

Job Family Groups and Classification Levels

Job Family Groups:

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| 1. Administrative Services | 10. Legal Services |
| 2. Capital Project Management | 11. Operations & Maintenance |
| 3. Community Resources | 12. Procurement & Contracts |
| 4. Emergency Management | 13. Public Information/Public Affairs |
| 5. Engineering | 14. Real Estate |
| 6. Financial Services | 15. Regulatory Compliance |
| 7. Health Services | 16. Risk and Safety Management |
| 8. Human Resources | 17. Information Technology &
Business Systems |
| 9. Human Services | |

Classification Levels:



Additional Compensation Components:

- 5% allowance for managers possessing a Certified Professional Accountant (CPA) or Certified Public Fiscal Officer (CPFO) or similar certification which is directly related to the job assignment
- Designated Administrative Leave for management employees and executives
- Benchmark market defined as at or below 7% of comparably positioned coastal counties
- Compensation philosophy of 5% - 10% compaction between management levels
- 10% special duty allowance for Executive succession planning