REGULAR FULL-TIME POSITIONS

POSITION	NUMBER OF AUTHORIZED EMPLOYEES
CITY COORDINATOR	1
~~COMMUNITY PROJECTS ADMINISTRATOR~~	~~1~~
~~MAIN STREET AND NEIGHBORHOOD REVITALIZATION PROGRAM MANAGER~~	~~1~~
COMMUNITY DEVELOPMENT/MAIN STREET PROJECT ADMINISTRATOR	1
BUSINESS AND COMMUNITY DEVELOP. DIRECTOR	1
~~COMMUNITY EVENTS COORDINATOR~~	~~1~~
COMMUNITY SERVICES COORDINATOR	1
~~EVENT CONSULTANT~~	~~1~~
COMMUNITY SERVICES ADMINISTRATOR	1
RISK MANAGER	1
RISK MANAGER/COMMUNITY PROJECTS ADMINISTRATOR	1
HUMAN RESOURCES COORDINATOR	1
CITY CLERK	1
CITY CLERK/PUBLIC RELATIONS ADMINISTRATOR	1
DIRECTOR OF HOSPITALITY	1
FINANCE DIRECTOR	1
CFO/HR	1
ACCOUNTANT	1
FINANCE CLERK	3
OCC LICENSE/FINANCE SUPERVISOR	1
ADMINISTRATIVE CLERK	5
ADMINISTRATIVE SECRETARY I/ASSISTANT CITY CLERK	3

EXHIBIT "C"

PUBLIC SERVICES DIRECTOR	1
PROJECT MANAGER	1
GIS MANAGER	1
PROJECT ADMINISTRATOR	3
COMMUNITY SERVICES SUPERINTENDENT	1
CODE ENFORCEMENT OFFICER	4
INFRASTRUCTURE SUPPORT SERVICES SUPERINTENDENT	1
OPERATIONAL SERVICES SUPERINTENDENT	1
GROUNDS MANAGER	1
UTILITY MANAGER	2
BUILDINGS MANAGER	1
FLEET MANAGER	1
TRANSPORTATION MANAGER	1
INSPECTOR	2
GIS TECHNICIAN	1
MECHANIC	2
FIELD TECHNICIAN	25
UTILITY OPERATOR	~~14~~ 15
LEAD TECHNICIAN	3
LEAD OPERATOR	2
POLICE CHIEF	1
POLICE CAPTAIN	2
POLICE LIEUTENANT	3
POLICE SERGEANT	9
POLICE CORPORAL	8
POLICE OFFICER	~~44~~ 47

PUBLIC SAFETY DATA ANALYST	1
FIRE/EMS CHIEF	1
ASSISTANT FIRE/EMS CHIEF	2
FIRE/EMS BATTALION CHIEF	5
FIRE/EMS CAPTAIN	10
FIRE/EMS LIEUTENANT	9
FIREFIGHTER EMT AND PARAMEDIC	45*
TOTAL	~~232~~ 238

REGULAR PART-TIME POSITIONS

FINANCE DEPARTMENT	1
RISK MANAGER	1
TOTAL	2

*No more than 39 shall be assigned to Paramedic designation

NOTE: The number of authorized positions may be exceeded only in the following instances:

- When the Police Department has received a Personnel Action Form completed by an employee advising that he/she will retire or resign within the ensuing twelve months or less, a Police Officer candidate may be hired prior to that retirement date (but not more than twelve [12] months before that date) so that the newly hired Officer can attend the Police Academy, go through the Florence Police Department Field Training Program, and be fully trained to replace the retiring Officer by his/her retirement date.

- When the Administrative, Fire/EMS, or Public Services Department has received a Personnel Action Form completed by a "key employee" advising that he/she will retire or resign within the ensuing twelve (12) months or less, a candidate for that position may be hired not more than thirty (30) days before that date so that the replacement can receive training from the employee vacating the position. A "key employee" is defined as one whose job tasks are unique and critical to the operation of the department, and approved as such by the City Coordinator.

AUTHORIZED POSITIONS: All Department's may hire, with administration authorization, up to two additional personnel over the authorized position limit with the understanding that the authorized position limit shall be returned to through attrition.

Seniority pay is an annual amount paid in bi-weekly installments to employees with certain levels of employment time hired prior to July 1, 2011. Employees hired after July 1, 2011 will not be eligible for seniority pay.

SENIORITY PAY SCHEDULE FOR 37.5 AND 40 HOURS WORKED PER WEEK

After completing five (5) years of service (6th through 10th year of employment) - $700 annually

After completing ten (10) years of service (11th through 15th year of employment) - $1,400 annually

After completing fifteen (15) years of service (16th through 20th year of employment) - $2,100 annually

After completing twenty (20) years of service (21st through 25th year of employment) - $2,800 annually

After completing twenty-five (25) years of service (26th year and over of employment) - $3,500 annually

SENIORITY PAY SCHEDULE FOR 24ON/48OFF

After completing five (5) years of service (6th through 10th year of employment) - $440 annually

After completing ten (10) years of service (11th through 15th year of employment) - $875 annually

After completing fifteen (15) years of service (16th through 20th year of employment) - $1,315 annually

After completing twenty (20) years of service (21st through 25th year of employment) - $1,750 annually

After completing twenty-five (25) years of service (26th year and over of employment) - $2,190 annually

If an employee's schedule changes, the amount of annual paid leave to be credited can change. When an employee's scheduling status changes from 24/48 to 40 hours per week, his or her paid leave hours credited up to the date of change will be converted by a factor of 71.43%, the intent being to equal the number of work weeks of paid leave credited. Likewise, when an employee's scheduling status changes from 40 hours per week to 24/48, his or her paid leave hours credited up to the date of change will be converted by a factor of 140%.

Individuals who have been re-employed by the City of Florence after a separation of one year or more will receive Seniority Pay based on their re-employment anniversary.