

Full-time equivalent (FTE) employees are the basis for personnel counts. Calculating FTE employees includes all permanent full-time and part-time budgeted positions, seasonal and temporary positions are not included. For most positions, one FTE equals 2080 hours per year per position based on a 40-hour workweek and 52 workweeks per year. Partial FTE counts occur if permanent part-time positions exist or a full-time position is vacant for a portion of the year.

Personnel Classification & Pay Schedule

Grade	Hiring Rate	Minimum	Mid-point	Maximum
5	\$19,768	\$20,757	\$24,711	\$29,653
6	\$20,757	\$21,795	\$25,947	\$31,136
7	\$21,795	\$22,885	\$27,244	\$32,693
8	\$22,885	\$24,029	\$28,607	\$34,328
9	\$24,029	\$25,230	\$30,037	\$36,044
10	\$25,230	\$26,492	\$31,538	\$37,845
11	\$26,492	\$27,817	\$33,115	\$39,738
12	\$27,817	\$29,208	\$34,772	\$41,726
13	\$29,208	\$30,668	\$36,510	\$43,812
14	\$30,668	\$32,201	\$38,335	\$46,002
15	\$32,201	\$33,811	\$40,252	\$48,302
16	\$33,811	\$35,502	\$42,264	\$50,717
17	\$35,502	\$37,277	\$44,378	\$53,253
18	\$37,277	\$39,141	\$46,597	\$55,916
19	\$39,141	\$41,098	\$48,927	\$58,712
20	\$41,098	\$43,153	\$51,373	\$61,647
21	\$43,153	\$45,311	\$53,942	\$64,730
22	\$45,311	\$47,577	\$56,639	\$67,967
23	\$47,577	\$49,956	\$59,472	\$71,366
24	\$49,956	\$52,454	\$62,445	\$74,934
25	\$52,454	\$55,077	\$65,568	\$78,681
26	\$55,077	\$57,831	\$68,847	\$82,616
27	\$57,831	\$60,723	\$72,289	\$86,747
28	\$60,723	\$63,759	\$75,904	\$91,085
29	\$63,759	\$66,947	\$79,699	\$95,639
30	\$66,947	\$70,294	\$83,684	\$100,421
31	\$70,294	\$73,809	\$87,868	\$105,441
32	\$73,809	\$77,499	\$92,262	\$110,714
33	\$77,499	\$81,374	\$96,874	\$116,249
34	\$81,374	\$85,443	\$101,718	\$122,061
35	\$85,443	\$89,715	\$106,804	\$128,165
36	\$89,715	\$94,201	\$112,144	\$134,573
37	\$94,201	\$98,911	\$117,752	\$141,302

Clinton Personnel Summary (FTE)																	
General Fund																	
Position General Government	Salary Grade	FY13-14 Actual			FY14-15 Actual			FY15-16 Budget			FY16-17 Budget			FY17-18 Proj.			
		FT	PT	FTE	FT	PT	FTE	FT	PT	FTE	FT	PT	FTE	FT	PT	FTE	
<i>Administration</i>																	
City Manager	n/a	1.0		1.0	1.0		1.0		1.0	1.0	1.0		1.0		1.0		1.0
Asst. City Manager-Finance Dir.	31	1.0		0.5	0.0		0.0		0.0		0.0		0.0		0.0		0.0
City Clerk	23	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Senior Administrative Specialist	14	0.0		0.0	1.0		1.0		1.0		1.0		1.0		1.0		0.5
Administrative Specialists	12	1.0		1.0	0.0		0.0		0.0		0.0		0.0		1.0		0.5
Custodian	6	0.0	1.0	0.6	0.0	1.0	0.6	0.0	1.0	0.6	0.0	1.0	0.6	0.0	1.0	0.6	0.6
<i>Total</i>		<i>4.0</i>	<i>1.0</i>	<i>4.1</i>	<i>3.0</i>	<i>1.0</i>	<i>3.6</i>	<i>3.0</i>	<i>1.0</i>	<i>3.6</i>	<i>3.0</i>	<i>1.0</i>	<i>3.6</i>	<i>4.0</i>	<i>1.0</i>	<i>3.6</i>	
<i>Finance-HR</i>																	
Finance Director	25	0.0		0.3	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Human Resources Director	23	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Accounting Operations Manager	21	1.0		1.0	1.0		1.0		0.0		0.0		0.0		0.0		0.0
Budget/Financial Analyst	19	0.0		0.0	0.0		0.0		1.0		0.7		1.0		1.0		1.0
Supervisor / Billing & Collections	16	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Payroll & Benefits Technician	16	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Accounting Technician	15	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Senior Customer Service Representative	14	0.0		0.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Customer Service Representative	11	1.0	1.0	1.5	0.0	1.0	0.5	0.0	1.0	0.5	0.0	1.0	0.5	0.0	1.0	0.5	0.5
<i>Total</i>		<i>6.0</i>	<i>1.0</i>	<i>6.8</i>	<i>7.0</i>	<i>1.0</i>	<i>7.5</i>	<i>7.0</i>	<i>1.0</i>	<i>7.2</i>	<i>7.0</i>	<i>1.0</i>	<i>7.5</i>	<i>7.0</i>	<i>1.0</i>	<i>7.5</i>	
<i>Planning</i>																	
Planning Director	27	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Senior Planner	22	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Planner	19	1.0		0.5	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Code Enforcement Officer /GIS Technician	18	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Senior Administrative Specialist	14	0.0		0.0	0.0		0.0		1.0		0.7		1.0		1.0		1.0
Administrative Specialist	12	1.0		1.0	1.0		1.0		0.0	1.0	0.2		0.0		0.0		0.0
<i>Total</i>		<i>5.0</i>	<i>0.0</i>	<i>4.5</i>	<i>5.0</i>	<i>0.0</i>	<i>5.0</i>	<i>5.0</i>	<i>1.0</i>	<i>4.9</i>	<i>5.0</i>	<i>0.0</i>	<i>5.0</i>	<i>5.0</i>	<i>0.0</i>	<i>5.0</i>	
<i>Recreation & Parks</i>																	
Recreation & Parks Director	25	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Recreation Center Manager	18	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Athletic Program Director	17	1.0		0.8	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Recreation Center Supervisor	16	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Parks Maintenance Supervisor	14	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Athletic Program Assistant	13	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Administrative Specialist	12	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0		1.0
Parks Maintenance Worker	10	2.0	1.0	2.1	2.0	1.0	2.0	2.0	1.0	1.5	2.0	1.0	2.5	2.0	1.0	2.5	2.5
Athletics/Program Assistant	n/a		5.0	2.5		5.0	2.5		5.0	2.5		5.0	2.5		5.0	2.5	
<i>Total</i>		<i>9.0</i>	<i>6.0</i>	<i>11.4</i>	<i>9.0</i>	<i>6.0</i>	<i>11.5</i>	<i>9.0</i>	<i>6.0</i>	<i>11.0</i>	<i>9.0</i>	<i>6.0</i>	<i>12.0</i>	<i>9.0</i>	<i>6.0</i>	<i>12.0</i>	
General Government Total		24.0	8.0	26.8	24.0	8.0	27.6	24.0	9.0	26.7	24.0	8.0	28.1	25.0	8.0	28.1	



Personnel Summary

Position Public Safety	Salary Grade	FY13-14 Actual			FY14-15 Actual			FY15-16 Budget			FY16-17 Budget			FY17-18 Proj.		
		FT	PT	FTE	FT	PT	FTE	FT	PT	FTE	FT	PT	FTE	FT	PT	FTE
<i>Fire</i>																
Fire Chief	25	1.0		1.0	1.0		0.7	1.0		1.0	1.0	1.0		1.0		1.0
Deputy Fire Chief	22	0.0		0.0	0.0		0.0	0.0		0.0	0.0	1.0		0.5	1.0	0.5
Fire Inspector	18	0.0		0.0	0.0		0.0	0.0		0.4	0.0	1.0	0.6	0.0	1.0	0.6
Fire Captain	18	3.0	3.0	4.5	3.0	3.0	4.5	3.0	3.0	4.5	3.0	3.0	4.5	3.0	3.0	4.5
Fire Captain- Training Officer	18	1.0		0.0	1.0		0.5	1.0		0.0	1.0		0.7	1.0		1.0
Fire Captain- Logistics	18	1.0		1.0	1.0		1.0	1.0		1.0	1.0		1.0	1.0		1.0
Fire Lieutenant	17	1.0		2.0	0.0		0.0	0.0		0.0	0.0		0.0	0.0		0.0
Firefighter- Equipment Operator	16	1.0	1.0	1.5	3.0		3.0	3.0		3.0	3.0		3.0	3.0		3.0
Firefighter	13	7.0	18.0	13.5	6.0	21.0	13.5	6.0	24.0	14.5	6.0	20.0	14.5	6.0	20.0	14.5
<i>Total</i>		<i>15.0</i>	<i>22.0</i>	<i>23.5</i>	<i>15.0</i>	<i>24.0</i>	<i>23.2</i>	<i>15.0</i>	<i>27.0</i>	<i>24.4</i>	<i>16.0</i>	<i>24.0</i>	<i>25.8</i>	<i>16.0</i>	<i>24.0</i>	<i>26.1</i>
<i>Police Administration</i>																
Police Chief	28	1.0		1.0	1.0		1.0	1.0		1.0	1.0		1.0	1.0		1.0
Police Captain	23	1.0		1.0	1.0		1.0	1.0		1.0	1.0		1.0	1.0		1.0
Police Lieutenant	21	2.0		2.0	2.0		2.0	2.0		2.0	2.0		2.0	2.0		2.0
Senior Administrative Specialist	14	3.0		3.0	3.0		3.0	3.0		3.0	3.0		3.0	3.0		3.0
<i>Total</i>		<i>7.0</i>	<i>0.0</i>	<i>7.0</i>	<i>7.0</i>	<i>0.0</i>	<i>7.0</i>	<i>7.0</i>	<i>0.0</i>	<i>7.0</i>	<i>7.0</i>	<i>0.0</i>	<i>7.0</i>	<i>7.0</i>	<i>0.0</i>	<i>7.0</i>
<i>Police Patrol</i>																
Police Sergeant	18	4.0		4.0	4.0		4.0	4.0		4.0	4.0		4.0	4.0		4.0
Police Officer- Master	16	0.0		0.0	0.0		0.0	1.5		1.5	0.0		0.0	1.0		1.0
Police Officer- Senior	15	2.0		1.5	3.0		3.0	1.5		1.5	2.0		2.0	1.0		1.0
Police Officer	14	10.0		8.5	9.0		8.0	9.0		7.0	10.0		10.0	10.0		10.0
<i>Total</i>		<i>16.0</i>	<i>0.0</i>	<i>14.0</i>	<i>16.0</i>	<i>0.0</i>	<i>15.0</i>	<i>16.0</i>	<i>0.0</i>	<i>14.0</i>	<i>16.0</i>	<i>0.0</i>	<i>16.0</i>	<i>16.0</i>	<i>0.0</i>	<i>16.0</i>
<i>Police Neighborhood Improvement</i>																
Police Sergeant	18	0.0		0.0	1.0		1.0	1.0		1.0	1.0		1.0	1.0		1.0
Police Officer- Master	16	0.0		0.0	0.0		0.0	0.0		0.0	0.0		0.0	0.0		0.0
Police Officer- Senior	15	1.0		1.0	0.0		0.0	0.5		0.5	0.0		0.0	1.0		1.0
Police Officer	14	2.0		2.0	5.0		5.0	4.5		4.5	5.0		5.0	4.0		4.0
Animal Control Officer	12	1.0		1.0	1.0		1.0	1.0		1.0	1.0		1.0	1.0		1.0
<i>Total</i>		<i>4.0</i>	<i>0.0</i>	<i>4.0</i>	<i>7.0</i>	<i>0.0</i>	<i>7.0</i>	<i>7.0</i>	<i>0.0</i>	<i>7.0</i>	<i>7.0</i>	<i>0.0</i>	<i>7.0</i>	<i>7.0</i>	<i>0.0</i>	<i>7.0</i>
<i>Police School Resource</i>																
Police Sergeant	18	0.0		0.0	0.0		0.0	0.0		0.0	0.0		0.0	0.0		0.0
Police Officer- Master	16	2.0		2.0	2.0		1.7	1.0		1.0	1.0		1.0	1.0		1.0
Police Officer- Senior	15	0.0		0.0	0.0		0.0	0.0		0.0	0.0		0.0	0.0		0.0
Police Officer	14	1.0		1.0	1.0		1.0	1.0		1.0	1.0		1.0	1.0		1.0
School Crossing Guard	n/a		2.0	0.5	0.0		0.0	0.0		0.0	0.0		0.0	0.0		0.0
<i>Total</i>		<i>3.0</i>	<i>2.0</i>	<i>3.5</i>	<i>3.0</i>	<i>0.0</i>	<i>2.7</i>	<i>2.0</i>	<i>0.0</i>	<i>2.0</i>	<i>2.0</i>	<i>0.0</i>	<i>2.0</i>	<i>2.0</i>	<i>0.0</i>	<i>2.0</i>

<i>Police Detectives*</i>																					
Police Sergeant	18	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
Police Officer- Master	16	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
Police Officer- Senior	15	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
Police Officer	14	1.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					
<i>Total</i>		<i>3.0</i>	<i>0.0</i>	<i>3.0</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0</i>					
<i>Police Total</i>		<i>33.0</i>	<i>2.0</i>	<i>31.5</i>	<i>33.0</i>	<i>0.0</i>	<i>31.7</i>	<i>32.0</i>	<i>0.0</i>	<i>30.0</i>	<i>32.0</i>	<i>0.0</i>	<i>32.0</i>	<i>32.0</i>	<i>0.0</i>	<i>32.0</i>					
Public Safety Total		48.0	24.0	55.0	48.0	24.0	54.9	47.0	27.0	54.4	48.0	24.0	57.8	48.0	24.0	58.1					

Position	Salary Grade	FY13-14 Actual			FY14-15 Actual			FY15-16 Budget			FY16-17 Budget			FY17-18 Proj.		
		FT	PT	FTE	FT	PT	FTE	FT	PT	FTE	FT	PT	FTE	FT	PT	FTE
<i>City Garage</i>																
Fleet Maintenance Supervisor	18	1.0		1.0	1.0		1.0	1.0		1.0		1.0		1.0		1.0
Fleet Maintenance Mechanic II	15	1.0		1.0	1.0		1.0	1.0		1.0		1.0		1.0		1.0
Fleet Maintenance Mechanic I	13	1.0		1.0	1.0		1.0	1.0		1.0		1.0		1.0		1.0
<i>Total</i>		<i>3.0</i>	<i>0.0</i>	<i>3.0</i>	<i>3.0</i>	<i>0.0</i>	<i>3.0</i>	<i>3.0</i>	<i>0.0</i>	<i>3.0</i>	<i>3.0</i>	<i>0.0</i>	<i>3.0</i>	<i>3.0</i>	<i>0.0</i>	<i>3.0</i>
<i>Grounds & Cemetery</i>																
Grounds Supervisor	16	1.0		1.0	1.0		1.0	1.0		1.0		1.0		1.0		1.0
Cemetery & Grounds Worker II	12	1.0		0.0	0.0		0.0	0.0		0.0		0.0		1.0		1.0
Equipment Operator	10	0.0		0.0	0.0		0.0	0.0		0.0		0.0		0.0		0.0
Cemetery & Grounds Worker I	9	2.0		2.5	3.0		2.5	3.0		2.0		3.0		2.0		2.0
<i>Total</i>		<i>4.0</i>	<i>0.0</i>	<i>3.5</i>	<i>4.0</i>	<i>0.0</i>	<i>3.5</i>	<i>4.0</i>	<i>0.0</i>	<i>3.0</i>	<i>4.0</i>	<i>0.0</i>	<i>4.0</i>	<i>4.0</i>	<i>0.0</i>	<i>4.0</i>
<i>Sanitation</i>																
Sanitation Supervisor	16	0.0		0.0	0.0		0.0	0.0		0.0		0.5		1.0		1.0
Senior Sanitation Equipment Operator	13	7.0		6.5	7.0		6.0	7.0		5.5		7.0		7.0		7.0
Sanitation Worker	9	1.0		1.0	1.0		1.0	1.0		0.5		1.0		1.0		1.0
<i>Total</i>		<i>8.0</i>	<i>0.0</i>	<i>7.5</i>	<i>8.0</i>	<i>0.0</i>	<i>7.0</i>	<i>8.0</i>	<i>0.0</i>	<i>6.0</i>	<i>8.0</i>	<i>0.0</i>	<i>8.5</i>	<i>9.0</i>	<i>0.0</i>	<i>9.0</i>
<i>Streets</i>																
Public Works Manager	21	1.0		1.0	1.0		1.0	1.0		0.9		0.0		0.0		0.0
Streets Supervisor	16	0.0		0.0	0.0		0.0	0.0		0.0		0.5		1.0		1.0
Senior Administrative Specialist	14	1.0		1.0	1.0		1.0	1.0		1.0		1.0		1.0		1.0
Street Crew Leader	14	2.0		2.0	2.0		2.0	2.0		2.0		2.0		1.5		1.0
Heavy Equipment Operator	13	2.0		2.0	2.0		2.0	2.0		2.0		2.0		2.0		2.0
Equipment Operator	10	1.0		1.0	1.0		1.0	1.0		1.0		1.0		1.0		1.0
Street Maintenance Technician	10	2.0		1.0	2.0		2.0	2.0		2.0		2.0		2.0		2.0
Street Maintenance Worker	8	3.0		2.5	3.0		3.0	3.0		2.0		3.0		3.0		3.0
<i>Total</i>		<i>12.0</i>	<i>0.0</i>	<i>10.5</i>	<i>12.0</i>	<i>0.0</i>	<i>12.0</i>	<i>12.0</i>	<i>0.0</i>	<i>10.9</i>	<i>11.0</i>	<i>0.0</i>	<i>11.0</i>	<i>11.0</i>	<i>0.0</i>	<i>11.0</i>
Public Works Total		27.0	0.0	24.5	27.0	0.0	25.5	27.0	0.0	22.9	26.0	0.0	26.5	27.0	0.0	27.0

Total General Fund		99.0	32.0	106.3	99.0	32.0	108.0	98.0	36.0	104.0	98.0	32.0	112.4	100.0	32.0	113.2
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Water & Sewer Fund																
Position	Salary Grade	FY13-14 Actual			FY14-15 Actual			FY15-16 Budget			FY16-17 Budget			FY17-18 Proj.		
		FT	PT	FTE	FT	PT	FTE	FT	PT	FTE	FT	PT	FTE	FT	PT	FTE
<i>Public Utilities</i>																
<i>Line Maintenance</i>																
Public Works & Utilities Director	28	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
City Engineer	24	0.0		0.0	1.0		0.3		1.0		1.0		1.0		1.0	
Distribution & Collection Manager	21	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
Utility Line Crew Leader	16	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
Meter Crew Leader	14	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
Heavy Equipment Operator	13	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
Senior Meter Technician	12	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
Meter Technician	11	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
Utility Line Technician	11	3.0		3.0	4.0		4.0		4.0		4.0		4.0		4.0	
Utility Maintenance Worker	8	2.0		2.0	1.0		1.0		1.0		0.5		1.0		1.0	
<i>Total</i>		<i>12.0</i>	<i>0.0</i>	<i>12.0</i>	<i>13.0</i>	<i>0.0</i>	<i>12.3</i>		<i>13.0</i>	<i>0.0</i>	<i>12.5</i>		<i>13.0</i>	<i>0.0</i>	<i>13.0</i>	<i>13.0</i>
<i>Wastewater Treatment</i>																
Wastewater Treatment Manager	23	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
Environmental Program Coordinator	19	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
Chief Wastewater Plant Operator	17	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
Laboratory Technician	14	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
Environmental Program Assistant	13	0.0		0.0	0.0		0.0		1.0		0.7		1.0		1.0	
Wastewater Plant Operator	13	5.0		5.0	5.0		5.0		5.0		5.0		5.0		5.0	
Pump/Plant Maintenance Worker	12	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
<i>Total</i>		<i>10.0</i>	<i>0.0</i>	<i>10.0</i>	<i>10.0</i>	<i>0.0</i>	<i>10.0</i>		<i>11.0</i>	<i>0.0</i>	<i>10.7</i>		<i>11.0</i>	<i>0.0</i>	<i>11.0</i>	<i>11.0</i>
<i>Water Production</i>																
Water Production Supervisor	21	1.0		1.0	1.0		1.0		1.0		1.0		1.0		1.0	
Water Production Operator	13	2.0		1.8	2.0		2.0		2.0		2.0		1.7		2.0	
<i>Total</i>		<i>3.0</i>	<i>0.0</i>	<i>2.8</i>	<i>3.0</i>	<i>0.0</i>	<i>3.0</i>		<i>3.0</i>	<i>0.0</i>	<i>3.0</i>		<i>3.0</i>	<i>0.0</i>	<i>2.7</i>	<i>3.0</i>
Total Water & Sewer Fund		25.0	0.0	24.8	26.0	0.0	25.3		27.0	0.0	26.2		27.0	0.0	26.7	27.0
City Totals		124.0	32.0	131.1	125.0	32.0	133.3		125.0	36.0	130.2		125.0	32.0	139.1	127.0
<i>FTE Employees per 1,000 Population</i>			<i>15.2</i>			<i>15.3</i>			<i>14.9</i>				<i>15.8</i>		<i>15.9</i>	

*In FY14-15, the Police Department restructured to include Animal Control and Detectives as part of the Neighborhood Improvement Team.

