

Department	Current Classification	Current Grade	Proposed Classification	Proposed Grade	Justification
IT	IT Technician I	90	IT Technician II	120	The employee in the Tech I position is a long-term employee and has been performing all of the duties and responsibilities of a Tech II for some time now. There is no difference in the job that this employee and the employee in the Tech II position perform, so the position should be graded and compensated accordingly.
Maintenance Shop	Mechanic Aide	20	Mechanic	120	This position has sat vacant for almost 3 years. With the new facility now being operational, there is a demand for another mechanic i.apparent.
Communications	Brand & Design Manager	170	Multimedia Content Manager	170	Following the posting and recruitment process for the Brand & Design Manager position, it became apparent that the position description and title did not accurately reflect the City's operational needs. Departments consistently identified an increasing demand for professional videography, photography, drone operations, and other multimedia content to support public information, project documentation, community engagement, and digital communications. However, the position primarily attracted candidates with traditional branding and graphic design backgrounds rather than the advanced multimedia production experience needed. To better align the position with departmental needs and improve recruitment outcomes, the position is being reclassified as Multimedia Content Manager at the same pay grade. The revised title and job responsibilities more accurately reflect the primary functions of the role and will help attract candidates with the specialized multimedia production skills necessary to support the City's communication objectives.