

Job Analysis Summary – Community Safety and Wellness Specialist – Police Department

JAT Scoring

Department	Classification ▲	Leadership	Working Conditions	Complexity	Decision Making	Relationships	JAT Score
POLICE	Community Safety and Wellness Specialist	3	3	5	4	7	512.5

Market Data

Class Title ▲	▲	Average of Min	Average of % Diff Min	Average of Mid	Average of % Diff Mid	Average of Max
☐ Community Safety and Wellness Specialist		\$48,840.00		\$61,678.00	-64.2%	\$90,614.00
	Peer 13	\$48,840.00		\$66,534.00		\$90,614.00
	Peer 14			\$54,750.00	-51.7%	
	Peer 20			\$63,750.00	-76.6%	

Position Slotting

Department	Class Title ▲	JAT Score	JAT Projected Grade Min	JAT Projected Grade	JAT Projected Grade Max	Market Midpoint	Market Projected Grade	Pay Plan (Select)	Grade (Select)	Assigned Min	Assigned Mid	Assigned Max
POLICE	Community Safety and Wellness Specialist	512.5	130	120	140	\$61,678.00	120	General	120	\$47,484.00	\$61,730.00	\$75,976.00

Recommendation: The JAT projected grade and the Market projected grade both came in at 120. HR's recommendation is to slot the position at a grade 120 on the City's Pay Classification Plan.