39,963 | 40,363 | 40,767 | 41,175 | 41,587 | 42,003 | 42,423 | 42,847 | 43,275 | 43,708 | 44,145 | 44,586 | 45,032 | 45,482 | 45,937 | 46,396 | 46,860 | 47,329 | 47,802 |
| 8 | 41,817 | 42,235 | 42,657 | 43,084 | 43,515 | 43,950 | 44,390 | 44,834 | 45,282 | 45,735 | 46,192 | 46,654 | 47,121 | 47,592 | 48,068 | 48,549 | 49,034 | 49,524 | 50,019 | 50,519 |
| 9 | 44,065 | 44,506 | 44,951 | 45,401 | 45,855 | 46,314 | 46,777 | 47,245 | 47,717 | 48,194 | 48,676 | 49,163 | 49,655 | 50,152 | 50,654 | 51,161 | 51,673 | 52,190 | 52,712 | 53,239 |
| 10 | 46,315 | 46,778 | 47,246 | 47,718 | 48,195 | 48,677 | 49,164 | 49,656 | 50,153 | 50,655 | 51,162 | 51,674 | 52,191 | 52,713 | 53,240 | 53,772 | 54,310 | 54,853 | 55,402 | 55,956 |
| 11 | 48,562 | 49,048 | 49,538 | 50,033 | 50,533 | 51,038 | 51,548 | 52,063 | 52,584 | 53,110 | 53,641 | 54,177 | 54,719 | 55,266 | 55,819 | 56,377 | 56,941 | 57,510 | 58,085 | 58,666 |
| 12 | 50,811 | 51,319 | 51,832 | 52,350 | 52,874 | 53,403 | 53,937 | 54,476 | 55,021 | 55,571 | 56,127 | 56,688 | 57,255 | 57,828 | 58,406 | 58,990 | 59,580 | 60,176 | 60,778 | 61,386 |
| 13 | 53,063 | 53,594 | 54,130 | 54,671 | 55,218 | 55,770 | 56,328 | 56,891 | 57,460 | 58,035 | 58,615 | 59,201 | 59,793 | 60,391 | 60,995 | 61,605 | 62,221 | 62,843 | 63,471 | 64,106 |
| 14 | 55,312 | 55,865 | 56,424 | 56,988 | 57,558 | 58,134 | 58,715 | 59,302 | 59,895 | 60,494 | 61,099 | 61,710 | 62,327 | 62,950 | 63,580 | 64,216 | 64,858 | 65,507 | 66,162 | 66,824 |
| 15 | 57,561 | 58,137 | 58,718 | 59,305 | 59,898 | 60,497 | 61,102 | 61,713 | 62,330 | 62,953 | 63,583 | 64,219 | 64,861 | 65,510 | 66,165 | 66,827 | 67,495 | 68,170 | 68,852 | 69,541 |
| 16 | 59,807 | 60,405 | 61,009 | 61,619 | 62,235 | 62,857 | 63,486 | 64,121 | 64,762 | 65,410 | 66,064 | 66,725 | 67,392 | 68,066 | 68,747 | 69,434 | 70,128 | 70,829 | 71,537 | 72,252 |
| 17 | 62,058 | 62,679 | 63,306 | 63,939 | 64,578 | 65,224 | 65,876 | 66,535 | 67,200 | 67,872 | 68,551 | 69,237 | 69,929 | 70,628 | 71,334 | 72,047 | 72,767 | 73,495 | 74,230 | 74,972 |
| 18 | 64,307 | 64,950 | 65,600 | 66,256 | 66,919 | 67,588 | 68,264 | 68,947 | 69,636 | 70,332 | 71,035 | 71,745 | 72,462 | 73,187 | 73,919 | 74,658 | 75,405 | 76,159 | 76,921 | 77,690 |
| 19 | 66,558 | 67,224 | 67,896 | 68,575 | 69,261 | 69,954 | 70,654 | 71,361 | 72,075 | 72,796 | 73,524 | 74,259 | 75,002 | 75,752 | 76,510 | 77,275 | 78,048 | 78,828 | 79,616 | 80,412 |
| 20 | 68,808 | 69,496 | 70,191 | 70,893 | 71,602 | 72,318 | 73,041 | 73,771 | 74,509 | 75,254 | 76,007 | 76,767 | 77,535 | 78,310 | 79,093 | 79,884 | 80,683 | 81,490 | 82,305 | 83,128 |
| 21 | 71,056 | 71,767 | 72,485 | 73,210 | 73,942 | 74,681 | 75,428 | 76,182 | 76,944 | 77,713 | 78,490 | 79,275 | 80,068 | 80,869 | 81,678 | 82,495 | 83,320 | 84,153 | 84,995 | 85,845 |
| 22 | 73,305 | 74,038 | 74,778 | 75,526 | 76,281 | 77,044 | 77,814 | 78,592 | 79,378 | 80,172 | 80,974 | 81,784 | 82,602 | 83,428 | 84,262 | 85,105 | 85,956 | 86,816 | 87,684 | 88,561 |
| 23 | 75,553 | 76,309 | 77,072 | 77,843 | 78,621 | 79,407 | 80,201 | 81,003 | 81,813 | 82,631 | 83,457 | 84,292 | 85,135 | 85,986 | 86,846 | 87,714 | 88,591 | 89,477 | 90,372 | 91,276 |
| 24 | 77,801 | 78,579 | 79,365 | 80,159 | 80,961 | 81,771 | 82,589 | 83,415 | 84,249 | 85,091 | 85,942 | 86,801 | 87,669 | 88,546 | 89,431 | 90,325 | 91,228 | 92,140 | 93,061 | 93,992 |
| 25 | 80,053 | 80,854 | 81,663 | 82,480 | 83,305 | 84,138 | 84,979 | 85,829 | 86,687 | 87,554 | 88,430 | 89,314 | 90,207 | 91,109 | 92,020 | 92,940 | 93,869 | 94,808 | 95,756 | 96,714 |
| 26 | 82,301 | 83,124 | 83,955 | 84,795 | 85,643 | 86,499 | 87,364 | 88,238 | 89,120 | 90,011 | 90,911 | 91,820 | 92,738 | 93,665 | 94,602 | 95,548 | 96,503 | 97,468 | 98,443 | 99,427 |
| 27 | 84,551 | 85,397 | 86,251 | 87,114 | 87,985 | 88,865 | 89,754 | 90,652 | 91,559 | 92,475 | 93,400 | 94,334 | 95,277 | 96,230 | 97,192 | 98,164 | 99,146 | 100,137 | 101,138 | 102,149 |
| 28 | 86,799 | 87,667 | 88,544 | 89,429 | 90,323 | 91,226 | 92,138 | 93,059 | 93,990 | 94,930 | 95,879 | 96,838 | 97,806 | 98,784 | 99,772 | 100,770 | 101,778 | 102,796 | 103,824 | 104,862 |
| 29 | 89,047 | 89,937 | 90,836 | 91,744 | 92,661 | 93,588 | 94,524 | 95,469 | 96,424 | 97,388 | 98,362 | 99,346 | 100,339 | 101,342 | 102,355 | 103,379 | 104,413 | 105,457 | 106,512 | 107,577 |
| 30 | 91,296 | 92,209 | 93,131 | 94,062 | 95,003 | 95,953 | 96,913 | 97,882 | 98,861 | 99,850 | 100,849 | 101,857 | 102,876 | 103,905 | 104,944 | 105,993 | 107,053 | 108,124 | 109,205 | 110,297 |
| 31 | 93,546 | 94,481 | 95,426 | 96,380 | 97,344 | 98,317 | 99,300 | 100,293 | 101,296 | 102,309 | 103,332 | 104,365 | 105,409 | 106,463 | 107,528 | 108,603 | 109,689 | 110,786 | 111,894 | 113,013 |
| 32 | 95,795 | 96,753 | 97,721 | 98,698 | 99,685 | 100,682 | 101,689 | 102,706 | 103,733 | 104,770 | 105,818 | 106,876 | 107,945 | 109,024 | 110,114 | 111,215 | 112,327 | 113,450 | 114,585 | 115,731 |
| 33 | 98,048 | 99,028 | 100,018 | 101,018 | 102,028 | 103,048 | 104,078 | 105,119 | 106,170 | 107,232 | 108,304 | 109,387 | 110,481 | 111,586 | 112,702 | 113,829 | 114,967 | 116,117 | 117,278 | 118,451 |
| 34 | 100,292 | 101,295 | 102,308 | 103,331 | 104,364 | 105,408 | 106,462 | 107,527 | 108,602 | 109,688 | 110,785 | 111,893 | 113,012 | 114,142 | 115,283 | 116,436 | 117,600 | 118,776 | 119,964 | 121,164 |
| 35 | 102,541 | 103,566 | 104,602 | 105,648 | 106,704 | 107,771 | 108,849 | 109,937 | 111,036 | 112,146 | 113,267 | 114,400 | 115,544 | 116,699 | 117,866 | 119,045 | 120,235 | 121,437 | 122,651 | 123,878 |
| 36 | 104,792 | 105,840 | 106,898 | 107,967 | 109,047 | 110,137 | 111,238 | 112,350 | 113,474 | 114,609 | 115,755 | 116,913 | 118,082 | 119,263 | 120,456 | 121,661 | 122,878 | 124,107 | 125,348 | 126,601 |
| 37 | 107,041 | 108,111 | 109,192 | 110,284 | 111,387 | 112,501 | 113,626 | 114,762 | 115,910 | 117,069 | 118,240 | 119,422 | 120,616 | 121,822 | 123,040 | 124,270 | 125,513 | 126,768 | 128,036 | 129,316 |
| 38 | 109,290 | 110,383 | 111,487 | 112,602 | 113,728 | 114,865 | 116,014 | 117,174 | 118,346 | 119,529 | 120,724 | 121,931 | 123,150 | 124,382 | 125,626 | 126,882 | 128,151 | 129,433 | 130,727 | 132,034 |
| 39 | 111,538 | 112,653 | 113,780 | 114,918 | 116,067 | 117,228 | 118,400 | 119,584 | 120,780 | 121,988 | 123,208 | 124,440 | 125,684 | 126,941 | 128,210 | 129,492 | 130,787 | 132,095 | 133,416 | 134,750 |
| 40 | 113,787 | 114,925 | 116,074 | 117,235 | 118,407 | 119,591 | 120,787 | 121,995 | 123,215 | 124,447 | 125,691 | 126,948 | 128,217 | 129,499 | 130,794 | 132,102 | 133,423 | 134,757 | 136,105 | 137,466 |
| 41 | 116,037 | 117,197 | 118,369 | 119,553 | 120,749 | 121,956 | 123,176 | 124,408 | 125,652 | 126,909 | 128,178 | 129,460 | 130,755 | 132,063 | 133,384 | 134,718 | 136,065 | 137,426 | 138,800 | 140,188 |
| 42 | 118,286 | 119,469 | 120,664 | 121,871 | 123,090 | 124,321 | 125,564 | 126,820 | 128,088 | 129,369 | 130,663 | 131,970 | 133,290 | 134,623 | 135,969 | 137,329 | 138,702 | 140,089 | 141,490 | 142,905 |
| 43 | 120,536 | 121,741 | 122,958 | 124,188 | 125,430 | 126,684 | 127,951 | 129,231 | 130,523 | 131,828 | 133,146 | 134,477 | 135,822 | 137,180 | 138,552 | 139,938 | 141,337 | 142,750 | 144,178 | 145,620 |
| 44 | 122,786 | 124,014 | 125,254 | 126,507 | 127,772 | 129,050 | 130,341 | 131,644 | 132,960 | 134,290 | 135,633 | 136,989 | 138,359 | 139,743 | 141,140 | 142,551 | 143,977 | 145,417 | 146,871 | 148,340 |
| 45 | 125,037 | 126,287 | 127,550 | 128,826 | 130,114 | 131,415 | 132,729 | 134,056 | 135,397 | 136,751 | 138,119 | 139,500 | 140,895 | 142,304 | 143,727 | 145,164 | 146,616 | 148,082 | 149,563 | 151,059 |
| 46 | 127,282 | 128,555 | 129,841 | 131,139 | 132,450 | 133,775 | 135,113 | 136,464 | 137,829 | 139,207 | 140,599 | 142,005 | 143,425 | 144,859 | 146,308 | 147,771 | 149,249 | 150,741 | 152,248 | 153,770 |
| 47 | 129,533 | 130,828 | 132,136 | 133,457 | 134,792 | 136,140 | 137,501 | 138,876 | 140,265 | 141,668 | 143,085 | 144,516 | 145,961 | 147,421 | 148,895 | 150,384 | 151,888 | 153,407 | 154,941 | 156,490 |
| 48 | 131,780 | 133,098 | 134,429 | 135,773 | 137,131 | 138,502 | 139,887 | 141,286 | 142,699 | 144,126 | 145,567 | 147,023 | 148,493 | 149,978 | 151,478 | 152,993 | 154,523 | 156,068 | 157,629 | 159,205 |
| 49 | 134,029 | 135,369 | 136,723 | 138,090 | 139,471 | 140,866 | 142,275 | 143,698 | 145,135 | 146,586 | 148,052 | 149,533 | 151,028 | 152,538 | 154,063 | 155,604 | 157,160 | 158,732 | 160,319 | 161,922 |
| 50 | 136,281 | 137,644 | 139,020 | 140,410 | 141,814 | 143,232 | 144,664 | 146,111 | 147,572 | 149,048 | 150,538 | 152,043 | 153,563 | 155,099 | 156,650 | 158,217 | 159,799 | 161,397 | 163,011 | 164,641 |

**Civil Service
Salary and Grade Steps
Effective October 27, 2022**

| 2023 | STEPS | | | | | | | | | | | | | | | | | | | |
|-------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Grade | 41 | 42 | 43 | 44 | 45 | 46 | 47 | 48 | 49 | 50 | 51 | 52 | 53 | 54 | 55 | 56 | 57 | 58 | 59 | 60 |
| 6 | 45,533 | 45,988 | 46,448 | 46,912 | 47,381 | 47,855 | 48,334 | 48,817 | 49,305 | 49,798 | 50,296 | 50,799 | 51,307 | 51,820 | 52,338 | 52,861 | 53,390 | 53,924 | 54,463 | 55,008 |
| 7 | 48,280 | 48,763 | 49,251 | 49,744 | 50,241 | 50,743 | 51,250 | 51,763 | 52,281 | 52,804 | 53,332 | 53,865 | 54,404 | 54,948 | 55,497 | 56,052 | 56,613 | 57,179 | 57,751 | 58,329 |
| 8 | 51,024 | 51,534 | 52,049 | 52,569 | 53,095 | 53,626 | 54,162 | 54,704 | 55,251 | 55,804 | 56,362 | 56,926 | 57,495 | 58,070 | 58,651 | 59,238 | 59,830 | 60,428 | 61,032 | 61,642 |
| 9 | 53,771 | 54,309 | 54,852 | 55,401 | 55,955 | 56,515 | 57,080 | 57,651 | 58,228 | 58,810 | 59,398 | 59,992 | 60,592 | 61,198 | 61,810 | 62,428 | 63,052 | 63,683 | 64,320 | 64,963 |
| 10 | 56,516 | 57,081 | 57,652 | 58,229 | 58,811 | 59,399 | 59,993 | 60,593 | 61,199 | 61,811 | 62,429 | 63,053 | 63,684 | 64,321 | 64,964 | 65,614 | 66,270 | 66,933 | 67,602 | 68,278 |
| 11 | 59,253 | 59,846 | 60,444 | 61,048 | 61,658 | 62,275 | 62,898 | 63,527 | 64,162 | 64,804 | 65,452 | 66,107 | 66,768 | 67,436 | 68,110 | 68,791 | 69,479 | 70,174 | 70,876 | 71,585 |
| 12 | 62,000 | 62,620 | 63,246 | 63,878 | 64,517 | 65,162 | 65,814 | 66,472 | 67,137 | 67,808 | 68,486 | 69,171 | 69,863 | 70,562 | 71,268 | 71,981 | 72,701 | 73,428 | 74,162 | 74,904 |
| 13 | 64,747 | 65,394 | 66,048 | 66,708 | 67,375 | 68,049 | 68,729 | 69,416 | 70,110 | 70,811 | 71,519 | 72,234 | 72,956 | 73,686 | 74,423 | 75,167 | 75,919 | 76,678 | 77,445 | 78,219 |
| 14 | 67,492 | 68,167 | 68,849 | 69,537 | 70,232 | 70,934 | 71,643 | 72,359 | 73,083 | 73,814 | 74,552 | 75,298 | 76,051 | 76,812 | 77,580 | 78,356 | 79,140 | 79,931 | 80,730 | 81,537 |
| 15 | 70,236 | 70,938 | 71,647 | 72,363 | 73,087 | 73,818 | 74,556 | 75,302 | 76,055 | 76,816 | 77,584 | 78,360 | 79,144 | 79,935 | 80,734 | 81,541 | 82,356 | 83,180 | 84,012 | 84,852 |
| 16 | 72,975 | 73,705 | 74,442 | 75,186 | 75,938 | 76,697 | 77,464 | 78,239 | 79,021 | 79,811 | 80,609 | 81,415 | 82,229 | 83,051 | 83,882 | 84,721 | 85,568 | 86,424 | 87,288 | 88,161 |
| 17 | 75,722 | 76,479 | 77,244 | 78,016 | 78,796 | 79,584 | 80,380 | 81,184 | 81,996 | 82,816 | 83,644 | 84,480 | 85,325 | 86,178 | 87,040 | 87,910 | 88,789 | 89,677 | 90,574 | 91,480 |
| 18 | 78,467 | 79,252 | 80,045 | 80,845 | 81,653 | 82,470 | 83,295 | 84,128 | 84,969 | 85,819 | 86,677 | 87,544 | 88,419 | 89,303 | 90,196 | 91,098 | 92,009 | 92,929 | 93,858 | 94,797 |
| 19 | 81,216 | 82,028 | 82,848 | 83,676 | 84,513 | 85,358 | 86,212 | 87,074 | 87,945 | 88,824 | 89,712 | 90,609 | 91,515 | 92,430 | 93,354 | 94,288 | 95,231 | 96,183 | 97,145 | 98,116 |
| 20 | 83,959 | 84,799 | 85,647 | 86,503 | 87,368 | 88,242 | 89,124 | 90,015 | 90,915 | 91,824 | 92,742 | 93,669 | 94,606 | 95,552 | 96,508 | 97,473 | 98,448 | 99,432 | 100,426 | 101,430 |
| 21 | 86,703 | 87,570 | 88,446 | 89,330 | 90,223 | 91,125 | 92,036 | 92,956 | 93,886 | 94,825 | 95,773 | 96,731 | 97,698 | 98,675 | 99,662 | 100,659 | 101,666 | 102,683 | 103,710 | 104,747 |
| 22 | 89,447 | 90,341 | 91,244 | 92,156 | 93,078 | 94,009 | 94,949 | 95,898 | 96,857 | 97,826 | 98,804 | 99,792 | 100,790 | 101,798 | 102,816 | 103,844 | 104,882 | 105,931 | 106,990 | 108,060 |
| 23 | 92,189 | 93,111 | 94,042 | 94,982 | 95,932 | 96,891 | 97,860 | 98,839 | 99,827 | 100,825 | 101,833 | 102,851 | 103,880 | 104,919 | 105,968 | 107,028 | 108,098 | 109,179 | 110,271 | 111,374 |
| 24 | 94,932 | 95,881 | 96,840 | 97,808 | 98,786 | 99,774 | 100,772 | 101,780 | 102,798 | 103,826 | 104,864 | 105,913 | 106,972 | 108,042 | 109,122 | 110,213 | 111,315 | 112,428 | 113,552 | 114,688 |
| 25 | 97,681 | 98,658 | 99,645 | 100,641 | 101,647 | 102,663 | 103,690 | 104,727 | 105,774 | 106,832 | 107,900 | 108,979 | 110,069 | 111,170 | 112,282 | 113,405 | 114,539 | 115,684 | 116,841 | 118,009 |
| 26 | 100,421 | 101,425 | 102,439 | 103,463 | 104,498 | 105,543 | 106,598 | 107,664 | 108,741 | 109,828 | 110,926 | 112,035 | 113,155 | 114,287 | 115,430 | 116,584 | 117,750 | 118,928 | 120,117 | 121,318 |
| 27 | 103,170 | 104,202 | 105,244 | 106,296 | 107,359 | 108,433 | 109,517 | 110,612 | 111,718 | 112,835 | 113,963 | 115,103 | 116,254 | 117,417 | 118,591 | 119,777 | 120,975 | 122,185 | 123,407 | 124,641 |
| 28 | 105,911 | 106,970 | 108,040 | 109,120 | 110,211 | 111,313 | 112,426 | 113,550 | 114,686 | 115,833 | 116,991 | 118,161 | 119,343 | 120,536 | 121,741 | 122,958 | 124,188 | 125,430 | 126,684 | 127,951 |
| 29 | 108,653 | 109,740 | 110,837 | 111,945 | 113,064 | 114,195 | 115,337 | 116,490 | 117,655 | 118,832 | 120,020 | 121,220 | 122,432 | 123,656 | 124,893 | 126,142 | 127,403 | 128,677 | 129,964 | 131,264 |
| 30 | 111,400 | 112,514 | 113,639 | 114,775 | 115,923 | 117,082 | 118,253 | 119,436 | 120,630 | 121,836 | 123,054 | 124,285 | 125,528 | 126,783 | 128,051 | 129,332 | 130,625 | 131,931 | 133,250 | 134,583 |
| 31 | 114,143 | 115,284 | 116,437 | 117,601 | 118,777 | 119,965 | 121,165 | 122,377 | 123,601 | 124,837 | 126,085 | 127,346 | 128,619 | 129,905 | 131,204 | 132,516 | 133,841 | 135,179 | 136,531 | 137,896 |
| 32 | 116,888 | 118,057 | 119,238 | 120,430 | 121,634 | 122,850 | 124,079 | 125,320 | 126,573 | 127,839 | 129,117 | 130,408 | 131,712 | 133,029 | 134,359 | 135,703 | 137,060 | 138,431 | 139,815 | 141,213 |
| 33 | 119,636 | 120,832 | 122,040 | 123,260 | 124,493 | 125,738 | 126,995 | 128,265 | 129,548 | 130,843 | 132,151 | 133,473 | 134,808 | 136,156 | 137,518 | 138,893 | 140,282 | 141,685 | 143,102 | 144,533 |
| 34 | 122,376 | 123,600 | 124,836 | 126,084 | 127,345 | 128,618 | 129,904 | 131,203 | 132,515 | 133,840 | 135,178 | 136,530 | 137,895 | 139,274 | 140,667 | 142,074 | 143,495 | 144,930 | 146,379 | 147,843 |
| 35 | 125,117 | 126,368 | 127,632 | 128,908 | 130,197 | 131,499 | 132,814 | 134,142 | 135,483 | 136,838 | 138,206 | 139,588 | 140,984 | 142,394 | 143,818 | 145,256 | 146,709 | 148,176 | 149,658 | 151,155 |
| 36 | 127,867 | 129,146 | 130,437 | 131,741 | 133,058 | 134,389 | 135,733 | 137,090 | 138,461 | 139,846 | 141,244 | 142,656 | 144,083 | 145,524 | 146,979 | 148,449 | 149,933 | 151,432 | 152,946 | 154,475 |
| 37 | 130,609 | 131,915 | 133,234 | 134,566 | 135,912 | 137,271 | 138,644 | 140,030 | 141,430 | 142,844 | 144,272 | 145,715 | 147,172 | 148,644 | 150,130 | 151,631 | 153,147 | 154,678 | 156,225 | 157,787 |
| 38 | 133,354 | 134,688 | 136,035 | 137,395 | 138,769 | 140,157 | 141,559 | 142,975 | 144,405 | 145,849 | 147,307 | 148,780 | 150,268 | 151,771 | 153,289 | 154,822 | 156,370 | 157,934 | 159,513 | 161,108 |
| 39 | 136,098 | 137,459 | 138,834 | 140,222 | 141,624 | 143,040 | 144,470 | 145,915 | 147,374 | 148,848 | 150,336 | 151,839 | 153,357 | 154,891 | 156,440 | 158,004 | 159,584 | 161,180 | 162,792 | 164,420 |
| 40 | 138,841 | 140,229 | 141,631 | 143,047 | 144,477 | 145,922 | 147,381 | 148,855 | 150,344 | 151,847 | 153,365 | 154,899 | 156,448 | 158,012 | 159,592 | 161,188 | 162,800 | 164,428 | 166,072 | 167,733 |
| 41 | 141,590 | 143,006 | 144,436 | 145,880 | 147,339 | 148,812 | 150,300 | 151,803 | 153,321 | 154,854 | 156,403 | 157,967 | 159,547 | 161,142 | 162,753 | 164,381 | 166,025 | 167,685 | 169,362 | 171,056 |
| 42 | 144,334 | 145,777 | 147,235 | 148,707 | 150,194 | 151,696 | 153,213 | 154,745 | 156,292 | 157,855 | 159,434 | 161,028 | 162,638 | 164,264 | 165,907 | 167,566 | 169,242 | 170,934 | 172,643 | 174,369 |
| 43 | 147,076 | 148,547 | 150,032 | 151,532 | 153,047 | 154,577 | 156,123 | 157,684 | 159,261 | 160,854 | 162,463 | 164,088 | 165,729 | 167,386 | 169,060 | 170,751 | 172,459 | 174,184 | 175,926 | 177,685 |
| 44 | 149,823 | 151,321 | 152,834 | 154,362 | 155,906 | 157,465 | 159,040 | 160,630 | 162,236 | 163,858 | 165,497 | 167,152 | 168,824 | 170,512 | 172,217 | 173,939 | 175,678 | 177,435 | 179,209 | 181,001 |
| 45 | 152,570 | 154,096 | 155,637 | 157,193 | 158,765 | 160,353 | 161,957 | 163,577 | 165,213 | 166,865 | 168,534 | 170,219 | 171,921 | 173,640 | 175,376 | 177,130 | 178,901 | 180,690 | 182,497 | 184,322 |
| 46 | 155,308 | 156,861 | 158,430 | 160,014 | 161,614 | 163,230 | 164,862 | 166,511 | 168,176 | 169,858 | 171,557 | 173,273 | 175,006 | 176,756 | 178,524 | 180,309 | 182,112 | 183,933 | 185,772 | 187,630 |
| 47 | 158,055 | 159,636 | 161,232 | 162,844 | 164,472 | 166,117 | 167,778 | 169,456 | 171,151 | 172,863 | 174,592 | 176,338 | 178,101 | 179,882 | 181,681 | 183,498 | 185,333 | 187,186 | 189,058 | 190,949 |
| 48 | 160,797 | 162,405 | 164,029 | 165,669 | 167,326 | 168,999 | 170,689 | 172,396 | 174,120 | 175,861 | 177,620 | 179,396 | 181,190 | 183,002 | 184,832 | 186,680 | 188,547 | 190,432 | 192,336 | 194,259 |
| 49 | 163,541 | 165,176 | 166,828 | 168,496 | 170,181 | 171,883 | 173,602 | 175,338 | 177,091 | 178,862 | 180,651 | 182,458 | 184,283 | 186,126 | 187,987 | 189,867 | 191,766 | 193,684 | 195,621 | 197,577 |
| 50 | 166,287 | 167,950 | 169,630 | 171,326 | 173,039 | 174,769 | 176,517 | 178,282 | 180,065 | 181,866 | 183,685 | 185,522 | 187,377 | 189,251 | 191,144 | 193,055 | 194,986 | 196,936 | 198,905 | 200,894 |

PLAQUEMINES PARISH MERIT INCREASE TABLE

| OVERALL RATING | | STEPS |
|---|---------------|----------|
| SUBSTANTIALLY EXCEEDS EXPECTATIONS | Equals | 4 |
| EXCEEDS EXPECTATIONS | Equals | 3 |
| MEETS EXPECTATIONS | Equals | 2 |
| BELOW EXPECTATIONS | Equals | 1 |
| SUBSTANTIALLY BELOW EXPECTATIONS | Equals | 0 |

Substantially Exceeds Expectations -- Extraordinary performance; work is always expert, exemplary and flawless; always exceeds job requirements and results expected by a substantial degree.

Exceeds Expectations -- Superior performance; most work is characterized by unusual accomplishments beyond the job requirements; significantly and consistently performs at a level above that expected.

Meets Expectations -- Meets major job requirements; is consistently effective and competent; achieves results expected.

Below Expectations -- Needs improvement to meet major job requirements; work is fairly acceptable in some respects but does not meet expectations.

Substantially Below Expectations -- Performance is unacceptable; substantial improvement is necessary to meet job requirements.

| SALARY GRADES | | | |
|------------------------------------|------------------|----------------------------------|-----------------|
| AND CLASSIFICATION SCHEDULE | | | |
| GRADE | MINIMUM | MID-POINT | MAXIMUM |
| | STEP 0 | STEP 30 | STEP 60 |
| 6 | \$ 30,281 | \$40,813 | \$55,008 |
| | | Bridge Tender | |
| | | Clerk I | |
| | | Courier | |
| | | Custodian/Janitor | |
| | | Herbicide Applicator Operator I | |
| | | Lifeguard | |
| | | Maintenance Utility Person | |
| | | Sign Installer | |
| 7 | \$ 32,106 | \$43,275 | \$58,329 |
| | | Custodian/Janitor, Lead | |
| | | Guard | |
| | | Helper | |
| | | Herbicide Applicator Operator II | |
| | | Receptionist/PBX Operator | |
| 8 | \$ 33,931 | \$45,735 | \$61,642 |
| | | Bookmobile Assistant | |
| | | Clerk II | |
| | | Ferry Maintenance Person | |
| | | Oiler | |
| | | Painter | |
| | | Permit Technician | |
| | | Public Grounds-Keeper | |
| | | Small Animal Warden | |
| 9 | \$ 35,756 | \$48,194 | \$64,963 |
| | | Animal Control Officer | |
| | | Boat Lift Operator | |
| | | Bus Driver | |
| | | Compactor Operator | |
| | | Floodgate Operator | |
| | | Fog Truck Driver | |
| | | Marine Inspector | |
| | | Meter Reader | |
| | | Pump Station Operator I | |

| SALARY GRADES | | | |
|------------------------------------|------------------|---------------------------------|-----------------|
| AND CLASSIFICATION SCHEDULE | | | |
| GRADE | MINIMUM | MID-POINT | MAXIMUM |
| | STEP 0 | STEP 30 | STEP 60 |
| 10 | \$ 37,581 | \$50,655 | \$68,278 |
| | | Branch Assistant Librarian | |
| | | Harbor Master | |
| | | Humane Officer | |
| | | Recreation Coordinator | |
| | | Secretary | |
| | | Senior Clerk I | |
| | | Small Engine Mechanic | |
| | | Survey Assistant II | |
| 11 | \$ 39,406 | \$53,110 | \$71,585 |
| | | Carpenter | |
| | | Larvicide Applicator II | |
| | | Permit Coordinator | |
| | | Workflow Coordinator | |
| 12 | \$ 41,231 | \$55,571 | \$74,904 |
| | | Accounting Clerk | |
| | | Benefit Analyst | |
| | | Dispatch Operator | |
| | | Draftsperson | |
| | | Electronic Technician I | |
| | | Purchasing Technician | |
| | | Senior Clerk II | |
| | | Tractor Driver II | |
| 13 | \$ 43,056 | \$58,035 | \$78,219 |
| | | Administrative Assistant | |
| | | Heavy Equipment Operator I | |
| | | Plumber | |
| | | Pump Station Operator II | |
| | | Truck Driver II | |
| | | Welder | |
| 14 | \$ 44,881 | \$60,494 | \$81,537 |
| | | A/C Mechanic | |
| | | Acquisition Technical Assistant | |
| | | Cataloging Technical Assistant | |
| | | Code Enforcement Inspector | |
| | | Deckhand | |
| | | Diesel Maintenance Mechanic | |
| | | Heavy Equipment Operator II | |
| | | Lowboy Operator | |
| 15 | \$ 46,706 | \$62,953 | \$84,852 |
| | | Business Manager | |

| SALARY GRADES | | | |
|------------------------------------|------------------|---|-----------------|
| AND CLASSIFICATION SCHEDULE | | | |
| GRADE | MINIMUM | MID-POINT | MAXIMUM |
| | STEP 0 | STEP 30 | STEP 60 |
| | | Charter Director's Administrative Assistant | |
| | | Marine Welder | |
| | | Payroll Administrator | |
| | | Sanitarian I | |
| 16 | \$ 48,531 | \$65,410 | \$88,161 |
| | | Air Conditioning Mechanic-Technician | |
| | | Building Inspector | |
| | | Field Auditor | |
| | | Master Carpenter | |
| | | Rescue Boat Engineer | |
| | | Sanitarian II | |
| | | Tier 2 & 3 Diesel Mechanic-Technician | |
| 17 | \$ 50,356 | \$67,872 | \$91,480 |
| | | Electronic Technician II | |
| | | Ferry Captain I | |
| | | Foreman | |
| | | Marine Diesel Mechanic | |
| | | Master A/C Mechanic | |
| | | Master Plumber | |
| | | Public Works Inspector | |
| | | Safety Engineer | |
| 18 | \$ 52,181 | \$70,332 | \$94,797 |
| | | EMT Basic | |
| | | Ferry Engineer | |
| | | Human Resource Analyst | |
| | | Rescue Captain | |
| | | Supervisor | |
| 19 | \$ 54,006 | \$72,796 | \$98,116 |
| | | Accountant | |
| | | Master Electrician | |
| | | Network Support Technician | |
| | | Party Chief | |

| SALARY GRADES | | | |
|------------------------------------|----------------|-----------------------------------|----------------|
| AND CLASSIFICATION SCHEDULE | | | |
| GRADE | MINIMUM | MID-POINT | MAXIMUM |
| | STEP 0 | STEP 30 | STEP 60 |
| 20 | \$ 55,831 | \$75,254 | \$101,430 |
| | | Ferry Captain II | |
| | | Local Coastal Program Manager | |
| | | Marine Inspector/Relief Captain | |
| 21 | \$ 57,656 | \$77,713 | \$104,747 |
| | | EMT Intermediate | |
| 22 | \$ 59,481 | \$80,173 | \$108,060 |
| | | Assistant Internal Auditor | |
| | | Assistant Library Director | |
| | | Senior Accountant I | |
| 23 | \$ 61,306 | \$82,631 | \$111,374 |
| | | Chief Building Inspector | |
| | | Contract Administrator | |
| | | Engineer Intern | |
| | | GIS Analyst/Technician | |
| | | Sales Tax Manager | |
| | | Tier 4 Diesel Mechanic-Technician | |
| 24 | \$ 63,131 | \$85,091 | \$114,688 |
| | | Deputy Building Official | |
| | | EMT Paramedic | |
| | | Information Technology Analyst | |
| | | Senior Accountant II | |
| | | Superintendent | |
| 25 | \$ 64,956 | \$84,554 | \$118,009 |
| | | Geographic Info System Manager | |
| | | Library Director | |
| | | Public Health Nurse | |
| 26 | \$ 66,781 | \$90,011 | \$121,318 |
| | | Assistant Manager | |
| | | Chief Ferry Engineer | |
| | | Health Department Manager | |
| 27 | \$ 68,606.00 | \$92,475.00 | \$124,641.00 |
| | | | |
| | | | |

| SALARY GRADES AND CLASSIFICATION SCHEDULE | | | |
|--|----------------|--------------------------------|----------------|
| GRADE | MINIMUM | MID-POINT | MAXIMUM |
| | STEP 0 | STEP 30 | STEP 60 |
| 28 | \$ 70,431 | \$94,930 | \$127,951 |
| | | Chief Building Official | |
| | | Ferry Captain III | |
| | | Ferry Security Captain | |
| 29 | \$ 72,256 | \$97,388 | \$131,264 |
| | | Civil Service Administrator | |
| | | Application Specialist/Trainer | |
| 30 | \$ 74,081 | \$99,850 | \$134,583 |
| | | Purchasing Agent | |
| 31 | \$ 75,906 | \$102,309 | \$137,896 |
| | | Insurance Specialist | |
| 32 | \$ 77,731 | \$104,770 | \$141,213 |
| | | EMS Manager | |
| | | Ferry Manager | |
| 33 | \$ 79,556 | \$107,232.00 | \$144,533.00 |
| 34 | \$ 81,381 | \$109,688.00 | \$147,843.00 |
| 35 | \$ 83,206 | \$112,146 | \$151,155 |
| | | Civil Service Director | |
| | | Human Resource Manager | |
| | | Project Manager | |
| 36 | \$ 85,031 | \$114,609 | \$154,475 |
| | | Assistant Finance Manager | |
| 37 | \$ 86,856 | \$117,069 | \$157,787 |
| | | Chief Internal Auditor | |
| | | Comptroller | |
| 38 | \$ 88,681 | \$119,529 | \$161,108 |
| | | Chief Parish Engineer | |
| | | Finance Manager | |
| 39 | \$ 90,506 | \$121,988 | \$164,420 |
| 40 | \$ 92,331 | \$124,447 | \$167,733 |

| SALARY GRADES AND CLASSIFICATION SCHEDULE | | | |
|--|----------------|---------------------------------------|----------------|
| GRADE | MINIMUM | MID-POINT | MAXIMUM |
| | STEP 0 | STEP 30 | STEP 60 |
| 41 | \$ 94,156 | \$126,909 | \$171,056 |
| | | Director of Port Administration | |
| | | Director of Port Finance | |
| | | Director of Port Security and Vessels | |
| 42 | \$ 95,981 | \$129,369 | \$174,369 |
| 43 | \$ 97,806 | \$131,828 | \$177,685 |
| 44 | \$ 99,631 | \$134,290 | \$181,001 |
| 45 | \$ 101,456 | \$136,751 | \$184,322 |
| 46 | \$ 103,281 | \$139,207 | \$187,630 |
| 47 | \$ 105,106 | \$141,668 | \$190,949 |
| 48 | \$ 106,931 | \$144,126 | \$194,259 |
| 49 | \$ 108,756 | \$146,586 | \$197,577 |
| 50 | \$ 110,581 | \$149,048 | \$200,894 |

CLASSIFICATION SCHEDULE
ALPHABETICAL LIST OF CLASSIFICATIONS

| CLASS CODE | EEO-4 CODE | CLASS TITLE | PAY GRADE | ANNUAL PAY RANGE | | | FLSA CODE |
|---------------|---------------|---|--------------|---------------------|------------|------------|--------------|
| | | | | MINIMUM | MIDPOINT | MAXIMUM | |
| | | | | | | | |
| 2421 | F | A/C Mechanic | 14 | \$ 44,881 | \$ 60,494 | \$ 81,537 | N |
| 1211 | B | Accountant | 19 | \$ 54,006 | \$ 72,796 | \$ 98,116 | N |
| 1210 | E | Accounting Clerk | 12 | \$ 41,231 | \$ 55,571 | \$ 74,904 | N |
| 3011 | Z | Acquisition Technical Assistant | 14 | \$ 44,881 | \$ 60,494 | \$ 81,537 | N |
| 1421 | E | Administrative Assistant | 13 | \$ 43,056 | \$ 58,035 | \$ 78,219 | N |
| 2473 | C | Air Conditioning Mechanic - Technician | 16 | \$ 48,531 | \$ 65,410 | \$ 88,161 | N |
| 2741 | B | Animal Control Officer | 9 | \$ 35,756 | \$ 48,194 | \$ 64,963 | N |
| 1351 | C | Application Specialist/Trainer | 29 | \$ 72,256 | \$ 97,388 | \$ 131,264 | E |
| 1032 | A | Assistant Finance Manger | 36 | \$ 85,031 | \$ 114,609 | \$ 154,475 | E |
| 1072 | B | Assistant Internal Auditor | 22 | \$ 59,484 | \$ 80,173 | \$ 108,060 | E |
| 3111 | Z | Assistant Library Director | 22 | \$ 59,484 | \$ 80,173 | \$ 108,060 | E |
| 1121 | A | Assistant Manager | 26 | \$ 66,781 | \$ 90,011 | \$ 121,378 | E |
| | | | | | | | |
| 1541 | E | Benefit Analyst | 12 | \$ 41,231 | \$ 55,571 | \$ 74,904 | N |
| 2121 | F | Boat Lift Operator | 9 | \$ 35,756 | \$ 48,194 | \$ 64,963 | N |
| 3031 | I | Bookmobile Assistant | 8 | \$ 33,931 | \$ 45,735 | \$ 61,642 | N |
| 3021 | Z | Branch Assistant Librarian | 10 | \$ 37,581 | \$ 50,655 | \$ 68,278 | N |
| 2131 | F | Bridge Tender | 6 | \$ 30,281 | \$ 40,813 | \$ 55,008 | N |
| 1611 | B | Building Inspector | 16 | \$ 48,531 | \$ 65,410 | \$ 88,161 | N |
| 2252 | I | Bus Driver | 9 | \$ 35,756 | \$ 48,194 | \$ 64,963 | N |
| 1122 | B | Business Manager | 15 | \$ 46,706 | \$ 62,953 | \$ 84,852 | N |
| | | | | | | | |
| 2443 | F | Carpenter | 11 | \$ 39,406 | \$ 53,110 | \$ 71,585 | N |
| 3041 | Z | Cataloging Technical Assistant | 14 | \$ 44,881 | \$ 60,494 | \$ 81,537 | N |
| 1420 | E | Charter Director's Administrative Assistant | 15 | \$ 46,706 | \$ 62,953 | \$ 84,852 | N |
| 1610 | B | Chief Building Inspector | 23 | \$ 61,306 | \$ 82,631 | \$ 111,374 | N |
| 1133 | A | Chief Building Official | 28 | \$ 70,431 | \$ 94,930 | \$ 127,951 | E |
| 2411 | B | Chief Ferry Engineer | 26 | \$ 66,781 | \$ 90,011 | \$ 121,378 | E |
| 1071 | B | Chief Internal Auditor | 37 | \$ 86,856 | \$ 117,069 | \$ 157,787 | E |
| 1170 | B | Chief Parish Engineer | 38 | \$ 88,681 | \$ 119,529 | \$ 161,108 | E |
| 1162 | A | Civil Service Administrator | 29 | \$ 72,256 | \$ 97,388 | \$ 131,264 | E |
| 1011 | A | Civil Service Director | 35 | \$ 83,206 | \$ 112,146 | \$ 151,155 | E |
| 1511 | E | Clerk I | 6 | \$ 30,281 | \$ 40,813 | \$ 55,008 | N |
| 1512 | E | Clerk II | 8 | \$ 33,931 | \$ 45,735 | \$ 61,642 | N |
| 1612 | B | Code Enforcement Inspector | 14 | \$ 44,881 | \$ 60,494 | \$ 81,537 | N |
| 2311 | I | Compactor Operator | 9 | \$ 35,756 | \$ 48,194 | \$ 64,963 | N |
| 1241 | B | Comptroller | 37 | \$ 86,856 | \$ 117,069 | \$ 157,787 | E |
| 1431 | E | Contract Administrator | 23 | \$ 61,306 | \$ 82,631 | \$ 111,374 | N |
| 2221 | I | Courier | 6 | \$ 30,281 | \$ 40,813 | \$ 55,008 | N |
| 2511 | I | Custodian/Janitor | 6 | \$ 30,281 | \$ 40,813 | \$ 55,008 | N |
| 2512 | I | Custodian/Janitor - Lead | 7 | \$ 32,106 | \$ 43,275 | \$ 58,329 | N |
| | | | | | | | |
| 2141 | I | Deckhand | 14 | \$ 44,881 | \$ 60,494 | \$ 81,537 | E |
| 1154 | B | Deputy Building Official | 24 | \$ 63,131 | \$ 85,091 | \$ 114,688 | N |
| 2471 | F | Diesel Maintenance Mechanic | 14 | \$ 44,881 | \$ 60,494 | \$ 81,537 | N |
| 1063 | A | Director of Port Administration | 41 | \$ 94,156 | \$ 126,909 | \$ 171,056 | E |

CLASSIFICATION SCHEDULE
ALPHABETICAL LIST OF CLASSIFICATIONS

| CLASS CODE | EEO-4 CODE | CLASS TITLE | PAY GRADE | ANNUAL PAY RANGE | | | FLSA CODE |
|------------|------------|---------------------------------------|-----------|------------------|------------|------------|-----------|
| | | | | MINIMUM | MIDPOINT | MAXIMUM | |
| 2732 | A | Director of Port Security and Vessels | 41 | \$ 94,156 | \$ 126,909 | \$ 171,056 | E |
| 1531 | E | Dispatch Operator | 12 | \$ 41,231 | \$ 55,571 | \$ 74,904 | N |
| 4211 | C | Draftsperson | 12 | \$ 41,231 | \$ 55,571 | \$ 74,904 | N |
| 4111 | C | Electronic Technician I | 12 | \$ 41,231 | \$ 55,571 | \$ 74,904 | N |
| 4112 | C | Electronic Technician II | 17 | \$ 50,356 | \$ 67,872 | \$ 91,480 | N |
| 1090 | A | EMS Manager | 32 | \$ 77,731 | \$ 104,770 | \$ 141,213 | E |
| 4021 | C | EMT - Basic | 18 | \$ 52,181 | \$ 70,332 | \$ 94,797 | N |
| 4022 | C | EMT - Intermediate | 21 | \$ 57,656 | \$ 77,713 | \$ 104,747 | N |
| 4041 | C | EMT - Paramedic | 24 | \$ 63,131 | \$ 85,091 | \$ 114,688 | N |
| 5210 | B | Engineer Intern | 23 | \$ 61,306 | \$ 82,631 | \$ 111,374 | N |
| 5111 | B | Ferry Captain I | 17 | \$ 50,356 | \$ 67,872 | \$ 91,480 | E |
| 5112 | B | Ferry Captain II | 20 | \$ 55,831 | \$ 75,254 | \$ 101,430 | E |
| 5113 | B | Ferry Captain III | 28 | \$ 70,431 | \$ 94,930 | \$ 127,951 | E |
| 2412 | B | Ferry Engineer | 18 | \$ 52,181 | \$ 70,332 | \$ 94,797 | E |
| 2561 | I | Ferry Maintenance Person | 8 | \$ 33,931 | \$ 45,735 | \$ 61,642 | N |
| 1172 | A | Ferry Manager | 32 | \$ 77,731 | \$ 104,770 | \$ 141,213 | E |
| 2731 | Y | Ferry Security Captain | 28 | \$ 70,431 | \$ 94,930 | \$ 127,951 | E |
| 1221 | B | Field Auditor | 16 | \$ 39,405 | \$ 53,109 | \$ 71,584 | N |
| 1031 | A | Finance Manager | 38 | \$ 88,681 | \$ 119,529 | \$ 161,108 | E |
| 2381 | F | Floodgate Operator | 9 | \$ 35,756 | \$ 48,194 | \$ 64,963 | N |
| 2231 | I | Fog Truck Driver | 9 | \$ 35,756 | \$ 48,194 | \$ 64,963 | N |
| 1141 | A | Foreman | 17 | \$ 50,356 | \$ 67,872 | \$ 91,480 | N |
| 1020 | B | Geographic Information System Manager | 25 | \$ 64,956 | \$ 87,554 | \$ 118,009 | E |
| 1341 | C | GIS Analyst/Technician | 23 | \$ 61,306 | \$ 82,631 | \$ 111,374 | N |
| 2711 | Y | Guard | 7 | \$ 32,106 | \$ 43,275 | \$ 58,329 | N |
| 2112 | A | Harbor Master | 10 | \$ 37,581 | \$ 50,655 | \$ 68,278 | N |
| 4050 | A | Health Department Manager | 26 | \$ 66,781 | \$ 90,011 | \$ 121,378 | E |
| 2314 | F | Heavy Equipment Operator I | 13 | \$ 43,056 | \$ 58,035 | \$ 78,219 | N |
| 2315 | F | Heavy Equipment Operator II | 14 | \$ 44,881 | \$ 60,494 | \$ 81,537 | N |
| 2531 | I | Helper | 7 | \$ 32,106 | \$ 43,275 | \$ 58,329 | N |
| 4031 | I | Herbicide Applicator Operator I | 6 | \$ 30,281 | \$ 40,813 | \$ 55,008 | N |
| 4032 | I | Herbicide Applicator Operator II | 7 | \$ 22,982 | \$ 30,977 | \$ 41,752 | N |
| 1041 | A | Human Resource Manager | 35 | \$ 83,206 | \$ 112,146 | \$ 151,155 | E |
| 1545 | E | Human Resource Analyst | 18 | \$ 52,181 | \$ 70,332 | \$ 94,797 | N |
| 2742 | B | Humane Officer | 10 | \$ 37,581 | \$ 50,655 | \$ 68,278 | N |
| 1342 | C | Information Technology Analyst | 24 | \$ 63,131 | \$ 85,091 | \$ 114,688 | E |
| 1542 | E | Insurance Specialist | 31 | \$ 75,906 | \$ 102,309 | \$ 137,896 | E |
| 4036 | I | Larvicide Applicator II | 11 | \$ 39,406 | \$ 53,110 | \$ 71,585 | N |
| 3112 | B | Library Director | 25 | \$ 64,956 | \$ 87,554 | \$ 118,009 | E |
| 2721 | Y | Lifeguard | 6 | \$ 30,281 | \$ 40,813 | \$ 55,008 | N |

CLASSIFICATION SCHEDULE
ALPHABETICAL LIST OF CLASSIFICATIONS

| CLASS CODE | EEO-4 CODE | CLASS TITLE | PAY GRADE | ANNUAL PAY RANGE | | | FLSA CODE |
|---------------|---------------|---------------------------------|--------------|---------------------|------------|------------|--------------|
| | | | | MINIMUM | MIDPOINT | MAXIMUM | |
| | | | | | | | |
| 1115 | A | Local Coastal Program Manager | 20 | \$ 55,831 | \$ 75,254 | \$ 101,430 | N |
| 2244 | I | Lowboy Operator | 14 | \$ 44,881 | \$ 60,494 | \$ 81,537 | N |
| 2541 | I | Maintenance Utility Person | 6 | \$ 30,281 | \$ 40,813 | \$ 55,008 | N |
| 2431 | F | Marine Diesel Mechanic | 17 | \$ 50,356 | \$ 67,872 | \$ 91,480 | N |
| 1621 | B | Marine Inspector | 9 | \$ 35,756 | \$ 48,194 | \$ 64,963 | N |
| 1622 | B | Marine Inspector/Relief Captain | 20 | \$ 55,831 | \$ 75,254 | \$ 101,430 | N |
| 2493 | F | Marine Welder | 15 | \$ 46,706 | \$ 62,953 | \$ 84,852 | N |
| 2423 | F | Master A/C Mechanic | 17 | \$ 50,356 | \$ 67,872 | \$ 91,480 | N |
| 2444 | F | Master Carpenter | 16 | \$ 48,531 | \$ 65,410 | \$ 88,161 | N |
| 2453 | F | Master Electrician | 19 | \$ 54,006 | \$ 72,796 | \$ 98,116 | N |
| 2463 | F | Master Plumber | 17 | \$ 50,356 | \$ 67,872 | \$ 91,480 | N |
| 2571 | E | Meter Reader | 9 | \$ 35,756 | \$ 48,194 | \$ 64,963 | N |
| 1331 | C | Network Support Technician | 19 | \$ 54,006 | \$ 72,796 | \$ 98,116 | N |
| 2151 | I | Oiler | 8 | \$ 33,931 | \$ 45,735 | \$ 61,642 | E |
| 2481 | F | Painter | 8 | \$ 33,931 | \$ 45,735 | \$ 61,642 | N |
| 1181 | A | Party Chief | 19 | \$ 54,006 | \$ 72,796 | \$ 98,116 | N |
| 1515 | E | Payroll Administrator | 15 | \$ 46,706 | \$ 62,953 | \$ 84,852 | N |
| 1113 | E | Permit Coordinator | 11 | \$ 39,406 | \$ 53,110 | \$ 71,585 | N |
| 1516 | E | Permit Technician | 8 | \$ 33,931 | \$ 45,735 | \$ 61,642 | N |
| 2461 | F | Plumber | 13 | \$ 43,056 | \$ 58,035 | \$ 78,219 | N |
| 1169 | B | Project Manager | 35 | \$ 83,206 | \$ 112,146 | \$ 151,155 | E |
| 2523 | I | Public Grounds-Keeper | 8 | \$ 33,931 | \$ 45,735 | \$ 61,642 | N |
| 4051 | C | Public Health Nurse | 25 | \$ 64,956 | \$ 87,554 | \$ 118,009 | N |
| 1330 | C | Public Information Officer | 23 | \$ 61,306 | \$ 82,631 | \$ 111,374 | N |
| 1631 | C | Public Works Inspector | 17 | \$ 50,356 | \$ 67,872 | \$ 91,480 | N |
| 2161 | F | Pump Station Operator I | 9 | \$ 35,756 | \$ 48,194 | \$ 64,963 | N |
| 2162 | F | Pump Station Operator II | 13 | \$ 43,056 | \$ 58,035 | \$ 78,219 | N |
| 1231 | E | Purchasing Agent | 30 | \$ 74,081 | \$ 99,850 | \$ 134,583 | E |
| 1232 | C | Purchasing Technician | 12 | \$ 41,231 | \$ 55,571 | \$ 74,904 | N |
| 1533 | E | Receptionist/PBX Operator | 7 | \$ 32,106 | \$ 43,275 | \$ 58,329 | N |
| 1111 | E | Recreation Coordinator | 10 | \$ 37,581 | \$ 50,655 | \$ 68,278 | N |
| 2171 | I | Rescue Boat Engineer | 16 | \$ 48,531 | \$ 65,410 | \$ 88,161 | E |
| 5121 | B | Rescue Captain | 18 | \$ 52,181 | \$ 70,332 | \$ 94,797 | E |
| 1642 | B | Safety Engineer | 17 | \$ 50,356 | \$ 67,872 | \$ 91,480 | E |
| 1155 | A | Sales Tax Manager | 23 | \$ 61,306 | \$ 82,631 | \$ 111,374 | N |
| 4061 | B | Sanitarian I | 15 | \$ 46,706 | \$ 62,953 | \$ 84,852 | N |
| 4062 | B | Sanitarian II | 16 | \$ 48,531 | \$ 65,410 | \$ 88,161 | N |
| 1413 | E | Secretary | 10 | \$ 37,581 | \$ 50,655 | \$ 68,278 | N |
| 1212 | B | Senior Accountant I | 22 | \$ 59,484 | \$ 80,173 | \$ 108,060 | N |
| 1214 | B | Senior Accountant II | 24 | \$ 63,131 | \$ 85,091 | \$ 114,688 | N |

**CLASSIFICATION SCHEDULE
ALPHABETICAL LIST OF CLASSIFICATIONS**

| CLASS CODE | EEO-4 CODE | CLASS TITLE | PAY GRADE | ANNUAL PAY RANGE | | | FLSA CODE |
|------------|------------|---------------------------------------|-----------|------------------|-----------|------------|-----------|
| | | | | MINIMUM | MIDPOINT | MAXIMUM | |
| 1514 | E | Senior Clerk I | 10 | \$ 37,581 | \$ 50,655 | \$ 68,278 | N |
| 1520 | E | Senior Clerk II | 12 | \$ 41,231 | \$ 55,571 | \$ 74,904 | N |
| 2611 | I | Sign Installer | 6 | \$ 30,281 | \$ 40,813 | \$ 55,008 | N |
| 2551 | I | Small Animal Warden | 8 | \$ 33,931 | \$ 45,735 | \$ 61,642 | N |
| 2465 | I | Small Engine Mechanic | 10 | \$ 37,581 | \$ 50,655 | \$ 68,278 | N |
| 1132 | A | Superintendent | 24 | \$ 63,131 | \$ 85,091 | \$ 114,688 | E |
| 1152 | A | Supervisor | 18 | \$ 52,181 | \$ 70,332 | \$ 94,797 | N |
| 4312 | C | Survey Assistant II | 10 | \$ 37,581 | \$ 50,655 | \$ 68,278 | N |
| 2472 | F | Tier 2 & 3 Diesel Mechanic-Technician | 16 | \$ 48,531 | \$ 65,410 | \$ 88,161 | N |
| 2475 | F | Tier 4 Diesel Mechanic-Technician | 23 | \$ 61,306 | \$ 82,631 | \$ 111,374 | N |
| 2342 | I | Tractor Driver II | 12 | \$ 41,231 | \$ 55,571 | \$ 74,904 | N |
| 2242 | I | Truck Driver II | 13 | \$ 43,056 | \$ 58,035 | \$ 78,219 | N |
| 2491 | F | Welder | 13 | \$ 43,056 | \$ 58,035 | \$ 78,219 | N |
| 1191 | E | Workflow Coordinator | 11 | \$ 39,406 | \$ 53,110 | \$ 71,585 | N |

| EEO-4 CODE | |
|------------|------------------------------|
| A | Officials and Administrators |
| B | Professionals |
| C | Technicians |
| E | Office and Clerical |
| F | Craftsmen |
| I | Service Workers |
| Y | Protective Service |
| Z | Para-Professional |

| FLSA CODE |
|----------------|
| E - Exempt |
| N - Non Exempt |