

Meeting Date: 6/23/2015

Report Type: Consent

Report ID: 2015-00588

Title: Personnel Resolution Covering Unrepresented Officers and Employees

Location: Citywide

Recommendation: Pass a Resolution 1) approving the Personnel Resolution Covering Unrepresented Officers and Employees; 2) approving the Unrepresented Salary Schedule; 3) amending the Employer-Employee Relations Policy; and 4) authorizing the City Manager to make minor changes or adjustments to exhibits in order to correct omissions and errors.

Contact: Geri Hamby, Director, (916) 808-7173; Denise Deprato, Support Services Manager, (916) 808-8249, Department of Human Resources

Presenter: None

Department: Human Resources

Division: HR Administration

Dept ID: 08001011

Attachments:

- 1-Description/Analysis
- 2-Attachment 1 (Personnel Resolution Redline)
- 3-Attachment 2 (Unrep Salary Schedule Redline)
- 4-Attachment 3 (Employer Employee Relations Policy Redline)
- 5-Resolution
- 6-Exhibit A (Personnel Resolution Final)
- 7-Exhibit B (Salary Schedule Final)
- 8-Exhibit C (Employer Employee Relations Policy)

City Attorney Review

Approved as to Form
Brett Witter
6/17/2015 4:54:39 PM

Approvals/Acknowledgements

Department Director or Designee: Geri Hamby - 6/8/2015 1:01:18 PM

Description/Analysis

Issue: Each year the Department of Human Resources recommends revisions to the Personnel Resolution Covering Unrepresented Officers and Employees, (herein Personnel Resolution), the Salary Schedules for unrepresented classifications, and the Employer Employee Relations Policy. The provisions of the Personnel Resolution apply to Executive Management, the Mayor/Council Support staff, Executive Management Support staff, and temporary non-career staff.

This report contains the proposed revisions to the Personnel Resolution and the proposed FY2015/16 unrepresented salary schedule.

The attachments contained in this report relating to the Personnel Resolution are described below:

1. The specific changes to the Personnel Resolution are presented in two versions. Attachment 1 is a red-lined version of text changes to the Personnel Resolution effective July 1, 2015. Exhibit A depicts those changes, as the amended text would appear in the Personnel Resolution, subject to City Council adoption.
2. The specific changes to the Salary Schedule are presented in two versions. Attachment 2 is a red-lined version of text changes to the FY2015/16 Salary Schedules for unrepresented positions classified as Executive Management, Mayor/Council Support, Executive Management Support, and non-career. Exhibit B depicts those changes, as the amended text would appear in the Salary Schedule, subject to City Council adoption. Following Council's approval, the salary schedules will be effective June 27, 2015.

The proposed Employer-Employee Relations Policy (EERP) amendments are necessary to reorganize existing changes within the represented and unrepresented units. This includes the creation of Mayor/Council unrepresented unit 23.

The specific changes to the Employer-Employee Relations Policy are presented in two versions. Attachment 3 is a red-lined version of text changes to the Employer-Employee Relations Policy. Exhibit C depicts those changes, as amended text would appear in the Employer-Employee Relations Policy, subject to City Council adoption.

Policy Considerations: The proposed Personnel Resolution contains substantive revisions, "clean-up" language, and updated effective dates. Additionally, this report also recommends the following amendments to the Personnel Resolution, Attachment 1, and Exhibit A. Unless otherwise noted, all recommended changes will become effective July 1, 2014, if adopted by City Council:

1. Health and Welfare Contributions
 - a. Employee Only contribution will be \$721 per month effective July 1.

2. PERS Retirement Plan and Contribution

- a. Classic miscellaneous employees will pay 1% of the employer contribution to the Public Employees' Retirement System (PERS) effective June 27, 2015.
- b. Classic police safety employees will pay 3% of the employer contribution to the Public Employees' Retirement System (PERS) effective June 27, 2015.
- c. Classic fire safety employees will pay 12.81% of the employer contribution to the Public Employees' Retirement System (PERS) effective June 27, 2015.
- d. Effective June 27, 2015, classic miscellaneous members in the unrepresented units 20, 21, and 22 shall receive a 1% salary increase to offset the 1% cost share. Classic safety members in unrepresented unit 20, shall receive a 3% salary increase to offset the 3% cost share.

3. 401(A)

- a. Executive Management Support employees will contribute 2%.

4. Sick Leave

- a. Part-time and non-career employees will earn sick leave on a pro-rata basis per the Rules and Regulations of the Civil Service Board and/or California's Healthy Families Act of 2014.

Environmental Considerations: Under the California Environmental Quality Act (CEQA) guidelines, continuing administrative activities do not constitute a project and are therefore exempt from review.

Sustainability: Not applicable.

Commission/Committee Action: Not applicable.

Rationale for Recommendation: This report and the proposals contained herein are consistent with the City Manager's labor strategy for FY2015/16.

Financial Considerations: The potential FY2015/16 cost associated with the adoption of the proposed revisions to the Personnel Resolution is approximately \$68, 000 (\$66,500 in the General Fund).

Local Business Enterprise (LBE): Not applicable.

City of
SACRAMENTO

**Personnel Resolution Covering
Unrepresented Officers and employees**

July 1, ~~2014~~2015

Table of Contents

ARTICLE 1 – GENERAL ADMINISTRATIVE PROVISIONS 1

- 1.1 APPOINTING AUTHORITY 1
- 1.2 APPLICABILITY 1
- 1.3 TYPE OF APPOINTMENTS..... 1
- 1.4 STAFF AIDE POSITIONS..... 2
- 1.5 CITY SERVICE 2

ARTICLE 2 – HOURS OF EMPLOYMENT AND OVERTIME 2

- 2.1 HOURS OF EMPLOYMENT 2
- 2.2 VOLUNTARY WORK FURLOUGH/REDUCED WORKWEEK PROGRAM..... 2
- 2.3 OVERTIME FOR ELIGIBLE EMPLOYEES..... 3
- 2.4 OVERTIME FOR NON-CAREER EMPLOYEES 3
- 2.5 MODIFIED/ALTERNATIVE DUTY POLICY 3
- 2.6 TELEWORK PROGRAM..... 3
- 2.7 ALTERNATIVE WORK SCHEDULE PROGRAM 3

ARTICLE 3 – FRINGE BENEFIT PLAN/HEALTH AND WELFARE 4

- 3.1 HEALTH AND WELFARE CONTRIBUTION (CITY DOLLARS)..... 4
- 3.2 COVERED DEPENDENTS..... 5
- 3.3 CASH-BACK LIMITS..... 5
- 3.4 LIFE INSURANCE..... 6
- 3.5 LONG TERM DISABILITY..... 6
- 3.6 FLEXIBLE SPENDING ACCOUNTS..... 6
- 3.7 DEFERRED COMPENSATION PLAN 6
- 3.8 SECTION 401(A) MONEY PURCHASE PLAN 6
- 3.9 LONGEVITY PAY..... 7

ARTICLE 4 – RETIREMENT..... 7

- 4.1 RETIREES OR SURVIVOR DEPENDENTS..... 7
- 4.2 PERS RETIREMENT PLAN AND CONTRIBUTION..... 9

ARTICLE 5 – CHARTER OFFICERS..... 10

- 5.1 CHARTER OFFICER SALARIES..... 10
- 5.2 EXPENSE ALLOWANCE..... 10

ARTICLE 6 – NON-CAREER EMPLOYEES 11

- 6.1 NON-CAREER BENEFITS 11
- 6.2 CITY HEALTH AND WELFARE CONTRIBUTION..... 11
- 6.3 POOL SAFETY CLASSIFICATIONS 11

ARTICLE 7 – LEAVES 12

- 7.1 ACCRUAL OF LEAVE HOURS OVER 24 PAY PERIODS 12
- 7.2 VACATION..... 12
- 7.3 HOLIDAYS 12
- 7.4 MANAGEMENT LEAVE TIME..... 15
- 7.5 ADMINISTRATIVE LEAVE TIME 16
- 7.6 SICK LEAVE 16
- 7.7 PARENTAL LEAVE..... 18
- 7.8 INJURY-ON-DUTY..... 18

ATTACHMENT 1

7.9 COURT LEAVE 18

7.10 CATASTROPHIC LEAVE PLAN 19

7.11 SACRAMENTO HOUSING & REDEVELOPMENT AGENCY (SHRA) TRANSITION 19

7.12 PERSONAL TIME OFF FOR EXECUTIVE MANAGEMENT SUPPORT EMPLOYEES 20

7.13 BEREAVEMENT PAY 21

7.14 FAMILY AND MEDICAL LEAVE 21

7.15 PERSONAL TIME OFF 21

ARTICLE 8 – REIMBURSEMENTS AND ALLOWANCES 22

8.1 TRANSPORTATION AND PARKING ALLOWANCES 22

8.2 POLICE AND FIRE UNIFORM ALLOWANCE 24

8.3 TUITION REIMBURSEMENT 24

8.4 STATE OF CALIFORNIA BAR DUES 24

8.5 REQUIRED LICENSES AND CERTIFICATIONS 24

8.6 CONTINUING EDUCATION 25

8.7 BILINGUAL PAY 25

8.8 TECHNOLOGY ALLOWANCE 25

8.9 NOTARY PAY 26

ARTICLE 9 – MISCELLANEOUS 26

9.1 OFF-DUTY EMPLOYMENT OF EXEMPT EMPLOYEES 26

9.2 PAYROLL ERRORS 27

9.3 RETIREE COURT APPEARANCE FEES 27

ARTICLE 1 – GENERAL ADMINISTRATIVE PROVISIONS

1.1 APPOINTING AUTHORITY

- a. For the City of Sacramento, appointing authority is vested with the Mayor, City Council members, and Charter Officers. Subject to applicable Rules and Regulations of the Civil Service Board, Council-adopted resolutions, and administrative policy instructions, appointing authority provides for the ability to hire City employees.
- b. The Appointing Authority has the authority, subject to the approved Budget Resolution and administrative policy, to:
 - (1) Allocate full-time equivalent positions to specific job classifications and to establish rates of pay for incumbents in those classifications;
 - (2) Change the number of exempt management positions under their administrative jurisdiction, so long as their total exempt management salary budget does not increase;
 - (3) Adjust the salary of individual exempt positions, so long as the total exempt salary budget for each department does not increase; and
 - (4) Grant performance-based salary adjustments to unrepresented officers and employees consistent with employee appraisal procedures.

1.2 APPLICABILITY

The terms of this Resolution shall apply to all unrepresented employees of the City unless superseded by an employment contract with Charter Officers, ~~Sacramento Area Flood Control Agency (SAFCA) unrepresented personnel shall maintain the benefits contained in the July 2, 2011 Resolution Covering Unrepresented Officers and Employees.~~

1.3 TYPE OF APPOINTMENTS

- a. Nothing in this Resolution shall create an express or implied covenant or contract, or create a property right or tenure for any person appointed to unrepresented classifications covered by this Resolution. All unrepresented employees serve at the pleasure of the Appointing Authority. Consequently, just cause is not required for discipline, and there are no appeal rights.
- b. This Personnel Resolution covers all unrepresented officers and

employees of the City of Sacramento appointed or incumbent to any position in the Executive Management, Executive Management Support, and Mayor/Council Support units as defined by the Employer-Employee Relations Policy. This Personnel Resolution applies to these positions whether the employee is considered full-time, part-time, seasonal, or appointed on a limited-term basis.

1.4 STAFF AIDE POSITIONS

The classification of Staff Aide, may be used when a classification is needed either pending establishment of a new classification or a position is funded for a limited time and no appropriate classification exists. An employee may be appointed to the Staff Aide classification for a maximum of twelve (12) months. The salary range for any Staff Aide position shall be established by the Director of Human Resources.

1.5 CITY SERVICE

City service for purposes of calculating benefits shall be defined as the effective date of most recent ~~appointment~~ hire date to the employee's ~~first~~ exempt or permanent career position, or as the effective date of appointment to the employee's first full-time position (or positions) which immediately preceded an appointment to an exempt or permanent career position, whichever is greater.

ARTICLE 2 – HOURS OF EMPLOYMENT AND OVERTIME

2.1 HOURS OF EMPLOYMENT

- a. The normal work period for employees shall begin at 12:01 a.m. Saturday and end at 12:00 midnight the following Friday.
- b. The normal work week for full-time employees, who are covered by the overtime provisions of the Fair Labor Standards Act (FLSA), shall consist of forty (40) hours of work during the normal work period.
- c. The normal work week shall not apply to employees exempt from the overtime provisions of FLSA. These employees are expected to work any amount of time required to perform the duties of their positions.
- d. The workweek for part-time employees shall be determined by the Appointing Authority.

2.2 VOLUNTARY WORK FURLOUGH/REDUCED WORKWEEK PROGRAM

The City's Voluntary Work Furlough/Reduced Workweek Program shall be

applicable to unrepresented full-time employees on the same terms as apply to represented employees. The benefit plan for eligible employees shall not be reduced or prorated by participation in such work reductions.

2.3 OVERTIME FOR ELIGIBLE EMPLOYEES

- a. All overtime shall be calculated and paid consistent with FLSA requirements. Overtime compensation shall be paid by cash payment or compensating time off (CTO) as determined by the Appointing Authority.
- b. Employees may accrue up to one hundred and twenty (120) hours of CTO. The City may cash out those CTO hours accumulated in excess of eighty (80) hours at any time provided that the use of such time off has not been previously approved.
- c. The use of accrued CTO shall be at the discretion of the Appointing Authority. Employees who request use of accrued CTO shall be permitted to use such time within a reasonable period after making the request if the use of CTO does not unduly disrupt the operations of the work unit.
- d. Upon termination from City service, employees shall be paid for any unused CTO hours at the rate of pay at the time of separation.

2.4 OVERTIME FOR NON-CAREER EMPLOYEES

- a. All overtime for non-career employees shall be calculated and paid consistent with FLSA requirements. Non-career employees shall be compensated for overtime with pay at one and one-half (1-1/2) times the applicable rate of pay in cash payment.
- b. The Appointing Authority may establish a flexible work schedule consisting of more than an eight (8) hour day in a forty (40) hour work week.

2.5 TELEWORK PROGRAM

Executive Management Support employees may participate, at the discretion of the Appointing Authority, in the City's Telework Program.

2.6 ALTERNATIVE WORK SCHEDULE PROGRAM

Employees may participate, at the sole discretion of the Appointing Authority, in Alternative Work Schedule Program such as 9/80 or 4/10 schedules. Employee participation in Alternative Work Schedule Program shall be dependent on employee performance and shall not disrupt department operations.

ARTICLE 3 – FRINGE BENEFIT PLAN/HEALTH AND WELFARE

The fringe benefit plan described below shall be available to full-time Executive Management, Mayor/Council Support, and Executive Management Support employees. The Appointing Authority, on a case-by-case basis, shall establish the fringe benefit plan for employees who are less than full-time, not to exceed the fringe benefit plan for comparable full-time employees.

3.1 HEALTH AND WELFARE CONTRIBUTION (CITY DOLLARS)

a. The City shall administer a Cafeteria Plan benefits program for employees consistent with the Internal Revenue Code Section 125.

~~b. Account-Based Health Plan (ABHP)~~

~~(1) Employees who enroll for the first time in an ABHP no later than December 31, 2014, shall have a Health Savings Account (HSA) credited with a one-time City contribution of \$2,000 on or before January 31, 2015. This provision applies to employees who have never received the City contribution of \$2,000,~~

~~(2) To the extent that the premium for the ABHP is less than the applicable City contributions outlined below, any remaining City contribution shall be credited to the employee's HSA.~~

~~e.b.~~ Effective ~~January~~ July 1, 2015, the City contribution for a full-time employee enrolled in a City-sponsored health plan for employee only shall be ~~fixed at an amount equal to one hundred percent (100%) of the lowest cost City non-ABHP health plan plus the lowest cost dental plan available in the plan year 2015~~ \$721 per month.

~~d.c.~~ The City contribution for a full-time employee enrolled in a City-sponsored health plan for employee plus one (1) dependent shall be \$883 per month.

~~d.~~ The City contribution for a full-time employee enrolled in a City-sponsored health plan for employee plus two (2) or more dependents shall be \$1,243 per month.

e. For employees enrolled in an Account-Based Health Plan (ABHP), as defined by the City, the contributions shall be as specified above. To the extent that the premium for the ABHP is less than the monthly City contribution, any excess City contribution shall be credited to the employee's Health Savings Account (HSA), to the extent allowed by law. If the excess contribution exceeds the annual HSA limit allowed by

law, the employee will receive a cash payment for the excess contribution.

- f. Eligible part-time employees ~~averaging between 20 and 30 hours per week~~ shall be prorated consistent with represented employees.
- g. In addition to the City contribution received above, the City Manager, City Attorney, City Clerk, and City Treasurer shall receive three percent (3%) of base salary to apply to optional benefits.

3.2 COVERED DEPENDENTS

- a. Funds used to pay the health insurance premium cost for the domestic partner and/or the domestic partner's dependent children shall be in accordance with Federal and State tax laws.
- b. An employee who has a domestic partner, and has a notarized City provided "Declaration & Understanding of Partnership Status" form, may cover the domestic partner under the employee's City-sponsored health plan. The employee will pay for the premium cost for the domestic partner coverage after tax.
- c. An employee who has a domestic partner and is registered with the Secretary of State of the State of California may cover the domestic partner and/or the domestic partner's children, under the employee's City-sponsored health plan. The City shall contribute \$883 for an employee enrolled with one (1) dependent; and \$1,243 for an employee enrolled with two (2) or more dependents.
- d. The definition of dependent child for purposes of health, insurance shall be as determined under the Patient Protection and Affordable Care Act. The definition of dependent child for purposes of dental and vision insurance shall be as outlined in certificates of coverage and related insurance contracts. As of the date of this Resolution, that definition includes an adult child up to age 26, grandchild living in the employee grandparent's home, disabled children, step-children, adopted children, wards and foster children provided they qualify as the subscriber's or subscriber's lawful spouse's dependent under IRS rules and regulations.

3.3 CASH-BACK LIMITS

- a. The cash-back of City dollars from the IRS Section 125 Plan of \$200 per month shall be eliminated for employees who waive enrollment in City-sponsored group health plans effective January 1, 2015.

3.4 LIFE INSURANCE

- a. City-paid basic life insurance shall be:

<u>Group</u>	<u>Amount</u>
Executive Management, Executive Management Support and Mayor Council Support	\$ 50,000
City Attorney, City Clerk and City Treasurer	\$100,000
City Manager	\$150,000

- b. Insurance Over \$50,000

Executive Management, Mayor/Council Support, and Executive Management Support employees may purchase, at their expense, supplemental life insurance in the amount of up to three (3) times annual salary subject to limitations specified by the insurance carrier.

3.5 LONG TERM DISABILITY

Executive Management and Mayor/Council Support employees shall receive City-paid long-term disability insurance.

3.6 FLEXIBLE SPENDING ACCOUNTS

The City offers a Flexible Spending Account (FSA) program to employees as permitted by Internal Revenue Service Regulations.

3.7 DEFERRED COMPENSATION PLAN

Executive Management, Mayor/Council Support, and Executive Management Support employees may participate in the City's Deferred Compensation 457 Plan to the extent allowed by law and the 457 plan document.

3.8 SECTION 401(A) MONEY PURCHASE PLAN

- a. The City's established IRS Section 401(a) Plan is available as follows:

- (1) For Executive Management and Mayor/Council Support employees the City will contribute four percent (4%) of salary and the employee shall contribute five percent (5%) of salary.
- (2) For Executive Management Support employees, the City will contribute two percent (2%) of salary ~~with a zero~~ and the employee shall contribute two percent (02%) ~~employee contribution of salary.~~

- (3) The 401(a) Plan shall conform to all IRS requirements. Vesting of City funds occurs with enrollment consistent with IRS and 401(a) provider rules and regulations.

3.9 LONGEVITY PAY

Employee eligibility for longevity pay shall be determined as provided under Section 108 of the City Charter. The amount to be paid annually on the second check in July after twenty (20) years of City service shall be one hundred dollars (\$100), and after twenty-five (25) years of City service, an additional two hundred dollars (\$200), for a total of three hundred dollars (\$300). Longevity pay is provided for in the City Charter and not through this Resolution. In the event changes are made to the City Charter, those changes shall supersede the provisions of this Resolution.

ARTICLE 4 – RETIREMENT

4.1 RETIREES OR SURVIVOR DEPENDENTS

Eligible City retirees or eligible survivor dependents shall receive City retiree insurance contributions for health, dental, and vision insurance benefits from the City as follows:

- a. The maximum City contribution towards the purchase of health insurance for retirees is \$300 per month for the retiree or \$365 for a retiree with dependent(s).
- b. Retiree Insurance Contributions for Employees Retiring on or after July 1, 1992
 - (1) Employees retiring with thirty (30) or more years of service shall be eligible for up to the City's maximum retiree health insurance contribution identified in subsection (a) above on the date of retirement without regard to age.
 - (2) Employees retiring with a minimum of twenty (20) full years of service but less than thirty (30) full years of service who are at least fifty (50) years of age shall receive up to one hundred percent (100%) of the City's maximum retiree insurance contribution identified in subsection (a) above.
 - (3) Employees retiring with a minimum of fifteen (15) full years of service but less than twenty (20) full years of service who are at least fifty (50) years of age shall receive up to seventy-five percent (75%) of the City's maximum retiree insurance contribution identified in subsection (a) above.

- (4) Employees retiring with a minimum of ten (10) full years of service but less than fifteen(15) full years of service who are at least fifty (50) years of age shall receive up to fifty percent (50%) of the City's maximum retiree insurance contribution identified in subsection (a) above.
- (5) There shall be no City retiree insurance contribution for retirees with less than ten (10) full years of City service.
- (6) There shall be no eligibility for the City's retiree insurance contribution if the employee elects to take a deferred retirement.

c. Retiree Insurance Contribution for Persons in Deferred Retirement Status as of January 1, 1991

- (1) Employees who elected a deferred retirement prior to January 1, 1991, and who retired on or after July 1, 1992, and before June 28, 2013, shall be eligible for the City's retiree insurance contribution as follows:
 - i. A retiree with at least ten (10) full years of City service, and who is at least 50 years of age, shall be eligible for up to fifty percent (50%) of the City's maximum retiree insurance contribution as identified in subsection (a) above.
 - ii. A retiree with twenty (20) full years or more of City service, and who is at least fifty (50) years of age, shall be eligible for up to one hundred percent (100%) of the City's retiree insurance contribution as identified in subsection (a) above.

d. Employees who elected a deferred retirement prior to January 1, 1991, and did not retire on or before June 28, 2013, shall not be eligible for the City's retiree insurance contribution.

e. Pre-Medicare Eligible Retirees

Retirees who are not eligible for Medicare benefits may elect to participate in a City-sponsored health plan or purchase an individual plan. A retiree who elects to purchase a health plan not sponsored by the City shall be eligible to reenroll in a City-sponsored health plan within two (2) of years waiving City coverage.

f. Medicare Eligible Retirees

Upon achieving eligibility for Medicare benefits, retirees and their dependent(s) shall not be allowed to participate in any City-sponsored health plan.

g. Retiree Insurance Contribution Exclusion

Retirees who participate in another group health plan as an employee or dependent spouse shall not be eligible for the City contribution outlined above.

h. Industrial Disability or Death in Line of Duty Survivors

Retirees who receive industrial disability pensions or death in-line-of-duty survivors benefits will be entitled for up to one hundred percent (100%) of the City's - applicable maximum retiree insurance contribution regardless of years of service.

i. Survivor Dependents Benefits

Survivor dependents of eligible employees or retirees shall be entitled to the same benefit amount as the employee was eligible for at the time of death.

j. Limitation Clause

No employee or retiree shall have any rights provided by this Section 4.1 after ~~June 26, 2015~~ June 30, 2016.

k. Elimination of Retirees or Survivor Dependents Benefits

No employee hired on or after July 20, 2012, shall be eligible for any benefits provided by this Section 4.1. Employees transferring to unrepresented classifications after July 20, 2012, shall be ineligible for any benefits by this section, unless the transferring employee was eligible for retiree or survivor dependent benefits at the time of transfer.

4.2 PERS RETIREMENT PLAN AND CONTRIBUTION

a. Member Contribution to PERS Retirement Plan – Classic Members

(1) Miscellaneous

Executive Management, Mayor/Council Support, Executive Management Support, and Charter Officers shall pay eight percent (8%) of salary to the PERS retirement plan. The City will seek to amend the PERS contract to reflect a new cost-share agreement in which miscellaneous classic members shall, from the date of the amendment, pay the a seven percent (7%)

~~employee contribution and one percentage point (1%) of the employer contribution through PERS cost-share. If this PERS cost-share is not approved by a vote of the unrepresented unit miscellaneous employees, the one percent (1%) cost-share will remain in the City's account.~~ ~~shall pay the seven percent (7%) member contribution to the PERS retirement plan.~~ Classic members in miscellaneous classifications shall qualify for the 2% at 55 benefit formula and retirement shall be based upon the highest twelve (12) consecutive months of compensation.

(2) Police Safety

Executive Management Police Safety employees shall pay ~~twelve percent (12%) of salary to the PERS retirement plan. The City will seek to amend the PERS contract to reflect a new cost-share agreement in which Executive Management Police Safety classic members shall, from the date of the amendment, pay at the~~ nine percent (9%) employee contribution and three percentage points (3%) of the employer contribution through PERS cost-share. If this PERS cost-share is not approved by a vote of the unrepresented Executive Management Police Safety unit employees, the three percent (3%) cost-share will remain in the City's account. ~~the nine percent (9%) member contribution to the PERS retirement plan.~~ Classic members in Executive Management Police Safety classifications shall qualify for the 3% at 50 benefit formula and retirement shall be based upon the highest twelve (12) consecutive months of compensation.

(3) Fire Safety

Executive Management Fire Safety employees shall pay ~~the 912.81% value~~ twelve percent (12%) of the employer's contribution share of to the PERS contribution retirement plan. For Executive Management Fire Safety employees the City shall pay up to the nine ~~twelve percent (912%) member contribution to the PERS retirement plan on behalf of the Executive Management Fire Safety employees. Such payments shall be reported to PERS as additional compensation for the purpose of retirement benefit calculations to the extent allowed by law. If necessary, the contract with PERS shall be amended to reflect the proper allocation of funds.~~ Classic members of Executive Management Fire Safety classifications shall qualify for the 3% at 55 benefit formula and retirement shall be based upon the highest twelve (12) consecutive months of compensation.

b. Effective June 27, 2015, PERS Classic Miscellaneous Executive Management, Mayor/Council Support, Executive Management Support,

and Charter Officers members shall receive a one percent (1%) salary increase to offset the PERS cost-share. PERS Classic Safety Executive Management Fire and Police Safety members shall receive a three percent (3%) salary increase to offset the PERS cost-share

b.c. Member Contribution to PERS Retirement Plan – New Members

(1) Miscellaneous

Executive Management, Mayor/Council Support, Executive Management Support, and Charter Officers hired after December 31, 2012, shall be members in the PERS on terms consistent with Public Employees' Pension Reform Act (PEPRA). New members in miscellaneous classifications shall qualify for the 2% at 62 benefit formula, shall contribute 50% of the total normal cost of the PERS retirement plan, and retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

(2) Safety

Executive Management Safety employees hired after December 31, 2012, shall be members in the PERS on terms consistent with PEPRA. New members in safety classifications shall qualify for the 2.7% at 57 benefit formula, shall contribute 50% of the total normal cost of the PERS retirement plan, and retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

ARTICLE 5 – CHARTER OFFICERS

5.1 CHARTER OFFICER SALARIES

The salaries for the City Attorney, City Clerk, City Manager, and, City Treasurer, shall be modified only by City Council action and approval.

5.2 EXPENSE ALLOWANCE

The City will pay to the City Manager a sum of \$400 per month as reimbursement for City expenses for which no vouchers need be furnished. The City will pay to the City Attorney, City Clerk, and City Treasurer a sum of \$350 per month as reimbursement for City expenses for which no vouchers need be furnished.

ARTICLE 6 – NON-CAREER EMPLOYEES

6.1 NON-CAREER BENEFITS

Except as provided herein, unrepresented non-career (+1,040) employees ~~who work less than thirty (30) hours per week~~ do not accrue benefits.

6.2 CITY HEALTH AND WELFARE CONTRIBUTION

- a. Employees in the classification of Fire Recruit and Student Trainee (Paramedic Intern) shall receive the same City monthly health and welfare contribution amount as provided for the classification of Firefighter in the Memorandum of Understanding.
- b. Employees in the classification of Police Cadet, Police Recruit, and Community Service Officer (Limited Term) shall receive the same City monthly health and welfare contribution amount as provided for the classification of Police Officer in the Memorandum of Understanding.
- c. Employees in the classification of Dispatcher Recruit shall receive the same City health and welfare contribution amount as provided for the non-supervisory Dispatcher classification in the Memorandum of Understanding.
- d. Non-Career employees under this Section are not eligible for cash back.

6.3 POOL SAFETY CLASSIFICATIONS

Employees holding classifications designated as pool safety positions may be eligible for additional compensation for qualifying work associated with the summer aquatics program. Such compensation is authorized solely for the purpose of recruiting and retaining qualified employees at City-operated swimming pools. Said employees shall be paid additional compensation as follows:

a. Certification Fee Reimbursements

Upon submittal of documents showing successful completion of the required water safety courses and receipts showing fees paid, the City shall reimburse eligible employees up to \$200 for completing their certification course work.

b. Recruitment Incentive

Upon successful completion of eighty (80) hours of work in a designated pool safety classification, the City shall pay eligible employees a lump sum amount of \$200.

c. Retention Incentive

Upon successful completion of work during the entire summer aquatics season, the City shall pay eligible employees a lump sum amount of \$400.

ARTICLE 7 – LEAVES

7.1 ACCRUAL OF LEAVE HOURS OVER 24 PAY PERIODS

Unless provided otherwise in this Article, the accrual of leave hours shall accrue over 24 pay periods per year, during the first two (2) pay periods of each month.

7.2 VACATION

- a. Employees shall be entitled to vacation allowances pursuant to the provisions of Section 107 of the City Charter. Based on length of City service, the accrual of annual vacation allowances shall be as follows:

<u>Length of Service</u>	<u>Annual Vacation Allowance</u>	<u>Annual Vacation Allowance for Fire Safety Management Employees</u>
1 to 5 years	10 days/80 hours	112 hours
5 years and 1 day to 15 years	15 days/120 hours	168 hours
more than 15 years	20 days/160 hours	224 hours

- b. Vacation allowance administration shall be in accordance with the Rules and Regulations of the Civil Service Board, unless an exception is authorized by the City Manager under appropriate circumstances. Employees may accumulate a maximum of four hundred and eighty (480) vacation hours, except Fire Safety Management employees may accumulate a maximum of six hundred and seventy two (672) hours. Once the maximum is reached, there shall be no further vacation accrual until the balance falls below four hundred and eighty (480) hours or six hundred and seventy two (672) for Fire Safety Management.

7.3 HOLIDAYS

- a. Recognized Holidays

Except as otherwise provided, the following shall be recognized holidays for eligible employees:

<u>Holiday</u>	<u>Date</u>
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New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	Last Monday in March
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

b. Eligibility

- (1) To be eligible for holiday pay, the employee must be in a paid work status the scheduled workday before and after the recognized holiday. Any payable leave time, such as vacation, and sick shall be considered hours worked for the purpose of holiday pay eligibility.
- (2) A part-time employee, including an employee in a work-sharing program, and non-career (+1,040) employee shall receive the recognized holiday benefit based upon the number of hours the employee was paid in that workweek as follows:

Number of Recognized Holidays in the Workweek	Minimum Number of Paid Hours in the Workweek	
	50% Benefit	100% Benefit
0.5	18	28.8
1.0	16	25.6
1.5	14	22.4
2.0	12	19.2

An employee paid for less than the minimum number of hours required for the 50% benefit shall receive no recognized holiday benefit.

- (3) Non-career (-1,040) employees shall not receive recognized holiday benefits.

c. Holiday Observance

- (1) If an employee's scheduled days off are Saturday and Sunday during a standard City workweek in which a recognized holiday falls, the following shall apply:

- i. If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
 - ii. If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.
- (2) If an employee's schedule differs from the traditional Monday-Friday workweek in which a recognized holiday falls, the following shall apply:
- i. The actual dates as listed above shall be considered as the employee's holiday.
 - ii. If the recognized holiday falls on the employee's scheduled day off, the employee shall receive holiday earned for the hours of the holiday benefit.

d. Floating Holidays

(1) Accrual

- i. In addition to the recognized holidays specified above, except as provided below, employees shall receive the equivalent of one (1) floating holiday per fiscal year on an accrual basis as follows:
 - 1. Each full-time Executive Management, Mayor/Council Support, and Executive Management Support employee shall accrue a single eight (8) hour floating holiday per year. The employee shall accrue floating holiday credit for each pay period for which the employee is paid twenty (20) or more hours of salary.
 - 2. A part-time Executive Management, Mayor/Council Support, or Executive Management Support employee, including an employee in a work sharing program, or a non-career (+1,040) employee shall accrue floating holiday credit based on the budgeted authorized position (BAP) for which the employee fills at the rate of ten (10) minutes accrual for employees who are working in a 0.5 up to a 0.79 BAP and at a rate of twenty (20) minutes accrual for employees who are in a 0.8 BAP or higher.
- ii. Non-career (-1,040) employees shall not receive floating holiday benefits.

(2) Administration

- i. The scheduling of floating holiday time must be approved in advance by the Appointing Authority or designated representative.
- ii. An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the pay period, which includes January 8 shall be paid to the employee in cash at the straight-time rate on the payday covering that pay period.
- iii. An employee terminating for any reason shall be paid for all accrued floating holiday time at the straight-time rate.

e. Holiday Earned Accumulation

Employees may accumulate a maximum of eighty (80) hours of holiday earned hours. Once the maximum is reached, there shall be no further holiday earned until the balance falls below eighty (80) hours. Holiday earned may be taken by the employee at the discretion of the department head.

7.4 MANAGEMENT LEAVE TIME

- a. Executive Management and Mayor/Council Support employees exempt from the overtime provisions of FLSA shall not accrue compensating time off or earn overtime pay for time worked in excess of eight (8) hours per day or forty (40) hours per week, but shall be expected to devote as much time to their employment as may be necessary for the efficient operation of City government.
- b. Executive Management and Mayor/Council Support employees determined by the City to be exempt from the overtime provisions of the FLSA shall be credited with eighty (80) hours of management leave time each fiscal year. Such time will be posted the first pay period in July. Management employees appointed after July 1 of a fiscal year shall be entitled to a prorated share of eighty (80) hours of management leave time based upon the number of full months remaining in that fiscal year. Management leave time shall be useable upon being credited, subject to the approval of the immediate supervisor.
- c. Management leave time shall not accumulate from fiscal year to fiscal year, and any management leave time not used in the fiscal year in which it was awarded shall be forfeited. There shall be no cash out

of management leave time.

7.5 ADMINISTRATIVE LEAVE TIME

- a. Executive Management Support employees shall be credited with twenty (20) hours of administrative leave time each fiscal year. Such time will be posted in the first pay period in July. Executive Management Support employees hired after July 1 of a fiscal year shall be entitled to a prorated share of twenty (20) hours of administrative leave time based upon the number of full months remaining in that fiscal year. Administrative leave time shall be useable upon being credited, subject to the approval of the employee's immediate supervisor.
- b. Administrative leave time shall not accumulate from fiscal year to fiscal year, and any administrative leave time not used in the fiscal year in which it was awarded shall be forfeited. There shall be no cash out of administrative leave time.

7.6 SICK LEAVE

a. Accrual and Usage

~~(1)~~—A full-time employee shall accrue sick leave credits at the rate of ~~eight~~ (8) hours per month which may be used by the employee in the event of illness or injury which is not job-related. Part-time career and non-career employees earn sick leave on a pro-rata basis per the Rules and Regulations of the Civil Service Board and/or California's Healthy Workplaces, Healthy Families Act of 2014. A permanent part-time employee shall earn sick leave on a prorated basis.

~~(2)~~(1)

~~(3)~~(2) An employee in active service of the City, eligible to accumulate sick leave credits, may in January of each year receive a cash payment for twenty-five percent (25%) of the unused portion of sick leave credits accumulated during the preceding calendar year from January 1 through December 31, provided the employee shall have to his/her credit on December 31 immediately preceding the date for payment, a total of at least four hundred and eighty (480) hours accumulated. The employee shall be paid for such percentage of sick leave accumulation at the rate of pay₇ that the employee was receiving on January 1 of each year in which payment is made. The amount of time for which an employee is paid shall be deducted from the employee's total accumulation. An employee electing to receive this cash payment must notify the Department of Finance, Accounting Division, in writing, of such election no later than December 15 of the year that the sick

leave credit was earned.

b. Sick Leave Cash Out

(1) PERS

i. PERS members hired prior to January 1, 2005, with more than twenty (20) years of City service, are eligible to cash out sick leave and/or convert sick leave to PERS service credit upon separation for reasons of retirement, resignation, layoff or death as follows:

1. Eligible employees, or persons entitled by law to the possession of their estate, may receive a cash payment equal to thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of their retirement, resignation, layoff, or death at their current base rate of pay;

2. In the alternative, eligible employees may utilize any or all of their total sick leave credits accrued as of the date of their retirement, resignation, layoff, or death and apply the sick leave to service credit pursuant to the PERS contract with the City. If the employee converts less than the full balance of sick leave to service credit, the employee may receive a cash payment equal to thirty-three and one-third percent (33-1/3%) of the remaining sick leave credits after conversion to PERS.

ii. PERS members hired on or after January 1, 2005, shall not be eligible for payment of any portion of accumulated sick leave credits, though upon termination of employment for retirement employees may apply their sick leave balances to service credit pursuant to the PERS contract with the City.

iii. No employee whose services are terminated by reason of discharge for cause shall be eligible for payment of any portion of accumulated sick leave credits.

(2) SCERS

Upon retirement, SCERS members eligible to accumulate sick leave credits shall receive a cash payment representing the value of thirty-three and one-third percent (33-1/3%) of the

sick leave credits (rounded to the nearest full day) accumulated to the date of retirement.

- c. Except as provided herein, no payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City.
- d. The Rules and Regulations of the Civil Service Board relating to the administration of sick leave privileges and benefits shall apply to all covered employees.

7.7 PARENTAL PAY

Pursuant to the City's Parental Leave Policy, employees who have completed at least three (3) years of full-time career City service from the most recent date of hire are eligible for parental pay of up to one hundred and sixty (160) hours of continuous time off. Part-time employees who have completed at least three (3) years ~~for of~~ career City service from the most recent date of hire are eligible for parental pay of up to eighty (80) hours of continuous time off.

7.8 INJURY-ON-DUTY

- a. Full-time career employees shall receive benefits for injuries suffered in the performance of their duties consistent with section 253 of the City Charter. In the event changes are made to the City Charter, those changes shall supersede the provisions of this Resolution. To the extent permitted by law, the City shall receive a credit for the benefits provided pursuant to Charter section 253 against future workers' compensation benefits.
- b. If the employee qualifies for temporary disability benefits after exhausting the one-year leave of absence for workplace injuries described in Charter section 253, the employee may use accrued leave balances to replace any loss of income. The employee may use full or partial days of leave pursuant to policy for this purpose, but in no event shall the cumulative amount received from temporary disability payments and the use of leave balances exceed the hourly rate of pay of the employee as of the date of injury.

7.9 COURT LEAVE

- a. When an employee is absent from work to testify in response to a properly served subpoena issued by a court of competent jurisdiction in a non- work-related matter to which the employee is not a party, to serve on a jury, or to report for jury duty examination, the employee

shall be granted pay for those hours which the employee is absent for such reason. The City may require the employee to elect to be on telephone alert for jury duty and remain on the job until such time as called to testify or serve jury duty. When an employee is required to be on telephone alert, the employee will cooperate with the court or jury commissioner and the City will be responsible to ensure that the employee is available. Pay for work time lost shall be computed at the employee's regular rate of pay at the time of such absence.

- b. If a swing shift or graveyard shift employee has served an amount of time that exceeds one-half of the employee's next scheduled shift in court or on jury duty, the employee will notify the supervisor in advance of the start time so he/she will be excused from the shift. If the employee is in court or on jury duty less than one-half the shift, the employee will be required to work.
- c. In lieu of the shift after service on court leave, a graveyard shift employee may request to take off the shift prior to court leave, provided that if the employee serves less than one-half of the shift, he/she will be required to use vacation or other leave accruals to cover the shift.
- d. To receive pay for work time lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's service as a witness or juror or appearance in court for such purposes, the date or dates of attendance, the time released from attendance and the compensation paid exclusive of any transportation and subsistence allowance.
- e. The City reserves the right to require the employee to reimburse the City for all witness fees or jury remuneration received, less transportation and subsistence allowance.
- f. When a non-career employee is regularly scheduled to work and is ordered to appear in court or report for jury duty, such employee shall be entitled to court leave benefits in accordance with the above-stated procedure.

7.10 CATASTROPHIC LEAVE

Employees are entitled to catastrophic leave pursuant to, and consistent with, the City's Catastrophic Leave Policy.

7.11 SACRAMENTO HOUSING & REDEVELOPMENT AGENCY (SHRA) TRANSITION

Employees who are transferred from employment at SHRA to the City as a result of restructuring, reorganizing or removal of services to the City shall be

allowed to transfer the following accrued benefits from SHRA to the City:

- a. Eighty percent (80%) of sick leave balances after cash-out pursuant to Agency policy.
- b. Vacation balances up to one year of accrual at the employee's current rate on transition to the City.

7.12 PERSONAL TIME OFF FOR EXECUTIVE MANAGEMENT SUPPORT EMPLOYEES

a. Accrual for Non-Exempt Executive Management Support Employees

In addition to the floating holidays specified in Section 7.3, each non-exempt Executive Management Support employee shall receive the equivalent of twenty-four (24) hours of annual paid personal time off on an accrual basis as follows:

(1) Each full-time employee shall accrue personal time off credit at the rate of one hour per pay period. The employee shall accrue such credit for each pay period for which the employee is paid twenty (20) or more hours of salary.

(2) A part-time employee, including an employee in a work sharing program, or a non-career (+1,040) employee shall accrue personal time off credit based on the budgeted authorized position (BAP) for which the employee fills at the rate of thirty (30) minutes accrual for employees who are working in a .5 up to a 0.79 BAP and at the rate of one (1) hour accrual for employees who are in a 0.8 BAP or higher.

b. Accrual For Executive Management Support (Exempt) Employees

In addition to the floating holidays specified above, each Executive Management Support (Exempt) employee shall receive the equivalent of thirty-two (32) hours of annual paid personal time off on an accrual basis as follows:

(1) Each full-time employee shall accrue personal time off credit at the rate of one (1) hour and twenty (20) minutes per pay period. The employee shall accrue such credit for each pay period for which the employee is paid twenty (20) or more hours of salary.

(2) A part-time employee, including an employee in a work sharing program, or a non-career (+1,040) employee shall accrue personal time off credit based on the budgeted authorized position (BAP) for which the employee fills at the rate of forty (40) minutes accrual for employees who are working in a

.5 up to a 0.79 BAP and at the rate of one (1) hour and twenty (20) minutes accrual for employees who are in a 0.8 BAP or higher.

c. Non-Career

Non-career (-1,040) employees shall not receive personal time off benefits.

d. Administration

- (1) The scheduling of personal time off must be approved in advance by the Appointing Authority or designated representative.
- (2) An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of personal time off. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the pay period, which includes January 8 shall be paid to the employee in cash at the straight-time rate on the payday covering that pay period.
- (3) An employee terminating for any reason or going on a leave of absence without pay for a period exceeding ninety (90) days shall be paid for all accrued floating holiday time at the straight-time rate.

7.13 BEREAVEMENT PAY

An employee may receive up to twenty-four (24) working hours of City bereavement pay for time taken off for the death of the employee's spouse, registered domestic partner, parent, sibling, child, grandchild, or grandparent as defined herein. The employee may use sick leave as outlined in the Rules and Regulations of the Civil Service Board for additional time off or to attend to other death, bereavement, or funeral needs.

7.14 FAMILY AND MEDICAL LEAVE

Employees may be entitled to leave pursuant to the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), and/or Pregnancy Disability leave (PDL) consistent with the City's Leave Administration Policy.

7.15 PERSONAL TIME OFF

- a. Full-time employees who have completed ten (10) full years of City service shall be credited with twenty-four (24) hours of personal leave at the beginning of the first pay period in January of each year.

Part-time employees shall be credited with a prorated amount of time based on their regular schedule.

- b. The use of personal leave awarded pursuant to this section shall not cause overtime.
- c. Personal leave shall not accumulate from year to year and shall have no cash value. If an employee is unable to use all of the time by the end of the calendar year based on operational need, the Department may approve carry-over to the next year. In all other cases, the time shall be forfeited.
- d. Non-career employees are not eligible for personal leave benefits.

ARTICLE 8 – REIMBURSEMENTS AND ALLOWANCES

8.1 TRANSPORTATION AND PARKING ALLOWANCES

a. Reimbursement for Use of Privately-Owned Vehicles

(1) Charter Officers may offer reimbursement for the use of privately-owned vehicles on City business or as compensation in lieu of the use of City vehicles on City business subject to the limits identified in this article. Employees receiving a vehicle allowance prior to August 8, 2013, may continue to receive the amount of that reimbursement, even if in excess of the limits set below:

Executive Team Members	\$500 / month
Division Managers	\$250 / month
Professional Level	\$0 - \$175 / month
Support / Miscellaneous Staff	\$0 - \$100 / month

(2) Executive Management and Mayor/Council Support employees shall receive City-provided parking. Executive Management Support employees are eligible for City-provided parking.

(3) Employees receiving less than \$250 in monthly vehicle allowance may receive out-of-town mileage reimbursement. Reimbursement for out-of-town mileage shall be at the general mileage reimbursement rate (minus 25 miles for individuals receiving a monthly vehicle allowance) or comparable coach airfare, whichever is lower.

b. Any automobile operated on City business by any officials receiving the monthly vehicle allowance shall be insured against liability in persons and property, including wrongful death, in an amount— at least equal to \$100,000 per person and \$300,000 per accident, and property damage limits at least equal to \$50,000 (100/300/50).

c. Monthly Bus Transportation Reimbursement

(1) Sacramento Regional Transit District (SRTD)

Full-time Executive Management, Mayor/Council Support, and Executive Management Support employees who utilize SRTD for home-to-work transportation are eligible to receive an eighty percent (80%) City-paid SRTD monthly non-zone sticker pass in lieu of the City-paid parking and vehicle allowance. Part-time employees shall be eligible for a fifty percent (50%) price discount on the monthly non-zone sticker pass. The employee must notify the Department of Finance, Revenue Division, prior to the first day of the month to obtain the monthly pass discount for that next month. Non-career employees shall not be eligible for the allowance.

(2) Other Public Transportation

Eligible full-time employees, as described in Section 8.1(c)(1), who regularly utilize other public transportation regulated by the Public Utilities Commission or the equivalent for home-to-work commuting, are eligible for monthly transit pass reimbursement up to eighty percent (80%) of the cost in lieu of City-paid parking and vehicle allowance. Eligible part-time employees, as described above, shall be eligible for a fifty percent (50%) monthly reimbursement. The employee must present the required proof of purchase to the Department of Finance, Revenue Division, prior to the first day of the month to obtain reimbursement. The amount of monthly reimbursement shall not exceed \$120.00.

(3) Downtown Parking Subsidy

i. Eligible full-time Executive Management Support employees, as described above, who work in the downtown area, shall receive a \$90.00 per month transportation allowance. Part-time Executive Management Support employees who work in the downtown area shall receive \$60.00 per month transportation allowance. Non-career employees shall not be eligible for the allowance.

- ii. Employees who receive vehicle allowance or City-paid parking as described in Section 8.1 are not entitled to the downtown parking subsidy.

d. Discounted Parking Rates

Discounted parking will be available to Executive Management Support employees, on a first-come, first-serve basis, for parking spaces in the Memorial Parking Lot at a cost of seventy percent (70%) of the regular Memorial Parking Lot monthly rate. This means that the employee discounted rate is thirty percent (30%) off the full monthly rate.

e. City Vehicle Retention

The City Manager/Charter Officers may authorize overnight home retention of City vehicles for public safety assignments, on-call assignments, and other special or emergency assignments.

8.2 POLICE AND FIRE UNIFORM ALLOWANCE

- a. Safety management personnel employed in the Police Department shall receive a uniform allowance equal to, and on the same terms and conditions as, the uniform allowance granted to sworn employees in the Police Department Unit.
- b. Safety management personnel employed in the Fire Department shall receive a uniform allowance equal to, and on the same terms and conditions as, the uniform allowance granted to employees in the Fire Department Unit.
- c. Civilian managers of the Police Department shall receive a uniform allowance equal to the highest uniform allowance granted to the represented employees whom they manage.

8.3 TUITION REIMBURSEMENT

Employees will be reimbursed for the cost of tuition up to a maximum of \$1500.00 per calendar year, pursuant to the City's existing policy for education reimbursement. In addition, the department may authorize tuition reimbursement for training through other approved sources. Non-career employees are not eligible for tuition reimbursement.

8.4 STATE OF CALIFORNIA BAR DUES

The actual cost of mandatory State Bar dues shall be paid for employees in attorney classifications in the City Attorney's Office. In the sole discretion of

the City Attorney, the City Attorney may approve reimbursement, from the budget of the employing department, for other licensed City employee attorneys whose legal skills and abilities represent a significant benefit to the City. The City Attorney may authorize such reimbursement after being provided documentation establishing payment was made by the employee requesting the reimbursement.

8.5 REQUIRED LICENSES AND CERTIFICATIONS

Where the City requires that an employee maintain a license and/or certification, the Department Head or designee may, on a case-by-case basis, reimburse the employee for costs associated with the renewal of such license. This Section shall not apply to driver's licenses.

8.6 CONTINUING EDUCATION

When the City requires that an employee maintain a license or certificate, which mandates continuing education units (CEUs) to maintain the license or certificate, the employee is responsible for obtaining the CEUs. The City may provide the needed CEUs or reimburse the employee for the cost of such training.

8.7 BILINGUAL PAY

- a. The City may authorize bilingual pay when it is determined to be operationally necessary. The City shall determine what languages are appropriate for such pay and the number of employees to be certified. To be eligible for bilingual pay the employee must be determined to be verbally proficient and, if necessary for the assignment, proficient in the written language. The City will arrange the certification and testing process necessary to authorize the bilingual pay.
- b. Bilingual pay shall be paid at the rate of forty dollars (\$40) per month for any month in which the employee is certified. An employee who is receiving bilingual pay may be required to provide assistance to any City operations.

8.8 TECHNOLOGY ALLOWANCE

- a. If the City requires an employee in the Executive Management, Executive Management Support, or Mayor/Council Support unit to be generally accessible via technology device for the conduct of City related business, the City shall provide either a technology allowance in accordance with the provisions of this Section.
- b. Employees in the Executive Management, Executive Management Support, or Mayor/Council Support units may be authorized a

monthly technology allowance of up to one hundred dollars (\$100).—

- c. Upon approval of the technology allowance, the employee shall provide and maintain a personal cellular phone and service that is available to conduct City-related business. The employee shall provide and the City may publish the cellular phone number to designated individuals and organizations with whom the employee normally conducts City-related business.

8.9 NOTARY PAY

An Executive Management Support employee who is required to maintain, or who obtains for City benefit, a notary registration shall receive a monthly certification pay of thirty dollars (\$30).

ARTICLE 9 – MISCELLANEOUS

9.1 OFF-DUTY EMPLOYMENT OF EXEMPT EMPLOYEES

- a. Employees shall not engage in any other employment, work, profession, business, or enterprise that is inconsistent, incompatible, in conflict with or adversely affects the performance of their duties, or that is contrary to the most effective performance of the mission of City management or the best interests of the City.
- b. Employees shall not accept any off-duty employment without the express consent, in advance, of the Appointing Authority or designated representative.
- c. An employee shall not work:
 - (1) In any employment, which will tend to bring discredit upon City management, or which is detrimental to City goals, or which will reduce an individual's efficiency or usefulness as a City employee.
 - (2) In any employment requiring an affiliation, membership, or allegiance tending to influence conduct in a manner inconsistent with the proper discharge of responsibilities to the City or the public interest.
 - (3) In any employment for any other municipality or political subdivision of the state or federal government (except with the express written authorization of the Appointing Authority).
 - (4) In any off-duty position while on sick leave or injured-on-duty status.

- d. An employee may request authorization for off-duty employment by forwarding a letter of request to the Appointing Authority. The letter should provide details concerning the type of employment, expected duration of employment, and the employer's name. .
- e. The Appointing Authority will notify in writing to the employee of action taken on the request for off-duty employment. A copy of the letter will be retained in the employees personnel file.
- f. Authorization for off-duty employment may be revoked at the discretion of the Appointing Authority at any time.
- g. Part-time, seasonal, or limited-term employees are not subject to the restrictions of this Section.

9.2 PAYROLL ERRORS

- a. In the event an error has been made, including but not limited to the payment of an employee's salary, overtime payment or leave accruals, balances or usages, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, and give written notice to the employee.
- b. In the event an employee received an overpayment, reimbursement to the City shall be accomplished by:
 - (1) Lump sum payment by the employee;
 - (2) A one-time deduction from useable vacation, compensating time off (CTO), or holiday credit balances equivalent to the overpayment at the employee's current hourly rate;
 - (3) A repayment schedule through payroll deduction; and/or
 - (4) Other means, as may be mutually agreed between the parties.

No repayment schedule shall exceed fifty-two (52) pay periods in duration, except that if the employee does not agree to a voluntary repayment schedule, the overpayment collection shall not exceed twenty-six (26) pay periods.

- c. No action shall be taken to enforce repayment of an overpayment, or to correct an underpayment, unless action is taken within two (2) years from the ending date of the pay period in which the error is discovered. "Action is taken" as used in this Section shall mean written notice to the employee in the case of an overpayment, or written or oral notice to the City in the case of an underpayment error.

9.3 RETIREE COURT APPEARANCE FEES

A retired City employee who is subpoenaed to appear in court on behalf of the City in his or her capacity as a former City employee shall receive a court appearance fee if the employee reports at the time specified for his or her particular testimony regardless of whether the employee is ultimately required to testify. The court appearance fee shall be one hundred twenty-five dollars (\$125) for a full day or seventy-five dollars (\$75) for a half day, which is defined as four hours or less. Nothing herein shall serve to establish an employment relationship for any purpose, including, but not limited to, employee benefits, reimbursements, compensation, court cancellation fee, or any other rights.

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

<u>Job Code \ Description</u> <u>Salary Plan \ Grade</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
020032 \ Administrative Analyst (Rep20) EXMD \ 010	Yearly	55,183.00	68,979.00	82,775.00
	Bi - weekly	2,122.42	2,653.04	3,183.65
	Hourly	26.530288	33.162981	39.795673
020001 \ Assistant City Attorney EXMG \ 110	Yearly	132,080.00	165,100.00	198,120.00
	Bi - weekly	5,080.00	6,350.00	7,620.00
	Hourly	63.500000	79.375000	95.250000
020002 \ Assistant City Clerk EXMG \ 010	Yearly	60,976.28	76,220.35	91,464.42
	Bi - weekly	2,345.24	2,931.55	3,517.86
	Hourly	29.315519	36.644399	43.973279
	Yearly	<u>77,634.00</u>	<u>97,043.00</u>	<u>116,452.00</u>
	Bi - weekly	<u>2,985.92</u>	<u>3,732.42</u>	<u>4,478.92</u>
	Hourly	<u>37.324038</u>	<u>46.655288</u>	<u>55.986538</u>
020003 \ Assistant City Manager EXMG \ 210	Yearly	136,021.00	170,026.00	204,031.00
	Bi - weekly	5,231.58	6,539.46	7,847.35
	Hourly	65.394712	81.743270	98.091827
	Yearly	<u>138,741.33</u>	<u>173,426.67</u>	<u>208,112.00</u>
	Bi - weekly	<u>5,336.21</u>	<u>6,670.26</u>	<u>8,004.31</u>
	Hourly	<u>66.702563</u>	<u>83.378205</u>	<u>100.053846</u>
<u>020040 \ Assistant to the City Manager</u> <u>EXMG \ 081</u>	<u>Yearly</u>	<u>113,164.00</u>	<u>141,455.00</u>	<u>169,746.00</u>
	<u>Bi - weekly</u>	<u>4,352.46</u>	<u>5,440.58</u>	<u>6,528.69</u>
	<u>Hourly</u>	<u>54.405769</u>	<u>68.007212</u>	<u>81.608654</u>
020004 \ Assistant City Treasurer EXMG \ 170	Yearly	119,656.00	149,570.00	179,484.00
	Bi - weekly	4,602.15	5,752.69	6,903.23
	Hourly	57.526923	71.908654	86.290385

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

<u>Job Code \ Description</u> <u>Salary Plan \ Grade</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
020005 \ Budget Manager EXMG \ 040	Yearly	81,115.84	101,394.80	121,673.76
	Bi - weekly	3,119.84	3,899.80	4,679.76
	Hourly	38.998000	48.747500	58.497000
	Yearly	92,396.67	115,495.84	138,595.00
	Bi - weekly	3,553.72	4,442.15	5,330.58
	Hourly	44.421476	55.526844	66.632212
020030 \ Chief Information Officer EXMG \ 085	Yearly	130,000.00	162,500.00	195,000.00
	Bi - weekly	5,000.00	6,250.00	7,500.00
	Hourly	62.500000	78.125000	93.750000
	Yearly	131,298.00	164,122.50	196,947.00
	Bi - weekly	5,049.92	6,312.40	7,574.88
	Hourly	63.124038	78.905048	94.686058
020006 \ City Attorney COFF \ 001	Yearly	157,708.00	197,135.00	236,562.00
	Bi - weekly	6,065.69	7,582.12	9,098.54
	Hourly	75.821154	94.776443	113.731734
	Yearly	165,593.40	206,991.75	248,390.10
	Bi - weekly	6,368.98	7,964.22	9,553.47
	Hourly	79.612212	99.515265	119.418317
020007 \ City Auditor EXMG \ 090	Yearly	106,593.00	133,241.00	159,889.00
	Bi - weekly	4,099.73	5,124.65	6,149.58
	Hourly	51.246635	64.058174	76.869712
020008 \ City Clerk COFF \ 002	Yearly	116,452.00	145,562.00	174,672.00
	Bi - weekly	4,478.92	5,598.54	6,718.15
	Hourly	55.986538	69.981731	83.976923
020009 \ City Manager COFF \ 003	Yearly	187,357.00	234,196.00	281,035.00
	Bi - weekly	7,206.04	9,007.54	10,809.04
	Hourly	90.075481	112.594231	135.112981

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

Job Code \ Description		Minimum	Midpoint	Maximum
Salary Plan \ Grade				
020010 \ City Treasurer COFF \ 004	Yearly	149,886.00	187,357.00	224,828.00
	Bi - weekly	5,764.85	7,206.04	8,647.23
	Hourly	72.060577	90.075481	108.090385
020011 \ Deputy Police Chief PEXM \ 010	Yearly	120,704.00	150,880.00	181,056.00
	Bi - weekly	4,642.46	5,803.08	6,963.69
	Hourly	58.030769	72.538462	87.046154
	Yearly	<u>130,346.54</u>	<u>162,933.18</u>	<u>195,519.76</u>
	Bi - weekly	<u>5,013.33</u>	<u>6,266.66</u>	<u>7,519.99</u>
	Hourly	<u>62.666591</u>	<u>78.333238</u>	<u>93.999885</u>
020012 \ Director of Community Developmt EXMG \ 180	Yearly	124,930.00	156,162.00	187,394.00
	Bi - weekly	4,805.00	6,006.23	7,207.46
	Hourly	60.062500	75.077885	90.093269
	Yearly	<u>127,071.33</u>	<u>158,839.17</u>	<u>190,607.00</u>
	Bi - weekly	<u>4,887.36</u>	<u>6,109.20</u>	<u>7,331.04</u>
	Hourly	<u>61.091986</u>	<u>76.364984</u>	<u>91.637981</u>
020013 \ Director of Convntion&Culture EXMG \ 120	Yearly	113,464.00	141,830.00	170,196.00
	Bi - weekly	4,364.00	5,455.00	6,546.00
	Hourly	54.550000	68.187500	81.825000
	Yearly	<u>125,130.00</u>	<u>156,412.50</u>	<u>187,695.00</u>
	Bi - weekly	<u>4,812.69</u>	<u>6,015.87</u>	<u>7,219.04</u>
	Hourly	<u>60.158654</u>	<u>75.198318</u>	<u>90.237981</u>
020014 \ Director of Economic Developmnt EXMG \ 070	Yearly	124,930.00	156,162.00	187,394.00
	Bi - weekly	4,805.00	6,006.23	7,207.46
	Hourly	60.062500	75.077885	90.093269
	Yearly	<u>127,071.33</u>	<u>158,839.17</u>	<u>190,607.00</u>
	Bi - weekly	<u>4,887.36</u>	<u>6,109.20</u>	<u>7,331.04</u>
	Hourly	<u>61.091986</u>	<u>76.364984</u>	<u>91.637981</u>

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

<u>Job Code \ Description</u> <u>Salary Plan \ Grade</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
020015 \ Director of Finance EXMG \ 100	Yearly	123,186.70	153,983.38	184,780.05
	Bi - weekly	4,737.95	5,922.44	7,106.93
	Hourly	59.224375	74.030469	88.836563
	Yearly	<u>131,298.00</u>	<u>164,122.50</u>	<u>196,947.00</u>
	Bi - weekly	<u>5,049.92</u>	<u>6,312.40</u>	<u>7,574.88</u>
	Hourly	<u>63.124038</u>	<u>78.905048</u>	<u>94.686058</u>
020016 \ Director of General Services EXMG \ 140	Yearly	117,312.00	146,646.50	175,981.00
	Bi - weekly	4,512.00	5,640.25	6,768.50
	Hourly	56.400000	70.503125	84.606250
020017 \ Director of Govtal Affairs EXMG \ 080	Yearly	102,877.00	128,596.00	154,315.00
	Bi - weekly	3,956.81	4,946.00	5,935.19
	Hourly	49.460096	61.825000	74.189904
020018 \ Director of Human Resources EXMG \ 160	Yearly	119,213.00	149,016.00	178,819.00
	Bi - weekly	4,585.12	5,731.38	6,877.65
	Hourly	57.313942	71.642308	85.970673
	Yearly	<u>125,130.00</u>	<u>156,412.50</u>	<u>187,695.00</u>
	Bi - weekly	<u>4,812.69</u>	<u>6,015.87</u>	<u>7,219.04</u>
	Hourly	<u>60.158654</u>	<u>75.198318</u>	<u>90.237981</u>
020019 \ Director of Parks & Recreation EXMG \ 130	Yearly	122,013.44	152,516.84	183,020.24
	Bi - weekly	4,692.82	5,866.03	7,039.24
	Hourly	58.660308	73.325404	87.990500
	Yearly	<u>127,071.33</u>	<u>158,839.17</u>	<u>190,607.00</u>
	Bi - weekly	<u>4,887.36</u>	<u>6,109.20</u>	<u>7,331.04</u>
	Hourly	<u>61.091986</u>	<u>76.364984</u>	<u>91.637981</u>

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

<u>Job Code \ Description</u> <u>Salary Plan \ Grade</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
020021 \ Director of Public Works EXMG \ 150	Yearly	128,677.21	160,846.52	193,015.82
	Bi - weekly	4,949.12	6,186.40	7,423.69
	Hourly	61.864043	77.330055	92.796067
	Yearly	<u>137,684.67</u>	<u>172,105.84</u>	<u>206,527.00</u>
	Bi - weekly	<u>5,295.56</u>	<u>6,619.46</u>	<u>7,943.35</u>
	Hourly	<u>66.194553</u>	<u>82.743190</u>	<u>99.291827</u>
020020 \ Director of PubSafety Acctblty EXMG \ 060	Yearly	95,164.00	118,955.00	142,746.00
	Bi - weekly	3,660.15	4,575.19	5,490.23
	Hourly	45.751923	57.189904	68.627885
020022 \ Director of Utilities EXMG \ 190	Yearly	129,155.41	161,444.27	193,733.12
	Bi - weekly	4,967.52	6,209.40	7,451.27
	Hourly	62.093947	77.617435	93.140923
	Yearly	<u>137,684.67</u>	<u>172,105.84</u>	<u>206,527.00</u>
	Bi - weekly	<u>5,295.56</u>	<u>6,619.46</u>	<u>7,943.35</u>
	Hourly	<u>66.194553</u>	<u>82.743190</u>	<u>99.291827</u>
020023 \ Executive Director SAC CCOMWP EXMG \ 050	Yearly	93,782.00	117,227.00	140,672.00
	Bi - weekly	3,607.00	4,508.73	5,410.46
	Hourly	45.087500	56.359135	67.630769
020024 \ Fire Chief FM40 \ 001	Yearly	138,673.60	173,336.80	208,000.00
	Bi - weekly	5,333.60	6,666.80	8,000.00
	Hourly	66.670000	83.335000	100.000000
	Yearly	<u>142,072.67</u>	<u>177,590.84</u>	<u>213,109.00</u>
	Bi - weekly	<u>5,464.33</u>	<u>6,830.42</u>	<u>8,196.50</u>
	Hourly	<u>68.304168</u>	<u>85.380209</u>	<u>102.456250</u>

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

<u>Job Code \ Description</u> <u>Salary Plan \ Grade</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
020025 \ Fire Deputy Chief <u>Deputy Fire Chief</u> FM40 \ 002	Yearly	117,133.91	146,417.32	175,700.72
	Bi - weekly	4,505.15	5,631.44	6,757.72
	Hourly	56.314380	70.392940	84.471500
	Yearly	<u>121,819.17</u>	<u>152,273.96</u>	<u>182,728.75</u>
	Bi - weekly	<u>4,685.35</u>	<u>5,856.69</u>	<u>7,028.03</u>
	Hourly	<u>58.866909</u>	<u>73.208635</u>	<u>87.850361</u>
020038 \ HR Manager (Rep20) EXMG \ 042	Yearly	87,198.00	108,998.00	130,798.00
	Bi - weekly	3,353.77	4,192.23	5,030.69
	Hourly	41.922115	52.402885	62.883654
020034 \ Labor Relations Analyst EXMG \ 005	Yearly	56,215.00	70,269.00	84,323.00
	Bi - weekly	2,162.12	2,702.65	3,243.19
	Hourly	27.026442	33.783173	40.539904
020036 \ Labor Relations Officer EXMG \ 015	Yearly	61,837.00	77,296.00	92,755.00
	Bi - weekly	2,378.35	2,972.92	3,567.50
	Hourly	29.729327	37.161539	44.593750
020027 \ Media & Communications Officer EXMG \ 020	Yearly	70,887.27	88,609.09	106,330.91
	Bi - weekly	2,726.43	3,408.04	4,089.65
	Hourly	34.080418	42.600524	51.120630
020028 \ Police Chief PEXM \ 020	Yearly	146,660.80	183,330.40	220,000.00
	Bi - weekly	5,640.80	7,051.17	8,461.54
	Hourly	70.510000	88.139616	105.769234
	Yearly	<u>156,280.00</u>	<u>195,350.00</u>	<u>234,420.00</u>
	Bi - weekly	<u>6,010.77</u>	<u>7,513.46</u>	<u>9,016.15</u>
	Hourly	<u>75.134615</u>	<u>93.918269</u>	<u>112.701923</u>
020033 \ Prin Management Analyst Rep20 EXMG \ 032	Yearly	76,496.00	95,620.00	114,744.00
	Bi - weekly	2,942.15	3,677.69	4,413.23
	Hourly	36.776923	45.971154	55.165385

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

<u>Job Code \ Description</u> <u>Salary Plan \ Grade</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
020029 \ SAFCA Executive Director	Yearly	135,990.40	169,998.40	204,006.40
EXMG \ 200	Bi-weekly	5,230.40	6,538.40	7,846.40
	Hourly	65.380000	81.730000	98.080000
020035 \ Special Projects Manager	Yearly	76,496.00	95,620.00	114,744.00
EXMG \ 034	Bi - weekly	2,942.15	3,677.69	4,413.23
	Hourly	36.776923	45.971154	55.165385
02000A \ Staff Aide (<u>Rep 20</u>)	Yearly	25,000.00	62,500.00	100,000.00
EXMG \ 001	Bi - weekly	961.54	2,403.85	3,846.15
	Hourly	12.019231	30.048077	48.076923
020037 \ Supervising Deputy City Atty	Yearly	118,060.00	147,575.50	177,091.00
EXMG \ 092	Bi - weekly	4,540.77	5,675.98	6,811.19
	Hourly	56.759615	70.949760	85.139904
	Yearly	<u>123,963.70</u>	<u>154,954.63</u>	<u>185,945.55</u>
	Bi - weekly	<u>4,767.83</u>	<u>5,959.79</u>	<u>7,151.75</u>
	Hourly	<u>59.597933</u>	<u>74.497416</u>	<u>89.396899</u>
020039 \ Support Services Manager (<u>Rep 20</u>)	Yearly	73,764.00	92,205.00	110,646.00
EXMG \ 035	Bi - weekly	2,837.08	3,546.35	4,255.62
	Hourly	35.463462	44.329327	53.195192

[Back to Report Table of Contents](#)



Employer-Employee Relations

Scope: CITYWIDE

Policy Contact

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Table of Contents

01- Policy

02- Definitions

Regulatory References

California Government Code Sections 3500

Supersedes

Employer-Employee Relations Policy

Effective: June 2014

POLICY STATEMENT

This policy is enacted pursuant to California Government Code Sections 3500 et seq., to establish orderly procedures to promote full communication between the City and its employees by providing a reasonable method of resolving disputes regarding wages, hours, and other terms and conditions of employment between the City and its employee organizations.

Nothing contained herein shall be deemed to supersede the provisions of existing State law, the City Charter, ordinances, resolutions and rules which establish and regulate the merit and civil service system, or which provide for other methods of administering employer-employee relations. This Resolution is intended, instead, to strengthen merit, civil service, and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communications between employees and the City.

PURPOSE

It is the purpose of this policy to promote the improvement of personnel management and employer-employee relations within the City by providing a uniform basis for recognizing the right of its employees to join organizations of their own choice and be represented by such organizations in their employment relationship with the City.

POLICY

1. Authority of City Manager

The City hereby declares, as a matter of policy, that the City Council and its members will deal with employee organizations and their representatives solely through the City Manager except when otherwise expressly provided for by the terms of this Resolution.

2. Representation Units

The representation units set forth in Appendix A attached hereto are the appropriate units for representation by recognized employee organizations.

3. Recognized Employee Organizations

- a. An employee organization that wishes to be certified as the recognized employee organization for a designated representation unit for which unit no employee organization has been certified shall file a recognition petition with the Employee Relations Officer.
 1. Petition – The petition shall be signed by the organization’s duly authorized officers, and shall contain the following information and documentation:
 - 1) The name and mailing address of the organization.

- 2) The names and titles of its officers.
 - 3) Designation of those persons, not exceeding three in number, and their addresses, to whom notice sent by regular mail will be deemed sufficient notice on the organization for any purpose.
 - 4) A statement that the organization does not discriminate or restrict membership or participation based on race, color, creed, national origin, or sex.
 - 5) A statement that the employee organization has, as one of its primary purposes, representing employees in their employment relations with the City.
 - 6) A statement that the employee organization agrees to comply with the provisions of this Resolution.
 - 7) A copy of its constitution and bylaws, if any.
 - 8) Identification of the representation unit for which petitioner seeks certification as the recognized employee organization.
 - 9) Proof of employee approval of thirty percent (30%) or more of the employees within such representation unit.
2. The Employee Relations Officer shall give written notice of such petition to the petitioner, to the employees involved and to any employee organization that has filed a written request for receipt of such notice to him. Within thirty (30) days of the date of such notice, other employee organizations may file a challenging petition seeking to become the recognized employee organization within such representation unit.
- b. Election
 1. Calling of Election – The Employee Relations Officer shall, whether or not a challenging petition is filed, request the State Conciliation Service to call and conduct a secret ballot election in accordance with its own procedures and regulations and pursuant to the election procedures as herein below set forth. If a challenging petition is filed, and is accompanied by proof of employee approval equal to at least ten percent (10%) of the employees within the representation unit, the State Conciliation Service shall include such challenging employee organization on the ballot.
 2. Election Procedures – Whenever the State Conciliation Service calls an election pursuant hereto, it shall include the choice of no organization on the ballot. Employees entitled to vote in a representational election shall be those employees within the representation unit whose name appeared on the payroll

immediately prior to the date of the election. An employee organization shall be certified by the Employee Relations Officer as the recognized employee organization within the representation unit if:

- 1) That employee organization has received the vote of a numerical majority of all the employees eligible to vote in the unit of which the election is held, or,
 - 2) More than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, and the employee organization receives a numerical majority of all votes cast in the election, or,
 - 3) In an election involving three or more choices, where none of the choices receives a majority of the ballot votes cast, and where more than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, a run-off election shall be conducted between the two choices receiving the largest number of ballot votes cast; the rules governing an initial election being applicable to a run-off election.
3. Decertification Procedures – A decertification petition may be filed with the Employee Relations Officer by employees or an employee organization to determine whether or not a recognized employee organization continues to represent a majority of the employees in the representation unit. Such petition must be accompanied by proof of employee approval equal to at least thirty percent (30%) of the employees within the representation unit. The time periods for a petition to be filed with the Employee Relations Officer are: a) after the first full year of recognition if no written agreement has been negotiated; b) within the period commencing ninety (90) and ending sixty (60) days immediately prior to the expiration date of a written agreement; or c) any time after a written agreement has been in effect for five years or more. When such a valid petition has been filed, the State Conciliation Service shall be requested to conduct an election to determine whether or not the incumbent recognized employee organization shall be decertified, and where filed by an employee organization, whether such organization shall be recognized. Such election shall be in accordance with the procedures and regulations of the State Conciliation Service, and the election procedures as hereinabove set forth.
4. In the event that the State Conciliation Service is unable to or unwilling to provide any of the services required of it by paragraphs 2 and 3 above, the American Arbitration Association, or another impartial third party agreed to by the City and the concerned employee organization(s), shall perform said services.
5. Costs of conducting elections, if any, shall be borne equally by the City and the employee organization(s).
6. Recognized employee organizations shall annually, on or before the anniversary date of recognition, file a written statement with the Employee Relations Officer, indicating changes in items (a) through (g) as they appeared in the recognition

petition filed pursuant to paragraph I of this Article, or as subsequently amended by a written statement hereunder, or, as appropriate, shall indicate that there has been no change in such information. The statement shall be signed by the duly authorized officers of the recognized employee organization.

4. Meet and Confer

- a. Upon request, a recognized employee organization shall have the right to meet and confer in good faith regarding matters within the scope of representation with the Employee Relations Officer and/or his designees. Provided, however, that nothing herein shall require meeting and conferring between parties to a Memorandum of Understanding during the term of such Memorandum regarding matters to take effect during such term, except that such parties may meet and confer during such term on a matter within the scope of representation where (a) the matter was not covered by the Memorandum or expressly raised as an issue during the meeting and conferring process out of which such Memorandum arose, and (b) there shall have arisen a significant change in circumstances with respect to such matter, which could not have reasonably been anticipated by both parties at the time they signed such Memorandum.
- b. Employees in classifications not included in supervisory and confidential representation units shall not participate in meeting and conferring or grievance resolution processes pertaining to supervisory and confidential representation unit classifications.
- c. In the absence of express authorization in advance by the Employee Relations Officer, not more than two City employees representing a recognized employee organization requesting such a meeting shall be entitled to attend without loss of compensation or other benefit, nor shall more than a total of three representatives for each recognized employee organization be entitled to attend such meetings.
- d. City employees who shall represent a recognized employee organization at such meeting shall give reasonable advance notice thereof to their immediate supervisor, but in no event shall such notice be given less than one full working day or shift before the meeting; except, however, that the Employee Relations Officer may, in his discretion, waive this requirement for advance notice.
- e. If agreement is reached on matters subject to approval by the City Council or by the Civil Service Board or Retirement Board, the parties shall jointly prepare a written memorandum of such understanding, and the Employee Relations Officer shall present it to the Council or such Board, as appropriate, for determination. If agreement is reached on matters not subject to such approval, the Employee Relations Officer and the recognized employee organization(s) shall, at the request of one of the parties, prepare a written memorandum of such understanding.

5. Payroll Deductions

- a. Only recognized employee organizations shall have the right to have the regular membership dues of its members deducted from employees' paychecks upon the written authorization of each such employee member in such form as will not infringe upon an employee's rights under California Government Code Sec. 3502.
- b. This Article shall not be construed to restrict a recognized employee organization from meeting and conferring with the City regarding additional payroll deductions upon the written authorization of employees in such representation unit.

6. Communication with Employees

- a. Reasonable access to employee work locations shall be granted to officers of recognized employee organizations for the purpose of processing grievances or contacting members of the organization concerning business within the scope of representation. Such officers shall not enter any work location without previous notice to and consent from the Department Head or his designee, and access may be restricted so as not to interfere with departmental operations or with established safety and security requirements.
- b. Campaigning for office, conducting meetings or elections, and other internal employee organization business of a similar nature shall not be carried on during work hours.

7. Use of City Facilities

City buildings and other facilities may be made available for use by City employees or an employee organization or their representatives in accordance with administrative procedures governing such use.

8. Advance Notice

- a. Except in cases of emergency as provided in this Article, the City Council, the Civil Service Board and the Retirement Board, shall give reasonable written notice to each recognized employee organization affected by any ordinance, rule, resolution or regulation directly relating to matters within the scope of representation proposed to be adopted by the City Council, the Civil Service Board, or the Retirement Board, and shall give such recognized employee organization the opportunity to meet with the City Council, the Civil Service Board, or the Retirement Board. The Council or such Board shall, upon request of the Employee Relations Officer or a recognized employee organization, delay consideration of the matter proposed to be acted upon for such period of time deemed to be reasonable by the Council or such Board, to give the parties an opportunity to meet and confer thereon in order to endeavor to agree upon a joint recommendation to be made to the Council or such Board.

- b. In cases of emergency when the City Council, the Civil Service Board, or the Retirement Board determine that an ordinance, rule, resolution or regulation must be adopted immediately without prior notice or meeting with a recognized employee organization, the City Council, the Civil Service Board, or the Retirement Board shall provide such notice and opportunity to meet at the earliest practicable time following the adoption of such ordinance, rule, resolution, or regulation.

9. Employee Organization

Employee organizations may represent their individual employee members in individual employment relations, including grievances, to the extent required by the Government Code.

10. Individual Employees

Nothing in this Resolution shall be construed to restrict or in any way modify the right of an individual employee to present matters involving his individual employment relationship to the appropriate level of management, provided that any action taken in not inconsistent with the terms of a memorandum or understanding then in effect, and that before any action is taken which could affect the terms and conditions of employment of other employees in the representation unit, such proposed action is communicated to the recognized employee organization for its opinion on the merits and the effect on the proposed action.

11. Prohibition Against Discrimination

- a. No appointing authority or his representative shall discriminate for or against any employee organization, or in any way coerce or influence any employee in his free choice to join or refrain from joining any employee organization
- b. It is the policy of the City to affirmatively support and encourage equal opportunity of employment for members of racial, religious and other minority groups. If evidence of such discrimination by an employee organization comes to the attention of the Employee Relations Officer, it shall be his duty to refer such evidence to an appropriate legal authority having jurisdiction thereof, if any.

12. Application of Labor Code Section 923

The enactment of this Resolution shall not be construed as making the provisions of Section 923 of the Labor Code applicable to employees or employee organizations.

13. Impasse Procedures

- a. Initiation of Impasse Procedures – Impasse procedures may be invoked after the possibility of settlement by direct discussion has been exhausted. Any party may initiate the impasse procedures by filing with the other party or parties a written request for an impasse meeting, together with a statement of its position on all

disputed issues. An impasse meeting shall then be scheduled by the Employee Relations Officer forthwith after the date of filing of the written request for such meeting, with written notice to all parties affected. The purpose of such impasse meeting shall be two-fold:

1. To permit a review of the position of all parties in a final effort to reach an agreement on the disputed issues; and
 2. If agreement is not concluded, to discuss arrangements for implementing the specific impasse procedure or procedures to which the dispute shall be submitted.
- b. Impasse Procedures – Impasse procedures are as follows:
1. If the parties so agree, the dispute shall be submitted directly to the City Council for determination.
 2. If they do not so agree with a reasonable period of time, the dispute shall be submitted to mediation. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues. If the parties are unable to agree on a mediator after a reasonable period of time, they shall select the mediator from a list of three names to be provided by the State Conciliation Service, or if that body for any reason shall fail to provide such list, by the American Arbitration Association. The recognized employee organization or organizations shall first strike one name, the Employee Relations Officer shall then strike one name, and the name remaining shall be the mediator.
 3. If the parties have failed to resolve all their disputes through mediation within fifteen (15) days after the mediator commenced meeting with the parties, the parties may agree to submit the issues in dispute directly to the City Council. In that event the City Council shall finally determine the issues after conducting a public hearing thereon and after such further investigation of the relevant facts as it may deem appropriate.
 4. If the parties fail to agree to submit the dispute directly to the City Council, the disputed issues shall be submitted to fact-finding.
- c. The parties may agree on the appointment of one or more fact-finders. If they fail to so agree, a fact-finding panel of three shall be appointed in the following manner: One member of the panel shall be appointed by the Employee Relations Officer, one member shall be appointed by the recognized employee organization, and those two shall name a third, who shall be the chairman. If they are unable to agree upon a third, they shall select the third member from a list of five names to be provided by the American Arbitration Association, the one to serve to be determined by the alternate striking of names, with the party who is to strike the first name to be determined by chance method.

- I. The following constitute the jurisdictional and procedural requirements for fact-finding:
 - 1) Fact-finders shall not have served as mediator in the same impasse under subparagraph (b), and shall not be employees or officers of the City or members of one of the City's employee organizations.
 - 2) Fact-finding is authorized hereunder in connection with all disputed issues that are within the scope of representation.
 - 3) The fact-finder(s) shall, to the extent they are applicable, determine and apply the following standards to the disputed issues in making recommendations:
 - a. City job classifications shall be compared to comparable job classifications in private and public employment in the Sacramento metropolitan area, and in the three California cities next larger and the three California cities next smaller in population than Sacramento, to the extent such can be reasonably done.
 - b. In determining job comparability, the following factors will be considered: The nature and complexity of the duties involved; the degree of supervision received and exercised; the educational, experience and physical qualifications, and the special skills required; the physical working conditions; and the hazards inherent in the job.
 - c. Comparisons shall be in terms of total compensation and benefits of employment, and, to the extent feasible, shall be measured in monetary terms.
 - d. The comparison data as hereinabove provided for shall, to the extent feasible, be adjusted as appropriate for differences in the cost of living in Sacramento as compared to other cities considered; the benefits of job stability and continuity of employment; difficulty of recruiting qualified applicants; and equitable employment benefit relationships between job classifications in City employment.
 - e. The state of the economy in the Sacramento metropolitan area, and the financial condition and resources of City government, shall be considered.
 - 4) The fact-finder(s) shall make written findings of fact and recommendations for the resolution of the issues in dispute, which shall be presented in terms of the standards specified in (3) above. The fact-finder or chairman of the fact-finding panel shall serve such findings and recommendations on the Employee Relations Officer and the designated representative of the recognized employee organization. If these parties have not resolved the impasse within ten (10) days after service of the findings and recommendations upon them, and in no event later than ten (10) days prior to the final date set by law for fixing of the tax rate, the fact-finder or the chairman of the fact-finding panel

shall make them public by submitting them to the City Clerk for consideration by the City Council in connection with the Council's legislative determination of the issues.

- 5) Costs of mediation and fact-finding shall be divided one-half to the City and one-half to the recognized employee organization.

Appendix A

**Designation of Representation Units
and Unrepresented Classifications**

I. The Council determines that the following (including special job classifications designated by "Special Manpower Planning") are the appropriate representation units:

A. Building Trades and Craft Unit (Represented Unit 06)

- Blacksmith Welder
- Carpenter
- Electrician
- Electrician Lineworker
- Electrician Supervisor
- Generator Technician
- Machinist
- Machinist Helper
- Machinist Supervisor
- Mechanical Maintenance Supervisor
- Painter
- Plumber
- Plumber Apprentice
- Roofer
- Senior Carpenter
- Senior Electrician
- Senior Generator Technician
- Senior Painter
- Senior Plumber
- Senior Sheet Metal Worker
- Sheet Metal Worker
- Stagehand I
- Stagehand II
- Structural Maintenance Supervisor
- Supervising Generator Technician

B. Plant Operator Unit (Represented Unit 04)

- Heating, Ventilation and Air Conditioning Systems Mechanic
- Junior Plant Operator
- Plant Operator
- Senior Heating, Ventilation and Air Conditioning Systems Mechanic

*Non-Career, Part-Time or Seasonal Classification

ATTACHMENT 3

Policy: EMPLOYER-EMPLOYEE RELATIONS

- Senior Plant Operator
- Senior Stationary Engineer
- Stationary Engineer

C. Water and Sewer Unit (Represented Unit 07)

- Assistant Water Cross-Connection Control Specialist
- Utilities Locator
- Utilities Operations & Maintenance Serviceworker Apprentice
- Utilities Operations & Maintenance Leadworker
- Utilities Operations & Maintenance Serviceworker
- Utilities Operations & Maintenance Specialist
- Water Cross-Connection Control Specialist

D. Traffic Engineering Unit (Represented Unit 08)

- ~~Traffic Supervisor~~
- Traffic Worker I
- Traffic Worker II
- Traffic Worker III
- Traffic Worker Trainee

E. Fire Department Unit (Represented Unit 05)

- Fire Battalion Chief
- Fire Captain
- Fire Captain (Paramedic)
- Fire Engineer
- Fire Engineer (Paramedic)
- Fire Investigator I
- Fire Investigator II
- Fire Prevention Officer I
- Fire Prevention Officer II
- Fire Prevention Officer Trainee
- Firefighter
- Firefighter (Paramedic)
- Senior Fire Prevention Officer

F. Police Department Unit (Represented Unit 02)

- Community Service Officer

*Non-Career, Part-Time or Seasonal Classification

ATTACHMENT 3

Policy: EMPLOYER-EMPLOYEE RELATIONS

- Community Service Officer (Limited-Term)*
- Dispatcher I
- Dispatcher II
- Dispatcher III
- Park Safety Ranger
- Park Safety Ranger Assistant
- Park Safety Ranger Supervisor
- Police Officer
- Police Sergeant
- Reserve Community Service Officer*
- Reserve Dispatcher*
- Reserve Police Officer I*
- Reserve Police Officer II*
- Reserve Police Officer III*
- Reserve Police Sergeant*

G. Professional Unit (Represented Unit 17)

- Arborist/Urban Forester
- Archivist
- Art Museum Registrar
- Assistant Planner
- Associate Curator of Art
- Associate Planner
- Geographic Information Systems Specialist I
- Geographic Information Systems Specialist II
- Geographic Information Systems Specialist III
- Graphic Designer
- Junior Planner
- Media Production Specialist I
- Media Production Specialist II
- Museum Registrar
- Process Control Systems Specialist
- Public Information Coordinator
- Real Property Agent I
- Real Property Agent II
- Real Property Agent III
- Telecommunications Systems Analyst I
- Telecommunications Systems Analyst II
- Telecommunications Systems Analyst III

*Non-Career, Part-Time or Seasonal Classification

- Water Quality Chemist

H. Office and Technical Unit (Represented Unit 16)

- 311 Customer Service Agent
- 311 Customer Service Specialist
- Account Clerk I
- Account Clerk II
- Accounting Technician
- Architectural Technician I
- Architectural Technician II
- Architectural Technician III
- Arts Program Assistant
- Arts Program Coordinator
- Booking Coordinator
- Boutique Operator
- Building Inspector I
- Building Inspector II
- Building Inspector III
- Building Inspector IV
- Building Technician
- Burglary/Robbery Alarm Inspector
- Buyer I
- Buyer II
- Buyer III
- Cashier
- Central Services Assistant I
- Central Services Assistant II
- Central Services Assistant III
- Child Care Assistant
- Claims Collector
- Clerk I
- Clerk II
- Clerk III
- Code Enforcement Officer
- Communications Assistant
- Community Service Representative I
- Community Service Representative II
- Computer Operator I
- Computer Operator II

*Non-Career, Part-Time or Seasonal Classification

- Construction Inspector I
- Construction Inspector II
- Construction Inspector III
- Customer Service Assistant
- Customer Service Representative
- Customer Service Specialist
- Customer Service Trainee
- Data Entry Technician
- Department Systems Specialist I
- Department Systems Specialist II
- Development Services Technician I
- Development Services Technician II
- Development Services Technician III
- Elder Care Assistant
- Electrical Construction Inspector I
- Electrical Construction Inspector II
- Electrical Construction Inspector III
- Engineering Technician I
- Engineering Technician II
- Engineering Technician III
- Events Coordinator
- Exhibits Coordinator
- Facility Drawings Technician
- Fingerprint Clerk
- Fleet Management Technician
- Fleet Service Coordinator
- Forensic Investigator I
- Forensic Investigator II
- Graphics Assistant
- Health Coverage Representative
- Human Services Program Coordinator*
- Information Technology Support Specialist I
- Information Technology Support Specialist II
- Information Technology Trainee
- Key Data Operator I
- Landscape Technician I
- Landscape Technician II
- Lead Forensic Investigator
- Media and Computer Specialist
- Microcomputer Systems Specialist

*Non-Career, Part-Time or Seasonal Classification

- Neighborhood Resources Coordinator I
- Neighborhood Resources Coordinator II
- Offset Equipment Operator
- Personnel Transactions Coordinator
- Plans Examiner I
- Plans Examiner II
- Plans Examiner III
- Police Clerk I
- Police Clerk II
- Police Clerk III
- Police Records Specialist I
- Police Records Specialist II
- Police Records Specialist III
- Program Coordinator
- Program Developer
- Program Leader
- Property Assistant
- Recreation Aide*
- Recreation Leader (Special Needs)*
- Revenue Services Representative
- Revenue Services Trainee
- Secretary
- Secretary to the Planning Commission
- Senior Central Services Assistant
- Senior Claims Collector
- Senior Computer Operator
- Senior Customer Service Representative
- Senior Data Entry Technician
- Senior Department Systems Specialist
- Senior Engineering Technician
- Senior Information Technology Support Specialist
- Senior Key Data Operator
- Senior Landfill Engineering Technician
- Senior Personnel Transactions Coordinator
- Senior Property Assistant
- Senior Recreation Aide*
- Senior Revenue Services Representative
- Senior School Crossing Guard*
- Senior Utility Customer Service Technician
- Service Contract Inspector

*Non-Career, Part-Time or Seasonal Classification

- Special Program Leader*
- Stenographer Clerk I
- Stenographer Clerk II
- Stenographer Clerk III
- Storekeeper
- Stores Clerk I
- Stores Clerk II
- Surveillance Equipment Technician
- Ticket Seller
- Traffic Investigator I
- Traffic Investigator II
- Traffic Investigator III
- Transportation Systems Management Coordinator
- Typist Clerk I
- Typist Clerk II
- Typist Clerk III
- Utility Customer Service Technician I
- Utility Customer Service Technician II
- Utility Customer Service Technician III
- Utility Services Inspector
- Water Conservation Representative
- Water Conservation Specialist
- Water Quality Laboratory Technician
- Zoning Investigator

I. Operations and Maintenance Unit (Represented Unit 03)

- Animal Care Technician
- Animal Control Officer I
- Animal Control Officer II
- Assistant Code Enforcement Officer
- Assistant Greenskeeper*
- Building Maintenance Worker
- Community Center Attendant I
- Community Center Attendant II
- Cultural Facilities Attendant
- Custodian I
- Custodian II
- Electronic Maintenance Technician I
- Electronic Maintenance Technician II

*Non-Career, Part-Time or Seasonal Classification

ATTACHMENT 3

Policy: EMPLOYER-EMPLOYEE RELATIONS

- Electronic Maintenance Technician Trainee
- Engineering Aide I
- Engineering Aide II
- General Helper
- Golf Course Marshal
- Greenskeeper
- Instrument Technician I
- Instrument Technician II
- Instrument Technician Trainee
- Irrigation Technician
- Landfill Equipment Operator
- Landfill Equipment Operator R2
- Maintenance Worker
- Marina and Boating Facilities Attendant
- Meter Reader
- Motor Sweeper Operator
- Park Equipment Operator
- Park Maintenance Worker
- Park Maintenance Worker I
- Park Maintenance Worker I (Pest)
- Park Maintenance Worker II
- Park Maintenance Worker II (Pest)
- Park Maintenance Worker III
- Parking Enforcement Officer
- Parking Lot Attendant
- Parking Meter Coin Collector
- Parking Meter Repair Worker
- Registered Veterinary Technician
- Sanitation Worker I
- Sanitation Worker II
- Sanitation Worker III
- Security Guard
- Senior Building Maintenance Worker
- Senior Custodian
- Senior Electronic Maintenance Technician
- Senior Maintenance Worker
- Senior Parking Lot Attendant
- Senior Telecommunications Technician
- Senior Tree Maintenance Worker
- Senior Tree Pruner

*Non-Career, Part-Time or Seasonal Classification

ATTACHMENT 3

Policy: EMPLOYER-EMPLOYEE RELATIONS

- Street Construction Equipment Operator
- Street Construction Laborer
- Street Construction Laborer Trainee
- Survey Technician I
- Survey Technician II
- Telecommunications Technician I
- Telecommunications Technician II
- Telecommunications Technician Trainee
- Traffic Control and Lighting Technician I
- Traffic Control and Lighting Technician II
- Traffic Control and Lighting Technician Trainee
- Tree Maintenance Worker
- Tree Maintenance Worker Trainee
- Tree Pruner I
- Tree Pruner II
- Tree Pruner Trainee
- Utility Worker*
- Water Waste Inspector
- Zoo Attendant I
- Zoo Attendant II

J. General Supervisory Unit (Represented Unit 15)

- 311 Customer Service Supervisor
- Assistant Box Office Supervisor
- Central Services Supervisor
- Central Stores Supervisor
- Chief Museum Attendant
- Computer Operations Supervisor
- Concrete Construction Leadworker
- Curator of Historical Exhibitions
- Custodial Supervisor
- Customer Service Supervisor
- Drainage Supervisor
- Enforcement and Collections Supervisor
- Equipment Maintenance Supervisor
- Financial Services Supervisor
- Golf Course Supervisor
- Health Coverage Supervisor
- Instrumentation Supervisor

*Non-Career, Part-Time or Seasonal Classification

ATTACHMENT 3

Policy: EMPLOYER-EMPLOYEE RELATIONS

- Marina and Boating Facilities Supervisor
- Meter Reading Supervisor
- Museum Security Supervisor
- Office Supervisor
- Parking Enforcement Supervisor
- Parking Facilities Maintenance Supervisor
- Parking Lot Supervisor
- Parking Meter Collection Supervisor
- Parking Meter Repair Supervisor
- Parks Supervisor
- Police Records Supervisor
- Program Supervisor
- Revenue Supervisor
- Senior Accounting Technician
- Senior Animal Care Technician
- Senior Animal Control Officer
- Senior Code Enforcement Officer
- Senior Parking Lot Supervisor
- Senior Police Records Supervisor
- Senior Storekeeper
- ~~Senior Supervising Building Inspector~~
- Senior Traffic Control and Lighting Supervisor
- Solid Waste Maintenance Supervisor
- ~~Solid Waste Supervisor~~
- ~~Staff Aide (Rep 15)~~
- Street Maintenance Supervisor
- Supervising Building Inspector
- Supervising Cashier
- Supervising Community Center Attendant
- Supervising Community Service Representative
- Supervising Construction Inspector
- Supervising Dispatcher
- Supervising Forensic Investigator
- Supervising Graphic Designer
- Supervising Plant Operator
- Supervising Police Clerk
- Supervising Property Assistant
- Supervising Surveyor
- Supervising Water Quality Chemist
- Survey Party Chief

*Non-Career, Part-Time or Seasonal Classification

- Telecommunications Supervisor
- Traffic Control and Lighting Supervisor
- Traffic Supervisor
- Tree Maintenance Supervisor
- Tree Pruner Supervisor
- Utilities Operations & Maintenance Supervisor
- Utility Customer Service Supervisor
- Water Conservation Supervisor
- Zoo Supervisor

K. Engineering Unit (Represented Unit 11)

- Assistant Architect
- Assistant Civil Engineer
- Assistant Electrical Engineer
- Assistant Mechanical Engineer
- Associate Architect
- Associate Civil Engineer
- Associate Electrical Engineer
- Associate Landscape Architect
- Associate Mechanical Engineer
- Fire Protection Engineer
- Junior Architect
- Junior Engineer
- Junior Landscape Assistant
- Landscape Assistant
- Telecommunications Engineer I
- Telecommunications Engineer II
- Telecommunications Engineer III

L. Automotive/Equipment Mechanics Unit (Represented Unit 12)

- Equipment Body Mechanic I
- Equipment Body Mechanic II
- Equipment Body Mechanic III
- Equipment Mechanic I
- Equipment Mechanic II
- Equipment Mechanic III
- Equipment Serviceworker
- Fire Service Worker
- General Repair Worker

*Non-Career, Part-Time or Seasonal Classification

ATTACHMENT 3

Policy: EMPLOYER-EMPLOYEE RELATIONS

- Senior Equipment Serviceworker
- Supervising Fire Service Worker
- Vehicle Pool Serviceworker
- Vehicle Service Attendant

M. Exempt/Management Support (Represented Unit 14)

- Administrative Analyst
- Investigator
- Program Analyst
- Senior Deputy City Clerk
- Stores Administrator
- Workers' Compensation Claims Representative

N. Confidential/Administrative (Represented Unit 10)

- Administrative Assistant
- Administrative Assistant (Confidential/Exempt)
- Administrative Technician
- Administrative Technician (Confidential/Exempt)
- Applications Developer
- Deputy City Clerk
- Legal Secretary (Exempt)
- Legal Staff Assistant
- Legal Staff Assistant (Exempt)
- Paralegal (Exempt)
- Payroll Technician
- Personnel Technician
- Senior Legal Staff Assistant (Exempt)
- Senior Staff Assistant
- Staff Aide (Rep 10)
- Staff Assistant
- Supervising Legal Secretary
- Systems Engineer
- Treasury Assistant

O. Exempt Management (Represented Unit 01)

- 311 Manager
- Accountant Auditor
- Accounting Manager

*Non-Career, Part-Time or Seasonal Classification

ATTACHMENT 3

Policy: EMPLOYER-EMPLOYEE RELATIONS

- Administrative Officer
- Animal Care Services Manager
- Arts Administrator
- Arts in Public Places Specialist
- Banking Operations Manager
- Business Services Manager
- Camp Sacramento Supervisor
- Chief Building Inspector
- Chief Building Official
- Chief Investment Officer
- Code Enforcement Manager
- Contracts and Compliance Specialist
- Convention Center General Manager
- Curator of Art
- Curator of Education
- Curator of History
- Debt Analyst
- Deputy Chief Building Official
- Deputy City Attorney I
- Deputy City Attorney II
- Deputy Convention Center General Manager
- Economic Development Manager
- E-Government Manager
- Emergency Communications Manager
- Emergency Medical Services Coordinator
- Engineering Manager
- Environmental Health and Safety Officer
- Environmental Health and Safety Specialist
- Equal Employment Specialist
- Events Services Manager
- Events Services Supervisor
- Facilities and Real Property Superintendent
- Facilities Manager
- Fire Assistant Chief
- Fleet Manager
- Historic District Manager
- Human Resources Manager
- Information Technology Manager
- Information Technology Supervisor
- Integrated Waste Collections Superintendent

*Non-Career, Part-Time or Seasonal Classification

ATTACHMENT 3

Policy: EMPLOYER-EMPLOYEE RELATIONS

- Integrated Waste General Manager
- Integrated Waste General Supervisor
- Integrated Waste Planning Superintendent
- Investment Officer
- Investment Operations Analyst
- Junior Development Project Manager
- Law Office Administrator
- Licensed Land Surveyor
- Management Analyst
- Marina Manager
- Media and Communications Specialist
- Metropolitan Arts Manager
- Neighborhood Services Area Manager
- Neighborhood Services Manager
- New Growth Manager
- Operations General Supervisor
- Operations Manager
- Organizational Development Specialist
- Park Maintenance Manager
- Park Maintenance Superintendent
- Park Planning, Design and Development Manager
- Parking Manager
- Permit Services Manager
- Personnel Analyst
- Planning Director
- Plant Services Manager
- Police Administrative Manager
- Police Captain
- Police Lieutenant
- Principal Accountant
- Principal Applications Developer
- Principal Building Inspector
- Principal Management Analyst
- Principal Planner
- Principal Systems Engineer
- Procurement Services Manager
- Program Manager
- Program Specialist
- Recreation General Supervisor
- Recreation Manager

*Non-Career, Part-Time or Seasonal Classification

- Recreation Superintendent
- Revenue Manager
- Risk Manager
- Senior Accountant Auditor
- Senior Applications Developer
- Senior Architect
- Senior Debt Analyst
- Senior Deputy City Attorney
- Senior Development Project Manager
- Senior Engineer
- Senior Investment Officer
- Senior Landscape Architect
- Senior Management Analyst
- Senior Personnel Analyst
- Senior Planner
- Senior Systems Engineer
- Special Assistant to the City Attorney
- Special Districts Manager
- Special Projects Engineer
- Special Projects Manager
- Staff Aide (Rep 01)
- Streets Manager
- Supervising Animal Care Officer
- Supervising Architect
- Supervising Engineer
- Supervising Financial Analyst
- Supervising Landscape Architect
- Support Services Manager
- Training Specialist
- Treasury Analyst
- Treasury Manager
- Urban Design Manager
- Utility Construction Coordinator
- Utilities Operations & Maintenance Superintendent
- Veterinarian

2. The Council designates the following class titles as "unrepresented classifications."

A. Executive Management (Unrepresented Unit 20)

- Administrative Analyst (City Manager's Office)

*Non-Career, Part-Time or Seasonal Classification

ATTACHMENT 3

Policy: EMPLOYER-EMPLOYEE RELATIONS

- Assistant City Attorney
- Assistant City Clerk
- Assistant City Manager
- Assistant City Treasurer
- Assistant to the City Manager
- Budget Manager
- Chief Information Officer
- City Attorney
- City Auditor
- City Clerk
- City Manager
- City Treasurer
- Deputy City Manager
- Deputy Police Chief
- Director of Community Development
- Director of Convention and Culture Services
- Director of Economic Development
- Director of Finance
- ~~Director of General Services~~
- Director of Governmental Affairs
- Director of Human Resources
- Director of Parks and Recreation
- Director of Public Works
- Director of Public Safety Accountability
- ~~Director of Transportation~~
- Director of Utilities
- Executive Director, SAC CCOMWP
- Fire Chief
- Fire Deputy Chief
- Human Resources Manager (Benefits & Retirement)
- Human Resources Manager (Employment & Classification)
- ~~Labor Relations Analyst~~
- Human Resources Manager (Labor Relations)
- Labor Relations Analyst
- Labor Relations Officer
- Media and Communications Officer
- Police Chief
- Principal Management Analyst (Finance/Budget)
- Special Projects Manager (City Manager's Office)
- Staff Aide (Management)

*Non-Career, Part-Time or Seasonal Classification

ATTACHMENT 3

Policy: EMPLOYER-EMPLOYEE RELATIONS

- Staff Aide (Rep 20)
- Supervising Deputy City Attorney
- Support Services Manager (Human Resources)

B. Mayor/Council Support (Unrepresented Unit 21)

- Assistant City Auditor
- Auditor
- Chief of Staff to the Mayor
- Council Operations Manager
- Council Representative
- District Director
- Independent Budget Analyst
- Senior Auditor
- Senior Council Representative
- Special Assistant to the Mayor
- Staff Aide (Mayor/Council)

C. Executive Management Support (Unrepresented Unit 22)

- Executive Assistant (City Manager's Office)
- Executive Assistant (Mayor/Council)
- Staff Aide (Support)
- Staff Assistant (Mayor/Council)

D. Mayor/Council (Unrepresented Unit 23)

- Mayor
- City Council

D.E. Non-Career (Unrepresented Unit 09)

- Arts and Crafts Specialist*
- Assistant Caretaker*
- Assistant Cook*
- ~~Assistant Greenskeeper*~~
- Assistant Pool Manager*
- Assistant Proctor*
- Building Maintenance Laborer Trainee*
- Cache Logistics Coordinator*
- Camp Aide*

*Non-Career, Part-Time or Seasonal Classification

ATTACHMENT 3

Policy: EMPLOYER-EMPLOYEE RELATIONS

- Camp Recreation Leader*
- Caretaker*
- Cashier (Community Services)*
- Clerical Assistant*
- Dispatcher Recruit*
- Events Associate*
- Events Crowd Controller*
- Events Duty Person*
- Events Usher*
- Fire Recruit*
- First Cook*
- Golf Marshal/Player Assistant*
- Graduate Student Trainee*
- Head Events Crowd Controller*
- Host*
- ~~Human Services Program Coordinator*~~
- Instructor*
- Law Clerk*
- Lifeguard*
- Marina Aide*
- Mayor/Council Intern*
- Mayor/Council Student Intern*
- Nurse*
- Pilot*
- Police Background Assistant*
- Police Cadet*
- Police Recruit*
- Pool Attendant*
- Pool Manager*
- Proctor*
- Program Director*
- Promotions Specialist*
- Public Service Aide*
- ~~Recreation Aide*~~
- ~~Recreation Leader (Special Needs)*~~
- Relief Clerical Assistant*
- ~~Reserve Community Service Officer*~~
- ~~Reserve Dispatcher*~~
- ~~Reserve Police Officer I*~~
- ~~Reserve Police Officer II*~~

*Non-Career, Part-Time or Seasonal Classification

ATTACHMENT 3

Policy: EMPLOYER-EMPLOYEE RELATIONS

- ~~Reserve Police Officer III*~~
- Reserve Police Records Specialist*
- ~~Reserve Police Sergeant*~~
- Reserve Property Assistant*
- School Crossing Guard*
- Security Officer*
- Senior Lifeguard*
- ~~Senior Recreation Aide*~~
- ~~Special Program Leader*~~
- Staff Aide (Rep 09)*
- Student Trainee (Engineering, Computer)*
- Student Trainee (Most Majors)*
- Student Trainee (Paramedic)*
- Ticket Seller (Exempt)*
- Tutor*
- ~~Utility Worker*~~
- Vehicle Service Aide*
- Youth Aide*

*Non-Career, Part-Time or Seasonal Classification

Adopted by the Sacramento City Council

**APPROVING THE PERSONNEL RESOLUTION COVERING
UNREPRESENTED OFFICERS AND EMPLOYEES AND THE
UNREPRESENTED SALARY SCHEDULES AND AMENDING THE
EMPLOYER-EMPLOYEE RELATIONS POLICY**

BACKGROUND

- A. The Personnel Resolution Covering Unrepresented Officers and Employees sets forth general administrative provisions, hours of work and other terms and conditions affecting unrepresented classifications. Specific provisions of the Personnel Resolution address health and welfare contributions for unrepresented employees.
- B. The Personnel Resolution attached to this Resolution as Exhibit A has been modified to update unrepresented employee terms of employment. The estimated additional cost indicated in the FY2014/15 adopted budget associated with the revisions to the Personnel Resolution is approximately \$68,000 (\$66,500 in the General Fund).
- C. The unrepresented salary schedules attached to this Resolution as Exhibit B have been revised to update effective dates and some classification salary ranges.
- D. The Employer-Employee Relations Policy (EERP) attached to this Resolution as Exhibit C has been amended to reflect existing changes within the represented and unrepresented units.

**BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY
COUNCIL RESOLVES AS FOLLOWS:**

- Section 1. The Personnel Resolution Covering Unrepresented Officers and Employees attached to this Resolution as Exhibit A is adopted effective July 1, 2015, and will supersede the July 1, 2014 Personnel Resolution Covering Unrepresented Officers and Employees.
- Section 2. The Salary Schedules attached as Exhibit B are adopted effective June 27, 2015.

Section 3. The Employer-Employee Relations Policy attached to this Resolution is amended as reflected in Exhibit C.

Section 4. The City Manager is authorized to make minor changes or adjustments to exhibits in order to correct omissions and errors.

Section 5. Exhibits A through C are part of this resolution.

City of
SACRAMENTO

**Personnel Resolution Covering
Unrepresented Officers and employees**

July 1, 2015

Table of Contents

ARTICLE 1 – GENERAL ADMINISTRATIVE PROVISIONS 1

 1.1 APPOINTING AUTHORITY 1

 1.2 APPLICABILITY 1

 1.3 TYPE OF APPOINTMENTS..... 1

 1.4 STAFF AIDE POSITIONS..... 2

 1.5 CITY SERVICE 2

ARTICLE 2 – HOURS OF EMPLOYMENT AND OVERTIME 2

 2.1 HOURS OF EMPLOYMENT 2

 2.2 VOLUNTARY WORK FURLOUGH/REDUCED WORKWEEK PROGRAM..... 2

 2.3 OVERTIME FOR ELIGIBLE EMPLOYEES..... 3

 2.4 OVERTIME FOR NON-CAREER EMPLOYEES 3

 2.5 MODIFIED/ALTERNATIVE DUTY POLICY 3

 2.6 TELEWORK PROGRAM..... 3

 2.7 ALTERNATIVE WORK SCHEDULE PROGRAM 3

ARTICLE 3 – FRINGE BENEFIT PLAN/HEALTH AND WELFARE 4

 3.1 HEALTH AND WELFARE CONTRIBUTION (CITY DOLLARS)..... 4

 3.2 COVERED DEPENDENTS..... 5

 3.3 CASH-BACK LIMITS..... 5

 3.4 LIFE INSURANCE..... 6

 3.5 LONG TERM DISABILITY..... 6

 3.6 FLEXIBLE SPENDING ACCOUNTS..... 6

 3.7 DEFERRED COMPENSATION PLAN 6

 3.8 SECTION 401(A) MONEY PURCHASE PLAN 6

 3.9 LONGEVITY PAY..... 7

ARTICLE 4 – RETIREMENT..... 7

 4.1 RETIREES OR SURVIVOR DEPENDENTS..... 7

 4.2 PERS RETIREMENT PLAN AND CONTRIBUTION..... 9

ARTICLE 5 – CHARTER OFFICERS..... 10

 5.1 CHARTER OFFICER SALARIES..... 10

 5.2 EXPENSE ALLOWANCE..... 10

ARTICLE 6 – NON-CAREER EMPLOYEES 11

 6.1 NON-CAREER BENEFITS 11

 6.2 CITY HEALTH AND WELFARE CONTRIBUTION..... 11

 6.3 POOL SAFETY CLASSIFICATIONS 11

ARTICLE 7 – LEAVES 12

 7.1 ACCRUAL OF LEAVE HOURS OVER 24 PAY PERIODS 12

 7.2 VACATION..... 12

 7.3 HOLIDAYS 12

 7.4 MANAGEMENT LEAVE TIME..... 15

 7.5 ADMINISTRATIVE LEAVE TIME 16

 7.6 SICK LEAVE 16

 7.7 PARENTAL LEAVE..... 18

EXHIBIT A

7.8 INJURY-ON-DUTY 18

7.9 COURT LEAVE 18

7.10 CATASTROPHIC LEAVE PLAN 19

7.11 SACRAMENTO HOUSING & REDEVELOPMENT AGENCY (SHRA) TRANSITION 19

7.12 PERSONAL TIME OFF FOR EXECUTIVE MANAGEMENT SUPPORT EMPLOYEES 20

7.13 BEREAVEMENT PAY 21

7.14 FAMILY AND MEDICAL LEAVE 21

7.15 PERSONAL TIME OFF 21

ARTICLE 8 – REIMBURSEMENTS AND ALLOWANCES 22

8.1 TRANSPORTATION AND PARKING ALLOWANCES 22

8.2 POLICE AND FIRE UNIFORM ALLOWANCE 24

8.3 TUITION REIMBURSEMENT 24

8.4 STATE OF CALIFORNIA BAR DUES 24

8.5 REQUIRED LICENSES AND CERTIFICATIONS 24

8.6 CONTINUING EDUCATION 25

8.7 BILINGUAL PAY 25

8.8 TECHNOLOGY ALLOWANCE 25

8.9 NOTARY PAY 26

ARTICLE 9 – MISCELLANEOUS 26

9.1 OFF-DUTY EMPLOYMENT OF EXEMPT EMPLOYEES 26

9.2 PAYROLL ERRORS 27

9.3 RETIREE COURT APPEARANCE FEES 27

ARTICLE 1 – GENERAL ADMINISTRATIVE PROVISIONS

1.1 APPOINTING AUTHORITY

- a. For the City of Sacramento, appointing authority is vested with the Mayor, City Council members, and Charter Officers. Subject to applicable Rules and Regulations of the Civil Service Board, Council-adopted resolutions, and administrative policy instructions, appointing authority provides for the ability to hire City employees.
- b. The Appointing Authority has the authority, subject to the approved Budget Resolution and administrative policy, to:
 - (1) Allocate full-time equivalent positions to specific job classifications and to establish rates of pay for incumbents in those classifications;
 - (2) Change the number of exempt management positions under their administrative jurisdiction, so long as their total exempt management salary budget does not increase;
 - (3) Adjust the salary of individual exempt positions, so long as the total exempt salary budget for each department does not increase; and
 - (4) Grant performance-based salary adjustments to unrepresented officers and employees consistent with employee appraisal procedures.

1.2 APPLICABILITY

The terms of this Resolution shall apply to all unrepresented employees of the City unless superseded by an employment contract with Charter Officers.

1.3 TYPE OF APPOINTMENTS

- a. Nothing in this Resolution shall create an express or implied covenant or contract, or create a property right or tenure for any person appointed to unrepresented classifications covered by this Resolution. All unrepresented employees serve at the pleasure of the Appointing Authority. Consequently, just cause is not required for discipline, and there are no appeal rights.
- b. This Personnel Resolution covers all unrepresented officers and employees of the City of Sacramento appointed or incumbent to any position in the Executive Management, Executive Management Support, and Mayor/Council Support units as defined by the

Employer-Employee Relations Policy. This Personnel Resolution applies to these positions whether the employee is considered full-time, part-time, seasonal, or appointed on a limited-term basis.

1.4 STAFF AIDE POSITIONS

The classification of Staff Aide, may be used when a classification is needed either pending establishment of a new classification or a position is funded for a limited time and no appropriate classification exists. An employee may be appointed to the Staff Aide classification for a maximum of twelve (12) months. The salary range for any Staff Aide position shall be established by the Director of Human Resources.

1.5 CITY SERVICE

City service for purposes of calculating benefits shall be defined as the effective date of most recent hire date to the employee's exempt or permanent career position, or as the effective date of appointment to the employee's first full-time position (or positions) which immediately preceded an appointment to an exempt or permanent career position, whichever is greater.

ARTICLE 2 – HOURS OF EMPLOYMENT AND OVERTIME

2.1 HOURS OF EMPLOYMENT

- a. The normal work period for employees shall begin at 12:01 a.m. Saturday and end at 12:00 midnight the following Friday.
- b. The normal work week for full-time employees, who are covered by the overtime provisions of the Fair Labor Standards Act (FLSA), shall consist of forty (40) hours of work during the normal work period.
- c. The normal work week shall not apply to employees exempt from the overtime provisions of FLSA. These employees are expected to work any amount of time required to perform the duties of their positions.
- d. The workweek for part-time employees shall be determined by the Appointing Authority.

2.2 VOLUNTARY WORK FURLOUGH/REDUCED WORKWEEK PROGRAM

The City's Voluntary Work Furlough/Reduced Workweek Program shall be applicable to unrepresented full-time employees on the same terms as apply to represented employees. The benefit plan for eligible employees shall not be reduced or prorated by participation in such work reductions.

2.3 OVERTIME FOR ELIGIBLE EMPLOYEES

- a. All overtime shall be calculated and paid consistent with FLSA requirements. Overtime compensation shall be paid by cash payment or compensating time off (CTO) as determined by the Appointing Authority.
- b. Employees may accrue up to one hundred and twenty (120) hours of CTO. The City may cash out those CTO hours accumulated in excess of eighty (80) hours at any time provided that the use of such time off has not been previously approved.
- c. The use of accrued CTO shall be at the discretion of the Appointing Authority. Employees who request use of accrued CTO shall be permitted to use such time within a reasonable period after making the request if the use of CTO does not unduly disrupt the operations of the work unit.
- d. Upon termination from City service, employees shall be paid for any unused CTO hours at the rate of pay at the time of separation.

2.4 OVERTIME FOR NON-CAREER EMPLOYEES

- a. All overtime for non-career employees shall be calculated and paid consistent with FLSA requirements. Non-career employees shall be compensated for overtime with pay at one and one-half (1-1/2) times the applicable rate of pay in cash payment.
- b. The Appointing Authority may establish a flexible work schedule consisting of more than an eight (8) hour day in a forty (40) hour work week.

2.5 TELEWORK PROGRAM

Executive Management Support employees may participate, at the discretion of the Appointing Authority, in the City's Telework Program.

2.6 ALTERNATIVE WORK SCHEDULE PROGRAM

Employees may participate, at the sole discretion of the Appointing Authority, in Alternative Work Schedule Program such as 9/80 or 4/10 schedules. Employee participation in Alternative Work Schedule Program shall be dependent on employee performance and shall not disrupt department operations.

ARTICLE 3 – FRINGE BENEFIT PLAN/HEALTH AND WELFARE

The fringe benefit plan described below shall be available to full-time Executive Management, Mayor/Council Support, and Executive Management Support employees. The Appointing Authority, on a case-by-case basis, shall establish the fringe benefit plan for employees who are less than full-time, not to exceed the fringe benefit plan for comparable full-time employees.

3.1 HEALTH AND WELFARE CONTRIBUTION (CITY DOLLARS)

- a. The City shall administer a Cafeteria Plan benefits program for employees consistent with the Internal Revenue Code Section 125.
- b. Effective July 1, 2015, the City contribution for a full-time employee enrolled in a City-sponsored health plan for employee only shall be \$721 per month.
- c. The City contribution for a full-time employee enrolled in a City-sponsored health plan for employee plus one (1) dependent shall be \$883 per month.
- d. The City contribution for a full-time employee enrolled in a City-sponsored health plan for employee plus two (2) or more dependents shall be \$1,243 per month.
- e. For employees enrolled in an Account-Based Health Plan (ABHP), as defined by the City, the contributions shall be as specified above. To the extent that the premium for the ABHP is less than the monthly City contribution, any excess City contribution shall be credited to the employee's Health Savings Account (HSA), to the extent allowed by law. If the excess contribution exceeds the annual HSA limit allowed by law, the employee will receive a cash payment for the excess contribution.
- f. Eligible part-time employees shall be prorated consistent with represented employees.
- g. In addition to the City contribution received above, the City Manager, City Attorney, City Clerk, and City Treasurer shall receive three percent (3%) of base salary to apply to optional benefits.

3.2 COVERED DEPENDENTS

- a. Funds used to pay the health insurance premium cost for the domestic partner and/or the domestic partner's dependent children shall be in accordance with Federal and State tax laws.

- b. An employee who has a domestic partner, and has a notarized City provided “Declaration & Understanding of Partnership Status” form, may cover the domestic partner under the employee's City-sponsored health plan. The employee will pay for the premium cost for the domestic partner coverage after tax.
- c. An employee who has a domestic partner and is registered with the Secretary of State of the State of California may cover the domestic partner and/or the domestic partner's children, under the employee's City-sponsored health plan. The City shall contribute \$883 for an employee enrolled with one (1) dependent; and \$1,243 for an employee enrolled with two (2) or more dependents.
- d. The definition of dependent child for purposes of health, insurance shall be as determined under the Patient Protection and Affordable Care Act. The definition of dependent child for purposes of dental and vision insurance shall be as outlined in certificates of coverage and related insurance contracts. As of the date of this Resolution, that definition includes an adult child up to age 26, grandchild living in the employee grandparent's home, disabled children, step-children, adopted children, wards and foster children provided they qualify as the subscriber's or subscriber's lawful spouse's dependent under IRS rules and regulations.

3.3 CASH-BACK LIMITS

- a. The cash-back of City dollars from the IRS Section 125 Plan of \$200 per month shall be eliminated for employees who waive enrollment in City-sponsored group health plans effective January 1, 2015.

3.4 LIFE INSURANCE

- a. City-paid basic life insurance shall be:

<u>Group</u>	<u>Amount</u>
Executive Management, Executive Management Support and Mayor Council Support	\$ 50,000
City Attorney, City Clerk and City Treasurer	\$100,000
City Manager	\$150,000

- b. Insurance Over \$50,000

Executive Management, Mayor/Council Support, and Executive

Management Support employees may purchase, at their expense, supplemental life insurance in the amount of up to three (3) times annual salary subject to limitations specified by the insurance carrier.

3.5 LONG TERM DISABILITY

Executive Management and Mayor/Council Support employees shall receive City-paid long-term disability insurance.

3.6 FLEXIBLE SPENDING ACCOUNTS

The City offers a Flexible Spending Account (FSA) program to employees as permitted by Internal Revenue Service Regulations.

3.7 DEFERRED COMPENSATION PLAN

Executive Management, Mayor/Council Support, and Executive Management Support employees may participate in the City's Deferred Compensation 457 Plan to the extent allowed by law and the 457 plan document.

3.8 SECTION 401(A) MONEY PURCHASE PLAN

a. The City's established IRS Section 401(a) Plan is available as follows:

- (1) For Executive Management and Mayor/Council Support employees the City will contribute four percent (4%) of salary and the employee shall contribute five percent (5%) of salary.
- (2) For Executive Management Support employees, the City will contribute two percent (2%) of salary and the employee shall contribute two percent (2%) of salary.
- (3) The 401(a) Plan shall conform to all IRS requirements. Vesting of City funds occurs with enrollment consistent with IRS and 401(a) provider rules and regulations.

3.9 LONGEVITY PAY

Employee eligibility for longevity pay shall be determined as provided under Section 108 of the City Charter. The amount to be paid annually on the second check in July after twenty (20) years of City service shall be one hundred dollars (\$100), and after twenty-five (25) years of City service, an additional two hundred dollars (\$200), for a total of three hundred dollars (\$300). Longevity pay is provided for in the City Charter and not through this Resolution. In the event changes are made to the City Charter, those changes shall supersede the provisions of this Resolution.

ARTICLE 4 – RETIREMENT

4.1 RETIREES OR SURVIVOR DEPENDENTS

Eligible City retirees or eligible survivor dependents shall receive City retiree insurance contributions for health, dental, and vision insurance benefits from the City as follows:

- a. The maximum City contribution towards the purchase of health insurance for retirees is \$300 per month for the retiree or \$365 for a retiree with dependent(s).
- b. Retiree Insurance Contributions for Employees Retiring on or after July 1, 1992
 - (1) Employees retiring with thirty (30) or more years of service shall be eligible for up to the City's maximum retiree health insurance contribution identified in subsection (a) above on the date of retirement without regard to age.
 - (2) Employees retiring with a minimum of twenty (20) full years of service but less than thirty (30) full years of service who are at least fifty (50) years of age shall receive up to one hundred percent (100%) of the City's maximum retiree insurance contribution identified in subsection (a) above.
 - (3) Employees retiring with a minimum of fifteen (15) full years of service but less than twenty (20) full years of service who are at least fifty (50) years of age shall receive up to seventy-five percent (75%) of the City's maximum retiree insurance contribution identified in subsection (a) above.
 - (4) Employees retiring with a minimum of ten (10) full years of service but less than fifteen(15) full years of service who are at least fifty (50) years of age shall receive up to fifty percent (50%) of the City's maximum retiree insurance contribution identified in subsection (a) above.
 - (5) There shall be no City retiree insurance contribution for retirees with less than ten (10) full years of City service.
 - (6) There shall be no eligibility for the City's retiree insurance contribution if the employee elects to take a deferred retirement.
- c. Retiree Insurance Contribution for Persons in Deferred Retirement Status as of January 1, 1991
 - (1) Employees who elected a deferred retirement prior to January

1, 1991, and who retired on or after July 1, 1992, and before June 28, 2013, shall be eligible for the City's retiree insurance contribution as follows:

- i. A retiree with at least ten (10) full years of City service, and who is at least 50 years of age, shall be eligible for up to fifty percent (50%) of the City's maximum retiree insurance contribution as identified in subsection (a) above.
 - ii. A retiree with twenty (20) full years or more of City service, and who is at least fifty (50) years of age, shall be eligible for up to one hundred percent (100%) of the City's retiree insurance contribution as identified in subsection (a) above.
- d. Employees who elected a deferred retirement prior to January 1, 1991, and did not retire on or before June 28, 2013, shall not be eligible for the City's retiree insurance contribution.
- e. Pre-Medicare Eligible Retirees
 Retirees who are not eligible for Medicare benefits may elect to participate in a City-sponsored health plan or purchase an individual plan. A retiree who elects to purchase a health plan not sponsored by the City shall be eligible to reenroll in a City-sponsored health plan within two (2) of years waiving City coverage.
- f. Medicare Eligible Retirees
 Upon achieving eligibility for Medicare benefits, retirees and their dependent(s) shall not be allowed to participate in any City-sponsored health plan.
- g. Retiree Insurance Contribution Exclusion
 Retirees who participate in another group health plan as an employee or dependent spouse shall not be eligible for the City contribution outlined above.
- h. Industrial Disability or Death in Line of Duty Survivors
 Retirees who receive industrial disability pensions or death in-line-of-duty survivors benefits will be entitled for up to one hundred percent (100%) of the City's - applicable maximum retiree insurance contribution regardless of years of service.
- i. Survivor Dependents Benefits

Survivor dependents of eligible employees or retirees shall be entitled to the same benefit amount as the employee was eligible for at the time of death.

j. Limitation Clause

No employee or retiree shall have any rights provided by this Section 4.1 after June 30, 2016.

k. Elimination of Retirees or Survivor Dependents Benefits

No employee hired on or after July 20, 2012, shall be eligible for any benefits provided by this Section 4.1. Employees transferring to unrepresented classifications after July 20, 2012, shall be ineligible for any benefits by this section, unless the transferring employee was eligible for retiree or survivor dependent benefits at the time of transfer.

4.2 PERS RETIREMENT PLAN AND CONTRIBUTION

a. Member Contribution to PERS Retirement Plan – Classic Members

(1) Miscellaneous

Executive Management, Mayor/Council Support, Executive Management Support, and Charter Officers shall pay eight percent (8%) of salary to the PERS retirement plan. The City will seek to amend the PERS contract to reflect a new cost-share agreement in which miscellaneous classic members shall, from the date of the amendment, pay the seven percent (7%) employee contribution and one percentage point (1%) of the employer contribution through PERS cost-share. If this PERS cost-share is not approved by a vote of the unrepresented unit miscellaneous employees, the one percent (1%) cost-share will remain in the City's account. Classic members in miscellaneous classifications shall qualify for the 2% at 55 benefit formula and retirement shall be based upon the highest twelve (12) consecutive months of compensation.

(2) Police Safety

Executive Management Police Safety employees shall pay twelve percent (12%) of salary to the PERS retirement plan. The City will seek to amend the PERS contract to reflect a new cost-share agreement in which Executive Management Police Safety classic members shall, from the date of the amendment, pay the nine percent (9%) employee contribution and three percentage points (3%) of the employer contribution through PERS cost-

share. If this PERS cost-share is not approved by a vote of the unrepresented Executive Management Police Safety unit employees, the three percent (3%) cost-share will remain in the City's account. Classic members in Executive Management Police Safety classifications shall qualify for the 3% at 50 benefit formula and retirement shall be based upon the highest twelve (12) consecutive months of compensation.

(3) Fire Safety

Executive Management Fire Safety employees shall pay twelve percent (12%) of the employer's contribution to the PERS retirement plan. If necessary, the contract with PERS shall be amended to reflect the proper allocation of funds. Classic members of Executive Management Fire Safety classifications shall qualify for the 3% at 55 benefit formula and retirement shall be based upon the highest twelve (12) consecutive months of compensation.

- b. Effective June 27, 2015, PERS Classic Miscellaneous Executive Management, Mayor/Council Support, Executive Management Support, and Charter Officers members shall receive a one percent (1%) salary increase to offset the PERS cost-share. PERS Classic Safety Executive Management Fire and Police Safety members shall receive a three percent (3%) salary increase to offset the PERS cost-share

c. Member Contribution to PERS Retirement Plan – New Members

(1) Miscellaneous

Executive Management, Mayor/Council Support, Executive Management Support, and Charter Officers hired after December 31, 2012, shall be members in the PERS on terms consistent with Public Employees' Pension Reform Act (PEPRA). New members in miscellaneous classifications shall qualify for the 2% at 62 benefit formula, shall contribute 50% of the total normal cost of the PERS retirement plan, and retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

(2) Safety

Executive Management Safety employees hired after December 31, 2012, shall be members in the PERS on terms consistent with PEPRA. New members in safety classifications shall qualify for the 2.7% at 57 benefit formula, shall contribute 50% of the total normal cost of the PERS retirement plan, and

retirement shall be based upon the highest thirty-six (36) consecutive months of compensation.

ARTICLE 5 – CHARTER OFFICERS

5.1 CHARTER OFFICER SALARIES

The salaries for the City Attorney, City Clerk, City Manager, and, City Treasurer, shall be modified only by City Council action and approval.

5.2 EXPENSE ALLOWANCE

The City will pay to the City Manager a sum of \$400 per month as reimbursement for City expenses for which no vouchers need be furnished. The City will pay to the City Attorney, City Clerk, and City Treasurer a sum of \$350 per month as reimbursement for City expenses for which no vouchers need be furnished.

ARTICLE 6 – NON-CAREER EMPLOYEES

6.1 NON-CAREER BENEFITS

Except as provided herein, unrepresented non-career (+1,040) employees do not accrue benefits.

6.2 CITY HEALTH AND WELFARE CONTRIBUTION

- a. Employees in the classification of Fire Recruit and Student Trainee (Paramedic Intern) shall receive the same City monthly health and welfare contribution amount as provided for the classification of Firefighter in the Memorandum of Understanding.
- b. Employees in the classification of Police Cadet, Police Recruit, and Community Service Officer (Limited Term) shall receive the same City monthly health and welfare contribution amount as provided for the classification of Police Officer in the Memorandum of Understanding.
- c. Employees in the classification of Dispatcher Recruit shall receive the same City health and welfare contribution amount as provided for the non-supervisory Dispatcher classification in the Memorandum of Understanding.
- d. Non-Career employees under this Section are not eligible for cash back.

6.3 POOL SAFETY CLASSIFICATIONS

Employees holding classifications designated as pool safety positions may be eligible for additional compensation for qualifying work associated with the summer aquatics program. Such compensation is authorized solely for the purpose of recruiting and retaining qualified employees at City-operated swimming pools. Said employees shall be paid additional compensation as follows:

a. Certification Fee Reimbursements

Upon submittal of documents showing successful completion of the required water safety courses and receipts showing fees paid, the City shall reimburse eligible employees up to \$200 for completing their certification course work.

b. Recruitment Incentive

Upon successful completion of eighty (80) hours of work in a designated pool safety classification, the City shall pay eligible employees a lump sum amount of \$200.

c. Retention Incentive

Upon successful completion of work during the entire summer aquatics season, the City shall pay eligible employees a lump sum amount of \$400.

ARTICLE 7 – LEAVES

7.1 ACCRUAL OF LEAVE HOURS OVER 24 PAY PERIODS

Unless provided otherwise in this Article, the accrual of leave hours shall accrue over 24 pay periods per year, during the first two (2) pay periods of each month.

7.2 VACATION

a. Employees shall be entitled to vacation allowances pursuant to the provisions of Section 107 of the City Charter. Based on length of City service, the accrual of annual vacation allowances shall be as follows:

<u>Length of Service</u>	<u>Annual Vacation Allowance</u>	<u>Annual Vacation Allowance for Fire Safety Management Employees</u>
1 to 5 years	10 days/80 hours	112 hours

5 years and 1 day to 15 years	15 days/120 hours	168 hours
more than 15 years	20 days/160 hours	224 hours

- b. Vacation allowance administration shall be in accordance with the Rules and Regulations of the Civil Service Board, unless an exception is authorized by the City Manager under appropriate circumstances. Employees may accumulate a maximum of four hundred and eighty (480) vacation hours, except Fire Safety Management employees may accumulate a maximum of six hundred and seventy two (672) hours. Once the maximum is reached, there shall be no further vacation accrual until the balance falls below four hundred and eighty (480) hours or six hundred and seventy two (672) for Fire Safety Management.

7.3 HOLIDAYS

- a. Recognized Holidays

Except as otherwise provided, the following shall be recognized holidays for eligible employees:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	Last Monday in March
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

- b. Eligibility

- (1) To be eligible for holiday pay, the employee must be in a paid work status the scheduled workday before and after the recognized holiday. Any payable leave time, such as vacation, and sick shall be considered hours worked for the purpose of holiday pay eligibility.
- (2) A part-time employee, including an employee in a work-sharing program, and non-career (+1,040) employee shall receive the

recognized holiday benefit based upon the number of hours the employee was paid in that workweek as follows:

Number of Recognized Holidays in the Workweek	Minimum Number of Paid Hours in the Workweek	
	50% Benefit	100% Benefit
0.5	18	28.8
1.0	16	25.6
1.5	14	22.4
2.0	12	19.2

An employee paid for less than the minimum number of hours required for the 50% benefit shall receive no recognized holiday benefit.

- (3) Non-career (-1,040) employees shall not receive recognized holiday benefits.

c. Holiday Observance

- (1) If an employee's scheduled days off are Saturday and Sunday during a standard City workweek in which a recognized holiday falls, the following shall apply:
 - i. If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
 - ii. If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.
- (2) If an employee's schedule differs from the traditional Monday-Friday workweek in which a recognized holiday falls, the following shall apply:
 - i. The actual dates as listed above shall be considered as the employee's holiday.
 - ii. If the recognized holiday falls on the employee's scheduled day off, the employee shall receive holiday earned for the hours of the holiday benefit.

d. Floating Holidays

- (1) Accrual
 - i. In addition to the recognized holidays specified above, except as provided below, employees shall receive the equivalent of one (1) floating holiday per fiscal year on an

accrual basis as follows:

1. Each full-time Executive Management, Mayor/Council Support, and Executive Management Support employee shall accrue a single eight (8) hour floating holiday per year. The employee shall accrue floating holiday credit for each pay period for which the employee is paid twenty (20) or more hours of salary.
2. A part-time Executive Management, Mayor/Council Support, or Executive Management Support employee, including an employee in a work sharing program, or a non-career (+1,040) employee shall accrue floating holiday credit based on the budgeted authorized position (BAP) for which the employee fills at the rate of ten (10) minutes accrual for employees who are working in a 0.5 up to a 0.79 BAP and at a rate of twenty (20) minutes accrual for employees who are in a 0.8 BAP or higher.
 - ii. Non-career (-1,040) employees shall not receive floating holiday benefits.

(2) Administration

- i. The scheduling of floating holiday time must be approved in advance by the Appointing Authority or designated representative.
- ii. An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the pay period, which includes January 8 shall be paid to the employee in cash at the straight-time rate on the payday covering that pay period.
- iii. An employee terminating for any reason shall be paid for all accrued floating holiday time at the straight-time rate.

e. Holiday Earned Accumulation

Employees may accumulate a maximum of eighty (80) hours of holiday earned hours. Once the maximum is reached, there shall be no further holiday earned until the balance falls below eighty (80) hours. Holiday earned may be taken by the employee at the discretion of the department head.

7.4 MANAGEMENT LEAVE TIME

- a. Executive Management and Mayor/Council Support employees exempt from the overtime provisions of FLSA shall not accrue compensating time off or earn overtime pay for time worked in excess of eight (8) hours per day or forty (40) hours per week, but shall be expected to devote as much time to their employment as may be necessary for the efficient operation of City government.
- b. Executive Management and Mayor/Council Support employees determined by the City to be exempt from the overtime provisions of the FLSA shall be credited with eighty (80) hours of management leave time each fiscal year. Such time will be posted the first pay period in July. Management employees appointed after July 1 of a fiscal year shall be entitled to a prorated share of eighty (80) hours of management leave time based upon the number of full months remaining in that fiscal year. Management leave time shall be useable upon being credited, subject to the approval of the immediate supervisor.
- c. Management leave time shall not accumulate from fiscal year to fiscal year, and any management leave time not used in the fiscal year in which it was awarded shall be forfeited. There shall be no cash out of management leave time.

7.5 ADMINISTRATIVE LEAVE TIME

- a. Executive Management Support employees shall be credited with twenty (20) hours of administrative leave time each fiscal year. Such time will be posted in the first pay period in July. Executive Management Support employees hired after July 1 of a fiscal year shall be entitled to a prorated share of twenty (20) hours of administrative leave time based upon the number of full months remaining in that fiscal year. Administrative leave time shall be useable upon being credited, subject to the approval of the employee's immediate supervisor.
- b. Administrative leave time shall not accumulate from fiscal year to fiscal year, and any administrative leave time not used in the fiscal year in which it was awarded shall be forfeited. There shall be no cash out of administrative leave time.

7.6 SICK LEAVE

- a. Accrual and Usage

- (1) A full-time employee shall accrue sick leave credits at the rate of

eight (8) hours per month which may be used by the employee in the event of illness or injury which is not job-related. Part-time career and non-career employees earn sick leave on a pro-rata basis per the Rules and Regulations of the Civil Service Board and/or California's Healthy Workplaces, Healthy Families Act of 2014.

- (2) An employee in active service of the City, eligible to accumulate sick leave credits, may in January of each year receive a cash payment for twenty-five percent (25%) of the unused portion of sick leave credits accumulated during the preceding calendar year from January 1 through December 31, provided the employee shall have to his/her credit on December 31 immediately preceding the date for payment, a total of at least four hundred and eighty (480) hours accumulated. The employee shall be paid for such percentage of sick leave accumulation at the rate of pay that the employee was receiving on January 1 of each year in which payment is made. The amount of time for which an employee is paid shall be deducted from the employee's total accumulation. An employee electing to receive this cash payment must notify the Department of Finance, Accounting Division, in writing, of such election no later than December 15 of the year that the sick leave credit was earned.

b. Sick Leave Cash Out

(1) PERS

- i. PERS members hired prior to January 1, 2005, with more than twenty (20) years of City service, are eligible to cash out sick leave and/or convert sick leave to PERS service credit upon separation for reasons of retirement, resignation, layoff or death as follows:
1. Eligible employees, or persons entitled by law to the possession of their estate, may receive a cash payment equal to thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of their retirement, resignation, layoff, or death at their current base rate of pay;
 2. In the alternative, eligible employees may utilize any or all of their total sick leave credits accrued as of the date of their retirement, resignation, layoff, or death and apply the sick leave to service credit pursuant to the PERS contract with the City. If the employee converts less than the full balance of sick leave to

service credit, the employee may receive a cash payment equal to thirty-three and one-third percent (33-1/3%) of the remaining sick leave credits after conversion to PERS.

- ii. PERS members hired on or after January 1, 2005, shall not be eligible for payment of any portion of accumulated sick leave credits, though upon termination of employment for retirement employees may apply their sick leave balances to service credit pursuant to the PERS contract with the City.
- iii. No employee whose services are terminated by reason of discharge for cause shall be eligible for payment of any portion of accumulated sick leave credits.

(2) SCERS

Upon retirement, SCERS members eligible to accumulate sick leave credits shall receive a cash payment representing the value of thirty-three and one-third percent (33-1/3%) of the sick leave credits (rounded to the nearest full day) accumulated to the date of retirement.

- c. Except as provided herein, no payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City.
- d. The Rules and Regulations of the Civil Service Board relating to the administration of sick leave privileges and benefits shall apply to all covered employees.

7.7 PARENTAL PAY

Pursuant to the City's Parental Leave Policy, employees who have completed at least three (3) years of full-time career City service from the most recent date of hire are eligible for parental pay of up to one hundred and sixty (160) hours of continuous time off. Part-time employees who have completed at least three (3) years of career City service from the most recent date of hire are eligible for parental pay of up to eighty (80) hours of continuous time off.

7.8 INJURY-ON-DUTY

- a. Full-time career employees shall receive benefits for injuries suffered in the performance of their duties consistent with section 253 of the City Charter. In the event changes are made to the City Charter, those

changes shall supersede the provisions of this Resolution. To the extent permitted by law, the City shall receive a credit for the benefits provided pursuant to Charter section 253 against future workers' compensation benefits.

- b. If the employee qualifies for temporary disability benefits after exhausting the one-year leave of absence for workplace injuries described in Charter section 253, the employee may use accrued leave balances to replace any loss of income. The employee may use full or partial days of leave pursuant to policy for this purpose, but in no event shall the cumulative amount received from temporary disability payments and the use of leave balances exceed the hourly rate of pay of the employee as of the date of injury.

7.9 COURT LEAVE

- a. When an employee is absent from work to testify in response to a properly served subpoena issued by a court of competent jurisdiction in a non- work-related matter to which the employee is not a party, to serve on a jury, or to report for jury duty examination, the employee shall be granted pay for those hours which the employee is absent for such reason. The City may require the employee to elect to be on telephone alert for jury duty and remain on the job until such time as called to testify or serve jury duty. When an employee is required to be on telephone alert, the employee will cooperate with the court or jury commissioner and the City will be responsible to ensure that the employee is available. Pay for work time lost shall be computed at the employee's regular rate of pay at the time of such absence.
- b. If a swing shift or graveyard shift employee has served an amount of time that exceeds one-half of the employee's next scheduled shift in court or on jury duty, the employee will notify the supervisor in advance of the start time so he/she will be excused from the shift. If the employee is in court or on jury duty less than one-half the shift, the employee will be required to work.
- c. In lieu of the shift after service on court leave, a graveyard shift employee may request to take off the shift prior to court leave, provided that if the employee serves less than one-half of the shift, he/she will be required to use vacation or other leave accruals to cover the shift.
- d. To receive pay for work time lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's service as a witness or juror or appearance in court for such purposes, the date or dates of attendance, the time released from attendance and the compensation paid exclusive of any

transportation and subsistence allowance.

- e. The City reserves the right to require the employee to reimburse the City for all witness fees or jury remuneration received, less transportation and subsistence allowance.
- f. When a non-career employee is regularly scheduled to work and is ordered to appear in court or report for jury duty, such employee shall be entitled to court leave benefits in accordance with the above-stated procedure.

7.10 CATASTROPHIC LEAVE

Employees are entitled to catastrophic leave pursuant to, and consistent with, the City's Catastrophic Leave Policy.

7.11 SACRAMENTO HOUSING & REDEVELOPMENT AGENCY (SHRA) TRANSITION

Employees who are transferred from employment at SHRA to the City as a result of restructuring, reorganizing or removal of services to the City shall be allowed to transfer the following accrued benefits from SHRA to the City:

- a. Eighty percent (80%) of sick leave balances after cash-out pursuant to Agency policy.
- b. Vacation balances up to one year of accrual at the employee's current rate on transition to the City.

7.12 PERSONAL TIME OFF FOR EXECUTIVE MANAGEMENT SUPPORT EMPLOYEES

a. Accrual for Non-Exempt Executive Management Support Employees

In addition to the floating holidays specified in Section 7.3, each non-exempt Executive Management Support employee shall receive the equivalent of twenty-four (24) hours of annual paid personal time off on an accrual basis as follows:

- (1) Each full-time employee shall accrue personal time off credit at the rate of one hour per pay period. The employee shall accrue such credit for each pay period for which the employee is paid twenty (20) or more hours of salary.
- (2) A part-time employee, including an employee in a work sharing program, or a non-career (+1,040) employee shall accrue personal time off credit based on the budgeted authorized position (BAP) for which the employee fills at the rate of thirty (30) minutes accrual for employees who are working in a .5 up to a 0.79 BAP and at the rate

of one (1) hour accrual for employees who are in a 0.8 BAP or higher.

b. Accrual For Executive Management Support (Exempt) Employees

In addition to the floating holidays specified above, each Executive Management Support (Exempt) employee shall receive the equivalent of thirty-two (32) hours of annual paid personal time off on an accrual basis as follows:

- (1) Each full-time employee shall accrue personal time off credit at the rate of one (1) hour and twenty (20) minutes per pay period. The employee shall accrue such credit for each pay period for which the employee is paid twenty (20) or more hours of salary.
- (2) A part-time employee, including an employee in a work sharing program, or a non-career (+1,040) employee shall accrue personal time off credit based on the budgeted authorized position (BAP) for which the employee fills at the rate of forty (40) minutes accrual for employees who are working in a .5 up to a 0.79 BAP and at the rate of one (1) hour and twenty (20) minutes accrual for employees who are in a 0.8 BAP or higher.

c. Non-Career

Non-career (-1,040) employees shall not receive personal time off benefits.

d. Administration

- (1) The scheduling of personal time off must be approved in advance by the Appointing Authority or designated representative.
- (2) An employee may carry-over from the preceding calendar year a maximum of eight (8) hours of personal time off. Except for the eight (8) hour carry-over, all accumulated floating holiday time not used by the end of the pay period, which includes January 8 shall be paid to the employee in cash at the straight-time rate on the payday covering that pay period.
- (3) An employee terminating for any reason or going on a leave of absence without pay for a period exceeding ninety (90) days shall be paid for all accrued floating holiday time at the straight-time rate.

7.13 BEREAVEMENT PAY

An employee may receive up to twenty-four (24) working hours of City bereavement pay for time taken off for the death of the employee's spouse, registered domestic partner, parent, sibling, child, grandchild, or grandparent as defined herein. The employee may use sick leave as outlined in the Rules and Regulations of the Civil Service Board for additional time off or to attend to other death, bereavement, or funeral needs.

7.14 FAMILY AND MEDICAL LEAVE

Employees may be entitled to leave pursuant to the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA), and/or Pregnancy Disability leave (PDL) consistent with the City's Leave Administration Policy.

7.15 PERSONAL TIME OFF

- a. Full-time employees who have completed ten (10) full years of City service shall be credited with twenty-four (24) hours of personal leave at the beginning of the first pay period in January of each year. Part-time employees shall be credited with a prorated amount of time based on their regular schedule.
- b. The use of personal leave awarded pursuant to this section shall not cause overtime.
- c. Personal leave shall not accumulate from year to year and shall have no cash value. If an employee is unable to use all of the time by the end of the calendar year based on operational need, the Department may approve carry-over to the next year. In all other cases, the time shall be forfeited.
- d. Non-career employees are not eligible for personal leave benefits.

ARTICLE 8 – REIMBURSEMENTS AND ALLOWANCES

8.1 TRANSPORTATION AND PARKING ALLOWANCES

- a. Reimbursement for Use of Privately-Owned Vehicles
 - (1) Charter Officers may offer reimbursement for the use of privately-owned vehicles on City business or as compensation in lieu of the use of City vehicles on City business subject to the limits identified in this article. Employees receiving a vehicle allowance prior to August 8, 2013, may continue to receive the amount of that reimbursement, even if in excess of the limits set

below:

Executive Team Members	\$500 / month
Division Managers	\$250 / month
Professional Level	\$0 - \$175 / month
Support / Miscellaneous Staff	\$0 - \$100 / month

- (2) Executive Management and Mayor/Council Support employees shall receive City-provided parking. Executive Management Support employees are eligible for City-provided parking.
 - (3) Employees receiving less than \$250 in monthly vehicle allowance may receive out-of-town mileage reimbursement. Reimbursement for out-of-town mileage shall be at the general mileage reimbursement rate (minus 25 miles for individuals receiving a monthly vehicle allowance) or comparable coach airfare, whichever is lower.
- b. Any automobile operated on City business by any officials receiving the monthly vehicle allowance shall be insured against liability in persons and property, including wrongful death, in an amount at least equal to \$100,000 per person and \$300,000 per accident, and property damage limits at least equal to \$50,000 (100/300/50).

c. Monthly Bus Transportation Reimbursement

(1) Sacramento Regional Transit District (SRTD)

Full-time Executive Management, Mayor/Council Support, and Executive Management Support employees who utilize SRTD for home-to-work transportation are eligible to receive an eighty percent (80%) City-paid SRTD monthly non-zone sticker pass in lieu of the City-paid parking and vehicle allowance. Part-time employees shall be eligible for a fifty percent (50%) price discount on the monthly non-zone sticker pass. The employee must notify the Department of Finance, Revenue Division, prior to the first day of the month to obtain the monthly pass discount for that next month. Non-career employees shall not be eligible for the allowance.

(2) Other Public Transportation

Eligible full-time employees, as described in Section 8.1(c)(1), who regularly utilize other public transportation regulated by the Public Utilities Commission or the equivalent for home-to-work commuting, are eligible for monthly transit pass reimbursement up to eighty percent (80%) of the cost in lieu of City-paid parking and vehicle allowance. Eligible part-time

employees, as described above, shall be eligible for a fifty percent (50%) monthly reimbursement. The employee must present the required proof of purchase to the Department of Finance, Revenue Division, prior to the first day of the month to obtain reimbursement. The amount of monthly reimbursement shall not exceed \$120.00.

(3) Downtown Parking Subsidy

- i. Eligible full-time Executive Management Support employees, as described above, who work in the downtown area, shall receive a \$90.00 per month transportation allowance. Part-time Executive Management Support employees who work in the downtown area shall receive \$60.00 per month transportation allowance. Non-career employees shall not be eligible for the allowance.
- ii. Employees who receive vehicle allowance or City-paid parking as described in Section 8.1 are not entitled to the downtown parking subsidy.

d. Discounted Parking Rates

Discounted parking will be available to Executive Management Support employees, on a first-come, first-serve basis, for parking spaces in the Memorial Parking Lot at a cost of seventy percent (70%) of the regular Memorial Parking Lot monthly rate. This means that the employee discounted rate is thirty percent (30%) off the full monthly rate.

e. City Vehicle Retention

The City Manager/Charter Officers may authorize overnight home retention of City vehicles for public safety assignments, on-call assignments, and other special or emergency assignments.

8.2 POLICE AND FIRE UNIFORM ALLOWANCE

- a. Safety management personnel employed in the Police Department shall receive a uniform allowance equal to, and on the same terms and conditions as, the uniform allowance granted to sworn employees in the Police Department Unit.
- b. Safety management personnel employed in the Fire Department shall receive a uniform allowance equal to, and on the same terms and conditions as, the uniform allowance granted to employees in

the Fire Department Unit.

- c. Civilian managers of the Police Department shall receive a uniform allowance equal to the highest uniform allowance granted to the represented employees whom they manage.

8.3 TUITION REIMBURSEMENT

Employees will be reimbursed for the cost of tuition up to a maximum of \$1500.00 per calendar year, pursuant to the City's existing policy for education reimbursement. In addition, the department may authorize tuition reimbursement for training through other approved sources. Non-career employees are not eligible for tuition reimbursement.

8.4 STATE OF CALIFORNIA BAR DUES

The actual cost of mandatory State Bar dues shall be paid for employees in attorney classifications in the City Attorney's Office. In the sole discretion of the City Attorney, the City Attorney may approve reimbursement, from the budget of the employing department, for other licensed City employee attorneys whose legal skills and abilities represent a significant benefit to the City. The City Attorney may authorize such reimbursement after being provided documentation establishing payment was made by the employee requesting the reimbursement.

8.5 REQUIRED LICENSES AND CERTIFICATIONS

Where the City requires that an employee maintain a license and/or certification, the Department Head or designee may, on a case-by-case basis, reimburse the employee for costs associated with the renewal of such license. This Section shall not apply to driver's licenses.

8.6 CONTINUING EDUCATION

When the City requires that an employee maintain a license or certificate, which mandates continuing education units (CEUs) to maintain the license or certificate, the employee is responsible for obtaining the CEUs. The City may provide the needed CEUs or reimburse the employee for the cost of such training.

8.7 BILINGUAL PAY

- a. The City may authorize bilingual pay when it is determined to be operationally necessary. The City shall determine what languages are appropriate for such pay and the number of employees to be certified. To be eligible for bilingual pay the employee must be determined to be verbally proficient and, if necessary for the assignment, proficient in the written language. The City will arrange

the certification and testing process necessary to authorize the bilingual pay.

- b. Bilingual pay shall be paid at the rate of forty dollars (\$40) per month for any month in which the employee is certified. An employee who is receiving bilingual pay may be required to provide assistance to any City operations.

8.8 TECHNOLOGY ALLOWANCE

- a. If the City requires an employee in the Executive Management, Executive Management Support, or Mayor/Council Support unit to be generally accessible via technology device for the conduct of City related business, the City shall provide either a technology allowance in accordance with the provisions of this Section.
- b. Employees in the Executive Management, Executive Management Support, or Mayor/Council Support units may be authorized a monthly technology allowance of up to one hundred dollars (\$100).
- c. Upon approval of the technology allowance, the employee shall provide and maintain a personal cellular phone and service that is available to conduct City-related business. The employee shall provide and the City may publish the cellular phone number to designated individuals and organizations with whom the employee normally conducts City-related business.

8.9 NOTARY PAY

An Executive Management Support employee who is required to maintain, or who obtains for City benefit, a notary registration shall receive a monthly certification pay of thirty dollars (\$30).

ARTICLE 9 – MISCELLANEOUS

9.1 OFF-DUTY EMPLOYMENT OF EXEMPT EMPLOYEES

- a. Employees shall not engage in any other employment, work, profession, business, or enterprise that is inconsistent, incompatible, in conflict with or adversely affects the performance of their duties, or that is contrary to the most effective performance of the mission of City management or the best interests of the City.
- b. Employees shall not accept any off-duty employment without the express consent, in advance, of the Appointing Authority or designated representative.

- c. An employee shall not work:
 - (1) In any employment, which will tend to bring discredit upon City management, or which is detrimental to City goals, or which will reduce an individual's efficiency or usefulness as a City employee.
 - (2) In any employment requiring an affiliation, membership, or allegiance tending to influence conduct in a manner inconsistent with the proper discharge of responsibilities to the City or the public interest.
 - (3) In any employment for any other municipality or political subdivision of the state or federal government (except with the express written authorization of the Appointing Authority).
 - (4) In any off-duty position while on sick leave or injured-on-duty status.
- d. An employee may request authorization for off-duty employment by forwarding a letter of request to the Appointing Authority. The letter should provide details concerning the type of employment, expected duration of employment, and the employer's name. .
- e. The Appointing Authority will notify in writing to the employee of action taken on the request for off-duty employment. A copy of the letter will be retained in the employees personnel file.
- f. Authorization for off-duty employment may be revoked at the discretion of the Appointing Authority at any time.
- g. Part-time, seasonal, or limited-term employees are not subject to the restrictions of this Section.

9.2 PAYROLL ERRORS

- a. In the event an error has been made, including but not limited to the payment of an employee's salary, overtime payment or leave accruals, balances or usages, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, and give written notice to the employee.
- b. In the event an employee received an overpayment, reimbursement to the City shall be accomplished by:
 - (1) Lump sum payment by the employee;
 - (2) A one-time deduction from useable vacation, compensating time

off (CTO), or holiday credit balances equivalent to the overpayment at the employee's current hourly rate;

- (3) A repayment schedule through payroll deduction; and/or
- (4) Other means, as may be mutually agreed between the parties.

No repayment schedule shall exceed fifty-two (52) pay periods in duration, except that if the employee does not agree to a voluntary repayment schedule, the overpayment collection shall not exceed twenty-six (26) pay periods.

- c. No action shall be taken to enforce repayment of an overpayment, or to correct an underpayment, unless action is taken within two (2) years from the ending date of the pay period in which the error is discovered. "Action is taken" as used in this Section shall mean written notice to the employee in the case of an overpayment, or written or oral notice to the City in the case of an underpayment error.

9.3 RETIREE COURT APPEARANCE FEES

A retired City employee who is subpoenaed to appear in court on behalf of the City in his or her capacity as a former City employee shall receive a court appearance fee if the employee reports at the time specified for his or her particular testimony regardless of whether the employee is ultimately required to testify. The court appearance fee shall be one hundred twenty-five dollars (\$125) for a full day or seventy-five dollars (\$75) for a half day, which is defined as four hours or less. Nothing herein shall serve to establish an employment relationship for any purpose, including, but not limited to, employee benefits, reimbursements, compensation, court cancellation fee, or any other rights.

EXHIBIT B

[Back to Report Table of Contents](#)



Salary Schedule As of 6/27/2015 Salaries with Ranges

Page No. 1
Run Date 6/12/2015
Run Time 9:46:34

CUSALSCH

<u>Job Code \ Description</u> <u>Salary Plan \ Grade</u>		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001914 \ 311 Manager MGTE \ 181	Yearly	73,756.80	92,206.40	110,656.00
	Bi - weekly	2,836.80	3,546.40	4,256.00
	Hourly	35.460000	44.330000	53.200000
001700 \ Accountant Auditor MGTE \ 004	Yearly	56,002.66	70,003.33	84,003.99
	Bi - weekly	2,153.95	2,692.44	3,230.92
	Hourly	26.924357	33.655447	40.386536
001701 \ Accounting Manager MGTE \ 005	Yearly	75,682.00	94,603.00	113,524.00
	Bi - weekly	2,910.85	3,638.58	4,366.31
	Hourly	36.385577	45.482212	54.578846
014000 \ Administrative Analyst MSUP \ 001	Yearly	56,949.20	71,186.50	85,423.80
	Bi - weekly	2,190.35	2,737.94	3,285.53
	Hourly	27.379423	34.224279	41.069135
020032 \ Administrative Analyst (Rep20) EXMD \ 010	Yearly	55,183.00	68,979.00	82,775.00
	Bi - weekly	2,122.42	2,653.04	3,183.65
	Hourly	26.530288	33.162981	39.795673
010701 \ Administrative Assistant CONF \ 003	Yearly	42,948.00	53,685.00	64,422.00
	Bi - weekly	1,651.85	2,064.81	2,477.77
	Hourly	20.648077	25.810096	30.972115
010800 \ Administrative Asst (Conf/Ex) CONF \ 018	Yearly	42,948.00	53,685.00	64,422.00
	Bi - weekly	1,651.85	2,064.81	2,477.77
	Hourly	20.648077	25.810096	30.972115
001702 \ Administrative Officer MGTE \ 006	Yearly	68,300.00	85,375.00	102,450.00
	Bi - weekly	2,626.92	3,283.65	3,940.38
	Hourly	32.836538	41.045673	49.254808
010807 \ Administrative Tech (Conf/Ex) CONF \ 024	Yearly	42,810.00	53,512.00	64,214.00
	Bi - weekly	1,646.54	2,058.15	2,469.77
	Hourly	20.581731	25.726923	30.872115
010702 \ Administrative Technician CONF \ 004	Yearly	42,810.00	53,512.00	64,214.00
	Bi - weekly	1,646.54	2,058.15	2,469.77
	Hourly	20.581731	25.726923	30.872115
001845 \ Animal Care Services Manager MGTE \ 122	Yearly	80,610.00	100,762.00	120,914.00
	Bi - weekly	3,100.38	3,875.46	4,650.54
	Hourly	38.754808	48.443270	58.131731

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Minimum	Midpoint	Maximum
010703 \ Applications Developer CONF \ 005	Yearly	57,447.00	71,809.00	86,171.00
	Bi - weekly	2,209.50	2,761.88	3,314.27
	Hourly	27.618750	34.523558	41.428365
001703 \ Arts Administrator MGTE \ 007	Yearly	62,644.12	78,305.15	93,966.18
	Bi - weekly	2,409.39	3,011.74	3,614.08
	Hourly	30.117366	37.646708	45.176049
001859 \ Arts in Public Places Spec MGTE \ 130	Yearly	56,949.20	71,186.50	85,423.80
	Bi - weekly	2,190.35	2,737.94	3,285.53
	Hourly	27.379423	34.224279	41.069135
020001 \ Assistant City Attorney EXMG \ 110	Yearly	132,080.00	165,100.00	198,120.00
	Bi - weekly	5,080.00	6,350.00	7,620.00
	Hourly	63.500000	79.375000	95.250000
021014 \ Assistant City Auditor MCSA \ 045	Yearly	67,354.00	84,192.50	101,031.00
	Bi - weekly	2,590.54	3,238.17	3,885.81
	Hourly	32.381731	40.477164	48.572596
020002 \ Assistant City Clerk EXMG \ 010	Yearly	77,634.00	97,043.00	116,452.00
	Bi - weekly	2,985.92	3,732.42	4,478.92
	Hourly	37.324038	46.655288	55.986538
020003 \ Assistant City Manager EXMG \ 210	Yearly	138,741.33	173,426.67	208,112.00
	Bi - weekly	5,336.21	6,670.26	8,004.31
	Hourly	66.702563	83.378205	100.053846
020004 \ Assistant City Treasurer EXMG \ 170	Yearly	119,656.00	149,570.00	179,484.00
	Bi - weekly	4,602.15	5,752.69	6,903.23
	Hourly	57.526923	71.908654	86.290385
020040 \ Assistant to the City Manager EXMG \ 081	Yearly	113,164.00	141,455.00	169,746.00
	Bi - weekly	4,352.46	5,440.58	6,528.69
	Hourly	54.405769	68.007212	81.608654
021013 \ Auditor MCSA \ 035	Yearly	49,783.00	62,229.00	74,675.00
	Bi - weekly	1,914.73	2,393.42	2,872.12
	Hourly	23.934135	29.917789	35.901442
001837 \ Banking Operations Manager MGTE \ 012	Yearly	68,114.40	85,143.00	102,171.60
	Bi - weekly	2,619.78	3,274.73	3,929.68
	Hourly	32.747307	40.934134	49.120961



**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Minimum	Midpoint	Maximum
020005 \ Budget Manager EXMG \ 040	Yearly	92,396.67	115,495.84	138,595.00
	Bi - weekly	3,553.72	4,442.15	5,330.58
	Hourly	44.421476	55.526844	66.632212
001709 \ Business Services Manager MGTE \ 013	Yearly	86,399.50	107,999.38	129,599.25
	Bi - weekly	3,323.06	4,153.82	4,984.59
	Hourly	41.538221	51.922777	62.307332
001912 \ Camp Sacramento Supervisor MGTE \ 178	Yearly	60,738.96	75,923.70	91,108.44
	Bi - weekly	2,336.11	2,920.14	3,504.17
	Hourly	29.201423	36.501779	43.802134
001711 \ Chief Building Inspector MGTE \ 014	Yearly	65,396.94	81,746.18	98,095.41
	Bi - weekly	2,515.27	3,144.08	3,772.90
	Hourly	31.440838	39.301048	47.161257
001712 \ Chief Building Official MGTE \ 015	Yearly	94,985.00	118,731.00	142,477.00
	Bi - weekly	3,653.27	4,566.58	5,479.88
	Hourly	45.665865	57.082212	68.498558
020030 \ Chief Information Officer EXMG \ 085	Yearly	131,298.00	164,122.50	196,947.00
	Bi - weekly	5,049.92	6,312.40	7,574.88
	Hourly	63.124038	78.905048	94.686058
001714 \ Chief Investment Officer MGTE \ 017	Yearly	114,432.19	143,040.24	171,648.29
	Bi - weekly	4,401.24	5,501.55	6,601.86
	Hourly	55.015477	68.769346	82.523215
021006 \ Chief of Staff to the Mayor MCSA \ 070	Yearly	73,764.00	92,205.00	110,646.00
	Bi - weekly	2,837.08	3,546.35	4,255.62
	Hourly	35.463462	44.329327	53.195192
020006 \ City Attorney COFF \ 001	Yearly	165,593.40	206,991.75	248,390.10
	Bi - weekly	6,368.98	7,961.22	9,553.47
	Hourly	79.612212	99.515265	119.418317
020007 \ City Auditor EXMG \ 090	Yearly	106,593.00	133,241.00	159,889.00
	Bi - weekly	4,099.73	5,124.65	6,149.58
	Hourly	51.246635	64.058174	76.869712
020008 \ City Clerk COFF \ 002	Yearly	116,452.00	145,562.00	174,672.00
	Bi - weekly	4,478.92	5,598.54	6,718.15
	Hourly	55.986538	69.981731	83.976923

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description		Minimum	Midpoint	Maximum
Salary Plan \ Grade				
021002 \ City Council MCNL \ 002	Yearly	62,032.00	62,032.00	62,032.00
	Bi - weekly	2,385.85	2,385.85	2,385.85
	Hourly	29.823077	29.823077	29.823077
020009 \ City Manager COFF \ 003	Yearly	187,357.00	234,196.00	281,035.00
	Bi - weekly	7,206.04	9,007.54	10,809.04
	Hourly	90.075481	112.594231	135.112981
020010 \ City Treasurer COFF \ 004	Yearly	149,886.00	187,357.00	224,828.00
	Bi - weekly	5,764.85	7,206.04	8,647.23
	Hourly	72.060577	90.075481	108.090385
001861 \ Code Enforcement Manager MGTE \ 131	Yearly	81,774.00	102,218.00	122,662.00
	Bi - weekly	3,145.15	3,931.46	4,717.77
	Hourly	39.314423	49.143269	58.972115
001280 \ Contract and Compliance Spclst MGTE \ 173	Yearly	59,796.66	74,745.83	89,694.99
	Bi - weekly	2,299.87	2,874.84	3,449.81
	Hourly	28.748395	35.935494	43.122592
001723 \ Convention Center General Mgr MGTE \ 020	Yearly	99,849.00	124,811.00	149,773.00
	Bi - weekly	3,840.35	4,800.42	5,760.50
	Hourly	48.004327	60.005289	72.006250
021007 \ Council Operations Manager MCSA \ 080	Yearly	76,496.00	95,620.00	114,744.00
	Bi - weekly	2,942.15	3,677.69	4,413.23
	Hourly	36.776923	45.971154	55.165385
021015 \ Council Representative MCSA \ 048	Yearly	37,440.00	46,800.00	56,160.00
	Bi - weekly	1,440.00	1,800.00	2,160.00
	Hourly	18.000000	22.500000	27.000000
001727 \ Curator of Art MGTE \ 023	Yearly	75,130.00	93,912.50	112,695.00
	Bi - weekly	2,889.62	3,612.02	4,334.42
	Hourly	36.120193	45.150241	54.180289
001728 \ Curator of Education MGTE \ 024	Yearly	75,130.00	93,912.50	112,695.00
	Bi - weekly	2,889.62	3,612.02	4,334.42
	Hourly	36.120193	45.150241	54.180289
001899 \ Curator of History MGTE \ 161	Yearly	75,130.00	93,912.50	112,695.00
	Bi - weekly	2,889.62	3,612.02	4,334.42
	Hourly	36.120193	45.150241	54.180289

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade

		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001729 \ Debt Analyst	Yearly	62,225.18	77,781.48	93,337.77
MGTE \ 025	Bi - weekly	2,393.28	2,991.60	3,589.91
	Hourly	29.915953	37.394941	44.873929
001900 \ Deputy Chief Building Official	Yearly	83,362.00	104,202.00	125,042.00
MGTE \ 162	Bi - weekly	3,206.23	4,007.77	4,809.31
	Hourly	40.077885	50.097116	60.116346
001730 \ Deputy City Attorney I	Yearly	75,443.00	94,304.00	113,165.00
MGTE \ 026	Bi - weekly	2,901.65	3,627.08	4,352.50
	Hourly	36.270673	45.338462	54.406250
001731 \ Deputy City Attorney II	Yearly	81,478.00	101,848.00	122,218.00
MGTE \ 027	Bi - weekly	3,133.77	3,917.23	4,700.69
	Hourly	39.172115	48.965385	58.758654
010705 \ Deputy City Clerk	Yearly	42,864.54	53,580.67	64,296.80
CONF \ 007	Bi - weekly	1,648.64	2,060.80	2,472.95
	Hourly	20.607950	25.759938	30.911925
001889 \ Deputy Convntn Ctr General Mgr	Yearly	84,871.37	106,089.21	127,307.05
MGTE \ 152	Bi - weekly	3,264.28	4,080.35	4,896.43
	Hourly	40.803542	51.004428	61.205313
020025 \ Deputy Fire Chief	Yearly	121,819.17	152,273.96	182,728.75
FM40 \ 002	Bi - weekly	4,685.35	5,856.69	7,028.03
	Hourly	58.566909	73.208635	87.850361
020011 \ Deputy Police Chief	Yearly	130,346.51	162,933.14	195,519.76
PEXM \ 010	Bi - weekly	5,013.33	6,266.66	7,519.99
	Hourly	62.666591	78.333238	93.999885
020012 \ Director of Community Developmt	Yearly	127,071.33	158,839.17	190,607.00
EXMG \ 180	Bi - weekly	4,887.36	6,109.20	7,331.04
	Hourly	61.091986	76.364984	91.637981
020013 \ Director of Convntion&Culture	Yearly	125,130.00	156,412.50	187,695.00
EXMG \ 120	Bi - weekly	4,812.69	6,015.87	7,219.04
	Hourly	60.158654	75.198318	90.237981
020014 \ Director of Economic Developmnt	Yearly	127,071.33	158,839.17	190,607.00
EXMG \ 070	Bi - weekly	4,887.36	6,109.20	7,331.04
	Hourly	61.091986	76.364984	91.637981

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Minimum	Midpoint	Maximum
020015 \ Director of Finance EXMG \ 100	Yearly	131,298.00	164,122.50	196,947.00
	Bi - weekly	5,049.92	6,312.40	7,574.88
	Hourly	63.124038	78.905048	94.686058
020017 \ Director of Govtal Affairs EXMG \ 080	Yearly	102,877.00	128,596.00	154,315.00
	Bi - weekly	3,956.81	4,946.00	5,935.19
	Hourly	49.460096	61.825000	74.189904
020018 \ Director of Human Resources EXMG \ 160	Yearly	125,130.00	156,412.50	187,695.00
	Bi - weekly	4,812.69	6,015.87	7,219.04
	Hourly	60.158654	75.198318	90.237981
020019 \ Director of Parks & Recreation EXMG \ 130	Yearly	127,071.33	158,839.17	190,607.00
	Bi - weekly	4,887.36	6,109.20	7,331.04
	Hourly	61.091986	76.364984	91.637981
020021 \ Director of Public Works EXMG \ 150	Yearly	137,684.67	172,105.84	206,527.00
	Bi - weekly	5,295.56	6,619.46	7,943.35
	Hourly	66.194553	82.743190	99.291827
020020 \ Director of PubSafety Acctblty EXMG \ 060	Yearly	95,164.00	118,955.00	142,746.00
	Bi - weekly	3,660.15	4,575.19	5,490.23
	Hourly	45.751923	57.189904	68.627885
020022 \ Director of Utilities EXMG \ 190	Yearly	137,684.67	172,105.84	206,527.00
	Bi - weekly	5,295.56	6,619.46	7,943.35
	Hourly	66.194553	82.743190	99.291827
021004 \ District Director MCSA \ 050	Yearly	68,983.00	86,228.75	103,474.50
	Bi - weekly	2,653.19	3,316.49	3,979.79
	Hourly	33.164904	41.456130	49.747356
001745 \ Economic Development Manager MGTE \ 039	Yearly	89,725.00	112,156.00	134,587.00
	Bi - weekly	3,450.96	4,313.69	5,176.42
	Hourly	43.137019	53.921154	64.705288
001904 \ E-Government Manager MGTE \ 170	Yearly	79,826.00	99,783.00	119,740.00
	Bi - weekly	3,070.23	3,837.81	4,605.38
	Hourly	38.377885	47.972597	57.567308
001746 \ Emergency Communications Mgr MGTE \ 164	Yearly	77,862.67	97,328.34	116,794.00
	Bi - weekly	2,994.72	3,743.40	4,492.08
	Hourly	37.433975	46.792469	56.150962

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description		Minimum	Midpoint	Maximum
Salary Plan \ Grade				
001913 \ EMS Coordinator MGTE \ 180	Yearly	68,300.00	85,375.00	102,450.00
	Bi - weekly	2,626.92	3,283.65	3,940.38
	Hourly	32.836538	41.045673	49.254808
001884 \ Engineering Manager MGTE \ 147	Yearly	105,974.00	132,468.00	158,962.00
	Bi - weekly	4,075.92	5,094.92	6,113.92
	Hourly	50.949038	63.686538	76.424038
001809 \ Env'tal Health & Safety Officer MGTE \ 091	Yearly	67,780.53	84,725.67	101,670.80
	Bi - weekly	2,606.94	3,258.68	3,910.42
	Hourly	32.586794	40.733493	48.880191
001810 \ Env'tal Health & Safety Spclst MGTE \ 092	Yearly	61,618.67	77,023.34	92,428.00
	Bi - weekly	2,369.95	2,962.44	3,554.92
	Hourly	29.624359	37.030449	44.436538
001748 \ Equal Employment Specialist MGTE \ 040	Yearly	55,732.00	69,665.00	83,598.00
	Bi - weekly	2,143.54	2,679.42	3,215.31
	Hourly	26.794231	33.492789	40.191346
001749 \ Events Services Manager MGTE \ 041	Yearly	69,098.00	86,372.00	103,646.00
	Bi - weekly	2,657.62	3,322.00	3,986.38
	Hourly	33.220192	41.525000	49.829808
001750 \ Events Services Supervisor MGTE \ 042	Yearly	58,732.73	73,415.92	88,099.10
	Bi - weekly	2,258.95	2,823.69	3,388.43
	Hourly	28.236891	35.296114	42.355336
020031 \ Executive Assistant (CMO) MCSB \ 030	Yearly	42,948.00	53,685.00	64,422.00
	Bi - weekly	1,651.85	2,064.81	2,477.77
	Hourly	20.648077	25.810096	30.972115
021009 \ Executive Assistant (MC) MCSB \ 030	Yearly	42,948.00	53,685.00	64,422.00
	Bi - weekly	1,651.85	2,064.81	2,477.77
	Hourly	20.648077	25.810096	30.972115
020023 \ Executive Director SAC CCOMWP EXMG \ 050	Yearly	93,782.00	117,227.00	140,672.00
	Bi - weekly	3,607.00	4,508.73	5,410.46
	Hourly	45.087500	56.359135	67.630769
001751 \ Facilities & Real Prop Supt MGTE \ 043	Yearly	76,449.00	95,561.25	114,673.50
	Bi - weekly	2,940.35	3,675.43	4,410.52
	Hourly	36.754327	45.942909	55.131490

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description		Minimum	Midpoint	Maximum
Salary Plan \ Grade				
001880 \ Facilities Manager MGTE \ 143	Yearly	89,940.00	112,425.00	134,910.00
	Bi - weekly	3,459.23	4,324.04	5,188.85
	Hourly	43.240385	54.050481	64.860577
001753 \ Fire Assistant Chief FM56 \ 001	Yearly	105,318.58	131,648.23	157,977.87
	Bi - weekly	4,050.71	5,063.39	6,076.07
	Hourly	36.167095	45.208869	54.250642
020024 \ Fire Chief FM40 \ 001	Yearly	142,072.67	177,590.84	213,109.00
	Bi - weekly	5,464.33	6,830.42	8,196.50
	Hourly	68.304168	85.380209	102.456250
001881 \ Fleet Manager MGTE \ 144	Yearly	85,636.00	107,045.00	128,454.00
	Bi - weekly	3,293.69	4,117.12	4,940.54
	Hourly	41.171154	51.463943	61.756731
001905 \ Historic District Manager MGTE \ 172	Yearly	89,863.80	112,329.75	134,795.70
	Bi - weekly	3,456.30	4,320.38	5,184.45
	Hourly	43.203750	54.004688	64.805625
020038 \ HR Manager (Rep20) EXMG \ 042	Yearly	87,198.00	108,998.00	130,798.00
	Bi - weekly	3,353.77	4,192.23	5,030.69
	Hourly	41.922115	52.402885	62.883654
001851 \ Human Resources Manager MGTE \ 124	Yearly	87,198.00	108,998.00	130,798.00
	Bi - weekly	3,353.77	4,192.23	5,030.69
	Hourly	41.922115	52.402885	62.883654
021008 \ Independent Budget Analyst MCSA \ 090	Yearly	106,600.00	133,244.80	159,889.60
	Bi - weekly	4,100.00	5,124.80	6,149.60
	Hourly	51.250000	64.060000	76.870000
001763 \ Integrated Waste Collectns Supt MGTE \ 054	Yearly	79,527.00	99,409.00	119,291.00
	Bi - weekly	3,058.73	3,823.42	4,588.12
	Hourly	38.234135	47.792789	57.351442
001764 \ Integrated Waste General Mgr MGTE \ 055	Yearly	87,091.00	108,864.00	130,637.00
	Bi - weekly	3,349.65	4,187.08	5,024.50
	Hourly	41.870673	52.338462	62.806250
001765 \ Integrated Waste General Supv MGTE \ 056	Yearly	71,574.60	89,468.25	107,361.90
	Bi - weekly	2,752.87	3,441.09	4,129.30
	Hourly	34.410865	43.013581	51.616297

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description		Minimum	Midpoint	Maximum
Salary Plan \ Grade				
001766 \ Integrated Waste Planning Supt MGTE \ 057	Yearly	79,527.00	99,409.00	119,291.00
	Bi - weekly	3,058.73	3,823.42	4,588.12
	Hourly	38.234135	47.792789	57.351442
014001 \ Investigator MSUP \ 002	Yearly	51,674.75	64,593.44	77,512.13
	Bi - weekly	1,987.49	2,484.36	2,981.24
	Hourly	24.843632	31.054540	37.265448
001767 \ Investment Officer MGTE \ 058	Yearly	81,056.13	101,320.17	121,584.20
	Bi - weekly	3,117.54	3,896.93	4,676.32
	Hourly	38.969295	48.711619	58.453943
001890 \ Investment Operations Analyst MGTE \ 153	Yearly	68,114.40	85,143.00	102,171.60
	Bi - weekly	2,619.78	3,274.73	3,929.68
	Hourly	32.747307	40.934134	49.120961
001761 \ IT Manager MGTE \ 052	Yearly	80,782.00	100,978.00	121,174.00
	Bi - weekly	3,107.00	3,883.77	4,660.54
	Hourly	38.837500	48.547116	58.256731
001762 \ IT Supervisor MGTE \ 053	Yearly	69,727.00	87,159.00	104,591.00
	Bi - weekly	2,681.81	3,352.27	4,022.73
	Hourly	33.522596	41.903366	50.284135
001744 \ Junior Developmnt Project Mgr MGTE \ 038	Yearly	68,639.37	85,799.22	102,959.06
	Bi - weekly	2,639.98	3,299.97	3,959.96
	Hourly	32.999697	41.249622	49.499546
020034 \ Labor Relations Analyst EXMG \ 005	Yearly	56,215.00	70,269.00	84,323.00
	Bi - weekly	2,162.12	2,702.65	3,243.19
	Hourly	27.026442	33.783173	40.539904
020036 \ Labor Relations Officer EXMG \ 015	Yearly	61,837.00	77,296.00	92,755.00
	Bi - weekly	2,378.35	2,972.92	3,567.50
	Hourly	29.729327	37.161539	44.593750
001853 \ Law Office Administrator MGTE \ 126	Yearly	68,300.00	85,375.00	102,450.00
	Bi - weekly	2,626.92	3,283.65	3,940.38
	Hourly	32.836538	41.045673	49.254808
010803 \ Legal Secretary (Ex) CONF \ 021	Yearly	42,948.00	53,685.00	64,422.00
	Bi - weekly	1,651.85	2,064.81	2,477.77
	Hourly	20.648077	25.810096	30.972115

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Minimum	Midpoint	Maximum
010719 \ Legal Staff Assistant CONF \ 030	Yearly	32,855.22	41,069.03	49,282.83
	Bi - weekly	1,263.66	1,579.58	1,895.49
	Hourly	15.795779	19.744724	23.693668
010809 \ Legal Staff Assistant (Ex) CONF \ 025	Yearly	32,855.22	41,069.03	49,282.83
	Bi - weekly	1,263.66	1,579.58	1,895.49
	Hourly	15.795779	19.744724	23.693668
001770 \ Licensed Land Surveyor MGTE \ 165	Yearly	67,300.00	84,125.00	100,950.00
	Bi - weekly	2,588.46	3,235.58	3,882.69
	Hourly	32.355769	40.444712	48.533654
001772 \ Management Analyst MGTE \ 061	Yearly	56,949.20	71,186.50	85,423.80
	Bi - weekly	2,190.35	2,737.94	3,285.53
	Hourly	27.379423	34.224279	41.069135
001773 \ Marina Manager MGTE \ 062	Yearly	68,300.00	85,375.00	102,450.00
	Bi - weekly	2,626.92	3,283.65	3,940.38
	Hourly	32.836538	41.045673	49.254808
021001 \ Mayor MCNL \ 001	Yearly	117,861.00	117,861.00	117,861.00
	Bi - weekly	4,533.12	4,533.12	4,533.12
	Hourly	56.663942	56.663942	56.663942
020027 \ Media & Communications Officer EXMG \ 020	Yearly	70,887.27	88,609.09	106,330.91
	Bi - weekly	2,726.43	3,408.04	4,089.65
	Hourly	34.080418	42.600524	51.120630
001775 \ Media & Communications Spclst MGTE \ 064	Yearly	59,796.66	74,745.83	89,694.99
	Bi - weekly	2,299.87	2,874.84	3,449.81
	Hourly	28.748395	35.935494	43.122592
001776 \ Metropolitan Arts Manager MGTE \ 065	Yearly	75,130.00	93,912.50	112,695.00
	Bi - weekly	2,889.62	3,612.02	4,334.42
	Hourly	36.120193	45.150241	54.180289
001778 \ Neighborhood Services Area Mgr MGTE \ 067	Yearly	79,826.00	99,783.00	119,740.00
	Bi - weekly	3,070.23	3,837.81	4,605.38
	Hourly	38.377885	47.972597	57.567308
001901 \ Neighborhood Services Manager MGTE \ 167	Yearly	106,435.00	133,044.00	159,653.00
	Bi - weekly	4,093.65	5,117.08	6,140.50
	Hourly	51.170673	63.963462	76.756250

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Minimum	Midpoint	Maximum
001777 \ New Growth Manager MGTE \ 066	Yearly	95,253.00	119,066.00	142,879.00
	Bi - weekly	3,663.58	4,579.46	5,495.35
	Hourly	45.794712	57.243270	68.691827
001802 \ Operations General Supervisor MGTE \ 086	Yearly	68,300.00	85,375.00	102,450.00
	Bi - weekly	2,626.92	3,283.65	3,940.38
	Hourly	32.836538	41.045673	49.254808
001896 \ Operations Manager MGTE \ 158	Yearly	99,714.00	124,642.00	149,570.00
	Bi - weekly	3,835.15	4,793.92	5,752.69
	Hourly	47.939423	59.924039	71.908654
001780 \ Organizational Dev Spclst MGTE \ 068	Yearly	61,618.00	77,023.00	92,428.00
	Bi - weekly	2,369.92	2,962.42	3,554.92
	Hourly	29.624038	37.030288	44.436538
010804 \ Paralegal (Ex) CONF \ 022	Yearly	46,977.05	58,721.31	70,465.57
	Bi - weekly	1,806.81	2,258.51	2,710.21
	Hourly	22.585120	28.231400	33.877680
001781 \ Park Maintenance Manager MGTE \ 069	Yearly	77,612.00	97,015.00	116,418.00
	Bi - weekly	2,985.08	3,731.35	4,477.62
	Hourly	37.313462	46.641827	55.970192
001782 \ Park Maintenance Superintendent MGTE \ 070	Yearly	69,850.80	87,313.50	104,776.20
	Bi - weekly	2,686.57	3,358.21	4,029.85
	Hourly	33.582115	41.977644	50.373173
001869 \ Park Plan Design & Devlpmt Mgr MGTE \ 135	Yearly	87,866.00	109,833.00	131,800.00
	Bi - weekly	3,379.46	4,224.35	5,069.23
	Hourly	42.243269	52.804327	63.365385
001882 \ Parking Manager MGTE \ 145	Yearly	87,091.00	108,864.00	130,637.00
	Bi - weekly	3,349.65	4,187.08	5,024.50
	Hourly	41.870673	52.338462	62.806250
010707 \ Payroll Technician CONF \ 008	Yearly	42,810.00	53,512.00	64,214.00
	Bi - weekly	1,646.54	2,058.15	2,469.77
	Hourly	20.581731	25.726923	30.872115
001784 \ Permit Services Manager MGTE \ 071	Yearly	72,663.27	90,829.09	108,994.91
	Bi - weekly	2,794.74	3,493.43	4,192.11
	Hourly	34.934265	43.667831	52.401397

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001785 \ Personnel Analyst MGTE \ 072	Yearly	55,732.00	69,665.00	83,598.00
	Bi - weekly	2,143.54	2,679.42	3,215.31
	Hourly	26.794231	33.492789	40.191346
010708 \ Personnel Technician CONF \ 009	Yearly	42,810.00	53,512.00	64,214.00
	Bi - weekly	1,646.54	2,058.15	2,469.77
	Hourly	20.581731	25.726923	30.872115
001786 \ Planning Director MGTE \ 073	Yearly	96,783.87	120,979.84	145,175.80
	Bi - weekly	3,722.46	4,653.07	5,583.68
	Hourly	46.530705	58.163381	69.796057
001787 \ Plant Services Manager MGTE \ 074	Yearly	91,069.00	113,836.00	136,603.00
	Bi - weekly	3,502.65	4,378.31	5,253.96
	Hourly	43.783173	54.728846	65.674519
001788 \ Police Administrative Manager MGTE \ 075	Yearly	77,862.00	97,328.00	116,794.00
	Bi - weekly	2,994.69	3,743.38	4,492.08
	Hourly	37.433654	46.792308	56.150962
001789 \ Police Captain MGTP \ 076	Yearly	116,046.40	145,058.00	174,069.60
	Bi - weekly	4,463.32	5,579.15	6,694.98
	Hourly	55.791539	69.739424	83.687308
020028 \ Police Chief PEXM \ 020	Yearly	156,280.00	195,350.00	234,420.00
	Bi - weekly	6,010.77	7,513.46	9,016.15
	Hourly	75.134615	93.918269	112.701923
001870 \ Police Lieutenant MGTP \ 136	Yearly	96,706.00	120,882.00	145,058.00
	Bi - weekly	3,719.46	4,649.31	5,579.15
	Hourly	46.493269	58.116346	69.739423
020033 \ Prin Management Analyst Rep20 EXMG \ 032	Yearly	76,496.00	95,620.00	114,744.00
	Bi - weekly	2,942.15	3,677.69	4,413.23
	Hourly	36.776923	45.971154	55.165385
001791 \ Principal Accountant MGTE \ 078	Yearly	65,163.00	81,454.00	97,745.00
	Bi - weekly	2,506.27	3,132.85	3,759.42
	Hourly	31.328365	39.160577	46.992788
001828 \ Principal Applications Develpr MGTE \ 109	Yearly	69,727.00	87,159.00	104,591.00
	Bi - weekly	2,681.81	3,352.27	4,022.73
	Hourly	33.522596	41.903366	50.284135

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001793 \ Principal Building Inspector MGTE \ 079	Yearly	75,025.20	93,781.50	112,537.80
	Bi - weekly	2,885.58	3,606.98	4,328.38
	Hourly	36.069807	45.087259	54.104711
001872 \ Principal Management Analyst MGTE \ 138	Yearly	76,496.00	95,620.00	114,744.00
	Bi - weekly	2,942.15	3,677.69	4,413.23
	Hourly	36.776923	45.971154	55.165385
001795 \ Principal Planner MGTE \ 080	Yearly	82,266.29	102,832.86	123,399.43
	Bi - weekly	3,164.09	3,955.11	4,746.13
	Hourly	39.551099	49.438874	59.326648
001796 \ Principal Systems Engineer MGTE \ 081	Yearly	69,727.00	87,159.00	104,591.00
	Bi - weekly	2,681.81	3,352.27	4,022.73
	Hourly	33.522596	41.903366	50.284135
001797 \ Procurement Services Manager MGTE \ 082	Yearly	75,130.00	93,912.50	112,695.00
	Bi - weekly	2,889.62	3,612.02	4,334.42
	Hourly	36.120193	45.150241	54.180289
014003 \ Program Analyst MSUP \ 004	Yearly	56,949.20	71,186.50	85,423.80
	Bi - weekly	2,190.35	2,737.94	3,285.53
	Hourly	27.379423	34.224279	41.069135
001798 \ Program Manager MGTE \ 083	Yearly	75,130.00	93,912.50	112,695.00
	Bi - weekly	2,889.62	3,612.02	4,334.42
	Hourly	36.120193	45.150241	54.180289
001799 \ Program Specialist MGTE \ 084	Yearly	68,300.00	85,375.00	102,450.00
	Bi - weekly	2,626.92	3,283.65	3,940.38
	Hourly	32.836538	41.045673	49.254808
001805 \ Recreation General Supervisor MGTE \ 089	Yearly	60,738.96	75,923.70	91,108.44
	Bi - weekly	2,336.11	2,920.14	3,504.17
	Hourly	29.201423	36.501779	43.802134
001803 \ Recreation Manager MGTE \ 087	Yearly	79,398.00	99,247.00	119,096.00
	Bi - weekly	3,053.77	3,817.19	4,580.62
	Hourly	38.172115	47.714904	57.257692
001804 \ Recreation Superintendent MGTE \ 088	Yearly	67,487.73	84,359.67	101,231.60
	Bi - weekly	2,595.68	3,244.60	3,893.52
	Hourly	32.446025	40.557532	48.669038

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description		Minimum	Midpoint	Maximum
Salary Plan \ Grade				
001806 \ Revenue Manager MGTE \ 090	Yearly	75,682.00	94,603.00	113,524.00
	Bi - weekly	2,910.85	3,638.58	4,366.31
	Hourly	36.385577	45.482212	54.578846
001864 \ Risk Manager MGTE \ 166	Yearly	95,918.00	119,898.00	143,878.00
	Bi - weekly	3,689.15	4,611.46	5,533.77
	Hourly	46.114423	57.643269	69.172115
001811 \ Senior Accountant Auditor MGTE \ 093	Yearly	62,225.18	77,781.48	93,337.77
	Bi - weekly	2,393.28	2,991.60	3,589.91
	Hourly	29.915953	37.394941	44.873929
001138 \ Senior Admin Services Officer MGTE \ 001	Yearly	68,300.00	85,375.00	102,450.00
	Bi - weekly	2,626.92	3,283.65	3,940.38
	Hourly	32.836538	41.045673	49.254808
001812 \ Senior Applications Developer MGTE \ 094	Yearly	66,638.00	83,298.00	99,958.00
	Bi - weekly	2,563.00	3,203.77	3,844.54
	Hourly	32.037500	40.047116	48.056731
001813 \ Senior Architect MGTE \ 095	Yearly	80,120.40	100,150.50	120,180.60
	Bi - weekly	3,081.55	3,851.94	4,622.33
	Hourly	38.519423	48.149279	57.779134
021003 \ Senior Auditor MCSA \ 040	Yearly	58,567.00	73,209.00	87,851.00
	Bi - weekly	2,252.58	2,815.73	3,378.88
	Hourly	28.157212	35.196635	42.236058
021016 \ Senior Council Representative MCSA \ 050	Yearly	68,983.00	86,228.75	103,474.50
	Bi - weekly	2,653.19	3,316.49	3,979.79
	Hourly	33.164904	41.456130	49.747356
001814 \ Senior Debt Analyst MGTE \ 096	Yearly	71,558.96	89,448.70	107,338.44
	Bi - weekly	2,752.27	3,440.33	4,128.40
	Hourly	34.403345	43.004182	51.605018
001815 \ Senior Deputy City Attorney MGTE \ 097	Yearly	106,315.65	132,894.30	159,472.95
	Bi - weekly	4,089.06	5,111.32	6,133.58
	Hourly	51.113293	63.891491	76.669688
014004 \ Senior Deputy City Clerk MSUP \ 005	Yearly	47,150.99	58,938.74	70,726.49
	Bi - weekly	1,813.50	2,266.87	2,720.25
	Hourly	22.668745	28.335932	34.003118

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Minimum	Midpoint	Maximum
001816 \ Senior Development Project Mgr MGTE \ 098	Yearly	76,265.97	95,332.46	114,398.95
	Bi - weekly	2,933.31	3,666.63	4,399.96
	Hourly	36.666330	45.832913	54.999495
001817 \ Senior Engineer MGTE \ 099	Yearly	81,070.62	101,338.28	121,605.93
	Bi - weekly	3,118.10	3,897.63	4,677.15
	Hourly	38.976259	48.720324	58.464389
001818 \ Senior Investment Officer MGTE \ 100	Yearly	95,360.16	119,200.20	143,040.24
	Bi - weekly	3,667.70	4,584.62	5,501.55
	Hourly	45.846230	57.307788	68.769345
001819 \ Senior Landscape Architect MGTE \ 101	Yearly	71,718.00	89,648.00	107,578.00
	Bi - weekly	2,758.38	3,448.00	4,137.62
	Hourly	34.479808	43.100000	51.720192
010811 \ Senior Legal Staff Asst (Ex) CONF \ 032	Yearly	37,783.50	47,229.38	56,675.25
	Bi - weekly	1,453.21	1,816.51	2,179.82
	Hourly	18.165145	22.706432	27.247718
001820 \ Senior Management Analyst MGTE \ 102	Yearly	68,300.00	85,375.00	102,450.00
	Bi - weekly	2,626.92	3,283.65	3,940.38
	Hourly	32.836538	41.045673	49.254808
001821 \ Senior Personnel Analyst MGTE \ 103	Yearly	61,618.00	77,023.00	92,428.00
	Bi - weekly	2,369.92	2,962.42	3,554.92
	Hourly	29.624038	37.030288	44.436538
001822 \ Senior Planner MGTE \ 104	Yearly	69,926.34	87,407.93	104,889.51
	Bi - weekly	2,689.47	3,361.84	4,034.21
	Hourly	33.618433	42.023042	50.427650
010712 \ Senior Staff Assistant CONF \ 012	Yearly	37,048.00	46,310.00	55,572.00
	Bi - weekly	1,424.92	1,781.15	2,137.38
	Hourly	17.811538	22.264423	26.717308
001823 \ Senior Systems Engineer MGTE \ 105	Yearly	66,881.00	83,601.00	100,321.00
	Bi - weekly	2,572.35	3,215.42	3,858.50
	Hourly	32.154327	40.192789	48.231250
001852 \ Special Assistant to City Atty MGTE \ 125	Yearly	47,242.80	59,053.50	70,864.20
	Bi - weekly	1,817.03	2,271.29	2,725.55
	Hourly	22.712885	28.391106	34.069327

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Minimum	Midpoint	Maximum
021005 \ Special Assistant to the Mayor MCSA \ 060	Yearly	72,398.00	90,498.00	108,598.00
	Bi - weekly	2,784.54	3,480.69	4,176.85
	Hourly	34.806731	43.508654	52.210577
001915 \ Special Districts Manager MGTE \ 083	Yearly	75,130.00	93,912.50	112,695.00
	Bi - weekly	2,889.62	3,612.02	4,334.42
	Hourly	36.120193	45.150241	54.180289
001885 \ Special Projects Engineer MGTE \ 148	Yearly	81,070.62	101,338.28	121,605.93
	Bi - weekly	3,118.10	3,897.63	4,677.15
	Hourly	38.976259	48.720324	58.464389
001855 \ Special Projects Manager MGTE \ 127	Yearly	76,496.00	95,620.00	114,744.00
	Bi - weekly	2,942.15	3,677.69	4,413.23
	Hourly	36.776923	45.971154	55.165385
020035 \ Special Projects Manager EXMG \ 034	Yearly	76,496.00	95,620.00	114,744.00
	Bi - weekly	2,942.15	3,677.69	4,413.23
	Hourly	36.776923	45.971154	55.165385
010721 \ Staff Aide CONF \ 016	Yearly	25,000.00	37,500.00	50,000.00
	Bi - weekly	961.54	1,442.31	1,923.08
	Hourly	12.019231	18.028847	24.038462
02000A \ Staff Aide EXMG \ 001	Yearly	25,000.00	62,500.00	100,000.00
	Bi - weekly	961.54	2,403.85	3,846.15
	Hourly	12.019231	30.048077	48.076923
001856 \ Staff Aide (Management) MGTE \ 128	Yearly	57,470.40	81,735.20	106,000.00
	Bi - weekly	2,210.40	3,143.66	4,076.92
	Hourly	27.630000	39.295769	50.961538
02100A \ Staff Aide (MCSA) MCSA \ 001	Yearly	25,001.60	62,504.00	100,006.40
	Bi - weekly	961.60	2,404.00	3,846.40
	Hourly	12.020000	30.050000	48.080000
02100B \ Staff Aide (MCSB) MCSB \ 001	Yearly	25,001.60	37,502.40	50,003.20
	Bi - weekly	961.60	1,442.40	1,923.20
	Hourly	12.020000	18.030000	24.040000
010713 \ Staff Assistant CONF \ 013	Yearly	32,855.22	41,069.03	49,282.83
	Bi - weekly	1,263.66	1,579.58	1,895.49
	Hourly	15.795779	19.744724	23.693668

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description		Minimum	Midpoint	Maximum
Salary Plan \ Grade				
010806 \ Staff Assistant (Ex) CONF \ 023	Yearly	32,855.22	41,069.03	49,282.83
	Bi - weekly	1,263.66	1,579.58	1,895.49
	Hourly	15.795779	19.744724	23.693668
021010 \ Staff Assistant-Mayor Council MCSB \ 020	Yearly	32,052.80	40,060.80	48,068.80
	Bi - weekly	1,232.80	1,540.80	1,848.80
	Hourly	15.410000	19.260000	23.110000
014006 \ Stores Administrator MSUP \ 007	Yearly	56,949.20	71,186.50	85,423.80
	Bi - weekly	2,190.35	2,737.94	3,285.53
	Hourly	27.379423	34.224279	41.069135
001883 \ Streets Manager MGTE \ 146	Yearly	78,022.00	97,528.00	117,034.00
	Bi - weekly	3,000.85	3,751.08	4,501.31
	Hourly	37.510577	46.888462	56.266346
001827 \ Supervising Animal Care Ofcr MGTE \ 108	Yearly	73,597.00	91,996.00	110,395.00
	Bi - weekly	2,830.65	3,538.31	4,245.96
	Hourly	35.383173	44.228846	53.074519
001829 \ Supervising Architect MGTE \ 110	Yearly	89,022.00	111,278.00	133,534.00
	Bi - weekly	3,423.92	4,279.92	5,135.92
	Hourly	42.799038	53.499038	64.199038
020037 \ Supervising Deputy City Atty EXMG \ 092	Yearly	123,963.70	154,954.63	185,945.55
	Bi - weekly	4,767.83	5,959.79	7,151.75
	Hourly	59.597933	74.497416	89.396899
001831 \ Supervising Engineer MGTE \ 112	Yearly	90,078.47	112,598.09	135,117.70
	Bi - weekly	3,464.56	4,330.70	5,196.83
	Hourly	43.306955	54.133694	64.960432
001832 \ Supervising Financial Analyst MGTE \ 113	Yearly	75,130.00	93,912.50	112,695.00
	Bi - weekly	2,889.62	3,612.02	4,334.42
	Hourly	36.120193	45.150241	54.180289
001898 \ Supervising Landscape Architct MGTE \ 160	Yearly	78,890.00	98,613.00	118,336.00
	Bi - weekly	3,034.23	3,792.81	4,551.38
	Hourly	37.927885	47.410097	56.892308
010816 \ Supervising Legal Secretary CONF \ 028	Yearly	49,390.20	61,737.75	74,085.30
	Bi - weekly	1,899.62	2,374.53	2,849.43
	Hourly	23.745288	29.681610	35.617932

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Minimum	Midpoint	Maximum
001834 \ Support Services Manager MGTE \ 115	Yearly	75,130.00	93,912.50	112,695.00
	Bi - weekly	2,889.62	3,612.02	4,334.42
	Hourly	36.120193	45.150241	54.180289
020039 \ Support Services Manager EXMG \ 035	Yearly	73,764.00	92,205.00	110,646.00
	Bi - weekly	2,837.08	3,546.35	4,255.62
	Hourly	35.463462	44.329327	53.195192
010714 \ Systems Engineer CONF \ 014	Yearly	59,715.00	74,644.00	89,573.00
	Bi - weekly	2,296.73	2,870.92	3,445.12
	Hourly	28.709135	35.886539	43.063942
001857 \ Training Specialist MGTE \ 129	Yearly	61,618.00	77,023.00	92,428.00
	Bi - weekly	2,369.92	2,962.42	3,554.92
	Hourly	29.624038	37.030288	44.436538
001836 \ Treasury Analyst MGTE \ 117	Yearly	62,225.18	77,781.48	93,337.77
	Bi - weekly	2,393.28	2,991.60	3,589.91
	Hourly	29.915953	37.394941	44.873929
010715 \ Treasury Assistant CONF \ 033	Yearly	43,717.00	54,646.00	65,575.00
	Bi - weekly	1,681.42	2,101.77	2,522.12
	Hourly	21.017788	26.272115	31.526442
001801 \ Treasury Manager MGTE \ 085	Yearly	90,819.20	113,524.00	136,228.80
	Bi - weekly	3,493.05	4,366.31	5,239.57
	Hourly	43.663077	54.578846	65.494615
001894 \ Urban Design Manager MGTE \ 156	Yearly	89,022.00	111,278.00	133,534.00
	Bi - weekly	3,423.92	4,279.92	5,135.92
	Hourly	42.799038	53.499038	64.199038
001841 \ Util Operations & Maint Supt MGTE \ 120	Yearly	81,311.00	101,639.00	121,967.00
	Bi - weekly	3,127.35	3,909.19	4,691.04
	Hourly	39.091827	48.864904	58.637981
001839 \ Utility Construction Coord MGTE \ 118	Yearly	73,180.20	91,475.25	109,770.30
	Bi - weekly	2,814.62	3,518.28	4,221.93
	Hourly	35.182789	43.978486	52.774183
001875 \ Veterinarian MGTE \ 140	Yearly	71,992.00	89,990.00	107,988.00
	Bi - weekly	2,768.92	3,461.15	4,153.38
	Hourly	34.611538	43.264423	51.917308

**Salary Schedule
As of 6/27/2015
Salaries with Ranges**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade

		<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
014005 \ Workers' Compensatn Claims Rep	Yearly	61,518.00	76,897.00	92,276.00
MSUP \ 006	Bi - weekly	2,366.08	2,957.58	3,549.08
	Hourly	29.575962	36.969712	44.363462

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
016872 \ 311 Customer Service Agent OFFT \ 140	Yearly	36,810.91	38,651.45	40,584.02	42,613.23	44,743.89	46,981.08	49,330.14	51,796.65
	Bi - weekly	1,415.80	1,486.59	1,560.92	1,638.97	1,720.92	1,806.96	1,897.31	1,992.18
	Hourly	17.697552	18.582429	19.511550	20.487128	21.511484	22.587059	23.716412	24.902233
016873 \ 311 Customer Svc Specialist OFFT \ 141	Yearly	41,615.94	43,696.74	45,881.57	48,175.65	50,584.44	53,113.66	55,769.34	58,557.81
	Bi - weekly	1,600.61	1,680.64	1,764.68	1,852.91	1,945.56	2,042.83	2,144.97	2,252.22
	Hourly	20.007663	21.008046	22.058449	23.161372	24.319440	25.535412	26.812183	28.152791
015108 \ 311 Customer Svc Supervisor SUPV \ 068	Yearly	47,431.21	49,802.77	52,292.91	54,907.55	57,652.93	60,535.57	63,562.35	66,740.47
	Bi - weekly	1,824.28	1,915.49	2,011.27	2,111.83	2,217.42	2,328.29	2,444.71	2,566.94
	Hourly	22.803464	23.943637	25.140820	26.397860	27.717754	29.103641	30.558823	32.086764
016001 \ Account Clerk I OFFT \ 001	Yearly	30,528.48	32,054.91	33,657.65	35,340.53	37,107.56	38,962.94	40,911.09	42,956.64
	Bi - weekly	1,174.17	1,232.88	1,294.52	1,359.25	1,427.21	1,498.57	1,573.50	1,652.18
	Hourly	14.677154	15.411012	16.181562	16.990641	17.840172	18.732181	19.668791	20.652230
016002 \ Account Clerk II OFFT \ 002	Yearly	35,208.93	36,969.37	38,817.84	40,758.73	42,796.67	44,936.50	47,183.32	49,542.49
	Bi - weekly	1,354.19	1,421.90	1,492.99	1,567.64	1,646.03	1,728.33	1,814.74	1,905.48
	Hourly	16.927368	17.773736	18.662423	19.595544	20.575321	21.604087	22.684290	23.818506
016003 \ Accounting Technician OFFT \ 003	Yearly	37,391.15	39,260.71	41,223.74	43,284.93	45,449.18	47,721.63	50,107.72	52,613.10
	Bi - weekly	1,438.12	1,510.03	1,585.53	1,664.80	1,748.05	1,835.45	1,927.22	2,023.58
	Hourly	17.976515	18.875340	19.819107	20.810061	21.850566	22.943093	24.090248	25.294760
003647 \ Animal Care Technician OPMT \ 029	Yearly	33,208.81	34,869.25	36,612.71	38,443.35	40,365.51	42,383.79	44,502.98	46,728.13
	Bi - weekly	1,277.26	1,341.12	1,408.18	1,478.59	1,552.52	1,630.15	1,711.65	1,797.24
	Hourly	15.965772	16.764061	17.602264	18.482378	19.406496	20.376820	21.395662	22.465445
003600 \ Animal Control Officer I OPMT \ 073	Yearly	40,418.70	42,442.54	44,561.61	46,789.69	49,129.18	51,585.64	54,164.92	56,873.16
	Bi - weekly	1,554.57	1,632.41	1,713.91	1,799.60	1,889.58	1,984.06	2,083.27	2,187.43
	Hourly	19.432066	20.405066	21.423852	22.495045	23.619797	24.800786	26.040826	27.342867
003601 \ Animal Control Officer II OPMT \ 001	Yearly	42,439.63	44,561.61	46,789.69	49,129.18	51,585.64	54,164.92	56,873.16	59,716.82
	Bi - weekly	1,632.29	1,713.91	1,799.60	1,889.58	1,984.06	2,083.27	2,187.43	2,296.80
	Hourly	20.403668	21.423853	22.495045	23.619797	24.800787	26.040827	27.342867	28.710011
017001 \ Arborist/Urban Forester PROF \ 001	Yearly	54,135.79	56,842.58	59,684.71	62,668.94	65,802.39	69,092.51	72,547.13	76,174.49
	Bi - weekly	2,082.15	2,186.25	2,295.57	2,410.34	2,530.86	2,657.40	2,790.27	2,929.79
	Hourly	26.026822	27.328163	28.694571	30.129299	31.635764	33.217552	34.878430	36.622351
016214 \ Architectural Technician I OFFT \ 081	Yearly	43,294.74	45,459.48	47,732.46	50,119.08	52,625.03	55,256.28	58,019.10	60,920.05
	Bi - weekly	1,665.18	1,748.44	1,835.86	1,927.66	2,024.04	2,125.24	2,231.50	2,343.98
	Hourly	20.814780	21.855519	22.948296	24.095710	25.300495	26.565521	27.893797	29.288486

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**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
016215 \ Architectural Technician II OFFT \ 082	Yearly	45,459.45	47,732.42	50,119.04	52,624.99	55,256.24	58,019.06	60,920.01	63,966.01
	Bi - weekly	1,748.44	1,835.86	1,927.66	2,024.04	2,125.24	2,231.50	2,343.08	2,460.23
	Hourly	21.855504	22.948279	24.095693	25.300478	26.565502	27.893777	29.288466	30.752889
016216 \ Architectural Technician III OFFT \ 083	Yearly	50,005.52	52,505.80	55,131.09	57,887.64	60,782.03	63,821.13	67,012.18	70,362.79
	Bi - weekly	1,923.29	2,019.45	2,120.43	2,226.45	2,337.77	2,454.66	2,577.39	2,706.26
	Hourly	24.041117	25.243172	26.505330	27.830597	29.222128	30.683234	32.217395	33.828265
017018 \ Archivist PROF \ 010	Yearly	47,595.70	49,975.49	52,474.26	55,097.98	57,852.88	60,745.52	63,782.80	66,971.94
	Bi - weekly	1,830.60	1,922.13	2,018.24	2,119.15	2,225.11	2,336.37	2,453.18	2,575.84
	Hourly	22.882550	24.026678	25.228011	26.489412	27.813883	29.204577	30.664806	32.198046
017010 \ Art Museum Registrar PROF \ 006	Yearly	43,381.70	45,550.78	47,828.32	50,219.74	52,730.73	55,367.26	58,135.63	61,042.41
	Bi - weekly	1,668.53	1,751.95	1,839.55	1,931.53	2,028.10	2,129.51	2,235.99	2,347.78
	Hourly	20.856585	21.899415	22.994386	24.144105	25.351311	26.618876	27.949820	29.347310
016108 \ Arts Program Assistant OFFT \ 059	Yearly	38,055.61	39,958.38	41,956.30	44,054.12	46,256.83	48,569.67	50,998.15	53,548.06
	Bi - weekly	1,463.68	1,536.86	1,613.70	1,694.39	1,779.11	1,868.06	1,961.47	2,059.54
	Hourly	18.295964	19.210761	20.171300	21.179864	22.238858	23.350802	24.518341	25.744258
016109 \ Arts Program Coordinator OFFT \ 060	Yearly	51,985.71	54,585.00	57,314.24	60,179.96	63,188.95	66,348.40	69,665.82	73,149.11
	Bi - weekly	1,999.45	2,099.42	2,204.39	2,314.61	2,430.34	2,551.86	2,679.45	2,813.43
	Hourly	24.993130	26.242786	27.554925	28.932672	30.379305	31.898271	33.493184	35.167843
011014 \ Assistant Architect WCOE \ 005	Yearly	60,944.10	63,991.30	67,190.86	70,550.41	74,077.93	77,781.83	81,670.92	85,754.46
	Bi - weekly	2,344.00	2,461.20	2,584.26	2,713.48	2,849.15	2,991.61	3,141.19	3,298.25
	Hourly	29.300046	30.765048	32.303300	33.918465	35.614388	37.395108	39.264863	41.228106
015010 \ Assistant Box Office Supv SUPV \ 001	Yearly	41,285.63	43,349.91	45,517.40	47,793.27	50,182.94	52,692.08	55,326.69	58,093.02
	Bi - weekly	1,587.91	1,667.30	1,750.67	1,838.20	1,930.11	2,026.62	2,127.95	2,234.35
	Hourly	19.848859	20.841301	21.883366	22.977534	24.126411	25.332732	26.599368	27.929336
011011 \ Assistant Civil Engineer WCOE \ 002	Yearly	60,944.10	63,991.30	67,190.86	70,550.41	74,077.93	77,781.83	81,670.92	85,754.46
	Bi - weekly	2,344.00	2,461.20	2,584.26	2,713.48	2,849.15	2,991.61	3,141.19	3,298.25
	Hourly	29.300046	30.765048	32.303300	33.918465	35.614388	37.395108	39.264863	41.228106
003912 \ Assistant Code Enforcmnt Ofcr OPMT \ 062	Yearly	35,983.48	37,782.65	39,671.78	41,655.37	43,738.14	45,925.05	48,221.31	50,632.37
	Bi - weekly	1,383.98	1,453.18	1,525.84	1,602.13	1,682.24	1,766.35	1,854.67	1,947.40
	Hourly	17.299749	18.164737	19.072973	20.026622	21.027954	22.079352	23.183320	24.342485
011019 \ Assistant Electrical Engineer WCOE \ 010	Yearly	60,944.10	63,991.30	67,190.86	70,550.41	74,077.93	77,781.83	81,670.92	85,754.46
	Bi - weekly	2,344.00	2,461.20	2,584.26	2,713.48	2,849.15	2,991.61	3,141.19	3,298.25
	Hourly	29.300046	30.765048	32.303300	33.918465	35.614388	37.395108	39.264863	41.228106

12688202

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description	Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
011021 \ Assistant Mechanical Engineer WCOE \ 012	Yearly	60,944.10	63,991.30	67,190.86	70,550.41	74,077.93	77,781.83	81,670.92	85,754.46
	Bi - weekly	2,344.00	2,461.20	2,584.26	2,713.48	2,849.15	2,991.61	3,141.19	3,298.25
	Hourly	29.300046	30.765048	32.303300	33.918465	35.614388	37.395108	39.264863	41.228106
017002 \ Assistant Planner PROF \ 002	Yearly	50,846.94	53,389.29	56,058.75	58,861.69	61,804.78	64,895.01	68,139.76	71,546.75
	Bi - weekly	1,955.65	2,053.43	2,156.11	2,263.91	2,377.11	2,495.96	2,620.76	2,751.80
	Hourly	24.445644	25.667927	26.951323	28.298890	29.713834	31.199526	32.759501	34.397477
007903 \ Assistant WtrCrsConCtrlSpclst WATR \ 005	Yearly	55,383.06	58,152.21	61,059.83	64,112.82	67,318.46	70,684.38	74,218.60	77,929.53
	Bi - weekly	2,130.12	2,236.62	2,348.45	2,465.88	2,589.17	2,718.63	2,854.56	2,997.29
	Hourly	26.626471	27.957795	29.355685	30.823469	32.364642	33.982875	35.682019	37.466119
011015 \ Associate Architect WCOE \ 006	Yearly	73,969.48	77,667.95	81,551.35	85,628.91	89,910.36	94,405.88	99,126.17	104,082.48
	Bi - weekly	2,844.98	2,987.23	3,136.59	3,293.42	3,458.09	3,631.00	3,812.55	4,003.17
	Hourly	35.562248	37.340360	39.207378	41.167747	43.226135	45.387442	47.656814	50.039654
011012 \ Associate Civil Engineer WCOE \ 003	Yearly	73,969.48	77,667.95	81,551.35	85,628.91	89,910.36	94,405.88	99,126.17	104,082.48
	Bi - weekly	2,844.98	2,987.23	3,136.59	3,293.42	3,458.09	3,631.00	3,812.55	4,003.17
	Hourly	35.562248	37.340360	39.207378	41.167747	43.226135	45.387442	47.656814	50.039654
017023 \ Associate Curator of Art PROF \ 012	Yearly	47,595.70	49,975.49	52,474.26	55,097.98	57,852.88	60,745.52	63,782.80	66,971.94
	Bi - weekly	1,830.60	1,922.13	2,018.24	2,119.15	2,225.11	2,336.37	2,453.18	2,575.84
	Hourly	22.882550	24.026678	25.228011	26.489412	27.813883	29.204577	30.664806	32.198046
011020 \ Associate Electrical Engineer WCOE \ 011	Yearly	73,969.48	77,667.95	81,551.35	85,628.91	89,910.36	94,405.88	99,126.17	104,082.48
	Bi - weekly	2,844.98	2,987.23	3,136.59	3,293.42	3,458.09	3,631.00	3,812.55	4,003.17
	Hourly	35.562248	37.340360	39.207378	41.167747	43.226135	45.387442	47.656814	50.039654
011016 \ Associate Landscape Architect WCOE \ 007	Yearly	71,736.06	75,322.86	79,089.01	83,043.46	87,195.63	91,555.41	96,133.18	100,939.84
	Bi - weekly	2,759.08	2,897.03	3,041.88	3,193.98	3,353.68	3,521.36	3,697.43	3,882.30
	Hourly	34.488489	36.212914	38.023560	39.924738	41.920974	44.017023	46.217874	48.528768
011022 \ Associate Mechanical Engineer WCOE \ 013	Yearly	73,969.48	77,667.95	81,551.35	85,628.91	89,910.36	94,405.88	99,126.17	104,082.48
	Bi - weekly	2,844.98	2,987.23	3,136.59	3,293.42	3,458.09	3,631.00	3,812.55	4,003.17
	Hourly	35.562248	37.340360	39.207378	41.167747	43.226135	45.387442	47.656814	50.039654
017003 \ Associate Planner PROF \ 003	Yearly	62,507.71	65,633.09	68,914.75	72,360.48	75,978.51	79,777.43	83,766.30	87,954.62
	Bi - weekly	2,404.14	2,524.35	2,650.57	2,783.10	2,922.25	3,068.36	3,221.78	3,382.87
	Hourly	30.051782	31.554371	33.132090	34.788694	36.528129	38.354534	40.272261	42.285875
006001 \ Blacksmith Welder BLDG \ 001	Yearly	48,096.68	51,703.93	55,581.72	59,750.35	64,231.63	69,049.00	74,227.68	79,794.75
	Bi - weekly	1,849.87	1,988.61	2,137.76	2,298.09	2,470.45	2,655.73	2,854.91	3,069.02
	Hourly	23.123402	24.857657	26.721982	28.726130	30.880590	33.196634	35.686382	38.362861

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
016903 \ Booking Coordinator OFFT \ 103	Yearly	41,555.33	43,633.09	45,814.75	48,105.49	50,510.76	53,036.30	55,688.12	58,472.52
	Bi - weekly	1,598.28	1,678.20	1,762.11	1,850.21	1,942.72	2,039.86	2,141.85	2,248.94
	Hourly	19.978523	20.977449	22.026322	23.127639	24.284020	25.498221	26.773132	28.111788
016941 \ Boutique Operator OFFT \ 117	Yearly	30,833.87	32,375.56	33,994.34	35,694.06	37,478.76	39,352.70	41,320.33	43,386.35
	Bi - weekly	1,185.92	1,245.21	1,307.47	1,372.85	1,441.49	1,513.57	1,589.24	1,668.71
	Hourly	14.823974	15.565173	16.343431	17.160604	18.018633	18.919566	19.865543	20.858821
016011 \ Building Inspector I OFFT \ 010	Yearly	54,643.53	57,375.71	60,244.50	63,256.72	66,419.56	69,740.53	73,227.56	76,888.94
	Bi - weekly	2,101.67	2,206.76	2,317.10	2,432.95	2,554.60	2,682.33	2,816.44	2,957.27
	Hourly	26.270928	27.584475	28.963700	30.411884	31.932479	33.529102	35.205557	36.965836
016012 \ Building Inspector II OFFT \ 011	Yearly	57,375.78	60,244.57	63,256.79	66,419.63	69,740.61	73,227.64	76,889.03	80,733.48
	Bi - weekly	2,206.76	2,317.10	2,432.95	2,554.60	2,682.33	2,816.45	2,957.27	3,105.13
	Hourly	27.584507	28.963733	30.411918	31.932514	33.529140	35.205597	36.965878	38.814171
016229 \ Building Inspector III OFFT \ 095	Yearly	60,244.96	63,257.21	66,420.06	69,741.07	73,228.12	76,889.53	80,734.00	84,770.70
	Bi - weekly	2,317.11	2,432.97	2,554.62	2,682.35	2,816.47	2,957.29	3,105.15	3,260.41
	Hourly	28.963921	30.412118	31.932723	33.529359	35.205828	36.966119	38.814425	40.755146
016230 \ Building Inspector IV OFFT \ 096	Yearly	63,257.03	66,419.88	69,740.87	73,227.92	76,889.31	80,733.78	84,770.47	89,008.99
	Bi - weekly	2,432.96	2,554.61	2,682.34	2,816.46	2,957.28	3,105.15	3,260.40	3,423.42
	Hourly	30.412032	31.932634	33.529266	35.205729	36.966015	38.814316	40.755032	42.792783
003603 \ Building Maintenance Worker OPMT \ 002	Yearly	39,675.28	41,659.04	43,741.99	45,929.09	48,225.55	50,636.82	53,168.67	55,827.10
	Bi - weekly	1,525.97	1,602.27	1,682.38	1,766.50	1,854.83	1,947.57	2,044.95	2,147.20
	Hourly	19.074652	20.028384	21.029804	22.081293	23.185359	24.344626	25.561858	26.839951
016013 \ Building Technician OFFT \ 012	Yearly	45,363.17	47,631.33	50,012.90	52,513.54	55,139.22	57,896.18	60,790.99	63,830.54
	Bi - weekly	1,744.74	1,831.97	1,923.57	2,019.75	2,120.74	2,226.78	2,338.11	2,455.02
	Hourly	21.809217	22.899678	24.044662	25.246895	26.509240	27.834702	29.226437	30.687759
016014 \ Burglary/Robbery Alarm Insp OFFT \ 013	Yearly	46,824.36	49,165.58	51,623.86	54,205.05	56,915.31	59,761.07	62,749.13	65,886.58
	Bi - weekly	1,800.94	1,890.98	1,985.53	2,084.81	2,189.05	2,298.50	2,413.43	2,534.10
	Hourly	22.511713	23.637298	24.819164	26.060122	27.363128	28.731284	30.167849	31.676241
016015 \ Buyer I OFFT \ 014	Yearly	40,269.17	42,282.63	44,396.76	46,616.60	48,947.43	51,394.80	53,964.54	56,662.77
	Bi - weekly	1,548.81	1,626.25	1,707.57	1,792.95	1,882.59	1,976.72	2,075.56	2,179.34
	Hourly	19.360178	20.328187	21.344597	22.411826	23.532418	24.709038	25.944490	27.241715
016016 \ Buyer II OFFT \ 015	Yearly	47,928.26	50,324.67	52,840.90	55,482.94	58,257.09	61,169.95	64,228.45	67,439.87
	Bi - weekly	1,843.39	1,935.56	2,032.34	2,133.96	2,240.66	2,352.69	2,470.32	2,593.84
	Hourly	23.042431	24.194551	25.404279	26.674492	28.008217	29.408628	30.879060	32.423012

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
016017 \ Buyer III	Yearly	55,003.09	57,753.24	60,640.90	63,672.95	66,856.59	70,199.42	73,709.40	77,394.86
OFFT \ 016	Bi - weekly	2,115.50	2,221.28	2,332.34	2,448.96	2,571.41	2,699.98	2,834.98	2,976.73
	Hourly	26.443791	27.765980	29.154279	30.611993	32.142593	33.749723	35.437209	37.209069
006002 \ Carpenter	Yearly	44,671.80	48,022.18	51,623.85	55,495.64	59,657.81	64,132.15	68,942.06	74,112.71
BLDG \ 002	Bi - weekly	1,718.15	1,847.01	1,985.53	2,134.45	2,294.53	2,466.62	2,651.62	2,850.49
	Hourly	21.476826	23.087588	24.819157	26.680594	28.681639	30.832762	33.145219	35.631110
016018 \ Cashier	Yearly	29,639.81	31,121.80	32,677.89	34,311.78	36,027.37	37,828.74	39,720.18	41,706.19
OFFT \ 017	Bi - weekly	1,139.99	1,196.99	1,256.84	1,319.68	1,385.67	1,454.95	1,527.70	1,604.08
	Hourly	14.249908	14.962403	15.710522	16.496049	17.320852	18.186894	19.096238	20.051051
016232 \ Central Services Assistant I	Yearly	29,639.81	31,121.80	32,677.89	34,311.78	36,027.37	37,828.74	39,720.18	41,706.19
OFFT \ 098	Bi - weekly	1,139.99	1,196.99	1,256.84	1,319.68	1,385.67	1,454.95	1,527.70	1,604.08
	Hourly	14.249908	14.962403	15.710522	16.496049	17.320852	18.186894	19.096238	20.051051
016233 \ Central Services Assistant II	Yearly	32,920.46	34,566.48	36,294.81	38,109.55	40,015.02	42,015.77	44,116.56	46,322.39
OFFT \ 099	Bi - weekly	1,266.17	1,329.48	1,395.95	1,465.75	1,539.04	1,615.99	1,696.79	1,781.63
	Hourly	15.827143	16.618499	17.449426	18.321897	19.237991	20.199891	21.209885	22.270380
016234 \ Central Services Assistant III	Yearly	34,904.18	36,649.39	38,481.86	40,405.95	42,426.25	44,547.56	46,774.94	49,113.69
OFFT \ 100	Bi - weekly	1,342.47	1,409.59	1,480.07	1,554.08	1,631.78	1,713.37	1,799.04	1,888.99
	Hourly	16.780856	17.619900	18.500894	19.425939	20.397236	21.417098	22.487953	23.612350
015012 \ Central Services Supervisor	Yearly	55,003.09	57,753.24	60,640.90	63,672.95	66,856.59	70,199.42	73,709.40	77,394.86
SUPV \ 002	Bi - weekly	2,115.50	2,221.28	2,332.34	2,448.96	2,571.41	2,699.98	2,834.98	2,976.73
	Hourly	26.443791	27.765980	29.154279	30.611993	32.142593	33.749723	35.437209	37.209069
015013 \ Central Stores Supervisor	Yearly	38,671.36	40,604.93	42,635.17	44,766.93	47,005.28	49,355.54	51,823.32	54,414.49
SUPV \ 003	Bi - weekly	1,487.36	1,561.73	1,639.81	1,721.81	1,807.90	1,898.29	1,993.20	2,092.86
	Hourly	18.592000	19.521600	20.497679	21.522564	22.598692	23.728626	24.915057	26.160811
015014 \ Chief Museum Attendant	Yearly	24,518.49	25,744.41	27,031.63	28,383.21	29,802.37	31,292.49	32,857.11	34,499.97
SUPV \ 004	Bi - weekly	943.02	990.17	1,039.68	1,091.66	1,146.24	1,203.56	1,263.74	1,326.92
	Hourly	11.787733	12.377118	12.995975	13.645773	14.328062	15.044465	15.796688	16.586523
016950 \ Child Care Assistant	Yearly	20,385.23	21,404.49	22,474.71	23,598.45	24,778.37			
OFFT \ 122	Bi - weekly	784.05	823.25	864.41	907.63	953.01			
	Hourly	9.800589	10.290619	10.805150	11.345407	11.912678			
016104 \ Claims Collector	Yearly	36,136.65	37,943.49	39,840.66	41,832.69	43,924.33	46,120.55	48,426.58	50,847.90
OFFT \ 058	Bi - weekly	1,389.87	1,459.36	1,532.33	1,608.95	1,689.40	1,773.87	1,862.56	1,955.82
	Hourly	17.373391	18.242061	19.154165	20.111872	21.117466	22.173339	23.282007	24.446107

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
016019 \ Clerk I	Yearly	27,237.22	28,599.09	30,029.04	31,530.49	33,107.02	34,762.36	36,500.49	38,325.51
OFFT \ 018	Bi - weekly	1,047.59	1,099.96	1,154.96	1,212.71	1,273.35	1,337.01	1,403.86	1,474.06
	Hourly	13.094819	13.749560	14.437038	15.158890	15.916834	16.712675	17.548310	18.425725
016020 \ Clerk II	Yearly	30,528.48	32,054.91	33,657.65	35,340.53	37,107.56	38,962.94	40,911.09	42,956.64
OFFT \ 019	Bi - weekly	1,174.17	1,232.88	1,294.52	1,359.25	1,427.21	1,498.57	1,573.50	1,652.18
	Hourly	14.677154	15.411012	16.181562	16.990641	17.840172	18.732181	19.668791	20.652230
016021 \ Clerk III	Yearly	33,908.30	35,603.72	37,383.90	39,253.10	41,215.75	43,276.54	45,440.37	47,712.38
OFFT \ 020	Bi - weekly	1,304.17	1,369.37	1,437.84	1,509.73	1,585.22	1,664.48	1,747.71	1,835.09
	Hourly	16.302067	17.117171	17.973030	18.871681	19.815265	20.806028	21.846330	22.938646
016114 \ Code Enforcement Officer	Yearly	46,923.86	49,270.05	51,733.55	54,320.23	57,036.24	59,888.05	62,882.45	66,026.58
OFFT \ 065	Bi - weekly	1,804.76	1,895.00	1,989.75	2,089.24	2,193.70	2,303.39	2,418.56	2,539.48
	Hourly	22.559546	23.687523	24.871900	26.115494	27.421268	28.792332	30.231949	31.743546
016922 \ Communications Assistant	Yearly	43,551.59	45,729.17	48,015.63	50,416.41	52,937.23	55,584.09	58,363.30	61,281.46
OFFT \ 108	Bi - weekly	1,675.06	1,758.81	1,846.75	1,939.09	2,036.05	2,137.85	2,244.74	2,356.98
	Hourly	20.938264	21.985178	23.084436	24.238658	25.450591	26.723120	28.059277	29.462240
003656 \ Community Center Attendant I	Yearly	32,920.46	34,566.48	36,294.81	38,109.55	40,015.02	42,015.77	44,116.56	46,322.39
OPMT \ 038	Bi - weekly	1,266.17	1,329.48	1,395.95	1,465.75	1,539.04	1,615.99	1,696.79	1,781.63
	Hourly	15.827143	16.618499	17.449426	18.321897	19.237991	20.199891	21.209885	22.270380
003657 \ Community Center Attendant II	Yearly	37,040.44	38,892.46	40,837.08	42,878.94	45,022.88	47,274.03	49,637.73	52,119.62
OPMT \ 039	Bi - weekly	1,424.63	1,495.86	1,570.66	1,649.19	1,731.65	1,818.23	1,909.14	2,004.60
	Hourly	17.807902	18.698297	19.633213	20.614873	21.645617	22.727898	23.864292	25.057507
002036 \ Community Service Officer	Yearly	47,541.45	49,918.53	52,414.45	55,035.17	57,786.93			
POAM \ 015	Bi - weekly	1,828.52	1,919.94	2,015.94	2,116.74	2,222.57			
	Hourly	22.856468	23.999291	25.199255	26.459218	27.782179			
002037 \ Community Service Officer (LT)	Yearly	47,541.45							
POAM \ 010	Bi - weekly	1,828.52							
	Hourly	22.856468							
016023 \ Community Service Rep I	Yearly	34,183.47	35,892.64	37,687.28	39,571.64	41,550.22	43,627.73	45,809.12	48,099.57
OFFT \ 021	Bi - weekly	1,314.75	1,380.49	1,449.51	1,521.99	1,598.09	1,677.99	1,761.89	1,849.98
	Hourly	16.434361	17.256079	18.118882	19.024826	19.976067	20.974871	22.023614	23.124795
016125 \ Community Service Rep II	Yearly	37,877.20	39,771.05	41,759.61	43,847.59	46,039.97	48,341.96	50,759.06	53,297.02
OFFT \ 067	Bi - weekly	1,456.82	1,529.66	1,606.14	1,686.45	1,770.77	1,859.31	1,952.27	2,049.88
	Hourly	18.210190	19.120699	20.076734	21.080571	22.134599	23.241329	24.403396	25.623566

13061282

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
015017 \ Computer Operations Supervisor SUPV \ 005	Yearly	57,847.03	60,739.39	63,776.35	66,965.17	70,313.43	73,829.10	77,520.56	81,396.58
	Bi - weekly	2,224.89	2,336.13	2,452.94	2,575.58	2,704.36	2,839.58	2,981.56	3,130.64
	Hourly	27.811074	29.201628	30.661708	32.194794	33.804533	35.494761	37.269498	39.132973
016024 \ Computer Operator I OFFT \ 022	Yearly	43,551.59	45,729.17	48,015.63	50,416.41	52,937.23	55,584.09	58,363.30	61,281.46
	Bi - weekly	1,675.06	1,758.81	1,846.75	1,939.09	2,036.05	2,137.85	2,244.74	2,356.98
	Hourly	20.938264	21.985178	23.084436	24.238658	25.450591	26.723120	28.059277	29.462240
016231 \ Computer Operator II OFFT \ 097	Yearly	45,729.15	48,015.61	50,416.39	52,937.21	55,584.07	58,363.28	61,281.44	64,345.51
	Bi - weekly	1,758.81	1,846.75	1,939.09	2,036.05	2,137.85	2,244.74	2,356.98	2,474.83
	Hourly	21.985170	23.084428	24.238650	25.450582	26.723111	28.059267	29.462230	30.935342
015104 \ Concrete Construction Leadwrkr SUPV \ 060	Yearly	54,170.35	56,878.86	59,722.81	62,708.94	65,844.40	69,136.61	72,593.44	76,223.11
	Bi - weekly	2,083.47	2,187.65	2,297.03	2,411.88	2,532.48	2,659.10	2,792.06	2,931.66
	Hourly	26.043436	27.345607	28.712887	30.148531	31.655959	33.238755	34.900693	36.645728
016025 \ Construction Inspector I OFFT \ 023	Yearly	48,139.45	50,546.43	53,073.75	55,727.43	58,513.81	61,439.49	64,511.47	67,737.04
	Bi - weekly	1,851.52	1,944.09	2,041.30	2,143.36	2,250.53	2,363.06	2,481.21	2,605.27
	Hourly	23.143968	24.301166	25.516224	26.792035	28.131638	29.538218	31.015130	32.565886
016026 \ Construction Inspector II OFFT \ 024	Yearly	54,113.12	56,818.78	59,659.72	62,642.71	65,774.84	69,063.59	72,516.76	76,142.60
	Bi - weekly	2,081.27	2,185.34	2,294.60	2,409.33	2,529.80	2,656.29	2,789.11	2,928.56
	Hourly	26.015925	27.316722	28.682558	30.116685	31.622520	33.203647	34.863828	36.607020
016027 \ Construction Inspector III OFFT \ 025	Yearly	56,818.68	59,659.62	62,642.60	65,774.73	69,063.47	72,516.64	76,142.48	79,949.59
	Bi - weekly	2,185.33	2,294.60	2,409.33	2,529.80	2,656.29	2,789.10	2,928.56	3,074.98
	Hourly	27.316675	28.682509	30.116634	31.622467	33.203591	34.863769	36.606959	38.437305
003909 \ Cultural Facilities Attendant OPMT \ 059	Yearly	34,904.18	36,649.39	38,481.86	40,405.95	42,426.25	44,547.56	46,774.94	49,113.69
	Bi - weekly	1,342.47	1,409.59	1,480.07	1,554.08	1,631.78	1,713.37	1,799.04	1,888.99
	Hourly	16.780856	17.619900	18.500894	19.425939	20.397236	21.417098	22.487953	23.612350
015088 \ Curator of Historical Exhibtns SUPV \ 047	Yearly	47,735.54	50,122.32	52,628.43	55,259.85	58,022.85	60,923.99	63,970.19	67,168.70
	Bi - weekly	1,835.98	1,927.78	2,024.17	2,125.38	2,231.65	2,343.23	2,460.39	2,583.41
	Hourly	22.949779	24.097267	25.302131	26.567237	27.895599	29.290378	30.754898	32.292642
015018 \ Custodial Supervisor SUPV \ 006	Yearly	37,177.06	39,035.91	40,987.71	43,037.09	45,188.94	47,448.39	49,820.81	52,311.85
	Bi - weekly	1,429.89	1,501.38	1,576.45	1,655.27	1,738.04	1,824.94	1,916.19	2,011.99
	Hourly	17.873585	18.767264	19.705628	20.690909	21.725454	22.811727	23.952313	25.149929
003606 \ Custodian I OPMT \ 003	Yearly	29,639.81	31,121.80	32,677.89	34,311.78	36,027.37	37,828.74	39,720.18	41,706.19
	Bi - weekly	1,139.99	1,196.99	1,256.84	1,319.68	1,385.67	1,454.95	1,527.70	1,604.98
	Hourly	14.249908	14.962403	15.710522	16.496049	17.320852	18.186894	19.096238	20.051051

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
003922 \ Custodian II	Yearly	31,121.41	32,677.48	34,311.36	36,026.93	37,828.27	39,719.68	41,705.67	43,790.95
OPMT \ 067	Bi - weekly	1,196.98	1,256.83	1,319.67	1,385.65	1,454.93	1,527.68	1,604.06	1,684.27
	Hourly	14.962217	15.710328	16.495845	17.320637	18.186669	19.096002	20.050802	21.053342
016971 \ Customer Service Assistant	Yearly	34,176.56	35,885.39	37,679.66	39,563.64	41,541.82	43,618.91	45,799.86	48,089.85
OFFT \ 131	Bi - weekly	1,314.48	1,380.21	1,449.22	1,521.68	1,597.76	1,677.65	1,761.53	1,849.61
	Hourly	16.431037	17.252590	18.115219	19.020980	19.972029	20.970631	22.019162	23.120120
016972 \ Customer Service Rep	Yearly	35,913.08	37,708.73	39,594.17	41,573.88	43,652.57	45,835.20	48,126.96	50,533.31
OFFT \ 132	Bi - weekly	1,381.27	1,450.34	1,522.85	1,599.00	1,678.95	1,762.89	1,851.04	1,943.59
	Hourly	17.265904	18.129199	19.035659	19.987443	20.986814	22.036155	23.137963	24.294861
016973 \ Customer Service Specialist	Yearly	40,600.92	42,630.96	44,762.51	47,000.64	49,350.67	51,818.20	54,409.11	57,129.57
OFFT \ 133	Bi - weekly	1,561.57	1,639.65	1,721.64	1,807.72	1,898.10	1,993.01	2,092.66	2,197.29
	Hourly	19.519672	20.495655	21.520438	22.596459	23.726283	24.912597	26.158228	27.466138
015098 \ Customer Service Supervisor	Yearly	46,274.35	48,588.06	51,017.47	53,568.34	56,246.76	59,059.10	62,012.05	65,112.65
SUPV \ 055	Bi - weekly	1,779.78	1,868.77	1,962.21	2,060.32	2,163.34	2,271.50	2,385.08	2,504.33
	Hourly	22.247283	23.359646	24.527629	25.754011	27.041711	28.393796	29.813486	31.304160
016914 \ Customer Service Trainee	Yearly	30,910.05	32,455.56	34,078.33	35,782.25	37,571.36	39,449.93	41,422.43	43,493.55
OFFT \ 106	Bi - weekly	1,188.85	1,248.29	1,310.71	1,376.24	1,445.05	1,517.31	1,593.17	1,672.83
	Hourly	14.860602	15.603632	16.383814	17.203006	18.063155	18.966313	19.914629	20.910360
016126 \ Data Entry Technician	Yearly	30,528.48	32,054.91	33,657.65	35,340.53	37,107.56	38,962.94	40,911.09	42,956.64
OFFT \ 068	Bi - weekly	1,174.17	1,232.88	1,294.52	1,359.25	1,427.21	1,498.57	1,573.50	1,652.18
	Hourly	14.677154	15.411012	16.181562	16.990641	17.840172	18.732181	19.668791	20.652230
016217 \ Department Systems Spclst I	Yearly	54,501.93	57,227.03	60,088.38	63,092.80	66,247.44	69,559.81	73,037.80	76,689.69
OFFT \ 084	Bi - weekly	2,096.23	2,201.04	2,311.09	2,426.65	2,547.98	2,675.38	2,809.15	2,949.60
	Hourly	26.202851	27.512994	28.888643	30.333076	31.849730	33.442215	35.114326	36.870042
016218 \ Department Systems Spclst II	Yearly	59,958.54	62,956.46	66,104.29	69,409.50	72,879.98	76,523.97	80,350.17	84,367.68
OFFT \ 085	Bi - weekly	2,306.10	2,421.40	2,542.47	2,669.60	2,803.08	2,943.23	3,090.39	3,244.91
	Hourly	28.826220	30.267530	31.780907	33.369952	35.038450	36.790372	38.629890	40.561385
016004 \ Development Services Tech I	Yearly	45,363.17	47,631.33	50,012.90	52,513.54	55,139.22	57,896.18	60,790.99	63,830.54
OFFT \ 004	Bi - weekly	1,744.74	1,831.97	1,923.57	2,019.75	2,120.74	2,226.78	2,338.11	2,455.02
	Hourly	21.809217	22.899678	24.044662	25.246895	26.509240	27.834702	29.226437	30.687759
016005 \ Development Services Tech II	Yearly	47,631.23	50,012.79	52,513.43	55,139.10	57,896.05	60,790.85	63,830.40	67,021.92
OFFT \ 005	Bi - weekly	1,831.97	1,923.57	2,019.75	2,120.73	2,226.77	2,338.11	2,455.02	2,577.72
	Hourly	22.899628	24.044609	25.246840	26.509181	27.834641	29.226372	30.687691	32.222076

13257702

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
016006 \ Development Services Tech III OFFT \ 006	Yearly	50,012.76	52,513.39	55,139.06	57,896.01	60,790.82	63,830.36	67,021.87	70,372.97
	Bi - weekly	1,923.57	2,019.75	2,120.73	2,226.77	2,338.11	2,455.01	2,577.76	2,706.65
	Hourly	24.044595	25.246823	26.509165	27.834622	29.226354	30.687672	32.222055	33.833158
002049 \ Dispatcher I POAM \ 020	Yearly	46,654.33	48,987.05	51,436.40	54,008.22	56,708.63			
	Bi - weekly	1,794.40	1,884.12	1,978.32	2,077.24	2,181.10			
	Hourly	22.429967	23.551465	24.729039	25.965490	27.263765			
002050 \ Dispatcher II POAM \ 021	Yearly	57,047.81	59,900.20	62,895.21	66,039.97	69,341.97			
	Bi - weekly	2,194.15	2,303.85	2,419.05	2,540.00	2,667.00			
	Hourly	27.426831	28.798173	30.238081	31.749985	33.337485			
002051 \ Dispatcher III POAM \ 022	Yearly	65,507.21	68,782.57	72,221.70	75,832.78	79,624.42			
	Bi - weekly	2,519.51	2,645.48	2,777.76	2,916.65	3,062.48			
	Hourly	31.493850	33.068543	34.721970	36.458069	38.280972			
007901 \ DOU O & M Serviceworker App WATR \ 003	Yearly	36,078.72	37,882.66	39,776.79	43,754.47				
	Bi - weekly	1,387.64	1,457.03	1,529.88	1,682.86				
	Hourly	17.345539	18.212816	19.123457	21.035802				
007002 \ DOU Ops and Maintenance Ldwkr WATR \ 002	Yearly	55,383.06	58,152.21	61,059.83	64,112.82	67,318.46	70,684.38	74,218.60	77,929.53
	Bi - weekly	2,130.12	2,236.62	2,348.45	2,465.88	2,589.17	2,718.63	2,854.56	2,997.29
	Hourly	26.626471	27.957795	29.355685	30.823469	32.364642	33.982875	35.682019	37.466119
007015 \ DOU Ops and Maintenance Spec WATR \ 007	Yearly	52,827.73	55,475.15	58,248.91	61,161.35	64,219.42	67,430.39	70,801.91	74,342.01
	Bi - weekly	2,031.84	2,133.66	2,240.34	2,352.36	2,469.98	2,593.48	2,723.15	2,859.31
	Hourly	25.397946	26.670746	28.004283	29.404497	30.874722	32.418458	34.039380	35.741350
007001 \ DOU Ops and Maintenance Srvwkr WATR \ 001	Yearly	50,317.60	52,833.48	55,475.15	58,248.91	61,161.36	64,219.42	67,430.39	70,801.91
	Bi - weekly	1,935.29	2,032.06	2,133.66	2,240.34	2,352.36	2,469.98	2,593.48	2,723.15
	Hourly	24.191152	25.400709	26.670746	28.004283	29.404498	30.874723	32.418458	34.039380
015103 \ DOU Ops and Maintenance Sup SUPV \ 059	Yearly	62,758.13	65,896.04	69,190.84	72,650.38	76,282.90	80,097.04	84,101.89	88,306.99
	Bi - weekly	2,413.77	2,534.46	2,661.19	2,794.25	2,933.96	3,080.66	3,234.69	3,396.42
	Hourly	30.172178	31.680786	33.264825	34.928067	36.674470	38.508193	40.433603	42.455284
015020 \ Drainage Supervisor SUPV \ 007	Yearly	45,465.40	47,738.66	50,125.60	52,631.88	55,263.47	58,026.65	60,927.98	63,974.38
	Bi - weekly	1,748.67	1,836.10	1,927.91	2,024.30	2,125.52	2,231.79	2,343.38	2,460.55
	Hourly	21.858364	22.951281	24.098845	25.303788	26.568977	27.897426	29.292297	30.756913
016201 \ Elder Care Assistant OFFT \ 071	Yearly	20,349.43	21,366.90	22,435.25	23,557.01	24,734.86	25,971.60		
	Bi - weekly	782.67	821.80	862.89	906.04	951.34	998.91		
	Hourly	9.783380	10.272550	10.786176	11.325485	11.891760	12.486348		

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
016039 \ Electrical Constructn Insp I OFFT \ 026	Yearly	45,808.07	48,098.48	50,503.40	53,028.57	55,680.00	58,464.00	61,387.19	64,456.56
	Bi - weekly	1,761.85	1,849.94	1,942.44	2,039.56	2,141.54	2,248.62	2,361.05	2,479.10
	Hourly	22.023111	23.124267	24.280480	25.494504	26.769229	28.107690	29.513074	30.988729
016040 \ Electrical Constructn Insp II OFFT \ 027	Yearly	50,400.11	52,920.12	55,566.13	58,344.43	61,261.65	64,324.74	67,540.97	70,918.02
	Bi - weekly	1,938.47	2,035.39	2,137.16	2,244.02	2,356.22	2,474.03	2,597.73	2,727.62
	Hourly	24.230824	25.442364	26.714483	28.050206	29.452718	30.925354	32.471621	34.095202
016041 \ Electrical Constructn Insp III OFFT \ 028	Yearly	53,596.06	56,275.86	59,089.66	62,044.14	65,146.35	68,403.66	71,823.84	75,415.04
	Bi - weekly	2,061.39	2,164.46	2,272.68	2,386.31	2,505.63	2,630.91	2,762.46	2,900.58
	Hourly	25.767336	27.055703	28.408488	29.828911	31.320358	32.886376	34.530694	36.257229
006004 \ Electrician BLDG \ 003	Yearly	50,595.29	54,389.93	58,469.18	62,854.37	67,568.44	72,636.08	78,083.78	83,940.07
	Bi - weekly	1,945.97	2,091.92	2,248.81	2,417.48	2,598.79	2,793.70	3,003.22	3,228.46
	Hourly	24.324657	26.149006	28.110182	30.218446	32.484829	34.921191	37.540281	40.355802
006007 \ Electrician Lineworker BLDG \ 005	Yearly	49,107.30	52,790.34	56,749.62	61,005.84	65,581.28	70,499.88	75,787.37	81,471.42
	Bi - weekly	1,888.74	2,030.40	2,182.68	2,346.38	2,522.36	2,711.53	2,914.90	3,133.52
	Hourly	23.609277	25.379973	27.283471	29.329731	31.529461	33.894171	36.436233	39.168951
006006 \ Electrician Supervisor BLDG \ 004	Yearly	58,705.51	63,108.42	67,841.56	72,929.67	78,399.40	84,279.35	90,600.30	97,395.33
	Bi - weekly	2,257.90	2,427.25	2,609.29	2,804.99	3,015.36	3,241.51	3,484.63	3,745.97
	Hourly	28.223803	30.340588	32.616132	35.062342	37.692018	40.518919	43.557838	46.824676
003615 \ Electronic Maint Tech I OPMT \ 007	Yearly	52,588.28	55,217.70	57,978.58	60,877.52	63,921.39	67,117.46	70,473.33	73,997.00
	Bi - weekly	2,022.63	2,123.76	2,229.95	2,341.44	2,458.51	2,581.44	2,710.51	2,846.04
	Hourly	25.282828	26.546970	27.874319	29.268036	30.731436	32.268009	33.881409	35.575480
003616 \ Electronic Maint Tech II OPMT \ 008	Yearly	55,217.82	57,978.71	60,877.65	63,921.53	67,117.60	70,473.49	73,997.16	77,697.02
	Bi - weekly	2,123.76	2,229.95	2,341.45	2,458.52	2,581.45	2,710.52	2,846.04	2,988.35
	Hourly	26.547029	27.874380	29.268099	30.731503	32.268079	33.881483	35.575557	37.354335
003614 \ Electronic Maint Tech Trnee OPMT \ 006	Yearly	47,807.55	50,197.93	52,707.82	55,343.21	58,110.37	61,015.89	64,066.68	67,270.02
	Bi - weekly	1,838.75	1,930.69	2,027.22	2,128.58	2,235.01	2,346.77	2,464.10	2,587.31
	Hourly	22.984397	24.133618	25.340298	26.607312	27.937679	29.334563	30.801290	32.341355
015044 \ Enforcement & Collections Supv SUPV \ 021	Yearly	47,199.99	49,559.99	52,037.99	54,639.89	57,371.88	60,240.48	63,252.50	66,415.12
	Bi - weekly	1,815.38	1,906.15	2,001.46	2,101.53	2,206.61	2,316.94	2,432.79	2,554.43
	Hourly	22.692303	23.826916	25.018263	26.269177	27.582635	28.961767	30.409855	31.930348
003608 \ Engineering Aide I OPMT \ 004	Yearly	36,459.56	38,282.54	40,196.67	42,206.50	44,316.82	46,532.66	48,859.30	51,302.26
	Bi - weekly	1,402.29	1,472.41	1,546.03	1,623.33	1,704.49	1,789.72	1,879.20	1,973.16
	Hourly	17.528635	18.405067	19.325320	20.291586	21.306165	22.371473	23.490047	24.664549

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
003609 \ Engineering Aide II	Yearly	41,232.59	43,294.21	45,458.92	47,731.87	50,118.46	52,624.39	55,255.61	58,018.39
OPMT \ 005	Bi - weekly	1,585.87	1,665.16	1,748.42	1,835.84	1,927.63	2,024.01	2,125.22	2,231.48
	Hourly	19.823358	20.814526	21.855252	22.948014	24.095415	25.300187	26.565196	27.893455
016930 \ Engineering Technician I	Yearly	43,294.58	45,459.31	47,732.28	50,118.89	52,624.84	55,256.08	58,018.88	60,919.83
OFFT \ 110	Bi - weekly	1,665.18	1,748.44	1,835.86	1,927.65	2,024.03	2,125.23	2,231.50	2,343.07
	Hourly	20.814704	21.855438	22.948210	24.095621	25.300402	26.565422	27.893693	29.288378
016931 \ Engineering Technician II	Yearly	45,459.29	47,732.25	50,118.87	52,624.81	55,256.05	58,018.85	60,919.79	63,965.78
OFFT \ 111	Bi - weekly	1,748.43	1,835.86	1,927.65	2,024.03	2,125.23	2,231.49	2,343.07	2,460.22
	Hourly	21.855427	22.948198	24.095608	25.300388	26.565408	27.893679	29.288362	30.752780
016939 \ Engineering Technician III	Yearly	50,005.52	52,505.80	55,131.09	57,887.64	60,782.03	63,821.13	67,012.18	70,362.79
OFFT \ 116	Bi - weekly	1,923.29	2,019.45	2,120.43	2,226.45	2,337.77	2,454.66	2,577.39	2,706.26
	Hourly	24.041117	25.243172	26.505330	27.830597	29.222128	30.683234	32.217395	33.828265
012057 \ Equipment Body Mechanic I	Yearly	45,380.94	47,649.99	50,032.49	52,534.11	55,160.82	57,918.86	60,814.80	63,855.54
IAMA \ 010	Bi - weekly	1,745.42	1,832.69	1,924.33	2,020.54	2,121.57	2,227.65	2,339.03	2,455.98
	Hourly	21.817759	22.908647	24.054080	25.256783	26.519623	27.845604	29.237884	30.699778
012002 \ Equipment Body Mechanic II	Yearly	49,664.00	52,147.20	54,754.55	57,492.28	60,366.90	63,385.24	66,554.50	69,882.23
IAMA \ 001	Bi - weekly	1,910.15	2,005.66	2,105.94	2,211.24	2,321.80	2,437.89	2,559.79	2,687.78
	Hourly	23.876921	25.070767	26.324305	27.640520	29.022546	30.473673	31.997357	33.597225
012058 \ Equipment Body Mechanic III	Yearly	52,460.42	55,083.44	57,837.61	60,729.49	63,765.97	66,954.26	70,301.98	73,817.07
IAMA \ 011	Bi - weekly	2,017.71	2,118.59	2,224.52	2,335.75	2,452.54	2,575.16	2,703.92	2,839.12
	Hourly	25.221354	26.482422	27.806543	29.196870	30.656714	32.189549	33.799027	35.488978
015053 \ Equipment Maint Supv	Yearly	57,558.84	60,436.79	63,458.63	66,631.56	69,963.14	73,461.29	77,134.36	80,991.08
SUPV \ 026	Bi - weekly	2,213.80	2,324.49	2,440.72	2,562.75	2,690.89	2,825.43	2,966.71	3,115.04
	Hourly	27.672521	29.056148	30.508955	32.034402	33.636123	35.317929	37.083826	38.938017
012009 \ Equipment Mechanic I	Yearly	45,380.94	47,649.99	50,032.49	52,534.11	55,160.82	57,918.86	60,814.80	63,855.54
IAMA \ 006	Bi - weekly	1,745.42	1,832.69	1,924.33	2,020.54	2,121.57	2,227.65	2,339.03	2,455.98
	Hourly	21.817759	22.908647	24.054080	25.256783	26.519623	27.845604	29.237884	30.699778
012003 \ Equipment Mechanic II	Yearly	49,664.00	52,147.20	54,754.55	57,492.28	60,366.90	63,385.24	66,554.50	69,882.23
IAMA \ 002	Bi - weekly	1,910.15	2,005.66	2,105.94	2,211.24	2,321.80	2,437.89	2,559.79	2,687.78
	Hourly	23.876921	25.070767	26.324305	27.640520	29.022546	30.473673	31.997357	33.597225
012004 \ Equipment Mechanic III	Yearly	52,460.42	55,083.44	57,837.61	60,729.49	63,765.97	66,954.26	70,301.98	73,817.07
IAMA \ 003	Bi - weekly	2,017.71	2,118.59	2,224.52	2,335.75	2,452.54	2,575.16	2,703.92	2,839.12
	Hourly	25.221354	26.482422	27.806543	29.196870	30.656714	32.189549	33.799027	35.488978

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**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
012006 \ Equipment Serviceworker IAMA \ 005	Yearly	33,860.63	35,553.67	37,331.35	39,197.91	41,157.81	43,215.70	45,376.49	47,645.31
	Bi - weekly	1,302.33	1,367.45	1,435.82	1,507.61	1,582.99	1,662.14	1,745.25	1,832.51
	Hourly	16.279150	17.093108	17.947763	18.845151	19.787409	20.776779	21.815618	22.906399
016043 \ Events Coordinator OFFT \ 029	Yearly	41,285.63	43,349.91	45,517.40	47,793.27	50,182.94	52,692.08	55,326.69	58,093.02
	Bi - weekly	1,587.91	1,667.30	1,750.67	1,838.20	1,930.11	2,026.62	2,127.95	2,234.35
	Hourly	19.848859	20.841301	21.883366	22.977534	24.126411	25.332732	26.599368	27.929336
016044 \ Exhibits Coordinator OFFT \ 030	Yearly	36,302.05	38,117.15	40,023.01	42,024.16	44,125.37	46,331.63	48,648.21	51,080.62
	Bi - weekly	1,396.23	1,466.04	1,539.35	1,616.31	1,697.13	1,781.99	1,871.09	1,964.64
	Hourly	17.452907	18.325553	19.241830	20.203921	21.214118	22.274823	23.388564	24.557992
016916 \ Facility Drawings Technician OFFT \ 107	Yearly	45,363.17	47,631.33	50,012.90	52,513.54	55,139.22	57,896.18	60,790.99	63,830.54
	Bi - weekly	1,744.74	1,831.97	1,923.57	2,019.75	2,120.74	2,226.78	2,338.11	2,455.02
	Hourly	21.809217	22.899678	24.044662	25.246895	26.509240	27.834702	29.226437	30.687759
015092 \ Financial Services Supervisor SUPV \ 049	Yearly	44,045.67	46,247.96	48,560.35	50,988.37	53,537.79	56,214.68	59,025.41	61,976.68
	Bi - weekly	1,694.06	1,778.77	1,867.71	1,961.09	2,059.15	2,162.10	2,270.21	2,383.72
	Hourly	21.175804	22.234594	23.346324	24.513640	25.739321	27.026288	28.377602	29.796482
016974 \ Fingerprint Clerk OFFT \ 134	Yearly	38,510.79	40,436.33	42,458.15	44,581.05	46,810.11	49,150.61	51,608.14	54,188.55
	Bi - weekly	1,481.18	1,555.24	1,633.01	1,714.66	1,800.39	1,890.41	1,984.93	2,084.17
	Hourly	18.514804	19.440544	20.412570	21.433199	22.504859	23.630101	24.811607	26.052187
005170 \ Fire Battalion Chief FR56 \ 007	Yearly	101,278.04	106,341.94	111,659.04	117,241.99	123,104.09			
	Bi - weekly	3,895.31	4,090.07	4,294.58	4,509.31	4,734.77			
	Hourly	34.779547	36.518524	38.344450	40.261673	42.274756			
FA7 \ Fire Battalion Chief (Admin) FR40 \ FA7	Yearly	101,278.04	106,341.94	111,659.04	117,241.99	123,104.09			
	Bi - weekly	3,895.31	4,090.07	4,294.58	4,509.31	4,734.77			
	Hourly	48.691365	51.125933	53.682230	56.366342	59.184659			
005020 \ Fire Captain FR56 \ 002	Yearly	79,289.60	83,254.08	87,416.78	91,787.62	96,377.01			
	Bi - weekly	3,049.60	3,202.08	3,362.18	3,530.29	3,706.81			
	Hourly	27.228571	28.590000	30.019500	31.520475	33.096499			
FA5 \ Fire Captain (Admin) FR40 \ FA5	Yearly	80,554.88	84,582.62	88,811.75	93,252.34	97,914.96			
	Bi - weekly	3,098.26	3,253.18	3,415.84	3,586.63	3,765.96			
	Hourly	38.728306	40.664722	42.697958	44.832855	47.074498			
005150 \ Fire Captain (Paramedic) FR56 \ 005	Yearly	82,461.24	86,584.30	90,913.51	95,459.19	100,232.15			
	Bi - weekly	3,171.59	3,330.17	3,496.67	3,671.51	3,855.08			
	Hourly	28.317732	29.733619	31.220300	32.781315	34.420381			

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description	Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
FA6 \ Fire Captain (Paramedic-Admin)	Yearly	83,695.83	87,880.62	92,274.65	96,888.38	101,732.80			
FR40 \ FA6	Bi - weekly	3,219.07	3,380.02	3,549.03	3,726.48	3,912.80			
	Hourly	40.238380	42.250299	44.362814	46.580954	48.910002			
005050 \ Fire Engineer	Yearly	70,133.90	73,640.60	77,322.63	81,188.76	85,248.20			
FR56 \ 003	Bi - weekly	2,697.46	2,832.33	2,973.95	3,122.64	3,278.78			
	Hourly	24.084444	25.288667	26.553100	27.880755	29.274793			
FA3 \ Fire Engineer (Admin)	Yearly	71,310.20	74,875.71	78,619.49	82,550.47	86,677.99			
FR40 \ FA3	Bi - weekly	2,742.70	2,879.83	3,023.83	3,175.02	3,333.77			
	Hourly	34.283748	35.997935	37.797832	39.687724	41.672110			
005141 \ Fire Engineer (PAR)	Yearly	72,939.19	76,586.15	80,415.46	84,436.24	88,658.05			
FR56 \ 004	Bi - weekly	2,805.35	2,945.62	3,092.90	3,247.55	3,409.92			
	Hourly	25.047800	26.300190	27.615200	28.995960	30.445758			
FA4 \ Fire Engineer(Paramedic-Admin)	Yearly	74,024.86	77,726.10	81,612.41	85,693.03	89,977.68			
FR40 \ FA4	Bi - weekly	2,847.11	2,989.47	3,138.94	3,295.89	3,460.68			
	Hourly	35.588874	37.368317	39.236733	41.198570	43.258498			
005067 \ Fire Investigator I	Yearly	69,471.31	72,944.87	76,592.11	80,421.72	84,442.80			
FR40 \ 004	Bi - weekly	2,671.97	2,805.57	2,945.85	3,093.14	3,247.80			
	Hourly	33.399666	35.069649	36.823131	38.664288	40.597502			
005068 \ Fire Investigator II	Yearly	78,498.02	82,422.92	86,544.07	90,871.27	95,414.84			
FR40 \ 005	Bi - weekly	3,019.15	3,170.11	3,328.62	3,495.05	3,669.80			
	Hourly	37.739434	39.626406	41.607726	43.688112	45.872518			
005065 \ Fire Prevention Officer I	Yearly	59,610.22	62,590.73	65,720.26	69,006.28	72,456.59			
FR40 \ 002	Bi - weekly	2,292.70	2,407.34	2,527.70	2,654.09	2,786.79			
	Hourly	28.658757	30.091695	31.596280	33.176094	34.834899			
005066 \ Fire Prevention Officer II	Yearly	64,337.05	67,553.91	70,931.60	74,478.18	78,202.09			
FR40 \ 003	Bi - weekly	2,474.50	2,598.23	2,728.14	2,864.55	3,007.77			
	Hourly	30.931275	32.477839	34.101730	35.806817	37.597158			
005064 \ Fire Prevention Officer Trnee	Yearly	46,731.53	49,068.11						
FR40 \ 001	Bi - weekly	1,797.37	1,887.23						
	Hourly	22.467081	23.590435						
011018 \ Fire Protection Engineer	Yearly	75,448.70	79,221.14	83,182.19	87,341.30	91,708.37	96,293.79	101,108.48	106,163.90
WCOE \ 009	Bi - weekly	2,901.87	3,046.97	3,199.32	3,359.28	3,527.24	3,703.61	3,888.79	4,083.23
	Hourly	36.273414	38.087085	39.991439	41.991011	44.090562	46.295090	48.609844	51.040336

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description	Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
012014 \ Fire Service Worker IAMA \ 009	Yearly	39,115.86	41,071.66	43,125.24	45,281.50	47,545.58	49,922.86	52,419.00	55,039.95
	Bi - weekly	1,504.46	1,579.68	1,658.66	1,741.60	1,828.68	1,920.11	2,016.12	2,116.92
	Hourly	18.805703	19.745989	20.733288	21.769952	22.858450	24.001373	25.201441	26.461513
005010 \ Firefighter FR56 \ 001	Yearly	59,022.08	61,973.18	65,071.84	68,325.44	71,741.71			
	Bi - weekly	2,270.08	2,383.58	2,502.76	2,627.90	2,759.30			
	Hourly	20.268571	21.282000	22.346100	23.463405	24.636575			
FA1 \ Firefighter (Admin) FR40 \ FA1	Yearly	59,948.19	62,945.60	66,092.88	69,397.53	72,867.40			
	Bi - weekly	2,305.70	2,420.98	2,542.03	2,669.14	2,802.59			
	Hourly	28.821247	30.262309	31.775424	33.364196	35.032405			
005160 \ Firefighter (Par) FR56 \ 006	Yearly	64,924.26	68,170.47	71,579.00	75,157.95	78,915.85			
	Bi - weekly	2,497.09	2,621.94	2,753.04	2,890.69	3,035.22			
	Hourly	22.295420	23.410190	24.580700	25.809735	27.100222			
FA2 \ Firefighter (Paramedic-Admin) FR40 \ FA2	Yearly	65,980.45	69,279.48	72,743.45	76,380.62	80,199.65			
	Bi - weekly	2,537.71	2,664.60	2,797.83	2,937.72	3,084.60			
	Hourly	31.721372	33.307441	34.972813	36.721453	38.557526			
016045 \ Fleet Management Technician OFFT \ 031	Yearly	52,621.88	55,252.97	58,015.62	60,916.40	63,962.22	67,160.33	70,518.35	74,044.27
	Bi - weekly	2,023.92	2,125.11	2,231.37	2,342.94	2,460.09	2,583.09	2,712.24	2,847.86
	Hourly	25.298979	26.563928	27.892125	29.286732	30.751068	32.288621	33.903052	35.598205
016976 \ Fleet Service Coordinator OFFT \ 136	Yearly	37,756.16	39,643.97	41,626.17	43,707.48	45,892.85	48,187.50	50,596.87	53,126.71
	Bi - weekly	1,452.16	1,524.77	1,601.01	1,681.06	1,765.11	1,853.37	1,946.03	2,043.34
	Hourly	18.152002	19.059602	20.012582	21.013210	22.063871	23.167065	24.325419	25.541689
016047 \ Forensic Investigator I OFFT \ 032	Yearly	47,211.08	49,571.63	52,050.22	54,652.72	57,385.36	60,254.63	63,267.36	66,430.73
	Bi - weekly	1,815.81	1,906.60	2,001.93	2,102.03	2,207.13	2,317.49	2,433.36	2,555.03
	Hourly	22.697634	23.832516	25.024142	26.275348	27.589116	28.968572	30.417000	31.937850
016048 \ Forensic Investigator II OFFT \ 033	Yearly	51,932.19	54,528.80	57,255.23	60,118.00	63,123.90	66,280.09	69,594.10	73,073.80
	Bi - weekly	1,997.39	2,097.26	2,202.12	2,312.23	2,427.84	2,549.23	2,676.70	2,810.53
	Hourly	24.967397	26.215767	27.526555	28.902883	30.348028	31.865429	33.458701	35.131635
003681 \ General Helper OPMT \ 052	Yearly	20,991.45	22,041.02	23,143.07	24,300.23	25,515.24	26,791.00	28,130.55	29,537.08
	Bi - weekly	807.36	847.73	890.12	934.62	981.36	1,030.42	1,081.94	1,136.04
	Hourly	10.092043	10.596646	11.126478	11.682801	12.266942	12.880289	13.524304	14.200519
012010 \ General Repair Worker IAMA \ 007	Yearly	38,791.96	40,731.56	42,768.14	44,906.55	47,151.87	49,509.47	51,984.94	54,584.19
	Bi - weekly	1,492.00	1,566.60	1,644.93	1,727.17	1,813.53	1,904.21	1,999.42	2,099.38
	Hourly	18.649982	19.582481	20.561605	21.589685	22.669170	23.802628	24.992759	26.242397

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**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description	Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
006061 \ Generator Technician BLDG \ 023	Yearly	55,558.38	58,336.30	61,253.12	64,315.77	67,531.56	70,908.14	74,453.55	78,176.22
	Bi - weekly	2,136.86	2,243.70	2,355.89	2,473.68	2,597.37	2,727.24	2,863.60	3,006.78
	Hourly	26.710761	28.046299	29.448614	30.921045	32.467097	34.090452	35.794974	37.584723
017026 \ GIS Specialist I PROF \ 014	Yearly	56,923.00	59,769.15	62,757.61	65,895.49	69,190.26	72,649.77	76,282.26	80,096.37
	Bi - weekly	2,189.35	2,298.81	2,413.75	2,534.44	2,661.16	2,794.22	2,933.93	3,080.63
	Hourly	27.366827	28.735167	30.171926	31.680523	33.264548	34.927775	36.674164	38.507872
017027 \ GIS Specialist II PROF \ 015	Yearly	62,617.81	65,748.70	69,036.13	72,487.94	76,112.33	79,917.95	83,913.85	88,109.54
	Bi - weekly	2,408.38	2,528.80	2,655.24	2,788.00	2,927.40	3,073.77	3,227.46	3,388.83
	Hourly	30.104714	31.609950	33.190447	34.849970	36.592468	38.422091	40.343196	42.360356
017028 \ GIS Specialist III PROF \ 016	Yearly	68,877.42	72,321.29	75,937.35	79,734.22	83,720.93	87,906.98	92,302.33	96,917.44
	Bi - weekly	2,649.13	2,781.59	2,920.67	3,066.70	3,220.04	3,381.04	3,550.09	3,727.59
	Hourly	33.114142	34.769849	36.508342	38.333760	40.250447	42.262970	44.376118	46.594924
003618 \ Golf Course Marshal OPMT \ 009	Yearly	35,492.93	37,267.58	39,130.96	41,087.51	43,141.88	45,298.97	47,563.92	49,942.12
	Bi - weekly	1,365.11	1,433.37	1,505.04	1,580.29	1,659.30	1,742.27	1,829.38	1,920.85
	Hourly	17.063910	17.917106	18.812961	19.753609	20.741290	21.778353	22.867271	24.010635
015021 \ Golf Course Supervisor SUPV \ 008	Yearly	48,107.95	50,513.35	53,039.02	55,690.97	58,475.51	61,399.29	64,469.26	67,692.72
	Bi - weekly	1,850.31	1,942.82	2,039.96	2,141.96	2,249.06	2,361.51	2,479.59	2,603.57
	Hourly	23.128822	24.285262	25.499527	26.774503	28.113227	29.518889	30.994834	32.544575
017015 \ Graphic Designer PROF \ 009	Yearly	47,595.70	49,975.49	52,474.26	55,097.98	57,852.88	60,745.52	63,782.80	66,971.94
	Bi - weekly	1,830.60	1,922.13	2,018.24	2,119.15	2,225.11	2,336.37	2,453.18	2,575.84
	Hourly	22.882550	24.026678	25.228011	26.489412	27.813883	29.204577	30.664806	32.198046
016957 \ Graphics Assistant OFFT \ 127	Yearly	32,920.46	34,566.48	36,294.81	38,109.55	40,015.02	42,015.77	44,116.56	46,322.39
	Bi - weekly	1,266.17	1,329.48	1,395.95	1,465.75	1,539.04	1,615.99	1,696.79	1,781.63
	Hourly	15.827143	16.618499	17.449426	18.321897	19.237991	20.199891	21.209885	22.270380
003619 \ Greenskeeper OPMT \ 010	Yearly	35,483.29	37,257.46	39,120.33	41,076.34	43,130.16	45,286.67	47,551.00	49,928.55
	Bi - weekly	1,364.74	1,432.98	1,504.63	1,579.86	1,658.85	1,741.79	1,828.88	1,920.33
	Hourly	17.059274	17.912238	18.807850	19.748241	20.735654	21.772436	22.861059	24.004111
016977 \ Health Coverage Representative OFFT \ 138	Yearly	32,079.36	33,683.33	35,367.49	37,135.87	38,992.66	41,048.85	42,989.41	45,138.88
	Bi - weekly	1,233.82	1,295.51	1,360.29	1,428.30	1,499.72	1,578.80	1,653.44	1,736.11
	Hourly	15.422769	16.193907	17.003603	17.853783	18.746473	19.735025	20.667985	21.701385
015106 \ Health Coverage Supervisor SUPV \ 062	Yearly	49,073.93	51,527.63	54,104.01	56,809.21	59,649.67	62,632.16	65,763.76	69,051.95
	Bi - weekly	1,887.46	1,981.83	2,080.92	2,184.97	2,294.22	2,408.93	2,529.38	2,655.84
	Hourly	23.593237	24.772899	26.011545	27.312121	28.677728	30.111614	31.617194	33.198055

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
004010 \ HVAC Systems Mechanic PLNT \ 006	Yearly	58,202.73	61,112.86	64,168.51	67,376.93	70,745.78	74,283.07	77,997.22	81,897.08
	Bi - weekly	2,238.57	2,350.49	2,468.02	2,591.42	2,720.99	2,857.04	2,999.89	3,149.89
	Hourly	27.982080	29.381184	30.850244	32.392756	34.012394	35.713013	37.498665	39.373597
003648 \ Instrument Technician I OPMT \ 030	Yearly	50,513.37	53,039.04	55,690.99	58,475.54	61,399.32	64,469.29	67,692.75	71,077.39
	Bi - weekly	1,942.82	2,039.96	2,141.96	2,249.06	2,361.51	2,479.59	2,603.57	2,733.75
	Hourly	24.285276	25.499539	26.774516	28.113242	29.518904	30.994849	32.544592	34.171821
003649 \ Instrument Technician II OPMT \ 031	Yearly	56,874.35	59,718.07	62,703.98	65,839.17	69,131.13	72,587.69	76,217.07	80,027.93
	Bi - weekly	2,187.48	2,296.85	2,411.69	2,532.28	2,658.89	2,791.83	2,931.43	3,078.00
	Hourly	27.343439	28.710611	30.146142	31.653448	33.236121	34.897927	36.642823	38.474965
003646 \ Instrument Technician Trainee OPMT \ 028	Yearly	45,906.08	48,201.38	50,611.45	53,142.02	55,799.12	58,589.08	61,518.53	64,594.46
	Bi - weekly	1,765.62	1,853.90	1,946.59	2,043.92	2,146.12	2,253.43	2,366.10	2,484.40
	Hourly	22.070229	23.173740	24.332428	25.549050	26.826502	28.167827	29.576218	31.055029
015087 \ Instrumentation Supervisor SUPV \ 046	Yearly	65,353.99	68,621.69	72,052.78	75,655.42	79,438.19	83,410.10	87,580.60	91,959.63
	Bi - weekly	2,513.62	2,639.30	2,771.26	2,909.82	3,055.31	3,208.08	3,368.48	3,536.91
	Hourly	31.420189	32.991198	34.640759	36.372796	38.191437	40.101009	42.106059	44.211362
003921 \ Irrigation Technician OPMT \ 066	Yearly	39,675.28	41,659.04	43,741.99	45,929.09	48,225.55	50,636.82	53,168.67	55,827.10
	Bi - weekly	1,525.97	1,602.27	1,682.38	1,766.50	1,854.83	1,947.57	2,044.95	2,147.20
	Hourly	19.074652	20.028384	21.029804	22.081293	23.185359	24.344626	25.561858	26.839951
016219 \ IT Support Specialist I OFFT \ 086	Yearly	56,923.00	59,769.15	62,757.61	65,895.49	69,190.26	72,649.77	76,282.26	80,096.37
	Bi - weekly	2,189.35	2,298.81	2,413.75	2,534.44	2,661.16	2,794.22	2,933.93	3,080.63
	Hourly	27.366827	28.735167	30.171926	31.680523	33.264548	34.927775	36.674164	38.507872
016220 \ IT Support Specialist II OFFT \ 087	Yearly	62,617.81	65,748.70	69,036.13	72,487.94	76,112.33	79,917.95	83,913.85	88,109.54
	Bi - weekly	2,408.38	2,528.80	2,655.24	2,788.00	2,927.40	3,073.77	3,227.46	3,388.83
	Hourly	30.104714	31.609950	33.190447	34.849970	36.592468	38.422091	40.343196	42.360356
016221 \ IT Trainee OFFT \ 088	Yearly	43,551.59	45,729.17	48,015.63	50,416.41	52,937.23	55,584.09	58,363.30	61,281.46
	Bi - weekly	1,675.06	1,758.81	1,846.75	1,939.09	2,036.05	2,137.85	2,244.74	2,356.98
	Hourly	20.938264	21.985178	23.084436	24.238658	25.450591	26.723120	28.059277	29.462240
011013 \ Junior Architect WCOE \ 004	Yearly	49,964.41	52,462.63	55,085.76	57,840.05	60,732.05	63,768.66	66,957.09	70,304.94
	Bi - weekly	1,921.71	2,017.79	2,118.68	2,224.62	2,335.85	2,452.64	2,575.27	2,704.04
	Hourly	24.021351	25.222419	26.483540	27.807717	29.198103	30.658008	32.190908	33.800454
011010 \ Junior Engineer WCOE \ 001	Yearly	49,964.41	52,462.63	55,085.76	57,840.05	60,732.05	63,768.66	66,957.09	70,304.94
	Bi - weekly	1,921.71	2,017.79	2,118.68	2,224.62	2,335.85	2,452.64	2,575.27	2,704.04
	Hourly	24.021351	25.222419	26.483540	27.807717	29.198103	30.658008	32.190908	33.800454

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**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
011024 \ Junior Landscape Assistant WCOE \ 015	Yearly	49,964.41	52,462.63	55,085.76	57,840.05	60,732.05	63,768.66	66,957.09	70,304.94
	Bi - weekly	1,921.71	2,017.79	2,118.68	2,224.62	2,335.85	2,452.64	2,575.27	2,704.04
	Hourly	24.021351	25.222419	26.483540	27.807717	29.198103	30.658008	32.190908	33.800454
017004 \ Junior Planner PROF \ 004	Yearly	46,023.45	48,324.62	50,740.85	53,277.90	55,941.79	58,738.88	61,675.82	64,759.61
	Bi - weekly	1,770.13	1,858.64	1,951.57	2,049.15	2,151.61	2,259.19	2,372.15	2,490.75
	Hourly	22.126658	23.232991	24.394640	25.614373	26.895091	28.239846	29.651838	31.134429
004001 \ Junior Plant Operator PLNT \ 001	Yearly	42,916.87	45,062.71	47,315.85	49,681.64	52,165.72	54,774.01	57,512.71	60,388.34
	Bi - weekly	1,650.65	1,733.18	1,819.84	1,910.83	2,006.37	2,106.69	2,212.03	2,322.63
	Hourly	20.633110	21.664765	22.748003	23.885404	25.079673	26.333657	27.650341	29.032857
016053 \ Key Data Operator I OFFT \ 034	Yearly	29,639.81	31,121.80	32,677.89	34,311.78	36,027.37	37,828.74	39,720.18	41,706.19
	Bi - weekly	1,139.99	1,196.99	1,256.84	1,319.68	1,385.67	1,454.95	1,527.70	1,604.08
	Hourly	14.249908	14.962403	15.710522	16.496049	17.320852	18.186894	19.096238	20.051051
016945 \ Key Data Operator I (UNPY) OFFT \ 119	Yearly	29,639.81	31,121.80	32,677.89	34,311.78	36,027.37	37,828.74	39,720.18	41,706.19
	Bi - weekly	1,139.99	1,196.99	1,256.84	1,319.68	1,385.67	1,454.95	1,527.70	1,604.08
	Hourly	14.249908	14.962403	15.710522	16.496049	17.320852	18.186894	19.096238	20.051051
003673 \ Landfill Equipment Operator OPMT \ 048	Yearly	42,856.43	44,999.26	47,249.22	49,611.68	52,092.27	54,696.88	57,431.72	60,303.31
	Bi - weekly	1,648.32	1,730.74	1,817.28	1,908.14	2,003.55	2,103.73	2,208.91	2,319.36
	Hourly	20.604055	21.634258	22.715971	23.851769	25.044358	26.296575	27.611404	28.991974
003674 \ Landfill Equipment Operator R2 OPMT \ 049	Yearly	63,317.01	66,482.86	69,807.00	73,297.35	76,962.22			
	Bi - weekly	2,435.27	2,557.03	2,684.88	2,819.13	2,960.09			
	Hourly	30.440868	31.962911	33.561056	35.239109	37.001065			
011017 \ Landscape Assistant WCOE \ 008	Yearly	58,421.14	61,342.19	64,409.30	67,629.77	71,011.26	74,561.82	78,289.91	82,204.41
	Bi - weekly	2,246.97	2,359.32	2,477.28	2,601.14	2,731.20	2,867.76	3,011.15	3,161.71
	Hourly	28.087085	29.491439	30.966011	32.514311	34.140027	35.847028	37.639380	39.521349
016209 \ Landscape Technician I OFFT \ 077	Yearly	43,294.58	45,459.31	47,732.28	50,118.89	52,624.84	55,256.08	58,018.88	60,919.83
	Bi - weekly	1,665.18	1,748.44	1,835.86	1,927.65	2,024.03	2,125.23	2,231.50	2,343.07
	Hourly	20.814704	21.855438	22.948210	24.095621	25.300402	26.565422	27.893693	29.288378
016054 \ Landscape Technician II OFFT \ 035	Yearly	45,459.29	47,732.25	50,118.87	52,624.81	55,256.05	58,018.85	60,919.79	63,965.78
	Bi - weekly	1,748.43	1,835.86	1,927.65	2,024.03	2,125.23	2,231.49	2,343.07	2,460.22
	Hourly	21.855427	22.948198	24.095608	25.300388	26.565408	27.893679	29.288362	30.752780
016926 \ Lead Forensic Investigator OFFT \ 109	Yearly	57,125.52	59,981.79	62,980.88	66,129.93	69,436.43	72,908.25	76,553.66	80,381.34
	Bi - weekly	2,197.14	2,306.99	2,422.34	2,543.46	2,670.63	2,804.16	2,944.37	3,091.58
	Hourly	27.464191	28.837400	30.279271	31.793235	33.382897	35.052041	36.804642	38.644875

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description	Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
006009 \ Machinist BLDG \ 006	Yearly	50,028.62	53,780.77	57,814.32	62,150.40	66,811.68	71,822.55	77,209.24	82,999.94
	Bi - weekly	1,924.18	2,068.49	2,223.63	2,390.40	2,569.68	2,762.41	2,969.59	3,192.31
	Hourly	24.052220	25.856137	27.795347	29.879998	32.120998	34.530073	37.119828	39.903815
006011 \ Machinist Helper BLDG \ 008	Yearly	40,093.40	43,100.40	46,332.93	49,807.90	53,543.50	57,559.26	61,876.20	66,516.92
	Bi - weekly	1,542.05	1,657.71	1,782.04	1,915.69	2,059.37	2,213.82	2,379.85	2,558.34
	Hourly	19.275672	20.721347	22.275448	23.946107	25.742065	27.672720	29.748174	31.979287
006010 \ Machinist Supervisor BLDG \ 007	Yearly	58,099.54	62,457.00	67,141.28	72,176.88	77,590.14	83,409.40	89,665.11	96,389.99
	Bi - weekly	2,234.60	2,402.19	2,582.36	2,776.03	2,984.24	3,208.05	3,448.66	3,707.31
	Hourly	27.932471	30.027406	32.279462	34.700421	37.302953	40.100674	43.108225	46.341342
003651 \ Maintenance Worker OPMT \ 033	Yearly	32,919.98	34,565.98	36,294.27	38,108.99	40,014.44	42,015.16	44,115.92	46,321.71
	Bi - weekly	1,266.15	1,329.46	1,395.93	1,465.73	1,539.02	1,615.97	1,696.77	1,781.60
	Hourly	15.826911	16.618257	17.449170	18.321628	19.237709	20.199595	21.209575	22.270053
003650 \ Marina&Boating Facilities Attd OPMT \ 032	Yearly	34,904.18	36,649.39	38,481.86	40,405.95	42,426.25	44,547.56	46,774.94	49,113.69
	Bi - weekly	1,342.47	1,409.59	1,480.07	1,554.08	1,631.78	1,713.37	1,799.04	1,888.99
	Hourly	16.780856	17.619900	18.500894	19.425939	20.397236	21.417098	22.487953	23.612350
015056 \ Marina&Boating Facilities Supv SUPV \ 028	Yearly	50,014.68	52,515.42	55,141.19	57,898.25	60,793.16	63,832.82	67,024.46	70,375.68
	Bi - weekly	1,923.64	2,019.82	2,120.81	2,226.86	2,338.20	2,455.11	2,577.86	2,706.76
	Hourly	24.045521	25.247797	26.510187	27.835696	29.227480	30.688856	32.223298	33.834463
006054 \ Mechanical Maintenance Supv BLDG \ 016	Yearly	55,722.58	59,901.77	64,394.40	69,223.99	74,415.78	79,996.97	85,996.74	92,446.49
	Bi - weekly	2,143.18	2,303.91	2,476.71	2,662.46	2,862.15	3,076.81	3,307.57	3,555.63
	Hourly	26.789701	28.798928	30.958848	33.280762	35.776819	38.460080	41.344586	44.445430
016118 \ Media & Computer Specialist OFFT \ 066	Yearly	47,595.70	49,975.49	52,474.26	55,097.98	57,852.88	60,745.52	63,782.80	66,971.94
	Bi - weekly	1,830.60	1,922.13	2,018.24	2,119.15	2,225.11	2,336.37	2,453.18	2,575.84
	Hourly	22.882550	24.026678	25.228011	26.489412	27.813883	29.204577	30.664806	32.198046
017013 \ Media Production Specialist I PROF \ 007	Yearly	42,526.30	44,652.61	46,885.24	49,229.50	51,690.98	54,275.53	56,989.30	59,838.77
	Bi - weekly	1,635.63	1,717.41	1,803.28	1,893.44	1,988.11	2,087.52	2,191.90	2,301.49
	Hourly	20.445335	21.467601	22.540981	23.668030	24.851431	26.094003	27.398703	28.768639
017025 \ Media Production Specialist II PROF \ 013	Yearly	47,595.70	49,975.49	52,474.26	55,097.98	57,852.88	60,745.52	63,782.80	66,971.94
	Bi - weekly	1,830.60	1,922.13	2,018.24	2,119.15	2,225.11	2,336.37	2,453.18	2,575.84
	Hourly	22.882550	24.026678	25.228011	26.489412	27.813883	29.204577	30.664806	32.198046
003621 \ Meter Reader OPMT \ 011	Yearly	30,535.07	32,061.82	33,664.91	35,348.16	37,115.57	38,971.35	40,919.92	42,965.91
	Bi - weekly	1,174.43	1,233.15	1,294.80	1,359.54	1,427.52	1,498.90	1,573.84	1,652.52
	Hourly	14.680323	15.414338	16.185055	16.994308	17.844023	18.736225	19.673036	20.656688

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
015094 \ Meter Reading Supervisor SUPV \ 051	Yearly	44,879.70	47,123.68	49,479.87	51,953.86	54,551.56	57,279.13	60,143.09	63,150.24
	Bi - weekly	1,726.14	1,812.45	1,903.07	1,998.23	2,098.14	2,203.04	2,313.20	2,428.86
	Hourly	21.576777	22.655616	23.788398	24.977817	26.226709	27.538044	28.914945	30.360693
016110 \ Microcomputer Sys Specialist OFFT \ 061	Yearly	47,595.70	49,975.49	52,474.26	55,097.98	57,852.88	60,745.52	63,782.80	66,971.94
	Bi - weekly	1,830.60	1,922.13	2,018.24	2,119.15	2,225.11	2,336.37	2,453.18	2,575.84
	Hourly	22.882550	24.026678	25.228011	26.489412	27.813883	29.204577	30.664806	32.198046
003625 \ Motor Sweeper Operator OPMT \ 012	Yearly	42,843.10	44,985.25	47,234.51	49,596.24	52,076.05	54,679.85	57,413.84	60,284.53
	Bi - weekly	1,647.81	1,730.20	1,816.71	1,907.55	2,002.92	2,103.07	2,208.22	2,318.64
	Hourly	20.597642	21.627524	22.708900	23.844344	25.036561	26.288389	27.602809	28.982949
017014 \ Museum Registrar PROF \ 008	Yearly	43,381.70	45,550.78	47,828.32	50,219.74	52,730.73	55,367.26	58,135.63	61,042.41
	Bi - weekly	1,668.53	1,751.95	1,839.55	1,931.53	2,028.10	2,129.51	2,235.99	2,347.78
	Hourly	20.856585	21.899415	22.994386	24.144105	25.351311	26.618876	27.949820	29.347310
015086 \ Museum Security Supervisor SUPV \ 045	Yearly	39,804.83	41,795.06	43,884.82	46,079.06	48,383.01	50,802.16	53,342.27	56,009.38
	Bi - weekly	1,530.95	1,607.50	1,687.88	1,772.27	1,860.89	1,953.93	2,051.63	2,154.21
	Hourly	19.136935	20.093781	21.098470	22.153394	23.261063	24.424117	25.645323	26.927588
016968 \ Neighborhood Rsrcs Coord I OFFT \ 129	Yearly	42,269.77	44,383.26	46,602.42	48,932.55	51,379.17	53,948.13	56,645.54	59,477.81
	Bi - weekly	1,625.76	1,707.05	1,792.40	1,882.02	1,976.12	2,074.93	2,178.67	2,287.61
	Hourly	20.322006	21.338107	22.405011	23.525262	24.701524	25.936601	27.233431	28.595103
016969 \ Neighborhood Rsrcs Coord II OFFT \ 130	Yearly	47,635.41	50,017.17	52,518.03	55,143.94	57,901.13	60,796.19	63,836.00	67,027.80
	Bi - weekly	1,832.13	1,923.74	2,019.92	2,120.92	2,226.97	2,338.31	2,455.23	2,577.99
	Hourly	22.901637	24.046718	25.249055	26.511508	27.837082	29.228937	30.690384	32.224903
015024 \ Office Supervisor SUPV \ 009	Yearly	40,999.04	43,049.00	45,201.45	47,461.52	49,834.59	52,326.33	54,942.64	57,689.77
	Bi - weekly	1,576.89	1,655.73	1,738.52	1,825.44	1,916.72	2,012.55	2,113.18	2,218.84
	Hourly	19.711079	20.696632	21.731464	22.818038	23.958939	25.156887	26.414731	27.735467
016064 \ Offset Equipment Operator OFFT \ 036	Yearly	32,920.46	34,566.48	36,294.81	38,109.55	40,015.02	42,015.77	44,116.56	46,322.39
	Bi - weekly	1,266.17	1,329.48	1,395.95	1,465.75	1,539.04	1,615.99	1,696.79	1,781.63
	Hourly	15.827143	16.618499	17.449426	18.321897	19.237991	20.199891	21.209885	22.270380
006012 \ Painter BLDG \ 009	Yearly	44,862.96	48,227.68	51,844.76	55,733.12	59,913.10	64,406.58	69,237.08	74,429.86
	Bi - weekly	1,725.50	1,854.91	1,994.03	2,143.58	2,304.35	2,477.18	2,662.96	2,862.69
	Hourly	21.568731	23.186386	24.925365	26.794767	28.804375	30.964703	33.287056	35.783585
003666 \ Park Equipment Operator OPMT \ 046	Yearly	40,176.27	42,185.08	44,294.34	46,509.05	48,834.51	51,276.23	53,840.05	56,532.05
	Bi - weekly	1,545.24	1,622.50	1,703.63	1,788.81	1,878.25	1,972.16	2,070.77	2,174.20
	Hourly	19.315514	20.281290	21.295355	22.360122	23.478128	24.652035	25.884637	27.178868

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
003910 \ Park Maint Worker I (Pest)	Yearly	33,743.87	35,431.07	37,202.62	39,062.75	41,015.89	43,066.69	45,220.02	47,481.02
OPMT \ 060	Bi - weekly	1,297.84	1,362.73	1,430.87	1,502.41	1,577.53	1,656.41	1,739.23	1,826.19
	Hourly	16.223016	17.034168	17.885876	18.780170	19.719178	20.705137	21.740394	22.827413
003911 \ Park Maint Worker II (Pest)	Yearly	38,115.88	40,021.67	42,022.76	44,123.89	46,330.09	48,646.59	51,078.92	53,632.87
OPMT \ 061	Bi - weekly	1,466.00	1,539.30	1,616.26	1,697.07	1,781.93	1,871.02	1,964.57	2,062.80
	Hourly	18.324942	19.241188	20.203248	21.213410	22.274080	23.387785	24.557174	25.785032
003927 \ Park Maintenance Worker	Yearly	24,692.39	25,927.01	27,223.36	28,584.53	30,013.76	31,514.45	33,090.17	34,744.68
OPMT \ 072	Bi - weekly	949.71	997.19	1,047.05	1,099.41	1,154.38	1,212.09	1,272.70	1,336.33
	Hourly	11.871342	12.464910	13.088155	13.742563	14.429691	15.151176	15.908735	16.704171
003653 \ Park Maintenance Worker I	Yearly	32,920.46	34,566.48	36,294.81	38,109.55	40,015.02	42,015.77	44,116.56	46,322.39
OPMT \ 035	Bi - weekly	1,266.17	1,329.48	1,395.95	1,465.75	1,539.04	1,615.99	1,696.79	1,781.63
	Hourly	15.827143	16.618499	17.449426	18.321897	19.237991	20.199891	21.209885	22.270380
003654 \ Park Maintenance Worker II	Yearly	37,185.41	39,044.69	40,996.92	43,046.77	45,199.11	47,459.06	49,832.01	52,323.61
OPMT \ 036	Bi - weekly	1,430.21	1,501.72	1,576.80	1,655.64	1,738.43	1,825.35	1,916.62	2,012.45
	Hourly	17.877603	18.771483	19.710058	20.695561	21.730339	22.816855	23.957698	25.155583
003655 \ Park Maintenance Worker III	Yearly	37,757.61	39,645.49	41,627.77	43,709.16	45,894.61	48,189.34	50,598.81	53,128.75
OPMT \ 037	Bi - weekly	1,452.22	1,524.83	1,601.07	1,681.12	1,765.18	1,853.44	1,946.11	2,043.41
	Hourly	18.152698	19.060333	20.013349	21.014017	22.064718	23.167954	24.326351	25.542669
002061 \ Park Safety Ranger	Yearly	44,878.67	47,122.61	49,478.74	51,952.67	54,550.31	57,277.82	60,141.72	63,148.80
POAM \ 051	Bi - weekly	1,726.10	1,812.41	1,903.03	1,998.18	2,098.09	2,202.99	2,313.14	2,428.80
	Hourly	21.576285	22.655099	23.787854	24.977247	26.226109	27.537415	28.914286	30.360000
002060 \ Park Safety Ranger Assistant	Yearly	42,741.59	44,878.67	47,122.61	49,478.74	51,952.67	54,550.31	57,277.82	60,141.72
POAM \ 050	Bi - weekly	1,643.91	1,726.10	1,812.41	1,903.03	1,998.18	2,098.09	2,202.99	2,313.14
	Hourly	20.548843	21.576285	22.655099	23.787854	24.977247	26.226109	27.537415	28.914286
002062 \ Park Safety Ranger Supervisor	Yearly	49,366.54	51,834.87	54,426.61	57,147.94	60,005.34	63,005.60	66,155.89	69,463.68
POAM \ 052	Bi - weekly	1,898.71	1,993.65	2,093.33	2,198.00	2,307.90	2,423.29	2,544.46	2,671.68
	Hourly	23.733914	24.920609	26.166640	27.474972	28.848720	30.291156	31.805714	33.396000
003630 \ Parking Enforcement Officer	Yearly	35,963.52	37,761.70	39,649.79	41,632.28	43,713.89	45,899.58	48,194.56	50,604.29
OPMT \ 016	Bi - weekly	1,383.21	1,452.37	1,524.99	1,601.24	1,681.30	1,765.37	1,853.64	1,946.32
	Hourly	17.290156	18.154664	19.062398	20.015517	21.016293	22.067107	23.170463	24.328986
015025 \ Parking Enforcement Supervisor	Yearly	41,319.80	43,385.79	45,555.07	47,832.83	50,224.47	52,735.69	55,372.48	58,141.10
SUPV \ 010	Bi - weekly	1,589.22	1,668.68	1,752.12	1,839.72	1,931.71	2,028.30	2,129.71	2,236.20
	Hourly	19.865286	20.858551	21.901478	22.996552	24.146380	25.353699	26.621384	27.952453

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
015055 \ Parking Facilities Maint Supv	Yearly	46,824.36	49,165.58	51,623.86	54,205.05	56,915.31	59,761.07	62,749.13	65,886.58
SUPV \ 027	Bi - weekly	1,800.94	1,890.98	1,985.53	2,084.81	2,189.05	2,298.50	2,413.43	2,534.10
	Hourly	22.511713	23.637298	24.819164	26.060122	27.363128	28.731284	30.167849	31.676241
003627 \ Parking Lot Attendant	Yearly	30,833.87	32,375.56	33,994.34	35,694.06	37,478.76	39,352.70	41,320.33	43,386.35
OPMT \ 013	Bi - weekly	1,185.92	1,245.21	1,307.47	1,372.85	1,441.49	1,513.57	1,589.24	1,668.71
	Hourly	14.823974	15.565173	16.343431	17.160604	18.018633	18.919566	19.865543	20.858821
015026 \ Parking Lot Supervisor	Yearly	36,926.96	38,773.31	40,711.98	42,747.57	44,884.95	47,129.20	49,485.66	51,959.94
SUPV \ 011	Bi - weekly	1,420.27	1,491.28	1,565.85	1,644.14	1,726.34	1,812.66	1,903.29	1,998.46
	Hourly	17.753346	18.641014	19.573065	20.551718	21.579305	22.658270	23.791183	24.980742
003628 \ Parking Meter Coin Collector	Yearly	32,920.46	34,566.48	36,294.81	38,109.55	40,015.02	42,015.77	44,116.56	46,322.39
OPMT \ 014	Bi - weekly	1,266.17	1,329.48	1,395.95	1,465.75	1,539.04	1,615.99	1,696.79	1,781.63
	Hourly	15.827143	16.618499	17.449426	18.321897	19.237991	20.199891	21.209885	22.270380
015085 \ Parking Meter Collection Supv	Yearly	40,564.76	42,592.99	44,722.64	46,958.77	49,306.71	51,772.05	54,360.65	57,078.68
SUPV \ 044	Bi - weekly	1,560.18	1,638.19	1,720.10	1,806.11	1,896.41	1,991.23	2,090.79	2,195.33
	Hourly	19.502286	20.477400	21.501269	22.576332	23.705149	24.890407	26.134927	27.441673
015027 \ Parking Meter Repair Supv	Yearly	40,564.76	42,592.99	44,722.64	46,958.77	49,306.71	51,772.05	54,360.65	57,078.68
SUPV \ 012	Bi - weekly	1,560.18	1,638.19	1,720.10	1,806.11	1,896.41	1,991.23	2,090.79	2,195.33
	Hourly	19.502286	20.477400	21.501269	22.576332	23.705149	24.890407	26.134927	27.441673
003629 \ Parking Meter Repair Worker	Yearly	36,302.05	38,117.15	40,023.01	42,024.16	44,125.37	46,331.63	48,648.21	51,080.62
OPMT \ 015	Bi - weekly	1,396.23	1,466.04	1,539.35	1,616.31	1,697.13	1,781.99	1,871.09	1,964.64
	Hourly	17.452907	18.325553	19.241830	20.203921	21.214118	22.274823	23.388564	24.557992
015028 \ Parks Supervisor	Yearly	49,075.22	51,528.98	54,105.43	56,810.70	59,651.24	62,633.80	65,765.49	69,053.76
SUPV \ 013	Bi - weekly	1,887.51	1,981.88	2,080.98	2,185.03	2,294.28	2,408.99	2,529.44	2,655.91
	Hourly	23.593856	24.773548	26.012227	27.312838	28.678479	30.112403	31.618022	33.198924
016065 \ Personnel Transactions Coord	Yearly	34,183.47	35,892.64	37,687.28	39,571.64	41,550.22	43,627.73	45,809.12	48,099.57
OFFT \ 037	Bi - weekly	1,314.75	1,380.49	1,449.51	1,521.99	1,598.09	1,677.99	1,761.89	1,849.98
	Hourly	16.434361	17.256079	18.118882	19.024826	19.976067	20.974871	22.023614	23.124795
016111 \ Planning Technician I	Yearly	37,121.77	38,977.85	40,926.75	42,973.09	45,121.74	47,377.82	49,746.72	52,234.05
OFFT \ 062	Bi - weekly	1,427.76	1,499.15	1,574.11	1,652.81	1,735.45	1,822.22	1,913.34	2,009.00
	Hourly	17.847003	18.739352	19.676320	20.660137	21.693143	22.777800	23.916691	25.112526
016112 \ Planning Technician II	Yearly	40,835.10	42,876.85	45,020.70	47,271.73	49,635.32	52,117.09	54,722.94	57,459.09
OFFT \ 063	Bi - weekly	1,570.58	1,649.11	1,731.57	1,818.14	1,909.05	2,004.50	2,104.73	2,209.96
	Hourly	19.632260	20.613872	21.644566	22.726795	23.863134	25.056291	26.309106	27.624561

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
016007 \ Plans Examiner I	Yearly	47,964.74	50,362.98	52,881.13	55,525.18	58,301.44	61,216.51	64,277.34	67,491.21
OFFT \ 007	Bi - weekly	1,844.80	1,937.04	2,033.89	2,135.58	2,242.36	2,354.48	2,472.21	2,595.82
	Hourly	23.059970	24.212970	25.423618	26.694799	28.029538	29.431016	30.902566	32.447695
016008 \ Plans Examiner II	Yearly	50,497.19	53,022.05	55,673.16	58,456.81	61,379.65	64,448.64	67,671.07	71,054.62
OFFT \ 008	Bi - weekly	1,942.20	2,039.31	2,141.28	2,248.34	2,360.76	2,478.79	2,602.73	2,732.87
	Hourly	24.277497	25.491372	26.765941	28.104237	29.509449	30.984922	32.534168	34.160876
016009 \ Plans Examiner III	Yearly	59,063.76	62,016.94	65,117.79	68,373.68	71,792.36	75,381.98	79,151.08	83,108.63
OFFT \ 009	Bi - weekly	2,271.68	2,385.27	2,504.53	2,629.76	2,761.24	2,899.31	3,044.27	3,196.49
	Hourly	28.396036	29.815838	31.306629	32.871961	34.515559	36.241337	38.053405	39.956074
004002 \ Plant Operator	Yearly	51,407.69	53,978.07	56,676.97	59,510.82	62,486.36	65,610.68	68,891.21	72,335.77
PLNT \ 002	Bi - weekly	1,977.22	2,076.08	2,179.88	2,288.88	2,403.32	2,523.49	2,649.66	2,782.15
	Hourly	24.715233	25.950993	27.248544	28.610971	30.041519	31.543595	33.120775	34.776814
006014 \ Plumber	Yearly	48,105.77	51,713.70	55,592.23	59,761.65	64,243.77	69,062.05	74,241.70	79,809.83
BLDG \ 010	Bi - weekly	1,850.22	1,988.99	2,138.16	2,298.52	2,470.91	2,656.23	2,855.45	3,069.61
	Hourly	23.127773	24.862355	26.727032	28.731560	30.886427	33.202909	35.693127	38.370111
006264 \ Plumber Apprentice	Yearly	34,901.53	36,646.61	38,478.94	40,402.88	42,423.03	44,544.18	46,771.39	49,109.95
BLDG \ 021	Bi - weekly	1,342.37	1,409.48	1,479.96	1,553.96	1,631.65	1,713.24	1,798.90	1,888.84
	Hourly	16.779581	17.618560	18.499488	19.424462	20.395685	21.415470	22.486243	23.610555
016066 \ Police Clerk I	Yearly	27,237.22	28,599.09	30,029.04	31,530.49	33,107.02	34,762.36	36,500.49	38,325.51
OFFT \ 038	Bi - weekly	1,047.59	1,099.96	1,154.96	1,212.71	1,273.35	1,337.01	1,403.86	1,474.06
	Hourly	13.094819	13.749560	14.437038	15.158890	15.916834	16.712675	17.548310	18.425725
016067 \ Police Clerk II	Yearly	30,528.48	32,054.91	33,657.65	35,340.53	37,107.56	38,962.94	40,911.09	42,956.64
OFFT \ 039	Bi - weekly	1,174.17	1,232.88	1,294.52	1,359.25	1,427.21	1,498.57	1,573.50	1,652.18
	Hourly	14.677154	15.411012	16.181562	16.990641	17.840172	18.732181	19.668791	20.652230
016943 \ Police Clerk II (UNPY)	Yearly	30,528.48	32,054.91	33,657.65	35,340.53	37,107.56	38,962.94	40,911.09	42,956.64
OFFT \ 118	Bi - weekly	1,174.17	1,232.88	1,294.52	1,359.25	1,427.21	1,498.57	1,573.50	1,652.18
	Hourly	14.677154	15.411012	16.181562	16.990641	17.840172	18.732181	19.668791	20.652230
016068 \ Police Clerk III	Yearly	33,908.30	35,603.72	37,383.90	39,253.10	41,215.75	43,276.54	45,440.37	47,712.38
OFFT \ 040	Bi - weekly	1,304.17	1,369.37	1,437.84	1,509.73	1,585.22	1,664.48	1,747.71	1,835.09
	Hourly	16.302067	17.117171	17.973030	18.871681	19.815265	20.806028	21.846330	22.938646
002027 \ Police Officer	Yearly	61,262.15	64,325.26	67,541.52	70,918.59	74,464.52			
SPOA \ 002	Bi - weekly	2,356.24	2,474.05	2,597.75	2,727.64	2,864.02			
	Hourly	29.452956	30.925604	32.471884	34.095478	35.800252			

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
016933 \ Police Records Specialist I OFFT \ 113	Yearly	34,484.52	36,208.74	38,019.18	39,920.14	41,916.15	44,011.95	46,212.55	48,523.18
	Bi - weekly	1,326.33	1,392.64	1,462.28	1,535.39	1,612.16	1,692.77	1,777.41	1,866.28
	Hourly	16.579095	17.408049	18.278452	19.192375	20.151993	21.159593	22.217572	23.328451
016934 \ Police Records Specialist II OFFT \ 114	Yearly	39,657.27	41,640.14	43,722.14	45,908.25	48,203.66	50,613.85	53,144.54	55,801.77
	Bi - weekly	1,525.28	1,601.54	1,681.62	1,765.70	1,853.99	1,946.69	2,044.02	2,146.22
	Hourly	19.065997	20.019297	21.020261	22.071275	23.174838	24.333581	25.550259	26.827773
016935 \ Police Records Specialist III OFFT \ 115	Yearly	43,622.95	45,804.10	48,094.31	50,499.02	53,023.97	55,675.17	58,458.93	61,381.88
	Bi - weekly	1,677.81	1,761.70	1,849.78	1,942.27	2,039.38	2,141.35	2,248.42	2,360.84
	Hourly	20.972573	22.021203	23.122263	24.278376	25.492294	26.766908	28.105254	29.510517
015101 \ Police Records Supervisor SUPV \ 057	Yearly	47,985.31	50,384.58	52,903.81	55,549.00	58,326.45	61,242.77	64,304.91	67,520.16
	Bi - weekly	1,845.59	1,937.87	2,034.76	2,136.50	2,243.32	2,355.49	2,473.27	2,596.93
	Hourly	23.069862	24.223355	25.434522	26.706249	28.041562	29.443640	30.915821	32.461613
002015 \ Police Sergeant SPOA \ 001	Yearly	79,523.78	83,499.97	87,674.97	92,058.71	96,661.65			
	Bi - weekly	3,058.61	3,211.54	3,372.11	3,540.72	3,717.76			
	Hourly	38.232586	40.144215	42.151426	44.258997	46.471947			
017037 \ Process Control Systems Splst PROF \ 023	Yearly	68,877.42	72,321.29	72,321.29	79,734.22	83,720.93	87,906.98	92,302.33	96,917.44
	Bi - weekly	2,649.13	2,781.59	2,781.59	3,066.70	3,220.04	3,381.04	3,550.09	3,727.59
	Hourly	33.114142	34.769849	34.769849	38.333760	40.250447	42.262970	44.376118	46.594924
016210 \ Program Coordinator OFFT \ 078	Yearly	37,679.02	39,562.97	41,541.12	43,618.17	45,799.08	48,089.03	50,493.49	53,018.16
	Bi - weekly	1,449.19	1,521.65	1,597.74	1,677.62	1,761.50	1,849.58	1,942.06	2,039.16
	Hourly	18.114911	19.020657	19.971690	20.970274	22.018788	23.119727	24.275714	25.489499
016211 \ Program Developer OFFT \ 079	Yearly	32,079.36	33,683.33	35,367.49	37,135.87	38,992.66	40,942.30	42,989.41	45,138.88
	Bi - weekly	1,233.82	1,295.51	1,360.29	1,428.30	1,499.72	1,574.70	1,653.44	1,736.11
	Hourly	15.422769	16.193907	17.003603	17.853783	18.746473	19.683796	20.667985	21.701385
016949 \ Program Leader OFFT \ 121	Yearly	26,724.98	28,061.23	29,464.29	30,937.50	32,484.38	34,108.60	35,814.03	37,604.73
	Bi - weekly	1,027.88	1,079.28	1,133.24	1,189.90	1,249.40	1,311.87	1,377.46	1,446.34
	Hourly	12.848547	13.490974	14.165524	14.873800	15.617488	16.398363	17.218282	18.079196
015091 \ Program Supervisor SUPV \ 048	Yearly	49,073.93	51,527.63	54,104.01	56,809.21	59,649.67	62,632.16	65,763.76	69,051.95
	Bi - weekly	1,887.46	1,981.83	2,080.92	2,184.97	2,294.22	2,408.93	2,529.38	2,655.84
	Hourly	23.593237	24.772899	26.011545	27.312121	28.677728	30.111614	31.617194	33.198055
016071 \ Property Assistant OFFT \ 041	Yearly	39,628.31	41,609.73	43,690.21	45,874.72	48,168.46	50,576.88	53,105.73	55,761.01
	Bi - weekly	1,524.17	1,600.37	1,680.39	1,764.41	1,852.63	1,945.26	2,042.53	2,144.66
	Hourly	19.052072	20.004677	21.004910	22.055156	23.157913	24.315809	25.531599	26.808179

147,161,662

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
017022 \ Public Information Coordinator PROF \ 011	Yearly	44,838.39	47,080.31	49,434.33	51,906.04	54,501.34	57,226.41	60,087.73	63,092.12
	Bi - weekly	1,724.55	1,810.78	1,901.32	1,996.39	2,096.21	2,201.02	2,311.07	2,426.62
	Hourly	21.556917	22.634764	23.766503	24.954827	26.202569	27.512697	28.888331	30.332748
017032 \ Real Property Agent I PROF \ 019	Yearly	50,531.59	53,058.17	55,711.08	58,496.63	61,421.46	64,492.54	67,717.16	71,103.02
	Bi - weekly	1,943.52	2,040.70	2,142.73	2,249.87	2,362.36	2,480.48	2,604.51	2,734.73
	Hourly	24.294033	25.508735	26.784173	28.123380	29.529550	31.006027	32.556329	34.184145
017033 \ Real Property Agent II PROF \ 020	Yearly	58,299.65	61,214.63	64,275.36	67,489.13	70,863.58	74,406.77	78,127.10	82,033.46
	Bi - weekly	2,242.29	2,354.41	2,472.13	2,595.74	2,725.52	2,861.80	3,004.89	3,155.13
	Hourly	28.028676	29.430110	30.901616	32.446696	34.069031	35.772483	37.561107	39.439163
017034 \ Real Property Agent III PROF \ 021	Yearly	64,612.62	67,843.25	71,235.41	74,797.19	78,537.04	82,463.89	86,587.09	90,916.44
	Bi - weekly	2,485.10	2,609.36	2,739.82	2,876.81	3,020.66	3,171.69	3,330.27	3,496.79
	Hourly	31.063759	32.616947	34.247795	35.960185	37.758194	39.646103	41.628409	43.709829
003926 \ Registered Veterinary Tech OPMT \ 071	Yearly	44,806.08	47,046.39	49,398.71	51,868.64	54,462.08	57,185.18	60,044.44	63,046.66
	Bi - weekly	1,723.31	1,809.48	1,899.95	1,994.95	2,094.70	2,199.43	2,309.40	2,424.87
	Hourly	21.541386	22.618456	23.749378	24.936847	26.183690	27.492874	28.867518	30.310893
016953 \ Revenue Services Rep OFFT \ 125	Yearly	35,208.93	36,969.37	38,817.84	40,758.73	42,796.67	44,936.50	47,183.32	49,542.49
	Bi - weekly	1,354.19	1,421.90	1,492.99	1,567.64	1,646.03	1,728.33	1,814.74	1,905.48
	Hourly	16.927368	17.773736	18.662423	19.595544	20.575321	21.604087	22.684290	23.818506
016952 \ Revenue Services Trainee OFFT \ 124	Yearly	29,995.02	31,494.77	33,069.51	34,722.98	36,459.13	38,282.09	40,196.20	42,206.00
	Bi - weekly	1,153.65	1,211.34	1,271.90	1,335.50	1,402.27	1,472.39	1,546.01	1,623.31
	Hourly	14.420683	15.141716	15.898803	16.693742	17.528430	18.404852	19.325094	20.291348
015076 \ Revenue Supervisor SUPV \ 039	Yearly	45,367.51	47,635.89	50,017.68	52,518.57	55,144.49	57,901.72	60,796.81	63,836.65
	Bi - weekly	1,744.90	1,832.15	1,923.76	2,019.94	2,120.94	2,226.99	2,338.34	2,455.26
	Hourly	21.811304	22.901869	24.046962	25.249310	26.511776	27.837365	29.229233	30.690695
006262 \ Roofer BLDG \ 020	Yearly	44,671.80	48,022.18	51,623.85	55,495.64	59,657.81	64,132.15	68,942.06	74,112.71
	Bi - weekly	1,718.15	1,847.01	1,985.53	2,134.45	2,294.53	2,466.62	2,651.62	2,850.49
	Hourly	21.476826	23.087588	24.819157	26.680594	28.681639	30.832762	33.145219	35.631110
003662 \ Sanitation Worker I OPMT \ 043	Yearly	36,137.78	37,944.67	39,841.90	41,834.00	43,925.70	46,121.98	48,428.08	50,849.49
	Bi - weekly	1,389.91	1,459.41	1,532.38	1,609.00	1,689.45	1,773.92	1,862.62	1,955.75
	Hourly	17.373932	18.242629	19.154760	20.112499	21.118123	22.174030	23.282730	24.446868
003913 \ Sanitation Worker I (NODL) OPMT \ 063	Yearly	33,326.14	34,992.45	36,742.07	38,579.17	40,508.13	42,533.54	44,660.21	46,893.22
	Bi - weekly	1,281.77	1,345.86	1,413.16	1,483.81	1,558.01	1,635.91	1,717.70	1,803.58
	Hourly	16.022182	16.823291	17.664455	18.547678	19.475063	20.448816	21.471256	22.544819

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
003663 \ Sanitation Worker II	Yearly	40,184.31	42,193.52	44,303.20	46,518.36	48,844.28	51,286.49	53,850.81	56,543.35
OPMT \ 044	Bi - weekly	1,545.55	1,622.83	1,703.97	1,789.17	1,878.63	1,972.56	2,071.19	2,174.74
	Hourly	19.319378	20.285348	21.299614	22.364595	23.482825	24.656965	25.889814	27.184305
003664 \ Sanitation Worker III	Yearly	42,843.10	44,985.25	47,234.51	49,596.24	52,076.05	54,679.85	57,413.84	60,284.53
OPMT \ 045	Bi - weekly	1,647.81	1,730.20	1,816.71	1,907.55	2,002.92	2,103.07	2,208.22	2,318.64
	Hourly	20.597642	21.627524	22.708900	23.844344	25.036561	26.288389	27.602809	28.982949
016205 \ Secretary	Yearly	35,951.33	37,748.90	39,636.35	41,618.16	43,699.07	45,884.02	48,178.23	50,587.14
OFFT \ 075	Bi - weekly	1,382.74	1,451.88	1,524.47	1,600.70	1,680.73	1,764.77	1,853.01	1,945.66
	Hourly	17.284295	18.148510	19.055935	20.008732	21.009169	22.059627	23.162609	24.320739
016081 \ Secretary to the Plnning Cmmsn	Yearly	34,554.76	36,282.49	38,096.62	40,001.45	42,001.52	44,101.60	46,306.68	48,622.01
OFFT \ 044	Bi - weekly	1,329.03	1,395.48	1,465.25	1,538.52	1,615.44	1,696.22	1,781.03	1,870.08
	Hourly	16.612863	17.443505	18.315682	19.231465	20.193039	21.202691	22.262825	23.375967
003641 \ Security Guard	Yearly	29,639.81	31,121.80	32,677.89	34,311.78	36,027.37	37,828.74	39,720.18	41,706.19
OPMT \ 025	Bi - weekly	1,139.99	1,196.99	1,256.84	1,319.68	1,385.67	1,454.95	1,527.70	1,604.08
	Hourly	14.249908	14.962403	15.710522	16.496049	17.320852	18.186894	19.096238	20.051051
015064 \ Senior Accounting Technician	Yearly	41,140.00	43,197.00	45,356.85	47,624.70	50,005.93	52,506.23	55,131.54	57,888.12
SUPV \ 032	Bi - weekly	1,582.31	1,661.42	1,744.49	1,831.72	1,923.31	2,019.47	2,120.44	2,226.47
	Hourly	19.778848	20.767790	21.806180	22.896489	24.041314	25.243379	26.505548	27.830826
015097 \ Senior Animal Care Technician	Yearly	37,338.75	39,205.69	41,165.97	43,224.27	45,385.49	47,654.76	50,037.50	52,539.37
SUPV \ 054	Bi - weekly	1,436.11	1,507.91	1,583.31	1,662.47	1,745.60	1,832.88	1,924.52	2,020.75
	Hourly	17.951323	18.848889	19.791332	20.780899	21.819945	22.910941	24.056489	25.259314
015033 \ Senior Animal Control Officer	Yearly	49,017.78	51,468.66	54,042.10	56,744.20	59,581.41	62,560.48	65,688.51	68,972.93
SUPV \ 015	Bi - weekly	1,885.30	1,979.56	2,078.54	2,182.47	2,291.59	2,406.17	2,526.48	2,652.81
	Hourly	23.566238	24.744550	25.981778	27.280866	28.644909	30.077155	31.581013	33.160063
003632 \ Senior Building Maint Worker	Yearly	41,778.90	43,867.85	46,061.24	48,364.30	50,782.52	53,321.64	55,987.73	58,787.11
OPMT \ 017	Bi - weekly	1,606.88	1,687.22	1,771.59	1,860.17	1,953.17	2,050.83	2,153.37	2,261.04
	Hourly	20.086011	21.090312	22.144828	23.252069	24.414672	25.635406	26.917177	28.263035
006256 \ Senior Carpenter	Yearly	46,902.92	50,420.64	54,202.18	58,267.35	62,637.40	67,335.20	72,385.34	77,814.24
BLDG \ 017	Bi - weekly	1,803.96	1,939.26	2,084.70	2,241.05	2,409.13	2,589.82	2,784.05	2,992.86
	Hourly	22.549479	24.240690	26.058741	28.013147	30.114133	32.372693	34.800645	37.410693
016235 \ Senior Central Services Asst	Yearly	37,537.73	39,414.62	41,385.35	43,454.62	45,627.35	47,908.72	50,304.15	52,819.36
OFFT \ 101	Bi - weekly	1,443.76	1,515.95	1,591.74	1,671.33	1,754.90	1,842.64	1,934.78	2,031.52
	Hourly	18.046987	18.949337	19.896804	20.891644	21.936226	23.033037	24.184689	25.393924

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
016103 \ Senior Claims Collector	Yearly	41,555.33	43,633.09	45,814.75	48,105.49	50,510.76	53,036.30	55,688.12	58,472.52
OFFT \ 057	Bi - weekly	1,598.28	1,678.20	1,762.11	1,850.21	1,942.72	2,039.86	2,141.85	2,248.94
	Hourly	19.978523	20.977449	22.026322	23.127639	24.284020	25.498221	26.773132	28.111788
015066 \ Senior Code Enforcement Ofcr	Yearly	52,809.29	55,449.75	58,222.24	61,133.35	64,190.02	67,399.52	70,769.50	74,307.97
SUPV \ 034	Bi - weekly	2,031.13	2,132.68	2,239.32	2,351.28	2,468.85	2,592.29	2,721.90	2,858.00
	Hourly	25.389081	26.658534	27.991462	29.391035	30.860586	32.403615	34.023797	35.724986
016908 \ Senior Computer Operator	Yearly	53,817.22	56,508.08	59,333.49	62,300.16	65,415.17	68,685.93	72,120.22	75,726.24
OFFT \ 104	Bi - weekly	2,069.89	2,173.39	2,282.06	2,396.16	2,515.97	2,641.77	2,773.85	2,912.55
	Hourly	25.873665	27.167348	28.525715	29.952001	31.449600	33.022081	34.673184	36.406844
003678 \ Senior Custodian	Yearly	32,920.46	34,566.48	36,294.81	38,109.55	40,015.02	42,015.77	44,116.56	46,322.39
OPMT \ 050	Bi - weekly	1,266.17	1,329.48	1,395.95	1,465.75	1,539.04	1,615.99	1,696.79	1,781.63
	Hourly	15.827143	16.618499	17.449426	18.321897	19.237991	20.199891	21.209885	22.270380
016912 \ Senior Customer Service Rep	Yearly	37,022.11	38,873.22	40,816.88	42,857.72	45,000.61	47,250.64	49,613.17	52,093.83
OFFT \ 105	Bi - weekly	1,423.93	1,495.12	1,569.88	1,648.37	1,730.79	1,817.33	1,908.20	2,003.61
	Hourly	17.799093	18.689047	19.623500	20.604675	21.634909	22.716655	23.852487	25.045111
016127 \ Senior Data Entry Technician	Yearly	33,908.30	35,603.72	37,383.90	39,253.10	41,215.75	43,276.54	45,440.37	47,712.38
OFFT \ 069	Bi - weekly	1,304.17	1,369.37	1,437.84	1,509.73	1,585.22	1,664.48	1,747.71	1,835.09
	Hourly	16.302067	17.117171	17.973030	18.871681	19.815265	20.806028	21.846330	22.938646
016222 \ Senior Department Sys Spclst	Yearly	65,954.07	69,251.77	72,714.36	76,350.08	80,167.58	84,175.96	88,384.76	92,804.00
OFFT \ 089	Bi - weekly	2,536.69	2,663.53	2,796.71	2,936.54	3,083.37	3,237.54	3,399.41	3,569.38
	Hourly	31.708687	33.294121	34.958826	36.706768	38.542106	40.469212	42.492673	44.617306
006266 \ Senior Electrician	Yearly	52,473.56	56,409.08	60,639.76	65,187.74	70,076.82	75,332.59	80,982.53	87,056.22
BLDG \ 022	Bi - weekly	2,018.21	2,169.58	2,332.30	2,507.22	2,695.26	2,897.41	3,114.71	3,348.32
	Hourly	25.227674	27.119750	29.153731	31.340261	33.690780	36.217589	38.933908	41.853951
003633 \ Senior Electronic Maint Tech	Yearly	59,773.29	62,761.96	65,900.05	69,195.06	72,654.81	76,287.55	80,101.92	84,107.02
OPMT \ 018	Bi - weekly	2,298.97	2,413.92	2,534.62	2,661.35	2,794.42	2,934.14	3,080.84	3,234.89
	Hourly	28.737158	30.174017	31.682717	33.266854	34.930196	36.676706	38.510540	40.436068
016932 \ Senior Engineering Technician	Yearly	53,980.36	56,679.38	59,513.35	62,489.02	65,613.47	68,894.14	72,338.85	75,955.79
OFFT \ 112	Bi - weekly	2,076.17	2,179.98	2,288.97	2,403.42	2,523.59	2,649.77	2,782.26	2,921.38
	Hourly	25.952097	27.249702	28.612187	30.042797	31.544937	33.122183	34.778293	36.517208
012007 \ Senior Equipment Service Wrkr	Yearly	35,551.54	37,329.11	39,195.57	41,155.35	43,213.11	45,373.77	47,642.46	50,024.58
IAMA \ 013	Bi - weekly	1,367.37	1,435.74	1,507.52	1,582.90	1,662.04	1,745.14	1,832.40	1,924.22
	Hourly	17.092086	17.946688	18.844023	19.786224	20.775535	21.814312	22.905028	24.050279

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
005159 \ Senior Fire Prevention Officer FR40 \ 007	Yearly	70,810.94	74,351.48	78,069.06	81,972.51	86,071.13			
	Bi - weekly	2,723.50	2,859.67	3,002.66	3,152.79	3,310.43			
	Hourly	34.043719	35.745905	37.533200	39.409860	41.380353			
006062 \ Senior Generator Technician BLDG \ 024	Yearly	59,104.59	62,059.82	65,162.81	68,420.95	71,842.00	75,434.10	79,205.80	83,166.09
	Bi - weekly	2,273.25	2,386.92	2,506.26	2,631.57	2,763.15	2,901.31	3,046.38	3,198.70
	Hourly	28.415667	29.836450	31.328273	32.894686	34.539421	36.266392	38.079711	39.983697
004011 \ Senior HVAC Systems Mechanic PLNT \ 007	Yearly	64,022.90	67,224.05	70,585.25	74,114.51	77,820.24	81,711.25	85,796.81	90,086.65
	Bi - weekly	2,462.42	2,585.54	2,714.82	2,850.56	2,993.09	3,142.74	3,299.88	3,464.87
	Hourly	30.780242	32.319255	33.935216	35.631978	37.413576	39.284255	41.248468	43.310891
016223 \ Senior IT Support Spclst OFFT \ 090	Yearly	68,877.42	72,321.29	75,937.35	79,734.22	83,720.93	87,906.98	92,302.33	96,917.44
	Bi - weekly	2,649.13	2,781.59	2,920.67	3,066.70	3,220.04	3,381.04	3,550.09	3,727.59
	Hourly	33.114142	34.769849	36.508342	38.333760	40.250447	42.262970	44.376118	46.594924
016083 \ Senior Key Data Operator OFFT \ 045	Yearly	32,920.46	34,566.48	36,294.81	38,109.55	40,015.02	42,015.77	44,116.56	46,322.39
	Bi - weekly	1,266.17	1,329.48	1,395.95	1,465.75	1,539.04	1,615.99	1,696.79	1,781.63
	Hourly	15.827143	16.618499	17.449426	18.321897	19.237991	20.199891	21.209885	22.270380
016208 \ Senior Landfill Engn Tech OFFT \ 076	Yearly	53,980.36	56,679.38	59,513.35	62,489.02	65,613.47	68,894.14	72,338.85	75,955.79
	Bi - weekly	2,076.17	2,179.98	2,288.97	2,403.42	2,523.59	2,649.77	2,782.26	2,921.38
	Hourly	25.952097	27.249702	28.612187	30.042797	31.544937	33.122183	34.778293	36.517208
003652 \ Senior Maintenance Worker OPMT \ 034	Yearly	36,452.81	38,275.45	40,189.22	42,198.68	44,308.62	46,524.05	48,850.25	51,292.77
	Bi - weekly	1,402.03	1,472.13	1,545.74	1,623.03	1,704.18	1,789.39	1,878.86	1,972.80
	Hourly	17.525390	18.401658	19.321741	20.287829	21.302220	22.367331	23.485698	24.659983
006051 \ Senior Painter BLDG \ 013	Yearly	47,685.21	51,261.60	55,106.22	59,239.19	63,682.13	68,458.29	73,592.66	79,112.11
	Bi - weekly	1,834.05	1,971.60	2,119.47	2,278.43	2,449.31	2,633.01	2,830.49	3,042.77
	Hourly	22.925582	24.645000	26.493375	28.480379	30.616407	32.912637	35.381085	38.034667
003668 \ Senior Parking Lot Attendant OPMT \ 047	Yearly	34,007.63	35,708.01	37,493.41	39,368.08	41,336.49	43,403.31	45,573.48	47,852.15
	Bi - weekly	1,307.99	1,373.39	1,442.05	1,514.16	1,589.86	1,669.36	1,752.83	1,840.47
	Hourly	16.349823	17.167314	18.025680	18.926963	19.873312	20.866978	21.910326	23.005843
015067 \ Senior Parking Lot Supervisor SUPV \ 035	Yearly	46,824.36	49,165.58	51,623.86	54,205.05	56,915.31	59,761.07	62,749.13	65,886.58
	Bi - weekly	1,800.94	1,890.98	1,985.53	2,084.81	2,189.05	2,298.50	2,413.43	2,534.10
	Hourly	22.511713	23.637298	24.819164	26.060122	27.363128	28.731284	30.167849	31.676241
016131 \ Senior Personnel Trans Coord OFFT \ 070	Yearly	37,611.03	39,491.58	41,466.16	43,539.47	45,716.44	48,002.26	50,402.37	52,922.49
	Bi - weekly	1,446.58	1,518.91	1,594.85	1,674.59	1,758.32	1,846.24	1,938.55	2,035.28
	Hourly	18.082225	18.986335	19.935652	20.932435	21.979057	23.078009	24.231910	25.443505

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
004003 \ Senior Plant Operator PLNT \ 003	Yearly	61,748.72	64,836.16	68,077.97	71,481.87	75,055.96	78,808.76	82,749.20	86,886.66
	Bi - weekly	2,374.95	2,493.70	2,618.38	2,749.30	2,886.77	3,031.11	3,182.66	3,341.79
	Hourly	29.686886	31.171231	32.729793	34.366282	36.084597	37.888827	39.783268	41.772432
006258 \ Senior Plumber BLDG \ 018	Yearly	53,069.03	57,049.21	61,327.90	65,927.49	70,872.06	76,187.46	81,901.52	88,044.13
	Bi - weekly	2,041.12	2,194.20	2,358.77	2,535.67	2,725.85	2,930.29	3,150.06	3,386.31
	Hourly	25.513958	27.427505	29.484568	31.695910	34.073104	36.628586	39.375730	42.328910
015082 \ Senior Police Records Supv SUPV \ 042	Yearly	52,783.73	55,422.92	58,194.06	61,103.77	64,158.96	67,366.90	70,735.25	74,272.01
	Bi - weekly	2,030.14	2,131.65	2,238.23	2,350.14	2,467.65	2,591.03	2,720.59	2,856.62
	Hourly	25.376794	26.645634	27.977915	29.376812	30.845652	32.387934	34.007331	35.707697
016072 \ Senior Property Assistant OFFT \ 042	Yearly	42,922.01	45,068.11	47,321.51	49,687.59	52,171.97	54,780.56	57,519.59	60,395.57
	Bi - weekly	1,650.85	1,733.39	1,820.06	1,911.06	2,006.61	2,106.94	2,212.29	2,322.91
	Hourly	20.635580	21.667358	22.750726	23.888263	25.082677	26.336809	27.653649	29.036332
016954 \ Senior Revenue Services Rep OFFT \ 126	Yearly	38,739.67	40,676.65	42,710.49	44,846.01	47,088.31	49,442.73	51,914.86	54,510.61
	Bi - weekly	1,489.99	1,564.49	1,642.71	1,724.85	1,811.09	1,901.64	1,996.73	2,096.56
	Hourly	18.624841	19.556083	20.533888	21.560581	22.638611	23.770541	24.959068	26.207022
016951 \ Senior School Crossing Guard OFFT \ 123	Yearly	32,932.99	34,579.64	36,308.63	38,124.06	40,030.26	42,031.77	44,133.36	46,340.03
	Bi - weekly	1,266.65	1,329.99	1,396.49	1,466.31	1,539.63	1,616.61	1,697.44	1,782.31
	Hourly	15.833170	16.624829	17.456071	18.328874	19.245317	20.207583	21.217962	22.278861
006260 \ Senior Sheet Metal Worker BLDG \ 019	Yearly	46,902.92	50,420.64	54,202.18	58,267.35	62,637.40	67,335.20	72,385.34	77,814.24
	Bi - weekly	1,803.96	1,939.26	2,084.70	2,241.05	2,409.13	2,589.82	2,784.05	2,992.86
	Hourly	22.549479	24.240690	26.058741	28.013147	30.114133	32.372693	34.800645	37.410693
004004 \ Senior Stationary Engineer PLNT \ 004	Yearly	59,603.32	62,583.49	65,712.66	68,998.30	72,448.21	76,070.62	79,874.16	83,867.86
	Bi - weekly	2,292.44	2,407.06	2,527.41	2,653.78	2,786.47	2,925.79	3,072.08	3,225.69
	Hourly	28.655444	30.088217	31.592627	33.172258	34.830871	36.572415	38.401037	40.321087
015105 \ Senior Store Keeper SUPV \ 061	Yearly	38,671.36	40,604.92	42,635.16	44,766.92	47,005.28	49,355.54	51,823.32	54,414.50
	Bi - weekly	1,487.36	1,561.73	1,639.81	1,721.80	1,807.90	1,898.29	1,993.20	2,092.87
	Hourly	18.592001	19.521597	20.497675	21.522558	22.598692	23.728626	24.915059	26.160815
003923 \ Senior Telecommunications Tech OPMT \ 068	Yearly	57,978.83	60,877.77	63,921.66	67,117.74	70,473.63	73,997.31	77,697.18	81,582.04
	Bi - weekly	2,229.96	2,341.45	2,458.53	2,581.45	2,710.52	2,846.05	2,988.35	3,137.77
	Hourly	27.874438	29.268160	30.731568	32.268146	33.881553	35.575631	37.354412	39.222133
015079 \ Senior Traffic Ctrl&Light Supv SUPV \ 041	Yearly	61,629.16	64,710.62	67,946.15	71,343.45	74,910.63	78,656.16	82,588.97	86,718.42
	Bi - weekly	2,370.35	2,488.87	2,613.31	2,743.98	2,881.18	3,025.24	3,176.50	3,335.32
	Hourly	29.629403	31.110874	32.666417	34.299737	36.014724	37.815461	39.706235	41.691546

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
003661 \ Senior Tree Maintenance Worker	Yearly	41,535.40	43,612.17	45,792.78	48,082.41	50,486.54	53,010.86	55,661.41	58,444.48
OPMT \ 042	Bi - weekly	1,597.52	1,677.39	1,761.26	1,849.32	1,941.79	2,038.88	2,140.82	2,247.86
	Hourly	19.968941	20.967389	22.015759	23.116545	24.272373	25.485992	26.760292	28.098306
003680 \ Senior Tree Pruner	Yearly	43,846.69	46,039.02	48,340.97	50,758.02	53,295.93	55,960.72	58,758.76	61,696.69
OPMT \ 051	Bi - weekly	1,686.41	1,770.73	1,859.27	1,952.23	2,049.84	2,152.34	2,259.95	2,372.95
	Hourly	21.080139	22.134145	23.240853	24.402896	25.623041	26.904193	28.249402	29.661872
016228 \ Senior Utility Cust Svc Tech	Yearly	39,804.83	41,795.06	43,884.82	46,079.06	48,383.01	50,802.16	53,342.27	56,009.38
OFFT \ 094	Bi - weekly	1,530.95	1,607.50	1,687.88	1,772.27	1,860.89	1,953.93	2,051.63	2,154.21
	Hourly	19.136935	20.093781	21.098470	22.153394	23.261063	24.424117	25.645323	26.927588
016902 \ Service Contract Inspector	Yearly	38,985.91	40,935.20	42,981.96	45,131.06	47,387.61	49,756.99	52,244.84	54,857.09
OFFT \ 102	Bi - weekly	1,499.46	1,574.43	1,653.15	1,735.81	1,822.60	1,913.73	2,009.42	2,109.89
	Hourly	18.743224	19.680385	20.664405	21.697625	22.782506	23.921631	25.117713	26.373599
006052 \ Sheet Metal Worker	Yearly	44,671.80	48,022.18	51,623.85	55,495.64	59,657.81	64,132.15	68,942.06	74,112.71
BLDG \ 014	Bi - weekly	1,718.15	1,847.01	1,985.53	2,134.45	2,294.53	2,466.62	2,651.62	2,850.49
	Hourly	21.476826	23.087588	24.819157	26.680594	28.681639	30.832762	33.145219	35.631110
015075 \ Solid Waste Maint Supervisor	Yearly	47,307.03	49,672.38	52,156.00	54,763.81	57,502.00	60,377.10	63,395.95	66,565.75
SUPV \ 038	Bi - weekly	1,819.50	1,910.48	2,006.00	2,106.30	2,211.62	2,322.20	2,438.31	2,560.22
	Hourly	22.743766	23.880954	25.075002	26.328753	27.645191	29.027451	30.478823	32.002763
015032 \ Solid Waste Supervisor	Yearly	57,403.19	60,273.35	63,287.02	66,451.37	69,773.94	73,262.64	76,925.77	80,772.06
SUPV \ 014	Bi - weekly	2,207.82	2,318.21	2,434.12	2,555.82	2,683.61	2,817.79	2,958.68	3,106.62
	Hourly	27.597689	28.977574	30.426453	31.947775	33.545164	35.222422	36.983543	38.832721
016236 \ Staff Aide (Off)	Yearly								
OFFT \ 137	Bi - weekly	0.00							
	Hourly								
015005 \ Staff Aide (Supervisory)	Yearly	49,073.93	51,527.63	54,104.01	56,809.21	59,649.67	62,632.16	65,763.76	69,051.95
SUPV \ 062	Bi - weekly	1,887.46	1,981.83	2,080.92	2,184.97	2,294.22	2,408.93	2,529.38	2,655.84
	Hourly	23.593237	24.772899	26.011545	27.312121	28.677728	30.111614	31.617194	33.198055
006016 \ Stagehand I	Yearly	42,234.92	44,346.67	46,564.01	48,892.21	51,336.82	53,903.66	56,598.84	59,428.78
BLDG \ 011	Bi - weekly	1,624.42	1,705.64	1,790.92	1,880.47	1,974.49	2,073.22	2,176.88	2,285.72
	Hourly	20.305252	21.320515	22.386541	23.505868	24.681161	25.915219	27.210980	28.571529
006017 \ Stagehand II	Yearly	46,467.07	48,790.43	51,229.94	53,791.44	56,481.02	59,305.07	62,270.32	65,383.84
BLDG \ 012	Bi - weekly	1,787.20	1,876.55	1,970.38	2,068.90	2,172.35	2,280.96	2,395.01	2,514.76
	Hourly	22.339938	23.456935	24.629781	25.861270	27.154334	28.512051	29.937653	31.434536

13501762

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
004005 \ Stationary Engineer PLNT \ 005	Yearly	54,178.86	56,887.81	59,732.20	62,718.81	65,854.75	69,147.49	72,604.86	76,235.10
	Bi - weekly	2,083.80	2,187.99	2,297.39	2,412.26	2,532.87	2,659.52	2,792.49	2,932.12
	Hourly	26.047531	27.349907	28.717403	30.153273	31.660936	33.243983	34.906181	36.651491
016084 \ Stenographer Clerk I OFFT \ 046	Yearly	29,639.81	31,121.80	32,677.89	34,311.78	36,027.37	37,828.74	39,720.18	41,706.19
	Bi - weekly	1,139.99	1,196.99	1,256.84	1,319.68	1,385.67	1,454.95	1,527.70	1,604.08
	Hourly	14.249908	14.962403	15.710522	16.496049	17.320852	18.186894	19.096238	20.051051
016085 \ Stenographer Clerk II OFFT \ 047	Yearly	30,833.87	32,375.56	33,994.34	35,694.06	37,478.76	39,352.70	41,320.33	43,386.35
	Bi - weekly	1,185.92	1,245.21	1,307.47	1,372.85	1,441.49	1,513.57	1,589.24	1,668.71
	Hourly	14.823974	15.565173	16.343431	17.160604	18.018633	18.919566	19.865543	20.858821
016086 \ Stenographer Clerk III OFFT \ 048	Yearly	34,554.76	36,282.49	38,096.62	40,001.45	42,001.52	44,101.60	46,306.68	48,622.01
	Bi - weekly	1,329.03	1,395.48	1,465.25	1,538.52	1,615.44	1,696.22	1,781.03	1,870.08
	Hourly	16.612863	17.443505	18.315682	19.231465	20.193039	21.202691	22.262825	23.375967
016087 \ Storekeeper OFFT \ 049	Yearly	35,958.24	37,756.16	39,643.97	41,626.16	43,707.47	45,892.85	48,187.49	50,596.86
	Bi - weekly	1,383.01	1,452.16	1,524.77	1,601.01	1,681.06	1,765.11	1,853.36	1,946.03
	Hourly	17.287617	18.151999	19.059599	20.012579	21.013207	22.063868	23.167061	24.325415
016088 \ Stores Clerk I OFFT \ 050	Yearly	29,639.81	31,121.80	32,677.89	34,311.78	36,027.37	37,828.74	39,720.18	41,706.19
	Bi - weekly	1,139.99	1,196.99	1,256.84	1,319.68	1,385.67	1,454.95	1,527.70	1,604.08
	Hourly	14.249908	14.962403	15.710522	16.496049	17.320852	18.186894	19.096238	20.051051
016089 \ Stores Clerk II OFFT \ 051	Yearly	32,920.46	34,566.48	36,294.81	38,109.55	40,015.02	42,015.77	44,116.56	46,322.39
	Bi - weekly	1,266.17	1,329.48	1,395.95	1,465.75	1,539.04	1,615.99	1,696.79	1,781.63
	Hourly	15.827143	16.618499	17.449426	18.321897	19.237991	20.199891	21.209885	22.270380
003687 \ Street Construction Equip Optr OPMT \ 056	Yearly	54,170.35	56,878.86	59,722.81	62,708.94	65,844.40	69,136.61	72,593.44	76,223.11
	Bi - weekly	2,083.47	2,187.65	2,297.03	2,411.88	2,532.48	2,659.10	2,792.06	2,931.66
	Hourly	26.043436	27.345607	28.712887	30.148531	31.655959	33.238755	34.900693	36.645728
003688 \ Street Construction Laborer OPMT \ 057	Yearly	49,140.15	51,597.16	54,177.02	56,885.87	59,730.17	62,716.67	65,852.51	69,145.13
	Bi - weekly	1,890.01	1,984.51	2,083.73	2,187.92	2,297.31	2,412.18	2,532.79	2,659.43
	Hourly	23.625074	24.806327	26.046644	27.348976	28.716426	30.152247	31.659860	33.242852
003690 \ Street Construction Lbr Trnee OPMT \ 058	Yearly	37,896.03							
	Bi - weekly	1,457.54							
	Hourly	18.219243							
015099 \ Street Maintenance Supv SUPV \ 056	Yearly	56,886.84	59,731.18	62,717.74	65,853.62	69,146.30	72,603.62	76,233.80	80,045.49
	Bi - weekly	2,187.96	2,297.35	2,412.22	2,532.83	2,659.47	2,792.45	2,932.07	3,078.67
	Hourly	27.349440	28.716911	30.152757	31.660395	33.243414	34.905586	36.650866	38.483408

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
006053 \ Structural Maintenance Supv BLDG \ 015	Yearly	55,679.27	59,855.21	64,344.35	69,170.18	74,357.94	79,934.79	85,929.90	92,374.64
	Bi - weekly	2,141.51	2,302.12	2,474.78	2,660.39	2,859.92	3,074.41	3,305.00	3,552.87
	Hourly	26.768878	28.776544	30.934784	33.254893	35.749010	38.430186	41.312450	44.410884
015096 \ Supervising Building Inspector SUPV \ 053	Yearly	66,419.54	69,740.52	73,227.54	76,888.92	80,733.37	84,770.04	89,008.54	93,458.96
	Bi - weekly	2,554.60	2,682.33	2,816.44	2,957.27	3,105.13	3,260.39	3,423.41	3,594.58
	Hourly	31.932472	33.529095	35.205550	36.965828	38.814119	40.754825	42.792566	44.932194
015038 \ Supervising Cashier SUPV \ 017	Yearly	39,804.83	41,795.06	43,884.82	46,079.06	48,383.01	50,802.16	53,342.27	56,009.38
	Bi - weekly	1,530.95	1,607.50	1,687.88	1,772.27	1,860.89	1,953.93	2,051.63	2,154.21
	Hourly	19.136935	20.093781	21.098470	22.153394	23.261063	24.424117	25.645323	26.927588
015058 \ Supervising Community Ctr Attd SUPV \ 029	Yearly	42,241.00	44,353.05	46,570.70	48,899.24	51,344.20	53,911.41	56,606.98	59,437.33
	Bi - weekly	1,624.65	1,705.89	1,791.18	1,880.74	1,974.78	2,073.52	2,177.19	2,286.05
	Hourly	20.308173	21.323582	22.389761	23.509249	24.684712	25.918947	27.214895	28.575640
015071 \ Supervising Community Svc Rep SUPV \ 036	Yearly	43,560.11	45,738.11	48,025.02	50,426.27	52,947.58	55,594.96	58,374.71	61,293.45
	Bi - weekly	1,675.39	1,759.16	1,847.12	1,939.47	2,036.45	2,138.27	2,245.18	2,357.44
	Hourly	20.942359	21.989478	23.088951	24.243399	25.455569	26.728348	28.064764	29.468003
015074 \ Supervising Construction Insp SUPV \ 037	Yearly	62,730.80	65,867.34	69,160.71	72,618.74	76,249.68	80,062.16	84,065.27	88,268.53
	Bi - weekly	2,412.72	2,533.36	2,660.03	2,793.03	2,932.68	3,079.31	3,233.28	3,394.94
	Hourly	30.159037	31.666990	33.250339	34.912856	36.658500	38.491424	40.415995	42.436795
015039 \ Supervising Dispatcher SUPV \ 018	Yearly	69,983.88	73,483.07	77,157.23	81,015.09	85,065.84	89,319.13	93,785.09	98,474.35
	Bi - weekly	2,691.69	2,826.27	2,967.59	3,115.96	3,271.76	3,435.35	3,607.12	3,787.47
	Hourly	33.646094	35.328400	37.094820	38.949561	40.897039	42.941891	45.088985	47.343435
012059 \ Supervising Fire Svc Worker IAMA \ 012	Yearly	44,983.27	47,232.44	49,594.06	52,073.76	54,677.45	57,411.32	60,281.89	63,295.99
	Bi - weekly	1,730.13	1,816.63	1,907.46	2,002.84	2,102.98	2,208.13	2,318.53	2,434.46
	Hourly	21.626574	22.707903	23.843298	25.035463	26.287236	27.601598	28.981678	30.430762
015060 \ Supervising Forensic Invstg SUPV \ 030	Yearly	62,838.00	65,979.91	69,278.90	72,742.84	76,379.99	80,198.99	84,208.94	88,419.38
	Bi - weekly	2,416.85	2,537.69	2,664.57	2,797.80	2,937.69	3,084.58	3,238.81	3,400.75
	Hourly	30.210579	31.721109	33.307164	34.972521	36.721148	38.557206	40.485066	42.509319
006063 \ Supervising Generator Tech BLDG \ 025	Yearly	64,244.26	67,456.47	70,829.29	74,370.76	78,089.30	81,993.76	86,093.45	90,398.12
	Bi - weekly	2,470.93	2,594.48	2,724.20	2,860.41	3,003.43	3,153.61	3,311.29	3,476.85
	Hourly	30.886662	32.430995	34.052545	35.755172	37.542931	39.420077	41.391081	43.460635
015084 \ Supervising Graphic Designer SUPV \ 043	Yearly	52,442.99	55,065.13	57,818.39	60,709.31	63,744.78	66,932.01	70,278.62	73,792.55
	Bi - weekly	2,017.04	2,117.89	2,223.78	2,334.97	2,451.72	2,574.31	2,703.02	2,838.17
	Hourly	25.212974	26.473622	27.797303	29.187168	30.646527	32.178853	33.787796	35.477185

13588.172

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description

Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
015040 \ Supervising Plant Operator SUPV \ 019	Yearly	80,409.34	84,429.80	88,651.29	93,083.86	97,738.05	102,624.95	107,756.20	113,144.01
	Bi - weekly	3,092.67	3,247.30	3,409.67	3,580.15	3,759.16	3,947.11	4,144.47	4,351.69
	Hourly	38.658334	40.591252	42.620813	44.751854	46.989446	49.338919	51.805865	54.396158
015041 \ Supervising Police Clerk SUPV \ 020	Yearly	40,999.04	43,049.00	45,201.45	47,461.52	49,834.59	52,326.33	54,942.64	57,689.77
	Bi - weekly	1,576.89	1,655.73	1,738.52	1,825.44	1,916.72	2,012.55	2,113.18	2,218.84
	Hourly	19.711079	20.696632	21.731464	22.818038	23.958939	25.156887	26.414731	27.735467
015062 \ Supervising Property Assistant SUPV \ 031	Yearly	46,538.74	48,865.68	51,308.96	53,874.41	56,568.13	59,396.53	62,366.36	65,484.68
	Bi - weekly	1,789.95	1,879.45	1,973.42	2,072.09	2,175.70	2,284.48	2,398.71	2,518.64
	Hourly	22.374393	23.493114	24.667769	25.901158	27.196215	28.556025	29.983827	31.483019
015065 \ Supervising Surveyor SUPV \ 033	Yearly	69,149.77	72,607.26	76,237.62	80,049.50	84,051.98	88,254.58	92,667.31	97,300.67
	Bi - weekly	2,659.61	2,792.59	2,932.22	3,078.83	3,232.77	3,394.41	3,564.13	3,742.33
	Hourly	33.245082	34.907335	36.652702	38.485337	40.409605	42.430084	44.551589	46.779168
015035 \ Supervising Water Quality Chem SUPV \ 016	Yearly	68,394.59	71,814.31	75,405.03	79,175.28	83,134.05	87,290.75	91,655.29	96,238.05
	Bi - weekly	2,630.56	2,762.09	2,900.19	3,045.20	3,197.46	3,357.34	3,525.20	3,701.46
	Hourly	32.882012	34.526112	36.252418	38.065040	39.968291	41.966705	44.065041	46.268293
016113 \ Surveillance Equipment Tech OFFT \ 064	Yearly	38,985.91	40,935.20	42,981.96	45,131.06	47,387.61	49,756.99	52,244.84	54,857.09
	Bi - weekly	1,499.46	1,574.43	1,653.15	1,735.81	1,822.60	1,913.73	2,009.42	2,109.89
	Hourly	18.743224	19.680385	20.664405	21.697625	22.782506	23.921631	25.117713	26.373599
015102 \ Survey Party Chief SUPV \ 058	Yearly	56,818.68	59,659.62	62,642.60	65,774.73	69,063.47	72,516.64	76,142.48	79,949.59
	Bi - weekly	2,185.33	2,294.60	2,409.33	2,529.80	2,656.29	2,789.10	2,928.56	3,074.98
	Hourly	27.316675	28.682509	30.116634	31.622467	33.203591	34.863769	36.606959	38.437305
003924 \ Survey Technician I OPMT \ 069	Yearly	37,192.65	39,052.28	41,004.90	43,055.14	45,207.90	47,468.29	49,841.71	52,333.79
	Bi - weekly	1,430.49	1,502.01	1,577.11	1,655.97	1,738.77	1,825.70	1,916.99	2,012.84
	Hourly	17.881081	18.775135	19.713892	20.699586	21.734565	22.821293	23.962358	25.160476
003925 \ Survey Technician II OPMT \ 070	Yearly	42,061.63	44,164.71	46,372.94	48,691.59	51,126.17	53,682.48	56,366.60	59,184.93
	Bi - weekly	1,617.75	1,698.64	1,783.57	1,872.75	1,966.39	2,064.71	2,167.95	2,276.34
	Hourly	20.221936	21.233032	22.294684	23.409418	24.579890	25.808884	27.099328	28.454294
011023 \ Telecommunications Engineer I WCOE \ 014	Yearly	67,680.92	71,064.96	74,618.21	78,349.12	82,266.58	86,379.90	90,698.90	95,233.84
	Bi - weekly	2,603.11	2,733.27	2,869.93	3,013.43	3,164.10	3,322.30	3,488.42	3,662.84
	Hourly	32.538902	34.165847	35.874139	37.667846	39.551238	41.528800	43.605240	45.785502
011025 \ Telecommunications Engrn II WCOE \ 016	Yearly	73,969.48	77,667.95	81,551.35	85,628.91	89,910.36	94,405.88	99,126.17	104,082.48
	Bi - weekly	2,844.98	2,987.23	3,136.59	3,293.42	3,458.09	3,631.00	3,812.55	4,003.17
	Hourly	35.562248	37.340360	39.207378	41.167747	43.226135	45.387442	47.656814	50.039654

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description	Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
011026 \ Telecommunications Engrn III	Yearly	77,667.78	81,551.17	85,628.72	89,910.16	94,405.67	99,125.95	104,082.25	109,286.36
WCOE \ 017	Bi - weekly	2,987.22	3,136.58	3,293.41	3,458.08	3,630.99	3,812.54	4,003.16	4,203.32
	Hourly	37.340277	39.207291	41.167656	43.226038	45.387340	47.656707	50.039543	52.541520
015077 \ Telecommunications Supv	Yearly	63,500.53	66,675.56	70,009.34	73,509.80	77,185.29	81,044.56	85,096.79	89,351.63
SUPV \ 040	Bi - weekly	2,442.33	2,564.44	2,692.67	2,827.30	2,968.67	3,117.10	3,272.95	3,436.60
	Hourly	30.529102	32.055557	33.658335	35.341252	37.108314	38.963730	40.911917	42.957512
017029 \ Telecommunications SysAnls I	Yearly	56,923.00	59,769.15	62,757.61	65,895.49	69,190.26	72,649.77	76,282.26	80,096.37
PROF \ 017	Bi - weekly	2,189.35	2,298.81	2,413.75	2,534.44	2,661.16	2,794.22	2,933.93	3,080.63
	Hourly	27.366827	28.735167	30.171926	31.680523	33.264548	34.927775	36.674164	38.507872
017030 \ Telecommunications SysAnls II	Yearly	62,617.81	65,748.70	69,036.13	72,487.94	76,112.33	79,917.95	83,913.85	88,109.54
PROF \ 018	Bi - weekly	2,408.38	2,528.80	2,655.24	2,788.00	2,927.40	3,073.77	3,227.46	3,388.83
	Hourly	30.104714	31.609950	33.190447	34.849970	36.592468	38.422091	40.343196	42.360356
017035 \ Telecommunications SysAnls III	Yearly	68,877.42	72,321.29	75,937.35	79,734.22	83,720.93	87,906.98	92,302.33	96,917.44
PROF \ 022	Bi - weekly	2,649.13	2,781.59	2,920.67	3,066.70	3,220.04	3,381.04	3,550.09	3,727.59
	Hourly	33.114142	34.769849	36.508342	38.333760	40.250447	42.262970	44.376118	46.594924
003683 \ Telecommunications Tech I	Yearly	52,588.28	55,217.70	57,978.58	60,877.52	63,921.39	67,117.46	70,473.33	73,997.00
OPMT \ 054	Bi - weekly	2,022.63	2,123.76	2,229.95	2,341.44	2,458.51	2,581.44	2,710.51	2,846.04
	Hourly	25.282828	26.546970	27.874319	29.268036	30.731436	32.268009	33.881409	35.575480
003684 \ Telecommunications Tech II	Yearly	55,217.82	57,978.71	60,877.65	63,921.53	67,117.60	70,473.49	73,997.16	77,697.02
OPMT \ 055	Bi - weekly	2,123.76	2,229.95	2,341.45	2,458.52	2,581.45	2,710.52	2,846.04	2,988.35
	Hourly	26.547029	27.874380	29.268099	30.731503	32.268079	33.881483	35.575557	37.354335
003682 \ Telecommunications Tech Trnee	Yearly	47,807.55	50,197.93	52,707.82	55,343.21	58,110.37	61,015.89	64,066.68	67,270.02
OPMT \ 053	Bi - weekly	1,838.75	1,930.69	2,027.22	2,128.58	2,235.01	2,346.77	2,464.10	2,587.31
	Hourly	22.984397	24.133618	25.340298	26.607312	27.937679	29.334563	30.801290	32.341355
016091 \ Ticket Seller	Yearly	30,833.87	32,375.56	33,994.34	35,694.06	37,478.76	39,352.70	41,320.33	43,386.35
OFFT \ 052	Bi - weekly	1,185.92	1,245.21	1,307.47	1,372.85	1,441.49	1,513.57	1,589.24	1,668.71
	Hourly	14.823974	15.565173	16.343431	17.160604	18.018633	18.919566	19.865543	20.858821
015045 \ Traffic Ctrl&Light Supv	Yearly	65,439.25	68,711.22	72,146.77	75,754.11	79,541.82	83,518.91	87,694.86	92,079.60
SUPV \ 022	Bi - weekly	2,516.89	2,642.74	2,774.88	2,913.62	3,059.30	3,212.27	3,372.88	3,541.52
	Hourly	31.461179	33.034238	34.685949	36.420247	38.241260	40.153322	42.160989	44.269038
003637 \ Traffic Ctrl&Light Tech I	Yearly	48,995.82	51,445.61	54,017.89	56,718.78	59,554.72	62,532.46	65,659.09	68,942.04
OPMT \ 021	Bi - weekly	1,884.45	1,978.68	2,077.61	2,181.49	2,290.57	2,405.09	2,525.35	2,651.62
	Hourly	23.555683	24.733466	25.970139	27.268646	28.632078	30.063683	31.566868	33.145211

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
003636 \ Traffic Ctrl&Light Tech II	Yearly	53,901.61	56,596.68	59,426.52	62,397.85	65,517.74	68,793.63	72,233.30	75,844.97
OPMT \ 020	Bi - weekly	2,073.14	2,176.80	2,285.64	2,399.92	2,519.91	2,645.91	2,778.20	2,917.11
	Hourly	25.914233	27.209944	28.570442	29.998964	31.498913	33.073858	34.727550	36.463928
003635 \ Traffic Ctrl&Light Tech Trnee	Yearly	43,525.55	45,701.83	47,986.92	50,386.27	52,905.58	55,550.86	58,328.40	61,244.82
OPMT \ 019	Bi - weekly	1,674.06	1,757.76	1,845.65	1,937.93	2,034.83	2,136.57	2,243.40	2,355.57
	Hourly	20.925745	21.972032	23.070634	24.224166	25.435375	26.707144	28.042500	29.444626
016202 \ Traffic Investigator I	Yearly	39,907.37	41,902.74	43,997.88	46,197.77	48,507.66	50,933.04	53,479.69	56,153.68
OFFT \ 072	Bi - weekly	1,534.90	1,611.64	1,692.23	1,776.84	1,865.68	1,958.96	2,056.91	2,159.76
	Hourly	19.186235	20.145547	21.152825	22.210465	23.320989	24.487038	25.711390	26.996959
016203 \ Traffic Investigator II	Yearly	44,947.85	47,195.24	49,555.00	52,032.75	54,634.39	57,366.11	60,234.41	63,246.13
OFFT \ 073	Bi - weekly	1,728.76	1,815.20	1,905.96	2,001.26	2,101.32	2,206.39	2,316.71	2,432.54
	Hourly	21.609542	22.690019	23.824520	25.015745	26.266532	27.579860	28.958852	30.406795
016204 \ Traffic Investigator III	Yearly	49,523.65	51,999.84	54,599.83	57,329.82	60,196.31	63,206.13	66,366.43	69,684.76
OFFT \ 074	Bi - weekly	1,904.76	1,999.99	2,099.99	2,204.99	2,315.24	2,431.00	2,552.56	2,680.18
	Hourly	23.809449	24.999922	26.249919	27.562414	28.940535	30.387561	31.906939	33.502286
015109 \ Traffic Supervisor	Yearly	52,677.33	55,311.20	58,076.76	60,980.60	64,029.63	67,231.11	70,592.66	74,122.30
SUPV \ 069	Bi - weekly	2,026.05	2,127.35	2,233.72	2,345.41	2,462.68	2,585.81	2,715.10	2,850.86
	Hourly	25.325640	26.591922	27.921519	29.317594	30.783474	32.322647	33.938780	35.635719
008001 \ Traffic Worker I	Yearly	39,979.41	41,978.38	44,077.30	46,281.16	48,595.22	51,024.98	53,576.23	56,255.04
TRAF \ 001	Bi - weekly	1,537.67	1,614.55	1,695.28	1,780.04	1,869.05	1,962.50	2,060.62	2,163.66
	Hourly	19.220868	20.181911	21.191007	22.250557	23.363085	24.531239	25.757801	27.045691
008002 \ Traffic Worker II	Yearly	43,962.80	46,160.94	48,468.98	50,892.43	53,437.05	56,108.91	58,914.35	61,860.07
TRAF \ 002	Bi - weekly	1,690.88	1,775.42	1,864.19	1,957.40	2,055.27	2,158.03	2,265.94	2,379.23
	Hourly	21.135960	22.192758	23.302396	24.467515	25.690891	26.975436	28.324208	29.740418
008003 \ Traffic Worker III	Yearly	46,716.87	49,052.71	51,505.35	54,080.62	56,784.65	59,623.88	62,605.07	65,735.33
TRAF \ 003	Bi - weekly	1,796.80	1,886.64	1,980.97	2,080.02	2,184.02	2,293.23	2,407.89	2,528.28
	Hourly	22.460033	23.583034	24.762186	26.000296	27.300310	28.665326	30.098592	31.603522
008005 \ Traffic Worker Trainee	Yearly	35,071.68	36,825.26	38,666.52	40,599.85	42,629.84	44,761.33	46,999.40	49,349.37
TRAF \ 005	Bi - weekly	1,348.91	1,416.36	1,487.17	1,561.53	1,639.61	1,721.59	1,807.67	1,898.05
	Hourly	16.861382	17.704451	18.589674	19.519158	20.495116	21.519871	22.595865	23.725658
016965 \ Transportation Sys Mgt Coord	Yearly	41,285.63	43,349.91	45,517.40	47,793.27	50,182.94	52,692.08	55,326.69	58,093.02
OFFT \ 128	Bi - weekly	1,587.91	1,667.30	1,750.67	1,838.20	1,930.11	2,026.62	2,127.95	2,234.35
	Hourly	19.848859	20.841301	21.883366	22.977534	24.126411	25.332732	26.599368	27.929336

130-81-252

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
015046 \ Tree Maintenance Supervisor SUPV \ 023	Yearly	51,052.84	53,605.48	56,285.75	59,100.04	62,055.04	65,157.79	68,415.68	71,836.47
	Bi - weekly	1,963.57	2,061.75	2,164.84	2,273.08	2,386.73	2,506.07	2,631.37	2,762.94
	Hourly	24.544633	25.771864	27.060457	28.413481	29.834154	31.325861	32.892155	34.536763
003660 \ Tree Maintenance Worker OPMT \ 041	Yearly	39,225.07	41,186.33	43,245.64	45,407.93	47,678.32	50,062.24	52,565.35	55,193.62
	Bi - weekly	1,508.66	1,584.09	1,663.29	1,746.46	1,833.78	1,925.47	2,021.74	2,122.83
	Hourly	18.858208	19.801119	20.791174	21.830733	22.922270	24.068384	25.271802	26.535393
003917 \ Tree Maintenance Worker Trnee OPMT \ 065	Yearly	33,602.76	35,282.89	37,047.04	38,899.39	40,844.36	42,886.58	45,030.90	47,282.45
	Bi - weekly	1,292.41	1,357.03	1,424.89	1,496.13	1,570.94	1,649.48	1,731.96	1,818.56
	Hourly	16.155171	16.962929	17.811075	18.701629	19.636710	20.618546	21.649473	22.731947
003639 \ Tree Pruner I OPMT \ 023	Yearly	37,018.90	38,869.84	40,813.34	42,854.00	44,996.70	47,246.54	49,608.87	52,089.31
	Bi - weekly	1,423.80	1,494.99	1,569.74	1,648.23	1,730.64	1,817.17	1,908.03	2,003.43
	Hourly	17.797548	18.687425	19.621796	20.602886	21.633030	22.714682	23.850416	25.042936
003640 \ Tree Pruner II OPMT \ 024	Yearly	40,720.82	42,756.86	44,894.71	47,139.44	49,496.41	51,971.24	54,569.79	57,298.28
	Bi - weekly	1,566.19	1,644.49	1,726.72	1,813.06	1,903.71	1,998.89	2,098.84	2,203.78
	Hourly	19.577318	20.556184	21.583993	22.663193	23.796353	24.986171	26.235478	27.547252
015047 \ Tree Pruner Supervisor SUPV \ 024	Yearly	50,051.65	52,554.23	55,181.94	57,941.04	60,838.09	63,880.00	67,074.00	70,427.70
	Bi - weekly	1,925.06	2,021.32	2,122.38	2,228.50	2,339.93	2,456.92	2,579.77	2,708.76
	Hourly	24.063294	25.266458	26.529781	27.856270	29.249083	30.711539	32.247116	33.859471
003638 \ Tree Pruner Trainee OPMT \ 022	Yearly	32,346.81	33,964.15	35,662.36	37,445.48	39,317.75	41,283.64	43,347.82	45,515.22
	Bi - weekly	1,244.11	1,306.31	1,371.63	1,440.21	1,512.22	1,587.83	1,667.22	1,750.59
	Hourly	15.551352	16.328920	17.145367	18.002635	18.902766	19.847905	20.840300	21.882315
016094 \ Typist Clerk I OFFT \ 053	Yearly	27,237.22	28,599.09	30,029.04	31,530.49	33,107.02	34,762.36	36,500.49	38,325.51
	Bi - weekly	1,047.59	1,099.96	1,154.96	1,212.71	1,273.35	1,337.01	1,403.86	1,474.06
	Hourly	13.094819	13.749560	14.437038	15.158890	15.916834	16.712675	17.548310	18.425725
016095 \ Typist Clerk II OFFT \ 054	Yearly	30,528.48	32,054.91	33,657.65	35,340.53	37,107.56	38,962.94	40,911.09	42,956.64
	Bi - weekly	1,174.17	1,232.88	1,294.52	1,359.25	1,427.21	1,498.57	1,573.50	1,652.18
	Hourly	14.677154	15.411012	16.181562	16.990641	17.840172	18.732181	19.668791	20.652230
016096 \ Typist Clerk III OFFT \ 055	Yearly	33,908.30	35,603.72	37,383.90	39,253.10	41,215.75	43,276.54	45,440.37	47,712.38
	Bi - weekly	1,304.17	1,369.37	1,437.84	1,509.73	1,585.22	1,664.48	1,747.71	1,835.09
	Hourly	16.302067	17.117171	17.973030	18.871681	19.815265	20.806028	21.846330	22.938646
007010 \ Utilities Locater WATR \ 006	Yearly	51,575.54	54,154.31	56,862.03	59,705.13	62,690.39	65,824.91	69,116.15	72,571.96
	Bi - weekly	1,983.67	2,082.86	2,187.00	2,296.35	2,411.17	2,531.73	2,658.31	2,791.22
	Hourly	24.795932	26.035728	27.337514	28.704390	30.139610	31.646589	33.228920	34.890365

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
015093 \ Utility Customer Svc Supv SUPV \ 050	Yearly	44,045.67	46,247.96	48,560.35	50,988.37	53,537.79	56,214.68	59,025.41	61,976.68
	Bi - weekly	1,694.06	1,778.77	1,867.71	1,961.09	2,059.15	2,162.10	2,270.21	2,383.72
	Hourly	21.175804	22.234594	23.346324	24.513640	25.739321	27.026288	28.377602	29.796482
016224 \ Utility Customer Svc Tech I OFFT \ 091	Yearly	29,639.81	31,121.80	32,677.89	34,311.78	36,027.37	37,828.74	39,720.18	41,706.19
	Bi - weekly	1,139.99	1,196.99	1,256.84	1,319.68	1,385.67	1,454.95	1,527.70	1,604.08
	Hourly	14.249908	14.962403	15.710522	16.496049	17.320852	18.186894	19.096238	20.051051
016225 \ Utility Customer Svc Tech II OFFT \ 092	Yearly	32,920.46	34,566.48	36,294.81	38,109.55	40,015.02	42,015.77	44,116.56	46,322.39
	Bi - weekly	1,266.17	1,329.48	1,395.95	1,465.75	1,539.04	1,615.99	1,696.79	1,781.63
	Hourly	15.827143	16.618499	17.449426	18.321897	19.237991	20.199891	21.209885	22.270380
016226 \ Utility Customer Svc Tech III OFFT \ 093	Yearly	36,302.05	38,117.15	40,023.01	42,024.16	44,125.37	46,331.63	48,648.21	51,080.62
	Bi - weekly	1,396.23	1,466.04	1,539.35	1,616.31	1,697.13	1,781.99	1,871.09	1,964.64
	Hourly	17.452907	18.325553	19.241830	20.203921	21.214118	22.274823	23.388564	24.557992
016946 \ Utility Serv Inspect (UNPY) OFFT \ 120	Yearly	35,492.93	37,267.58	39,130.96	41,087.51	43,141.88	45,298.97	47,563.92	49,942.12
	Bi - weekly	1,365.11	1,433.37	1,505.04	1,580.29	1,659.30	1,742.27	1,829.38	1,920.85
	Hourly	17.063910	17.917106	18.812961	19.753609	20.741290	21.778353	22.867271	24.010635
016099 \ Utility Services Inspector OFFT \ 056	Yearly	35,492.93	37,267.58	39,130.96	41,087.51	43,141.88	45,298.97	47,563.92	49,942.12
	Bi - weekly	1,365.11	1,433.37	1,505.04	1,580.29	1,659.30	1,742.27	1,829.38	1,920.85
	Hourly	17.063910	17.917106	18.812961	19.753609	20.741290	21.778353	22.867271	24.010635
012013 \ Vehicle Pool Servworker IAMA \ 008	Yearly	34,859.13	36,602.09	38,432.19	40,353.80	42,371.49	44,490.06	46,714.57	49,050.30
	Bi - weekly	1,340.74	1,407.77	1,478.16	1,552.07	1,629.67	1,711.16	1,796.71	1,886.55
	Hourly	16.759197	17.597157	18.477015	19.400865	20.370908	21.389454	22.458927	23.581873
012005 \ Vehicle Service Attendant IAMA \ 004	Yearly	30,139.79	31,646.78	33,229.12	34,890.58	36,635.11	38,466.86	40,390.20	42,409.72
	Bi - weekly	1,159.22	1,217.18	1,278.04	1,341.95	1,409.04	1,479.49	1,553.47	1,631.14
	Hourly	14.490285	15.214799	15.975539	16.774316	17.613032	18.493683	19.418367	20.389286
016978 \ Water Conservation Rep OFFT \ 139	Yearly	35,492.93	37,267.58	39,130.96	41,087.51	43,141.88	45,298.97	47,563.92	49,942.12
	Bi - weekly	1,365.11	1,433.37	1,505.04	1,580.29	1,659.30	1,742.27	1,829.38	1,920.85
	Hourly	17.063910	17.917106	18.812961	19.753609	20.741290	21.778353	22.867271	24.010635
016975 \ Water Conservation Specialist OFFT \ 135	Yearly	37,267.55	39,130.92	41,087.47	43,141.85	45,298.94	47,563.88	49,942.08	52,439.18
	Bi - weekly	1,433.37	1,505.04	1,580.29	1,659.30	1,742.27	1,829.38	1,920.85	2,016.89
	Hourly	17.917090	18.812944	19.753592	20.741272	21.778335	22.867252	24.010615	25.211145
015107 \ Water Conservation Supervisor SUPV \ 051	Yearly	44,879.70	47,123.68	49,479.87	51,953.86	54,551.56	57,279.13	60,143.09	63,150.24
	Bi - weekly	1,726.14	1,812.45	1,903.07	1,998.23	2,098.14	2,203.04	2,313.20	2,428.86
	Hourly	21.576777	22.655616	23.788398	24.977817	26.226709	27.538044	28.914945	30.360693

**Salary Schedule
As of 6/27/2015
Salaries with Steps**

CUSALSCH

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
007902 \ Water Cross Conn Ctrl Spclst	Yearly	63,682.55	66,866.67	70,210.00	73,720.50	77,406.53	81,276.86	85,340.70	89,607.73
WATR \ 004	Bi - weekly	2,449.33	2,571.79	2,700.38	2,835.40	2,977.17	3,126.03	3,282.33	3,446.45
	Hourly	30.616608	32.147437	33.754809	35.442550	37.214678	39.075412	41.029182	43.080641
017008 \ Water Quality Chemist	Yearly	60,180.02	63,189.02	66,348.47	69,665.90	73,149.19	76,806.65	80,646.98	84,679.33
PROF \ 005	Bi - weekly	2,314.62	2,430.35	2,551.86	2,679.46	2,813.43	2,954.10	3,101.81	3,256.90
	Hourly	28.932703	30.379338	31.898304	33.493220	35.167881	36.926275	38.772588	40.711218
016080 \ Water Quality Lab Tech	Yearly	40,349.86	42,367.35	44,485.72	46,710.00	49,045.50	51,497.78	54,072.67	56,776.30
OFFT \ 043	Bi - weekly	1,551.92	1,629.51	1,710.99	1,796.54	1,886.37	1,980.68	2,079.72	2,183.70
	Hourly	19.398971	20.368918	21.387364	22.456732	23.579569	24.758547	25.996474	27.296298
003915 \ Water Waste Inspector	Yearly	22,121.85	23,227.94	24,389.33	25,608.80	26,889.24	28,233.70	29,645.39	31,127.66
OPMT \ 064	Bi - weekly	850.84	893.38	938.05	984.95	1,034.20	1,085.91	1,140.21	1,197.22
	Hourly	10.635503	11.167278	11.725641	12.311924	12.927519	13.573896	14.252590	14.965220
016213 \ Zoning Investigator	Yearly	57,203.47	60,063.65	63,066.83	66,220.17	69,531.18	73,007.74	76,658.12	80,491.03
OFFT \ 080	Bi - weekly	2,200.13	2,310.14	2,425.65	2,546.93	2,674.28	2,807.99	2,948.39	3,095.81
	Hourly	27.501669	28.876753	30.320591	31.836620	33.428450	35.099873	36.854867	38.697610
003642 \ Zoo Attendant I	Yearly	34,366.54	36,084.87	37,889.11	39,783.57	41,772.75	43,861.38	46,054.45	48,357.17
OPMT \ 026	Bi - weekly	1,321.79	1,387.88	1,457.27	1,530.14	1,606.64	1,686.98	1,771.33	1,859.89
	Hourly	16.522375	17.348494	18.215919	19.126714	20.083051	21.087203	22.141563	23.248641
003643 \ Zoo Attendant II	Yearly	37,156.65	39,014.48	40,965.20	43,013.46	45,164.13	47,422.34	49,793.46	52,283.13
OPMT \ 027	Bi - weekly	1,429.10	1,500.56	1,575.58	1,654.36	1,737.08	1,823.94	1,915.13	2,010.89
	Hourly	17.863772	18.756960	19.694808	20.679548	21.713525	22.799202	23.939162	25.136120
015051 \ Zoo Supervisor	Yearly	46,706.87	49,042.22	51,494.33	54,069.04	56,772.49	59,611.12	62,591.67	65,721.26
SUPV \ 025	Bi - weekly	1,796.42	1,886.24	1,980.55	2,079.58	2,183.56	2,292.74	2,407.37	2,527.74
	Hourly	22.455226	23.577988	24.756887	25.994731	27.294468	28.659191	30.092151	31.596758

**Salary Schedule
As of 6/27/2015**

CUSALSCH

Salaries with Temp and Daily

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
009031 \ Arts & Crafts Specialist	Bi-weekly	764.05	802.26	842.37	884.48	928.70	975.14	1,023.90	1,075.09
TEMP \ 024	Hourly	9.550600	10.028200	10.529600	11.056000	11.608800	12.189200	12.798700	13.438600
009018 \ Assistant Caretaker	Daily	52.24	57.46	63.20					
DALY \ 001									
009019 \ Assistant Cook	Daily	52.24	57.46	63.20					
DALY \ 002									
009070 \ Assistant Greenskeeper	Bi-weekly	806.60	846.93	889.28	933.74	980.43	1,029.45	1,080.92	1,134.97
TEMP \ 039	Hourly	10.082535	10.586662	11.115995	11.671795	12.255385	12.868154	13.511562	14.187139
009119 \ Assistant Pool Manager	Bi-weekly	794.50	834.23	875.94	919.74	965.72	1,014.01	1,064.71	1,117.95
TEMP \ 053	Hourly	9.931300	10.427900	10.949200	11.496700	12.071500	12.675100	13.308900	13.974400
009001 \ Assistant Proctor	Bi-weekly	750.04	787.54	826.92	868.26	911.67			
TEMP \ 001	Hourly	9.375500	9.844200	10.336500	10.853200	11.395900			
009120 \ Building Maint Labr Trnee	Bi-weekly	947.74							
TEMP \ 054	Hourly	11.846800							
009127 \ Cache Logistics Coordinator	Bi-weekly	1,606.55	1,686.88	1,771.23	1,859.78	1,952.78	2,050.42	2,152.94	2,260.58
TEMP \ 061	Hourly	20.081900	21.086000	22.140400	23.247300	24.409700	25.630200	26.911700	28.257200
009045 \ Camp Aide	Daily	38.15	41.96	46.16					
DALY \ 007									
009022 \ Camp Recreation Leader	Daily	43.87	48.25	53.08					
DALY \ 003									
009046 \ Caretaker	Daily	84.68	93.14	102.46	112.00	124.03			
DALY \ 008									

**Salary Schedule
As of 6/27/2015**

CUSALSCH

Salaries with Temp and Daily

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
009012 \ Cashier (Community Svcs)	Bi-weekly	720.00	755.87	793.67	833.36				
TEMP \ 012	Hourly	9.000000	9.448400	9.920900	10.417000				
009003 \ Clerical Assistant	Bi-weekly	734.90	771.64	810.22	850.73	893.27	937.93	984.83	
TEMP \ 003	Hourly	9.186200	9.645500	10.127700	10.634100	11.165900	11.724100	12.310400	
009113 \ Dispatcher Recruit	Bi-weekly	1,489.50							
TEMP \ 048	Hourly	18.618800							
009093 \ Events Associate	Bi-weekly	753.92	791.62	831.19	872.75	916.39	962.21		
TEMP \ 042	Hourly	9.424000	9.895200	10.389900	10.909400	11.454900	12.027600		
009067 \ Events Duty Person	Bi-weekly	1,252.41	1,315.03	1,380.78	1,449.82	1,522.32	1,598.44	1,678.36	1,762.27
TEMP \ 036	Hourly	15.655100	16.437900	17.259800	18.122800	19.029000	19.980500	20.979500	22.028400
009092 \ Events Usher	Bi-weekly	739.53	776.50	815.33					
TEMP \ 041	Hourly	9.244100	9.706300	10.191600					
005083 \ Fire Recruit	Bi-weekly	1,621.49							
FR40 \ 006	Hourly	20.268581							
009024 \ First Cook	Daily	84.68	93.14	102.46	112.00	124.03			
DALY \ 004									
009065 \ Golf Marshal/Player Assistant	Bi-weekly	737.78	774.67	813.42	854.08	896.78	941.62	988.70	1,038.14
TEMP \ 035	Hourly	9.222300	9.683400	10.167700	10.676000	11.209800	11.770300	12.358800	12.976800
009005 \ Graduate Student Trainee	Bi-weekly	942.58	1,038.96	1,135.33	1,231.72				
TEMP \ 005	Hourly	11.782200	12.987000	14.191600	15.396500				



**Salary Schedule
As of 6/27/2015**

CUSALSCH

Salaries with Temp and Daily

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
009025 \ Host DALY \ 005	Daily	52.24	57.46	63.20					
009107 \ Human Services Program Coord TEMP \ 046	Bi-weekly Hourly	1,319.26 16.490771	1,385.22 17.315309	1,454.49 18.181075	1,527.21 19.090129	1,603.57 20.044635	1,683.75 21.046866	1,767.94 22.099209	1,856.33 23.204170
009125 \ Instructor TEMP \ 058	Bi-weekly Hourly	2,362.22 29.527700	2,598.43 32.480400	2,834.66 35.433200					
009049 \ Law Clerk TEMP \ 031	Bi-weekly Hourly	1,135.41 14.192600	1,192.18 14.902200	1,251.78 15.647200	1,314.37 16.429600	1,380.09 17.251100	1,449.10 18.113700	1,521.54 19.019300	1,597.62 19.970300
009094 \ Lead Events Associate TEMP \ 043	Bi-weekly Hourly	1,041.15 13.014400	1,093.21 13.665100	1,147.87 14.348400	1,205.26 15.065800	1,265.52 15.819000	1,328.79 16.609900		
009013 \ Lifeguard TEMP \ 013	Bi-weekly Hourly	726.97 9.087100	763.32 9.541500	801.48 10.018500	841.56 10.519500	883.63 11.045400			
009061 \ Marina Aide TEMP \ 032	Bi-weekly Hourly	785.01 9.812600	824.26 10.303300	865.47 10.818400	908.74 11.359300	954.18 11.927200	1,001.89 12.523600	1,051.98 13.149800	1,104.58 13.807200
009130 \ Mayor Council Intern TEMP \ 064	Bi-weekly Hourly	961.60 12.020000	1,923.20 24.040000						
009027 \ Nurse DALY \ 006	Daily	52.24	57.46	63.20					
009126 \ Pilot TEMP \ 059	Bi-weekly Hourly	2,834.66 35.433200	3,070.88 38.386000	3,307.10 41.338800					



**Salary Schedule
As of 6/27/2015**

Page No. 60
Run Date 6/12/2015
Run Time 9:46:34

CUSALSCH

Salaries with Temp and Daily

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
009104 \ Police Background Assistant	Bi-weekly	2,482.05							
TEMP \ 044	Hourly	31.025600							
002035 \ Police Cadet	Bi-weekly	1,698.54							
SPOA \ 003	Hourly	21.231800							
009123 \ Police Recruit	Bi-weekly	1,682.38	1,766.50	1,854.82	1,947.56				
TEMP \ 056	Hourly	21.029700	22.081200	23.185200	24.344500				
009014 \ Pool Attendant	Bi-weekly	732.42	769.05	807.50					
TEMP \ 014	Hourly	9.155300	9.613100	10.093800					
009015 \ Pool Manager	Bi-weekly	868.54	911.97	957.58	1,005.46	1,055.73	1,108.51	1,163.94	1,222.14
TEMP \ 015	Hourly	10.856800	11.399600	11.969700	12.568200	13.196600	13.856400	14.549300	15.276800
009007 \ Proctor	Bi-weekly	824.31	865.53	908.80	954.25	1,001.96	1,052.06		
TEMP \ 007	Hourly	10.303900	10.819100	11.360000	11.928100	12.524500	13.150700		
009048 \ Program Director	Daily	84.68	93.14	102.46	112.00	124.03			
DALY \ 009									
009064 \ Promotions Specialist	Bi-weekly	785.01	824.26	865.47	908.74	954.18	1,001.89	1,051.98	1,104.58
TEMP \ 034	Hourly	9.812600	10.303300	10.818400	11.359300	11.927200	12.523600	13.149800	13.807200
009037 \ Public Service Aide	Bi-weekly	749.36	786.82	826.16	867.47				
TEMP \ 025	Hourly	9.367000	9.835300	10.327000	10.843400				
009039 \ Recreation Aide	Bi-weekly	784.05	823.22	864.41	907.63	953.01			
TEMP \ 027	Hourly	9.800589	10.290250	10.805150	11.345407	11.912678			

**Salary Schedule
As of 6/27/2015**

CUSALSCH

Salaries with Temp and Daily

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
009038 \ Recreation Leader (Spcl Needs)	Bi-weekly	782.67	821.80	862.89	906.04	951.34	998.91		
TEMP \ 026	Hourly	9.783380	10.272550	10.786176	11.325485	11.891760	12.486348		
009063 \ Relief Clerical Assistant	Bi-weekly	1,079.87	1,199.43	1,222.30	1,357.44				
TEMP \ 033	Hourly	13.498400	14.992900	15.278800	16.968000				
009128 \ Reserve Community Service Off	Bi-weekly	1,714.89							
TEMP \ 062	Hourly	21.436100							
009115 \ Reserve Dispatcher	Bi-weekly	2,160.69							
TEMP \ 049	Hourly	27.008600							
009006 \ Reserve Police Officer I	Bi-weekly	2,240.00	2,600.00	2,880.00					
TEMP \ 006	Hourly	28.000000	32.500000	36.000000					
009004 \ Reserve Police Officer II	Bi-weekly	2,080.00							
TEMP \ 004	Hourly	26.000000							
009002 \ Reserve Police Officer III	Bi-weekly	2,000.00							
TEMP \ 002	Hourly	25.000000							
009121 \ Reserve Police Records Spec	Bi-weekly	1,556.82							
TEMP \ 055	Hourly	19.460300							
009020 \ Reserve Police Sergeant	Bi-weekly	3,280.00							
TEMP \ 019	Hourly	41.000000							
009021 \ Reserve Property Assistant	Bi-weekly	1,544.86							
TEMP \ 060	Hourly	19.310800							



**Salary Schedule
As of 6/27/2015**

Page No. 62
Run Date 6/12/2015
Run Time 9:46:34

CUSALSCH

Salaries with Temp and Daily

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
009008 \ School Crossing Guard	Bi-weekly	724.31							
TEMP \ 008	Hourly	9.053900							
009117 \ Security Officer	Bi-weekly	1,982.83							
TEMP \ 051	Hourly	24.785400							
009016 \ Senior Lifeguard	Bi-weekly	758.45	796.38	836.19	878.00	921.90	967.99	1,016.38	1,067.21
TEMP \ 016	Hourly	9.480600	9.954700	10.452400	10.975000	11.523700	12.099900	12.704800	13.340100
009118 \ Senior Recreation Aide	Bi-weekly	833.25	874.91	918.65	964.59	1,012.82	1,063.46	1,116.63	1,172.46
TEMP \ 052	Hourly	10.415582	10.936361	11.483179	12.057337	12.660204	13.293215	13.957875	14.655769
009106 \ Special Program Leader	Bi-weekly	1,027.88	1,079.28	1,133.24	1,189.90	1,249.40	1,311.87	1,377.46	1,446.34
TEMP \ 045	Hourly	12.848547	13.490974	14.165524	14.873800	15.617488	16.398363	17.218282	18.079196
009116 \ Staff Aide	Bi-weekly	1,600.00	7,847.20						
TEMP \ 050	Hourly	20.000000	98.090000						
009108 \ Student Trainee (Engn, Comptr)	Bi-weekly	1,049.70	1,146.07	1,242.46	1,338.83				
TEMP \ 047	Hourly	13.121300	14.325900	15.530700	16.735400				
009009 \ Student Trainee (Most Majors)	Bi-weekly	808.72	905.09	1,001.47	1,097.85				
TEMP \ 009	Hourly	10.109000	11.313600	12.518400	13.723100				
009071 \ Student Trainee (Paramedic)	Bi-weekly	1,049.70	1,146.07	1,242.46	1,338.83				
TEMP \ 040	Hourly	13.121300	14.325900	15.530700	16.735400				
009010 \ Ticket Seller (Exempt)	Bi-weekly	928.18	974.59	1,023.32	1,074.49	1,128.21	1,184.62	1,243.85	1,306.04
TEMP \ 010	Hourly	11.602200	12.182400	12.791500	13.431100	14.102600	14.807700	15.548100	16.325500



**Salary Schedule
As of 6/27/2015**

Page No. 63
Run Date 6/12/2015
Run Time 9:46:34

CUSALSCH

Salaries with Temp and Daily

Job Code \ Description		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Salary Plan \ Grade									
009124 \ Tutor	Bi-weekly	1,133.86	1,322.84	1,511.82					
TEMP \ 057	Hourly	14.173300	16.535500	18.897700					
009011 \ Utility Worker	Bi-weekly	782.67	821.80	862.89	906.04	951.34	998.91		
TEMP \ 011	Hourly	9.783380	10.272550	10.786176	11.325485	11.891760	12.486348		
009069 \ Vehicle Service Aide	Bi-weekly	731.94	768.54	806.96	847.31	889.68			
TEMP \ 038	Hourly	9.149200	9.606700	10.087000	10.591400	11.121000			
009068 \ Youth Aide	Bi-weekly	720.00							
TEMP \ 037	Hourly	9.000000							

EXHIBIT B

Salary Schedule				Step														
Job Title	Short Desc	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
311 Customer Serv Specialist	016873	OFTB	146	19.924496	20.422608	20.933174	21.456503	21.992916	22.542739	23.106307	23.683965	24.276064	24.882966	25.505039	26.142666	26.796233	27.466138	28.152791
311 Customer Service Agent	016872	OFTB	144	17.623987	18.064587	18.516202	18.979107	19.453585	19.939924	20.438422	20.949383	21.473117	22.009945	22.560194	23.124199	23.702303	24.294861	24.902233
311 Customer Svc Supervisor	015108	SUPB	52	22.708676	23.276393	23.858303	24.454760	25.066129	25.692782	26.335102	26.993480	27.668316	28.360024	29.069025	29.795751	30.540464	31.304160	32.086764
Account Clerk I	16001	OFTB	25	14.616144	14.981549	15.356087	15.739989	16.133489	16.536826	16.950247	17.374003	17.808353	18.253562	18.709901	19.177649	19.657090	20.148517	20.652230
Account Clerk II	16002	OFTB	85	16.857004	17.278429	17.710390	18.153150	18.606979	19.072153	19.548957	20.037681	20.538623	21.052089	21.578390	22.117851	22.670796	23.237567	23.818506
Accounting Technician	16003	OFTB	113	17.901790	18.349335	18.808067	19.278270	19.760226	20.254232	20.760588	21.279603	21.811592	22.356882	22.915804	23.488699	24.075916	24.677815	25.294760
Animal Care Technician	3647	OPMB	29	15.899406	16.296891	16.704313	17.121922	17.549969	17.988719	18.438437	18.899398	19.371883	19.856180	20.352585	20.861399	21.382934	21.917507	22.465445
Animal Control Officer I	3600	OPMB	85	19.351291	19.835073	20.330950	20.839224	21.360205	21.894209	22.441564	23.002604	23.577669	24.167111	24.771289	25.390570	26.025335	26.675968	27.342867
Animal Control Officer II	3601	OPMB	97	20.318856	20.826827	21.347498	21.881185	22.428215	22.988920	23.563643	24.152734	24.756552	25.375467	26.009854	26.660099	27.326603	28.009767	28.710011
Arborist/Urban Forester	17001	PRFB	23	25.918634	26.566600	27.230765	27.911534	28.609322	29.324555	30.057669	30.809111	31.579339	32.368822	33.178043	34.007494	34.857681	35.729123	36.622351
Architectural Technician I	16214	OFTB	167	20.728258	21.246464	21.777627	22.322067	22.880119	23.452122	24.038425	24.639386	25.255370	25.886754	26.533923	27.197271	27.877203	28.574133	29.288486
Architectural Technician II	16215	OFTB	189	21.764656	22.308772	22.866491	23.438154	24.024108	24.624711	25.240328	25.871336	26.518119	27.181073	27.860600	28.557115	29.271043	30.002818	30.752889
Architectural Technician III	16216	OFTB	217	23.941183	24.539713	25.153206	25.782035	26.426587	27.087251	27.764432	28.458543	29.170007	29.899257	30.646738	31.412906	32.198230	33.003186	33.828265
Archivist	17018	PRFB	11	22.787433	23.357119	23.941047	24.539573	25.153062	25.781889	26.426436	27.087097	27.762474	28.458381	29.169841	29.899087	30.646564	31.412728	32.198046
Art Museum Registrar	17010	PRFB	3	20.769890	21.289137	21.821365	22.366899	22.926073	23.499224	24.086705	24.688872	25.306094	25.938746	26.587215	27.251895	27.933192	28.631523	29.347310
Arts Program Assistant	16108	OFTB	125	18.219912	18.675410	19.142294	19.620852	20.111373	20.614157	21.129512	21.657750	22.199193	22.754173	23.323027	23.906103	24.503756	25.116350	25.744258
Arts Program Coordinator	16109	OFTB	229	24.889239	25.511470	26.149257	26.802988	27.473063	28.159890	28.863886	29.585484	30.325121	31.083249	31.860330	32.656838	33.473259	34.310090	35.167843
Assistant Box Office Supv	15010	SUPB	29	19.766351	20.260510	20.767023	21.286198	21.818353	22.363812	22.922907	23.495980	24.083380	24.685463	25.302601	25.935165	26.583544	27.248134	27.929336
Assistant Code Enforcmnt Ofcr	3912	OPMB	51	17.227839	17.655355	18.099998	18.552498	19.016310	19.491719	19.979011	20.478486	20.990449	21.515210	22.053090	22.604417	23.169527	23.748766	24.342485
Assistant Planner	17002	PRFB	21	24.344030	24.952631	25.576447	26.215857	26.871254	27.543035	28.231611	28.937401	29.660837	30.402358	31.162416	31.941476	32.740014	33.558514	34.394728
Assistant WtrCrsConCtrlSpclst	007903	WTRB	5	26.387074	27.046752	27.722920	28.415993	29.126393	29.854553	30.600916	31.365940	32.150087	32.953839	33.777686	34.622128	35.487682	36.374874	37.284245
Associate Curator of Art	17023	PRFB	13	22.787433	23.357119	23.941047	24.539573	25.153062	25.781889	26.426436	27.087097	27.762474	28.458381	29.169841	29.899087	30.646564	31.412728	32.198046
Associate Planner	17003	PRFB	33	29.926864	30.675036	31.441911	32.227959	33.033658	33.859499	34.703986	35.573637	36.462977	37.374551	38.308916	39.266639	40.248304	41.254512	42.288755
Booking Coordinator	16903	OFTB	157	19.895478	20.392864	20.902686	21.425253	21.960884	22.509906	23.072655	23.649470	24.240708	24.846725	25.467893	26.104590	26.757205	27.426135	28.111788
Boutique Operator	16941	OFTB	37	14.762354	15.131414	15.509699	15.897441	16.294877	16.702249	17.119805	17.547801	17.986496	18.436158	18.897062	19.369489	19.853726	20.350669	20.858821
Building Inspector I	16011	OFTB	245	26.161727	26.815770	27.486164	28.173319	28.877652	29.599593	30.339583	31.098073	31.875524	32.672412	33.489222	34.326454	35.184614	36.064229	36.965836
Building Inspector II	16012	OFTB	257	27.469844	28.156590	28.860505	29.582018	30.321568	31.079607	31.856597	32.653013	33.469337	34.306071	35.163723	36.042816	36.943886	37.867484	38.814171
Building Inspector III	16229	OFTB	263	28.843525	29.564613	30.303728	31.061321	31.837855	32.633801	33.449646	34.285887	35.143034	36.021610	36.922150	37.845205	38.791334	39.761117	40.755146
Building Inspector IV	16230	OFTB	267	30.285617	31.042757	31.818826	32.614297	33.429654	34.265395	35.122030	36.000081	36.900083	37.822585	38.768150	39.737354	40.730787	41.749057	42.792783
Building Maintenance Worker	3603	OPMB	77	18.995363	19.470247	19.957003	20.455928	20.967326	21.491509	22.028798	22.579517	23.144005	23.722605	24.315670	24.923562	25.546651	26.185317	26.839951
Building Technician	16013	OFTB	179	21.718561	22.261525	22.818063	23.388515	23.973228	24.572559	25.186873	25.816545	26.461958	27.123507	27.801955	28.496635	29.209051	29.939276	30.687759
Burglary/Robbery Alarm Insp	16014	OFTB	195	22.418137	22.978590	23.553056	24.141882	24.745429	25.364065	25.998167	26.648120	27.314323	27.997181	28.697112	29.414539	30.149902	30.903650	31.672421
Buyer I	16015	OFTB	143	19.279703	19.761696	20.255737	20.762131	21.281184	21.813214	22.358544	22.917508	23.490446	24.077707	24.679650	25.296641	25.929057	26.577283	27.242105
Buyer II	16016	OFTB	209	22.946647	23.520314	24.108322	24.711030	25.328806	25.962026	26.611077	27.276353	27.958262	28.657129	29.373649	30.107990	30.860690	31.632207	32.423012
Buyer III	16017	OFTB	247	26.333871	26.992217	27.667022	28.358698	29.067665	29.794357	30.539216	31.302696	32.085263	32.887396	33.709580	34.552320	35.416128	36.301531	37.209069
Cashier	16018	OFTB	9	14.190674	14.545441	14.909077	15.281804	15.663849	16.055445	16.456831	16.868252	17.289958	17.722207	18.165262	18.619394	19.084879	19.562001	20.051051
Central Services Assistant I	16232	OFTB	11	14.190674	14.545441	14.909077	15.281804	15.663849	16.055445	16.456831	16.868252	17.289958	17.722207	18.165262	18.619394	19.084879	19.562001	20.051051
Central Services Assistant II	16233	OFTB	49	15.761353	16.155387	16.559272	16.973254	17.397585	17.832525	18.278337	18.735296	19.203678	19.683770	20.175864	20.680262	21.197268	21.727200	22.270380
Central Services Assistant III	16234	OFTB	83	16.711102	17.128880	17.557102	17.996030	18.445930	18.907078	19.379755	19.864249	20.360855	20.869876	21.391624	21.926415	22.474574	23.036439	23.612350
Central Services Supervisor	15012	SUPB	93	26.333871	26.992217	27.667022	28.358698	29.067665	29.794357	30.539216	31.302696	32.085263	32.887396	33.709580	34.552320	35.416128	36.301531	37.209069
Central Stores Supervisor	15013	SUPB	11	18.514717	18.977585	19.452025	19.938326	20.436783	20.947703	21.471396	22.008180	22.558385	23.122345	23.700403	24.292913	24.900236	25.522742	26.160811
Chief Museum Attendant	15014	SUPB	1	11.738734	12.032201	12.333007	12.641332	12.957365	13.281299	13.613331	13.953665	14.302507	14.660070	15.026571	15.402235	15.787291	16.181973	16.586523
Claims Collector	16104	OFTB	101	17.301175	17.733704	18.177047	18.631473	19.097260	19.574692	20.064058	20.565659	21.079802	21.606796	22.146966	22.700640	23.268156	23.849860	24.446107
Clerk I	16019	OFTB	3	13.040386	13.366396	13.700556	14.043070	14.394147	14.754001	15.122850	15.500921	15.888445	16.285656	16.692797	17.110117	17.537870	17.976317	18.425275
Clerk II	16020	OFTB	27	14.616144	14.981549	15.356087	15.739989	16.133489	16.536826	16.950247	17.374003	17.808353	18.253562	18.709901	19.177649	19.657090	20.148517	20.652230
Clerk III	16021	OFTB	63	16.234304	16.640162	17.056165	17.482570	17.919634	18.367625	18.826816	19.297485	19.779923	20.274421	20.781282	21.300813	21.833334	22.379167	22.936846
Code Enforcement Officer	16114	OFTB	197	22.465771	23.027415	23.603100	24.193179	24.798007	25.417958	26.053407	26.704742	27.372361	28.056669	28.758086	29.477038	30.213964	30.969313	31.743546
Communications Assistant	16922	OFTB	169	20.851229	21.372510	21.906822	22.454493	23.015855	23.591251	24.181032	24.785559	25.405197	26.040327	26.691335	27.358618	28.045284	28.743649	29.462240
Community Center Attendant I	3656	OPMB	21	15.761353	16.155387	16.559272	16.973254	17.397585	17.832525	18.278337	18.735296	19.203678	19.683770	20.175864	20.680262			

EXHIBIT B

Salary Schedule				Step														
Job Title	Short Desc	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Curator of Historical Exhibits	15088	SUPB	63	22.854382	23.425742	24.011385	24.611670	25.226961	25.857635	26.504076	27.166678	27.845845	28.541991	29.255541	29.986930	30.736602	31.505017	32.292642
Custodial Supervisor	15018	SUPB	5	17.799289	18.244271	18.700378	19.167887	19.647084	20.138261	20.641718	21.157761	21.686705	22.228873	22.784595	23.354209	23.938064	24.536517	25.149929
Custodian I	3606	OPMB	7	14.190674	14.545441	14.909077	15.281804	15.663849	16.055445	16.456831	16.868252	17.289958	17.722207	18.165262	18.619394	19.084879	19.562001	20.051051
Custodian II	3922	OPMB	15	14.900023	15.272524	15.654336	16.045695	16.446837	16.858008	17.279458	17.711444	18.154231	18.608087	19.073289	19.550121	20.038874	20.539846	21.053342
Customer Service Assistant	16971	OFTB	71	16.362738	16.771806	17.191101	17.620879	18.061401	18.512936	18.975759	19.450153	19.936407	20.434817	20.945687	21.469330	22.006063	22.556215	23.120120
Customer Service Rep	16972	OFTB	95	17.194133	17.623987	18.064587	18.516202	18.979106	19.453584	19.939924	20.438422	20.949383	21.473117	22.009945	22.560194	23.124198	23.702303	24.294861
Customer Service Specialist	16973	OFTB	147	19.438533	19.924496	20.426208	20.933174	21.456503	21.992916	22.542739	23.106307	23.683965	24.276064	24.882966	25.505040	26.142666	26.796233	27.466138
Customer Service Supervisor	15098	SUPB	51	22.154805	22.708676	23.276393	23.858303	24.454760	25.066129	25.692782	26.335102	26.993480	27.668316	28.360024	29.069025	29.795751	30.540644	31.304160
Customer Service Trainee	16914	OFTB	43	14.798830	15.168801	15.548021	15.936722	16.335140	16.743519	17.162106	17.591159	18.030938	18.481711	18.943754	19.417348	19.902782	20.400351	20.910360
Data Entry Technician	16126	OFTB	29	14.616144	14.981549	15.356087	15.739989	16.133489	16.536826	16.950247	17.374003	17.808353	18.253562	18.709901	19.177649	19.657090	20.148517	20.652230
Department Systems Spclst I	16217	OFTB	243	26.093932	26.746280	27.414937	28.100310	28.802819	29.522888	30.260961	31.017485	31.792922	32.587745	33.402439	34.237500	35.093430	35.970773	36.870042
Department Systems Spclst II	16218	OFTB	261	28.706395	29.424055	30.159656	30.913648	31.686489	32.478651	33.290618	34.122883	34.975955	35.850354	36.746613	37.665278	38.609100	39.572083	40.561385
Development Services Tech I	16004	OFTB	181	21.718561	22.261525	22.818063	23.388515	23.973228	24.572559	25.186873	25.816545	26.461958	27.123507	27.801595	28.496635	29.209051	29.939276	30.687759
Development Services Tech II	16005	OFTB	205	22.804440	23.374550	23.958914	24.557887	25.171834	25.801130	26.446158	27.107312	27.784995	28.479620	29.191611	29.921400	30.669436	31.436172	32.220760
Development Services Tech III	16006	OFTB	221	23.944664	24.543262	25.156844	25.785765	26.430409	27.091169	27.768448	28.462659	29.174225	29.903582	30.651172	31.417450	32.202866	33.007959	33.833158
DOU Ops & Maint Service Worker	007001	WTRB	1	23.973651	24.572992	25.187317	25.817000	26.462424	27.123986	27.802085	28.497137	29.205565	30.688300	31.455508	32.241896	33.047942	33.874114	
DOU Ops and Maintenance Ldwkr	007002	WTRB	7	26.387074	27.046752	27.722920	28.415993	29.126393	29.854553	30.600916	31.365940	32.150087	32.953839	33.777686	34.622128	35.487682	36.374874	37.284245
DOU Ops and Maintenance Sup	15103	SUPB	111	30.046759	30.799228	31.567876	32.350773	33.160000	33.995150	34.845029	35.716154	36.609058	37.524284	38.462391	39.423951	40.409550	41.419789	42.455284
Drainage Supervisor	15020	SUPB	49	21.767503	22.311691	22.869483	23.441220	24.027251	24.627932	25.243630	25.874721	26.521589	27.184629	27.864245	28.560850	29.274871	30.006744	30.756913
Electrical Constructn Insp I	16039	OFTB	193	21.931566	22.479855	23.041851	23.617898	24.208345	24.813554	25.438393	26.069740	26.721484	27.389521	28.074259	28.776115	29.495518	30.232906	30.988729
Electrical Constructn Insp II	16040	OFTB	223	24.130102	24.733355	25.351688	25.985480	26.635117	27.300995	27.985520	28.683108	29.400186	30.135191	30.888570	31.660784	32.452304	33.263612	34.095202
Electrical Constructn Insp III	16041	OFTB	233	25.602227	26.301733	26.959276	27.633258	28.324089	29.032191	29.757997	30.501948	31.264495	32.046107	32.847260	33.668442	34.510153	35.372907	36.257229
Electronic Maint Tech I	3615	OPMB	123	25.177734	25.807177	26.452357	27.113666	27.791508	28.486296	29.198452	29.928414	30.676624	31.443540	32.229629	33.035370	33.861253	34.707784	35.575480
Electronic Maint Tech II	3616	OPMB	131	26.436679	27.097596	27.775036	28.469412	29.181146	29.910676	30.658442	31.424903	32.210526	33.015789	33.841184	34.687214	35.554393	36.443254	37.354335
Electronic Maint Tech Trnee	3614	OPMB	113	22.888857	23.461077	24.047605	24.648795	25.265015	25.896640	26.544056	27.207657	27.887848	28.585045	29.299671	30.032163	30.782967	31.552541	32.341555
Enforcement & Collections Supv	15044	SUPB	59	22.597975	23.162925	23.741998	24.335548	24.943937	25.567535	26.206723	26.861892	27.533439	28.221775	28.927319	29.650502	30.391765	31.151559	31.930348
Engineering Aide I	3608	OPMB	59	17.455773	17.892166	18.339471	18.797958	19.267907	19.749605	20.243344	20.749428	21.268164	21.799868	22.344865	22.903486	23.476073	24.062975	24.664549
Engineering Aide II	3609	OPMB	89	19.740957	20.234481	20.740343	21.258852	21.790322	22.335080	22.893457	23.465793	24.052439	24.653750	25.270094	25.901845	26.549392	27.213127	27.893455
Engineering Technician I	16930	OFTB	163	20.728181	21.246386	21.777546	22.321985	22.880034	23.452035	24.038336	24.639294	25.252762	25.886658	26.533824	27.197171	27.877099	28.574028	29.288378
Engineering Technician II	16931	OFTB	185	21.764579	22.308693	22.866410	23.438071	24.024023	24.624624	25.240239	25.871245	26.518026	27.180977	27.860501	28.550714	29.270939	30.002712	30.752780
Engineering Technician III	16939	OFTB	219	23.941183	24.539713	25.153206	25.782035	26.426587	27.087251	27.764432	28.458543	29.170007	29.899257	30.646738	31.412906	32.198230	33.003186	33.828265
Equipment Maint Supv	15053	SUPB	99	27.557493	28.246430	28.952592	29.676406	30.418316	31.178774	31.958243	32.757200	33.576130	34.415533	35.275921	36.157819	37.061764	37.988309	38.938017
Events Coordinator	16043	OFTB	153	19.766351	20.260510	20.767023	21.286198	21.818353	22.363812	22.922907	23.495980	24.083380	24.685463	25.302601	25.935165	26.583544	27.248134	27.929336
Exhibits Coordinator	16044	OFTB	103	17.380359	17.814868	18.260240	18.716746	19.184665	19.664281	20.155888	20.659785	21.176280	21.705687	22.248329	22.804537	23.374650	23.959016	24.557992
Facility Drawings Technician	16916	OFTB	183	21.718561	22.261525	22.818063	23.388515	23.973228	24.572559	25.186873	25.816545	26.461958	27.123507	27.801595	28.496635	29.209051	29.939276	30.687759
Financial Services Supervisor	15092	SUPB	35	21.087781	21.649726	22.155349	22.709234	23.276965	23.858888	24.455361	25.066745	25.693414	26.335748	26.994143	27.668996	28.360721	29.069739	29.796482
Fingerprint Clerk	16974	OFTB	129	18.437841	18.898787	19.371257	19.855538	20.351927	20.860725	21.382243	21.916799	22.464719	23.026337	23.601995	24.192046	24.796847	25.416768	26.052187
Fleet Management Technician	16045	OFTB	231	25.193817	25.823662	26.469255	27.130985	27.809621	28.504492	29.217104	29.947532	30.696220	31.463626	32.250217	33.056471	33.882884	34.729955	35.598205
Fleet Service Coordinator	16976	OFTB	121	18.076548	18.528462	18.991674	19.466465	19.953127	20.451955	20.963254	21.487335	22.024518	22.575132	23.139510	23.717998	24.310948	24.918722	25.541689
Forensic Investigator I	16047	OFTB	199	22.603286	23.168367	23.747576	24.341266	24.949798	25.573543	26.212882	26.868203	27.539908	28.228406	28.934116	29.657469	30.398906	31.158879	31.937850
Forensic Investigator II	16048	OFTB	227	24.863614	25.485204	26.122334	26.775392	27.444778	28.130896	28.834169	29.550203	30.293900	31.051246	31.827528	32.623216	33.438796	34.274766	35.131635
General Helper	3681	OPMB	1	9.571518	9.810805	10.056075	10.307478	10.565164	10.829293	11.100025	11.377527	11.661964	11.953514	12.252352	12.558661	12.872627	13.194443	13.524304
GIS Specialist I	17026	PRFB	25	27.253069	27.934396	28.632755	29.348574	30.082288	30.834346	31.605205	32.395334	33.205218	34.035348	34.886232	35.758388	36.652348	37.568657	38.507872
GIS Specialist II	17027	PRFB	35	29.979576	30.729065	31.497293	32.284724	33.091842	33.919139	34.767117	35.636295	36.527202	37.440382	38.376392	39.335802	40.319197	41.327177	42.360356
GIS Specialist III	17028	PRFB	41	32.976495	33.800907	34.645930	35.512078	36.399880	37.309877	38.242624	39.198690	40.178657	41.183123	42.212701	43.268019	44.349719	45.458462	46.594924
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EXHIBIT B

Salary Schedule				Step														
Job Title	Short Desc	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Key Data Operator I (UNPY)	16945	OFTB	15	14.190674	14.545441	14.909077	15.281804	15.663849	16.055445	16.456831	16.868252	17.229958	17.622207	18.165262	18.619394	19.084879	19.562001	20.051051
Landfill Equipment Operator	3673	OPMB	103	20.518409	21.031369	21.557153	22.096082	22.648484	23.214696	23.795063	24.389940	24.996889	25.624681	26.265298	26.921930	27.594978	28.284852	28.991974
Landscape Technician I	16209	OFTB	165	20.728181	21.246386	21.775746	22.321985	22.890034	23.452035	24.038336	24.639294	25.255276	25.886658	26.533824	27.197171	27.877099	28.574028	29.288378
Landscape Technician II	16054	OFTB	187	21.764579	22.308693	22.866410	23.438071	24.024023	24.624624	25.240239	25.871245	26.518026	27.180977	27.860501	28.557014	29.270939	30.002712	30.752780
Lead Forensic Investigator	16926	OFTB	253	27.350029	28.033780	28.734625	29.452990	30.189315	30.944048	31.717648	32.510590	33.323355	34.156439	35.010350	35.885608	36.782748	37.702317	38.644875
Maintenance Worker	3651	OPMB	19	15.761123	16.155150	16.559029	16.973005	17.397330	17.832263	18.278070	18.735022	19.203398	19.683482	20.175569	20.679958	21.196557	21.726881	22.270053
Marina&Boating Facilities Attd	3650	OPMB	45	16.711102	17.128880	17.557102	17.996030	18.445930	18.907078	19.379755	19.864249	20.360855	20.869876	21.391624	21.926415	22.474574	23.036439	23.612350
Marina&Boating Facilities Supv	15056	SUPB	79	23.945569	24.544208	25.157814	25.786759	26.431428	27.092214	27.769519	28.463757	29.175351	29.904735	30.652353	31.418662	32.204129	33.009232	33.834463
Media & Computer Specialist	16118	OFTB	201	22.787433	23.357119	23.941047	24.539573	25.153062	25.781889	26.426436	27.087097	27.764274	28.458381	29.169841	29.899087	30.646564	31.412728	32.198046
Media Production Specialist I	17013	PRFB	1	20.360348	20.869357	21.391091	21.925868	22.474015	23.035865	23.611762	24.202056	24.807107	25.427285	26.062967	26.714541	27.382405	28.066965	28.768639
Media Production Specialist II	17025	PRFB	17	22.787433	23.357119	23.941047	24.539573	25.153062	25.781889	26.426436	27.087097	27.764274	28.458381	29.169841	29.899087	30.646564	31.412728	32.198046
Meter Reader	3621	OPMB	11	14.619300	14.984783	15.359402	15.743387	16.136972	16.540396	16.953906	17.377754	17.812197	18.257502	18.713940	19.181789	19.661333	20.152866	20.656688
Meter Reading Supervisor	15094	SUPB	43	21.487088	22.024265	22.574872	23.139244	23.717725	24.310668	24.918435	25.541395	26.179930	26.834428	27.505289	28.192921	28.897774	29.620188	30.360693
Microcomputer Sys Specialist	16110	OFTB	203	22.787433	23.357119	23.941047	24.539573	25.153062	25.781889	26.426436	27.087097	27.764274	28.458381	29.169841	29.899087	30.646564	31.412728	32.198046
Motor Sweeper Operator	3625	OPMB	99	20.512021	21.024823	21.550443	22.089204	22.641434	23.207470	23.786765	24.382347	24.991907	25.616705	26.257122	26.913550	27.596389	28.276049	28.982949
Museum Registrar	17014	PRFB	5	20.768980	21.289137	21.821365	22.366899	22.926703	23.499224	24.086705	24.688872	25.306094	25.938746	26.587215	27.251859	27.933192	28.631523	29.347310
Museum Security Supervisor	15086	SUPB	15	19.057386	19.533822	20.022167	20.522721	21.035789	21.561684	22.100726	22.653244	23.219575	23.800064	24.395067	25.004943	25.630067	26.270818	26.927588
Neighborhood Rsrcs Coord I	16968	OFTB	161	20.237531	20.743470	21.262057	21.793608	22.338448	22.896909	23.469333	24.056065	24.657468	25.273904	25.905752	26.553936	27.212730	27.897661	28.595103
Neighborhood Rsrcs Coord II	16969	OFTB	207	22.806440	23.376601	23.961016	24.560041	25.174043	25.803394	26.448479	27.109691	27.787432	28.482119	29.194172	29.924026	30.672127	31.438929	32.224903
Office Supervisor	15024	SUPB	23	19.629145	20.119873	20.622870	21.138442	21.666903	22.208576	22.763789	23.332885	23.916206	24.514112	25.126965	25.755138	26.399017	27.058992	27.735467
Offset Equipment Operator	16064	OFTB	53	15.761353	16.155387	16.559272	16.973254	17.397585	17.832525	18.278337	18.735296	19.203678	19.683770	20.175864	20.680262	21.197268	21.727200	22.270380
Park Equipment Operator	3666	OPMB	81	19.235224	19.716105	20.209008	20.714232	21.232089	21.762890	22.306963	22.864637	23.436253	24.022159	24.622713	25.238281	25.869238	26.515969	27.188828
Park Maint Worker I (Pest)	3910	OPMB	35	16.155582	16.559471	16.973458	17.397794	17.832739	18.278557	18.735521	19.203909	19.684007	20.176107	20.680510	21.197523	21.727461	22.270648	22.827413
Park Maint Worker II (Pest)	3911	OPMB	73	18.248769	18.704988	19.172613	19.651928	20.143226	20.646807	21.162977	21.692051	22.234353	22.790212	23.359967	23.943966	24.542565	25.156129	25.785032
Park Maintenance Worker	3927	OPMB	5	11.821996	12.117546	12.420485	12.730997	13.049272	13.375504	13.709891	14.052638	14.403954	14.764053	15.133154	15.511483	15.899270	16.296752	16.704171
Park Maintenance Worker I	3653	OPMB	23	15.761353	16.155387	16.559272	16.973254	17.397585	17.832525	18.278337	18.735296	19.203678	19.683770	20.175864	20.680262	21.197268	21.727200	22.270380
Park Maintenance Worker II	3654	OPMB	67	17.803291	18.248372	18.704582	19.172197	19.651502	20.142789	20.646359	21.162518	21.691581	22.233870	22.789717	23.359460	23.943447	24.542032	25.155583
Park Maintenance Worker III	3655	OPMB	71	18.077241	18.529173	18.992402	19.467212	19.953892	20.452739	20.964059	21.488159	22.025363	22.575997	23.140398	23.718907	24.311880	24.919677	25.542669
Parking Enforcement Officer	3630	OPMB	39	16.398367	16.808326	17.228534	17.659247	18.100728	18.553247	19.017078	19.492505	19.979818	20.479313	20.991296	21.516078	22.053980	22.605330	23.170463
Parking Enforcement Supervisor	15025	SUPB	9	17.984283	18.433890	18.894737	19.367105	19.851284	20.347565	20.856254	21.377660	21.912103	22.459905	23.021403	23.596937	24.186861	24.791533	25.413221
Parking Facilities Maint Supv	15055	SUPB	55	22.418137	22.978590	23.553056	24.141882	24.745429	25.364065	25.998167	26.648120	27.314323	27.997181	28.697112	29.414539	30.149902	30.903650	31.676240
Parking Lot Attendant	3627	OPMB	13	14.762354	15.131414	15.509899	15.897441	16.294877	16.702249	17.119805	17.547801	17.986496	18.436158	18.897062	19.369489	19.853726	20.350069	20.858821
Parking Lot Supervisor	15026	SUPB	3	17.679551	18.121540	18.574577	19.038942	19.514916	20.002789	20.502859	21.015429	21.540816	22.079336	22.631319	23.197102	23.777030	24.371456	24.980742
Parking Meter Coin Collector	3628	OPMB	25	15.761353	16.155387	16.559272	16.973254	17.397585	17.832525	18.278337	18.735296	19.203678	19.683770	20.175864	20.680262	21.197268	21.727200	22.270380
Parking Meter Collection Supv	15085	SUPB	19	19.421218	19.906749	20.404418	20.914528	21.437391	21.973326	22.522659	23.085725	23.662869	24.254441	24.860802	25.482322	26.119380	26.772365	27.441673
Parking Meter Repair Supv	15027	SUPB	21	19.421218	19.906749	20.404418	20.914528	21.437391	21.973326	22.522659	23.085725	23.662869	24.254441	24.860802	25.482322	26.119380	26.772365	27.441673
Parking Meter Repair Worker	3629	OPMB	55	17.380359	17.814868	18.260240	18.716746	19.184665	19.664281	20.155888	20.659785	21.176280	21.705687	22.248329	22.804537	23.374650	23.959016	24.557992
Parks Supervisor	15028	SUPB	77	23.495782	24.083176	24.685255	25.302386	25.934947	26.583320	27.247903	27.929101	28.627329	29.343011	30.076586	30.828502	31.599214	32.389794	33.198924
Personnel Transactions Coord	16065	OFTB	75	16.366047	16.775198	17.194578	17.624442	18.065053	18.516679	18.979597	19.454087	19.940439	20.438950	20.949924	21.473671	22.010514	22.560176	23.124795
Planning Technician I	16111	OFTB	109	17.772817	18.217137	18.672566	19.139380	19.617865	20.108312	20.611019	21.126294	21.654451	22.195813	22.750708	23.319476	23.902463	24.500025	25.112526
Planning Technician II	16112	OFTB	149	19.506653	20.039419	20.540404	21.053915	21.580263	22.119770	22.672763	23.239582	23.820573	24.416086	25.026488	25.652151	26.293455	26.950791	27.624561
Plans Examiner I	16007	OFTB	211	22.964116	23.538219	24.126674	24.729841	25.348087	25.981789	26.631334	27.297117	27.979546	28.679034	29.396010	30.130910	30.884183	31.656288	32.447695
Plans Examiner II	16008	OFTB	225	24.176581	24.780996	25.400521	26.035533	26.686421	27.353583	28.037422	28.738358	29.456816	30.193236	30.948068	31.721770	32.514813	33.327684	34.160876
Plans Examiner III	16009	OFTB	259	28.278000	28.984590	29.709574	30.452313	31.213621	31.993962	32.793811	33.613656	34.453997	35.315348	36.198232	37.103187	38.030767	38.981536	39.956074
Plant Operator	4002	PLNB	3	24.612497	25.227809	25.858504	26.504967	27.167591	27.846781	28.542951	29.256525	29.987937	30.737635	31.506077	32.293729	33.101072	33.928599	34.776814
Police Clerk I	16066	OFTB	5	13.040386	13.366396	13.700556	14.043070	14.394147	14.754001	15.122850	15.500921	15.888445	16.285656	16.692797	17.110117	17.537870	17.976317	18.425725
Police Clerk II	16067	OFTB	31	14.616144	14.981549	15.356807	15.739989	16.133489	16.536826	16.950247	17.374003	17.808353	18.253562	18.709901	19.177649	19.657090	20.148517	20.652230
Police Clerk II (UNPY)	16943	OFTB	33	14.616144	14.981549	15.356807	15.739989	16.133489	16.536826	16.950247	17.374003	17.808353	18.253562	18.709901	19.177649	19.657090	20.148517	20.652230
Police Clerk III	16068	OFTB	65	16.234304	16.640162	17.056165	17.482570	17.919634	18.367625	18.826816	19.297485	19.779923	20.274421	20.781282	21.300813	21.833334	22.	

EXHIBIT B

Salary Schedule				Step														
Job Title	Short Desc	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Real Property Agent III	17034	PRFB	39	30.934634	31.708001	32.500701	33.313219	34.146048	34.999700	35.874693	36.771559	37.690849	38.633120	39.598948	40.588922	41.603645	42.643736	43.709829
Registered Veterinary Tech	3926	OPMB	111	21.451844	21.988140	22.537844	23.101289	23.682821	24.270793	24.877562	25.499501	26.136989	26.790413	27.461073	28.146677	28.850345	29.571604	30.310893
Revenue Services Rep	16953	OFTB	87	16.857004	17.278429	17.710390	18.153150	18.606979	19.072153	19.548957	20.037681	20.538623	21.052089	21.578390	22.117851	22.670796	23.237567	23.818506
Revenue Services Trainee	16952	OFTB	23	14.360739	14.719757	15.087752	15.464946	15.851569	16.247858	16.654054	17.074046	17.497166	17.934595	18.382960	18.842534	19.313597	19.796438	20.291348
Revenue Supervisor	15076	SUPB	47	21.206399	22.263655	22.820246	23.390752	23.975522	24.574909	25.189282	25.819014	26.464489	27.126102	27.804255	28.499630	29.211845	29.942141	30.690695
Sanitation Worker I	3662	OPMB	53	17.301713	17.734256	18.177612	18.632053	19.097854	19.575300	20.064684	20.566300	21.080458	21.607469	22.147656	22.701347	23.268881	23.850603	24.446868
Sanitation Worker I (NODL)	3913	OPMB	31	15.955582	16.354472	16.763333	17.182416	17.611976	18.052276	18.503583	18.966173	19.440327	19.926335	20.424493	20.935105	21.458484	21.994945	22.544819
Sanitation Worker II	3663	OPMB	83	19.239072	19.720049	20.213050	20.718376	21.236335	21.767243	22.311425	22.869211	23.440941	24.026965	24.627638	25.243329	25.874412	26.521273	27.184305
Sanitation Worker III	3664	OPMB	101	20.512021	21.024823	21.550443	22.089204	22.641434	23.207470	23.787657	24.382347	24.991907	25.616705	26.257122	26.913550	27.586389	28.276049	28.982949
Secretary	16205	OFTB	97	17.121448	17.642759	18.083828	18.535924	18.999322	19.474305	19.961163	20.460192	20.971697	21.495989	22.033389	22.584224	23.148830	23.727550	24.320739
Secretary to the Plnning Cmmsn	16081	OFTB	79	16.543808	16.957402	17.381337	17.815870	18.261268	18.717800	19.185744	19.665388	20.157023	20.660949	21.177472	21.706909	22.249582	22.805821	23.375967
Security Guard	3641	OPMB	9	14.190674	14.545441	14.909077	15.281804	15.663849	16.055445	16.456831	16.868252	17.289958	17.722207	18.165262	18.619394	19.084879	19.562001	20.051051
Senior Accounting Technician	15064	SUPB	27	19.696832	20.189048	20.693774	21.211118	21.741396	22.284931	22.842054	23.413105	23.998434	24.598394	25.213354	25.843688	26.489780	27.152025	27.830826
Senior Animal Care Technician	15097	SUPB	7	17.876703	18.323621	18.781712	19.251254	19.732535	20.225848	20.731495	21.249782	21.781027	22.325553	22.883692	23.455783	24.042179	24.643232	25.259314
Senior Animal Control Officer	15033	SUPB	41	21.334799	21.868169	22.414873	22.975245	23.549626	24.138367	24.741825	25.360702	25.994380	26.644241	27.310346	27.993105	28.692933	29.410255	30.145512
Senior Building Maint Worker	3632	OPMB	93	20.002518	20.502581	21.015146	21.540525	22.079038	22.631014	23.196789	23.776709	24.371127	24.980404	25.604915	26.245038	26.901164	27.573693	28.263035
Senior Central Services Asst	16235	OFTB	115	17.971971	18.421269	18.881802	19.353846	19.837692	20.333635	20.841976	21.363025	21.897101	22.444529	23.005641	23.580783	24.170303	24.774560	25.393924
Senior Claims Collector	16103	OFTB	159	19.895478	20.392864	20.902686	21.425253	21.960808	22.509906	23.072655	23.649470	24.240708	24.846725	25.467893	26.104590	26.757205	27.426135	28.111788
Senior Code Enforcement Ofcr	15066	SUPB	89	25.283544	25.915633	26.563524	27.227612	27.908302	28.606010	29.321159	30.054189	30.800544	31.575682	32.365074	33.174201	34.003056	34.853645	35.724966
Senior Computer Operator	16908	OFTB	235	25.766114	26.410267	27.070524	27.747286	28.440968	29.151993	29.880793	30.627813	31.393507	32.178346	32.982804	33.807374	34.652558	35.518873	36.406844
Senior Custodian	3678	OPMB	27	15.761353	16.155387	16.559272	16.973254	17.397585	17.832525	18.278337	18.735296	19.203678	19.683770	20.175864	20.680262	21.197268	21.727200	22.270380
Senior Customer Service Rep	16912	OFTB	107	17.725107	18.168234	18.622440	19.088001	19.565201	20.054331	20.555689	21.069581	21.596222	22.136229	22.689635	23.258776	23.838298	24.434255	25.045111
Senior Data Entry Technician	16127	OFTB	67	16.234304	16.640162	17.058185	17.482570	17.919634	18.367625	18.826816	19.297485	19.779923	20.274421	20.781282	21.300813	21.833334	22.379167	22.938646
Senior Department Sys Spclst	16222	OFTB	269	31.576881	32.366303	33.175461	34.004848	34.854968	35.726342	36.619502	37.534989	38.473364	39.435197	40.421078	41.431604	42.467394	43.529079	44.617306
Senior Electronic Maint Tech	3633	OPMB	139	28.617705	29.333148	30.066476	30.818138	31.588591	32.378306	33.187764	34.017458	34.867894	35.739591	36.633082	37.548908	38.487631	39.449822	40.436060
Senior Engineering Technician	16932	OFTB	237	25.844221	26.490327	27.152584	27.831399	28.527184	29.240364	29.971373	30.720657	31.488673	32.275890	33.082787	33.909857	34.757603	35.626544	36.517208
Senior HVAC Systems Mechanic	4011	PLNB	13	30.652296	31.418603	32.204068	33.009170	33.834399	34.680259	35.547265	36.435948	37.346846	38.280517	39.237530	40.218468	41.223930	42.254528	43.310891
Senior IT Support Spclst	16223	OFTB	271	32.976495	33.800907	34.645930	35.512078	36.399880	37.309877	38.242624	39.198690	40.178657	41.183123	42.212701	43.268019	44.349719	45.458462	46.594824
Senior Key Data Operator	16083	OFTB	55	15.761353	16.155387	16.559272	16.973254	17.397585	17.832525	18.278337	18.735296	19.203678	19.683770	20.175864	20.680262	21.197268	21.727200	22.270380
Senior Landfill Engrn Tech	16208	OFTB	239	25.844221	26.490327	27.152584	27.831399	28.527184	29.240364	29.971373	30.720657	31.488673	32.275890	33.082787	33.909857	34.757603	35.626544	36.517208
Senior Maintenance Worker	3652	OPMB	57	17.452541	17.888854	18.336075	18.794477	19.264339	19.745947	20.239597	20.745586	21.264226	21.795832	22.340727	22.899245	23.471726	24.058520	24.659983
Senior Parking Lot Attendant	3668	OPMB	37	16.281861	16.688908	17.106130	17.533783	17.972128	18.421431	18.881967	19.354016	19.837866	20.333813	20.842158	21.363212	21.897292	22.447424	23.005843
Senior Parking Lot Supervisor	15067	SUPB	57	22.418137	22.978590	23.550356	24.141882	24.745429	25.364065	25.998167	26.648120	27.314323	27.997181	28.697112	29.414539	30.149902	30.903650	31.676241
Senior Personnel Trans Coord	16131	OFTB	117	18.007061	18.457238	18.918668	19.391635	19.876426	20.373337	20.882669	21.404737	21.939855	22.488351	23.050560	23.626824	24.217495	24.822932	25.443505
Senior Plant Operator	4003	PLNB	11	29.563486	30.302573	31.060137	31.836641	32.632557	33.448371	34.284580	35.141695	36.020237	36.920743	37.843762	38.789566	39.759602	40.753592	41.772432
Senior Police Records Supv	15082	SUPB	87	25.271308	25.903092	26.550668	27.214436	27.894796	28.592166	29.306970	30.039644	30.790636	31.560422	32.349412	33.158417	33.987101	34.836779	35.707697
Senior Property Assistant	16072	OFTB	151	19.759425	20.253411	20.759746	21.278740	21.810709	22.355976	22.914875	23.487747	24.074941	24.676815	25.293734	25.926078	26.574230	27.238586	27.919551
Senior Revenue Services Rep	16954	OFTB	131	18.544722	19.011108	19.486385	19.973545	20.472884	20.984705	21.509323	22.047056	22.598232	23.163189	23.742268	24.335825	24.942221	25.567262	26.207022
Senior School Crossing Guard	16951	OFTB	61	15.767356	16.161540	16.565577	16.979717	17.404210	17.839315	18.285299	18.742430	19.210992	19.691267	20.183548	20.688137	21.205340	21.735474	22.278861
Senior Stationary Engineer	4004	PLNB	9	28.536330	29.249738	29.980981	30.730507	31.498769	32.286238	33.093394	33.920729	34.768747	35.637966	36.528915	37.442138	38.378191	39.337647	40.321087
Senior Store Keeper	15105	SUPB	13	18.514720	18.977588	19.452028	19.938329	20.436786	20.947707	21.471399	22.008184	22.558389	23.123348	23.700407	24.292917	24.900240	25.522746	26.160815
Senior Telecommunications Tech	3923	OPMB	137	27.758570	28.452534	29.163848	29.892944	30.640268	31.406275	32.191431	32.996217	33.821122	34.666651	35.533317	36.421650	37.332191	38.265496	39.222133
Senior Traffic Ctrl&Light Supv	15079	SUPB	105	29.506240	30.243897	30.999994	31.774994	32.569369	33.383603	34.218193	35.073648	35.950489	36.849251	37.770482	38.714745	39.682814	40.674678	41.691546
Senior Tree Maintenance Worker	3661	OPMB	91	19.885935	20.383083	20.892661	21.414978	21.950351	22.499111	23.061589	23.638128	24.229081	24.834808	25.455678	26.092070	26.744372	27.412981	28.098306
Senior Tree Pruner	3680	OPMB	107	20.992514	21.517327	22.055259	22.606642	23.171807	23.751102	24.344880	24.953502	25.577340	26.216772	26.872192	27.543997	28.232597	28.938412	29.661872
Senior Utility Cust Svc Tech	16228	OFTB	139	19.057386	19.533822	20.022167	20.522721	21.035789	21.561684	22.100726	22.653244	23.219575	23.800064	24.395067	25.004943	25.630067	26.270818	26.927588
Service Contract Inspector	16113	OFTB	133	18.665314	19.131946	19.610245	20.100501	20.603014	21.118088	21.646041	22.187192	22.741872	23.310419	23.893179	24.490508	25.102771	25.730340	26.373599
Solid Waste Maint Supervisor	15075	SUPB	61	22.649226	23.215457	23.795843	24.390759	25.000507	25.625521	26.266158	26.922812	27.595882	28.285780	28.992925	29.717174	30.460691	31.222208	32.002763
Solid Waste Supervisor	15032	SUPB	65	22.902477	23.475039	24.061915	24.663463	25.280050	25.912050	26.559852	27.223848	27.904444	28.602055	29.317106	30.050035	30.		

EXHIBIT B

Salary Schedule				Step														
Job Title	Short Desc	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Supervising Cashier	15038	SUPB	17	19.057386	19.533822	20.022167	20.522721	21.035789	21.561684	22.100726	22.653244	23.219575	23.800064	24.395067	25.004943	25.630067	26.270818	26.927588
Supervising Community Ctr Attd	15058	SUPB	31	20.223757	20.729351	21.247585	21.778775	22.323244	22.881325	23.453358	24.038692	24.640684	25.256701	25.888119	26.535322	27.198705	27.878673	28.575640
Supervising Community Svc Rep	15071	SUPB	33	20.855307	21.376690	21.911107	22.458885	23.020357	23.595866	24.185763	24.790406	25.410166	26.045421	26.696557	27.363970	28.048069	28.749271	29.468003
Supervising Construction Insp	15074	SUPB	109	30.033674	30.784516	31.554129	32.342982	33.151557	33.980345	34.829854	35.700600	36.593115	37.507943	38.445642	39.406783	40.391953	41.401751	42.436795
Supervising Dispatcher	15039	SUPB	125	33.506236	34.343893	35.202489	36.082552	36.984616	37.909231	38.859629	39.828366	40.824096	41.844698	42.890815	43.963086	45.062163	46.188717	47.343435
Supervising Forensic Invstg	15060	SUPB	113	30.085002	30.837126	31.608054	32.398255	33.208212	34.038417	34.889377	35.761612	36.655652	37.572044	38.511345	39.474129	40.460982	41.472507	42.509319
Supervising Graphic Designer	15084	SUPB	85	25.108169	25.735873	26.379270	27.038752	27.714721	28.407589	29.117779	29.845722	30.591866	31.356663	32.140580	32.944093	33.767696	34.611888	35.477185
Supervising Plant Operator	15040	SUPB	127	38.497640	39.460081	40.446583	41.457748	42.494192	43.556546	44.645460	45.761597	46.905636	48.078277	49.280234	50.512240	51.775046	53.069422	54.396158
Supervising Police Clerk	15041	SUPB	25	19.629145	20.119873	20.622870	21.138442	21.666903	22.208576	22.763789	23.332885	23.916206	24.514112	25.126965	25.755138	26.399017	27.058992	27.735467
Supervising Property Assistant	15062	SUPB	39	21.220370	21.750879	22.294651	22.852017	23.423318	24.008901	24.609124	25.224352	25.854961	26.501335	27.163868	27.842965	28.539039	29.252155	29.983828
Supervising Surveyor	15065	SUPB	107	29.559723	30.298716	31.056184	31.832589	32.628403	33.444113	34.280216	35.137221	36.015652	36.916043	37.838944	38.784918	39.754541	40.748405	41.767114
Supervising Water Quality Chem	15035	SUPB	123	32.745330	33.563962	34.403062	35.263139	36.144716	37.048335	37.974542	38.923907	39.897004	40.894429	41.916790	42.964710	44.038828	45.139798	46.268293
Surveillance Equipment Tech	16902	OFTB	135	18.665314	19.131946	19.610245	20.100501	20.603014	21.118088	21.646014	22.187192	22.741872	23.310419	23.893179	24.490508	25.102771	25.730340	26.373599
Survey Party Chief	15102	SUPB	95	27.203127	27.883205	28.580285	29.294792	30.027162	30.777841	31.547287	32.335969	33.144368	33.972977	34.822301	35.692860	36.585180	37.499811	38.437305
Survey Technician I	3924	OPMB	69	17.806753	18.251922	18.708220	19.175926	19.655324	20.146707	20.650375	21.166633	21.695800	22.238195	22.794150	23.364004	23.948103	24.546806	25.160476
Survey Technician II	3925	OPMB	95	20.137878	20.641325	21.157358	21.688292	22.228449	22.784160	23.353765	23.937609	24.536049	25.149450	25.778186	26.426241	27.083207	27.760287	28.452494
Telecommunications Supv	15077	SUPB	117	30.402200	31.162255	31.941311	32.739844	33.558340	34.397299	35.257231	36.138662	37.042129	37.968181	38.917386	39.890321	40.887579	41.909768	42.957512
Telecommunications SysAnls I	17029	PRFB	27	27.253069	27.934396	28.632755	29.348574	30.082288	30.834346	31.605205	32.396334	33.205218	34.035348	34.886232	35.758388	36.652348	37.566857	38.507872
Telecommunications SysAnls II	17030	PRFB	37	29.979576	30.729065	31.497293	32.284724	33.091842	33.919139	34.767117	35.636295	36.527202	37.440382	38.376392	39.335802	40.319197	41.327177	42.360356
Telecommunications SysAnls III	17035	PRFB	45	32.976495	33.800907	34.645930	35.512078	36.399880	37.309877	38.242624	39.198690	40.178657	41.183123	42.212701	43.268019	44.349719	45.458462	46.594924
Telecommunications Tech I	3683	OPMB	125	25.177734	25.807177	26.452357	27.113666	27.791508	28.486296	29.198452	29.928414	30.676624	31.443350	32.229629	33.035370	33.861253	34.707784	35.575480
Telecommunications Tech II	3684	OPMB	135	26.436679	27.097596	27.775036	28.469412	29.181146	29.910676	30.658442	31.424903	32.210526	33.015789	33.841184	34.687214	35.554393	36.443254	37.354335
Telecommunications Tech Trnee	3682	OPMB	115	22.888857	23.461077	24.047605	24.648795	25.265015	25.896640	26.544056	27.207657	27.887848	28.585045	29.299671	30.032163	30.782967	31.552541	32.341355
Ticket Seller	16091	OFTB	41	14.762354	15.131414	15.509699	15.897441	16.294877	16.702249	17.119805	17.547801	17.986496	18.436158	18.897062	19.369489	19.853726	20.350669	20.858821
Traffic Ctrl&Light Supv	15045	SUPB	119	31.330402	32.113662	32.916504	33.739417	34.582901	35.447475	36.333661	37.242003	38.173052	39.127379	40.105563	41.108202	42.135907	43.189305	44.269803
Traffic Ctrl&Light Tech I	3637	OPMB	117	23.457767	24.042111	24.645316	25.261449	25.892985	26.540310	27.203818	27.883913	28.581011	29.295536	30.027924	30.778623	31.548089	32.336791	33.145211
Traffic Ctrl&Light Tech II	3636	OPMB	127	25.806514	26.451677	27.112969	27.790793	28.485563	29.197702	29.927645	30.678353	31.442731	32.228799	33.034520	33.860383	34.706893	35.574564	36.463928
Traffic Ctrl&Light Tech Trnee	3635	OPMB	105	20.838763	21.359731	21.893724	22.441068	23.002095	23.577146	24.166576	24.770739	25.390009	26.024758	26.675378	27.342262	28.025819	28.726464	29.444626
Traffic Investigator I	16202	OFTB	141	19.106483	19.584144	20.073749	20.575592	21.089982	21.617232	22.157662	22.711604	23.279394	23.861379	24.457912	25.069361	25.696055	26.338497	26.996959
Traffic Investigator II	16203	OFTB	177	21.519716	22.057709	22.609152	23.174380	23.753740	24.347584	24.956273	25.580180	26.219685	26.875176	27.547055	28.235732	28.941625	29.665166	30.402795
Traffic Investigator III	16204	OFTB	215	23.710479	24.303241	24.910822	25.533593	26.171933	26.826231	27.496887	28.184309	28.889917	29.611140	30.351417	31.110203	31.887958	32.685157	33.502286
Traffic Supervisor	015109	SUPB	129	25.220367	25.850876	26.497149	27.159577	27.838566	28.534531	29.247894	29.979091	30.728568	31.496783	32.284203	33.091307	33.918591	34.766555	35.635719
	08004	TRFB	4	24.605236	25.220367	25.850877	26.497148	27.159577	27.838567	28.534531	29.247894	30.728568	31.496783	32.284202	33.091308	33.918590	34.766555	35.635719
Traffic Worker I	08001	TRFB	1	19.140971	19.619495	20.109983	20.612732	21.128051	21.656252	22.197658	22.752600	23.321415	23.904450	24.502061	25.114613	25.742478	26.386040	27.045691
Traffic Worker II	08002	TRFB	2	21.048103	21.574305	22.113663	22.666504	23.233167	23.813996	24.409346	25.019580	25.645069	26.286196	26.943351	27.616935	28.307358	29.015042	29.740418
Traffic Worker III	08003	TRFB	3	22.366672	22.925839	23.498985	24.086459	24.688621	25.305836	25.938482	26.586944	27.251618	27.932908	28.631231	29.347012	30.086867	30.832704	31.603522
Traffic Worker Trnee	08005	TRFB	5	16.791293	17.211076	17.641353	18.082386	18.534446	18.997807	19.472752	19.959571	20.458561	20.970025	21.494275	22.031632	22.582423	23.146983	23.725658
Transportation Sys Mgt Coord	16965	OFTB	155	19.766351	20.260510	20.767023	21.286198	21.818353	22.363812	22.922907	23.495880	24.083380	24.685463	25.302601	25.935165	26.583544	27.248134	27.929336
Tree Maintenance Supervisor	15046	SUPB	83	24.442606	25.053671	25.680013	26.322013	26.980063	27.654566	28.349529	29.054577	29.780942	30.525466	31.288603	32.070817	32.872587	33.694403	34.536763
Tree Maintenance Worker	3660	OPMB	75	18.779818	19.249314	19.730547	20.223811	20.729406	21.247641	21.778832	22.323303	22.881386	23.453421	24.039756	24.640750	25.256769	25.888187	26.535393
Tree Maintenance Worker Trnee	3917	OPMB	33	16.088017	16.490217	16.902472	17.325035	17.758161	18.202115	18.657168	19.123596	19.601687	20.091729	20.594022	21.108873	21.636594	22.177509	22.731947
Tree Pruner I	3639	OPMB	61	17.723567	18.166656	18.620823	19.086344	19.563503	20.052590	20.553905	21.067752	21.594446	22.134307	22.687665	23.254857	23.836227	24.432134	25.042936
Tree Pruner II	3640	OPMB	87	19.495940	19.983339	20.482921	20.994994	21.519870	22.057866	22.609313	23.174546	23.753910	24.347757	24.956451	25.580362	26.219871	26.875368	27.547252
Tree Pruner Supervisor	15047	SUPB	81	23.963268	24.562350	25.176409	25.805819	26.450964	27.112239	27.790045	28.484796	29.196916	29.926839	30.675010	31.441885	32.227932	33.036330	33.859471
Tree Pruner Trainee	3638	OPMB	17	15.486710	15.873877	16.270724	16.677492	17.094429	17.521791	17.959835	18.408831	18.869052	19.340778	19.824297	20.319904	20.822793	21.348600	21.882315
Typist Clerk I	16094	OFTB	7	13.040386	13.366396	13.700556	14.043070	14.394147	14.754001	15.122850	15.500921	15.888445	16.285656	16.692797	17.110117	17.537870	17.976317	18.425725
Typist Clerk II	16095	OFTB	35	14.616144	14.981549	15.356807	15.739989	16.133489	16.536826	16.950247	17.374003	17.808353	18.253562	18.709901	19.177649	19.657090	20.148517	20.652230
Typist Clerk III	16096	OFTB	69	16.234304	16.640162	17.056165	17.482570	17.919634	18.367625	18.826816	19.297485	19.779923	20.274421	20.781282	21.300813	21.833334	22.379167	22.938646
Utilities Locator	007010	WTRB	3	24.572992	25.187317	25.817000	26.462425	27.123986	27.802086	28.497137	29.209566	29.939805	30.688300					

EXHIBIT B

Salary Schedule				Step															
Job Title	Short Desc	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	
Zoning Investigator	16213	OFTB	255	27.387351	28.072035	28.773836	29.493182	30.230512	30.986274	31.760931	32.554954	33.368828	34.203049	35.058125	35.934578	36.832942	37.753766	38.697610	
Zoo Attendant I	3642	OPMB	41	16.453696	16.865038	17.286664	17.718831	18.161802	18.615846	19.081242	19.558274	20.047231	20.548412	21.062121	21.588675	22.128392	22.681601	23.248641	
Zoo Attendant II	3643	OPMB	65	17.789516	18.234254	18.690110	19.157363	19.636297	20.127204	20.630384	21.146144	21.674798	22.216668	22.772085	23.341386	23.924921	24.523044	25.136120	
Zoo Supervisor	15051	SUPB	53	22.361885	22.920932	23.493955	24.081304	24.683337	25.300420	25.932931	26.581254	27.245785	27.926930	28.625103	29.340731	30.074249	30.826105	31.596758	

[Back to Report Table of Contents](#)



Employer-Employee Relations

Scope: CITYWIDE

Policy Contact

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SMbanks-Robinson@cityofsacramento.org

Table of Contents

01- Policy

02- Definitions

Regulatory References

California Government Code Sections 3500

Supersedes

Employer-Employee Relations Policy

Effective: June 2014

POLICY STATEMENT

This policy is enacted pursuant to California Government Code Sections 3500 et seq., to establish orderly procedures to promote full communication between the City and its employees by providing a reasonable method of resolving disputes regarding wages, hours, and other terms and conditions of employment between the City and its employee organizations.

Nothing contained herein shall be deemed to supersede the provisions of existing State law, the City Charter, ordinances, resolutions and rules which establish and regulate the merit and civil service system, or which provide for other methods of administering employer-employee relations. This Resolution is intended, instead, to strengthen merit, civil service, and other methods of administering employer-employee relations through the establishment of uniform and orderly methods of communications between employees and the City.

PURPOSE

It is the purpose of this policy to promote the improvement of personnel management and employer-employee relations within the City by providing a uniform basis for recognizing the right of its employees to join organizations of their own choice and be represented by such organizations in their employment relationship with the City.

POLICY

1. Authority of City Manager

The City hereby declares, as a matter of policy, that the City Council and its members will deal with employee organizations and their representatives solely through the City Manager except when otherwise expressly provided for by the terms of this Resolution.

2. Representation Units

The representation units set forth in Appendix A attached hereto are the appropriate units for representation by recognized employee organizations.

3. Recognized Employee Organizations

- a. An employee organization that wishes to be certified as the recognized employee organization for a designated representation unit for which unit no employee organization has been certified shall file a recognition petition with the Employee Relations Officer.
 1. Petition – The petition shall be signed by the organization's duly authorized officers, and shall contain the following information and documentation:
 - 1) The name and mailing address of the organization.

- 2) The names and titles of its officers.
 - 3) Designation of those persons, not exceeding three in number, and their addresses, to whom notice sent by regular mail will be deemed sufficient notice on the organization for any purpose.
 - 4) A statement that the organization does not discriminate or restrict membership or participation based on race, color, creed, national origin, or sex.
 - 5) A statement that the employee organization has, as one of its primary purposes, representing employees in their employment relations with the City.
 - 6) A statement that the employee organization agrees to comply with the provisions of this Resolution.
 - 7) A copy of its constitution and bylaws, if any.
 - 8) Identification of the representation unit for which petitioner seeks certification as the recognized employee organization.
 - 9) Proof of employee approval of thirty percent (30%) or more of the employees within such representation unit.
2. The Employee Relations Officer shall give written notice of such petition to the petitioner, to the employees involved and to any employee organization that has filed a written request for receipt of such notice to him. Within thirty (30) days of the date of such notice, other employee organizations may file a challenging petition seeking to become the recognized employee organization within such representation unit.
- b. Election
1. Calling of Election – The Employee Relations Officer shall, whether or not a challenging petition is filed, request the State Conciliation Service to call and conduct a secret ballot election in accordance with its own procedures and regulations and pursuant to the election procedures as herein below set forth. If a challenging petition is filed, and is accompanied by proof of employee approval equal to at least ten percent (10%) of the employees within the representation unit, the State Conciliation Service shall include such challenging employee organization on the ballot.
 2. Election Procedures – Whenever the State Conciliation Service calls an election pursuant hereto, it shall include the choice of no organization on the ballot. Employees entitled to vote in a representational election shall be those employees within the representation unit whose name appeared on the payroll

immediately prior to the date of the election. An employee organization shall be certified by the Employee Relations Officer as the recognized employee organization within the representation unit if:

- 1) That employee organization has received the vote of a numerical majority of all the employees eligible to vote in the unit of which the election is held, or,
 - 2) More than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, and the employee organization receives a numerical majority of all votes cast in the election, or,
 - 3) In an election involving three or more choices, where none of the choices receives a majority of the ballot votes cast, and where more than fifty percent (50%) of the total number of employees in the unit eligible to vote have voted in the election, a run-off election shall be conducted between the two choices receiving the largest number of ballot votes cast; the rules governing an initial election being applicable to a run-off election.
3. Decertification Procedures – A decertification petition may be filed with the Employee Relations Officer by employees or an employee organization to determine whether or not a recognized employee organization continues to represent a majority of the employees in the representation unit. Such petition must be accompanied by proof of employee approval equal to at least thirty percent (30%) of the employees within the representation unit. The time periods for a petition to be filed with the Employee Relations Officer are: a) after the first full year of recognition if no written agreement has been negotiated; b) within the period commencing ninety (90) and ending sixty (60) days immediately prior to the expiration date of a written agreement; or c) any time after a written agreement has been in effect for five years or more. When such a valid petition has been filed, the State Conciliation Service shall be requested to conduct an election to determine whether or not the incumbent recognized employee organization shall be decertified, and where filed by an employee organization, whether such organization shall be recognized. Such election shall be in accordance with the procedures and regulations of the State Conciliation Service, and the election procedures as hereinabove set forth.
4. In the event that the State Conciliation Service is unable to or unwilling to provide any of the services required of it by paragraphs 2 and 3 above, the American Arbitration Association, or another impartial third party agreed to by the City and the concerned employee organization(s), shall perform said services.
5. Costs of conducting elections, if any, shall be borne equally by the City and the employee organization(s).
6. Recognized employee organizations shall annually, on or before the anniversary date of recognition, file a written statement with the Employee Relations Officer, indicating changes in items (a) through (g) as they appeared in the recognition

petition filed pursuant to paragraph I of this Article, or as subsequently amended by a written statement hereunder, or, as appropriate, shall indicate that there has been no change in such information. The statement shall be signed by the duly authorized officers of the recognized employee organization.

4. Meet and Confer

- a. Upon request, a recognized employee organization shall have the right to meet and confer in good faith regarding matters within the scope of representation with the Employee Relations Officer and/or his designees. Provided, however, that nothing herein shall require meeting and conferring between parties to a Memorandum of Understanding during the term of such Memorandum regarding matters to take effect during such term, except that such parties may meet and confer during such term on a matter within the scope of representation where (a) the matter was not covered by the Memorandum or expressly raised as an issue during the meeting and conferring process out of which such Memorandum arose, and (b) there shall have arisen a significant change in circumstances with respect to such matter, which could not have reasonably been anticipated by both parties at the time they signed such Memorandum.
- b. Employees in classifications not included in supervisory and confidential representation units shall not participate in meeting and conferring or grievance resolution processes pertaining to supervisory and confidential representation unit classifications.
- c. In the absence of express authorization in advance by the Employee Relations Officer, not more than two City employees representing a recognized employee organization requesting such a meeting shall be entitled to attend without loss of compensation or other benefit, nor shall more than a total of three representatives for each recognized employee organization be entitled to attend such meetings.
- d. City employees who shall represent a recognized employee organization at such meeting shall give reasonable advance notice thereof to their immediate supervisor, but in no event shall such notice be given less than one full working day or shift before the meeting; except, however, that the Employee Relations Officer may, in his discretion, waive this requirement for advance notice.
- e. If agreement is reached on matters subject to approval by the City Council or by the Civil Service Board or Retirement Board, the parties shall jointly prepare a written memorandum of such understanding, and the Employee Relations Officer shall present it to the Council or such Board, as appropriate, for determination. If agreement is reached on matters not subject to such approval, the Employee Relations Officer and the recognized employee organization(s) shall, at the request of one of the parties, prepare a written memorandum of such understanding.

5. Payroll Deductions

- a. Only recognized employee organizations shall have the right to have the regular membership dues of its members deducted from employees' paychecks upon the written authorization of each such employee member in such form as will not infringe upon an employee's rights under California Government Code Sec. 3502.
- b. This Article shall not be construed to restrict a recognized employee organization from meeting and conferring with the City regarding additional payroll deductions upon the written authorization of employees in such representation unit.

6. Communication with Employees

- a. Reasonable access to employee work locations shall be granted to officers of recognized employee organizations for the purpose of processing grievances or contacting members of the organization concerning business within the scope of representation. Such officers shall not enter any work location without previous notice to and consent from the Department Head or his designee, and access may be restricted so as not to interfere with departmental operations or with established safety and security requirements.
- b. Campaigning for office, conducting meetings or elections, and other internal employee organization business of a similar nature shall not be carried on during work hours.

7. Use of City Facilities

City buildings and other facilities may be made available for use by City employees or an employee organization or their representatives in accordance with administrative procedures governing such use.

8. Advance Notice

- a. Except in cases of emergency as provided in this Article, the City Council, the Civil Service Board and the Retirement Board, shall give reasonable written notice to each recognized employee organization affected by any ordinance, rule, resolution or regulation directly relating to matters within the scope of representation proposed to be adopted by the City Council, the Civil Service Board, or the Retirement Board, and shall give such recognized employee organization the opportunity to meet with the City Council, the Civil Service Board, or the Retirement Board. The Council or such Board shall, upon request of the Employee Relations Officer or a recognized employee organization, delay consideration of the matter proposed to be acted upon for such period of time deemed to be reasonable by the Council or such Board, to give the parties an opportunity to meet and confer thereon in order to endeavor to agree upon a joint recommendation to be made to the Council or such Board.

- b. In cases of emergency when the City Council, the Civil Service Board, or the Retirement Board determine that an ordinance, rule, resolution or regulation must be adopted immediately without prior notice or meeting with a recognized employee organization, the City Council, the Civil Service Board, or the Retirement Board shall provide such notice and opportunity to meet at the earliest practicable time following the adoption of such ordinance, rule, resolution, or regulation.

9. Employee Organization

Employee organizations may represent their individual employee members in individual employment relations, including grievances, to the extent required by the Government Code.

10. Individual Employees

Nothing in this Resolution shall be construed to restrict or in any way modify the right of an individual employee to present matters involving his individual employment relationship to the appropriate level of management, provided that any action taken in not inconsistent with the terms of a memorandum or understanding then in effect, and that before any action is taken which could affect the terms and conditions of employment of other employees in the representation unit, such proposed action is communicated to the recognized employee organization for its opinion on the merits and the effect on the proposed action.

11. Prohibition Against Discrimination

- a. No appointing authority or his representative shall discriminate for or against any employee organization, or in any way coerce or influence any employee in his free choice to join or refrain from joining any employee organization
- b. It is the policy of the City to affirmatively support and encourage equal opportunity of employment for members of racial, religious and other minority groups. If evidence of such discrimination by an employee organization comes to the attention of the Employee Relations Officer, it shall be his duty to refer such evidence to an appropriate legal authority having jurisdiction thereof, if any.

12. Application of Labor Code Section 923

The enactment of this Resolution shall not be construed as making the provisions of Section 923 of the Labor Code applicable to employees or employee organizations.

13. Impasse Procedures

- a. Initiation of Impasse Procedures – Impasse procedures may be invoked after the possibility of settlement by direct discussion has been exhausted. Any party may initiate the impasse procedures by filing with the other party or parties a written request for an impasse meeting, together with a statement of its position on all

disputed issues. An impasse meeting shall then be scheduled by the Employee Relations Officer forthwith after the date of filing of the written request for such meeting, with written notice to all parties affected. The purpose of such impasse meeting shall be two-fold:

1. To permit a review of the position of all parties in a final effort to reach an agreement on the disputed issues; and
 2. If agreement is not concluded, to discuss arrangements for implementing the specific impasse procedure or procedures to which the dispute shall be submitted.
- b. Impasse Procedures – Impasse procedures are as follows:
1. If the parties so agree, the dispute shall be submitted directly to the City Council for determination.
 2. If they do not so agree with a reasonable period of time, the dispute shall be submitted to mediation. All mediation proceedings shall be private. The mediator shall make no public recommendation, nor take any public position at any time concerning the issues. If the parties are unable to agree on a mediator after a reasonable period of time, they shall select the mediator from a list of three names to be provided by the State Conciliation Service, or if that body for any reason shall fail to provide such list, by the American Arbitration Association. The recognized employee organization or organizations shall first strike one name, the Employee Relations Officer shall then strike one name, and the name remaining shall be the mediator.
 3. If the parties have failed to resolve all their disputes through mediation within fifteen (15) days after the mediator commenced meeting with the parties, the parties may agree to submit the issues in dispute directly to the City Council. In that event the City Council shall finally determine the issues after conducting a public hearing thereon and after such further investigation of the relevant facts as it may deem appropriate.
 4. If the parties fail to agree to submit the dispute directly to the City Council, the disputed issues shall be submitted to fact-finding.
- c. The parties may agree on the appointment of one or more fact-finders. If they fail to so agree, a fact-finding panel of three shall be appointed in the following manner: One member of the panel shall be appointed by the Employee Relations Officer, one member shall be appointed by the recognized employee organization, and those two shall name a third, who shall be the chairman. If they are unable to agree upon a third, they shall select the third member from a list of five names to be provided by the American Arbitration Association, the one to serve to be determined by the alternate striking of names, with the party who is to strike the first name to be determined by chance method.

- I. The following constitute the jurisdictional and procedural requirements for fact-finding:
 - 1) Fact-finders shall not have served as mediator in the same impasse under subparagraph (b), and shall not be employees or officers of the City or members of one of the City's employee organizations.
 - 2) Fact-finding is authorized hereunder in connection with all disputed issues that are within the scope of representation.
 - 3) The fact-finder(s) shall, to the extent they are applicable, determine and apply the following standards to the disputed issues in making recommendations:
 - a. City job classifications shall be compared to comparable job classifications in private and public employment in the Sacramento metropolitan area, and in the three California cities next larger and the three California cities next smaller in population than Sacramento, to the extent such can be reasonably done.
 - b. In determining job comparability, the following factors will be considered: The nature and complexity of the duties involved; the degree of supervision received and exercised; the educational, experience and physical qualifications, and the special skills required; the physical working conditions; and the hazards inherent in the job.
 - c. Comparisons shall be in terms of total compensation and benefits of employment, and, to the extent feasible, shall be measured in monetary terms.
 - d. The comparison data as hereinabove provided for shall, to the extent feasible, be adjusted as appropriate for differences in the cost of living in Sacramento as compared to other cities considered; the benefits of job stability and continuity of employment; difficulty of recruiting qualified applicants; and equitable employment benefit relationships between job classifications in City employment.
 - e. The state of the economy in the Sacramento metropolitan area, and the financial condition and resources of City government, shall be considered.
 - 4) The fact-finder(s) shall make written findings of fact and recommendations for the resolution of the issues in dispute, which shall be presented in terms of the standards specified in (3) above. The fact-finder or chairman of the fact-finding panel shall serve such findings and recommendations on the Employee Relations Officer and the designated representative of the recognized employee organization. If these parties have not resolved the impasse within ten (10) days after service of the findings and recommendations upon them, and in no event later than ten (10) days prior to the final date set by law for fixing of the tax rate, the fact-finder or the chairman of the fact-finding panel

shall make them public by submitting them to the City Clerk for consideration by the City Council in connection with the Council's legislative determination of the issues.

- 5) Costs of mediation and fact-finding shall be divided one-half to the City and one-half to the recognized employee organization.

Appendix A

**Designation of Representation Units
and Unrepresented Classifications**

I. The Council determines that the following (including special job classifications designated by "Special Manpower Planning") are the appropriate representation units:

A. Building Trades and Craft Unit (Represented Unit 06)

- Blacksmith Welder
- Carpenter
- Electrician
- Electrician Lineworker
- Electrician Supervisor
- Generator Technician
- Machinist
- Machinist Helper
- Machinist Supervisor
- Mechanical Maintenance Supervisor
- Painter
- Plumber
- Plumber Apprentice
- Roofer
- Senior Carpenter
- Senior Electrician
- Senior Generator Technician
- Senior Painter
- Senior Plumber
- Senior Sheet Metal Worker
- Sheet Metal Worker
- Stagehand I
- Stagehand II
- Structural Maintenance Supervisor
- Supervising Generator Technician

B. Plant Operator Unit (Represented Unit 04)

- Heating, Ventilation and Air Conditioning Systems Mechanic
- Junior Plant Operator
- Plant Operator
- Senior Heating, Ventilation and Air Conditioning Systems Mechanic

*Non-Career, Part-Time or Seasonal Classification

- Senior Plant Operator
- Senior Stationary Engineer
- Stationary Engineer

C. Water and Sewer Unit (Represented Unit 07)

- Assistant Water Cross-Connection Control Specialist
- Utilities Locator
- Utilities Operations & Maintenance Serviceworker Apprentice
- Utilities Operations & Maintenance Leadworker
- Utilities Operations & Maintenance Serviceworker
- Utilities Operations & Maintenance Specialist
- Water Cross-Connection Control Specialist

D. Traffic Engineering Unit (Represented Unit 08)

- Traffic Worker I
- Traffic Worker II
- Traffic Worker III
- Traffic Worker Trainee

E. Fire Department Unit (Represented Unit 05)

- Fire Battalion Chief
- Fire Captain
- Fire Captain (Paramedic)
- Fire Engineer
- Fire Engineer (Paramedic)
- Fire Investigator I
- Fire Investigator II
- Fire Prevention Officer I
- Fire Prevention Officer II
- Fire Prevention Officer Trainee
- Firefighter
- Firefighter (Paramedic)
- Senior Fire Prevention Officer

F. Police Department Unit (Represented Unit 02)

- Community Service Officer
- Community Service Officer (Limited-Term)*

*Non-Career, Part-Time or Seasonal Classification

- Dispatcher I
- Dispatcher II
- Dispatcher III
- Park Safety Ranger
- Park Safety Ranger Assistant
- Park Safety Ranger Supervisor
- Police Officer
- Police Sergeant
- Reserve Community Service Officer*
- Reserve Dispatcher*
- Reserve Police Officer I*
- Reserve Police Officer II*
- Reserve Police Officer III*
- Reserve Police Sergeant*

G. Professional Unit (Represented Unit 17)

- Arborist/Urban Forester
- Archivist
- Art Museum Registrar
- Assistant Planner
- Associate Curator of Art
- Associate Planner
- Geographic Information Systems Specialist I
- Geographic Information Systems Specialist II
- Geographic Information Systems Specialist III
- Graphic Designer
- Junior Planner
- Media Production Specialist I
- Media Production Specialist II
- Museum Registrar
- Process Control Systems Specialist
- Public Information Coordinator
- Real Property Agent I
- Real Property Agent II
- Real Property Agent III
- Telecommunications Systems Analyst I
- Telecommunications Systems Analyst II
- Telecommunications Systems Analyst III
- Water Quality Chemist

*Non-Career, Part-Time or Seasonal Classification

H. Office and Technical Unit (Represented Unit 16)

- 311 Customer Service Agent
- 311 Customer Service Specialist
- Account Clerk I
- Account Clerk II
- Accounting Technician
- Architectural Technician I
- Architectural Technician II
- Architectural Technician III
- Arts Program Assistant
- Arts Program Coordinator
- Booking Coordinator
- Boutique Operator
- Building Inspector I
- Building Inspector II
- Building Inspector III
- Building Inspector IV
- Building Technician
- Burglary/Robbery Alarm Inspector
- Buyer I
- Buyer II
- Buyer III
- Cashier
- Central Services Assistant I
- Central Services Assistant II
- Central Services Assistant III
- Child Care Assistant
- Claims Collector
- Clerk I
- Clerk II
- Clerk III
- Code Enforcement Officer
- Communications Assistant
- Community Service Representative I
- Community Service Representative II
- Computer Operator I
- Computer Operator II
- Construction Inspector I

*Non-Career, Part-Time or Seasonal Classification

- Construction Inspector II
- Construction Inspector III
- Customer Service Assistant
- Customer Service Representative
- Customer Service Specialist
- Customer Service Trainee
- Data Entry Technician
- Department Systems Specialist I
- Department Systems Specialist II
- Development Services Technician I
- Development Services Technician II
- Development Services Technician III
- Elder Care Assistant
- Electrical Construction Inspector I
- Electrical Construction Inspector II
- Electrical Construction Inspector III
- Engineering Technician I
- Engineering Technician II
- Engineering Technician III
- Events Coordinator
- Exhibits Coordinator
- Facility Drawings Technician
- Fingerprint Clerk
- Fleet Management Technician
- Fleet Service Coordinator
- Forensic Investigator I
- Forensic Investigator II
- Graphics Assistant
- Health Coverage Representative
- Human Services Program Coordinator*
- Information Technology Support Specialist I
- Information Technology Support Specialist II
- Information Technology Trainee
- Key Data Operator I
- Landscape Technician I
- Landscape Technician II
- Lead Forensic Investigator
- Media and Computer Specialist
- Microcomputer Systems Specialist
- Neighborhood Resources Coordinator I

*Non-Career, Part-Time or Seasonal Classification

- Neighborhood Resources Coordinator II
- Offset Equipment Operator
- Personnel Transactions Coordinator
- Plans Examiner I
- Plans Examiner II
- Plans Examiner III
- Police Clerk I
- Police Clerk II
- Police Clerk III
- Police Records Specialist I
- Police Records Specialist II
- Police Records Specialist III
- Program Coordinator
- Program Developer
- Program Leader
- Property Assistant
- Recreation Aide*
- Recreation Leader (Special Needs)*
- Revenue Services Representative
- Revenue Services Trainee
- Secretary
- Secretary to the Planning Commission
- Senior Central Services Assistant
- Senior Claims Collector
- Senior Computer Operator
- Senior Customer Service Representative
- Senior Data Entry Technician
- Senior Department Systems Specialist
- Senior Engineering Technician
- Senior Information Technology Support Specialist
- Senior Key Data Operator
- Senior Landfill Engineering Technician
- Senior Personnel Transactions Coordinator
- Senior Property Assistant
- Senior Recreation Aide*
- Senior Revenue Services Representative
- Senior School Crossing Guard*
- Senior Utility Customer Service Technician
- Service Contract Inspector
- Special Program Leader*

*Non-Career, Part-Time or Seasonal Classification

- Stenographer Clerk I
- Stenographer Clerk II
- Stenographer Clerk III
- Storekeeper
- Stores Clerk I
- Stores Clerk II
- Surveillance Equipment Technician
- Ticket Seller
- Traffic Investigator I
- Traffic Investigator II
- Traffic Investigator III
- Transportation Systems Management Coordinator
- Typist Clerk I
- Typist Clerk II
- Typist Clerk III
- Utility Customer Service Technician I
- Utility Customer Service Technician II
- Utility Customer Service Technician III
- Utility Services Inspector
- Water Conservation Representative
- Water Conservation Specialist
- Water Quality Laboratory Technician
- Zoning Investigator

I. Operations and Maintenance Unit (Represented Unit 03)

- Animal Care Technician
- Animal Control Officer I
- Animal Control Officer II
- Assistant Code Enforcement Officer
- Assistant Greenskeeper*
- Building Maintenance Worker
- Community Center Attendant I
- Community Center Attendant II
- Cultural Facilities Attendant
- Custodian I
- Custodian II
- Electronic Maintenance Technician I
- Electronic Maintenance Technician II
- Electronic Maintenance Technician Trainee

*Non-Career, Part-Time or Seasonal Classification

- Engineering Aide I
- Engineering Aide II
- General Helper
- Golf Course Marshal
- Greenskeeper
- Instrument Technician I
- Instrument Technician II
- Instrument Technician Trainee
- Irrigation Technician
- Landfill Equipment Operator
- Landfill Equipment Operator R2
- Maintenance Worker
- Marina and Boating Facilities Attendant
- Meter Reader
- Motor Sweeper Operator
- Park Equipment Operator
- Park Maintenance Worker
- Park Maintenance Worker I
- Park Maintenance Worker I (Pest)
- Park Maintenance Worker II
- Park Maintenance Worker II (Pest)
- Park Maintenance Worker III
- Parking Enforcement Officer
- Parking Lot Attendant
- Parking Meter Coin Collector
- Parking Meter Repair Worker
- Registered Veterinary Technician
- Sanitation Worker I
- Sanitation Worker II
- Sanitation Worker III
- Security Guard
- Senior Building Maintenance Worker
- Senior Custodian
- Senior Electronic Maintenance Technician
- Senior Maintenance Worker
- Senior Parking Lot Attendant
- Senior Telecommunications Technician
- Senior Tree Maintenance Worker
- Senior Tree Pruner
- Street Construction Equipment Operator

*Non-Career, Part-Time or Seasonal Classification

- Street Construction Laborer
- Street Construction Laborer Trainee
- Survey Technician I
- Survey Technician II
- Telecommunications Technician I
- Telecommunications Technician II
- Telecommunications Technician Trainee
- Traffic Control and Lighting Technician I
- Traffic Control and Lighting Technician II
- Traffic Control and Lighting Technician Trainee
- Tree Maintenance Worker
- Tree Maintenance Worker Trainee
- Tree Pruner I
- Tree Pruner II
- Tree Pruner Trainee
- Utility Worker*
- Water Waste Inspector
- Zoo Attendant I
- Zoo Attendant II

J. General Supervisory Unit (Represented Unit 15)

- 311 Customer Service Supervisor
- Assistant Box Office Supervisor
- Central Services Supervisor
- Central Stores Supervisor
- Chief Museum Attendant
- Computer Operations Supervisor
- Concrete Construction Leadworker
- Curator of Historical Exhibitions
- Custodial Supervisor
- Customer Service Supervisor
- Drainage Supervisor
- Enforcement and Collections Supervisor
- Equipment Maintenance Supervisor
- Financial Services Supervisor
- Golf Course Supervisor
- Health Coverage Supervisor
- Instrumentation Supervisor
- Marina and Boating Facilities Supervisor

*Non-Career, Part-Time or Seasonal Classification

- Meter Reading Supervisor
- Museum Security Supervisor
- Office Supervisor
- Parking Enforcement Supervisor
- Parking Facilities Maintenance Supervisor
- Parking Lot Supervisor
- Parking Meter Collection Supervisor
- Parking Meter Repair Supervisor
- Parks Supervisor
- Police Records Supervisor
- Program Supervisor
- Revenue Supervisor
- Senior Accounting Technician
- Senior Animal Care Technician
- Senior Animal Control Officer
- Senior Code Enforcement Officer
- Senior Parking Lot Supervisor
- Senior Police Records Supervisor
- Senior Storekeeper
- Senior Traffic Control and Lighting Supervisor
- Solid Waste Maintenance Supervisor
- Solid Waste Supervisor
- Staff Aide (Rep 15)
- Street Maintenance Supervisor
- Supervising Building Inspector
- Supervising Cashier
- Supervising Community Center Attendant
- Supervising Community Service Representative
- Supervising Construction Inspector
- Supervising Dispatcher
- Supervising Forensic Investigator
- Supervising Graphic Designer
- Supervising Plant Operator
- Supervising Police Clerk
- Supervising Property Assistant
- Supervising Surveyor
- Supervising Water Quality Chemist
- Survey Party Chief
- Telecommunications Supervisor
- Traffic Control and Lighting Supervisor

*Non-Career, Part-Time or Seasonal Classification

- Traffic Supervisor
- Tree Maintenance Supervisor
- Tree Pruner Supervisor
- Utilities Operations & Maintenance Supervisor
- Utility Customer Service Supervisor
- Water Conservation Supervisor
- Zoo Supervisor

K. Engineering Unit (Represented Unit 11)

- Assistant Architect
- Assistant Civil Engineer
- Assistant Electrical Engineer
- Assistant Mechanical Engineer
- Associate Architect
- Associate Civil Engineer
- Associate Electrical Engineer
- Associate Landscape Architect
- Associate Mechanical Engineer
- Fire Protection Engineer
- Junior Architect
- Junior Engineer
- Junior Landscape Assistant
- Landscape Assistant
- Telecommunications Engineer I
- Telecommunications Engineer II
- Telecommunications Engineer III

L. Automotive/Equipment Mechanics Unit (Represented Unit 12)

- Equipment Body Mechanic I
- Equipment Body Mechanic II
- Equipment Body Mechanic III
- Equipment Mechanic I
- Equipment Mechanic II
- Equipment Mechanic III
- Equipment Serviceworker
- Fire Service Worker
- General Repair Worker
- Senior Equipment Serviceworker
- Supervising Fire Service Worker

*Non-Career, Part-Time or Seasonal Classification

- Vehicle Pool Serviceworker
- Vehicle Service Attendant

M. Exempt/Management Support (Represented Unit 14)

- Administrative Analyst
- Investigator
- Program Analyst
- Senior Deputy City Clerk
- Stores Administrator
- Workers' Compensation Claims Representative

N. Confidential/Administrative (Represented Unit 10)

- Administrative Assistant
- Administrative Assistant (Confidential/Exempt)
- Administrative Technician
- Administrative Technician (Confidential/Exempt)
- Applications Developer
- Deputy City Clerk
- Legal Secretary (Exempt)
- Legal Staff Assistant
- Legal Staff Assistant (Exempt)
- Paralegal (Exempt)
- Payroll Technician
- Personnel Technician
- Senior Legal Staff Assistant (Exempt)
- Senior Staff Assistant
- Staff Aide (Rep 10)
- Staff Assistant
- Supervising Legal Secretary
- Systems Engineer
- Treasury Assistant

O. Exempt Management (Represented Unit 01)

- 311 Manager
- Accountant Auditor
- Accounting Manager
- Administrative Officer
- Animal Care Services Manager

*Non-Career, Part-Time or Seasonal Classification

- Arts Administrator
- Arts in Public Places Specialist
- Banking Operations Manager
- Business Services Manager
- Camp Sacramento Supervisor
- Chief Building Inspector
- Chief Building Official
- Chief Investment Officer
- Code Enforcement Manager
- Contracts and Compliance Specialist
- Convention Center General Manager
- Curator of Art
- Curator of Education
- Curator of History
- Debt Analyst
- Deputy Chief Building Official
- Deputy City Attorney I
- Deputy City Attorney II
- Deputy Convention Center General Manager
- Economic Development Manager
- E-Government Manager
- Emergency Communications Manager
- Emergency Medical Services Coordinator
- Engineering Manager
- Environmental Health and Safety Officer
- Environmental Health and Safety Specialist
- Equal Employment Specialist
- Events Services Manager
- Events Services Supervisor
- Facilities and Real Property Superintendent
- Facilities Manager
- Fire Assistant Chief
- Fleet Manager
- Historic District Manager
- Human Resources Manager
- Information Technology Manager
- Information Technology Supervisor
- Integrated Waste Collections Superintendent
- Integrated Waste General Manager
- Integrated Waste General Supervisor

*Non-Career, Part-Time or Seasonal Classification

- Integrated Waste Planning Superintendent
- Investment Officer
- Investment Operations Analyst
- Junior Development Project Manager
- Law Office Administrator
- Licensed Land Surveyor
- Management Analyst
- Marina Manager
- Media and Communications Specialist
- Metropolitan Arts Manager
- Neighborhood Services Area Manager
- Neighborhood Services Manager
- New Growth Manager
- Operations General Supervisor
- Operations Manager
- Organizational Development Specialist
- Park Maintenance Manager
- Park Maintenance Superintendent
- Park Planning, Design and Development Manager
- Parking Manager
- Permit Services Manager
- Personnel Analyst
- Planning Director
- Plant Services Manager
- Police Administrative Manager
- Police Captain
- Police Lieutenant
- Principal Accountant
- Principal Applications Developer
- Principal Building Inspector
- Principal Management Analyst
- Principal Planner
- Principal Systems Engineer
- Procurement Services Manager
- Program Manager
- Program Specialist
- Recreation General Supervisor
- Recreation Manager
- Recreation Superintendent
- Revenue Manager

*Non-Career, Part-Time or Seasonal Classification

- Risk Manager
- Senior Accountant Auditor
- Senior Applications Developer
- Senior Architect
- Senior Debt Analyst
- Senior Deputy City Attorney
- Senior Development Project Manager
- Senior Engineer
- Senior Investment Officer
- Senior Landscape Architect
- Senior Management Analyst
- Senior Personnel Analyst
- Senior Planner
- Senior Systems Engineer
- Special Assistant to the City Attorney
- Special Districts Manager
- Special Projects Engineer
- Special Projects Manager
- Staff Aide (Rep 01)
- Streets Manager
- Supervising Animal Care Officer
- Supervising Architect
- Supervising Engineer
- Supervising Financial Analyst
- Supervising Landscape Architect
- Support Services Manager
- Training Specialist
- Treasury Analyst
- Treasury Manager
- Urban Design Manager
- Utility Construction Coordinator
- Utilities Operations & Maintenance Superintendent
- Veterinarian

2. The Council designates the following class titles as "unrepresented classifications."

A. Executive Management (Unrepresented Unit 20)

- Administrative Analyst (City Manager's Office)
- Assistant City Attorney
- Assistant City Clerk

*Non-Career, Part-Time or Seasonal Classification

- Assistant City Manager
- Assistant City Treasurer
- Assistant to the City Manager
- Budget Manager
- Chief Information Officer
- City Attorney
- City Auditor
- City Clerk
- City Manager
- City Treasurer
- Deputy City Manager
- Deputy Police Chief
- Director of Community Development
- Director of Convention and Culture Services
- Director of Economic Development
- Director of Finance
- Director of Governmental Affairs
- Director of Human Resources
- Director of Parks and Recreation
- Director of Public Works
- Director of Public Safety Accountability
- Director of Utilities
- Executive Director, SAC CCOMWP
- Fire Chief
- Fire Deputy Chief
- Human Resources Manager (Benefits & Retirement)
- Human Resources Manager (Employment & Classification)
- Human Resources Manager (Labor Relations)
- Labor Relations Analyst
- Labor Relations Officer
- Media and Communications Officer
- Police Chief
- Principal Management Analyst (Finance/Budget)
- Special Projects Manager (City Manager's Office)
- Staff Aide (Management)
- Staff Aide (Rep 20)
- Supervising Deputy City Attorney
- Support Services Manager (Human Resources)

B. Mayor/Council Support (Unrepresented Unit 21)

*Non-Career, Part-Time or Seasonal Classification

- Assistant City Auditor
- Auditor
- Chief of Staff to the Mayor
- Council Operations Manager
- Council Representative
- District Director
- Independent Budget Analyst
- Senior Auditor
- Senior Council Representative
- Special Assistant to the Mayor
- Staff Aide (Mayor/Council)

C. Executive Management Support (Unrepresented Unit 22)

- Executive Assistant (City Manager's Office)
- Executive Assistant (Mayor/Council)
- Staff Aide (Support)
- Staff Assistant (Mayor/Council)

D. Mayor/Council (Unrepresented Unit 23)

- Mayor
- City Council

E. Non-Career (Unrepresented Unit 09)

- Arts and Crafts Specialist*
- Assistant Caretaker*
- Assistant Cook*
- Assistant Pool Manager*
- Assistant Proctor*
- Building Maintenance Laborer Trainee*
- Cache Logistics Coordinator*
- Camp Aide*
- Camp Recreation Leader*
- Caretaker*
- Cashier (Community Services)*
- Clerical Assistant*
- Dispatcher Recruit*
- Events Associate*

*Non-Career, Part-Time or Seasonal Classification

- Events Crowd Controller*
- Events Duty Person*
- Events Usher*
- Fire Recruit*
- First Cook*
- Golf Marshal/Player Assistant*
- Graduate Student Trainee*
- Head Events Crowd Controller*
- Host*
- Instructor*
- Law Clerk*
- Lifeguard*
- Marina Aide*
- Mayor/Council Intern*
- Mayor/Council Student Intern*
- Nurse*
- Pilot*
- Police Background Assistant*
- Police Cadet*
- Police Recruit*
- Pool Attendant*
- Pool Manager*
- Proctor*
- Program Director*
- Promotions Specialist*
- Public Service Aide*
- Relief Clerical Assistant*
- Reserve Police Records Specialist*
- Reserve Property Assistant*
- School Crossing Guard*
- Security Officer*
- Senior Lifeguard*
- Staff Aide (Rep 09)*
- Student Trainee (Engineering, Computer)*
- Student Trainee (Most Majors)*
- Student Trainee (Paramedic)*
- Ticket Seller (Exempt)*
- Tutor*
- Vehicle Service Aide*
- Youth Aide*

*Non-Career, Part-Time or Seasonal Classification