Meeting Date: **6/21/2016**

Report Type: Consent

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City of SACRAMENTO 08

City Council Report
915 I Street, 1st Floor
www.CityofSacramento.org

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 and Represented Salary Schedules; 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: Melissa Chaney, Director, (916) 808-7173; Shelley Banks-Robinson, Labor Relations Manager, (916) 808-5541, Department of Human Resources

Presenter: None

Department: Human Resources

Division: HR Administration

Dept ID: 08001011

Attachments:

01-Description/Analysis
02-Background
03-2016 Unrep Reso (Redline)
04-2016 Unrep Salary-Summary of Changes
05-2016 EERP (Redline)
06-Resolution
07-Exhibit A - 2016 Unrep Reso
08-Exhibit B - 2016 Unrep Salary Schedule
09-Exhibit C - 2016 Salary Schedule A
10-Exhibit D - 2016 - Salary Schedule B
11-Exhibit E - 2016 EERP

City Attorney Review

Approved as to Form
Brett Witter
6/15/2016 10:18:02 AM

Approvals/Acknowledgements

Department Director or Designee: Melissa D. Chaney - 6/8/2016 1:20:21 PM

Description/Analysis

Issue Detail: 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.

The proposed Personnel Resolution contains minor revisions, “clean-up” language, and updated effective dates. Additionally, this report also recommends the following amendments to the Personnel Resolution, Attachment 2, and Exhibit A. Unless otherwise noted, all recommended changes will become effective July 1, 2016, if adopted by City Council:

1. City Service

    a. City service for purposes of calculating benefits shall be calculated using each employee’s cumulative employment with the City.

2. Floating Holidays

    a. Employees shall receive one additional floating holiday per fiscal year on an accrual basis.
    b. There shall be no cash out of floating holiday hours, either annually or upon separation.

3. Management Leave Time

    a. Budgeted Full-time career employees may cash out 40 hours of management leave time each fiscal year.

4. Administrative Leave Time

    a. Budgeted Full-time career employees may cash out 40 hours of administrative leave time each fiscal year.

The California Code of Regulations requires that the City Council adopt the City’s salary schedules at a public meeting. (2 CCR § 570.5) This obligation arises whenever salary ranges are changed to ensure that salary rates are transparent and publicly available. These publicly adopted rates are used by CalPERS to determine the appropriate compensation earnable for each City employee when calculating their pension benefit. The City’s salary schedules are at Exhibits B,C, and D.

Consistent with their previously negotiated Memoranda of Understanding, the following bargaining units have or will receive salary increases that were not included in the December 15, 2015 salary schedules adopted by the Council. The salary schedules have been updated to reflect those Memoranda.

- Sacramento-Serra Building Trades and Construction Trades Council;
- International Association of Machinists and Aerospace Workers;
- Plumbers and Pipefitters, Local 447;
- Stationary Engineers, Local 39;
- Sacramento City Exempt Employees Association;
- Western Council of Engineers.

Policy Considerations: This report and the proposals contained herein will align the unrepresented resolution benefits with the Sacramento City Exempt Employees Association (SCXEA) benefits.

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 contains the proposed revisions to the Personnel Resolution and the proposed FY2016/17 unrepresented and represented salary schedules. Approval of this action will establish compliance with the California Code of Regulations § 570.5.

Financial Considerations: The potential FY2016/17 cost associated with the adoption of the proposed revisions to the Personnel Resolution is approximately $215,000 ($205,000 in the General Fund).

Local Business Enterprise (LBE): Not applicable.

BACKGROUND INFORMATION

The attachments contained in this report relating to the Personnel Resolution, Salary Schedules and Employer-Employee Relations Policy are described below:

- Attachment 2 – Red-lined version of text changes to the Personnel Resolution effective July 1, 2016.

- Attachment 3 – Summary of changes to the FY2016/17 Salary Schedule for unrepresented positions classified as Executive Management, Mayor/Council Support, Executive Management Support, and non-career.

- Attachment 4 – Red-lined version of text changes to the Employer-Employee Relations Policy. The proposed Employer-Employee Relations Policy (EERP) amendments are necessary to reorganize existing changes within the represented and unrepresented units.

- Attachment 5 – Resolution

    - Exhibit A – The 2016 Personnel Resolution, as recommended for adoption by the City Council.

    - Exhibit B – The FY2016/17 Salary Schedule for unrepresented positions classified as Executive Management, Mayor/Council Support, Executive Management Support, and non-career, as recommended for adoption by the City Council. The Council's approval will make the salary schedule effective June 25, 2016.

    - Exhibit C – Salary Schedule A, which covers all employees except the unrepresented classifications included in Exhibit B and those included in Salary Schedule B, attached as Exhibit D.

    - Exhibit D – Salary Schedule B which covers employees in:

        - Employees represented by Stationary Engineers, Local 39 hired on or after November 15, 2014
        - Employees represented by Plumbers and Pipefitters, Local 447 hired on or after November 15, 2014
        - Employees represented by Auto, Marine and Specialty Painters, Local 1176 hired on or after April 14, 2015
        - Employees represented by Western Council of Engineers hired on or after September 5, 2015

    - Exhibit E – The 2016/2017 Employer-Employee as recommended for adoption by the City Council.

City of
SACRAMENTO

Personnel Resolution Covering Unrepresented Officers and employees

July 1, 2016~~5~~

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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, and Non-Career 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 calculated using each employee's cumulative employment with the City~~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~~. For a part-time employee, City service shall be prorated. The City shall update City service dates in the payroll system no later than December 31, 2016. This use of prior employment for calculating the City service for rehired employees shall not create a right to retroactive benefits.

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 CAREER 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 ELIGIBLE 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~~ TELECOMMUTING PROGRAM

Executive Management Support employees may participate, at the discretion of the Appointing Authority, in the City's ~~Telework~~ Telecommuting 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, t~~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 (PPACA). 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, grandchildren 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

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:

Group	Amount
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

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

a. For Executive Management and Mayor/Council Support employees the City ~~will~~ shall contribute four percent (4%) of salary and the employee shall contribute five percent (5%) of salary.

b. For Executive Management Support employees, the City ~~will~~ shall contribute two percent (2%) of salary and the employee shall contribute two percent (2%) of salary.

c. 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, 2017~~6~~.

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

~~c.~~b. 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:

Length of Service	**Annual Vacation Allowance**	~~**Annual Vacation Allowance for Fire Safety Management Employees**~~
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:

Holiday	Date
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~~ two (2~~1~~) floating holidays 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~~sixteen (~~8~~16) hours of floating holiday per year at the rate of forty (40) minutes per pay period. 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~~ twenty (~~10~~20) minutes accrual for employees who are working in a 0.5 up to a 0.79 BAP and at a rate of ~~twenty~~ forty (~~20~~40) 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.~~ii. There shall be no cash out of floating holiday hours, either annually or upon separation. ~~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. Budgeted full-time career employees may cash out forty (40) hours of management leave time each fiscal year. There shall be no cash out of management leave time upon separation.

~~c.~~d. Part-time Executive Management and Mayor/Council Support employees shall be credited with a prorated amount of management leave.

7.5 ADMINISTRATIVE LEAVE TIME

a. Executive Management Support employees shall be credited with ~~twenty~~ fifty-two (~~20~~52) 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. Budgeted full-time career employees may cash out forty (40) hours of administrative leave time each fiscal year. There shall be no cash out of administrative leave time upon separation.

~~b.~~c. Part-time Executive Management Support employees shall be credited with a prorated amount of administrative leave.

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) <u>SCERS</u>

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 ~~s~~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 ~~s~~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 ~~s~~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.~~

7.12~~3~~ 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.

7.13~~4~~ 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.

7.14~~5~~ 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~~ employee receiving ~~the~~ a 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. An employee who receives a reimbursement for use of a privately-owned vehicle shall not be eligible for benefits under this Section.

(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. An employee who receives a reimbursement for use of a privately-owned vehicle shall not be eligible for benefits under this Section.

(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~~ shall not ~~entitled to~~ be eligible for 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~~Garage at a cost of seventy percent (70%) of the regular Memorial ~~Parking Lot~~Garage 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.

Unpresented Salary Range Changes

	Current						FY17 Proposed					
Classification	Min/Hour	Max/Hour	Min/Bi-Weekly	Max/Bi-Weekly	Min/Annual	Max/Annual	Min/Hour	Max/Hour	Min/Bi-Weekly	Max/Bi-Weekly	Min/Annual	Max/Annual
Administrative Analyst (Rep20)	$26.530288	$39.795673	$2,122.42	$3,183.65	$55,183.00	$82,775.00	$30.200000	$45.304591	$2,416.00	$3,624.37	$62,816.00	$94,233.55
Assistant City Attorney	$63.500000	$95.250000	$5,080.00	$7,620.00	$132,080.00	$198,120.00	$67.627500	$101.441250	$5,410.20	$8,115.30	$140,665.20	$210,997.80
Assistant City Auditor	$32.381731	$48.572596	$2,590.54	$3,885.81	$67,354.00	$101,031.00	$34.000818	$51.001226	$2,720.07	$4,080.10	$70,721.70	$106,082.55
Assistant City Clerk	$37.324038	$55.986538	$2,985.92	$4,478.92	$77,634.00	$116,452.00	$39.190240	$58.785865	$3,135.22	$4,702.87	$81,515.70	$122,274.60
Assistant City Manager	$66.702563	$100.053846	$5,336.21	$8,004.31	$138,741.33	$208,112.00	$71.038230	$106.557346	$5,683.06	$8,524.59	$147,759.52	$221,639.28
Assistant City Treasurer	$57.526923	$86.290385	$4,602.15	$6,903.23	$119,656.00	$179,484.00	$60.403269	$90.604904	$4,832.26	$7,248.39	$125,638.80	$188,458.20
Assistant to the City Manager	$54.405769	$81.608654	$4,352.46	$6,528.69	$113,164.00	$169,746.00	$57.942144	$86.913217	$4,635.37	$6,953.06	$120,519.66	$180,779.49
Auditor	$23.934135	$35.901442	$1,914.73	$2,872.12	$49,783.00	$74,675.00	$25.130842	$37.696514	$2,010.47	$3,015.72	$52,272.15	$78,408.75
Budget Manager	$44.421476	$66.632212	$3,553.72	$5,330.58	$92,396.67	$138,595.00	$53.812500	$80.713500	$4,305.00	$6,457.08	$111,930.00	$167,884.08
Chief Information Officer	$63.124038	$94.686058	$5,049.92	$7,574.88	$131,298.00	$196,947.00	$67.227100	$100.840652	$5,378.17	$8,067.25	$139,832.37	$209,748.56
Chief of Staff to the Mayor	$35.463462	$53.195192	$2,837.08	$4,255.62	$73,764.00	$110,646.00	$37.236635	$55.854952	$2,978.93	$4,468.40	$77,452.20	$116,178.30
City Attorney	$79.612212	$119.418317	$6,368.98	$9,553.47	$165,593.40	$248,390.10	$83.592823	$125.389233	$6,687.43	$10,031.14	$173,873.07	$260,809.61
City Auditor	$51.246635	$76.869712	$4,099.73	$6,149.58	$106,593.00	$159,889.00	$53.808967	$80.713198	$4,304.72	$6,457.06	$111,922.65	$167,883.45
City Clerk	$61.100000	$91.620192	$4,888.00	$7,329.62	$127,088.00	$190,570.00	$64.155000	$96.201202	$5,132.40	$7,696.10	$133,442.40	$200,098.50
City Manager	$90.075481	$135.112981	$7,206.04	$10,809.04	$187,357.00	$281,035.00	$94.579255	$141.868630	$7,566.34	$11,349.49	$196,724.85	$295,086.75
City Treasurer	$72.060577	$108.090385	$5,764.85	$8,647.23	$149,886.00	$224,828.00	$75.663606	$113.494904	$6,053.09	$9,079.59	$157,380.30	$236,069.40
Council Operations Manager	$36.776923	$55.165385	$2,942.15	$4,413.23	$76,496.00	$114,744.00	$39.190576	$58.785865	$3,135.25	$4,702.87	$81,516.40	$122,274.60
Council Representative	$18.000000	$27.000000	$1,440.00	$2,160.00	$37,440.00	$56,160.00	$22.836538	$28.350000	$1,826.92	$2,268.00	$47,500.00	$58,968.00
Deputy Fire Chief	$58.566909	$87.850361	$4,685.35	$7,028.03	$121,819.17	$182,728.75	$62.373758	$93.560634	$4,989.90	$7,484.85	$129,737.42	$194,606.12
Deputy Police Chief	$62.666591	$93.999885	$5,013.33	$7,519.99	$130,346.51	$195,519.76	$66.739919	$100.109878	$5,339.19	$8,008.79	$138,819.03	$208,228.55
Director of Community Devlopmt	$61.091986	$91.637981	$4,887.36	$7,331.04	$127,071.33	$190,607.00	$65.062965	$97.594450	$5,205.04	$7,807.56	$135,330.97	$202,996.46
Director of Convntion&Culture	$60.158654	$90.237981	$4,812.69	$7,219.04	$125,130.00	$187,695.00	$64.068967	$96.103450	$5,125.52	$7,688.28	$133,263.45	$199,895.18
Director of Economic Develpmnt	$61.091986	$91.637981	$4,887.36	$7,331.04	$127,071.33	$190,607.00	$65.062965	$97.594450	$5,205.04	$7,807.56	$135,330.97	$202,996.46
Director of Finance	$63.124038	$94.686058	$5,049.92	$7,574.88	$131,298.00	$196,947.00	$67.227100	$100.840652	$5,378.17	$8,067.25	$139,832.37	$209,748.56
Director of Govtal Affairs	$49.460096	$74.189904	$3,956.81	$5,935.19	$102,877.00	$154,315.00	$51.933101	$77.899399	$4,154.65	$6,231.95	$108,020.85	$162,030.75
Director of Human Resources	$60.158654	$90.237981	$4,812.69	$7,219.04	$125,130.00	$187,695.00	$64.068967	$96.103450	$5,125.52	$7,688.28	$133,263.45	$199,895.18
Director of Parks & Recreation	$61.091986	$91.637981	$4,887.36	$7,331.04	$127,071.33	$190,607.00	$65.062965	$97.594450	$5,205.04	$7,807.56	$135,330.97	$202,996.46
Director of PubSafety Acctblty	$45.751923	$68.627885	$3,660.15	$5,490.23	$95,164.00	$142,746.00	$48.039519	$72.059279	$3,843.16	$5,764.74	$99,922.20	$149,883.30
Director of Public Works	$66.194553	$99.291827	$5,295.56	$7,943.35	$137,684.67	$206,527.00	$70.497199	$105.745796	$5,639.78	$8,459.66	$146,634.17	$219,951.26
Director of Utilities	$66.194553	$99.291827	$5,295.56	$7,943.35	$137,684.67	$206,527.00	$70.497199	$105.745796	$5,639.78	$8,459.66	$146,634.17	$219,951.26
Executive Assistant (CMO)	$20.648077	$30.972115	$1,651.85	$2,477.77	$42,948.00	$64,422.00	$23.219795	$34.829692	$1,857.58	$2,786.38	$48,297.17	$72,445.76
Executive Assistant (MC)	$20.648077	$30.972115	$1,651.85	$2,477.77	$42,948.00	$64,422.00	$23.219795	$34.829692	$1,857.58	$2,786.38	$48,297.17	$72,445.76
Executive Director SAC CCOMWP	$45.087500	$67.630769	$3,607.00	$5,410.46	$93,782.00	$140,672.00	$48.018188	$72.026769	$3,841.46	$5,762.14	$99,877.83	$149,815.68
Fire Chief	$68.304168	$102.456250	$5,464.33	$8,196.50	$142,072.67	$213,109.00	$72.743939	$109.115906	$5,819.52	$8,729.27	$151,307.39	$226,961.09
Fiscal Policy Analyst	$27.379423	$41.069135	$2,190.35	$3,285.53	$56,949.20	$85,423.80	$30.203063	$45.304595	$2,416.25	$3,624.37	$62,822.37	$94,233.56
HR Manager (Rep20)	$41.922115	$62.883654	$3,353.77	$5,030.69	$87,198.00	$130,798.00	$46.245543	$69.368846	$3,699.64	$5,549.51	$96,190.73	$144,287.20
Independent Budget Analyst	$51.250000	$76.870000	$4,100.00	$6,149.60	$106,600.00	$159,889.60	$53.812500	$80.713500	$4,305.00	$6,457.08	$111,930.00	$167,884.08
Labor Relations Analyst	$27.026442	$40.539904	$2,162.12	$3,243.19	$56,215.00	$84,323.00	$29.557344	$44.336279	$2,364.59	$3,546.90	$61,479.28	$92,219.46
Labor Relations Officer	$29.729327	$44.593750	$2,378.35	$3,567.50	$61,837.00	$92,755.00	$32.679695	$49.019278	$2,614.38	$3,921.54	$67,973.77	$101,960.10
Media & Communications Officer	$34.080418	$51.120630	$2,726.43	$4,089.65	$70,887.27	$106,330.91	$35.784439	$53.676662	$2,862.76	$4,294.13	$74,431.63	$111,647.46
Police Chief	$75.134615	$112.701923	$6,010.77	$9,016.15	$156,280.00	$234,420.00	$80.018365	$120.027548	$6,401.47	$9,602.20	$166,438.20	$249,657.30
Prin Fiscal Policy Analyst	$42.050000	$55.165625	$3,364.00	$4,413.25	$87,464.00	$114,744.50	$46.386415	$60.854592	$3,710.91	$4,868.37	$96,483.74	$126,577.55
Prin Management Analyst Rep20	$36.776923	$55.165385	$2,942.15	$4,413.23	$76,496.00	$114,744.00	$40.569727	$60.854592	$3,245.58	$4,868.37	$84,385.03	$126,577.55
Principal Budget Analyst	$36.776923	$55.165385	$2,942.15	$4,413.23	$76,496.00	$114,744.00	$40.569727	$60.854592	$3,245.58	$4,868.37	$84,385.03	$126,577.55
Senior Advisor to the Mayor	$32.836538	$49.254808	$2,626.92	$3,940.38	$68,300.00	$102,450.00	$36.222970	$54.334456	$2,897.84	$4,346.76	$75,343.78	$113,015.67
Senior Auditor	$28.157212	$42.236058	$2,252.58	$3,378.88	$58,567.00	$87,851.00	$29.565073	$44.347861	$2,365.21	$3,547.83	$61,495.35	$92,243.55
Senior Council Representative	$33.164904	$49.747356	$2,653.19	$3,979.79	$68,983.00	$103,474.50	$34.823149	$52.234724	$2,785.85	$4,178.78	$72,432.15	$108,648.23
Senior Fiscal Policy Analyst	$32.838462	$49.260000	$2,627.08	$3,940.80	$68,304.00	$102,460.80	$36.221274	$54.334456	$2,897.70	$4,346.76	$75,340.25	$113,015.67
Special Assistant to the Mayor	$34.806731	$52.210577	$2,784.54	$4,176.85	$72,398.00	$108,598.00	$36.547068	$54.821106	$2,923.77	$4,385.69	$76,017.90	$114,027.90
Special Projects Manager	$36.776923	$55.165385	$2,942.15	$4,413.23	$76,496.00	$114,744.00	$38.615769	$57.923654	$3,089.26	$4,633.89	$80,320.80	$120,481.20
Staff Aide	$12.019231	$48.076923	$961.54	$3,846.15	$25,000.00	$100,000.00	$12.620193	$50.480769	$1,009.62	$4,038.46	$26,250.00	$105,000.00
Staff Aide (MCSA)	$12.020000	$48.080000	$961.60	$3,846.40	$25,001.60	$100,006.40	$12.621000	$50.484000	$1,009.68	$4,038.72	$26,251.68	$105,006.72
Staff Aide (MCSB)	$12.020000	$24.040000	$961.60	$1,923.20	$25,001.60	$50,003.20	$12.621000	$25.242000	$1,009.68	$2,019.36	$26,251.68	$52,503.36
Staff Assistant-Mayor Council	$15.410000	$23.110000	$1,232.80	$1,848.80	$32,052.80	$48,068.80	$16.180500	$24.265500	$1,294.44	$1,941.24	$33,655.44	$50,472.24
Supervising Deputy City Atty	$59.597933	$89.396899	$4,767.83	$7,151.75	$123,963.70	$185,945.55	$63.471799	$95.207697	$5,077.74	$7,616.62	$132,021.34	$198,032.01
Support Services Manager	$35.463462	$53.195192	$2,837.08	$4,255.62	$73,764.00	$110,646.00	$39.845269	$59.767903	$3,187.62	$4,781.43	$82,878.16	$124,317.24

Employer-Employee Relations

Scope: CITYWIDE

Policy Contact
Shelley Banks-Robinson, Human Resource Manager, (916) 808-5541,
smbanks-robinson@cityofsacramento.org

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01- Policy
02- Definitions

Regulatory References
California Government Code Sections 3500
~~Council Resolution: 2015-0202 June 23, 2015~~

Supersedes

Employer-Employee Relations Policy
Council Resolution ~~2014-0194~~2015-0202 June 23, 2015~~June 17, 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 1 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.

1. 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

1. 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)
- Paralegal Technical Support (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

*Non-Career, Part-Time or Seasonal Classification

- Animal Care Services Manager
- Arts Administrator
- Arts in Public Places Specialist
- Banking Operations Manager
- Budget Analyst
- Business Services Manager
- Camp Sacramento Supervisor
- Chief Animal Control Officer
- 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

*Non-Career, Part-Time or Seasonal Classification

- Integrated Waste Collections Superintendent
- 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 Engineer
- Principal Management Analyst
- Principal Personnel Analyst
- Principal Planner
- Principal Systems Engineer
- Procurement Services Manager
- Program Manager

*Non-Career, Part-Time or Seasonal Classification

- Program Specialist
- Recreation General Supervisor
- Recreation Manager
- Recreation Superintendent
- Revenue Manager
- Risk Manager
- Senior Accountant Auditor
- Senior Applications Developer
- Senior Architect
- Senior Budget Analyst
- 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

*Non-Career, Part-Time or Seasonal Classification

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
- 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 Fire Chief
- 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~~ Budget Analyst (Finance/Budget)

*Non-Career, Part-Time or Seasonal Classification

- 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)

- Assistant City Auditor
- Auditor
- Chief of Staff to the Mayor
- Council Operations Manager
- Council Representative
- ~~District Director~~
- Fiscal Policy Analyst
- Independent Budget Analyst
- Principal Policy Analyst
- Senior Auditor
- Senior Council Representative
- Senior Fiscal Policy Analyst
- 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*

*Non-Career, Part-Time or Seasonal Classification

- Assistant Proctor*
- Building Maintenance Laborer Trainee*
- Cache Logistics Coordinator*
- Camp Aide*
- 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*
- 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*

*Non-Career, Part-Time or Seasonal Classification

- 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

RESOLUTION NO.

Adopted by the Sacramento City Council

APPROVING THE PERSONNEL RESOLUTION COVERING UNREPRESENTED OFFICERS AND EMPLOYEES, THE UNREPRESENTED AND REPRESENTED 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 of employment 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 the terms of employment for unrepresented employees. The estimated additional cost in the FY2016/17 adopted budget associated with the revisions to the Personnel Resolution is approximately $215,000 ($205,000 in the General Fund).

C. The salary schedules attached to this Resolution as Exhibits B, C and D have been revised to update effective dates and to reflect changes to some classification salary ranges or steps.

D. Salary schedules for all City job classifications are being approved because CalPERS has interpreted section 570.5 to require approval of the entire salary schedule each time there is a change in the salary range for any classification.

E. The Employer-Employee Relations Policy (EERP) attached to this Resolution as Exhibit E has been amended to reflect classification 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, 2016, and will supersede the July 1, 2015 Personnel Resolution Covering Unrepresented Officers and Employees.

Section 2. The Salary Schedules attached to this Resolution as Exhibits B, C, and D

are adopted effective June 25, 2016.

Section 3. The Employer-Employee Relations Policy attached to this Resolution as Exhibit E is adopted.

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

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

City of
SACRAMENTO

Personnel Resolution Covering Unrepresented Officers and employees

July 1, 2016

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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, Mayor/Council Support, and Non-Career 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 calculated using each employee's cumulative employment with the City. For a part-time employee, City service shall be prorated. The City shall update City service dates in the payroll system no later than December 31, 2016. This use of prior employment for calculating the City service for rehired employees shall not create a right to retroactive benefits.

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 CAREER 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 ELIGIBLE 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 TELECOMMUTING PROGRAM

Executive Management Support employees may participate, at the discretion of the Appointing Authority, in the City's Telecommuting 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. 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 (PPACA). 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, grandchildren 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

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:

Group	Amount
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

The City's established IRS Section 401(a) Plan contributions are as follows:

a. For Executive Management and Mayor/Council Support employees the City shall contribute four percent (4%) of salary and the employee shall contribute five percent (5%) of salary.

b. For Executive Management Support employees, the City shall contribute two percent (2%) of salary and the employee shall contribute two percent (2%) of salary.

c. 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, 2017.

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. 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. <u>Certification Fee Reimbursements</u>

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. <u>Recruitment Incentive</u>

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:

Length of Service	Annual Vacation Allowance
1 to 5 years	10 days/80 hours
5 years and 1 day to 15	15 days/120 hours
more than 15 years	20 days/160 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. Once the maximum is reached, there shall be no further vacation accrual until the balance falls below four hundred and eighty (480) hours.

7.3 HOLIDAYS

a. Recognized Holidays

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

Holiday	Date
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 two (2) floating holidays 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 sixteen (16) hours of floating holiday per year at the rate of forty (40) minutes per pay period. 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 twenty (20) minutes accrual for employees who are working in a 0.5 up to a 0.79 BAP and at a rate of forty (40) 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. There shall be no cash out of floating holiday hours, either annually or upon separation.

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. Budgeted full-time career employees may cash out forty (40) hours of management leave time each fiscal year. There shall be no cash out of management leave time upon separation.

d. Part-time Executive Management and Mayor/Council Support employees shall be credited with a prorated amount of management leave.

7.5 ADMINISTRATIVE LEAVE TIME

a. Executive Management Support employees shall be credited with fifty-two (52) 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 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. Budgeted full-time career employees may cash out forty (40) hours of administrative leave time each fiscal year. There shall be no cash out of administrative leave time upon separation.

c. Part-time Executive Management Support employees shall be credited with a prorated amount of administrative leave.

7.6 SICK LEAVE

a. <u>Accrual and Usage</u>

(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 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. 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.

7.13 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.

7.14 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. <u>Reimbursement for Use of Privately-Owned Vehicles</u>

(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 employee receiving a 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, $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. An employee who receives a reimbursement for use of a privately-owned vehicle shall not be eligible for benefits under this Section.

(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. An employee who receives a reimbursement for use of a privately-owned vehicle shall not be eligible for benefits under this Section.

(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 City-paid parking as described in Section 8.1 shall not be eligible for 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 Garage at a cost of seventy percent (70%) of the regular Memorial Garage 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.

City of SACRAMENTO

Salary Schedule
As of 6/25/2016
Salaries with Ranges

Job Code \ Description Salary Plan \ Grade			Minimum	Midpoint	Maximum
020032	Administrative Analyst (Rep20)	Yearly	62,816.00	78,524.78	94,233.55
EXMD	010	Bi - weekly	2,416.00	3,020.18	3,624.37
		Hourly	30.200000	37.752296	45.304591
020001	Assistant City Attorney	Yearly	140,665.20	175,831.50	210,997.80
EXMG	110	Bi - weekly	5,410.20	6,762.75	8,115.30
		Hourly	67.627500	84.534375	101.44125
021014	Assistant City Auditor	Yearly	70,721.70	88,402.13	106,082.55
MCSA	045	Bi - weekly	2,720.07	3,400.08	4,080.10
		Hourly	34.000817	42.501022	51.001226
020002	Assistant City Clerk	Yearly	81,515.70	101,895.15	122,274.60
EXMG	010	Bi - weekly	3,135.22	3,919.04	4,702.87
		Hourly	39.190240	48.988053	58.785865
020003	Assistant City Manager	Yearly	147,759.52	184,699.40	221,639.28
EXMG	210	Bi - weekly	5,683.06	7,103.82	8,524.59
		Hourly	71.038230	88.797788	106.557346
020004	Assistant City Treasurer	Yearly	125,638.80	157,048.50	188,458.20
EXMG	170	Bi - weekly	4,832.26	6,040.33	7,248.39
		Hourly	60.403269	75.504087	90.604904
020040	Assistant to the City Manager	Yearly	120,519.66	150,649.57	180,779.49
EXMG	081	Bi - weekly	4,635.37	5,794.21	6,953.06
		Hourly	57.942144	72.427680	86.913217
021013	Auditor	Yearly	52,272.15	65,340.45	78,408.75
MCSA	035	Bi - weekly	2,010.47	2,513.09	3,015.72
		Hourly	25.130841	31.413678	37.696514
020005	Budget Manager	Yearly	111,930.00	139,907.04	167,884.08
EXMG	040	Bi - weekly	4,305.00	5,381.04	6,457.08
		Hourly	53.812500	67.263000	80.713500
020030	Chief Information Officer	Yearly	139,832.37	174,790.46	209,748.56
EXMG	085	Bi - weekly	5,378.17	6,722.71	8,067.25
		Hourly	67.227100	84.033876	100.840652
021006	Chief of Staff to the Mayor	Yearly	77,452.20	96,815.25	116,178.30
MCSA	070	Bi - weekly	2,978.93	3,723.66	4,468.40
		Hourly	37.236635	46.545794	55.854952

Salary Schedule
As of 6/25/2016
Salaries with Ranges

Job Code \ Description Salary Plan \ Grade		Minimum	Midpoint	Maximum
020006 \ City Attorney	Yearly	173,873.07	217,341.34	260,809.60
COFF \ 001	Bi - weekly	6,687.43	8,359.28	10,031.14
	Hourly	83.592823	104.491028	125.389233
020007 \ City Auditor	Yearly	111,922.65	139,903.05	167,883.45
EXMG \ 090	Bi - weekly	4,304.72	5,380.89	6,457.06
	Hourly	53.808967	67.261083	80.713198
020008 \ City Clerk	Yearly	133,442.40	166,770.45	200,098.50
COFF \ 002	Bi - weekly	5,132.40	6,414.25	7,696.10
	Hourly	64.155000	80.178101	96.201202
021002 \ City Council	Yearly	63,272.00	63,272.00	63,272.00
MCNL \ 002	Bi - weekly	2,433.54	2,433.54	2,433.54
	Hourly	30.419231	30.419231	30.419231
020009 \ City Manager	Yearly	196,724.85	245,905.80	295,086.75
COFF \ 003	Bi - weekly	7,566.34	9,457.92	11,349.49
	Hourly	94.579255	118.223943	141.868630
020010 \ City Treasurer	Yearly	157,380.30	196,724.85	236,069.40
COFF \ 004	Bi - weekly	6,053.09	7,566.34	9,079.59
	Hourly	75.663606	94.579255	113.494904
021007 \ Council Operations Manager	Yearly	81,516.40	101,895.50	122,274.60
MCSA \ 080	Bi - weekly	3,135.25	3,919.06	4,702.87
	Hourly	39.190576	48.988221	58.785865
021015 \ Council Representative	Yearly	47,500.00	53,234.00	58,968.00
MCSA \ 048	Bi - weekly	1,826.92	2,047.46	2,268.00
	Hourly	22.836538	25.593269	28.350000
020025 \ Deputy Fire Chief	Yearly	129,737.42	162,171.77	194,606.12
FM40 \ 002	Bi - weekly	4,989.90	6,237.38	7,484.85
	Hourly	62.373758	77.967196	93.560634
020011 \ Deputy Police Chief	Yearly	138,819.03	173,523.79	208,228.55
PEXM \ 010	Bi - weekly	5,339.19	6,673.99	8,008.79
	Hourly	66.739919	83.424898	100.109878
020012 \ Director of Community Devlopmt	Yearly	135,330.97	169,163.71	202,996.46
EXMG \ 180	Bi - weekly	5,205.04	6,506.30	7,807.56
	Hourly	65.062965	81.328707	97.594450

Salary Schedule
As of 6/25/2016
Salaries with Ranges

Job Code \ Description Salary Plan \ Grade		Minimum	Midpoint	Maximum
020013 \ Director of Convntion&Culture	Yearly	133,263.45	166,579.31	199,895.18
EXMG \ 120	Bi - weekly	5,125.52	6,406.90	7,688.28
	Hourly	64.068967	80.086208	96.103450
020014 \ Director of Economic Develpmnt	Yearly	135,330.97	169,163.71	202,996.46
EXMG \ 070	Bi - weekly	5,205.04	6,506.30	7,807.56
	Hourly	65.062965	81.328707	97.594450
020015 \ Director of Finance	Yearly	139,832.37	174,790.46	209,748.56
EXMG \ 100	Bi - weekly	5,378.17	6,722.71	8,067.25
	Hourly	67.227100	84.033876	100.840652
020017 \ Director of Govtal Affairs	Yearly	108,020.85	135,025.80	162,030.75
EXMG \ 080	Bi - weekly	4,154.65	5,193.30	6,231.95
	Hourly	51.933101	64.916250	77.899399
020018 \ Director of Human Resources	Yearly	133,263.45	166,579.31	199,895.18
EXMG \ 160	Bi - weekly	5,125.52	6,406.90	7,688.28
	Hourly	64.068967	80.086208	96.103450
020019 \ Director of Parks & Recreation	Yearly	135,330.97	169,163.71	202,996.46
EXMG \ 130	Bi - weekly	5,205.04	6,506.30	7,807.56
	Hourly	65.062965	81.328707	97.594450
020021 \ Director of Public Works	Yearly	146,634.17	183,292.71	219,951.26
EXMG \ 150	Bi - weekly	5,639.78	7,049.72	8,459.66
	Hourly	70.497199	88.121497	105.745796
020020 \ Director of PubSafety Acctblty	Yearly	99,922.20	124,902.75	149,883.30
EXMG \ 060	Bi - weekly	3,843.16	4,803.95	5,764.74
	Hourly	48.039519	60.049399	72.059279
020022 \ Director of Utilities	Yearly	146,634.17	183,292.71	219,951.26
EXMG \ 190	Bi - weekly	5,639.78	7,049.72	8,459.66
	Hourly	70.497199	88.121497	105.745796
020031 \ Executive Assistant (CMO)	Yearly	48,297.17	60,371.47	72,445.76
MCSB \ 030	Bi - weekly	1,857.58	2,321.98	2,786.38
	Hourly	23.219795	29.024744	34.829692
021009 \ Executive Assistant (MC)	Yearly	48,297.17	60,371.47	72,445.76
MCSB \ 030	Bi - weekly	1,857.58	2,321.98	2,786.38
	Hourly	23.219795	29.024744	34.829692

Salary Schedule
As of 6/25/2016
Salaries with Ranges

Job Code \ Description Salary Plan \ Grade			Minimum	Midpoint	Maximum
020023	Executive Director SAC CCOMWP	Yearly	99,877.83	124,846.75	149,815.68
EXMG	050	Bi - weekly	3,841.46	4,801.80	5,762.14
		Hourly	48.018188	60.022478	72.026769
020024	Fire Chief	Yearly	151,307.39	189,134.24	226,961.09
FM40	001	Bi - weekly	5,819.52	7,274.39	8,729.27
		Hourly	72.743939	90.929923	109.115906
021018	Fiscal Policy Analyst	Yearly	62,822.37	78,527.97	94,233.56
MCSA	110	Bi - weekly	2,416.25	3,020.31	3,624.37
		Hourly	30.203063	37.753829	45.304595
020038	HR Manager (Rep20)	Yearly	96,190.73	120,238.97	144,287.20
EXMG	042	Bi - weekly	3,699.64	4,624.58	5,549.51
		Hourly	46.245543	57.807195	69.368846
021008	Independent Budget Analyst	Yearly	111,930.00	139,907.04	167,884.08
MCSA	090	Bi - weekly	4,305.00	5,381.04	6,457.08
		Hourly	53.812500	67.263000	80.713500
020034	Labor Relations Analyst	Yearly	61,479.28	76,849.37	92,219.46
EXMG	005	Bi - weekly	2,364.59	2,955.75	3,546.90
		Hourly	29.557344	36.946812	44.336279
020036	Labor Relations Officer	Yearly	67,973.77	84,966.94	101,960.10
EXMG	015	Bi - weekly	2,614.38	3,267.96	3,921.54
		Hourly	32.679695	40.849487	49.019278
021001	Mayor	Yearly	120,218.00	120,218.00	120,218.00
MCNL	001	Bi - weekly	4,623.77	4,623.77	4,623.77
		Hourly	57.797115	57.797115	57.797115
020027	Media & Communications Officer	Yearly	74,431.63	93,039.55	111,647.46
EXMG	020	Bi - weekly	2,862.76	3,578.44	4,294.13
		Hourly	35.784439	44.730551	53.676662
020028	Police Chief	Yearly	166,438.20	208,047.75	249,657.30
PEXM	020	Bi - weekly	6,401.47	8,001.84	9,602.20
		Hourly	80.018365	100.022956	120.027548
021020	Prin Fiscal Policy Analyst	Yearly	96,483.74	111,530.65	126,577.55
MCSA	130	Bi - weekly	3,710.91	4,289.64	4,868.37
		Hourly	46.386415	53.620504	60.854592

Salary Schedule
As of 6/25/2016
Salaries with Ranges

Job Code \ Description Salary Plan \ Grade			Minimum	Midpoint	Maximum
020033	Prin Management Analyst Rep20	Yearly	84,385.03	105,481.29	126,577.55
EXMG	032	Bi - weekly	3,245.58	4,056.97	4,868.37
		Hourly	40.569727	50.712160	60.854592
020041	Principal Budget Analyst	Yearly	84,385.03	105,481.29	126,577.55
EXMG	036	Bi - weekly	3,245.58	4,056.97	4,868.37
		Hourly	40.569727	50.712160	60.854592
021017	Senior Advisor to the Mayor	Yearly	75,343.78	94,179.73	113,015.67
MCSA	100	Bi - weekly	2,897.84	3,622.30	4,346.76
		Hourly	36.222970	45.278713	54.334456
021003	Senior Auditor	Yearly	61,495.35	76,869.45	92,243.55
MCSA	040	Bi - weekly	2,365.21	2,956.52	3,547.83
		Hourly	29.565073	36.956467	44.347861
021016	Senior Council Representative	Yearly	72,432.15	90,540.19	108,648.23
MCSA	050	Bi - weekly	2,785.85	3,482.32	4,178.78
		Hourly	34.823149	43.528937	52.234724
021019	Senior Fiscal Policy Analyst	Yearly	75,340.25	94,177.96	113,015.67
MCSA	120	Bi - weekly	2,897.70	3,622.23	4,346.76
		Hourly	36.221274	45.277865	54.334456
021005	Special Assistant to the Mayor	Yearly	76,017.90	95,022.90	114,027.90
MCSA	060	Bi - weekly	2,923.77	3,654.73	4,385.69
		Hourly	36.547068	45.684087	54.821106
020035	Special Projects Manager	Yearly	80,320.80	100,401.00	120,481.20
EXMG	034	Bi - weekly	3,089.26	3,861.58	4,633.89
		Hourly	38.615769	48.269712	57.923654
002000	Staff Aide	Yearly	26,250.00	65,629.20	105,006.75
EXMG	001	Bi - weekly	1,009.62	2,524.04	4,038.46
		Hourly	12.620193	31.550481	50.480769
002100	Staff Aide (MCSA)	Yearly	26,251.68	65,629.20	105,006.72
MCSA	001	Bi - weekly	1,009.68	2,524.20	4,038.72
		Hourly	12.621000	31.552500	50.484000
002100	Staff Aide (MCSB)	Yearly	26,251.68	39,377.52	52,503.36
MCSB	001	Bi - weekly	1,009.68	1,514.52	2,019.36
		Hourly	12.621000	18.930000	25.242000

Salary Schedule
As of 6/25/2016
Salaries with Ranges

Job Code \ Description Salary Plan \ Grade			Minimum	Midpoint	Maximum
021010	Staff Assistant-Mayor Council	Yearly	33,655.44	42,063.84	50,472.24
MCSB	020	Bi - weekly	1,294.44	1,617.84	1,941.24
		Hourly	16.180500	20.223000	24.265500
020037	Supervising Deputy City Atty	Yearly	132,021.34	165,026.68	198,032.01
EXMG	092	Bi - weekly	5,077.74	6,347.18	7,616.62
		Hourly	63.471799	79.339748	95.207697
020039	Support Services Manager	Yearly	82,878.16	103,597.70	124,317.24
EXMG	035	Bi - weekly	3,187.62	3,984.53	4,781.43
		Hourly	39.845269	49.806586	59.767903

Salary Schedule
As of 6/25/2016
Salaries with Steps

Job Code \ Description Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
016872 \ 311 Customer Service Agent	Yearly	37,731.18	39,617.74	41,598.63	43,678.56	45,862.48	48,155.61	50,563.39	53,091.56				
OFFT \ 140	Bi - weekly	1,451.20	1,523.76	1,599.95	1,679.94	1,763.94	1,852.14	1,944.75	2,041.98				
	Hourly	18.139991	19.046990	19.999339	20.999306	22.049271	23.151735	24.309322	25.524789				
016873 \ 311 Customer Svc Specialist	Yearly	42,656.34	44,789.15	47,028.61	49,380.04	51,849.05	54,441.50	57,163.58	60,021.75				
OFFT \ 141	Bi - weekly	1,640.63	1,722.66	1,808.79	1,899.23	1,994.19	2,093.90	2,198.60	2,308.53				
	Hourly	20.507855	21.533247	22.609910	23.740406	24.927426	26.173797	27.482488	28.856611				
015108 \ 311 Customer Svc Supervisor	Yearly	48,616.99	51,047.83	53,600.23	56,280.24	59,094.25	62,048.96	65,151.41	68,408.98				
SUPV \ 068	Bi - weekly	1,869.88	1,963.38	2,061.55	2,164.62	2,272.86	2,386.50	2,505.82	2,631.11				
	Hourly	23.373551	24.542228	25.769341	27.057807	28.410698	29.831232	31.322794	32.888933				
001914 \ 311 Manager	Yearly	88,603.29	90,818.37	93,088.83	95,416.05	97,801.45	100,246.49	102,752.65	105,321.47	107,954.51	110,653.37	113,419.70	116,255.19
MGTE \ 181	Bi - weekly	3,407.82	3,493.01	3,580.34	3,669.85	3,761.59	3,855.63	3,952.03	4,050.83	4,152.10	4,255.90	4,362.30	4,471.35
	Hourly	42.597735	43.662679	44.754245	45.873103	47.019929	48.195427	49.400313	50.635320	51.901205	53.198734	54.528702	55.891920
016001 \ Account Clerk I	Yearly	31,291.69	32,856.28	34,499.09	36,224.05	38,035.25	39,937.01	41,933.86	44,030.56				
OFFT \ 001	Bi - weekly	1,203.53	1,263.70	1,326.89	1,393.23	1,462.89	1,536.04	1,612.84	1,693.48				
	Hourly	15.044083	15.796287	16.586101	17.415407	18.286176	19.200486	20.160511	21.168536				
016002 \ Account Clerk II	Yearly	36,089.15	37,893.60	39,788.29	41,777.70	43,866.58	46,059.91	48,362.91	50,781.06				
OFFT \ 002	Bi - weekly	1,388.04	1,457.45	1,530.32	1,606.83	1,687.18	1,771.54	1,860.11	1,953.12				
	Hourly	17.350552	18.218079	19.128984	20.085433	21.089704	22.144189	23.251397	24.413969				
001700 \ Accountant Auditor	Yearly	67,262.78	68,944.35	70,667.96	72,434.66	74,245.53	76,101.66	78,004.20	79,954.31	81,953.17	84,002.00	86,102.05	88,254.60
MGTE \ 004	Bi - weekly	2,587.03	2,651.71	2,718.00	2,785.95	2,855.60	2,926.99	3,000.16	3,075.17	3,152.04	3,230.85	3,311.62	3,394.41
	Hourly	32.337876	33.146322	33.974980	34.824354	35.694964	36.587337	37.502021	38.439571	39.400561	40.385575	41.395215	42.430095
001701 \ Accounting Manager	Yearly	90,899.72	93,172.22	95,501.52	97,889.06	100,336.29	102,844.69	105,415.81	108,051.21	110,752.49	113,521.30	116,359.33	119,268.31
MGTE \ 005	Bi - weekly	3,496.14	3,583.55	3,673.14	3,764.96	3,859.09	3,955.57	4,054.45	4,155.82	4,259.71	4,366.20	4,475.36	4,587.24
	Hourly	43.701790	44.794334	45.914193	47.062048	48.238600	49.444564	50.680678	51.947695	53.246388	54.577547	55.941987	57.340535
016003 \ Accounting Technician	Yearly	38,325.93	40,242.23	42,254.34	44,367.05	46,585.41	48,914.67	51,360.41	53,928.43				
OFFT \ 003	Bi - weekly	1,474.07	1,547.78	1,625.17	1,706.43	1,791.75	1,881.33	1,975.40	2,074.17				
	Hourly	18.425928	19.347224	20.314585	21.330313	22.396830	23.516670	24.692504	25.927129				
014000 \ Administrative Analyst	Yearly	68,399.63	70,109.62	71,862.37	73,658.92	75,500.40	77,387.91	79,322.60	81,305.67	83,338.31	85,421.77	87,557.31	89,746.25
MSUP \ 001	Bi - weekly	2,630.76	2,696.52	2,763.94	2,833.04	2,903.86	2,976.46	3,050.87	3,127.14	3,205.32	3,285.45	3,367.59	3,451.78
	Hourly	32.884439	33.706550	34.549214	35.412944	36.298268	37.205724	38.135867	39.089263	40.066496	41.068158	42.094861	43.147233

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010701 \ Administrative Assistant	Yearly	52,584.91	53,899.54	55,247.02	56,628.20	58,043.90	59,495.00	60,982.38	62,506.94	64,069.61	65,671.35	67,313.14	68,995.96
CONF \ 003	Bi - weekly	2,022.50	2,073.06	2,124.89	2,178.01	2,232.46	2,288.27	2,345.48	2,404.11	2,464.22	2,525.82	2,588.97	2,653.69
	Hourly	25.281208	25.913238	26.561069	27.225095	27.905723	28.603366	29.318451	30.051411	30.802696	31.572764	32.362084	33.171135
010800 \ Administrative Asst (Conf/Ex)	Yearly	52,584.91	53,899.54	55,247.02	56,628.20	58,043.90	59,495.00	60,982.38	62,506.94	64,069.61	65,671.35	67,313.14	68,995.96
CONF \ 018	Bi - weekly	2,022.50	2,073.06	2,124.89	2,178.01	2,232.46	2,288.27	2,345.48	2,404.11	2,464.22	2,525.82	2,588.97	2,653.69
	Hourly	25.281208	25.913238	26.561069	27.225095	27.905723	28.603366	29.318451	30.051411	30.802696	31.572764	32.362084	33.171135
001702 \ Administrative Officer	Yearly	82,032.67	84,083.48	86,185.57	88,340.21	90,548.72	92,812.44	95,132.75	97,511.07	99,948.84	102,447.56	105,008.75	107,633.97
MGTE \ 006	Bi - weekly	3,155.10	3,233.98	3,314.83	3,397.70	3,482.64	3,569.71	3,658.95	3,750.43	3,844.19	3,940.29	4,038.80	4,139.77
	Hourly	39.438783	40.424752	41.435372	42.471256	43.533038	44.621364	45.736897	46.880320	48.052329	49.253636	50.484977	51.747101
010807 \ Administrative Tech (Conf/Ex)	Yearly	52,415.13	53,725.51	55,068.65	56,445.36	57,856.50	59,302.91	60,785.48	62,305.12	63,862.75	65,459.31	67,095.80	68,773.19
CONF \ 024	Bi - weekly	2,015.97	2,066.37	2,118.02	2,170.98	2,225.25	2,280.88	2,337.90	2,396.35	2,456.26	2,517.67	2,580.61	2,645.12
	Hourly	25.199581	25.829571	26.475311	27.137194	27.815623	28.511013	29.223789	29.954384	30.703243	31.470824	32.257596	33.064035
010702 \ Administrative Technician	Yearly	52,415.13	53,725.51	55,068.65	56,445.36	57,856.50	59,302.91	60,785.48	62,305.12	63,862.75	65,459.31	67,095.80	68,773.19
CONF \ 004	Bi - weekly	2,015.97	2,066.37	2,118.02	2,170.98	2,225.25	2,280.88	2,337.90	2,396.35	2,456.26	2,517.67	2,580.61	2,645.12
	Hourly	25.199581	25.829571	26.475311	27.137194	27.815623	28.511013	29.223789	29.954384	30.703243	31.470824	32.257596	33.064035
001845 \ Animal Care Services Manager	Yearly	96,816.97	99,237.39	101,718.33	104,261.28	106,867.82	109,539.51	112,278.00	115,084.95	117,962.07	120,911.12	123,933.90	127,032.25
MGTE \ 122	Bi - weekly	3,723.73	3,816.82	3,912.24	4,010.05	4,110.30	4,213.06	4,318.38	4,426.34	4,537.00	4,650.43	4,766.69	4,885.86
	Hourly	46.546618	47.710283	48.903041	50.125617	51.378757	52.663225	53.979807	55.329301	56.712534	58.130348	59.583607	61.073197
003647 \ Animal Care Technician	Yearly	34,039.03	35,740.98	37,528.03	39,404.43	41,374.65	43,443.38	45,615.55	47,896.33				
OPMT \ 029	Bi - weekly	1,309.19	1,374.65	1,443.39	1,515.55	1,591.33	1,670.90	1,754.44	1,842.17				
	Hourly	16.364916	17.183163	18.042321	18.944437	19.891658	20.886241	21.930554	23.027081				
003600 \ Animal Control Officer I	Yearly	41,429.17	43,503.60	45,675.65	47,959.44	50,357.41	52,875.28	55,519.04	58,294.99				
OPMT \ 073	Bi - weekly	1,593.43	1,673.22	1,756.76	1,844.59	1,936.82	2,033.66	2,135.35	2,242.12				
	Hourly	19.917868	20.915193	21.959448	23.057421	24.210292	25.420806	26.691847	28.026439				
003601 \ Animal Control Officer II	Yearly	43,500.62	45,675.65	47,959.44	50,357.41	52,875.28	55,519.04	58,294.99	61,209.74				
OPMT \ 001	Bi - weekly	1,673.10	1,756.76	1,844.59	1,936.82	2,033.66	2,135.35	2,242.12	2,354.22				
	Hourly	20.913760	21.959449	23.057421	24.210292	25.420807	26.691848	28.026439	29.427761				
010703 \ Applications Developer	Yearly	70,337.69	72,096.13	73,898.53	75,746.00	77,639.64	79,580.64	81,570.15	83,609.41	85,699.64	87,842.13	90,038.19	92,289.14
CONF \ 005	Bi - weekly	2,705.30	2,772.93	2,842.25	2,913.31	2,986.14	3,060.79	3,137.31	3,215.75	3,296.14	3,378.54	3,463.01	3,549.58
	Hourly	33.816196	34.661601	35.528140	36.416344	37.326752	38.259921	39.216419	40.196830	41.201750	42.231794	43.287589	44.369779

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016979 \ Aquatics Recreation Coordinato	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				
OFFT \ 142	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	18.114915	19.020660	19.971692	20.970276	22.018789	23.119728	24.275714	25.489499				
015110 \ Aquatics Recreation Supervisor	Yearly	49,073.94	51,527.64		56,809.22	59,649.68	62,632.16	65,763.77	69,051.95				
SUPV \ 070	Bi - weekly	1,887.46	1,981.83		2,184.97	2,294.22	2,408.93	2,529.38	2,655.84				
	Hourly	23.593240	24.772902		27.312124	28.677730	30.111616	31.617196	33.198055				
017001 \ Arborist/Urban Forester	Yearly	55,489.19	58,263.64	61,176.83	64,235.66	67,447.45	70,819.82	74,360.81	78,078.85				
PROF \ 001	Bi - weekly	2,134.20	2,240.91	2,352.95	2,470.60	2,594.13	2,723.84	2,860.03	3,003.03				
	Hourly	26.677493	28.011367	29.411935	30.882531	32.426658	34.047991	35.750391	37.537910				
016214 \ Architectural Technician I	Yearly	44,377.11	46,595.97	48,925.77	51,372.05	53,940.66	56,637.69	59,469.58	62,443.05				
OFFT \ 081	Bi - weekly	1,706.81	1,792.15	1,881.76	1,975.85	2,074.64	2,178.37	2,287.29	2,401.66				
	Hourly	21.335150	22.401907	23.522003	24.698103	25.933007	27.229659	28.591142	30.020698				
016215 \ Architectural Technician II	Yearly	46,595.94	48,925.73	51,372.02	53,940.62	56,637.65	59,469.53	62,443.01	65,565.16				
OFFT \ 082	Bi - weekly	1,792.15	1,881.76	1,975.85	2,074.64	2,178.37	2,287.29	2,401.65	2,521.74				
	Hourly	22.401892	23.521986	24.698085	25.932990	27.229640	28.591121	30.020678	31.521711				
016216 \ Architectural Technician III	Yearly	51,255.66	53,818.44	56,509.36	59,334.83	62,301.58	65,416.66	68,687.49	72,121.86				
OFFT \ 083	Bi - weekly	1,971.37	2,069.94	2,173.44	2,282.11	2,396.21	2,516.03	2,641.83	2,773.92				
	Hourly	24.642145	25.874251	27.167963	28.526362	29.952681	31.450315	33.022830	34.673972				
017018 \ Archivist	Yearly	48,785.60	51,224.88	53,786.12	56,475.43	59,299.20	62,264.16	65,377.37	68,646.23				
PROF \ 010	Bi - weekly	1,876.37	1,970.19	2,068.70	2,172.13	2,280.74	2,394.78	2,514.51	2,640.24				
	Hourly	23.454614	24.627345	25.858711	27.151647	28.509230	29.934691	31.431426	33.002997				
017010 \ Art Museum Registrar	Yearly	44,466.24	46,689.55	49,024.03	51,475.23	54,049.00	56,751.44	59,589.02	62,568.47				
PROF \ 006	Bi - weekly	1,710.24	1,795.75	1,885.54	1,979.82	2,078.81	2,182.75	2,291.89	2,406.48				
	Hourly	21.378000	22.446900	23.569246	24.747708	25.985094	27.284348	28.648566	30.080993				
001703 \ Arts Administrator	Yearly	75,239.60	77,120.59	79,048.60	81,024.82	83,050.44	85,126.70	87,254.86	89,436.24	91,672.14	93,963.95	96,313.04	98,720.87
MGTE \ 007	Bi - weekly	2,893.83	2,966.18	3,040.33	3,116.34	3,194.25	3,274.10	3,355.96	3,439.86	3,525.85	3,614.00	3,704.35	3,796.96
	Hourly	36.172883	37.077205	38.004135	38.954239	39.928094	40.926296	41.949454	42.998191	44.073145	45.174974	46.304348	47.461957
001859 \ Arts in Public Places Spec	Yearly	68,399.63	70,109.62	71,862.37	73,658.92	75,500.40	77,387.91	79,322.60	81,305.67	83,338.31	85,421.77	87,557.31	89,746.25
MGTE \ 130	Bi - weekly	2,630.76	2,696.52	2,763.94	2,833.04	2,903.86	2,976.46	3,050.87	3,127.14	3,205.32	3,285.45	3,367.59	3,451.78
	Hourly	32.884439	33.706550	34.549214	35.412944	36.298268	37.205724	38.135867	39.089263	40.066496	41.068158	42.094861	43.147233

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016108 \ Arts Program Assistant	Yearly	39,007.00	40,957.34	43,005.21	45,155.47	47,413.24	49,783.91	52,273.10	54,886.76				
OFFT \ 059	Bi - weekly	1,500.27	1,575.28	1,654.05	1,736.75	1,823.59	1,914.77	2,010.50	2,111.03				
	Hourly	18.753363	19.691030	20.675583	21.709361	22.794829	23.934572	25.131300	26.387864				
016109 \ Arts Program Coordinator	Yearly	53,285.35	55,949.62	58,747.10	61,684.46	64,768.68	68,007.11	71,407.47	74,977.84				
OFFT \ 060	Bi - weekly	2,049.44	2,151.91	2,259.50	2,372.48	2,491.10	2,615.66	2,746.44	2,883.76				
	Hourly	25.617958	26.898856	28.243798	29.655989	31.138788	32.695728	34.330514	36.047039				
011014 \ Assistant Architect	Yearly	64,027.87	67,229.26	70,590.72	74,120.26	77,826.27	81,717.58	85,803.46	90,093.64				
WCOE \ 005	Bi - weekly	2,462.61	2,585.74	2,715.03	2,850.78	2,993.32	3,142.98	3,300.13	3,465.14				
	Hourly	30.782628	32.321759	33.937847	35.634739	37.416476	39.287300	41.251665	43.314248				
015010 \ Assistant Box Office Supv	Yearly	42,317.77	44,433.66	46,655.34	48,988.10	51,437.51	54,009.38	56,709.85	59,545.34				
SUPV \ 001	Bi - weekly	1,627.61	1,708.99	1,794.44	1,884.16	1,978.37	2,077.28	2,181.15	2,290.21				
	Hourly	20.345080	21.362334	22.430450	23.551972	24.729571	25.966050	27.264352	28.627569				
011011 \ Assistant Civil Engineer	Yearly	64,027.87	67,229.26	70,590.72	74,120.26	77,826.27	81,717.58	85,803.46	90,093.64				
WCOE \ 002	Bi - weekly	2,462.61	2,585.74	2,715.03	2,850.78	2,993.32	3,142.98	3,300.13	3,465.14				
	Hourly	30.782628	32.321759	33.937847	35.634739	37.416476	39.287300	41.251665	43.314248				
003912 \ Assistant Code Enforcmnt Ofcr	Yearly	36,883.07	38,727.22	40,663.58	42,696.76	44,831.60	47,073.18	49,426.84	51,898.18				
OPMT \ 062	Bi - weekly	1,418.58	1,489.51	1,563.98	1,642.18	1,724.29	1,810.51	1,901.03	1,996.08				
	Hourly	17.732243	18.618855	19.549797	20.527288	21.553653	22.631336	23.762903	24.951047				
011019 \ Assistant Electrical Engineer	Yearly	64,027.87	67,229.26	70,590.72	74,120.26	77,826.27	81,717.58	85,803.46	90,093.64				
WCOE \ 010	Bi - weekly	2,462.61	2,585.74	2,715.03	2,850.78	2,993.32	3,142.98	3,300.13	3,465.14				
	Hourly	30.782628	32.321759	33.937847	35.634739	37.416476	39.287300	41.251665	43.314248				
011021 \ Assistant Mechanical Engineer	Yearly	64,027.87	67,229.26	70,590.72	74,120.26	77,826.27	81,717.58	85,803.46	90,093.64				
WCOE \ 012	Bi - weekly	2,462.61	2,585.74	2,715.03	2,850.78	2,993.32	3,142.98	3,300.13	3,465.14				
	Hourly	30.782628	32.321759	33.937847	35.634739	37.416476	39.287300	41.251665	43.314248				
017002 \ Assistant Planner	Yearly	52,118.11	54,724.02	57,460.22	60,333.23	63,349.89	66,517.39	69,843.26	73,335.42				
PROF \ 002	Bi - weekly	2,004.54	2,104.77	2,210.01	2,320.51	2,436.53	2,558.36	2,686.28	2,820.59				
	Hourly	25.056785	26.309625	27.625106	29.006362	30.456680	31.979514	33.578489	35.257414				
007903 \ Assistant WtrCrsConCtrlSpclst	Yearly	57,044.55	59,896.78	62,891.62	66,036.20	69,338.01	72,804.91	76,445.16	80,267.41				
WATR \ 005	Bi - weekly	2,194.02	2,303.72	2,418.91	2,539.85	2,666.85	2,800.19	2,940.20	3,087.21				
	Hourly	27.425265	28.796529	30.236356	31.748173	33.335581	35.002361	36.752480	38.590103				

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011015 \ Associate Architect	Yearly	77,712.33	81,597.95	85,677.84	89,961.74	94,459.82	99,182.82	104,141.96	109,349.06				
WCOE \ 006	Bi - weekly	2,988.94	3,138.38	3,295.30	3,460.07	3,633.07	3,814.72	4,005.46	4,205.73				
	Hourly	37.361697	39.229782	41.191271	43.250835	45.413377	47.684046	50.068248	52.571661				
011012 \ Associate Civil Engineer	Yearly	77,712.33	81,597.95	85,677.84	89,961.74	94,459.82	99,182.82	104,141.96	109,349.06				
WCOE \ 003	Bi - weekly	2,988.94	3,138.38	3,295.30	3,460.07	3,633.07	3,814.72	4,005.46	4,205.73				
	Hourly	37.361697	39.229782	41.191271	43.250835	45.413377	47.684046	50.068248	52.571661				
017023 \ Associate Curator of Art	Yearly	48,785.60	51,224.88	53,786.12	56,475.43	59,299.20	62,264.16	65,377.37	68,646.23				
PROF \ 012	Bi - weekly	1,876.37	1,970.19	2,068.70	2,172.13	2,280.74	2,394.78	2,514.51	2,640.24				
	Hourly	23.454614	24.627345	25.858711	27.151647	28.509230	29.934691	31.431426	33.002997				
011020 \ Associate Electrical Engineer	Yearly	77,712.33	81,597.95	85,677.84	89,961.74	94,459.82	99,182.82	104,141.96	109,349.06				
WCOE \ 011	Bi - weekly	2,988.94	3,138.38	3,295.30	3,460.07	3,633.07	3,814.72	4,005.46	4,205.73				
	Hourly	37.361697	39.229782	41.191271	43.250835	45.413377	47.684046	50.068248	52.571661				
011016 \ Associate Landscape Architect	Yearly	75,365.90	79,134.20	83,090.91	87,245.45	91,607.72	96,188.11	100,997.52	106,047.39				
WCOE \ 007	Bi - weekly	2,898.69	3,043.62	3,195.80	3,355.59	3,523.37	3,699.54	3,884.52	4,078.75				
	Hourly	36.233607	38.045287	39.947552	41.944930	44.042175	46.244285	48.556498	50.984324				
011022 \ Associate Mechanical Engineer	Yearly	77,712.33	81,597.95	85,677.84	89,961.74	94,459.82	99,182.82	104,141.96	109,349.06				
WCOE \ 013	Bi - weekly	2,988.94	3,138.38	3,295.30	3,460.07	3,633.07	3,814.72	4,005.46	4,205.73				
	Hourly	37.361697	39.229782	41.191271	43.250835	45.413377	47.684046	50.068248	52.571661				
017003 \ Associate Planner	Yearly	64,070.40	67,273.92	70,637.62	74,169.50	77,877.97	81,771.87	85,860.46	90,153.49				
PROF \ 003	Bi - weekly	2,464.25	2,587.46	2,716.83	2,852.67	2,995.31	3,145.07	3,302.33	3,467.44				
	Hourly	30.803077	32.343230	33.960392	35.658411	37.441332	39.313397	41.279068	43.343022				
001837 \ Banking Operations Manager	Yearly	81,809.75	83,854.99	85,951.37	88,100.15	90,302.66	92,560.23	94,874.23	97,246.08	99,677.24	102,169.17	104,723.40	107,341.48
MGTE \ 012	Bi - weekly	3,146.53	3,225.19	3,305.82	3,388.47	3,473.18	3,560.01	3,649.01	3,740.23	3,833.74	3,929.58	4,027.82	4,128.52
	Hourly	39.331611	40.314900	41.322773	42.355843	43.414739	44.500108	45.612610	46.752925	47.921748	49.119792	50.347788	51.606482
006001 \ Blacksmith Welder	Yearly	49,539.58	53,255.05	57,249.17	61,542.86	66,158.58	71,120.47	76,454.50	82,188.59				
BLDG \ 001	Bi - weekly	1,905.37	2,048.27	2,201.89	2,367.03	2,544.56	2,735.40	2,940.56	3,161.10				
	Hourly	23.817104	25.603387	27.523641	29.587914	31.807008	34.192533	36.756973	39.513747				
016903 \ Booking Coordinator	Yearly	42,594.21	44,723.92	46,960.12	49,308.13	51,773.53	54,362.21	57,080.32	59,934.33				
OFFT \ 103	Bi - weekly	1,638.24	1,720.15	1,806.16	1,896.47	1,991.29	2,090.85	2,195.40	2,305.17				
	Hourly	20.477986	21.501885	22.576980	23.705830	24.891121	26.135677	27.442460	28.814583				

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016941 \ Boutique Operator	Yearly	31,604.71	33,184.95	34,844.20	36,586.41	38,415.73	40,336.51	42,353.34	44,471.01				
OFFT \ 117	Bi - weekly	1,215.57	1,276.34	1,340.16	1,407.17	1,477.53	1,551.40	1,628.97	1,710.42				
	Hourly	15.194573	15.954302	16.752017	17.589619	18.469099	19.392555	20.362182	21.380292				
001919 \ Budget Analyst	Yearly	67,058.46	68,734.93	70,453.30	72,214.63	74,020.00	75,870.50	77,767.26	79,711.44	81,704.23	83,746.83	85,840.50	87,986.52
MGTE \ 185	Bi - weekly	2,579.17	2,643.65	2,709.74	2,777.49	2,846.92	2,918.10	2,991.05	3,065.82	3,142.47	3,221.03	3,301.56	3,384.10
	Hourly	32.239646	33.045637	33.871778	34.718572	35.586537	36.476200	37.388105	38.322808	39.280878	40.262900	41.269472	42.301209
016011 \ Building Inspector I	Yearly	56,009.62	58,810.10	61,750.61	64,838.14	68,080.05	71,484.05	75,058.25	78,811.16				
OFFT \ 010	Bi - weekly	2,154.22	2,261.93	2,375.02	2,493.77	2,618.46	2,749.39	2,886.86	3,031.20				
	Hourly	26.927701	28.274087	29.687793	31.172181	32.730791	34.367330	36.085696	37.889982				
016012 \ Building Inspector II	Yearly	58,810.17	61,750.68	64,838.21	68,080.12	71,484.13	75,058.33	78,811.25	82,751.81				
OFFT \ 011	Bi - weekly	2,261.93	2,375.03	2,493.78	2,618.47	2,749.39	2,886.86	3,031.20	3,182.76				
	Hourly	28.274120	29.687826	31.172216	32.730827	34.367369	36.085737	37.890025	39.784525				
016229 \ Building Inspector III	Yearly	61,751.08	64,838.64	68,080.57	71,484.59	75,058.83	78,811.77	82,752.36	86,889.97				
OFFT \ 095	Bi - weekly	2,375.04	2,493.79	2,618.48	2,749.41	2,886.88	3,031.22	3,182.78	3,341.92				
	Hourly	29.688019	31.172421	32.731041	34.367593	36.085974	37.890272	39.784786	41.774025				
016230 \ Building Inspector IV	Yearly	64,838.45	68,080.38	71,484.40	75,058.61	78,811.54	82,752.12	86,889.73	91,234.21				
OFFT \ 096	Bi - weekly	2,493.79	2,618.48	2,749.40	2,886.87	3,031.21	3,182.77	3,341.91	3,509.01				
	Hourly	31.172333	32.730950	34.367498	36.085872	37.890165	39.784674	41.773908	43.862603				
003603 \ Building Maintenance Worker	Yearly	40,667.16	42,700.52	44,835.54	47,077.32	49,431.19	51,902.74	54,497.88	57,222.78				
OPMT \ 002	Bi - weekly	1,564.12	1,642.33	1,724.44	1,810.67	1,901.20	1,996.26	2,096.07	2,200.88				
	Hourly	19.551518	20.529094	21.555549	22.633325	23.764993	24.953242	26.200904	27.510950				
016013 \ Building Technician	Yearly	46,497.25	48,822.11	51,263.22	53,826.38	56,517.70	59,343.59	62,310.76	65,426.30				
OFFT \ 012	Bi - weekly	1,788.36	1,877.77	1,971.66	2,070.25	2,173.76	2,282.45	2,396.57	2,516.40				
	Hourly	22.354447	23.472170	24.645779	25.878067	27.171971	28.530570	29.957098	31.454953				
016014 \ Burglary/Robbery Alarm Insp	Yearly	47,994.97	50,394.72	52,914.46	55,560.18	58,338.19	61,255.10	64,317.85	67,533.75				
OFFT \ 013	Bi - weekly	1,845.96	1,938.26	2,035.17	2,136.93	2,243.78	2,355.97	2,473.76	2,597.45				
	Hourly	23.074506	24.228230	25.439643	26.711625	28.047206	29.449566	30.922045	32.468147				
001709 \ Business Services Manager	Yearly	103,771.33	106,365.61	109,024.75	111,750.37	114,544.13	117,407.73	120,342.92	123,351.50	126,435.29	129,596.17	132,836.07	136,156.97
MGTE \ 013	Bi - weekly	3,991.20	4,090.98	4,193.26	4,298.09	4,405.54	4,515.68	4,628.57	4,744.29	4,862.90	4,984.47	5,109.08	5,236.81
	Hourly	49.890060	51.137312	52.415745	53.726139	55.069292	56.446025	57.857175	59.303605	60.786195	62.305849	63.863495	65.460083

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016015 \ Buyer I	Yearly	41,275.90	43,339.70	45,506.68	47,782.01	50,171.11	52,679.67	55,313.65	58,079.34				
OFFT \ 014	Bi - weekly	1,587.53	1,666.91	1,750.26	1,837.77	1,929.66	2,026.14	2,127.45	2,233.82				
	Hourly	19.844182	20.836392	21.878212	22.972122	24.120728	25.326764	26.593102	27.922758				
016016 \ Buyer II	Yearly	49,126.46	51,582.78	54,161.92	56,870.02	59,713.52	62,699.20	65,834.16	69,125.86				
OFFT \ 015	Bi - weekly	1,889.48	1,983.95	2,083.15	2,187.31	2,296.67	2,411.51	2,532.08	2,658.69				
	Hourly	23.618492	24.799415	26.039386	27.341354	28.708422	30.143844	31.651037	33.233587				
016017 \ Buyer III	Yearly	56,378.16	59,197.07	62,156.92	65,264.77	68,528.01	71,954.41	75,552.13	79,329.74				
OFFT \ 016	Bi - weekly	2,168.39	2,276.81	2,390.65	2,510.18	2,635.69	2,767.48	2,905.85	3,051.14				
	Hourly	27.104886	28.460130	29.883136	31.377293	32.946158	34.593466	36.323139	38.139296				
001912 \ Camp Sacramento Supervisor	Yearly	72,951.38	74,775.16	76,644.54	78,560.65	80,524.67	82,537.78	84,601.23	86,716.26	88,884.17	91,106.27	93,383.93	95,718.53
MGTE \ 178	Bi - weekly	2,805.82	2,875.97	2,947.87	3,021.56	3,097.10	3,174.53	3,253.89	3,335.24	3,418.62	3,504.09	3,591.69	3,681.48
	Hourly	35.072777	35.949596	36.848335	37.769544	38.713783	39.681627	40.673668	41.690510	42.732773	43.801092	44.896119	46.018522
006002 \ Carpenter	Yearly	46,011.95	49,462.85	53,172.56	57,160.51	61,447.54	66,056.11	71,010.32	76,336.09				
BLDG \ 002	Bi - weekly	1,769.69	1,902.42	2,045.10	2,198.48	2,363.37	2,540.62	2,731.17	2,936.00				
	Hourly	22.121131	23.780216	25.563732	27.481012	29.542088	31.757745	34.139576	36.700043				
016018 \ Cashier	Yearly	30,380.80	31,899.84	33,494.83	35,169.58	36,928.06	38,774.46	40,713.18	42,748.84				
OFFT \ 017	Bi - weekly	1,168.49	1,226.92	1,288.26	1,352.68	1,420.31	1,491.33	1,565.89	1,644.19				
	Hourly	14.606156	15.336463	16.103285	16.908450	17.753873	18.641566	19.573644	20.552327				
016232 \ Central Services Assistant I	Yearly	30,380.80	31,899.84	33,494.83	35,169.58	36,928.06	38,774.46	40,713.18	42,748.84				
OFFT \ 098	Bi - weekly	1,168.49	1,226.92	1,288.26	1,352.68	1,420.31	1,491.33	1,565.89	1,644.19				
	Hourly	14.606156	15.336463	16.103285	16.908450	17.753873	18.641566	19.573644	20.552327				
016233 \ Central Services Assistant II	Yearly	33,743.47	35,430.64	37,202.18	39,062.28	41,015.40	43,066.17	45,219.48	47,480.45				
OFFT \ 099	Bi - weekly	1,297.83	1,362.72	1,430.85	1,502.40	1,577.52	1,656.39	1,739.21	1,826.17				
	Hourly	16.222822	17.033961	17.885662	18.779944	19.718941	20.704888	21.740132	22.827140				
016234 \ Central Services Assistant III	Yearly	35,776.78	37,565.63	39,443.91	41,416.10	43,486.91	45,661.25	47,944.32	50,341.53				
OFFT \ 100	Bi - weekly	1,376.03	1,444.83	1,517.07	1,592.93	1,672.57	1,756.20	1,844.01	1,936.21				
	Hourly	17.200377	18.060398	18.963416	19.911587	20.907167	21.952525	23.050152	24.202659				
015012 \ Central Services Supervisor	Yearly	56,378.16	59,197.07	62,156.92	65,264.77	68,528.01	71,954.41	75,552.13	79,329.74				
SUPV \ 002	Bi - weekly	2,168.39	2,276.81	2,390.65	2,510.18	2,635.69	2,767.48	2,905.85	3,051.14				
	Hourly	27.104886	28.460130	29.883136	31.377293	32.946158	34.593466	36.323139	38.139296				

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015013 \ Central Stores Supervisor	Yearly	39,638.14	41,620.05	43,701.05	45,886.11	48,180.41	50,589.43	53,118.90	55,774.85				
SUPV \ 003	Bi - weekly	1,524.54	1,600.77	1,680.81	1,764.85	1,853.09	1,945.75	2,043.03	2,145.19				
	Hourly	19.056800	20.009640	21.010121	22.060628	23.163659	24.321842	25.537933	26.814831				
001827 \ Chief Animal Control Officer	Yearly	88,394.31	90,604.16	92,869.27	95,191.00	97,570.77	100,010.04	102,510.29	105,073.05	107,699.88	110,392.37	113,152.18	115,980.99
MGTE \ 108	Bi - weekly	3,399.78	3,484.78	3,571.89	3,661.19	3,752.72	3,846.54	3,942.70	4,041.27	4,142.30	4,245.86	4,352.01	4,460.81
	Hourly	42.497262	43.559693	44.648685	45.764902	46.909025	48.081750	49.283794	50.515890	51.778786	53.073256	54.400088	55.760090
001711 \ Chief Building Inspector	Yearly	78,545.91	80,509.56	82,522.30	84,585.36	86,699.99	88,867.49	91,089.18	93,366.41	95,700.57	98,093.08	100,545.41	103,059.04
MGTE \ 014	Bi - weekly	3,021.00	3,096.52	3,173.93	3,253.28	3,334.62	3,417.98	3,503.43	3,591.02	3,680.79	3,772.81	3,867.13	3,963.81
	Hourly	37.762457	38.706519	39.674182	40.666036	41.682688	42.724754	43.792873	44.887695	46.009887	47.160135	48.339137	49.547617
001712 \ Chief Building Official	Yearly	114,082.66	116,934.73	119,858.10	122,854.55	125,925.91	129,074.06	132,300.91	135,608.43	138,998.65	142,473.61	146,035.45	149,686.34
MGTE \ 015	Bi - weekly	4,387.79	4,497.49	4,609.93	4,725.17	4,843.30	4,964.39	5,088.50	5,215.71	5,346.10	5,479.75	5,616.75	5,757.17
	Hourly	54.847434	56.218619	57.624084	59.064687	60.541303	62.054837	63.606207	65.196362	66.826272	68.496928	70.209351	71.964585
001714 \ Chief Investment Officer	Yearly	137,440.38	140,876.39	144,398.30	148,008.26	151,708.47	155,501.18	159,388.71	163,373.42	167,457.76	171,644.20	175,935.31	180,333.69
MGTE \ 017	Bi - weekly	5,286.17	5,418.32	5,553.78	5,692.63	5,834.94	5,980.81	6,130.33	6,283.59	6,440.68	6,601.70	6,766.74	6,935.91
	Hourly	66.077107	67.729034	69.422260	71.157816	72.936762	74.760181	76.629185	78.544915	80.508538	82.521252	84.584283	86.698889
015014 \ Chief Museum Attendant	Yearly	25,131.45	26,388.02	27,707.42	29,092.79	30,547.43	32,074.80	33,678.54	35,362.47				
SUPV \ 004	Bi - weekly	966.59	1,014.92	1,065.67	1,118.95	1,174.90	1,233.65	1,295.33	1,360.09				
	Hourly	12.082426	12.686546	13.320874	13.986917	14.686264	15.420577	16.191605	17.001186				
016950 \ Child Care Assistant	Yearly	20,894.86	21,939.60	23,036.58	24,188.41	25,397.83							
OFFT \ 122	Bi - weekly	803.65	843.83	886.02	930.32	976.84							
	Hourly	10.045604	10.547884	11.075279	11.629042	12.210495							
016104 \ Claims Collector	Yearly	37,040.07	38,892.08	40,836.68	42,878.51	45,022.44	47,273.56	49,637.24	52,119.10				
OFFT \ 058	Bi - weekly	1,424.62	1,495.85	1,570.64	1,649.17	1,731.63	1,818.21	1,909.12	2,004.58				
	Hourly	17.807726	18.698113	19.633019	20.614669	21.645403	22.727672	23.864057	25.057260				
016019 \ Clerk I	Yearly	27,918.15	29,314.06	30,779.77	32,318.75	33,934.69	35,631.42	37,413.00	39,283.65				
OFFT \ 018	Bi - weekly	1,073.78	1,127.46	1,183.84	1,243.03	1,305.18	1,370.44	1,438.96	1,510.91				
	Hourly	13.422189	14.093299	14.797964	15.537862	16.314755	17.130492	17.987018	18.886368				
016020 \ Clerk II	Yearly	31,291.69	32,856.28	34,499.09	36,224.05	38,035.25	39,937.01	41,933.86	44,030.56				
OFFT \ 019	Bi - weekly	1,203.53	1,263.70	1,326.89	1,393.23	1,462.89	1,536.04	1,612.84	1,693.48				
	Hourly	15.044083	15.796287	16.586101	17.415407	18.286176	19.200486	20.160511	21.168536				

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016021 \ Clerk III	Yearly	34,756.01	36,493.81	38,318.50	40,234.42	42,246.15	44,358.45	46,576.38	48,905.19				
OFFT \ 020	Bi - weekly	1,336.77	1,403.61	1,473.79	1,547.48	1,624.85	1,706.09	1,791.40	1,880.97				
	Hourly	16.709619	17.545100	18.422356	19.343473	20.310647	21.326179	22.392488	23.512112				
001861 \ Code Enforcement Manager	Yearly	98,216.61	100,672.02	103,188.82	105,768.54	108,412.76	111,123.07	113,901.15	116,748.68	119,667.39	122,659.08	125,725.56	128,868.70
MGTE \ 131	Bi - weekly	3,777.56	3,872.00	3,968.80	4,068.02	4,169.72	4,273.96	4,380.81	4,490.33	4,602.59	4,717.66	4,835.60	4,956.49
	Hourly	47.219522	48.400010	49.610009	50.850260	52.121517	53.424554	54.760169	56.129173	57.532401	58.970711	60.444980	61.956104
016114 \ Code Enforcement Officer	Yearly	48,096.95	50,501.80	53,026.89	55,678.23	58,462.14	61,385.25	64,454.52	67,677.24				
OFFT \ 065	Bi - weekly	1,849.88	1,942.38	2,039.50	2,141.47	2,248.54	2,360.97	2,479.02	2,602.97				
	Hourly	23.123535	24.279711	25.493698	26.768381	28.106800	29.512140	30.987748	32.537135				
001917 \ Code&Housing Enforcement Ch	Yearly	108,038.27	110,739.22	113,507.70	116,345.40	119,254.03	122,235.38	125,291.27	128,423.55	131,634.14	134,924.99	138,298.11	141,755.57
MGTE \ 183	Bi - weekly	4,155.32	4,259.20	4,365.68	4,474.82	4,586.69	4,701.36	4,818.89	4,939.37	5,062.85	5,189.42	5,319.16	5,452.14
	Hourly	51.941474	53.240011	54.571011	55.935286	57.333669	58.767010	60.236186	61.742090	63.285642	64.867783	66.489478	68.151715
016922 \ Communications Assistant	Yearly	44,640.38	46,872.40	49,216.02	51,676.82	54,260.66	56,973.69	59,822.38	62,813.50				
OFFT \ 108	Bi - weekly	1,716.94	1,802.78	1,892.92	1,987.57	2,086.95	2,191.30	2,300.86	2,415.90				
	Hourly	21.461721	22.534807	23.661547	24.844624	26.086856	27.391198	28.760759	30.198796				
003656 \ Community Center Attendant I	Yearly	33,743.47	35,430.64	37,202.18	39,062.28	41,015.40	43,066.17	45,219.48	47,480.45				
OPMT \ 038	Bi - weekly	1,297.83	1,362.72	1,430.85	1,502.40	1,577.52	1,656.39	1,739.21	1,826.17				
	Hourly	16.222822	17.033961	17.885662	18.779944	19.718941	20.704888	21.740132	22.827140				
003657 \ Community Center Attendant II	Yearly	37,966.45	39,864.77	41,858.01	43,950.91	46,148.46	48,455.88	50,878.67	53,422.61				
OPMT \ 039	Bi - weekly	1,460.25	1,533.26	1,609.92	1,690.42	1,774.94	1,863.69	1,956.87	2,054.72				
	Hourly	18.253100	19.165754	20.124043	21.130245	22.186757	23.296095	24.460899	25.683945				
002036 \ Community Service Officer	Yearly	48,016.87	50,417.71	52,938.60	55,585.53	58,364.80							
POAM \ 015	Bi - weekly	1,846.80	1,939.14	2,036.10	2,137.90	2,244.80							
	Hourly	23.085032	24.239284	25.451248	26.723810	28.060001							
002037 \ Community Service Officer (LT)	Yearly	48,016.87											
POAM \ 010	Bi - weekly	1,846.80											
	Hourly	23.085033											
016023 \ Community Service Rep I	Yearly	35,038.06	36,789.96	38,629.46	40,560.93	42,588.98	44,718.43	46,954.34	49,302.06				
OFFT \ 021	Bi - weekly	1,347.62	1,415.00	1,485.75	1,560.04	1,638.04	1,719.94	1,805.94	1,896.23				
	Hourly	16.845220	17.687481	18.571854	19.500447	20.475469	21.499243	22.574204	23.702915				

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016125 \ Community Service Rep II	Yearly	38,824.13	40,765.33	42,803.60	44,943.78	47,190.97	49,550.51	52,028.04	54,629.44				
OFFT \ 067	Bi - weekly	1,493.24	1,567.90	1,646.29	1,728.61	1,815.04	1,905.79	2,001.08	2,101.13				
	Hourly	18.665445	19.598716	20.578652	21.607585	22.687964	23.822362	25.013481	26.264155				
015017 \ Computer Operations Superviso	Yearly	59,293.21	62,257.87	65,370.76	68,639.30	72,071.26	75,674.83	79,458.57	83,431.50				
SUPV \ 005	Bi - weekly	2,280.51	2,394.53	2,514.26	2,639.97	2,771.97	2,910.57	3,056.10	3,208.90				
	Hourly	28.506351	29.931669	31.428251	32.999664	34.649646	36.382130	38.201235	40.111297				
016024 \ Computer Operator I	Yearly	44,640.38	46,872.40	49,216.02	51,676.82	54,260.66	56,973.69	59,822.38	62,813.50				
OFFT \ 022	Bi - weekly	1,716.94	1,802.78	1,892.92	1,987.57	2,086.95	2,191.30	2,300.86	2,415.90				
	Hourly	21.461721	22.534807	23.661547	24.844624	26.086856	27.391198	28.760759	30.198796				
016231 \ Computer Operator II	Yearly	46,872.38	49,216.00	51,676.80	54,260.64	56,973.67	59,822.36	62,813.48	65,954.15				
OFFT \ 097	Bi - weekly	1,802.78	1,892.92	1,987.57	2,086.95	2,191.30	2,300.86	2,415.90	2,536.70				
	Hourly	22.534799	23.661539	24.844616	26.086847	27.391189	28.760749	30.198786	31.708726				
015104 \ Concrete Construction Leadwrkr	Yearly	55,524.61	58,300.83	61,215.88	64,276.67	67,490.51	70,865.03	74,408.28	78,128.69				
SUPV \ 060	Bi - weekly	2,135.56	2,242.34	2,354.46	2,472.18	2,595.79	2,725.58	2,861.86	3,004.95				
	Hourly	26.694522	28.029247	29.430709	30.902244	32.447358	34.069724	35.773210	37.561871				
016025 \ Construction Inspector I	Yearly	49,342.94	51,810.09	54,400.59	57,120.62	59,976.65	62,975.48	66,124.26	69,430.47				
OFFT \ 023	Bi - weekly	1,897.81	1,992.70	2,092.33	2,196.95	2,306.79	2,422.13	2,543.24	2,670.40				
	Hourly	23.722567	24.908695	26.154130	27.461836	28.834929	30.276673	31.790508	33.380033				
016026 \ Construction Inspector II	Yearly	55,465.95	58,239.25	61,151.21	64,208.77	67,419.21	70,790.18	74,329.68	78,046.17				
OFFT \ 024	Bi - weekly	2,133.31	2,239.97	2,351.97	2,469.57	2,593.05	2,722.70	2,858.83	3,001.78				
	Hourly	26.666323	27.999640	29.399622	30.869602	32.413083	34.033738	35.735424	37.522196				
016027 \ Construction Inspector III	Yearly	58,239.15	61,151.11	64,208.66	67,419.10	70,790.06	74,329.56	78,046.04	81,948.34				
OFFT \ 025	Bi - weekly	2,239.97	2,351.97	2,469.56	2,593.04	2,722.69	2,858.83	3,001.77	3,151.86				
	Hourly	27.999592	29.399572	30.869550	32.413029	34.033681	35.735363	37.522133	39.398238				
001280 \ Contract and Compliance Spclst	Yearly	71,819.62	73,615.10	75,455.48	77,341.87	79,275.41	81,257.30	83,288.74	85,370.95	87,505.23	89,692.86	91,935.18	94,233.56
MGTE \ 173	Bi - weekly	2,762.29	2,831.35	2,902.13	2,974.69	3,049.05	3,125.28	3,203.41	3,283.50	3,365.59	3,449.73	3,535.97	3,624.37
	Hourly	34.528661	35.391877	36.276673	37.183592	38.113180	39.066010	40.042661	41.043727	42.069820	43.121566	44.199605	45.304595
001723 \ Convention Center General Mgr	Yearly	119,924.64	122,922.75	125,995.82	129,145.72	132,374.36	135,683.72	139,075.81	142,552.71	146,116.52	149,769.44	153,513.67	157,351.52
MGTE \ 020	Bi - weekly	4,612.49	4,727.80	4,845.99	4,967.14	5,091.32	5,218.60	5,349.07	5,482.80	5,619.87	5,760.36	5,904.37	6,051.98
	Hourly	57.656075	59.097476	60.574913	62.089286	63.641519	65.232557	66.863370	68.534955	70.248328	72.004537	73.804650	75.649767

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003909 \ Cultural Facilities Attendant	Yearly	35,776.78	37,565.63	39,443.91	41,416.10	43,486.91	45,661.25	47,944.32	50,341.53				
OPMT \ 059	Bi - weekly	1,376.03	1,444.83	1,517.07	1,592.93	1,672.57	1,756.20	1,844.01	1,936.21				
	Hourly	17.200377	18.060398	18.963416	19.911587	20.907167	21.952525	23.050152	24.202659				
001727 \ Curator of Art	Yearly	90,235.94	92,491.83	94,804.13	97,174.24	99,603.59	102,093.68	104,646.02	107,262.17	109,943.73	112,692.32	115,509.63	118,397.37
MGTE \ 023	Bi - weekly	3,470.61	3,557.38	3,646.31	3,737.47	3,830.91	3,926.68	4,024.85	4,125.47	4,228.60	4,334.32	4,442.68	4,553.74
	Hourly	43.382662	44.467228	45.578909	46.718382	47.886342	49.083500	50.310587	51.568352	52.857561	54.178999	55.533476	56.921812
001728 \ Curator of Education	Yearly	90,235.94	92,491.83	94,804.13	97,174.24	99,603.59	102,093.68	104,646.02	107,262.17	109,943.73	112,692.32	115,509.63	118,397.37
MGTE \ 024	Bi - weekly	3,470.61	3,557.38	3,646.31	3,737.47	3,830.91	3,926.68	4,024.85	4,125.47	4,228.60	4,334.32	4,442.68	4,553.74
	Hourly	43.382662	44.467228	45.578909	46.718382	47.886342	49.083500	50.310587	51.568352	52.857561	54.178999	55.533476	56.921812
015088 \ Curator of Historical Exhibtns	Yearly	48,928.93	51,375.37	53,944.14	56,641.35	59,473.42	62,447.09	65,569.44	68,847.91				
SUPV \ 047	Bi - weekly	1,881.88	1,975.98	2,074.77	2,178.51	2,287.44	2,401.81	2,521.90	2,648.00				
	Hourly	23.523523	24.699699	25.934684	27.231418	28.592989	30.022637	31.523770	33.099958				
001899 \ Curator of History	Yearly	90,235.94	92,491.83	94,804.13	97,174.24	99,603.59	102,093.68	104,646.02	107,262.17	109,943.73	112,692.32	115,509.63	118,397.37
MGTE \ 161	Bi - weekly	3,470.61	3,557.38	3,646.31	3,737.47	3,830.91	3,926.68	4,024.85	4,125.47	4,228.60	4,334.32	4,442.68	4,553.74
	Hourly	43.382662	44.467228	45.578909	46.718382	47.886342	49.083500	50.310587	51.568352	52.857561	54.178999	55.533476	56.921812
015018 \ Custodial Supervisor	Yearly	38,106.48	40,011.81	42,012.40	44,113.02	46,318.67	48,634.60	51,066.33	53,619.65				
SUPV \ 006	Bi - weekly	1,465.63	1,538.92	1,615.86	1,696.65	1,781.49	1,870.56	1,964.09	2,062.29				
	Hourly	18.320425	19.236446	20.198269	21.208182	22.268590	23.382020	24.551121	25.778677				
003606 \ Custodian I	Yearly	30,380.80	31,899.84	33,494.83	35,169.58	36,928.06	38,774.46	40,713.18	42,748.84				
OPMT \ 003	Bi - weekly	1,168.49	1,226.92	1,288.26	1,352.68	1,420.31	1,491.33	1,565.89	1,644.19				
	Hourly	14.606156	15.336463	16.103285	16.908450	17.753873	18.641566	19.573644	20.552327				
003922 \ Custodian II	Yearly	31,899.45	33,494.42	35,169.14	36,927.60	38,773.98	40,712.68	42,748.31	44,885.73				
OPMT \ 067	Bi - weekly	1,226.90	1,288.25	1,352.66	1,420.29	1,491.31	1,565.87	1,644.17	1,726.37				
	Hourly	15.336272	16.103086	16.908241	17.753653	18.641336	19.573402	20.552072	21.579676				
016971 \ Customer Service Assistant	Yearly	35,030.97	36,782.52	38,621.65	40,552.73	42,580.37	44,709.39	46,944.85	49,292.10				
OFFT \ 131	Bi - weekly	1,347.35	1,414.71	1,485.45	1,559.72	1,637.71	1,719.59	1,805.57	1,895.85				
	Hourly	16.841813	17.683905	18.568099	19.496505	20.471330	21.494897	22.569641	23.698123				
016972 \ Customer Service Rep	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				
OFFT \ 132	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	20.487129	21.511484	22.587059	23.716412	24.902233				

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016973 \ Customer Service Specialist	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				
OFFT \ 133	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	20.007664	21.008046	22.058449	23.161370	24.319440	25.535412	26.812184	28.152791				
015098 \ Customer Service Supervisor	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				
SUPV \ 055	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	22.803465	23.943637	25.140820	26.397861	27.717754	29.103641	30.558823	32.086764				
016914 \ Customer Service Trainee	Yearly	31,682.80	33,266.94	34,930.29	36,676.81	38,510.65	40,436.18	42,457.99	44,580.89				
OFFT \ 106	Bi - weekly	1,218.57	1,279.50	1,343.47	1,410.65	1,481.18	1,555.24	1,633.00	1,714.65				
	Hourly	15.232117	15.993723	16.793409	17.633081	18.514734	19.440471	20.412495	21.433119				
016126 \ Data Entry Technician	Yearly	31,291.69	32,856.28	34,499.09	36,224.05	38,035.25	39,937.01	41,933.86	44,030.56				
OFFT \ 068	Bi - weekly	1,203.53	1,263.70	1,326.89	1,393.23	1,462.89	1,536.04	1,612.84	1,693.48				
	Hourly	15.044083	15.796287	16.586101	17.415407	18.286176	19.200486	20.160511	21.168536				
001729 \ Debt Analyst	Yearly	74,736.42	76,604.83	78,519.96	80,482.95	82,495.03	84,557.40	86,671.34	88,838.12	91,059.07	93,335.55	95,668.94	98,060.66
MGTE \ 025	Bi - weekly	2,874.48	2,946.34	3,020.00	3,095.50	3,172.89	3,252.21	3,333.51	3,416.85	3,502.27	3,589.83	3,679.57	3,771.56
	Hourly	35.930973	36.829247	37.749979	38.693728	39.661070	40.652597	41.668913	42.710635	43.778401	44.872862	45.994683	47.144550
016217 \ Department Systems Spclst I	Yearly	55,864.48	58,657.70	61,590.59	64,670.12	67,903.62	71,298.80	74,863.74	78,606.93				
OFFT \ 084	Bi - weekly	2,148.63	2,256.07	2,368.87	2,487.31	2,611.68	2,742.26	2,879.37	3,023.34				
	Hourly	26.857922	28.200819	29.610859	31.091403	32.645973	34.278270	35.992184	37.791793				
016218 \ Department Systems Spclst II	Yearly	61,457.50	64,530.37	67,756.89	71,144.74	74,701.98	78,437.07	82,358.93	86,476.87				
OFFT \ 085	Bi - weekly	2,363.75	2,481.94	2,606.03	2,736.34	2,873.15	3,016.81	3,167.65	3,326.03				
	Hourly	29.546876	31.024218	32.575430	34.204201	35.914411	37.710131	39.595637	41.575420				
001900 \ Deputy Chief Building Official	Yearly	100,122.29	102,625.35	105,190.98	107,820.76	110,516.28	113,279.19	116,111.16	119,013.94	121,989.29	125,039.03	128,165.00	131,369.13
MGTE \ 162	Bi - weekly	3,850.86	3,947.13	4,045.81	4,146.95	4,250.63	4,356.89	4,465.81	4,577.46	4,691.90	4,809.19	4,929.42	5,052.66
	Hourly	48.135718	49.339111	50.572588	51.836904	53.132826	54.461147	55.822675	57.218241	58.648697	60.114916	61.617789	63.158233
001730 \ Deputy City Attorney I	Yearly	90,612.27	92,877.58	95,199.51	97,579.50	100,018.99	102,519.46	105,082.45	107,709.51	110,402.25	113,162.31	115,991.36	118,891.15
MGTE \ 026	Bi - weekly	3,485.09	3,572.21	3,661.52	3,753.06	3,846.88	3,943.06	4,041.63	4,142.67	4,246.24	4,352.40	4,461.21	4,572.74
	Hourly	43.563591	44.652681	45.768997	46.913222	48.086054	49.288204	50.520409	51.783419	53.078005	54.404956	55.765079	57.159207
001731 \ Deputy City Attorney II	Yearly	97,861.09	100,307.62	102,815.31	105,385.69	108,020.33	110,720.84	113,488.86	116,326.08	119,234.24	122,215.09	125,270.47	128,402.23
MGTE \ 027	Bi - weekly	3,763.89	3,857.99	3,954.43	4,053.30	4,154.63	4,258.49	4,364.96	4,474.08	4,585.93	4,700.58	4,818.09	4,938.55
	Hourly	47.048602	48.224817	49.430437	50.666198	51.932852	53.231174	54.561953	55.926001	57.324152	58.757256	60.226187	61.731842

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010705 \ Deputy City Clerk	Yearly	52,482.72	53,794.79	55,139.66	56,518.15	57,931.10	59,379.38	60,863.86	62,385.46	63,945.10	65,543.73	67,182.32	68,861.88
CONF \ 007	Bi - weekly	2,018.57	2,069.03	2,120.76	2,173.77	2,228.12	2,283.82	2,340.92	2,399.44	2,459.43	2,520.91	2,583.94	2,648.53
	Hourly	25.232077	25.862878	26.509451	27.172187	27.851492	28.547779	29.261473	29.993010	30.742836	31.511407	32.299193	33.106671
001889 \ Deputy Convntn Ctr General Mg	Yearly	101,935.94	104,484.34	107,096.45	109,773.86	112,518.21	115,331.16	118,214.44	121,169.80	124,199.05	127,304.02	130,486.62	133,748.79
MGTE \ 152	Bi - weekly	3,920.61	4,018.63	4,119.09	4,222.07	4,327.62	4,435.81	4,546.71	4,660.38	4,776.89	4,896.31	5,018.72	5,144.18
	Hourly	49.007664	50.232856	51.488677	52.775894	54.095291	55.447674	56.833865	58.254712	59.711081	61.203857	62.733953	64.302301
016004 \ Development Services Tech I	Yearly	46,497.25	48,822.11	51,263.22	53,826.38	56,517.70	59,343.59	62,310.76	65,426.30				
OFFT \ 004	Bi - weekly	1,788.36	1,877.77	1,971.66	2,070.25	2,173.76	2,282.45	2,396.57	2,516.40				
	Hourly	22.354447	23.472170	24.645779	25.878067	27.171971	28.530570	29.957098	31.454953				
016005 \ Development Services Tech II	Yearly	48,822.01	51,263.11	53,826.26	56,517.58	59,343.46	62,310.62	65,426.16	68,697.47				
OFFT \ 005	Bi - weekly	1,877.77	1,971.66	2,070.24	2,173.75	2,282.44	2,396.56	2,516.39	2,642.21				
	Hourly	23.472119	24.645724	25.878011	27.171911	28.530507	29.957031	31.454883	33.027628				
016006 \ Development Services Tech III	Yearly	51,263.08	53,826.23	56,517.54	59,343.42	62,310.59	65,426.12	68,697.42	72,132.29				
OFFT \ 006	Bi - weekly	1,971.66	2,070.24	2,173.75	2,282.44	2,396.56	2,516.39	2,642.21	2,774.32				
	Hourly	24.645710	25.877994	27.171894	28.530488	29.957013	31.454864	33.027606	34.678987				
002049 \ Dispatcher I	Yearly	47,120.88	49,476.92	51,950.76	54,548.30	57,275.72							
POAM \ 020	Bi - weekly	1,812.34	1,902.96	1,998.11	2,098.01	2,202.91							
	Hourly	22.654267	23.786980	24.976329	26.225145	27.536403							
002050 \ Dispatcher II	Yearly	57,618.29	60,499.20	63,524.16	66,700.37	70,035.39							
POAM \ 021	Bi - weekly	2,216.09	2,326.89	2,443.24	2,565.40	2,693.67							
	Hourly	27.701099	29.086155	30.540462	32.067485	33.670860							
002051 \ Dispatcher III	Yearly	66,162.28	69,470.39	72,943.92	76,591.11	80,420.67							
POAM \ 022	Bi - weekly	2,544.70	2,671.94	2,805.54	2,945.81	3,093.10							
	Hourly	31.808789	33.399228	35.069190	36.822650	38.663782							
007901 \ DOU O & M Serviceworker App	Yearly	37,161.08	39,019.14	40,970.10	45,067.10								
WATR \ 003	Bi - weekly	1,429.27	1,500.74	1,575.77	1,733.35								
	Hourly	17.865905	18.759200	19.697161	21.666876								
007002 \ DOU Ops and Maintenance Ldw	Yearly	57,044.55	59,896.78	62,891.62	66,036.20	69,338.01	72,804.91	76,445.16	80,267.41				
WATR \ 002	Bi - weekly	2,194.02	2,303.72	2,418.91	2,539.85	2,666.85	2,800.19	2,940.20	3,087.21				
	Hourly	27.425265	28.796529	30.236356	31.748173	33.335581	35.002361	36.752480	38.590103				

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007015 \ DOU Ops and Maintenance Spe	Yearly	54,412.56	57,139.41	59,996.38	62,996.20	66,146.01	69,453.31	72,925.97	76,572.27				
WATR \ 007	Bi - weekly	2,092.79	2,197.67	2,307.55	2,422.93	2,544.08	2,671.28	2,804.84	2,945.09				
	Hourly	26.159884	27.470868	28.844411	30.286632	31.800964	33.391012	35.060561	36.813591				
007001 \ DOU Ops and Maintenance Srvw	Yearly	51,827.13	54,418.48	57,139.41	59,996.38	62,996.20	66,146.01	69,453.31	72,925.97				
WATR \ 001	Bi - weekly	1,993.35	2,093.02	2,197.67	2,307.55	2,422.93	2,544.08	2,671.28	2,804.84				
	Hourly	24.916887	26.162730	27.470868	28.844411	30.286633	31.800965	33.391012	35.060561				
015103 \ DOU Ops and Maintenance Sup	Yearly	64,327.08	67,543.44	70,920.61	74,466.64	78,189.97	82,099.47	86,204.44	90,514.67				
SUPV \ 059	Bi - weekly	2,474.12	2,597.82	2,727.72	2,864.10	3,007.31	3,157.67	3,315.56	3,481.33				
	Hourly	30.926482	32.472806	34.096446	35.801269	37.591332	39.470898	41.444443	43.516666				
015020 \ Drainage Supervisor	Yearly	46,602.03	48,932.13	51,378.74	53,947.68	56,645.06	59,477.31	62,451.18	65,573.74				
SUPV \ 007	Bi - weekly	1,792.39	1,882.01	1,976.11	2,074.91	2,178.66	2,287.59	2,401.97	2,522.07				
	Hourly	22.404823	23.525063	24.701316	25.936383	27.233201	28.594862	30.024604	31.525836				
001745 \ Economic Development Manage	Yearly	107,765.06	110,459.19	113,220.67	116,051.19	118,952.47	121,926.28	124,974.43	128,098.80	131,301.27	134,583.80	137,948.39	141,397.10
MGTE \ 039	Bi - weekly	4,144.81	4,248.43	4,354.64	4,463.51	4,575.09	4,689.47	4,806.71	4,926.88	5,050.05	5,176.30	5,305.71	5,438.35
	Hourly	51.810127	53.105380	54.433014	55.793839	57.188685	58.618402	60.083862	61.585959	63.125608	64.703749	66.321341	67.979376
001904 \ E-Government Manager	Yearly	95,876.93	98,273.86	100,730.70	103,248.97	105,830.19	108,475.95	111,187.85	113,967.55	116,816.73	119,737.15	122,730.58	125,798.85
MGTE \ 170	Bi - weekly	3,687.57	3,779.76	3,874.26	3,971.11	4,070.39	4,172.15	4,276.46	4,383.37	4,492.95	4,605.28	4,720.41	4,838.42
	Hourly	46.094679	47.247047	48.428222	49.638928	50.879901	52.151898	53.455696	54.792089	56.161891	57.565939	59.005086	60.480214
016201 \ Elder Care Assistant	Yearly	20,858.17	21,901.08	22,996.13	24,145.93	25,353.23	26,620.90						
OFFT \ 071	Bi - weekly	802.24	842.35	884.47	928.69	975.12	1,023.88						
	Hourly	10.027965	10.529364	11.055830	11.608622	12.189054	12.798507						
016039 \ Electrical Constructn Insp I	Yearly	46,953.27	49,300.94	51,765.98	54,354.28	57,072.00	59,925.60	62,921.87	66,067.97				
OFFT \ 026	Bi - weekly	1,805.90	1,896.19	1,991.00	2,090.55	2,195.08	2,304.83	2,420.07	2,541.08				
	Hourly	22.573689	23.702374	24.887492	26.131867	27.438460	28.810382	30.250901	31.763447				
016040 \ Electrical Constructn Insp II	Yearly	51,660.12	54,243.12	56,955.28	59,803.04	62,793.20	65,932.86	69,229.50	72,690.97				
OFFT \ 027	Bi - weekly	1,986.93	2,086.27	2,190.59	2,300.12	2,415.12	2,535.88	2,662.67	2,795.81				
	Hourly	24.836595	26.078423	27.382345	28.751461	30.189036	31.698488	33.283412	34.947582				
016041 \ Electrical Constructn Insp III	Yearly	54,935.96	57,682.76	60,566.90	63,595.24	66,775.00	70,113.75	73,619.44	77,300.41				
OFFT \ 028	Bi - weekly	2,112.92	2,218.57	2,329.50	2,445.97	2,568.27	2,696.68	2,831.52	2,973.09				
	Hourly	26.411519	27.732096	29.118700	30.574634	32.103367	33.708535	35.393961	37.163660				

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006004 \ Electrician	Yearly	52,113.15	56,021.63	60,223.25	64,740.00	69,595.50	74,815.16	80,426.30	86,458.27				
BLDG \ 003	Bi - weekly	2,004.35	2,154.68	2,316.28	2,490.00	2,676.75	2,877.51	3,093.32	3,325.32				
	Hourly	25.054397	26.933476	28.953487	31.124999	33.459374	35.968827	38.666489	41.566476				
006007 \ Electrician Lineworker	Yearly	50,580.51	54,374.05	58,452.11	62,836.02	67,548.72	72,614.87	78,060.99	83,915.56				
BLDG \ 005	Bi - weekly	1,945.40	2,091.31	2,248.16	2,416.77	2,598.03	2,792.88	3,002.35	3,227.52				
	Hourly	24.317555	26.141372	28.101975	30.209623	32.475345	34.910996	37.529320	40.344020				
006006 \ Electrician Supervisor	Yearly	60,466.68	65,001.68	69,876.80	75,117.56	80,751.38	86,807.73	93,318.31	100,317.19				
BLDG \ 004	Bi - weekly	2,325.64	2,500.06	2,687.57	2,889.14	3,105.82	3,338.76	3,589.17	3,858.35				
	Hourly	29.070517	31.250806	33.594616	36.114212	38.822779	41.734487	44.864573	48.229416				
003615 \ Electronic Maint Tech I	Yearly	53,902.99	56,598.14	59,428.05	62,399.45	65,519.42	68,795.40	72,235.16	75,846.92				
OPMT \ 007	Bi - weekly	2,073.19	2,176.85	2,285.69	2,399.98	2,519.98	2,645.98	2,778.28	2,917.19				
	Hourly	25.914899	27.210644	28.571177	29.999737	31.499722	33.074709	34.728444	36.464867				
003616 \ Electronic Maint Tech II	Yearly	56,598.27	59,428.18	62,399.59	65,519.57	68,795.54	72,235.32	75,847.09	79,639.44				
OPMT \ 008	Bi - weekly	2,176.86	2,285.70	2,399.98	2,519.98	2,645.98	2,778.28	2,917.20	3,063.06				
	Hourly	27.210705	28.571240	29.999801	31.499791	33.074781	34.728520	36.464946	38.288193				
003614 \ Electronic Maint Tech Trnee	Yearly	49,002.74	51,452.87	54,025.51	56,726.79	59,563.13	62,541.29	65,668.35	68,951.77				
OPMT \ 006	Bi - weekly	1,884.72	1,978.96	2,077.90	2,181.80	2,290.89	2,405.43	2,525.71	2,651.99				
	Hourly	23.559007	24.736958	25.973805	27.272495	28.636121	30.067927	31.571322	33.149889				
001746 \ Emergency Communications Mg	Yearly	93,518.04	95,856.00	98,252.39	100,708.71	103,226.42	105,807.08	108,452.26	111,163.57	113,942.66	116,791.22	119,711.00	122,703.78
MGTE \ 164	Bi - weekly	3,596.85	3,686.77	3,778.94	3,873.41	3,970.25	4,069.50	4,171.24	4,275.52	4,382.41	4,491.97	4,604.27	4,719.38
	Hourly	44.960598	46.084613	47.236728	48.417647	49.628088	50.868790	52.140510	53.444022	54.780123	56.149626	57.553366	58.992201
001913 \ EMS Coordinator	Yearly	82,032.67	84,083.48	86,185.57	88,340.21	90,548.72	92,812.44	95,132.75	97,511.07	99,948.84	102,447.56	105,008.75	107,633.97
MGTE \ 180	Bi - weekly	3,155.10	3,233.98	3,314.83	3,397.70	3,482.64	3,569.71	3,658.95	3,750.43	3,844.19	3,940.29	4,038.80	4,139.77
	Hourly	39.438783	40.424752	41.435372	42.471256	43.533038	44.621364	45.736897	46.880320	48.052329	49.253636	50.484977	51.747101
015044 \ Enforcement & Collections Supv	Yearly	48,379.99	50,798.99	53,338.94	56,005.88	58,806.18	61,746.49	64,833.81	68,075.50				
SUPV \ 021	Bi - weekly	1,860.77	1,953.81	2,051.50	2,154.07	2,261.78	2,374.86	2,493.61	2,618.29				
	Hourly	23.259611	24.422589	25.643720	26.925906	28.272201	29.685811	31.170101	32.728607				
003608 \ Engineering Aide I	Yearly	37,371.05	39,239.60	41,201.58	43,261.66	45,424.74	47,695.98	50,080.78	52,584.82				
OPMT \ 004	Bi - weekly	1,437.35	1,509.22	1,584.68	1,663.91	1,747.11	1,834.46	1,926.18	2,022.49				
	Hourly	17.966851	18.865194	19.808453	20.798876	21.838819	22.930760	24.077298	25.281163				

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003609 \ Engineering Aide II	Yearly	42,263.40	44,376.57	46,595.40	48,925.17	51,371.42	53,940.00	56,637.00	59,468.85				
OPMT \ 005	Bi - weekly	1,625.52	1,706.79	1,792.13	1,881.74	1,975.82	2,074.62	2,178.35	2,287.26				
	Hourly	20.318942	21.334889	22.401633	23.521714	24.697800	25.932692	27.229326	28.590791				
001884 \ Engineering Manager	Yearly	127,282.35	130,464.41	133,726.02	137,069.17	140,495.90	144,008.30	147,608.51	151,298.72	155,081.19	158,958.22	162,932.17	167,005.48
MGTE \ 147	Bi - weekly	4,895.48	5,017.86	5,143.31	5,271.89	5,403.69	5,538.78	5,677.25	5,819.18	5,964.66	6,113.78	6,266.62	6,423.29
	Hourly	61.193438	62.723274	64.291357	65.898640	67.546106	69.234758	70.965628	72.739769	74.558264	76.422220	78.332775	80.291094
016930 \ Engineering Technician I	Yearly	44,376.95	46,595.79	48,925.58	51,371.87	53,940.46	56,637.48	59,469.35	62,442.82				
OFFT \ 110	Bi - weekly	1,706.81	1,792.15	1,881.75	1,975.84	2,074.63	2,178.36	2,287.28	2,401.65				
	Hourly	21.335072	22.401824	23.521915	24.698012	25.932912	27.229558	28.591035	30.020587				
016931 \ Engineering Technician II	Yearly	46,595.77	48,925.56	51,371.84	53,940.43	56,637.45	59,469.32	62,442.79	65,564.93				
OFFT \ 111	Bi - weekly	1,792.15	1,881.75	1,975.84	2,074.63	2,178.36	2,287.28	2,401.65	2,521.73				
	Hourly	22.401813	23.521903	24.697998	25.932898	27.229543	28.591021	30.020571	31.521600				
016939 \ Engineering Technician III	Yearly	51,255.66	53,818.44	56,509.36	59,334.83	62,301.58	65,416.66	68,687.49	72,121.86				
OFFT \ 116	Bi - weekly	1,971.37	2,069.94	2,173.44	2,282.11	2,396.21	2,516.03	2,641.83	2,773.92				
	Hourly	24.642145	25.874251	27.167963	28.526362	29.952681	31.450315	33.022830	34.673972				
001809 \ Envtal Health & Safety Officer	Yearly	90,235.94	92,491.83	94,804.13	97,174.24	99,603.59	102,093.68	104,646.02	107,262.17	109,943.73	112,692.32	115,509.63	118,397.37
MGTE \ 091	Bi - weekly	3,470.61	3,557.38	3,646.31	3,737.47	3,830.91	3,926.68	4,024.85	4,125.47	4,228.60	4,334.32	4,442.68	4,553.74
	Hourly	43.382661	44.467228	45.578909	46.718382	47.886341	49.083500	50.310587	51.568352	52.857561	54.178999	55.533475	56.921812
001810 \ Envtal Health & Safety Spclst	Yearly	82,032.67	84,083.48	86,185.57	88,340.21	90,548.72	92,812.44	95,132.75	97,511.07	99,948.84	102,447.56	105,008.75	107,633.97
MGTE \ 092	Bi - weekly	3,155.10	3,233.98	3,314.83	3,397.70	3,482.64	3,569.71	3,658.95	3,750.43	3,844.19	3,940.29	4,038.80	4,139.77
	Hourly	39.438783	40.424752	41.435372	42.471256	43.533038	44.621364	45.736897	46.880320	48.052329	49.253636	50.484977	51.747101
001748 \ Equal Employment Specialist	Yearly	66,937.70	68,611.14	70,326.42	72,084.58	73,886.69	75,733.86	77,627.21	79,567.89	81,557.08	83,596.01	85,685.91	87,828.06
MGTE \ 040	Bi - weekly	2,574.53	2,638.89	2,704.86	2,772.48	2,841.80	2,912.84	2,985.66	3,060.30	3,136.81	3,215.23	3,295.61	3,378.00
	Hourly	32.181585	32.986124	33.810778	34.656046	35.522448	36.410510	37.320772	38.253791	39.210136	40.190390	41.195149	42.225028
012057 \ Equipment Body Mechanic I	Yearly	46,742.37	49,079.48	51,533.46	54,110.13	56,815.64	59,656.42	62,639.24	65,771.20				
IAMA \ 010	Bi - weekly	1,797.78	1,887.67	1,982.06	2,081.16	2,185.22	2,294.48	2,409.20	2,529.66				
	Hourly	22.472292	23.595906	24.775702	26.014486	27.315212	28.680972	30.115021	31.620771				
012002 \ Equipment Body Mechanic II	Yearly	51,153.92	53,711.61	56,397.19	59,217.05	62,177.90	65,286.80	68,551.14	71,978.70				
IAMA \ 001	Bi - weekly	1,967.46	2,065.83	2,169.12	2,277.58	2,391.46	2,511.03	2,636.58	2,768.41				
	Hourly	24.593229	25.822890	27.114034	28.469736	29.893222	31.387883	32.957278	34.605142				

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012058 \ Equipment Body Mechanic III	Yearly	54,034.23	56,735.94	59,572.74	62,551.37	65,678.94	68,962.89	72,411.04	76,031.59				
IAMA \ 011	Bi - weekly	2,078.24	2,182.15	2,291.26	2,405.82	2,526.11	2,652.42	2,785.04	2,924.29				
	Hourly	25.977995	27.276895	28.640739	30.072776	31.576415	33.155235	34.812998	36.553647				
015053 \ Equipment Maint Supv	Yearly	58,997.82	61,947.71	65,045.09	68,297.35	71,712.21	75,297.82	79,062.72	83,015.85				
SUPV \ 026	Bi - weekly	2,269.15	2,382.60	2,501.73	2,626.82	2,758.16	2,896.07	3,040.87	3,192.92				
	Hourly	28.364334	29.782552	31.271679	32.835262	34.477026	36.200877	38.010922	39.911467				
012009 \ Equipment Mechanic I	Yearly	46,742.37	49,079.48	51,533.46	54,110.13	56,815.64	59,656.42	62,639.24	65,771.20				
IAMA \ 006	Bi - weekly	1,797.78	1,887.67	1,982.06	2,081.16	2,185.22	2,294.48	2,409.20	2,529.66				
	Hourly	22.472292	23.595906	24.775702	26.014486	27.315212	28.680972	30.115021	31.620771				
012003 \ Equipment Mechanic II	Yearly	51,153.92	53,711.61	56,397.19	59,217.05	62,177.90	65,286.80	68,551.14	71,978.70				
IAMA \ 002	Bi - weekly	1,967.46	2,065.83	2,169.12	2,277.58	2,391.46	2,511.03	2,636.58	2,768.41				
	Hourly	24.593229	25.822890	27.114034	28.469736	29.893222	31.387883	32.957278	34.605142				
012004 \ Equipment Mechanic III	Yearly	54,034.23	56,735.94	59,572.74	62,551.37	65,678.94	68,962.89	72,411.04	76,031.59				
IAMA \ 003	Bi - weekly	2,078.24	2,182.15	2,291.26	2,405.82	2,526.11	2,652.42	2,785.04	2,924.29				
	Hourly	25.977995	27.276895	28.640739	30.072776	31.576415	33.155235	34.812998	36.553647				
012006 \ Equipment Serviceworker	Yearly	34,876.45	36,620.27	38,451.29	40,373.85	42,392.54	44,512.17	46,737.78	49,074.67				
IAMA \ 005	Bi - weekly	1,341.40	1,408.47	1,478.90	1,552.84	1,630.48	1,712.01	1,797.61	1,887.49				
	Hourly	16.767525	17.605901	18.486196	19.410506	20.381031	21.400082	22.470087	23.593591				
016043 \ Events Coordinator	Yearly	42,317.77	44,433.66	46,655.34	48,988.10	51,437.51	54,009.38	56,709.85	59,545.34				
OFFT \ 029	Bi - weekly	1,627.61	1,708.99	1,794.44	1,884.16	1,978.37	2,077.28	2,181.15	2,290.21				
	Hourly	20.345080	21.362334	22.430450	23.551972	24.729571	25.966050	27.264352	28.627569				
001749 \ Events Services Manager	Yearly	82,990.32	85,065.08	87,191.70	89,371.49	91,605.78	93,895.93	96,243.32	98,649.41	101,115.64	103,643.54	106,234.62	108,890.49
MGTE \ 041	Bi - weekly	3,191.94	3,271.73	3,353.53	3,437.37	3,523.30	3,611.38	3,701.67	3,794.21	3,889.06	3,986.29	4,085.95	4,188.10
	Hourly	39.899191	40.896671	41.919088	42.967064	44.041242	45.142273	46.270829	47.427600	48.613290	49.828623	51.074338	52.351196
001750 \ Events Services Supervisor	Yearly	70,541.77	72,305.31	74,112.95	75,965.77	77,864.91	79,811.53	81,806.82	83,852.00	85,948.29	88,097.00	90,299.43	92,556.91
MGTE \ 042	Bi - weekly	2,713.14	2,780.97	2,850.50	2,921.76	2,994.80	3,069.67	3,146.42	3,225.08	3,305.70	3,388.35	3,473.05	3,559.88
	Hourly	33.914312	34.762170	35.631224	36.522005	37.435055	38.370930	39.330203	40.313459	41.321295	42.354329	43.413186	44.498516
016044 \ Exhibits Coordinator	Yearly	37,209.60	39,070.08	41,023.58	43,074.76	45,228.50	47,489.92	49,864.42	52,357.64				
OFFT \ 030	Bi - weekly	1,431.14	1,502.70	1,577.83	1,656.72	1,739.56	1,826.54	1,917.86	2,013.76				
	Hourly	17.889230	18.783692	19.722876	20.709019	21.744471	22.831694	23.973278	25.171942				

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001751 \ Facilities & Real Prop Supt	Yearly	91,820.14	94,115.64	96,468.53	98,880.24	101,352.25	103,886.06	106,483.21	109,145.29	111,873.92	114,670.77	117,537.54	120,475.98
MGTE \ 043	Bi - weekly	3,531.54	3,619.83	3,710.33	3,803.09	3,898.16	3,995.62	4,095.51	4,197.90	4,302.84	4,410.41	4,520.67	4,633.69
	Hourly	44.144296	45.247905	46.379102	47.538579	48.727044	49.945220	51.193851	52.473697	53.785539	55.130178	56.508434	57.921144
001880 \ Facilities Manager	Yearly	108,023.69	110,724.28	113,492.39	116,329.70	119,237.95	122,218.89	125,274.37	128,406.23	131,616.38	134,906.79	138,279.46	141,736.45
MGTE \ 143	Bi - weekly	4,154.76	4,258.63	4,365.09	4,474.22	4,586.07	4,700.73	4,818.24	4,938.70	5,062.17	5,188.72	5,318.44	5,451.40
	Hourly	51.934468	53.232829	54.563651	55.927741	57.325935	58.759083	60.228060	61.733762	63.277107	64.859034	66.480509	68.142522
016916 \ Facility Drawings Technician	Yearly	46,497.25	48,822.11	51,263.22	53,826.38	56,517.70	59,343.59	62,310.76	65,426.30				
OFFT \ 107	Bi - weekly	1,788.36	1,877.77	1,971.66	2,070.25	2,173.76	2,282.45	2,396.57	2,516.40				
	Hourly	22.354447	23.472170	24.645779	25.878067	27.171971	28.530570	29.957098	31.454953				
015092 \ Financial Services Supervisor	Yearly	45,146.81	47,404.16	49,774.36	52,263.08	54,876.23	57,620.05	60,501.05	63,526.10				
SUPV \ 049	Bi - weekly	1,736.42	1,823.24	1,914.40	2,010.12	2,110.62	2,216.16	2,326.96	2,443.31				
	Hourly	21.705199	22.790459	23.929982	25.126481	26.382804	27.701945	29.087042	30.541394				
016974 \ Fingerprint Clerk	Yearly	39,473.56	41,447.24	43,519.60	45,695.58	47,980.36	50,379.38	52,898.35	55,543.26				
OFFT \ 134	Bi - weekly	1,518.21	1,594.12	1,673.83	1,757.52	1,845.40	1,937.67	2,034.55	2,136.28				
	Hourly	18.977674	19.926558	20.922884	21.969029	23.067480	24.220854	25.431897	26.703492				
001753 \ Fire Assistant Chief	Yearly	135,594.21	138,984.07	142,458.67	146,020.14	149,670.64	153,412.41	157,247.72	161,178.91	165,208.38	169,338.59	173,572.06	177,911.36
FM40 \ 003	Bi - weekly	5,215.16	5,345.54	5,479.18	5,616.16	5,756.56	5,900.48	6,047.99	6,199.19	6,354.17	6,513.02	6,675.85	6,842.74
	Hourly	65.189525	66.819264	68.489745	70.201989	71.957038	73.755964	75.599863	77.489860	79.427106	81.412784	83.448104	85.534306
005170 \ Fire Battalion Chief	Yearly	104,316.38	109,532.20	115,008.81	120,759.25	126,797.21							
FR56 \ 007	Bi - weekly	4,012.17	4,212.78	4,423.42	4,644.59	4,876.82							
	Hourly	35.822933	37.614079	39.494783	41.469522	43.542999							
FA7 \ Fire Battalion Chief (Admin)	Yearly	104,316.38	109,532.20	115,008.81	120,759.25	126,797.21							
FR40 \ FA7	Bi - weekly	4,012.17	4,212.78	4,423.42	4,644.59	4,876.82							
	Hourly	50.152106	52.659711	55.292697	58.057332	60.960198							
005020 \ Fire Captain	Yearly	82,461.18	86,584.24	90,913.46	95,459.13	100,232.09							
FR56 \ 002	Bi - weekly	3,171.58	3,330.16	3,496.67	3,671.50	3,855.08							
	Hourly	28.317714	29.733600	31.220280	32.781294	34.420359							
FA5 \ Fire Captain (Admin)	Yearly	83,726.46	87,912.79	92,308.42	96,923.84	101,770.04							
FR40 \ FA5	Bi - weekly	3,220.25	3,381.26	3,550.32	3,727.84	3,914.23							
	Hourly	40.253107	42.265762	44.379050	46.598002	48.927903							

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005150 \ Fire Captain (Paramedic)	Yearly	85,759.69	90,047.67	94,550.05	99,277.56	104,241.44							
FR56 \ 005	Bi - weekly	3,298.45	3,463.37	3,636.54	3,818.37	4,009.29							
	Hourly	29.450442	30.922964	32.469112	34.092568	35.797196							
FA6 \ Fire Captain (Paramedic-Admin)	Yearly	86,994.28	91,343.99	95,911.19	100,706.75	105,742.09							
FR40 \ FA6	Bi - weekly	3,345.93	3,513.23	3,688.89	3,873.34	4,067.00							
	Hourly	41.824172	43.915381	46.111150	48.416707	50.837543							
005050 \ Fire Engineer	Yearly	72,939.26	76,586.22	80,415.53	84,436.31	88,658.12							
FR56 \ 003	Bi - weekly	2,805.36	2,945.62	3,092.91	3,247.55	3,409.93							
	Hourly	25.047822	26.300214	27.615224	28.995985	30.445784							
FA3 \ Fire Engineer (Admin)	Yearly	74,115.55	77,821.33	81,712.40	85,798.02	90,087.92							
FR40 \ FA3	Bi - weekly	2,850.60	2,993.13	3,142.78	3,299.92	3,464.92							
	Hourly	35.632477	37.414101	39.284806	41.249046	43.311499							
005141 \ Fire Engineer (PAR)	Yearly	75,856.76	79,649.60	83,632.08	87,813.68	92,204.37							
FR56 \ 004	Bi - weekly	2,917.57	3,063.45	3,216.62	3,377.45	3,546.32							
	Hourly	26.049713	27.352199	28.719809	30.155798	31.663588							
FA4 \ Fire Engineer(Paramedic-Admin)	Yearly	76,942.43	80,789.55	84,829.03	89,070.48	93,524.00							
FR40 \ FA4	Bi - weekly	2,959.32	3,107.29	3,262.65	3,425.79	3,597.08							
	Hourly	36.991552	38.841130	40.783186	42.822345	44.963463							
005067 \ Fire Investigator I	Yearly	71,555.44	75,133.22	78,889.88	82,834.37	86,976.09							
FR40 \ 004	Bi - weekly	2,752.13	2,889.74	3,034.23	3,185.94	3,345.23							
	Hourly	34.401655	36.121738	37.927825	39.824217	41.815427							
005068 \ Fire Investigator II	Yearly	80,852.96	84,895.61	89,140.39	93,597.41	98,277.28							
FR40 \ 005	Bi - weekly	3,109.73	3,265.22	3,428.48	3,599.90	3,779.90							
	Hourly	38.871617	40.815198	42.855958	44.998755	47.248693							
005065 \ Fire Prevention Officer I	Yearly	60,802.42	63,842.54	67,034.67	70,386.40	73,905.72							
FR40 \ 002	Bi - weekly	2,338.55	2,455.48	2,578.26	2,707.17	2,842.53							
	Hourly	29.231933	30.693529	32.228206	33.839616	35.531597							
005066 \ Fire Prevention Officer II	Yearly	65,623.79	68,904.98	72,350.23	75,967.74	79,766.13							
FR40 \ 003	Bi - weekly	2,523.99	2,650.19	2,782.70	2,921.84	3,067.93							
	Hourly	31.549900	33.127395	34.783765	36.522953	38.349101							

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005064 \ Fire Prevention Officer Trnee	Yearly	47,666.16	50,049.47										
FR40 \ 001	Bi - weekly	1,833.31	1,924.98										
	Hourly	22.916423	24.062244										
011018 \ Fire Protection Engineer	Yearly	79,266.40	83,229.73	87,391.21	91,760.77	96,348.81	101,166.25	106,224.56	111,535.79				
WCOE \ 009	Bi - weekly	3,048.71	3,201.14	3,361.20	3,529.26	3,705.72	3,891.01	4,085.56	4,289.84				
	Hourly	38.108848	40.014292	42.015006	44.115756	46.321545	48.637622	51.069502	53.622977				
012014 \ Fire Service Worker	Yearly	40,289.34	42,303.81	44,419.00	46,639.95	48,971.94	51,420.54	53,991.57	56,691.15				
IAMA \ 009	Bi - weekly	1,549.59	1,627.07	1,708.42	1,793.84	1,883.54	1,977.71	2,076.60	2,180.43				
	Hourly	19.369874	20.338369	21.355287	22.423051	23.544204	24.721414	25.957484	27.255358				
005010 \ Firefighter	Yearly	61,382.97	64,452.11	67,674.72	71,058.45	74,611.38							
FR56 \ 001	Bi - weekly	2,360.88	2,478.93	2,602.87	2,733.02	2,869.67							
	Hourly	21.079315	22.133280	23.239944	24.401941	25.622038							
FA1 \ Firefighter (Admin)	Yearly	62,309.08	65,424.53	68,695.76	72,130.54	75,737.07							
FR40 \ FA1	Bi - weekly	2,396.50	2,516.33	2,642.14	2,774.25	2,912.96							
	Hourly	29.956286	31.454101	33.026806	34.678146	36.412053							
005160 \ Firefighter (Par)	Yearly	67,521.23	70,897.29	74,442.16	78,164.27	82,072.48							
FR56 \ 006	Bi - weekly	2,596.97	2,726.82	2,863.16	3,006.32	3,156.63							
	Hourly	23.187236	24.346598	25.563929	26.842124	28.184231							
FA2 \ Firefighter (Paramedic-Admin)	Yearly	68,577.43	72,006.30	75,606.61	79,386.94	83,356.29							
FR40 \ FA2	Bi - weekly	2,637.59	2,769.47	2,907.95	3,053.34	3,206.01							
	Hourly	32.969916	34.618411	36.349332	38.166799	40.075139							
016045 \ Fleet Management Technician	Yearly	53,937.42	56,634.29	59,466.01	62,439.31	65,561.28	68,839.34	72,281.31	75,895.37				
OFFT \ 031	Bi - weekly	2,074.52	2,178.24	2,287.15	2,401.51	2,521.59	2,647.67	2,780.05	2,919.05				
	Hourly	25.931453	27.228026	28.589428	30.018900	31.519845	33.095837	34.750628	36.488160				
001881 \ Fleet Manager	Yearly	102,854.31	105,425.67	108,061.31	110,762.85	113,531.92	116,370.22	119,279.47	122,261.46	125,318.00	128,450.94	131,662.22	134,953.77
MGTE \ 144	Bi - weekly	3,955.94	4,054.83	4,156.20	4,260.11	4,366.61	4,475.78	4,587.67	4,702.36	4,819.92	4,940.42	5,063.93	5,190.53
	Hourly	49.449189	50.685420	51.952555	53.251368	54.582653	55.947219	57.345899	58.779547	60.249036	61.755261	63.299143	64.881622
016976 \ Fleet Service Coordinator	Yearly	38,700.07	40,635.07	42,666.83	44,800.16	47,040.17	49,392.18	51,861.79	54,454.88				
OFFT \ 136	Bi - weekly	1,488.46	1,562.89	1,641.03	1,723.08	1,809.24	1,899.70	1,994.68	2,094.42				
	Hourly	18.605802	19.536092	20.512897	21.538540	22.615468	23.746242	24.933554	26.180231				

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016047 \ Forensic Investigator I	Yearly	48,391.36	50,810.92	53,351.47	56,019.04	58,820.00	61,761.00	64,849.04	68,091.50				
OFFT \ 032	Bi - weekly	1,861.21	1,954.27	2,051.98	2,154.58	2,262.31	2,375.42	2,494.19	2,618.90				
	Hourly	23.265075	24.428329	25.649746	26.932232	28.278844	29.692786	31.177425	32.736296				
016048 \ Forensic Investigator II	Yearly	53,230.49	55,892.02	58,686.62	61,620.95	64,702.00	67,937.10	71,333.95	74,900.65				
OFFT \ 033	Bi - weekly	2,047.33	2,149.69	2,257.18	2,370.04	2,488.54	2,612.97	2,743.61	2,880.79				
	Hourly	25.591582	26.871161	28.214719	29.625455	31.106729	32.662065	34.295169	36.009926				
003681 \ General Helper	Yearly	21,516.24	22,592.05	23,721.65	24,907.73	26,153.12	27,460.78	28,833.82	30,275.51				
OPMT \ 052	Bi - weekly	827.55	868.92	912.37	957.99	1,005.89	1,056.18	1,108.99	1,164.44				
	Hourly	10.344344	10.861562	11.404640	11.974871	12.573616	13.202296	13.862412	14.555532				
012010 \ General Repair Worker	Yearly	39,955.72	41,953.51	44,051.18	46,253.74	48,566.43	50,994.75	53,544.49	56,221.71				
IAMA \ 007	Bi - weekly	1,536.76	1,613.60	1,694.28	1,778.99	1,867.94	1,961.34	2,059.40	2,162.37				
	Hourly	19.209481	20.169955	21.178453	22.237376	23.349245	24.516707	25.742542	27.029669				
006061 \ Generator Technician	Yearly	57,225.14	60,086.39	63,090.71	66,245.25	69,557.51	73,035.39	76,687.15	80,521.51				
BLDG \ 023	Bi - weekly	2,200.97	2,311.02	2,426.57	2,547.89	2,675.29	2,809.05	2,949.51	3,096.98				
	Hourly	27.512084	28.887688	30.332072	31.848676	33.441110	35.113166	36.868823	38.712265				
017026 \ GIS Specialist I	Yearly	58,346.08	61,263.38	64,326.55	67,542.88	70,920.02	74,466.02	78,189.32	82,098.78				
PROF \ 014	Bi - weekly	2,244.08	2,356.28	2,474.10	2,597.80	2,727.69	2,864.08	3,007.28	3,157.65				
	Hourly	28.050998	29.453546	30.926224	32.472536	34.096162	35.800969	37.591018	39.470569				
017027 \ GIS Specialist II	Yearly	64,183.25	67,392.41	70,762.03	74,300.14	78,015.14	81,915.90	86,011.69	90,312.28				
PROF \ 015	Bi - weekly	2,468.59	2,592.02	2,721.62	2,857.70	3,000.58	3,150.61	3,308.14	3,473.55				
	Hourly	30.857332	32.400199	34.020208	35.721219	37.507280	39.382643	41.351776	43.419365				
017028 \ GIS Specialist III	Yearly	70,599.35	74,129.32	77,835.79	81,727.58	85,813.95	90,104.65	94,609.88	99,340.38				
PROF \ 016	Bi - weekly	2,715.36	2,851.13	2,993.68	3,143.37	3,300.54	3,465.56	3,638.84	3,820.78				
	Hourly	33.941996	35.639095	37.421051	39.292104	41.256708	43.319544	45.485521	47.759797				
003618 \ Golf Course Marshal	Yearly	36,380.26	38,199.27	40,109.23	42,114.69	44,220.43	46,431.45	48,753.02	51,190.67				
OPMT \ 009	Bi - weekly	1,399.24	1,469.20	1,542.66	1,619.80	1,700.79	1,785.82	1,875.12	1,968.87				
	Hourly	17.490508	18.365034	19.283285	20.247449	21.259822	22.322812	23.438953	24.610901				
015021 \ Golf Course Supervisor	Yearly	49,310.65	51,776.18	54,364.99	57,083.24	59,937.40	62,934.27	66,080.99	69,385.03				
SUPV \ 008	Bi - weekly	1,896.56	1,991.39	2,090.96	2,195.51	2,305.28	2,420.55	2,541.58	2,668.66				
	Hourly	23.707043	24.892394	26.137015	27.443866	28.816058	30.256861	31.769705	33.358189				

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017015 \ Graphic Designer	Yearly	48,785.60	51,224.88	53,786.12	56,475.43	59,299.20	62,264.16	65,377.37	68,646.23				
PROF \ 009	Bi - weekly	1,876.37	1,970.19	2,068.70	2,172.13	2,280.74	2,394.78	2,514.51	2,640.24				
	Hourly	23.454614	24.627345	25.858711	27.151647	28.509230	29.934691	31.431426	33.002997				
016957 \ Graphics Assistant	Yearly	33,743.47	35,430.64	37,202.18	39,062.28	41,015.40	43,066.17	45,219.48	47,480.45				
OFFT \ 127	Bi - weekly	1,297.83	1,362.72	1,430.85	1,502.40	1,577.52	1,656.39	1,739.21	1,826.17				
	Hourly	16.222822	17.033961	17.885662	18.779944	19.718941	20.704888	21.740132	22.827140				
003619 \ Greenskeeper	Yearly	36,370.37	38,188.89	40,098.34	42,103.25	44,208.41	46,418.83	48,739.78	51,176.77				
OPMT \ 010	Bi - weekly	1,398.86	1,468.80	1,542.24	1,619.36	1,700.32	1,785.34	1,874.61	1,968.34				
	Hourly	17.485756	18.360044	19.278046	20.241947	21.254045	22.316747	23.432585	24.604214				
016977 \ Health Coverage Representative	Yearly	32,881.34	34,525.41	36,251.68	38,064.27	39,967.48	42,075.07	44,064.15	46,267.35				
OFFT \ 138	Bi - weekly	1,264.67	1,327.90	1,394.30	1,464.01	1,537.21	1,618.27	1,694.77	1,779.51				
	Hourly	15.808338	16.598755	17.428693	18.300128	19.215135	20.228401	21.184685	22.243920				
015106 \ Health Coverage Supervisor	Yearly	50,300.78	52,815.82	55,456.62	58,229.44	61,140.92	64,197.96	67,407.86	70,778.25				
SUPV \ 062	Bi - weekly	1,934.65	2,031.38	2,132.95	2,239.59	2,351.57	2,469.15	2,592.61	2,722.24				
	Hourly	24.183068	25.392221	26.661834	27.994924	29.394671	30.864404	32.407624	34.028006				
001905 \ Historic District Manager	Yearly	107,932.17	110,630.48	113,396.24	116,231.14	119,136.92	122,115.35	125,168.23	128,297.44	131,504.87	134,792.49	138,162.31	141,616.36
MGTE \ 172	Bi - weekly	4,151.24	4,255.02	4,361.39	4,470.43	4,582.19	4,696.74	4,814.16	4,934.52	5,057.88	5,184.33	5,313.93	5,446.78
	Hourly	51.890467	53.187730	54.517422	55.880357	57.277367	58.709301	60.177034	61.681459	63.223495	64.804083	66.424185	68.084790
001851 \ Human Resources Manager	Yearly	104,731.18	107,349.46	110,033.19	112,784.02	115,603.62	118,493.71	121,456.06	124,492.46	127,604.77	130,794.89	134,064.76	137,416.38
MGTE \ 124	Bi - weekly	4,028.12	4,128.83	4,232.05	4,337.85	4,446.29	4,557.45	4,671.39	4,788.17	4,907.88	5,030.57	5,156.34	5,285.25
	Hourly	50.351527	51.610315	52.900573	54.223087	55.578665	56.968131	58.392335	59.852143	61.348447	62.882157	64.454211	66.065567
004010 \ HVAC Systems Mechanic	Yearly	59,657.80	62,640.69	65,772.72	69,061.36	72,514.42	76,140.14	79,947.16	83,944.51				
PLNT \ 006	Bi - weekly	2,294.53	2,409.26	2,529.72	2,656.21	2,789.02	2,928.47	3,074.89	3,228.63				
	Hourly	28.681632	30.115714	31.621500	33.202575	34.862704	36.605838	38.436132	40.357937				
003648 \ Instrument Technician I	Yearly	51,776.21	54,365.02	57,083.27	59,937.43	62,934.30	66,081.02	69,385.07	72,854.32				
OPMT \ 030	Bi - weekly	1,991.39	2,090.96	2,195.51	2,305.29	2,420.55	2,541.58	2,668.66	2,802.09				
	Hourly	24.892408	26.137027	27.443879	28.816073	30.256877	31.769720	33.358207	35.026117				
003649 \ Instrument Technician II	Yearly	58,296.21	61,211.02	64,271.58	67,485.15	70,859.41	74,402.38	78,122.50	82,028.63				
OPMT \ 031	Bi - weekly	2,242.16	2,354.27	2,471.98	2,595.58	2,725.36	2,861.63	3,004.71	3,154.95				
	Hourly	28.027025	29.428376	30.899796	32.444784	34.067024	35.770375	37.558894	39.436839				

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003646 \ Instrument Technician Trainee	Yearly	47,053.73	49,406.42	51,876.74	54,470.57	57,194.10	60,053.81	63,056.50	66,209.32				
OPMT \ 028	Bi - weekly	1,809.76	1,900.25	1,995.26	2,095.02	2,199.77	2,309.76	2,425.25	2,546.51				
	Hourly	22.621985	23.753084	24.940739	26.187776	27.497165	28.872023	30.315623	31.831405				
015087 \ Instrumentation Supervisor	Yearly	66,987.84	70,337.23	73,854.10	77,546.80	81,424.14	85,495.35	89,770.12	94,258.62				
SUPV \ 046	Bi - weekly	2,576.46	2,705.28	2,840.54	2,982.57	3,131.70	3,288.28	3,452.70	3,625.33				
	Hourly	32.205694	33.815978	35.506778	37.282116	39.146223	41.103534	43.158710	45.316646				
001763 \ Integrated Waste Collctns Supt	Yearly	95,517.41	97,905.35	100,352.98	102,861.81	105,433.35	108,069.19	110,770.92	113,540.19	116,378.69	119,288.16	122,270.36	125,327.12
MGTE \ 054	Bi - weekly	3,673.75	3,765.59	3,859.73	3,956.22	4,055.13	4,156.51	4,260.42	4,366.93	4,476.10	4,588.01	4,702.71	4,820.27
	Hourly	45.921833	47.069880	48.246626	49.452792	50.689111	51.956340	53.255249	54.586629	55.951294	57.350077	58.783829	60.253425
001764 \ Integrated Waste General Mgr	Yearly	104,602.26	107,217.32	109,897.75	112,645.19	115,461.32	118,347.86	121,306.55	124,339.22	127,447.70	130,633.89	133,899.74	137,247.23
MGTE \ 055	Bi - weekly	4,023.16	4,123.74	4,226.84	4,332.51	4,440.82	4,551.84	4,665.64	4,782.28	4,901.83	5,024.38	5,149.99	5,278.74
	Hourly	50.289550	51.546787	52.835457	54.156343	55.510252	56.898009	58.320458	59.778471	61.272932	62.804756	64.374874	65.984247
001765 \ Integrated Waste General Supv	Yearly	85,965.67	88,114.81	90,317.68	92,575.63	94,890.02	97,262.27	99,693.82	102,186.17	104,740.82	107,359.34	110,043.33	112,794.41
MGTE \ 056	Bi - weekly	3,306.37	3,389.03	3,473.76	3,560.60	3,649.62	3,740.86	3,834.38	3,930.24	4,028.49	4,129.21	4,232.44	4,338.25
	Hourly	41.329649	42.362891	43.421963	44.507512	45.620200	46.760705	47.929722	49.127966	50.356165	51.615069	52.905446	54.228082
001766 \ Integrated Waste Planning Supt	Yearly	95,517.41	97,905.35	100,352.98	102,861.81	105,433.35	108,069.19	110,770.92	113,540.19	116,378.69	119,288.16	122,270.36	125,327.12
MGTE \ 057	Bi - weekly	3,673.75	3,765.59	3,859.73	3,956.22	4,055.13	4,156.51	4,260.42	4,366.93	4,476.10	4,588.01	4,702.71	4,820.27
	Hourly	45.921833	47.069880	48.246626	49.452792	50.689111	51.956340	53.255249	54.586629	55.951294	57.350077	58.783829	60.253425
014001 \ Investigator	Yearly	62,064.69	63,616.30	65,206.71	66,836.88	68,507.80	70,220.49	71,976.01	73,775.41	75,619.79	77,510.29	79,448.05	81,434.24
MSUP \ 002	Bi - weekly	2,387.10	2,446.78	2,507.95	2,570.65	2,634.92	2,700.79	2,768.31	2,837.52	2,908.45	2,981.16	3,055.69	3,132.09
	Hourly	29.838791	30.584760	31.349380	32.133115	32.936443	33.759853	34.603850	35.468947	36.355669	37.264562	38.196176	39.151079
001767 \ Investment Officer	Yearly	97,353.60	99,787.44	102,282.13	104,839.18	107,460.16	110,146.67	112,900.33	115,722.84	118,615.91	121,581.31	124,620.84	127,736.36
MGTE \ 058	Bi - weekly	3,744.37	3,837.98	3,933.93	4,032.28	4,133.08	4,236.41	4,342.32	4,450.88	4,562.15	4,676.20	4,793.11	4,912.94
	Hourly	46.804617	47.974732	49.174100	50.403452	51.663539	52.955128	54.279005	55.635981	57.026880	58.452551	59.913866	61.411712
001890 \ Investment Operations Analyst	Yearly	81,809.75	83,854.99	85,951.37	88,100.15	90,302.66	92,560.23	94,874.23	97,246.08	99,677.24	102,169.17	104,723.40	107,341.48
MGTE \ 153	Bi - weekly	3,146.53	3,225.19	3,305.82	3,388.47	3,473.18	3,560.01	3,649.01	3,740.23	3,833.74	3,929.58	4,027.82	4,128.52
	Hourly	39.331611	40.314900	41.322773	42.355843	43.414739	44.500108	45.612610	46.752925	47.921748	49.119792	50.347788	51.606482
003921 \ Irrigation Technician	Yearly	40,667.16	42,700.52	44,835.54	47,077.32	49,431.19	51,902.74	54,497.88	57,222.78				
OPMT \ 066	Bi - weekly	1,564.12	1,642.33	1,724.44	1,810.67	1,901.20	1,996.26	2,096.07	2,200.88				
	Hourly	19.551518	20.529094	21.555549	22.633325	23.764993	24.953242	26.200904	27.510950				

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001761 \ IT Manager	Yearly	97,025.15	99,450.78	101,937.05	104,485.47	107,097.61	109,775.05	112,519.43	115,332.41	118,215.73	121,171.12	124,200.39	127,305.41
MGTE \ 052	Bi - weekly	3,731.74	3,825.03	3,920.66	4,018.67	4,119.14	4,222.12	4,327.67	4,435.86	4,546.76	4,660.43	4,776.94	4,896.36
	Hourly	46.646707	47.812874	49.008197	50.233401	51.489236	52.776468	54.095879	55.448276	56.834483	58.255345	59.711728	61.204522
001762 \ IT Supervisor	Yearly	83,746.99	85,840.66	87,986.68	90,186.35	92,441.01	94,752.03	97,120.83	99,548.85	102,037.57	104,588.51	107,203.23	109,883.31
MGTE \ 053	Bi - weekly	3,221.04	3,301.56	3,384.10	3,468.71	3,555.42	3,644.31	3,735.42	3,828.80	3,924.52	4,022.64	4,123.20	4,226.28
	Hourly	40.262975	41.269550	42.301288	43.358820	44.442791	45.553861	46.692706	47.860025	49.056526	50.282939	51.540012	52.828512
016219 \ IT Support Specialist I	Yearly	58,346.08	61,263.38	64,326.55	67,542.88	70,920.02	74,466.02	78,189.32	82,098.78				
OFFT \ 086	Bi - weekly	2,244.08	2,356.28	2,474.10	2,597.80	2,727.69	2,864.08	3,007.28	3,157.65				
	Hourly	28.050998	29.453546	30.926224	32.472536	34.096162	35.800969	37.591018	39.470569				
016220 \ IT Support Specialist II	Yearly	64,183.25	67,392.41	70,762.03	74,300.14	78,015.14	81,915.90	86,011.69	90,312.28				
OFFT \ 087	Bi - weekly	2,468.59	2,592.02	2,721.62	2,857.70	3,000.58	3,150.61	3,308.14	3,473.55				
	Hourly	30.857332	32.400199	34.020208	35.721219	37.507280	39.382643	41.351776	43.419365				
016221 \ IT Trainee	Yearly	44,640.38	46,872.40	49,216.02	51,676.82	54,260.66	56,973.69	59,822.38	62,813.50				
OFFT \ 088	Bi - weekly	1,716.94	1,802.78	1,892.92	1,987.57	2,086.95	2,191.30	2,300.86	2,415.90				
	Hourly	21.461721	22.534807	23.661547	24.844624	26.086856	27.391198	28.760759	30.198796				
011013 \ Junior Architect	Yearly	52,492.61	55,117.24	57,873.10	60,766.76	63,805.10	66,995.35	70,345.12	73,862.38				
WCOE \ 004	Bi - weekly	2,018.95	2,119.89	2,225.89	2,337.18	2,454.04	2,576.74	2,705.58	2,840.86				
	Hourly	25.236832	26.498674	27.823607	29.214788	30.675527	32.209303	33.819768	35.510757				
001744 \ Junior Developmnt Project Mgr	Yearly	82,440.28	84,501.28	86,613.81	88,779.16	90,998.64	93,273.60	95,605.44	97,995.58	100,445.47	102,956.60	105,530.52	108,168.78
MGTE \ 038	Bi - weekly	3,170.78	3,250.05	3,331.30	3,414.58	3,499.95	3,587.45	3,677.13	3,769.06	3,863.29	3,959.87	4,058.87	4,160.34
	Hourly	39.634748	40.625616	41.641256	42.682288	43.749344	44.843078	45.964156	47.113259	48.291090	49.498367	50.735827	52.004223
011010 \ Junior Engineer	Yearly	52,492.61	55,117.24	57,873.10	60,766.76	63,805.10	66,995.35	70,345.12	73,862.38				
WCOE \ 001	Bi - weekly	2,018.95	2,119.89	2,225.89	2,337.18	2,454.04	2,576.74	2,705.58	2,840.86				
	Hourly	25.236832	26.498674	27.823607	29.214788	30.675527	32.209303	33.819768	35.510757				
011024 \ Junior Landscape Assistant	Yearly	52,492.61	55,117.24	57,873.10	60,766.76	63,805.10	66,995.35	70,345.12	73,862.38				
WCOE \ 015	Bi - weekly	2,018.95	2,119.89	2,225.89	2,337.18	2,454.04	2,576.74	2,705.58	2,840.86				
	Hourly	25.236832	26.498674	27.823607	29.214788	30.675527	32.209303	33.819768	35.510757				
017004 \ Junior Planner	Yearly	47,174.03	49,532.74	52,009.37	54,609.84	57,340.33	60,207.35	63,217.72	66,378.60				
PROF \ 004	Bi - weekly	1,814.39	1,905.11	2,000.36	2,100.38	2,205.40	2,315.67	2,431.45	2,553.02				
	Hourly	22.679824	23.813816	25.004506	26.254732	27.567468	28.945842	30.393134	31.912790				

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004001 \ Junior Plant Operator	Yearly	43,989.79	46,189.28	48,498.74	50,923.68	53,469.86	56,143.36	58,950.53	61,898.05				
PLNT \ 001	Bi - weekly	1,691.92	1,776.51	1,865.34	1,958.60	2,056.53	2,159.36	2,267.33	2,380.69				
	Hourly	21.148938	22.206384	23.316703	24.482539	25.706665	26.991998	28.341600	29.758678				
016053 \ Key Data Operator I	Yearly	30,380.80	31,899.84	33,494.83	35,169.58	36,928.06	38,774.46	40,713.18	42,748.84				
OFFT \ 034	Bi - weekly	1,168.49	1,226.92	1,288.26	1,352.68	1,420.31	1,491.33	1,565.89	1,644.19				
	Hourly	14.606156	15.336463	16.103285	16.908450	17.753873	18.641566	19.573644	20.552327				
016945 \ Key Data Operator I (UNPY)	Yearly	30,380.80	31,899.84	33,494.83	35,169.58	36,928.06	38,774.46	40,713.18	42,748.84				
OFFT \ 119	Bi - weekly	1,168.49	1,226.92	1,288.26	1,352.68	1,420.31	1,491.33	1,565.89	1,644.19				
	Hourly	14.606156	15.336463	16.103285	16.908450	17.753873	18.641566	19.573644	20.552327				
003673 \ Landfill Equipment Operator	Yearly	43,927.84	46,124.24	48,430.45	50,851.97	53,394.57	56,064.30	58,867.51	61,810.89				
OPMT \ 048	Bi - weekly	1,689.53	1,774.01	1,862.71	1,955.85	2,053.64	2,156.32	2,264.14	2,377.34				
	Hourly	21.119156	22.175114	23.283870	24.448063	25.670467	26.953989	28.301689	29.716773				
003674 \ Landfill Equipment Operator R2	Yearly	64,899.93	68,144.93	71,552.17	75,129.78	78,886.27							
OPMT \ 049	Bi - weekly	2,496.15	2,620.96	2,752.01	2,889.61	3,034.09							
	Hourly	31.201890	32.761984	34.400082	36.120087	37.926092							
011017 \ Landscape Assistant	Yearly	61,377.25	64,446.11	67,668.41	71,051.83	74,604.43	78,334.65	82,251.38	86,363.95				
WCOE \ 008	Bi - weekly	2,360.66	2,478.70	2,602.63	2,732.76	2,869.40	3,012.87	3,163.51	3,321.69				
	Hourly	29.508292	30.983706	32.532891	34.159535	35.867513	37.660888	39.543932	41.521129				
016209 \ Landscape Technician I	Yearly	44,376.95	46,595.79	48,925.58	51,371.87	53,940.46	56,637.48	59,469.35	62,442.82				
OFFT \ 077	Bi - weekly	1,706.81	1,792.15	1,881.75	1,975.84	2,074.63	2,178.36	2,287.28	2,401.65				
	Hourly	21.335072	22.401824	23.521915	24.698012	25.932912	27.229558	28.591035	30.020587				
016054 \ Landscape Technician II	Yearly	46,595.77	48,925.56	51,371.84	53,940.43	56,637.45	59,469.32	62,442.79	65,564.93				
OFFT \ 035	Bi - weekly	1,792.15	1,881.75	1,975.84	2,074.63	2,178.36	2,287.28	2,401.65	2,521.73				
	Hourly	22.401813	23.521903	24.697998	25.932898	27.229543	28.591021	30.020571	31.521600				
001853 \ Law Office Administrator	Yearly	82,032.67	84,083.48	86,185.57	88,340.21	90,548.72	92,812.44	95,132.75	97,511.07	99,948.84	102,447.56	105,008.75	107,633.97
MGTE \ 126	Bi - weekly	3,155.10	3,233.98	3,314.83	3,397.70	3,482.64	3,569.71	3,658.95	3,750.43	3,844.19	3,940.29	4,038.80	4,139.77
	Hourly	39.438783	40.424752	41.435372	42.471256	43.533038	44.621364	45.736897	46.880320	48.052329	49.253636	50.484977	51.747101
016926 \ Lead Forensic Investigator	Yearly	58,553.66	61,481.34	64,555.41	67,783.18	71,172.34	74,730.95	78,467.50	82,390.87				
OFFT \ 109	Bi - weekly	2,252.06	2,364.67	2,482.90	2,607.05	2,737.40	2,874.27	3,017.98	3,168.88				
	Hourly	28.150796	29.558335	31.036253	32.588066	34.217469	35.928342	37.724758	39.610997				

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010803 \ Legal Secretary (Ex)	Yearly	52,584.91	53,899.54	55,247.02	56,628.20	58,043.90	59,495.00	60,982.38	62,506.94	64,069.61	65,671.35	67,313.14	68,995.96
CONF \ 021	Bi - weekly	2,022.50	2,073.06	2,124.89	2,178.01	2,232.46	2,288.27	2,345.48	2,404.11	2,464.22	2,525.82	2,588.97	2,653.69
	Hourly	25.281208	25.913238	26.561069	27.225095	27.905723	28.603366	29.318451	30.051411	30.802696	31.572764	32.362084	33.171135
010719 \ Legal Staff Assistant	Yearly	40,227.46	41,233.15	42,263.97	43,320.57	44,403.59	45,513.68	46,651.52	47,817.81	49,013.25	50,238.58	51,494.55	52,781.91
CONF \ 030	Bi - weekly	1,547.21	1,585.89	1,625.54	1,666.18	1,707.83	1,750.53	1,794.29	1,839.15	1,885.12	1,932.25	1,980.56	2,030.07
	Hourly	19.340123	19.823628	20.319218	20.827198	21.347878	21.881576	22.428615	22.989330	23.564062	24.153164	24.756994	25.375918
010809 \ Legal Staff Assistant (Ex)	Yearly	40,227.46	41,233.15	42,263.97	43,320.57	44,403.59	45,513.68	46,651.52	47,817.81	49,013.25	50,238.58	51,494.55	52,781.91
CONF \ 025	Bi - weekly	1,547.21	1,585.89	1,625.54	1,666.18	1,707.83	1,750.53	1,794.29	1,839.15	1,885.12	1,932.25	1,980.56	2,030.07
	Hourly	19.340123	19.823628	20.319218	20.827198	21.347878	21.881576	22.428615	22.989330	23.564062	24.153164	24.756994	25.375918
001770 \ Licensed Land Surveyor	Yearly	93,491.46	95,828.75	98,224.47	100,680.08	103,197.08	105,777.01	108,421.43	111,131.97	113,910.27	116,758.03	119,676.98	122,668.90
MGTE \ 165	Bi - weekly	3,595.83	3,685.72	3,777.86	3,872.31	3,969.12	4,068.35	4,170.06	4,274.31	4,381.16	4,490.69	4,602.96	4,718.03
	Hourly	44.947819	46.071514	47.223302	48.403884	49.613981	50.854331	52.125689	53.428831	54.764552	56.133666	57.537008	58.975433
006009 \ Machinist	Yearly	51,529.48	55,394.19	59,548.75	64,014.91	68,816.03	73,977.23	79,525.52	85,489.93				
BLDG \ 006	Bi - weekly	1,981.90	2,130.55	2,290.34	2,462.11	2,646.77	2,845.28	3,058.67	3,288.07				
	Hourly	24.773787	26.631821	28.629207	30.776398	33.084628	35.565975	38.233423	41.100929				
006011 \ Machinist Helper	Yearly	41,296.20	44,393.41	47,722.92	51,302.14	55,149.80	59,286.04	63,732.49	68,512.43				
BLDG \ 008	Bi - weekly	1,588.32	1,707.44	1,835.50	1,973.16	2,121.15	2,280.23	2,451.25	2,635.09				
	Hourly	19.853942	21.342987	22.943711	24.664490	26.514327	28.502902	30.640619	32.938666				
006010 \ Machinist Supervisor	Yearly	59,842.53	64,330.71	69,155.52	74,342.18	79,917.85	85,911.68	92,355.06	99,281.69				
BLDG \ 007	Bi - weekly	2,301.64	2,474.26	2,659.83	2,859.31	3,073.76	3,304.30	3,552.12	3,818.53				
	Hourly	28.770445	30.928228	33.247846	35.741434	38.422042	41.303694	44.401472	47.731582				
003651 \ Maintenance Worker	Yearly	33,742.98	35,430.12	37,201.63	39,061.71	41,014.80	43,065.54	45,218.81	47,479.75				
OPMT \ 033	Bi - weekly	1,297.81	1,362.70	1,430.83	1,502.37	1,577.49	1,656.37	1,739.19	1,826.14				
	Hourly	16.222584	17.033713	17.885399	18.779669	19.718652	20.704585	21.739814	22.826804				
001772 \ Management Analyst	Yearly	68,399.63	70,109.62	71,862.37	73,658.92	75,500.40	77,387.91	79,322.60	81,305.67	83,338.31	85,421.77	87,557.31	89,746.25
MGTE \ 061	Bi - weekly	2,630.76	2,696.52	2,763.94	2,833.04	2,903.86	2,976.46	3,050.87	3,127.14	3,205.32	3,285.45	3,367.59	3,451.78
	Hourly	32.884439	33.706550	34.549214	35.412944	36.298268	37.205724	38.135867	39.089263	40.066496	41.068158	42.094861	43.147233
001773 \ Marina Manager	Yearly	82,032.67	84,083.48	86,185.57	88,340.21	90,548.72	92,812.44	95,132.75	97,511.07	99,948.84	102,447.56	105,008.75	107,633.97
MGTE \ 062	Bi - weekly	3,155.10	3,233.98	3,314.83	3,397.70	3,482.64	3,569.71	3,658.95	3,750.43	3,844.19	3,940.29	4,038.80	4,139.77
	Hourly	39.438783	40.424752	41.435372	42.471256	43.533038	44.621364	45.736897	46.880320	48.052329	49.253636	50.484977	51.747101

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003650 \ Marina&Boating Facilities Attd	Yearly	35,776.78	37,565.63	39,443.91	41,416.10	43,486.91	45,661.25	47,944.32	50,341.53				
OPMT \ 032	Bi - weekly	1,376.03	1,444.83	1,517.07	1,592.93	1,672.57	1,756.20	1,844.01	1,936.21				
	Hourly	17.200377	18.060398	18.963416	19.911587	20.907167	21.952525	23.050152	24.202659				
015056 \ Marina&Boating Facilities Supv	Yearly	51,265.05	53,828.30	56,519.72	59,345.70	62,312.99	65,428.64	68,700.07	72,135.08				
SUPV \ 028	Bi - weekly	1,971.73	2,070.32	2,173.84	2,282.53	2,396.65	2,516.49	2,642.31	2,774.43				
	Hourly	24.646659	25.878992	27.172942	28.531588	29.958167	31.456077	33.028880	34.680325				
006054 \ Mechanical Maintenance Supv	Yearly	57,394.26	61,698.82	66,326.24	71,300.71	76,648.26	82,396.88	88,576.64	95,219.89				
BLDG \ 016	Bi - weekly	2,207.47	2,373.03	2,551.01	2,742.33	2,948.01	3,169.11	3,406.79	3,662.30				
	Hourly	27.593392	29.662896	31.887613	34.279185	36.850124	39.613882	42.584924	45.778793				
001775 \ Media & Communications Spclst	Yearly	71,819.62	73,615.10	75,455.48	77,341.87	79,275.41	81,257.30	83,288.74	85,370.95	87,505.23	89,692.86	91,935.18	94,233.56
MGTE \ 064	Bi - weekly	2,762.29	2,831.35	2,902.13	2,974.69	3,049.05	3,125.28	3,203.41	3,283.50	3,365.59	3,449.73	3,535.97	3,624.37
	Hourly	34.528661	35.391877	36.276673	37.183592	38.113180	39.066010	40.042661	41.043727	42.069820	43.121566	44.199605	45.304595
016118 \ Media & Computer Specialist	Yearly	48,785.60	51,224.88	53,786.12	56,475.43	59,299.20	62,264.16	65,377.37	68,646.23				
OFFT \ 066	Bi - weekly	1,876.37	1,970.19	2,068.70	2,172.13	2,280.74	2,394.78	2,514.51	2,640.24				
	Hourly	23.454614	24.627345	25.858711	27.151647	28.509230	29.934691	31.431426	33.002997				
017013 \ Media Production Specialist I	Yearly	43,589.45	45,768.93	48,057.37	50,460.24	52,983.25	55,632.41	58,414.04	61,334.74				
PROF \ 007	Bi - weekly	1,676.52	1,760.34	1,848.36	1,940.78	2,037.82	2,139.71	2,246.69	2,359.03				
	Hourly	20.956468	22.004291	23.104506	24.259731	25.472717	26.746353	28.083671	29.487855				
017025 \ Media Production Specialist II	Yearly	48,785.60	51,224.88	53,786.12	56,475.43	59,299.20	62,264.16	65,377.37	68,646.23				
PROF \ 013	Bi - weekly	1,876.37	1,970.19	2,068.70	2,172.13	2,280.74	2,394.78	2,514.51	2,640.24				
	Hourly	23.454614	24.627345	25.858711	27.151647	28.509230	29.934691	31.431426	33.002997				
003621 \ Meter Reader	Yearly	31,298.45	32,863.37	34,506.54	36,231.87	38,043.46	39,945.63	41,942.91	44,040.06				
OPMT \ 011	Bi - weekly	1,203.79	1,263.98	1,327.17	1,393.53	1,463.21	1,536.37	1,613.19	1,693.85				
	Hourly	15.047331	15.799696	16.589681	17.419166	18.290124	19.204631	20.164862	21.173105				
015094 \ Meter Reading Supervisor	Yearly	46,001.69	48,301.77	50,716.87	53,252.71	55,915.34	58,711.11	61,646.66	64,729.00				
SUPV \ 051	Bi - weekly	1,769.30	1,857.76	1,950.65	2,048.18	2,150.59	2,258.12	2,371.03	2,489.58				
	Hourly	22.116196	23.222006	24.383108	25.602262	26.882377	28.226495	29.637819	31.119710				
001776 \ Metropolitan Arts Manager	Yearly	90,235.94	92,491.83	94,804.13	97,174.24	99,603.59	102,093.68	104,646.02	107,262.17	109,943.73	112,692.32	115,509.63	118,397.37
MGTE \ 065	Bi - weekly	3,470.61	3,557.38	3,646.31	3,737.47	3,830.91	3,926.68	4,024.85	4,125.47	4,228.60	4,334.32	4,442.68	4,553.74
	Hourly	43.382662	44.467228	45.578909	46.718382	47.886342	49.083500	50.310587	51.568352	52.857561	54.178999	55.533476	56.921812

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016110 \ Microcomputer Sys Specialist	Yearly	48,785.60	51,224.88	53,786.12	56,475.43	59,299.20	62,264.16	65,377.37	68,646.23				
OFFT \ 061	Bi - weekly	1,876.37	1,970.19	2,068.70	2,172.13	2,280.74	2,394.78	2,514.51	2,640.24				
	Hourly	23.454614	24.627345	25.858711	27.151647	28.509230	29.934691	31.431426	33.002997				
003625 \ Motor Sweeper Operator	Yearly	43,914.17	46,109.88	48,415.38	50,836.14	53,377.95	56,046.85	58,849.19	61,791.65				
OPMT \ 012	Bi - weekly	1,689.01	1,773.46	1,862.13	1,955.24	2,053.00	2,155.65	2,263.43	2,376.60				
	Hourly	21.112583	22.168212	23.276623	24.440453	25.662475	26.945599	28.292879	29.707523				
017014 \ Museum Registrar	Yearly	44,466.24	46,689.55	49,024.03	51,475.23	54,049.00	56,751.44	59,589.02	62,568.47				
PROF \ 008	Bi - weekly	1,710.24	1,795.75	1,885.54	1,979.82	2,078.81	2,182.75	2,291.89	2,406.48				
	Hourly	21.378000	22.446900	23.569246	24.747708	25.985094	27.284348	28.648566	30.080993				
015086 \ Museum Security Supervisor	Yearly	40,799.95	42,839.94	44,981.94	47,231.04	49,592.59	52,072.22	54,675.83	57,409.62				
SUPV \ 045	Bi - weekly	1,569.23	1,647.69	1,730.07	1,816.58	1,907.41	2,002.78	2,102.92	2,208.06				
	Hourly	19.615358	20.596126	21.625932	22.707229	23.842590	25.034720	26.286456	27.600778				
016968 \ Neighborhood Rsrcs Coord I	Yearly	43,326.52	45,492.85	47,767.48	50,155.86	52,663.65	55,296.83	58,061.68	60,964.76				
OFFT \ 129	Bi - weekly	1,666.40	1,749.72	1,837.21	1,929.07	2,025.52	2,126.80	2,233.14	2,344.80				
	Hourly	20.830056	21.871560	22.965136	24.113394	25.319062	26.585016	27.914267	29.309981				
016969 \ Neighborhood Rsrcs Coord II	Yearly	48,826.29	51,267.60	53,830.98	56,522.54	59,348.66	62,316.09	65,431.90	68,703.49				
OFFT \ 130	Bi - weekly	1,877.93	1,971.83	2,070.42	2,173.94	2,282.64	2,396.77	2,516.61	2,642.44				
	Hourly	23.474178	24.647886	25.880281	27.174296	28.533009	29.959660	31.457644	33.030526				
001778 \ Neighborhood Services Area Mg	Yearly	95,876.93	98,273.86	100,730.70	103,248.97	105,830.19	108,475.95	111,187.85	113,967.55	116,816.73	119,737.15	122,730.58	125,798.85
MGTE \ 067	Bi - weekly	3,687.57	3,779.76	3,874.26	3,971.11	4,070.39	4,172.15	4,276.46	4,383.37	4,492.95	4,605.28	4,720.41	4,838.42
	Hourly	46.094679	47.247047	48.428222	49.638928	50.879901	52.151898	53.455696	54.792089	56.161891	57.565939	59.005086	60.480214
001901 \ Neighborhood Services Manage	Yearly	127,835.64	131,031.53	134,307.32	137,665.01	141,106.63	144,634.30	148,250.16	151,956.41	155,755.32	159,649.20	163,640.43	167,731.44
MGTE \ 167	Bi - weekly	4,916.76	5,039.67	5,165.67	5,294.81	5,427.18	5,562.86	5,701.93	5,844.48	5,990.59	6,140.35	6,293.86	6,451.21
	Hourly	61.459443	62.995930	64.570828	66.185099	67.839727	69.535719	71.274113	73.055965	74.882365	76.754424	78.673283	80.640117
001777 \ New Growth Manager	Yearly	114,404.55	117,264.66	120,196.28	123,201.18	126,281.21	129,438.24	132,674.20	135,991.05	139,390.83	142,875.60	146,447.49	150,108.68
MGTE \ 066	Bi - weekly	4,400.17	4,510.18	4,622.93	4,738.51	4,856.97	4,978.39	5,102.85	5,230.43	5,361.19	5,495.22	5,632.60	5,773.41
	Hourly	55.002186	56.377239	57.786671	59.231337	60.712121	62.229924	63.785672	65.380314	67.014822	68.690193	70.407448	72.167634
015024 \ Office Supervisor	Yearly	42,024.02	44,125.22	46,331.48	48,648.06	51,080.46	53,634.48	56,316.21	59,132.02				
SUPV \ 009	Bi - weekly	1,616.31	1,697.12	1,781.98	1,871.08	1,964.63	2,062.86	2,166.01	2,274.31				
	Hourly	20.203856	21.214048	22.274751	23.388489	24.557912	25.785809	27.075099	28.428854				

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016064 \ Offset Equipment Operator	Yearly	33,743.47	35,430.64	37,202.18	39,062.28	41,015.40	43,066.17	45,219.48	47,480.45				
OFFT \ 036	Bi - weekly	1,297.83	1,362.72	1,430.85	1,502.40	1,577.52	1,656.39	1,739.21	1,826.17				
	Hourly	16.222822	17.033961	17.885662	18.779944	19.718941	20.704888	21.740132	22.827140				
001802 \ Operations General Supervisor	Yearly	82,032.67	84,083.48	86,185.57	88,340.21	90,548.72	92,812.44	95,132.75	97,511.07	99,948.84	102,447.56	105,008.75	107,633.97
MGTE \ 086	Bi - weekly	3,155.10	3,233.98	3,314.83	3,397.70	3,482.64	3,569.71	3,658.95	3,750.43	3,844.19	3,940.29	4,038.80	4,139.77
	Hourly	39.438783	40.424752	41.435372	42.471256	43.533038	44.621364	45.736897	46.880320	48.052329	49.253636	50.484977	51.747101
001896 \ Operations Manager	Yearly	119,762.09	122,756.14	125,825.05	128,970.67	132,194.94	135,499.81	138,887.31	142,359.49	145,918.48	149,566.44	153,305.60	157,138.24
MGTE \ 158	Bi - weekly	4,606.23	4,721.39	4,839.42	4,960.41	5,084.42	5,211.53	5,341.82	5,475.37	5,612.25	5,752.56	5,896.37	6,043.78
	Hourly	57.577928	59.017377	60.492812	62.005131	63.555261	65.144141	66.772745	68.442063	70.153115	71.906943	73.704617	75.547232
001780 \ Organizational Dev Spclst	Yearly	74,007.96	75,858.16	77,754.61	79,698.48	81,690.94	83,733.21	85,826.55	87,972.21	90,171.51	92,425.80	94,736.45	97,104.86
MGTE \ 068	Bi - weekly	2,846.46	2,917.62	2,990.56	3,065.33	3,141.96	3,220.51	3,301.02	3,383.55	3,468.14	3,554.84	3,643.71	3,734.80
	Hourly	35.580750	36.470268	37.382025	38.316575	39.274490	40.256352	41.262762	42.294330	43.351688	44.435481	45.546368	46.685027
006012 \ Painter	Yearly	46,208.85	49,674.51	53,400.10	57,405.11	61,710.49	66,338.78	71,314.19	76,662.75				
BLDG \ 009	Bi - weekly	1,777.26	1,910.56	2,053.85	2,207.89	2,373.48	2,551.49	2,742.85	2,948.57				
	Hourly	22.215793	23.881978	25.673126	27.598610	29.668506	31.893644	34.285668	36.857093				
010804 \ Paralegal (Ex)	Yearly	57,518.02	58,955.97	60,429.87	61,940.62	63,489.13	65,076.36	66,703.28	68,370.85	70,080.13	71,832.13	73,627.93	75,468.63
CONF \ 022	Bi - weekly	2,212.23	2,267.54	2,324.23	2,382.33	2,441.89	2,502.94	2,565.51	2,629.65	2,695.39	2,762.77	2,831.84	2,902.64
	Hourly	27.652896	28.344217	29.052823	29.779145	30.523622	31.286713	32.068882	32.870603	33.692369	34.534678	35.398044	36.282995
010805 \ Paralegal Technical Support	Yearly	68,790.06	70,509.81	72,272.56	74,079.37	75,931.36	77,829.64	79,775.38	81,769.77	83,814.01	85,909.36	88,057.10	90,258.52
CONF \ 36	Bi - weekly	2,645.77	2,711.92	2,779.71	2,849.21	2,920.44	2,993.45	3,068.28	3,144.99	3,223.62	3,304.21	3,386.81	3,471.48
	Hourly	33.072145	33.898949	34.746422	35.615083	36.505460	37.418097	38.353549	39.312388	40.295198	41.302577	42.335142	43.393520
003666 \ Park Equipment Operator	Yearly	41,180.68	43,239.71	45,401.70	47,671.78	50,055.37	52,558.14	55,186.05	57,945.35				
OPMT \ 046	Bi - weekly	1,583.87	1,663.07	1,746.22	1,833.53	1,925.21	2,021.47	2,122.54	2,228.67				
	Hourly	19.798402	20.788322	21.827739	22.919125	24.065081	25.268336	26.531753	27.858340				
003910 \ Park Maint Worker I (Pest)	Yearly	34,587.47	36,316.85	38,132.69	40,039.32	42,041.29	44,143.35	46,350.52	48,668.04				
OPMT \ 060	Bi - weekly	1,330.29	1,396.80	1,466.64	1,539.97	1,616.97	1,697.82	1,782.71	1,871.85				
	Hourly	16.628591	17.460022	18.333023	19.249674	20.212157	21.222765	22.283904	23.398098				
003911 \ Park Maint Worker II (Pest)	Yearly	39,068.78	41,022.21	43,073.32	45,226.99	47,488.34	49,862.76	52,355.89	54,973.69				
OPMT \ 061	Bi - weekly	1,502.65	1,577.78	1,656.67	1,739.50	1,826.47	1,917.80	2,013.69	2,114.37				
	Hourly	18.783066	19.722218	20.708329	21.743745	22.830932	23.972480	25.171103	26.429658				

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001781 \ Park Maintenance Manager	Yearly	93,216.98	95,547.40	97,936.09	100,384.49	102,894.10	105,466.45	108,103.11	110,805.69	113,575.83	116,415.23	119,325.61	122,308.75
MGTE \ 069	Bi - weekly	3,585.27	3,674.90	3,766.77	3,860.94	3,957.47	4,056.40	4,157.81	4,261.76	4,368.30	4,477.51	4,589.45	4,704.18
	Hourly	44.815854	45.936251	47.084657	48.261772	49.468317	50.705025	51.972651	53.271967	54.603766	55.968861	57.368081	58.802284
001782 \ Park Maintenance Superintendn	Yearly	83,895.28	85,992.66	88,142.48	90,346.04	92,604.69	94,919.81	97,292.80	99,725.12	102,218.25	104,773.71	107,393.05	110,077.87
MGTE \ 070	Bi - weekly	3,226.74	3,307.41	3,390.10	3,474.85	3,561.72	3,650.76	3,742.03	3,835.58	3,931.47	4,029.76	4,130.50	4,233.76
	Hourly	40.334269	41.342625	42.376191	43.435595	44.521485	45.634523	46.775385	47.944771	49.143390	50.371974	51.631274	52.922055
003927 \ Park Maintenance Worker	Yearly	25,309.70	26,575.19	27,903.95	29,299.14	30,764.10	32,302.31	33,917.42	35,613.29				
OPMT \ 072	Bi - weekly	973.45	1,022.12	1,073.23	1,126.89	1,183.23	1,242.40	1,304.52	1,369.74				
	Hourly	12.168126	12.776533	13.415359	14.086127	14.790433	15.529955	16.306453	17.121775				
003653 \ Park Maintenance Worker I	Yearly	33,743.47	35,430.64	37,202.18	39,062.28	41,015.40	43,066.17	45,219.48	47,480.45				
OPMT \ 035	Bi - weekly	1,297.83	1,362.72	1,430.85	1,502.40	1,577.52	1,656.39	1,739.21	1,826.17				
	Hourly	16.222822	17.033961	17.885662	18.779944	19.718941	20.704888	21.740132	22.827140				
003654 \ Park Maintenance Worker II	Yearly	38,115.05	40,020.80	42,021.84	44,122.94	46,329.08	48,645.53	51,077.81	53,631.70				
OPMT \ 036	Bi - weekly	1,465.96	1,539.26	1,616.22	1,697.04	1,781.89	1,870.98	1,964.53	2,062.76				
	Hourly	18.324543	19.240770	20.202809	21.212950	22.273597	23.387276	24.556640	25.784473				
003655 \ Park Maintenance Worker III	Yearly	38,701.55	40,636.63	42,668.46	44,801.88	47,041.98	49,394.08	51,863.78	54,456.97				
OPMT \ 037	Bi - weekly	1,488.52	1,562.95	1,641.09	1,723.15	1,809.31	1,899.77	1,994.76	2,094.50				
	Hourly	18.606515	19.536841	20.513683	21.539367	22.616336	23.747153	24.934510	26.181236				
001869 \ Park Plan Design & Devlpmt Mg	Yearly	105,533.49	108,171.82	110,876.12	113,648.02	116,489.23	119,401.45	122,386.49	125,446.15	128,582.31	131,796.87	135,091.79	138,469.08
MGTE \ 135	Bi - weekly	4,058.98	4,160.45	4,264.47	4,371.08	4,480.35	4,592.36	4,707.17	4,824.85	4,945.47	5,069.11	5,195.84	5,325.73
	Hourly	50.737254	52.005684	53.305827	54.638473	56.004435	57.404545	58.839659	60.310650	61.818417	63.363878	64.947975	66.571674
002061 \ Park Safety Ranger	Yearly	45,327.46	47,593.83	49,973.53	52,472.20	55,095.81	57,850.60	60,743.13	63,780.29				
POAM \ 051	Bi - weekly	1,743.36	1,830.53	1,922.06	2,018.16	2,119.07	2,225.02	2,336.27	2,453.09				
	Hourly	21.792048	22.881650	24.025733	25.227019	26.488370	27.812789	29.203429	30.663600				
002060 \ Park Safety Ranger Assistant	Yearly	43,169.01	45,327.46	47,593.83	49,973.53	52,472.20	55,095.81	57,850.60	60,743.13				
POAM \ 050	Bi - weekly	1,660.35	1,743.36	1,830.53	1,922.06	2,018.16	2,119.07	2,225.02	2,336.27				
	Hourly	20.754331	21.792048	22.881650	24.025733	25.227019	26.488370	27.812789	29.203429				
002062 \ Park Safety Ranger Supervisor	Yearly	49,860.21	52,353.22	54,970.88	57,719.42	60,605.39	63,635.66	66,817.44	70,158.32				
POAM \ 052	Bi - weekly	1,917.70	2,013.59	2,114.26	2,219.98	2,330.98	2,447.53	2,569.90	2,698.40				
	Hourly	23.971253	25.169815	26.428306	27.749722	29.137207	30.594068	32.123771	33.729960				

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003630 \ Parking Enforcement Officer	Yearly	36,862.61	38,705.74	40,641.03	42,673.08	44,806.74	47,047.07	49,399.43	51,869.40				
OPMT \ 016	Bi - weekly	1,417.79	1,488.68	1,563.12	1,641.27	1,723.34	1,809.50	1,899.98	1,994.98				
	Hourly	17.722410	18.608531	19.538958	20.515905	21.541700	22.618785	23.749725	24.937211				
015025 \ Parking Enforcement Supervisor	Yearly	42,352.79	44,470.43	46,693.95	49,028.65	51,480.08	54,054.09	56,756.79	59,594.63				
SUPV \ 010	Bi - weekly	1,628.95	1,710.40	1,795.92	1,885.72	1,980.00	2,079.00	2,182.95	2,292.10				
	Hourly	20.361918	21.380015	22.449015	23.571466	24.750040	25.987541	27.286919	28.651264				
015055 \ Parking Facilities Maint Supv	Yearly	47,994.97	50,394.72	52,914.46	55,560.18	58,338.19	61,255.10	64,317.85	67,533.75				
SUPV \ 027	Bi - weekly	1,845.96	1,938.26	2,035.17	2,136.93	2,243.78	2,355.97	2,473.76	2,597.45				
	Hourly	23.074506	24.228230	25.439643	26.711625	28.047206	29.449566	30.922045	32.468147				
003627 \ Parking Lot Attendant	Yearly	31,604.71	33,184.95	34,844.20	36,586.41	38,415.73	40,336.51	42,353.34	44,471.01				
OPMT \ 013	Bi - weekly	1,215.57	1,276.34	1,340.16	1,407.17	1,477.53	1,551.40	1,628.97	1,710.42				
	Hourly	15.194573	15.954302	16.752017	17.589619	18.469099	19.392555	20.362182	21.380292				
015026 \ Parking Lot Supervisor	Yearly	37,850.13	39,742.64	41,729.78	43,816.26	46,007.08	48,307.43	50,722.80	53,258.94				
SUPV \ 011	Bi - weekly	1,455.77	1,528.56	1,604.99	1,685.24	1,769.50	1,857.98	1,950.88	2,048.42				
	Hourly	18.197180	19.107039	20.062392	21.065511	22.118788	23.224727	24.385963	25.605261				
001882 \ Parking Manager	Yearly	104,602.26	107,217.32	109,897.75	112,645.19	115,461.32	118,347.86	121,306.55	124,339.22	127,447.70	130,633.89	133,899.74	137,247.23
MGTE \ 145	Bi - weekly	4,023.16	4,123.74	4,226.84	4,332.51	4,440.82	4,551.84	4,665.64	4,782.28	4,901.83	5,024.38	5,149.99	5,278.74
	Hourly	50.289550	51.546787	52.835457	54.156343	55.510252	56.898009	58.320458	59.778471	61.272932	62.804756	64.374874	65.984247
003628 \ Parking Meter Coin Collector	Yearly	33,743.47	35,430.64	37,202.18	39,062.28	41,015.40	43,066.17	45,219.48	47,480.45				
OPMT \ 014	Bi - weekly	1,297.83	1,362.72	1,430.85	1,502.40	1,577.52	1,656.39	1,739.21	1,826.17				
	Hourly	16.222822	17.033961	17.885662	18.779944	19.718941	20.704888	21.740132	22.827140				
015085 \ Parking Meter Collection Supv	Yearly	41,578.87	43,657.82	45,840.71	48,132.74	50,539.38	53,066.35	55,719.66	58,505.65				
SUPV \ 044	Bi - weekly	1,599.19	1,679.15	1,763.10	1,851.26	1,943.82	2,041.01	2,143.06	2,250.22				
	Hourly	19.989843	20.989335	22.038801	23.140740	24.297778	25.512667	26.788300	28.127715				
015027 \ Parking Meter Repair Supv	Yearly	41,578.87	43,657.82	45,840.71	48,132.74	50,539.38	53,066.35	55,719.66	58,505.65				
SUPV \ 012	Bi - weekly	1,599.19	1,679.15	1,763.10	1,851.26	1,943.82	2,041.01	2,143.06	2,250.22				
	Hourly	19.989843	20.989335	22.038801	23.140740	24.297778	25.512667	26.788300	28.127715				
003629 \ Parking Meter Repair Worker	Yearly	37,209.60	39,070.08	41,023.58	43,074.76	45,228.50	47,489.92	49,864.42	52,357.64				
OPMT \ 015	Bi - weekly	1,431.14	1,502.70	1,577.83	1,656.72	1,739.56	1,826.54	1,917.86	2,013.76				
	Hourly	17.889230	18.783692	19.722876	20.709019	21.744471	22.831694	23.973278	25.171942				

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015028 \ Parks Supervisor	Yearly	50,302.10	52,817.21	55,458.07	58,230.97	61,142.52	64,199.64	67,409.62	70,780.11				
SUPV \ 013	Bi - weekly	1,934.70	2,031.43	2,133.00	2,239.65	2,351.64	2,469.22	2,592.68	2,722.31				
	Hourly	24.183702	25.392887	26.662533	27.995659	29.395441	30.865213	32.408473	34.028897				
010707 \ Payroll Technician	Yearly	52,415.13	53,725.51	55,068.65	56,445.36	57,856.50	59,302.91	60,785.48	62,305.12	63,862.75	65,459.31	67,095.80	68,773.19
CONF \ 008	Bi - weekly	2,015.97	2,066.37	2,118.02	2,170.98	2,225.25	2,280.88	2,337.90	2,396.35	2,456.26	2,517.67	2,580.61	2,645.12
	Hourly	25.199581	25.829571	26.475311	27.137194	27.815623	28.511013	29.223789	29.954384	30.703243	31.470824	32.257596	33.064035
001784 \ Permit Services Manager	Yearly	87,273.24	89,455.07	91,691.44	93,983.73	96,333.32	98,741.66	101,210.20	103,740.45	106,333.96	108,992.31	111,717.12	114,510.05
MGTE \ 071	Bi - weekly	3,356.66	3,440.58	3,526.59	3,614.76	3,705.13	3,797.76	3,892.70	3,990.02	4,089.77	4,192.01	4,296.81	4,404.23
	Hourly	41.958287	43.007244	44.082425	45.184485	46.314098	47.471950	48.658748	49.875216	51.122097	52.400150	53.710153	55.052908
001785 \ Personnel Analyst	Yearly	66,937.70	68,611.14	70,326.42	72,084.58	73,886.69	75,733.86	77,627.21	79,567.89	81,557.08	83,596.01	85,685.91	87,828.06
MGTE \ 072	Bi - weekly	2,574.53	2,638.89	2,704.86	2,772.48	2,841.80	2,912.84	2,985.66	3,060.30	3,136.81	3,215.23	3,295.61	3,378.00
	Hourly	32.181585	32.986124	33.810778	34.656046	35.522448	36.410510	37.320772	38.253791	39.210136	40.190390	41.195149	42.225028
010708 \ Personnel Technician	Yearly	52,415.13	53,725.51	55,068.65	56,445.36	57,856.50	59,302.91	60,785.48	62,305.12	63,862.75	65,459.31	67,095.80	68,773.19
CONF \ 009	Bi - weekly	2,015.97	2,066.37	2,118.02	2,170.98	2,225.25	2,280.88	2,337.90	2,396.35	2,456.26	2,517.67	2,580.61	2,645.12
	Hourly	25.199581	25.829571	26.475311	27.137194	27.815623	28.511013	29.223789	29.954384	30.703243	31.470824	32.257596	33.064035
016065 \ Personnel Transactions Coord	Yearly	35,038.06	36,789.96	38,629.46	40,560.93	42,588.98	44,718.43	46,954.34	49,302.06				
OFFT \ 037	Bi - weekly	1,347.62	1,415.00	1,485.75	1,560.04	1,638.04	1,719.94	1,805.94	1,896.23				
	Hourly	16.845220	17.687481	18.571854	19.500447	20.475469	21.499243	22.574204	23.702915				
001786 \ Planning Director	Yearly	116,243.61	119,149.70	122,128.44	125,181.66	128,311.20	131,518.98	134,806.95	138,177.13	141,631.55	145,172.35	148,801.65	152,521.70
MGTE \ 073	Bi - weekly	4,470.91	4,582.68	4,697.25	4,814.68	4,935.05	5,058.42	5,184.88	5,314.50	5,447.37	5,583.55	5,723.14	5,866.22
	Hourly	55.886353	57.283511	58.715598	60.183488	61.688076	63.230278	64.811035	66.431311	68.092093	69.794397	71.539256	73.327738
016111 \ Planning Technician I	Yearly	38,049.81	39,952.30	41,949.91	44,047.41	46,249.78	48,562.27	50,990.39	53,539.91				
OFFT \ 062	Bi - weekly	1,463.45	1,536.63	1,613.46	1,694.13	1,778.84	1,867.78	1,961.17	2,059.23				
	Hourly	18.293178	19.207836	20.168228	21.176640	22.235472	23.347245	24.514608	25.740339				
016112 \ Planning Technician II	Yearly	41,855.98	43,948.78	46,146.21	48,453.53	50,876.20	53,420.01	56,091.02	58,895.56				
OFFT \ 063	Bi - weekly	1,609.85	1,690.34	1,774.85	1,863.60	1,956.78	2,054.62	2,157.35	2,265.21				
	Hourly	20.123067	21.129219	22.185680	23.294965	24.459712	25.682698	26.966834	28.315175				
016007 \ Plans Examiner I	Yearly	49,163.86	51,622.05	54,203.15	56,913.31	59,758.97	62,746.93	65,884.27	69,178.49				
OFFT \ 007	Bi - weekly	1,890.92	1,985.46	2,084.74	2,188.97	2,298.42	2,413.34	2,534.01	2,660.71				
	Hourly	23.636469	24.818294	26.059208	27.362169	28.730276	30.166791	31.675130	33.258887				

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016008 \ Plans Examiner II	Yearly	51,759.62	54,347.60	57,064.99	59,918.23	62,914.15	66,059.85	69,362.85	72,830.99				
OFFT \ 008	Bi - weekly	1,990.75	2,090.29	2,194.81	2,304.55	2,419.77	2,540.76	2,667.80	2,801.19				
	Hourly	24.884434	26.128656	27.435090	28.806843	30.247185	31.759545	33.347522	35.014898				
016009 \ Plans Examiner III	Yearly	60,540.35	63,567.37	66,745.73	70,083.02	73,587.17	77,266.53	81,129.86	85,186.35				
OFFT \ 009	Bi - weekly	2,328.47	2,444.90	2,567.14	2,695.50	2,830.28	2,971.79	3,120.38	3,276.40				
	Hourly	29.105937	30.561234	32.089295	33.693760	35.378448	37.147370	39.004740	40.954976				
004002 \ Plant Operator	Yearly	52,692.88	55,327.52	58,093.90	60,998.59	64,048.52	67,250.95	70,613.49	74,144.17				
PLNT \ 002	Bi - weekly	2,026.65	2,127.98	2,234.38	2,346.10	2,463.40	2,586.57	2,715.90	2,851.70				
	Hourly	25.333114	26.599768	27.929758	29.326245	30.792557	32.332185	33.948794	35.646234				
001787 \ Plant Services Manager	Yearly	109,379.29	112,113.77	114,916.62	117,789.54	120,734.28	123,752.63	126,846.45	130,017.61	133,268.05	136,599.75	140,014.74	143,515.11
MGTE \ 074	Bi - weekly	4,206.90	4,312.07	4,419.87	4,530.37	4,643.63	4,759.72	4,878.71	5,000.68	5,125.69	5,253.84	5,385.18	5,519.81
	Hourly	52.586199	53.900853	55.248375	56.629584	58.045325	59.496457	60.983868	62.508465	64.071178	65.672957	67.314780	68.997650
006014 \ Plumber	Yearly	49,548.94	53,265.11	57,259.99	61,554.50	66,171.08	71,133.91	76,468.96	82,204.13				
BLDG \ 010	Bi - weekly	1,905.73	2,048.66	2,202.31	2,367.48	2,545.04	2,735.92	2,941.11	3,161.70				
	Hourly	23.821606	25.608226	27.528843	29.593507	31.813020	34.198996	36.763921	39.521214				
006264 \ Plumber Apprentice	Yearly	35,948.57	37,746.00	39,633.30	41,614.97	43,695.72	45,880.50	48,174.53	50,583.25				
BLDG \ 021	Bi - weekly	1,382.64	1,451.77	1,524.36	1,600.58	1,680.60	1,764.63	1,852.87	1,945.51				
	Hourly	17.282968	18.147117	19.054473	20.007196	21.007556	22.057934	23.160830	24.318872				
001788 \ Police Administrative Manager	Yearly	93,518.04	95,856.00	98,252.39	100,708.71	103,226.42	105,807.08	108,452.26	111,163.57	113,942.66	116,791.22	119,711.00	122,703.78
MGTE \ 075	Bi - weekly	3,596.85	3,686.77	3,778.94	3,873.41	3,970.25	4,069.50	4,171.24	4,275.52	4,382.41	4,491.97	4,604.27	4,719.38
	Hourly	44.960598	46.084613	47.236728	48.417647	49.628088	50.868790	52.140510	53.444022	54.780123	56.149626	57.553366	58.992201
001789 \ Police Captain	Yearly	145,085.81	148,712.95	152,430.77	156,241.54	160,147.58	164,151.27	168,255.05	172,461.43	176,772.96	181,192.29	185,722.10	190,365.15
MGTP \ 076	Bi - weekly	5,580.22	5,719.73	5,862.72	6,009.29	6,159.52	6,313.51	6,471.35	6,633.13	6,798.96	6,968.93	7,143.16	7,321.74
	Hourly	69.752791	71.496611	73.284026	75.116126	76.994030	78.918881	80.891853	82.914149	84.987002	87.111677	89.289469	91.521706
016066 \ Police Clerk I	Yearly	27,918.15	29,314.06	30,779.77	32,318.75	33,934.69	35,631.42	37,413.00	39,283.65				
OFFT \ 038	Bi - weekly	1,073.78	1,127.46	1,183.84	1,243.03	1,305.18	1,370.44	1,438.96	1,510.91				
	Hourly	13.422189	14.093299	14.797964	15.537862	16.314755	17.130492	17.987018	18.886368				
016067 \ Police Clerk II	Yearly	31,291.69	32,856.28	34,499.09	36,224.05	38,035.25	39,937.01	41,933.86	44,030.56				
OFFT \ 039	Bi - weekly	1,203.53	1,263.70	1,326.89	1,393.23	1,462.89	1,536.04	1,612.84	1,693.48				
	Hourly	15.044083	15.796287	16.586101	17.415407	18.286176	19.200486	20.160511	21.168536				

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016943 \ Police Clerk II (UNPY)	Yearly	31,291.69	32,856.28	34,499.09	36,224.05	38,035.25	39,937.01	41,933.86	44,030.56				
OFFT \ 118	Bi - weekly	1,203.53	1,263.70	1,326.89	1,393.23	1,462.89	1,536.04	1,612.84	1,693.48				
	Hourly	15.044083	15.796287	16.586101	17.415407	18.286176	19.200486	20.160511	21.168536				
016068 \ Police Clerk III	Yearly	34,756.01	36,493.81	38,318.50	40,234.42	42,246.15	44,358.45	46,576.38	48,905.19				
OFFT \ 040	Bi - weekly	1,336.77	1,403.61	1,473.79	1,547.48	1,624.85	1,706.09	1,791.40	1,880.97				
	Hourly	16.709619	17.545100	18.422356	19.343473	20.310647	21.326179	22.392488	23.512112				
001870 \ Police Lieutenant	Yearly	126,161.57	129,315.61	132,548.50	135,862.21	139,258.77	142,740.24	146,308.74	149,966.46	153,715.62	157,558.51	161,497.48	165,534.91
MGTP \ 136	Bi - weekly	4,852.37	4,973.68	5,098.02	5,225.47	5,356.11	5,490.01	5,627.26	5,767.94	5,912.14	6,059.94	6,211.44	6,366.73
	Hourly	60.654601	62.170966	63.725241	65.318370	66.951330	68.625113	70.340742	72.099260	73.901742	75.749285	77.643017	79.584091
002027 \ Police Officer	Yearly	63,100.01	66,255.01	69,567.76	73,046.15	76,698.46							
SPOA \ 002	Bi - weekly	2,426.92	2,548.27	2,675.68	2,809.47	2,949.94							
	Hourly	30.336544	31.853371	33.446040	35.118342	36.874259							
016933 \ Police Records Specialist I	Yearly	35,346.63	37,113.96	38,969.66	40,918.14	42,964.05	45,112.25	47,367.86	49,736.26				
OFFT \ 113	Bi - weekly	1,359.49	1,427.46	1,498.83	1,573.77	1,652.46	1,735.09	1,821.84	1,912.93				
	Hourly	16.993572	17.843250	18.735413	19.672184	20.655793	21.688583	22.773011	23.911662				
016934 \ Police Records Specialist II	Yearly	40,648.71	42,681.14	44,815.20	47,055.96	49,408.76	51,879.20	54,473.15	57,196.81				
OFFT \ 114	Bi - weekly	1,563.41	1,641.58	1,723.66	1,809.84	1,900.34	1,995.35	2,095.12	2,199.88				
	Hourly	19.542647	20.519779	21.545768	22.623057	23.754209	24.941921	26.189015	27.498467				
016935 \ Police Records Specialist III	Yearly	44,713.53	46,949.21	49,296.67	51,761.50	54,349.57	57,067.05	59,920.40	62,916.42				
OFFT \ 115	Bi - weekly	1,719.75	1,805.74	1,896.03	1,990.83	2,090.37	2,194.89	2,304.63	2,419.86				
	Hourly	21.496887	22.571733	23.700320	24.885335	26.129601	27.436081	28.807885	30.248280				
015101 \ Police Records Supervisor	Yearly	49,184.95	51,644.19	54,226.40	56,937.72	59,784.61	62,773.84	65,912.53	69,208.16				
SUPV \ 057	Bi - weekly	1,891.73	1,986.32	2,085.63	2,189.91	2,299.41	2,414.38	2,535.10	2,661.85				
	Hourly	23.646609	24.828939	26.070385	27.373905	28.742601	30.179731	31.688717	33.273153				
002015 \ Police Sergeant	Yearly	81,376.68	85,445.52	89,717.79	94,203.68	98,913.87							
SPOA \ 001	Bi - weekly	3,129.87	3,286.37	3,450.68	3,623.22	3,804.38							
	Hourly	39.123405	41.079575	43.133554	45.290232	47.554743							
001791 \ Principal Accountant	Yearly	78,265.33	80,221.96	82,227.51	84,283.20	86,390.28	88,550.04	90,763.79	93,032.88	95,358.70	97,742.67	100,186.24	102,690.90
MGTE \ 078	Bi - weekly	3,010.20	3,085.46	3,162.60	3,241.66	3,322.70	3,405.77	3,490.91	3,578.19	3,667.64	3,759.33	3,853.32	3,949.65
	Hourly	37.627562	38.568252	39.532458	40.520770	41.533789	42.572134	43.636436	44.727348	45.845531	46.991669	48.166461	49.370623

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001828 \ Principal Applications Develpr	Yearly	83,746.99	85,840.66	87,986.68	90,186.35	92,441.01	94,752.03	97,120.83	99,548.85	102,037.57	104,588.51	107,203.23	109,883.31
MGTE \ 109	Bi - weekly	3,221.04	3,301.56	3,384.10	3,468.71	3,555.42	3,644.31	3,735.42	3,828.80	3,924.52	4,022.64	4,123.20	4,226.28
	Hourly	40.262975	41.269550	42.301288	43.358820	44.442791	45.553861	46.692706	47.860025	49.056526	50.282939	51.540012	52.828512
001793 \ Principal Building Inspector	Yearly	90,110.06	92,362.81	94,671.88	97,038.68	99,464.65	101,951.27	104,500.05	107,112.55	109,790.36	112,535.12	115,348.50	118,232.21
MGTE \ 079	Bi - weekly	3,465.77	3,552.42	3,641.23	3,732.26	3,825.56	3,921.20	4,019.23	4,119.71	4,222.71	4,328.27	4,436.48	4,547.39
	Hourly	43.322146	44.405199	45.515329	46.653213	47.819542	49.015032	50.240407	51.496418	52.783828	54.103423	55.456010	56.842409
001918 \ Principal Engineer	Yearly	113,600.16	116,440.17	119,351.17	122,334.95	125,393.32	128,528.16	131,741.36	134,672.15	138,410.77	141,871.04	145,417.82	149,053.26
MGTE \ 184	Bi - weekly	4,369.24	4,478.47	4,590.43	4,705.19	4,822.82	4,943.39	5,066.98	5,179.70	5,323.49	5,456.58	5,592.99	5,732.82
	Hourly	54.615463	55.980850	57.380371	58.814880	60.285252	61.792383	63.337193	64.746224	66.543638	68.207230	69.912411	71.660220
001872 \ Principal Management Analyst	Yearly	91,876.59	94,173.50	96,527.84	98,941.04	101,414.57	103,949.93	106,548.68	109,212.39	111,942.70	114,741.27	117,609.80	120,550.05
MGTE \ 138	Bi - weekly	3,533.71	3,622.06	3,712.61	3,805.42	3,900.56	3,998.07	4,098.03	4,200.48	4,305.49	4,413.13	4,523.45	4,636.54
	Hourly	44.171437	45.275723	46.407616	47.567807	48.757003	49.975927	51.225325	52.505958	53.818607	55.164072	56.543175	57.956754
001916 \ Principal Personnel Analyst	Yearly	88,809.87	91,030.12	93,305.87	95,638.52	98,029.48	100,480.22	102,992.22	105,567.03	108,206.21	110,911.36	113,684.15	116,526.25
MGTE \ 182	Bi - weekly	3,415.76	3,501.16	3,588.69	3,678.40	3,770.36	3,864.62	3,961.24	4,060.27	4,161.78	4,265.82	4,372.47	4,481.78
	Hourly	42.697054	43.764481	44.858592	45.980058	47.129559	48.307798	49.515492	50.753379	52.022214	53.322770	54.655839	56.022234
001795 \ Principal Planner	Yearly	98,807.07	101,277.25	103,809.18	106,404.41	109,064.52	111,791.13	114,585.91	117,450.56	120,386.82	123,396.49	126,481.41	129,643.44
MGTE \ 080	Bi - weekly	3,800.27	3,895.28	3,992.66	4,092.48	4,194.79	4,299.66	4,407.15	4,517.33	4,630.26	4,746.02	4,864.67	4,986.29
	Hourly	47.503399	48.690984	49.908259	51.155965	52.434864	53.745736	55.089379	56.466614	57.878279	59.325237	60.808368	62.328576
001796 \ Principal Systems Engineer	Yearly	83,746.99	85,840.66	87,986.68	90,186.35	92,441.01	94,752.03	97,120.83	99,548.85	102,037.57	104,588.51	107,203.23	109,883.31
MGTE \ 081	Bi - weekly	3,221.04	3,301.56	3,384.10	3,468.71	3,555.42	3,644.31	3,735.42	3,828.80	3,924.52	4,022.64	4,123.20	4,226.28
	Hourly	40.262975	41.269550	42.301288	43.358820	44.442791	45.553861	46.692706	47.860025	49.056526	50.282939	51.540012	52.828512
017037 \ Process Control Systems Splst	Yearly	70,599.35	74,129.32	74,129.32	81,727.58	85,813.95	90,104.65	94,609.88	99,340.38				
PROF \ 023	Bi - weekly	2,715.36	2,851.13	2,851.13	3,143.37	3,300.54	3,465.56	3,638.84	3,820.78				
	Hourly	33.941996	35.639095	35.639095	39.292104	41.256708	43.319544	45.485521	47.759797				
001797 \ Procurement Services Manager	Yearly	90,235.94	92,491.83	94,804.13	97,174.24	99,603.59	102,093.68	104,646.02	107,262.17	109,943.73	112,692.32	115,509.63	118,397.37
MGTE \ 082	Bi - weekly	3,470.61	3,557.38	3,646.31	3,737.47	3,830.91	3,926.68	4,024.85	4,125.47	4,228.60	4,334.32	4,442.68	4,553.74
	Hourly	43.382662	44.467228	45.578909	46.718382	47.886342	49.083500	50.310587	51.568352	52.857561	54.178999	55.533476	56.921812
014003 \ Program Analyst	Yearly	68,399.63	70,109.62	71,862.37	73,658.92	75,500.40	77,387.91	79,322.60	81,305.67	83,338.31	85,421.77	87,557.31	89,746.25
MSUP \ 004	Bi - weekly	2,630.76	2,696.52	2,763.94	2,833.04	2,903.86	2,976.46	3,050.87	3,127.14	3,205.32	3,285.45	3,367.59	3,451.78
	Hourly	32.884439	33.706550	34.549214	35.412944	36.298268	37.205724	38.135867	39.089263	40.066496	41.068158	42.094861	43.147233

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016210 \ Program Coordinator	Yearly	38,620.99	40,552.04	42,579.64	44,708.62	46,944.06	49,291.26	51,755.82	54,343.61				
OFFT \ 078	Bi - weekly	1,485.42	1,559.69	1,637.68	1,719.56	1,805.54	1,895.82	1,990.61	2,090.14				
	Hourly	18.567784	19.496173	20.470982	21.494531	22.569258	23.697720	24.882607	26.126736				
016211 \ Program Developer	Yearly	32,881.34	34,525.41	36,251.68	38,064.27	39,967.48	41,965.85	44,064.15	46,267.35				
OFFT \ 079	Bi - weekly	1,264.67	1,327.90	1,394.30	1,464.01	1,537.21	1,614.07	1,694.77	1,779.51				
	Hourly	15.808338	16.598755	17.428693	18.300128	19.215135	20.175891	21.184685	22.243920				
016949 \ Program Leader	Yearly	27,393.10	28,762.76	30,200.90	31,710.94	33,296.48	34,961.31	36,709.38	38,544.85				
OFFT \ 121	Bi - weekly	1,053.58	1,106.26	1,161.57	1,219.65	1,280.63	1,344.67	1,411.90	1,482.49				
	Hourly	13.169761	13.828248	14.519662	15.245645	16.007925	16.808322	17.648739	18.531176				
001798 \ Program Manager	Yearly	90,235.94	92,491.83	94,804.13	97,174.24	99,603.59	102,093.68	104,646.02	107,262.17	109,943.73	112,692.32	115,509.63	118,397.37
MGTE \ 083	Bi - weekly	3,470.61	3,557.38	3,646.31	3,737.47	3,830.91	3,926.68	4,024.85	4,125.47	4,228.60	4,334.32	4,442.68	4,553.74
	Hourly	43.382662	44.467228	45.578909	46.718382	47.886342	49.083500	50.310587	51.568352	52.857561	54.178999	55.533476	56.921812
001799 \ Program Specialist	Yearly	82,032.67	84,083.48	86,185.57	88,340.21	90,548.72	92,812.44	95,132.75	97,511.07	99,948.84	102,447.56	105,008.75	107,633.97
MGTE \ 084	Bi - weekly	3,155.10	3,233.98	3,314.83	3,397.70	3,482.64	3,569.71	3,658.95	3,750.43	3,844.19	3,940.29	4,038.80	4,139.77
	Hourly	39.438783	40.424752	41.435372	42.471256	43.533038	44.621364	45.736897	46.880320	48.052329	49.253636	50.484977	51.747101
015091 \ Program Supervisor	Yearly	50,300.78	52,815.82	55,456.62	58,229.44	61,140.92	64,197.96	67,407.86	70,778.25				
SUPV \ 048	Bi - weekly	1,934.65	2,031.38	2,132.95	2,239.59	2,351.57	2,469.15	2,592.61	2,722.24				
	Hourly	24.183068	25.392221	26.661834	27.994924	29.394671	30.864404	32.407624	34.028006				
016071 \ Property Assistant	Yearly	40,619.02	42,649.97	44,782.47	47,021.59	49,372.67	51,841.30	54,433.37	57,155.04				
OFFT \ 041	Bi - weekly	1,562.27	1,640.38	1,722.40	1,808.52	1,898.95	1,993.90	2,093.59	2,198.27				
	Hourly	19.528374	20.504794	21.530033	22.606535	23.736861	24.923704	26.169889	27.478383				
017022 \ Public Information Coordinator	Yearly	45,959.35	48,257.32	50,670.19	53,203.69	55,863.88	58,657.07	61,589.92	64,669.42				
PROF \ 011	Bi - weekly	1,767.67	1,856.05	1,948.85	2,046.30	2,148.61	2,256.04	2,368.84	2,487.29				
	Hourly	22.095840	23.200633	24.360666	25.578698	26.857633	28.200514	29.610539	31.091067				
017032 \ Real Property Agent I	Yearly	51,794.88	54,384.62	57,103.86	59,959.05	62,957.00	66,104.85	69,410.09	72,880.60				
PROF \ 019	Bi - weekly	1,992.11	2,091.72	2,196.30	2,306.12	2,421.42	2,542.49	2,669.62	2,803.10				
	Hourly	24.901384	26.146453	27.453777	28.826465	30.267789	31.781178	33.370237	35.038749				
017033 \ Real Property Agent II	Yearly	59,757.14	62,745.00	65,882.24	69,176.36	72,635.18	76,266.93	80,080.28	84,084.30				
PROF \ 020	Bi - weekly	2,298.35	2,413.27	2,533.93	2,660.63	2,793.66	2,933.34	3,080.01	3,234.01				
	Hourly	28.729393	30.165863	31.674156	33.257863	34.920757	36.666795	38.500135	40.425142				

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017034 \ Real Property Agent III	Yearly	66,227.93	69,539.33	73,016.30	76,667.12	80,500.47	84,525.49	88,751.77	93,189.36				
PROF \ 021	Bi - weekly	2,547.23	2,674.59	2,808.32	2,948.74	3,096.17	3,250.98	3,413.53	3,584.21				
	Hourly	31.840353	33.432371	35.103990	36.859190	38.702149	40.637256	42.669119	44.802575				
001805 \ Recreation General Supervisor	Yearly	72,951.38	74,775.16	76,644.54	78,560.65	80,524.67	82,537.78	84,601.23	86,716.26	88,884.17	91,106.27	93,383.93	95,718.53
MGTE \ 089	Bi - weekly	2,805.82	2,875.97	2,947.87	3,021.56	3,097.10	3,174.53	3,253.89	3,335.24	3,418.62	3,504.09	3,591.69	3,681.48
	Hourly	35.072777	35.949596	36.848335	37.769544	38.713783	39.681627	40.673668	41.690510	42.732773	43.801092	44.896119	46.018522
001803 \ Recreation Manager	Yearly	95,361.28	97,745.31	100,188.94	102,693.66	105,261.00	107,892.53	110,589.85	113,354.59	116,188.46	119,093.17	122,070.50	125,122.26
MGTE \ 087	Bi - weekly	3,667.74	3,759.43	3,853.42	3,949.76	4,048.50	4,149.71	4,253.46	4,359.79	4,468.79	4,580.51	4,695.02	4,812.39
	Hourly	45.846767	46.992936	48.167760	49.371954	50.606252	51.871408	53.168195	54.497398	55.859834	57.256330	58.687738	60.154931
001804 \ Recreation Superintendent	Yearly	81,057.08	83,083.51	85,160.60	87,289.61	89,471.86	91,708.65	94,001.37	96,351.40	98,760.19	101,229.19	103,759.92	106,353.92
MGTE \ 088	Bi - weekly	3,117.58	3,195.52	3,275.41	3,357.29	3,441.23	3,527.26	3,615.44	3,705.82	3,798.47	3,893.43	3,990.77	4,090.54
	Hourly	38.969752	39.943996	40.942595	41.966160	43.015315	44.090697	45.192965	46.322788	47.480858	48.667880	49.884577	51.131691
003926 \ Registered Veterinary Tech	Yearly	45,926.24	48,222.55	50,633.67	53,165.36	55,823.63	58,614.81	61,545.55	64,622.82				
OPMT \ 071	Bi - weekly	1,766.39	1,854.71	1,947.45	2,044.82	2,147.06	2,254.42	2,367.14	2,485.49				
	Hourly	22.079921	23.183917	24.343112	25.560268	26.838282	28.180196	29.589206	31.068665				
001806 \ Revenue Manager	Yearly	90,899.72	93,172.22	95,501.52	97,889.06	100,336.29	102,844.69	105,415.81	108,051.21	110,752.49	113,521.30	116,359.33	119,268.31
MGTE \ 090	Bi - weekly	3,496.14	3,583.55	3,673.14	3,764.96	3,859.09	3,955.57	4,054.45	4,155.82	4,259.71	4,366.20	4,475.36	4,587.24
	Hourly	43.701790	44.794334	45.914193	47.062048	48.238600	49.444564	50.680678	51.947695	53.246388	54.577547	55.941987	57.340535
016953 \ Revenue Services Rep	Yearly	36,089.15	37,893.60	39,788.29	41,777.70	43,866.58	46,059.91	48,362.91	50,781.06				
OFFT \ 125	Bi - weekly	1,388.04	1,457.45	1,530.32	1,606.83	1,687.18	1,771.54	1,860.11	1,953.12				
	Hourly	17.350552	18.218079	19.128984	20.085433	21.089704	22.144189	23.251397	24.413969				
016952 \ Revenue Services Trainee	Yearly	30,744.90	32,282.14	33,896.25	35,591.06	37,370.61	39,239.14	41,201.10	43,261.16				
OFFT \ 124	Bi - weekly	1,182.50	1,241.62	1,303.70	1,368.89	1,437.33	1,509.20	1,584.66	1,663.89				
	Hourly	14.781200	15.520259	16.296273	17.111086	17.966641	18.864973	19.808221	20.798632				
015076 \ Revenue Supervisor	Yearly	46,501.70	48,826.79	51,268.12	53,831.53	56,523.11	59,349.26	62,316.73	65,432.56				
SUPV \ 039	Bi - weekly	1,788.53	1,877.95	1,971.85	2,070.44	2,173.97	2,282.66	2,396.80	2,516.64				
	Hourly	22.356587	23.474416	24.648136	25.880543	27.174570	28.533299	29.959964	31.457962				
001864 \ Risk Manager	Yearly	115,204.46	118,084.56	121,036.68	124,062.59	127,164.16	130,343.26	133,601.84	136,941.89	140,365.44	143,874.58	147,471.44	151,158.23
MGTE \ 166	Bi - weekly	4,430.94	4,541.71	4,655.26	4,771.64	4,890.93	5,013.20	5,138.53	5,267.00	5,398.67	5,533.64	5,671.98	5,813.78
	Hourly	55.386757	56.771425	58.190710	59.645478	61.136616	62.665031	64.231656	65.837448	67.483385	69.170469	70.899731	72.672224

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Job Code \ Description Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
006262 \ Roofer	Yearly	46,011.95	49,462.85	53,172.56	57,160.51	61,447.54	66,056.11	71,010.32	76,336.09				
BLDG \ 020	Bi - weekly	1,769.69	1,902.42	2,045.10	2,198.48	2,363.37	2,540.62	2,731.17	2,936.00				
	Hourly	22.121131	23.780216	25.563732	27.481012	29.542088	31.757745	34.139576	36.700043				
003662 \ Sanitation Worker I	Yearly	37,041.22	38,893.29	40,837.95	42,879.85	45,023.84	47,275.03	49,638.78	52,120.72				
OPMT \ 043	Bi - weekly	1,424.66	1,495.90	1,570.69	1,649.22	1,731.69	1,818.27	1,909.18	2,004.64				
	Hourly	17.808280	18.698695	19.633629	20.615311	21.646076	22.728381	23.864798	25.058040				
003913 \ Sanitation Worker I (NODL)	Yearly	34,159.29	35,867.26	37,660.62	39,543.65	41,520.84	43,596.88	45,776.72	48,065.55				
OPMT \ 063	Bi - weekly	1,313.82	1,379.51	1,448.49	1,520.91	1,596.96	1,676.80	1,760.64	1,848.68				
	Hourly	16.422737	17.243873	18.106066	19.011370	19.961940	20.960036	22.008037	23.108439				
003663 \ Sanitation Worker II	Yearly	41,188.91	43,248.36	45,410.78	47,681.32	50,065.38	52,568.65	55,197.08	57,956.94				
OPMT \ 044	Bi - weekly	1,584.19	1,663.40	1,746.57	1,833.90	1,925.59	2,021.87	2,122.96	2,229.11				
	Hourly	19.802362	20.792482	21.832104	22.923710	24.069896	25.273389	26.537059	27.863913				
003664 \ Sanitation Worker III	Yearly	43,914.17	46,109.88	48,415.38	50,836.14	53,377.95	56,046.85	58,849.19	61,791.65				
OPMT \ 045	Bi - weekly	1,689.01	1,773.46	1,862.13	1,955.24	2,053.00	2,155.65	2,263.43	2,376.60				
	Hourly	21.112583	22.168212	23.276623	24.440453	25.662475	26.945599	28.292879	29.707523				
016081 \ Secretary to the Plnning Cmmsn	Yearly	35,418.63	37,189.55	39,049.03	41,001.48	43,051.56	45,204.14	47,464.34	49,837.56				
OFFT \ 044	Bi - weekly	1,362.25	1,430.37	1,501.89	1,576.98	1,655.83	1,738.62	1,825.55	1,916.83				
	Hourly	17.028185	17.879593	18.773574	19.712252	20.697865	21.732758	22.819396	23.960366				
003641 \ Security Guard	Yearly	30,380.80	31,899.84	33,494.83	35,169.58	36,928.06	38,774.46	40,713.18	42,748.84				
OPMT \ 025	Bi - weekly	1,168.49	1,226.92	1,288.26	1,352.68	1,420.31	1,491.33	1,565.89	1,644.19				
	Hourly	14.606156	15.336463	16.103285	16.908450	17.753873	18.641566	19.573644	20.552327				
001811 \ Senior Accountant Auditor	Yearly	74,736.42	76,604.83	78,519.96	80,482.95	82,495.03	84,557.40	86,671.34	88,838.12	91,059.07	93,335.55	95,668.94	98,060.66
MGTE \ 093	Bi - weekly	2,874.48	2,946.34	3,020.00	3,095.50	3,172.89	3,252.21	3,333.51	3,416.85	3,502.27	3,589.83	3,679.57	3,771.56
	Hourly	35.930973	36.829247	37.749979	38.693728	39.661070	40.652597	41.668913	42.710635	43.778401	44.872862	45.994683	47.144550
015064 \ Senior Accounting Technician	Yearly	42,168.50	44,276.93	46,490.78	48,815.31	51,256.08	53,818.88	56,509.83	59,335.32				
SUPV \ 032	Bi - weekly	1,621.87	1,702.96	1,788.11	1,877.51	1,971.39	2,069.96	2,173.45	2,282.13				
	Hourly	20.273319	21.286985	22.351335	23.468901	24.642347	25.874463	27.168187	28.526597				
001138 \ Senior Admin Services Officer	Yearly	82,032.67	84,083.48	86,185.57	88,340.21	90,548.72	92,812.44	95,132.75	97,511.07	99,948.84	102,447.56	105,008.75	107,633.97
MGTE \ 001	Bi - weekly	3,155.10	3,233.98	3,314.83	3,397.70	3,482.64	3,569.71	3,658.95	3,750.43	3,844.19	3,940.29	4,038.80	4,139.77
	Hourly	39.438783	40.424752	41.435372	42.471256	43.533038	44.621364	45.736897	46.880320	48.052329	49.253636	50.484977	51.747101

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015097 \ Senior Animal Care Technician	Yearly	38,272.22	40,185.83	42,195.12	44,304.88	46,520.12	48,846.13	51,288.43	53,852.86				
SUPV \ 054	Bi - weekly	1,472.01	1,545.61	1,622.89	1,704.03	1,789.24	1,878.70	1,972.63	2,071.26				
	Hourly	18.400106	19.320111	20.286115	21.300421	22.365444	23.483715	24.657901	25.890797				
015033 \ Senior Animal Control Officer	Yearly	50,243.22	52,755.38	55,393.15	58,162.81	61,070.95	64,124.50	67,330.72	70,697.26				
SUPV \ 015	Bi - weekly	1,932.43	2,029.05	2,130.51	2,237.03	2,348.88	2,466.33	2,589.64	2,719.13				
	Hourly	24.155394	25.363164	26.631322	27.962888	29.361032	30.829084	32.370538	33.989065				
001812 \ Senior Applications Developer	Yearly	80,037.30	82,038.23	84,089.19	86,191.42	88,346.21	90,554.86	92,818.73	95,139.20	97,517.68	99,955.62	102,454.51	105,015.88
MGTE \ 094	Bi - weekly	3,078.36	3,155.32	3,234.20	3,315.05	3,397.93	3,482.88	3,569.95	3,659.20	3,750.68	3,844.45	3,940.56	4,039.07
	Hourly	38.479472	39.441458	40.427495	41.438182	42.474137	43.535991	44.624390	45.740000	46.883500	48.055587	49.256977	50.488402
001813 \ Senior Architect	Yearly	96,229.72	98,635.47	101,101.35	103,628.89	106,219.61	108,875.10	111,596.98	114,386.90	117,246.58	120,177.74	123,182.18	126,261.74
MGTE \ 095	Bi - weekly	3,701.14	3,793.67	3,888.51	3,985.73	4,085.37	4,187.50	4,292.19	4,399.50	4,509.48	4,622.22	4,737.78	4,856.22
	Hourly	46.264290	47.420898	48.606420	49.821581	51.067120	52.343798	53.652393	54.993703	56.368546	57.777759	59.222204	60.702758
001920 \ Senior Budget Analyst	Yearly	80,424.19	82,434.79	84,495.66	86,608.05	88,773.25	90,992.58	93,267.40	95,599.08	97,989.06	100,438.79	102,949.76	105,523.50
MGTE \ 186	Bi - weekly	3,093.24	3,170.57	3,249.83	3,331.08	3,414.36	3,499.71	3,587.21	3,676.89	3,768.81	3,863.03	3,959.61	4,058.60
	Hourly	38.665474	39.632110	40.622913	41.638486	42.679448	43.746434	44.840095	45.961098	47.110125	48.287878	49.495075	50.732452
003632 \ Senior Building Maint Worker	Yearly	42,823.38	44,964.55	47,212.77	49,573.41	52,052.08	54,654.69	57,387.42	60,256.79				
OPMT \ 017	Bi - weekly	1,647.05	1,729.41	1,815.88	1,906.67	2,002.00	2,102.10	2,207.21	2,317.57				
	Hourly	20.588161	21.617570	22.698449	23.833371	25.025039	26.276291	27.590106	28.969611				
006256 \ Senior Carpenter	Yearly	48,310.00	51,933.26	55,828.25	60,015.37	64,516.52	69,355.26	74,556.90	80,148.67				
BLDG \ 017	Bi - weekly	1,858.08	1,997.43	2,147.24	2,308.28	2,481.40	2,667.51	2,867.57	3,082.64				
	Hourly	23.225963	24.967911	26.840503	28.853541	31.017557	33.343874	35.844664	38.533014				
016235 \ Senior Central Services Asst	Yearly	38,476.18	40,399.99	42,419.99	44,540.99	46,768.04	49,106.44	51,561.76	54,139.85				
OFFT \ 101	Bi - weekly	1,479.85	1,553.85	1,631.54	1,713.11	1,798.77	1,888.71	1,983.14	2,082.30				
	Hourly	18.498162	19.423070	20.394224	21.413935	22.484632	23.608863	24.789306	26.028772				
016103 \ Senior Claims Collector	Yearly	42,594.21	44,723.92	46,960.12	49,308.13	51,773.53	54,362.21	57,080.32	59,934.33				
OFFT \ 057	Bi - weekly	1,638.24	1,720.15	1,806.16	1,896.47	1,991.29	2,090.85	2,195.40	2,305.17				
	Hourly	20.477986	21.501885	22.576980	23.705830	24.891121	26.135677	27.442460	28.814583				
015066 \ Senior Code Enforcement Ofcr	Yearly	54,129.52	56,835.99	59,677.80	62,661.69	65,794.77	69,084.51	72,538.74	76,165.67				
SUPV \ 034	Bi - weekly	2,081.90	2,186.00	2,295.30	2,410.06	2,530.57	2,657.10	2,789.95	2,929.45				
	Hourly	26.023808	27.324997	28.691249	30.125811	31.632101	33.213705	34.874392	36.618111				

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016908 \ Senior Computer Operator	Yearly	55,162.66	57,920.79	60,816.83	63,857.67	67,050.55	70,403.08	73,923.23	77,619.39				
OFFT \ 104	Bi - weekly	2,121.64	2,227.72	2,339.11	2,456.06	2,578.87	2,707.81	2,843.20	2,985.36				
	Hourly	26.520507	27.846532	29.238858	30.700801	32.235840	33.847633	35.540014	37.317015				
003678 \ Senior Custodian	Yearly	33,743.47	35,430.64	37,202.18	39,062.28	41,015.40	43,066.17	45,219.48	47,480.45				
OPMT \ 050	Bi - weekly	1,297.83	1,362.72	1,430.85	1,502.40	1,577.52	1,656.39	1,739.21	1,826.17				
	Hourly	16.222822	17.033961	17.885662	18.779944	19.718941	20.704888	21.740132	22.827140				
016912 \ Senior Customer Service Rep	Yearly	37,947.67	39,845.05	41,837.30	43,929.17	46,125.63	48,431.91	50,853.50	53,396.18				
OFFT \ 105	Bi - weekly	1,459.53	1,532.50	1,609.13	1,689.58	1,774.06	1,862.77	1,955.90	2,053.70				
	Hourly	18.244070	19.156273	20.114088	21.119792	22.175782	23.284571	24.448799	25.671239				
016127 \ Senior Data Entry Technician	Yearly	34,756.01	36,493.81	38,318.50	40,234.42	42,246.15	44,358.45	46,576.38	48,905.19				
OFFT \ 069	Bi - weekly	1,336.77	1,403.61	1,473.79	1,547.48	1,624.85	1,706.09	1,791.40	1,880.97				
	Hourly	16.709619	17.545100	18.422356	19.343473	20.310647	21.326179	22.392488	23.512112				
001814 \ Senior Debt Analyst	Yearly	85,946.89	88,095.56	90,297.95	92,555.40	94,869.28	97,241.01	99,672.04	102,163.84	104,717.94	107,335.88	110,019.28	112,769.76
MGTE \ 096	Bi - weekly	3,305.65	3,388.29	3,473.00	3,559.82	3,648.82	3,740.04	3,833.54	3,929.38	4,027.61	4,128.30	4,231.51	4,337.30
	Hourly	41.320618	42.353634	43.412475	44.497787	45.610231	46.750486	47.919248	49.117230	50.345161	51.603790	52.893885	54.216232
016222 \ Senior Department Sys Spclst	Yearly	67,602.92	70,983.07	74,532.22	78,258.83	82,171.77	86,280.36	90,594.38	95,124.10				
OFFT \ 089	Bi - weekly	2,600.11	2,730.12	2,866.62	3,009.95	3,160.45	3,318.48	3,484.40	3,658.62				
	Hourly	32.501404	34.126474	35.832797	37.624437	39.505659	41.480942	43.554990	45.732739				
001815 \ Senior Deputy City Attorney	Yearly	127,691.48	130,883.76	134,155.86	137,509.76	140,947.50	144,471.19	148,082.97	151,785.04	155,579.67	159,469.16	163,455.89	167,542.28
MGTE \ 097	Bi - weekly	4,911.21	5,033.99	5,159.84	5,288.84	5,421.06	5,556.58	5,695.50	5,837.89	5,983.83	6,133.43	6,286.76	6,443.93
	Hourly	61.390133	62.924886	64.498009	66.110460	67.763220	69.457301	71.193733	72.973576	74.797916	76.667863	78.584561	80.549175
014004 \ Senior Deputy City Clerk	Yearly	56,631.36	58,047.14	59,498.32	60,985.78	62,510.42	64,073.18	65,675.01	67,316.89	68,999.81	70,724.80	72,492.92	74,305.25
MSUP \ 005	Bi - weekly	2,178.13	2,232.58	2,288.40	2,345.61	2,404.25	2,464.35	2,525.96	2,589.11	2,653.84	2,720.18	2,788.19	2,857.89
	Hourly	27.226613	27.907278	28.604961	29.320084	30.053086	30.804413	31.574524	32.363887	33.172984	34.002309	34.852367	35.723676
001816 \ Senior Development Project Mgr	Yearly	91,600.30	93,890.31	96,237.57	98,643.51	101,109.60	103,637.34	106,228.27	108,883.98	111,606.08	114,396.23	117,256.13	120,187.54
MGTE \ 098	Bi - weekly	3,523.09	3,611.17	3,701.45	3,793.98	3,888.83	3,986.05	4,085.70	4,187.85	4,292.54	4,399.85	4,509.85	4,622.60
	Hourly	44.038607	45.139574	46.268063	47.424763	48.610383	49.825642	51.071283	52.348066	53.656767	54.998186	56.373141	57.782470
006266 \ Senior Electrician	Yearly	54,047.77	58,101.35	62,458.95	67,143.38	72,179.13	77,592.56	83,412.00	89,667.91				
BLDG \ 022	Bi - weekly	2,078.76	2,234.67	2,402.27	2,582.44	2,776.12	2,984.33	3,208.15	3,448.77				
	Hourly	25.984504	27.933343	30.028343	32.280469	34.701503	37.304117	40.101925	43.109570				

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003633 \ Senior Electronic Maint Tech	Yearly	61,267.62	64,331.00	67,547.55	70,924.93	74,471.18	78,194.74	82,104.47	86,209.70				
OPMT \ 018	Bi - weekly	2,356.45	2,474.27	2,597.98	2,727.88	2,864.28	3,007.49	3,157.86	3,315.76				
	Hourly	29.455587	30.928367	32.474785	34.098525	35.803451	37.593624	39.473304	41.446970				
001817 \ Senior Engineer	Yearly	97,371.00	99,805.27	102,300.41	104,857.92	107,479.37	110,166.35	112,920.51	115,743.52	118,637.11	121,603.03	124,643.11	127,759.19
MGTE \ 099	Bi - weekly	3,745.04	3,838.66	3,934.63	4,033.00	4,133.82	4,237.17	4,343.10	4,451.67	4,562.97	4,677.04	4,793.97	4,913.81
	Hourly	46.812981	47.983305	49.182887	50.412460	51.672772	52.964590	54.288705	55.645924	57.037071	58.462997	59.924573	61.422687
016932 \ Senior Engineering Technician	Yearly	55,329.87	58,096.37	61,001.18	64,051.24	67,253.81	70,616.50	74,147.32	77,854.69				
OFFT \ 112	Bi - weekly	2,128.07	2,234.48	2,346.20	2,463.51	2,586.68	2,716.02	2,851.82	2,994.41				
	Hourly	26.600899	27.930945	29.327492	30.793867	32.333560	33.950238	35.647750	37.430138				
012007 \ Senior Equipment Service Wrkr	Yearly	36,618.09	38,448.99	40,371.44	42,390.01	44,509.51	46,734.98	49,071.73	51,525.32				
IAMA \ 013	Bi - weekly	1,408.39	1,478.81	1,552.75	1,630.38	1,711.90	1,797.50	1,887.37	1,981.74				
	Hourly	17.604849	18.485089	19.409344	20.379811	21.398801	22.468741	23.592179	24.771787				
005159 \ Senior Fire Prevention Officer	Yearly	72,227.15	75,838.51	79,630.44	83,611.96	87,792.56							
FR40 \ 007	Bi - weekly	2,777.97	2,916.87	3,062.71	3,215.84	3,376.64							
	Hourly	34.724593	36.460823	38.283864	40.198057	42.207960							
006062 \ Senior Generator Technician	Yearly	60,877.73	63,921.61	67,117.69	70,473.58	73,997.26	77,697.12	81,581.97	85,661.07				
BLDG \ 024	Bi - weekly	2,341.45	2,458.52	2,581.45	2,710.52	2,846.05	2,988.35	3,137.77	3,294.66				
	Hourly	29.268137	30.731544	32.268121	33.881527	35.575604	37.354384	39.222102	41.183208				
004011 \ Senior HVAC Systems Mechanic	Yearly	65,623.48	68,904.65	72,349.88	75,967.38	79,765.74	83,754.03	87,941.73	92,338.82				
PLNT \ 007	Bi - weekly	2,523.98	2,650.18	2,782.69	2,921.82	3,067.91	3,221.31	3,382.37	3,551.49				
	Hourly	31.549748	33.127236	34.783596	36.522777	38.348915	40.266361	42.279680	44.393663				
001818 \ Senior Investment Officer	Yearly	114,533.65	117,396.99	120,331.92	123,340.21	126,423.72	129,584.31	132,823.92	136,144.52	139,548.13	143,036.84	146,612.75	150,278.07
MGTE \ 100	Bi - weekly	4,405.14	4,515.27	4,628.15	4,743.85	4,862.45	4,984.01	5,108.61	5,236.33	5,367.24	5,501.42	5,638.95	5,779.93
	Hourly	55.064254	56.440861	57.851883	59.298179	60.780634	62.300151	63.857653	65.454095	67.090447	68.767709	70.486901	72.249074
016223 \ Senior IT Support Spclst	Yearly	70,599.35	74,129.32	77,835.79	81,727.58	85,813.95	90,104.65	94,609.88	99,340.38				
OFFT \ 090	Bi - weekly	2,715.36	2,851.13	2,993.68	3,143.37	3,300.54	3,465.56	3,638.84	3,820.78				
	Hourly	33.941996	35.639095	37.421051	39.292104	41.256708	43.319544	45.485521	47.759797				
016083 \ Senior Key Data Operator	Yearly	33,743.47	35,430.64	37,202.18	39,062.28	41,015.40	43,066.17	45,219.48	47,480.45				
OFFT \ 045	Bi - weekly	1,297.83	1,362.72	1,430.85	1,502.40	1,577.52	1,656.39	1,739.21	1,826.17				
	Hourly	16.222822	17.033961	17.885662	18.779944	19.718941	20.704888	21.740132	22.827140				

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Job Code \ Description Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
016208 \ Senior Landfill Engn Tech	Yearly	55,329.87	58,096.37	61,001.18	64,051.24	67,253.81	70,616.50	74,147.32	77,854.69				
OFFT \ 076	Bi - weekly	2,128.07	2,234.48	2,346.20	2,463.51	2,586.68	2,716.02	2,851.82	2,994.41				
	Hourly	26.600899	27.930945	29.327492	30.793867	32.333560	33.950238	35.647750	37.430138				
001819 \ Senior Landscape Architect	Yearly	86,138.70	88,292.17	90,499.48	92,761.96	95,081.01	97,458.04	99,894.49	102,391.85	104,951.65	107,575.44	110,264.83	113,021.45
MGTE \ 101	Bi - weekly	3,313.03	3,395.85	3,480.75	3,567.77	3,656.96	3,748.39	3,842.10	3,938.15	4,036.60	4,137.52	4,240.95	4,346.98
	Hourly	41.412838	42.448160	43.509365	44.597098	45.712025	46.854826	48.026196	49.226851	50.457523	51.718961	53.011936	54.337234
010811 \ Senior Legal Staff Asst (Ex)	Yearly	46,261.58	47,418.12	48,603.57	49,818.66	51,064.13	52,340.73	53,649.24	54,990.48	56,365.24	57,774.37	59,218.73	60,699.20
CONF \ 032	Bi - weekly	1,779.29	1,823.77	1,869.37	1,916.10	1,964.00	2,013.10	2,063.43	2,115.02	2,167.89	2,222.09	2,277.64	2,334.58
	Hourly	22.241142	22.797171	23.367100	23.951278	24.550060	25.163811	25.792906	26.437729	27.098673	27.776139	28.470543	29.182306
003652 \ Senior Maintenance Worker	Yearly	37,364.13	39,232.33	41,193.95	43,253.65	45,416.33	47,687.15	50,071.51	52,575.09				
OPMT \ 034	Bi - weekly	1,437.08	1,508.94	1,584.38	1,663.60	1,746.78	1,834.12	1,925.83	2,022.12				
	Hourly	17.963525	18.861699	19.804785	20.795025	21.834776	22.926514	24.072840	25.276483				
001820 \ Senior Management Analyst	Yearly	82,032.67	84,083.48	86,185.57	88,340.21	90,548.72	92,812.44	95,132.75	97,511.07	99,948.84	102,447.56	105,008.75	107,633.97
MGTE \ 102	Bi - weekly	3,155.10	3,233.98	3,314.83	3,397.70	3,482.64	3,569.71	3,658.95	3,750.43	3,844.19	3,940.29	4,038.80	4,139.77
	Hourly	39.438783	40.424752	41.435372	42.471256	43.533038	44.621364	45.736897	46.880320	48.052329	49.253636	50.484977	51.747101
006051 \ Senior Painter	Yearly	49,115.77	52,799.45	56,759.41	61,016.36	65,592.59	70,512.03	75,800.44	81,485.47				
BLDG \ 013	Bi - weekly	1,889.07	2,030.75	2,183.05	2,346.78	2,522.79	2,712.00	2,915.40	3,134.06				
	Hourly	23.613349	25.384350	27.288176	29.334790	31.534899	33.900016	36.442518	39.175707				
003668 \ Senior Parking Lot Attendant	Yearly	34,857.82	36,600.71	38,430.75	40,352.29	42,369.90	44,488.40	46,712.82	49,048.46				
OPMT \ 047	Bi - weekly	1,340.69	1,407.72	1,478.11	1,552.01	1,629.61	1,711.09	1,796.65	1,886.48				
	Hourly	16.758569	17.596497	18.476322	19.400137	20.370145	21.388652	22.458084	23.580989				
015067 \ Senior Parking Lot Supervisor	Yearly	47,994.97	50,394.72	52,914.46	55,560.18	58,338.19	61,255.10	64,317.85	67,533.75				
SUPV \ 035	Bi - weekly	1,845.96	1,938.26	2,035.17	2,136.93	2,243.78	2,355.97	2,473.76	2,597.45				
	Hourly	23.074506	24.228230	25.439643	26.711625	28.047206	29.449566	30.922045	32.468147				
001821 \ Senior Personnel Analyst	Yearly	74,007.96	75,858.16	77,754.61	79,698.48	81,690.94	83,733.21	85,826.55	87,972.21	90,171.51	92,425.80	94,736.45	97,104.86
MGTE \ 103	Bi - weekly	2,846.46	2,917.62	2,990.56	3,065.33	3,141.96	3,220.51	3,301.02	3,383.55	3,468.14	3,554.84	3,643.71	3,734.80
	Hourly	35.580750	36.470268	37.382025	38.316575	39.274490	40.256352	41.262762	42.294330	43.351688	44.435481	45.546368	46.685027
016131 \ Senior Personnel Trans Coord	Yearly	38,551.30	40,478.87	42,502.81	44,627.95	46,859.35	49,202.32	51,662.43	54,245.55				
OFFT \ 070	Bi - weekly	1,482.74	1,556.88	1,634.72	1,716.46	1,802.28	1,892.40	1,987.02	2,086.37				
	Hourly	18.534281	19.460993	20.434043	21.455746	22.528533	23.654959	24.837708	26.079593				

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001822 \ Senior Planner	Yearly	83,986.01	86,085.66	88,237.80	90,443.75	92,704.84	95,022.46	97,398.02	99,832.97	102,328.80	104,887.02	107,509.19	110,196.92
MGTE \ 104	Bi - weekly	3,230.23	3,310.99	3,393.76	3,478.61	3,565.57	3,654.71	3,746.08	3,839.73	3,935.72	4,034.12	4,134.97	4,238.34
	Hourly	40.377888	41.387336	42.422020	43.482570	44.569634	45.683875	46.825972	47.996621	49.196537	50.426450	51.687111	52.979290
004003 \ Senior Plant Operator	Yearly	63,292.44	66,457.07	69,779.92	73,268.91	76,932.36	80,778.98	84,817.93	89,058.83				
PLNT \ 003	Bi - weekly	2,434.32	2,556.04	2,683.84	2,818.04	2,958.94	3,106.88	3,262.23	3,425.34				
	Hourly	30.429058	31.950512	33.548038	35.225439	36.986712	38.836048	40.777850	42.816743				
006258 \ Senior Plumber	Yearly	54,661.10	58,760.69	63,167.74	67,905.32	72,998.22	78,473.08	84,358.56	90,685.46				
BLDG \ 018	Bi - weekly	2,102.35	2,260.03	2,429.53	2,611.74	2,807.62	3,018.20	3,244.56	3,487.90				
	Hourly	26.279377	28.250330	30.369105	32.646787	35.095297	37.727444	40.557002	43.598777				
015082 \ Senior Police Records Supv	Yearly	54,103.33	56,808.49	59,648.92	62,631.36	65,762.93	69,051.08	72,503.63	76,128.81				
SUPV \ 042	Bi - weekly	2,080.90	2,184.94	2,294.19	2,408.90	2,529.34	2,655.81	2,788.60	2,928.03				
	Hourly	26.011214	27.311775	28.677363	30.111232	31.616793	33.197632	34.857514	36.600389				
016072 \ Senior Property Assistant	Yearly	43,995.06	46,194.81	48,504.55	50,929.78	53,476.27	56,150.08	58,957.58	61,905.46				
OFFT \ 042	Bi - weekly	1,692.12	1,776.72	1,865.56	1,958.84	2,056.78	2,159.62	2,267.60	2,380.98				
	Hourly	21.151470	22.209042	23.319494	24.485470	25.709744	26.995229	28.344990	29.762240				
016954 \ Senior Revenue Services Rep	Yearly	39,708.16	41,693.57	43,778.25	45,967.16	48,265.52	50,678.79	53,212.73	55,873.37				
OFFT \ 126	Bi - weekly	1,527.24	1,603.60	1,683.78	1,767.97	1,856.37	1,949.18	2,046.64	2,148.98				
	Hourly	19.090462	20.044985	21.047235	22.099596	23.204576	24.364805	25.583045	26.862198				
016951 \ Senior School Crossing Guard	Yearly	33,756.32	35,444.14	37,216.34	39,077.16	41,031.02	43,082.57	45,236.70	47,498.53				
OFFT \ 123	Bi - weekly	1,298.32	1,363.24	1,431.40	1,502.97	1,578.12	1,657.02	1,739.87	1,826.87				
	Hourly	16.228999	17.040450	17.892473	18.787096	19.726450	20.712773	21.748411	22.835833				
006260 \ Senior Sheet Metal Worker	Yearly	48,310.00	51,933.26	55,828.25	60,015.37	64,516.52	69,355.26	74,556.90	80,148.67				
BLDG \ 019	Bi - weekly	1,858.08	1,997.43	2,147.24	2,308.28	2,481.40	2,667.51	2,867.57	3,082.64				
	Hourly	23.225963	24.967911	26.840503	28.853541	31.017557	33.343874	35.844664	38.533014				
010712 \ Senior Staff Assistant	Yearly	45,361.04	46,495.06	47,657.44	48,848.88	50,070.10	51,321.85	52,604.90	53,920.02	55,268.02	56,649.72	58,065.96	59,517.61
CONF \ 012	Bi - weekly	1,744.66	1,788.27	1,832.98	1,878.80	1,925.77	1,973.92	2,023.27	2,073.85	2,125.69	2,178.84	2,233.31	2,289.14
	Hourly	21.808192	22.353396	22.912230	23.485037	24.072162	24.673967	25.290815	25.923086	26.571163	27.235442	27.916328	28.614236
004004 \ Senior Stationary Engineer	Yearly	61,093.41	64,148.08	67,355.48	70,723.25	74,259.42	77,972.39	81,871.01	85,964.56				
PLNT \ 004	Bi - weekly	2,349.75	2,467.23	2,590.60	2,720.13	2,856.13	2,998.94	3,148.89	3,306.33				
	Hourly	29.371830	30.840422	32.382443	34.001564	35.701643	37.486725	39.361063	41.329114				

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015105 \ Senior Store Keeper	Yearly	39,638.15	41,620.05	43,701.04	45,886.09	48,180.41	50,589.43	53,118.91	55,774.86				
SUPV \ 061	Bi - weekly	1,524.54	1,600.77	1,680.81	1,764.85	1,853.09	1,945.75	2,043.03	2,145.19				
	Hourly	19.056801	20.009637	21.010117	22.060622	23.163659	24.321842	25.537935	26.814835				
001823 \ Senior Systems Engineer	Yearly	80,327.96	82,336.16	84,394.56	86,504.43	88,667.04	90,883.71	93,155.81	95,484.70	97,871.82	100,318.61	102,826.58	105,397.24
MGTE \ 105	Bi - weekly	3,089.54	3,166.78	3,245.94	3,327.09	3,410.27	3,495.53	3,582.92	3,672.49	3,764.30	3,858.41	3,954.87	4,053.74
	Hourly	38.619211	39.584690	40.574309	41.588666	42.628383	43.694093	44.786445	45.906106	47.053758	48.230102	49.435854	50.671752
003923 \ Senior Telecommunications Tec	Yearly	59,428.30	62,399.72	65,519.70	68,795.69	72,235.47	75,847.25	79,639.61	83,621.59				
OPMT \ 068	Bi - weekly	2,285.70	2,399.99	2,519.99	2,645.99	2,778.29	2,917.20	3,063.06	3,216.21				
	Hourly	28.571299	29.999864	31.499857	33.074850	34.728592	36.465022	38.288272	40.202686				
015079 \ Senior Traffic Ctrl&Light Supv	Yearly	63,169.89	66,328.38	69,644.80	73,127.04	76,783.39	80,622.56	84,653.69	88,886.38				
SUPV \ 041	Bi - weekly	2,429.61	2,551.09	2,678.65	2,812.58	2,953.21	3,100.87	3,255.91	3,418.71				
	Hourly	30.370138	31.888646	33.483077	35.157230	36.915092	38.760848	40.698891	42.733835				
003661 \ Senior Tree Maintenance Worke	Yearly	42,573.78	44,702.47	46,937.60	49,284.48	51,748.70	54,336.14	57,052.94	59,905.59				
OPMT \ 042	Bi - weekly	1,637.45	1,719.33	1,805.29	1,895.56	1,990.33	2,089.85	2,194.34	2,304.06				
	Hourly	20.468165	21.491574	22.566153	23.694459	24.879182	26.123142	27.429299	28.800764				
003680 \ Senior Tree Pruner	Yearly	44,942.86	47,190.00	49,549.50	52,026.97	54,628.32	57,359.74	60,227.73	63,239.11				
OPMT \ 051	Bi - weekly	1,728.57	1,815.00	1,905.75	2,001.04	2,101.09	2,206.14	2,316.45	2,432.27				
	Hourly	21.607142	22.687499	23.821874	25.012968	26.263617	27.576798	28.955637	30.403419				
016228 \ Senior Utility Cust Svc Tech	Yearly	40,799.95	42,839.94	44,981.94	47,231.04	49,592.59	52,072.22	54,675.83	57,409.62				
OFFT \ 094	Bi - weekly	1,569.23	1,647.69	1,730.07	1,816.58	1,907.41	2,002.78	2,102.92	2,208.06				
	Hourly	19.615358	20.596126	21.625932	22.707229	23.842590	25.034720	26.286456	27.600778				
016902 \ Service Contract Inspector	Yearly	39,960.55	41,958.58	44,056.51	46,259.34	48,572.30	51,000.92	53,550.96	56,228.51				
OFFT \ 102	Bi - weekly	1,536.94	1,613.79	1,694.48	1,779.21	1,868.17	1,961.57	2,059.65	2,162.64				
	Hourly	19.211805	20.172395	21.181015	22.240066	23.352069	24.519672	25.745656	27.032939				
006052 \ Sheet Metal Worker	Yearly	46,011.95	49,462.85	53,172.56	57,160.51	61,447.54	66,056.11	71,010.32	76,336.09				
BLDG \ 014	Bi - weekly	1,769.69	1,902.42	2,045.10	2,198.48	2,363.37	2,540.62	2,731.17	2,936.00				
	Hourly	22.121131	23.780216	25.563732	27.481012	29.542088	31.757745	34.139576	36.700043				
015075 \ Solid Waste Maint Supervisor	Yearly	48,489.71	50,914.19	53,459.90	56,132.90	58,939.55	61,886.53	64,980.85	68,229.89				
SUPV \ 038	Bi - weekly	1,864.99	1,958.24	2,056.15	2,158.96	2,266.91	2,380.25	2,499.26	2,624.23				
	Hourly	23.312360	24.477978	25.701877	26.986972	28.336321	29.753137	31.240794	32.802832				

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015032 \ Solid Waste Supervisor	Yearly	58,838.27	61,780.19	64,869.20	68,112.66	71,518.29	75,094.21	78,848.92	82,791.36				
SUPV \ 014	Bi - weekly	2,263.01	2,376.16	2,494.97	2,619.72	2,750.70	2,888.24	3,032.65	3,184.28				
	Hourly	28.287631	29.702013	31.187114	32.746469	34.383793	36.102983	37.908132	39.803539				
001852 \ Special Assistant to City Atty	Yearly	56,741.63	58,160.17	59,614.17	61,104.52	62,632.14	64,197.94	65,802.89	67,447.96	69,134.16	70,862.51	72,634.08	74,449.93
MGTE \ 125	Bi - weekly	2,182.37	2,236.93	2,292.85	2,350.17	2,408.93	2,469.15	2,530.88	2,594.15	2,659.01	2,725.48	2,793.62	2,863.46
	Hourly	27.279628	27.961618	28.660658	29.377174	30.111604	30.864394	31.636005	32.426905	33.237577	34.068516	34.920229	35.793235
001915 \ Special Districts Manager	Yearly	90,235.94	92,491.83	94,804.13	97,174.24	99,603.59	102,093.68	104,646.02	107,262.17	109,943.73	112,692.32	115,509.63	118,397.37
MGTE \ 083	Bi - weekly	3,470.61	3,557.38	3,646.31	3,737.47	3,830.91	3,926.68	4,024.85	4,125.47	4,228.60	4,334.32	4,442.68	4,553.74
	Hourly	43.382662	44.467228	45.578909	46.718382	47.886342	49.083500	50.310587	51.568352	52.857561	54.178999	55.533476	56.921812
001885 \ Special Projects Engineer	Yearly	97,371.00	99,805.27	102,300.41	104,857.92	107,479.37	110,166.35	112,920.51	115,743.52	118,637.11	121,603.03	124,643.11	127,759.19
MGTE \ 148	Bi - weekly	3,745.04	3,838.66	3,934.63	4,033.00	4,133.82	4,237.17	4,343.10	4,451.67	4,562.97	4,677.04	4,793.97	4,913.81
	Hourly	46.812981	47.983305	49.182887	50.412460	51.672772	52.964590	54.288705	55.645924	57.037071	58.462997	59.924573	61.422687
001855 \ Special Projects Manager	Yearly	91,876.59	94,173.50	96,527.84	98,941.04	101,414.57	103,949.93	106,548.68	109,212.39	111,942.70	114,741.27	117,609.80	120,550.05
MGTE \ 127	Bi - weekly	3,533.71	3,622.06	3,712.61	3,805.42	3,900.56	3,998.07	4,098.03	4,200.48	4,305.49	4,413.13	4,523.45	4,636.54
	Hourly	44.171437	45.275723	46.407616	47.567807	48.757003	49.975927	51.225325	52.505958	53.818607	55.164072	56.543175	57.956754
010721 \ Staff Aide	Yearly	40,812.85	41,833.17	42,879.00	43,950.98	45,049.75	46,176.00	47,330.40	48,513.66	49,726.50	50,969.66	52,243.90	53,550.00
CONF \ 016	Bi - weekly	1,569.73	1,608.97	1,649.19	1,690.42	1,732.68	1,776.00	1,820.40	1,865.91	1,912.56	1,960.37	2,009.38	2,059.62
	Hourly	19.621564	20.112103	20.614906	21.130278	21.658535	22.199999	22.754999	23.323874	23.906971	24.504645	25.117261	25.745193
001856 \ Staff Aide (Management)	Yearly	84,875.18	86,997.07	89,171.99	91,401.29	93,686.32	96,028.48	98,429.19	100,889.92	103,412.17	105,997.48	108,647.42	111,363.60
MGTE \ 128	Bi - weekly	3,264.43	3,346.04	3,429.69	3,515.43	3,603.32	3,693.40	3,785.74	3,880.38	3,977.39	4,076.83	4,178.75	4,283.22
	Hourly	40.805377	41.825512	42.871150	43.942929	45.041502	46.167540	47.321728	48.504771	49.717391	50.960326	52.234334	53.540192
015005 \ Staff Aide (Supervisory)	Yearly	50,300.78	52,815.82	55,456.62	58,229.44	61,140.92	64,197.96	67,407.86	70,778.25				
SUPV \ 062	Bi - weekly	1,934.65	2,031.38	2,132.95	2,239.59	2,351.57	2,469.15	2,592.61	2,722.24				
	Hourly	24.183068	25.392221	26.661834	27.994924	29.394671	30.864404	32.407624	34.028006				
010713 \ Staff Assistant	Yearly	40,227.46	41,233.15	42,263.97	43,320.57	44,403.59	45,513.68	46,651.52	47,817.81	49,013.25	50,238.58	51,494.55	52,781.91
CONF \ 013	Bi - weekly	1,547.21	1,585.89	1,625.54	1,666.18	1,707.83	1,750.53	1,794.29	1,839.15	1,885.12	1,932.25	1,980.56	2,030.07
	Hourly	19.340123	19.823628	20.319218	20.827198	21.347878	21.881576	22.428615	22.989330	23.564062	24.153164	24.756994	25.375918
010806 \ Staff Assistant (Ex)	Yearly	40,227.46	41,233.15	42,263.97	43,320.57	44,403.59	45,513.68	46,651.52	47,817.81	49,013.25	50,238.58	51,494.55	52,781.91
CONF \ 023	Bi - weekly	1,547.21	1,585.89	1,625.54	1,666.18	1,707.83	1,750.53	1,794.29	1,839.15	1,885.12	1,932.25	1,980.56	2,030.07
	Hourly	19.340123	19.823628	20.319218	20.827198	21.347878	21.881576	22.428615	22.989330	23.564062	24.153164	24.756994	25.375918

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006016 \ Stagehand I	Yearly	43,501.97	45,677.07	47,960.93	50,358.97	52,876.92	55,520.77	58,296.80	61,211.64				
BLDG \ 011	Bi - weekly	1,673.15	1,756.81	1,844.65	1,936.88	2,033.73	2,135.41	2,242.18	2,354.29				
	Hourly	20.914410	21.960130	23.058137	24.211044	25.421596	26.692676	28.027309	29.428675				
006017 \ Stagehand II	Yearly	47,861.08	50,254.14	52,766.84	55,405.19	58,175.45	61,084.22	64,138.43	67,345.35				
BLDG \ 012	Bi - weekly	1,840.81	1,932.85	2,029.49	2,130.97	2,237.52	2,349.39	2,466.86	2,590.21				
	Hourly	23.010136	24.160643	25.368674	26.637108	27.968964	29.367413	30.835783	32.377572				
004005 \ Stationary Engineer	Yearly	55,533.34	58,310.00	61,225.50	64,286.78	67,501.12	70,876.17	74,419.98	78,140.98				
PLNT \ 005	Bi - weekly	2,135.90	2,242.69	2,354.83	2,472.57	2,596.20	2,726.01	2,862.31	3,005.42				
	Hourly	26.698719	28.033655	29.435338	30.907105	32.452459	34.075083	35.778836	37.567778				
016084 \ Stenographer Clerk I	Yearly	30,380.80	31,899.84	33,494.83	35,169.58	36,928.06	38,774.46	40,713.18	42,748.84				
OFFT \ 046	Bi - weekly	1,168.49	1,226.92	1,288.26	1,352.68	1,420.31	1,491.33	1,565.89	1,644.19				
	Hourly	14.606156	15.336463	16.103285	16.908450	17.753873	18.641566	19.573644	20.552327				
016085 \ Stenographer Clerk II	Yearly	31,604.71	33,184.95	34,844.20	36,586.41	38,415.73	40,336.51	42,353.34	44,471.01				
OFFT \ 047	Bi - weekly	1,215.57	1,276.34	1,340.16	1,407.17	1,477.53	1,551.40	1,628.97	1,710.42				
	Hourly	15.194573	15.954302	16.752017	17.589619	18.469099	19.392555	20.362182	21.380292				
016086 \ Stenographer Clerk III	Yearly	35,418.63	37,189.55	39,049.03	41,001.48	43,051.56	45,204.14	47,464.34	49,837.56				
OFFT \ 048	Bi - weekly	1,362.25	1,430.37	1,501.89	1,576.98	1,655.83	1,738.62	1,825.55	1,916.83				
	Hourly	17.028185	17.879593	18.773574	19.712252	20.697865	21.732758	22.819396	23.960366				
016087 \ Storekeeper	Yearly	36,857.20	38,700.06	40,635.07	42,666.82	44,800.16	47,040.17	49,392.18	51,861.78				
OFFT \ 049	Bi - weekly	1,417.58	1,488.46	1,562.89	1,641.03	1,723.08	1,809.24	1,899.70	1,994.68				
	Hourly	17.719807	18.605799	19.536089	20.512893	21.538537	22.615465	23.746238	24.933550				
014006 \ Stores Administrator	Yearly	68,399.63	70,109.62	71,862.37	73,658.92	75,500.40	77,387.91	79,322.60	81,305.67	83,338.31	85,421.77	87,557.31	89,746.25
MSUP \ 007	Bi - weekly	2,630.76	2,696.52	2,763.94	2,833.04	2,903.86	2,976.46	3,050.87	3,127.14	3,205.32	3,285.45	3,367.59	3,451.78
	Hourly	32.884439	33.706550	34.549214	35.412944	36.298268	37.205724	38.135867	39.089263	40.066496	41.068158	42.094861	43.147233
016088 \ Stores Clerk I	Yearly	30,380.80	31,899.84	33,494.83	35,169.58	36,928.06	38,774.46	40,713.18	42,748.84				
OFFT \ 050	Bi - weekly	1,168.49	1,226.92	1,288.26	1,352.68	1,420.31	1,491.33	1,565.89	1,644.19				
	Hourly	14.606156	15.336463	16.103285	16.908450	17.753873	18.641566	19.573644	20.552327				
016089 \ Stores Clerk II	Yearly	33,743.47	35,430.64	37,202.18	39,062.28	41,015.40	43,066.17	45,219.48	47,480.45				
OFFT \ 051	Bi - weekly	1,297.83	1,362.72	1,430.85	1,502.40	1,577.52	1,656.39	1,739.21	1,826.17				
	Hourly	16.222822	17.033961	17.885662	18.779944	19.718941	20.704888	21.740132	22.827140				

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003687 \ Street Construction Equip Optr	Yearly	55,524.61	58,300.83	61,215.88	64,276.67	67,490.51	70,865.03	74,408.28	78,128.69				
OPMT \ 056	Bi - weekly	2,135.56	2,242.34	2,354.46	2,472.18	2,595.79	2,725.58	2,861.86	3,004.95				
	Hourly	26.694522	28.029247	29.430709	30.902244	32.447358	34.069724	35.773210	37.561871				
003688 \ Street Construction Laborer	Yearly	50,368.66	52,887.09	55,531.45	58,308.02	61,223.42	64,284.59	67,498.82	70,873.76				
OPMT \ 057	Bi - weekly	1,937.26	2,034.12	2,135.82	2,242.62	2,354.75	2,472.48	2,596.11	2,725.91				
	Hourly	24.215701	25.426485	26.697810	28.032700	29.434337	30.906053	32.451357	34.073923				
003690 \ Street Construction Lbr Trnee	Yearly	38,843.43											
OPMT \ 058	Bi - weekly	1,493.98											
	Hourly	18.674724											
015099 \ Street Maintenance Supv	Yearly	58,309.01	61,224.46	64,285.68	67,499.96	70,874.96	74,418.71	78,139.65	82,046.63				
SUPV \ 056	Bi - weekly	2,242.65	2,354.79	2,472.53	2,596.15	2,725.96	2,862.26	3,005.37	3,155.64				
	Hourly	28.033176	29.434834	30.906576	32.451905	34.074499	35.778226	37.567138	39.445493				
001883 \ Streets Manager	Yearly	93,710.21	96,052.97	98,454.29	100,915.65	103,438.54	106,024.51	108,675.12	111,391.99	114,176.80	117,031.22	119,957.00	122,955.92
MGTE \ 146	Bi - weekly	3,604.24	3,694.34	3,786.70	3,881.37	3,978.41	4,077.87	4,179.81	4,284.31	4,391.42	4,501.20	4,613.73	4,729.07
	Hourly	45.052987	46.179312	47.333795	48.517139	49.730068	50.973320	52.247653	53.553843	54.892690	56.265007	57.671632	59.113423
006053 \ Structural Maintenance Supv	Yearly	57,349.64	61,650.87	66,274.68	71,245.28	76,588.68	82,332.83	88,507.79	95,145.88				
BLDG \ 015	Bi - weekly	2,205.76	2,371.19	2,549.03	2,740.20	2,945.72	3,166.65	3,404.15	3,659.46				
	Hourly	27.571944	29.639840	31.862828	34.252540	36.821480	39.583092	42.551824	45.743211				
001829 \ Supervising Architect	Yearly	106,921.92	109,594.97	112,334.84	115,143.21	118,021.79	120,972.33	123,996.64	127,096.56	130,273.97	133,530.82	136,869.09	140,290.82
MGTE \ 110	Bi - weekly	4,112.38	4,215.19	4,320.57	4,428.58	4,539.30	4,652.78	4,769.10	4,888.33	5,010.54	5,135.80	5,264.20	5,395.80
	Hourly	51.404768	52.689887	54.007134	55.357311	56.741245	58.159776	59.613770	61.104115	62.631718	64.197511	65.802448	67.447509
015096 \ Supervising Building Inspector	Yearly	68,080.03	71,484.03	75,058.23	78,811.15	82,751.70	86,889.29	91,233.75	95,795.44				
SUPV \ 053	Bi - weekly	2,618.46	2,749.39	2,886.86	3,031.20	3,182.76	3,341.90	3,508.99	3,684.44				
	Hourly	32.730784	34.367322	36.085689	37.889974	39.784472	41.773696	43.862380	46.055499				
015038 \ Supervising Cashier	Yearly	40,799.95	42,839.94	44,981.94	47,231.04	49,592.59	52,072.22	54,675.83	57,409.62				
SUPV \ 017	Bi - weekly	1,569.23	1,647.69	1,730.07	1,816.58	1,907.41	2,002.78	2,102.92	2,208.06				
	Hourly	19.615358	20.596126	21.625932	22.707229	23.842590	25.034720	26.286456	27.600778				
015058 \ Supervising Community Ctr Attd	Yearly	43,297.02	45,461.88	47,734.97	50,121.72	52,627.81	55,259.20	58,022.16	60,923.26				
SUPV \ 029	Bi - weekly	1,665.27	1,748.53	1,835.96	1,927.76	2,024.15	2,125.35	2,231.62	2,343.20				
	Hourly	20.815877	21.856672	22.949505	24.096980	25.301830	26.566921	27.895267	29.290031				

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015071 \ Supervising Community Svc Rep	Yearly	44,649.11	46,881.57	49,225.64	51,686.93	54,271.27	56,984.84	59,834.08	62,825.78				
SUPV \ 036	Bi - weekly	1,717.27	1,803.14	1,893.29	1,987.96	2,087.36	2,191.72	2,301.31	2,416.38				
	Hourly	21.465918	22.539215	23.666175	24.849484	26.091958	27.396557	28.766383	30.204703				
015074 \ Supervising Construction Insp	Yearly	64,299.07	67,514.02	70,889.72	74,434.21	78,155.92	82,063.72	86,166.90	90,475.25				
SUPV \ 037	Bi - weekly	2,473.04	2,596.69	2,726.53	2,862.85	3,006.00	3,156.30	3,314.11	3,479.82				
	Hourly	30.913013	32.458665	34.081597	35.785677	37.574963	39.453710	41.426395	43.497715				
015039 \ Supervising Dispatcher	Yearly	71,733.47	75,320.15	79,086.16	83,040.46	87,192.49	91,552.11	96,129.72	100,936.20				
SUPV \ 018	Bi - weekly	2,758.98	2,896.93	3,041.78	3,193.86	3,353.56	3,521.24	3,697.30	3,882.16				
	Hourly	34.487246	36.211610	38.022191	39.923300	41.919465	44.015438	46.216210	48.527021				
001831 \ Supervising Engineer	Yearly	108,190.00	110,894.75	113,667.12	116,508.80	119,421.52	122,407.05	125,467.23	128,603.91	131,819.01	135,114.48	138,492.35	141,954.65
MGTE \ 112	Bi - weekly	4,161.15	4,265.18	4,371.81	4,481.11	4,593.14	4,707.96	4,825.66	4,946.30	5,069.96	5,196.71	5,326.63	5,459.79
	Hourly	52.014423	53.314784	54.647653	56.013845	57.414190	58.849545	60.320783	61.828802	63.374524	64.958886	66.582858	68.247430
001832 \ Supervising Financial Analyst	Yearly	90,235.94	92,491.83	94,804.13	97,174.24	99,603.59	102,093.68	104,646.02	107,262.17	109,943.73	112,692.32	115,509.63	118,397.37
MGTE \ 113	Bi - weekly	3,470.61	3,557.38	3,646.31	3,737.47	3,830.91	3,926.68	4,024.85	4,125.47	4,228.60	4,334.32	4,442.68	4,553.74
	Hourly	43.382662	44.467228	45.578909	46.718382	47.886342	49.083500	50.310587	51.568352	52.857561	54.178999	55.533476	56.921812
012059 \ Supervising Fire Svc Worker	Yearly	46,332.77	48,649.41	51,081.88	53,635.98	56,317.77	59,133.66	62,090.35	65,194.87				
IAMA \ 012	Bi - weekly	1,782.03	1,871.13	1,964.69	2,062.92	2,166.07	2,274.37	2,388.09	2,507.49				
	Hourly	22.275371	23.389140	24.558597	25.786527	27.075853	28.429646	29.851128	31.343685				
015060 \ Supervising Forensic Invstg	Yearly	64,408.95	67,629.41	71,010.87	74,561.42	78,289.49	82,203.96	86,314.16	90,629.87				
SUPV \ 030	Bi - weekly	2,477.27	2,601.13	2,731.19	2,867.75	3,011.13	3,161.69	3,319.78	3,485.76				
	Hourly	30.965843	32.514137	34.139843	35.846834	37.639177	39.521136	41.497193	43.572052				
006063 \ Supervising Generator Tech	Yearly	66,171.59	69,480.16	72,954.17	76,601.88	80,431.98	84,453.57	88,676.25	93,110.06				
BLDG \ 025	Bi - weekly	2,545.06	2,672.31	2,805.93	2,946.23	3,093.54	3,248.21	3,410.63	3,581.16				
	Hourly	31.813262	33.403925	35.074121	36.827827	38.669219	40.602679	42.632813	44.764454				
015084 \ Supervising Graphic Designer	Yearly	53,754.06	56,441.76	59,263.85	62,227.04	65,338.40	68,605.31	72,035.58	75,637.36				
SUPV \ 043	Bi - weekly	2,067.46	2,170.84	2,279.38	2,393.35	2,513.02	2,638.67	2,770.60	2,909.13				
	Hourly	25.843298	27.135463	28.492236	29.916847	31.412690	32.983324	34.632491	36.364115				
001898 \ Supervising Landscape Architct	Yearly	94,752.74	97,121.55	99,549.60	102,038.34	104,589.29	107,204.03	109,884.12	112,631.23	115,447.01	118,333.19	121,291.52	124,323.80
MGTE \ 160	Bi - weekly	3,644.34	3,735.44	3,828.83	3,924.55	4,022.67	4,123.23	4,226.31	4,331.97	4,440.27	4,551.28	4,665.06	4,781.68
	Hourly	45.554201	46.693055	47.860383	49.056892	50.283314	51.540397	52.828906	54.149629	55.503370	56.890955	58.313229	59.771059

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010816 \ Supervising Legal Secretary	Yearly	60,472.65	61,984.47	63,534.07	65,122.43	66,750.49	68,419.25	70,129.73	71,882.97	73,680.05	75,522.05	77,410.10	79,345.36
CONF \ 028	Bi - weekly	2,325.87	2,384.02	2,443.62	2,504.71	2,567.33	2,631.51	2,697.30	2,764.73	2,833.85	2,904.69	2,977.31	3,051.74
	Hourly	29.073388	29.800224	30.545228	31.308860	32.091581	32.893871	33.716217	34.559122	35.423102	36.308678	37.216395	38.146806
015040 \ Supervising Plant Operator	Yearly	82,419.57	86,540.55	90,867.57	95,410.95	100,181.50	105,190.58	110,450.11	115,972.61				
SUPV \ 019	Bi - weekly	3,169.98	3,328.48	3,494.91	3,669.65	3,853.13	4,045.79	4,248.08	4,460.48				
	Hourly	39.624792	41.606033	43.686333	45.870650	48.164182	50.572392	53.101012	55.756062				
015041 \ Supervising Police Clerk	Yearly	42,024.02	44,125.22	46,331.48	48,648.06	51,080.46	53,634.48	56,316.21	59,132.02				
SUPV \ 020	Bi - weekly	1,616.31	1,697.12	1,781.98	1,871.08	1,964.63	2,062.86	2,166.01	2,274.31				
	Hourly	20.203856	21.214048	22.274751	23.388489	24.557912	25.785809	27.075099	28.428854				
015062 \ Supervising Property Assistant	Yearly	47,702.21	50,087.32	52,591.68	55,221.27	57,982.33	60,881.45	63,925.52	67,121.80				
SUPV \ 031	Bi - weekly	1,834.70	1,926.44	2,022.76	2,123.89	2,230.09	2,341.59	2,458.67	2,581.61				
	Hourly	22.933753	24.080442	25.284463	26.548687	27.876120	29.269926	30.733423	32.270094				
015065 \ Supervising Surveyor	Yearly	70,878.52	74,422.44	78,143.56	82,050.74	86,153.28	90,460.94	94,983.99	99,733.19				
SUPV \ 033	Bi - weekly	2,726.10	2,862.40	3,005.52	3,155.80	3,313.59	3,479.27	3,653.23	3,835.89				
	Hourly	34.076209	35.780018	37.569020	39.447470	41.419845	43.490836	45.665379	47.948647				
015035 \ Supervising Water Quality Chem	Yearly	70,104.45	73,609.67	77,290.15	81,154.67	85,212.40	89,473.02	93,946.67	98,644.00				
SUPV \ 016	Bi - weekly	2,696.32	2,831.14	2,972.70	3,121.33	3,277.40	3,441.27	3,613.33	3,794.00				
	Hourly	33.704062	35.389265	37.158728	39.016666	40.967498	43.015873	45.166667	47.425000				
001834 \ Support Services Manager	Yearly	90,235.94	92,491.83	94,804.13	97,174.24	99,603.59	102,093.68	104,646.02	107,262.17	109,943.73	112,692.32	115,509.63	118,397.37
MGTE \ 115	Bi - weekly	3,470.61	3,557.38	3,646.31	3,737.47	3,830.91	3,926.68	4,024.85	4,125.47	4,228.60	4,334.32	4,442.68	4,553.74
	Hourly	43.382662	44.467228	45.578909	46.718382	47.886342	49.083500	50.310587	51.568352	52.857561	54.178999	55.533476	56.921812
016113 \ Surveillance Equipment Tech	Yearly	39,960.55	41,958.58	44,056.51	46,259.34	48,572.30	51,000.92	53,550.96	56,228.51				
OFFT \ 064	Bi - weekly	1,536.94	1,613.79	1,694.48	1,779.21	1,868.17	1,961.57	2,059.65	2,162.64				
	Hourly	19.211805	20.172395	21.181015	22.240066	23.352069	24.519672	25.745656	27.032939				
015102 \ Survey Party Chief	Yearly	58,239.15	61,151.11	64,208.66	67,419.10	70,790.06	74,329.56	78,046.04	81,948.34				
SUPV \ 058	Bi - weekly	2,239.97	2,351.97	2,469.56	2,593.04	2,722.69	2,858.83	3,001.77	3,151.86				
	Hourly	27.999592	29.399572	30.869550	32.413029	34.033681	35.735363	37.522133	39.398238				
003924 \ Survey Technician I	Yearly	38,122.47	40,028.59	42,030.02	44,131.52	46,338.09	48,655.00	51,087.75	53,642.14				
OPMT \ 069	Bi - weekly	1,466.25	1,539.56	1,616.54	1,697.37	1,782.23	1,871.35	1,964.91	2,063.16				
	Hourly	18.328108	19.244513	20.206739	21.217076	22.277929	23.391825	24.561417	25.789488				

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003925 \ Survey Technician II	Yearly	43,113.17	45,268.83	47,532.27	49,908.88	52,404.33	55,024.54	57,775.77	60,664.55				
OPMT \ 070	Bi - weekly	1,658.20	1,741.11	1,828.16	1,919.57	2,015.55	2,116.33	2,222.14	2,333.25				
	Hourly	20.727484	21.763858	22.852051	23.994653	25.194387	26.454106	27.776811	29.165651				
010714 \ Systems Engineer	Yearly	73,114.59	74,942.46	76,816.02	78,736.42	80,704.83	82,722.45	84,790.51	86,910.28	89,083.03	91,310.11	93,592.86	95,932.68
CONF \ 014	Bi - weekly	2,812.10	2,882.40	2,954.46	3,028.32	3,104.03	3,181.63	3,261.17	3,342.70	3,426.27	3,511.93	3,599.73	3,689.72
	Hourly	35.151247	36.030028	36.930779	37.854048	38.800399	39.770409	40.764670	41.783786	42.828381	43.899090	44.996568	46.121482
011023 \ Telecommunications Engineer I	Yearly	71,105.57	74,660.85	78,393.89	82,313.59	86,429.26	90,750.73	95,288.26	100,052.68				
WCOE \ 014	Bi - weekly	2,734.83	2,871.57	3,015.15	3,165.91	3,324.20	3,490.41	3,664.93	3,848.18				
	Hourly	34.185370	35.894638	37.689370	39.573839	41.552531	43.630157	45.811665	48.102248				
011025 \ Telecommunications Engn II	Yearly	77,712.33	81,597.95	85,677.84	89,961.74	94,459.82	99,182.82	104,141.96	109,349.06				
WCOE \ 016	Bi - weekly	2,988.94	3,138.38	3,295.30	3,460.07	3,633.07	3,814.72	4,005.46	4,205.73				
	Hourly	37.361697	39.229782	41.191271	43.250835	45.413377	47.684046	50.068248	52.571661				
011026 \ Telecommunications Engn III	Yearly	81,597.77	85,677.65	89,961.54	94,459.61	99,182.59	104,141.72	109,348.81	114,816.25				
WCOE \ 017	Bi - weekly	3,138.38	3,295.29	3,460.06	3,633.06	3,814.72	4,005.45	4,205.72	4,416.01				
	Hourly	39.229695	41.191180	43.250740	45.413275	47.683939	50.068136	52.571544	55.200121				
015077 \ Telecommunications Supv	Yearly	65,088.05	68,342.45	71,759.57	75,347.55	79,114.93	83,070.67	87,224.21	91,585.42				
SUPV \ 040	Bi - weekly	2,503.39	2,628.56	2,759.98	2,897.98	3,042.88	3,195.03	3,354.78	3,522.52				
	Hourly	31.292330	32.856946	34.499793	36.224783	38.036022	39.937823	41.934715	44.031450				
017029 \ Telecommunications SysAnls I	Yearly	58,346.08	61,263.38	64,326.55	67,542.88	70,920.02	74,466.02	78,189.32	82,098.78				
PROF \ 017	Bi - weekly	2,244.08	2,356.28	2,474.10	2,597.80	2,727.69	2,864.08	3,007.28	3,157.65				
	Hourly	28.050998	29.453546	30.926224	32.472536	34.096162	35.800969	37.591018	39.470569				
017030 \ Telecommunications SysAnls II	Yearly	64,183.25	67,392.41	70,762.03	74,300.14	78,015.14	81,915.90	86,011.69	90,312.28				
PROF \ 018	Bi - weekly	2,468.59	2,592.02	2,721.62	2,857.70	3,000.58	3,150.61	3,308.14	3,473.55				
	Hourly	30.857332	32.400199	34.020208	35.721219	37.507280	39.382643	41.351776	43.419365				
017035 \ Telecommunications SysAnls III	Yearly	70,599.35	74,129.32	77,835.79	81,727.58	85,813.95	90,104.65	94,609.88	99,340.38				
PROF \ 022	Bi - weekly	2,715.36	2,851.13	2,993.68	3,143.37	3,300.54	3,465.56	3,638.84	3,820.78				
	Hourly	33.941996	35.639095	37.421051	39.292104	41.256708	43.319544	45.485521	47.759797				
003683 \ Telecommunications Tech I	Yearly	53,902.99	56,598.14	59,428.05	62,399.45	65,519.42	68,795.40	72,235.16	75,846.92				
OPMT \ 054	Bi - weekly	2,073.19	2,176.85	2,285.69	2,399.98	2,519.98	2,645.98	2,778.28	2,917.19				
	Hourly	25.914899	27.210644	28.571177	29.999737	31.499722	33.074709	34.728444	36.464867				

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003684 \ Telecommunications Tech II	Yearly	56,598.27	59,428.18	62,399.59	65,519.57	68,795.54	72,235.32	75,847.09	79,639.44				
OPMT \ 055	Bi - weekly	2,176.86	2,285.70	2,399.98	2,519.98	2,645.98	2,778.28	2,917.20	3,063.06				
	Hourly	27.210705	28.571240	29.999801	31.499791	33.074781	34.728520	36.464946	38.288193				
003682 \ Telecommunications Tech Trnee	Yearly	49,002.74	51,452.87	54,025.51	56,726.79	59,563.13	62,541.29	65,668.35	68,951.77				
OPMT \ 053	Bi - weekly	1,884.72	1,978.96	2,077.90	2,181.80	2,290.89	2,405.43	2,525.71	2,651.99				
	Hourly	23.559007	24.736958	25.973805	27.272495	28.636121	30.067927	31.571322	33.149889				
016091 \ Ticket Seller	Yearly	31,604.71	33,184.95	34,844.20	36,586.41	38,415.73	40,336.51	42,353.34	44,471.01				
OFFT \ 052	Bi - weekly	1,215.57	1,276.34	1,340.16	1,407.17	1,477.53	1,551.40	1,628.97	1,710.42				
	Hourly	15.194573	15.954302	16.752017	17.589619	18.469099	19.392555	20.362182	21.380292				
015045 \ Traffic Ctrl&Light Supv	Yearly	67,075.23	70,429.00	73,950.44	77,647.97	81,530.37	85,606.88	89,887.23	94,381.59				
SUPV \ 022	Bi - weekly	2,579.82	2,708.81	2,844.25	2,986.46	3,135.78	3,292.57	3,457.20	3,630.06				
	Hourly	32.247708	33.860094	35.553098	37.330753	39.197292	41.157155	43.215014	45.375764				
003637 \ Traffic Ctrl&Light Tech I	Yearly	50,220.72	52,731.75	55,368.34	58,136.75	61,043.59	64,095.77	67,300.56	70,665.59				
OPMT \ 021	Bi - weekly	1,931.57	2,028.14	2,129.55	2,236.03	2,347.83	2,465.22	2,588.48	2,717.91				
	Hourly	24.144575	25.351803	26.619392	27.950362	29.347880	30.815275	32.356040	33.973841				
003636 \ Traffic Ctrl&Light Tech II	Yearly	55,249.15	58,011.60	60,912.18	63,957.79	67,155.68	70,513.46	74,039.14	77,741.09				
OPMT \ 020	Bi - weekly	2,124.97	2,231.22	2,342.78	2,459.92	2,582.91	2,712.06	2,847.66	2,990.04				
	Hourly	26.562089	27.890193	29.284703	30.748938	32.286386	33.900704	35.595739	37.375526				
003635 \ Traffic Ctrl&Light Tech Trnee	Yearly	44,613.69	46,844.37	49,186.59	51,645.92	54,228.22	56,939.63	59,786.61	62,775.94				
OPMT \ 019	Bi - weekly	1,715.91	1,801.71	1,891.79	1,986.38	2,085.70	2,189.99	2,299.49	2,414.46				
	Hourly	21.448889	22.521333	23.647400	24.829770	26.071259	27.374823	28.743563	30.180742				
016202 \ Traffic Investigator I	Yearly	40,905.05	42,950.31	45,097.82	47,352.71	49,720.35	52,206.37	54,816.68	57,557.52				
OFFT \ 072	Bi - weekly	1,573.27	1,651.93	1,734.53	1,821.26	1,912.32	2,007.94	2,108.33	2,213.75				
	Hourly	19.665891	20.649186	21.681646	22.765727	23.904014	25.099214	26.354175	27.671883				
016203 \ Traffic Investigator II	Yearly	46,071.54	48,375.12	50,793.88	53,333.57	56,000.25	58,800.26	61,740.27	64,827.29				
OFFT \ 073	Bi - weekly	1,771.98	1,860.58	1,953.61	2,051.29	2,153.86	2,261.55	2,374.63	2,493.36				
	Hourly	22.149781	23.257269	24.420133	25.641139	26.923195	28.269357	29.682823	31.166965				
016204 \ Traffic Investigator III	Yearly	50,761.75	53,299.83	55,964.83	58,763.07	61,701.22	64,786.28	68,025.59	71,426.87				
OFFT \ 074	Bi - weekly	1,952.37	2,049.99	2,152.49	2,260.12	2,373.12	2,491.78	2,616.37	2,747.19				
	Hourly	24.404685	25.624920	26.906167	28.251474	29.664048	31.147250	32.704612	34.339843				

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015109 \ Traffic Supervisor	Yearly	53,994.26	56,693.98	59,528.68	62,505.11	65,630.37	68,911.88	72,357.48	75,975.35				
SUPV \ 069	Bi - weekly	2,076.70	2,180.54	2,289.56	2,404.04	2,524.24	2,650.46	2,782.98	2,922.13				
	Hourly	25.958781	27.256720	28.619557	30.050534	31.553061	33.130713	34.787250	36.526612				
008001 \ Traffic Worker I	Yearly	40,779.00	42,817.94	44,958.85	47,206.79	49,567.13	52,045.47	54,647.76	57,380.13				
TRAF \ 001	Bi - weekly	1,568.42	1,646.84	1,729.19	1,815.65	1,906.43	2,001.75	2,101.84	2,206.93				
	Hourly	19.605290	20.585550	21.614830	22.695570	23.830350	25.021860	26.272960	27.586600				
008002 \ Traffic Worker II	Yearly	44,842.05	47,084.15	49,438.36	51,910.29	54,505.80	57,231.08	60,092.64	63,097.28				
TRAF \ 002	Bi - weekly	1,724.69	1,810.93	1,901.48	1,996.55	2,096.38	2,201.20	2,311.26	2,426.82				
	Hourly	21.558680	22.636610	23.768440	24.956870	26.204710	27.514940	28.890690	30.335230				
008003 \ Traffic Worker III	Yearly	47,651.20	50,033.76	52,535.45	55,162.22	57,920.35	60,816.35	63,857.17	67,050.03				
TRAF \ 003	Bi - weekly	1,832.74	1,924.38	2,020.59	2,121.62	2,227.71	2,339.09	2,456.04	2,578.85				
	Hourly	22.909230	24.054690	25.257430	26.520300	27.846320	29.238630	30.700560	32.235590				
008005 \ Traffic Worker Trainee	Yearly	35,773.11	37,561.76	39,439.86	41,411.84	43,482.44	45,656.56	47,939.38	50,336.35				
TRAF \ 005	Bi - weekly	1,375.89	1,444.68	1,516.92	1,592.76	1,672.40	1,756.02	1,843.82	1,936.01				
	Hourly	17.198610	18.058540	18.961470	19.909540	20.905020	21.950270	23.047780	24.200170				
001857 \ Training Specialist	Yearly	74,007.96	75,858.16	77,754.61	79,698.48	81,690.94	83,733.21	85,826.55	87,972.21	90,171.51	92,425.80	94,736.45	97,104.86
MGTE \ 129	Bi - weekly	2,846.46	2,917.62	2,990.56	3,065.33	3,141.96	3,220.51	3,301.02	3,383.55	3,468.14	3,554.84	3,643.71	3,734.80
	Hourly	35.580750	36.470268	37.382025	38.316575	39.274490	40.256352	41.262762	42.294330	43.351688	44.435481	45.546368	46.685027
016965 \ Transportation Sys Mgt Coord	Yearly	42,317.77	44,433.66	46,655.34	48,988.10	51,437.51	54,009.38	56,709.85	59,545.34				
OFFT \ 128	Bi - weekly	1,627.61	1,708.99	1,794.44	1,884.16	1,978.37	2,077.28	2,181.15	2,290.21				
	Hourly	20.345080	21.362334	22.430450	23.551972	24.729571	25.966050	27.264352	28.627569				
001836 \ Treasury Analyst	Yearly	74,736.42	76,604.83	78,519.96	80,482.95	82,495.03	84,557.40	86,671.34	88,838.12	91,059.07	93,335.55	95,668.94	98,060.66
MGTE \ 117	Bi - weekly	2,874.48	2,946.34	3,020.00	3,095.50	3,172.89	3,252.21	3,333.51	3,416.85	3,502.27	3,589.83	3,679.57	3,771.56
	Hourly	35.930973	36.829247	37.749979	38.693728	39.661070	40.652597	41.668913	42.710635	43.778401	44.872862	45.994683	47.144550
010715 \ Treasury Assistant	Yearly	53,526.06	54,864.21	56,235.81	57,641.71	59,082.75	60,559.82	62,073.81	63,625.66	65,216.30	66,846.71	68,517.88	70,230.82
CONF \ 033	Bi - weekly	2,058.69	2,110.16	2,162.92	2,216.99	2,272.41	2,329.22	2,387.45	2,447.14	2,508.32	2,571.03	2,635.30	2,701.19
	Hourly	25.733681	26.377023	27.036448	27.712360	28.405169	29.115298	29.843180	30.589259	31.353991	32.137841	32.941287	33.764819
001801 \ Treasury Manager	Yearly	109,079.67	111,806.66	114,601.83	117,466.87	120,403.54	123,413.63	126,498.97	129,661.45	132,902.98	136,225.56	139,631.20	143,121.98
MGTE \ 085	Bi - weekly	4,195.37	4,300.26	4,407.76	4,517.96	4,630.91	4,746.68	4,865.35	4,986.98	5,111.65	5,239.44	5,370.43	5,504.69
	Hourly	52.442147	53.753202	55.097032	56.474457	57.886319	59.333477	60.816814	62.337235	63.895665	65.493057	67.130383	68.808642

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015046 \ Tree Maintenance Supervisor	Yearly	52,329.16	54,945.62	57,692.89	60,577.54	63,606.42	66,786.74	70,126.08	73,632.38				
SUPV \ 023	Bi - weekly	2,012.66	2,113.29	2,218.96	2,329.91	2,446.40	2,568.72	2,697.16	2,832.01				
	Hourly	25.158249	26.416161	27.736968	29.123818	30.580008	32.109008	33.714459	35.400182				
003660 \ Tree Maintenance Worker	Yearly	40,205.70	42,215.99	44,326.78	46,543.12	48,870.28	51,313.80	53,879.48	56,573.46				
OPMT \ 041	Bi - weekly	1,546.37	1,623.69	1,704.88	1,790.12	1,879.63	1,973.61	2,072.29	2,175.90				
	Hourly	19.329663	20.296147	21.310953	22.376501	23.495327	24.670094	25.903597	27.198778				
003917 \ Tree Maintenance Worker Trnee	Yearly	34,442.82	36,164.96	37,973.21	39,871.87	41,865.47	43,958.74	46,156.68	48,464.51				
OPMT \ 065	Bi - weekly	1,324.72	1,390.96	1,460.51	1,533.53	1,610.21	1,690.72	1,775.26	1,864.02				
	Hourly	16.559050	17.387002	18.256352	19.169170	20.127628	21.134010	22.190710	23.300246				
003639 \ Tree Pruner I	Yearly	37,944.37	39,841.59	41,833.67	43,925.35	46,121.62	48,427.70	50,849.09	53,391.54				
OPMT \ 023	Bi - weekly	1,459.40	1,532.37	1,608.99	1,689.44	1,773.91	1,862.60	1,955.73	2,053.52				
	Hourly	18.242487	19.154611	20.112341	21.117958	22.173856	23.282549	24.446676	25.669009				
003640 \ Tree Pruner II	Yearly	41,738.84	43,825.79	46,017.07	48,317.93	50,733.83	53,270.52	55,934.04	58,730.74				
OPMT \ 024	Bi - weekly	1,605.34	1,685.61	1,769.89	1,858.38	1,951.30	2,048.87	2,151.31	2,258.87				
	Hourly	20.066751	21.070089	22.123593	23.229773	24.391262	25.610825	26.891365	28.235933				
015047 \ Tree Pruner Supervisor	Yearly	51,302.94	53,868.09	56,561.49	59,389.57	62,359.05	65,477.00	68,750.85	72,188.39				
SUPV \ 024	Bi - weekly	1,973.19	2,071.85	2,175.44	2,284.21	2,398.42	2,518.35	2,644.26	2,776.48				
	Hourly	24.664876	25.898119	27.193026	28.552677	29.980310	31.479327	33.053294	34.705958				
003638 \ Tree Pruner Trainee	Yearly	33,155.48	34,813.26	36,553.92	38,381.62	40,300.70	42,315.73	44,431.52	46,653.10				
OPMT \ 022	Bi - weekly	1,275.21	1,338.97	1,405.92	1,476.22	1,550.03	1,627.53	1,708.90	1,794.35				
	Hourly	15.940136	16.737143	17.574001	18.452701	19.375335	20.344103	21.361308	22.429373				
016094 \ Typist Clerk I	Yearly	27,918.15	29,314.06	30,779.77	32,318.75	33,934.69	35,631.42	37,413.00	39,283.65				
OFFT \ 053	Bi - weekly	1,073.78	1,127.46	1,183.84	1,243.03	1,305.18	1,370.44	1,438.96	1,510.91				
	Hourly	13.422189	14.093299	14.797964	15.537862	16.314755	17.130492	17.987018	18.886368				
016095 \ Typist Clerk II	Yearly	31,291.69	32,856.28	34,499.09	36,224.05	38,035.25	39,937.01	41,933.86	44,030.56				
OFFT \ 054	Bi - weekly	1,203.53	1,263.70	1,326.89	1,393.23	1,462.89	1,536.04	1,612.84	1,693.48				
	Hourly	15.044083	15.796287	16.586101	17.415407	18.286176	19.200486	20.160511	21.168536				
016096 \ Typist Clerk III	Yearly	34,756.01	36,493.81	38,318.50	40,234.42	42,246.15	44,358.45	46,576.38	48,905.19				
OFFT \ 055	Bi - weekly	1,336.77	1,403.61	1,473.79	1,547.48	1,624.85	1,706.09	1,791.40	1,880.97				
	Hourly	16.709619	17.545100	18.422356	19.343473	20.310647	21.326179	22.392488	23.512112				

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001894 \ Urban Design Manager	Yearly	106,921.92	109,594.97	112,334.84	115,143.21	118,021.79	120,972.33	123,996.64	127,096.56	130,273.97	133,530.82	136,869.09	140,290.82
MGTE \ 156	Bi - weekly	4,112.38	4,215.19	4,320.57	4,428.58	4,539.30	4,652.78	4,769.10	4,888.33	5,010.54	5,135.80	5,264.20	5,395.80
	Hourly	51.404768	52.689887	54.007134	55.357311	56.741245	58.159776	59.613770	61.104115	62.631718	64.197511	65.802448	67.447509
001841 \ Util Operations & Maint Supt	Yearly	97,660.11	100,101.62	102,604.16	105,169.26	107,798.49	110,493.45	113,255.79	116,087.19	118,989.37	121,964.10	125,013.20	128,138.53
MGTE \ 120	Bi - weekly	3,756.16	3,850.06	3,946.31	4,044.97	4,146.10	4,249.75	4,355.99	4,464.89	4,576.51	4,690.93	4,808.20	4,928.40
	Hourly	46.951977	48.125777	49.328921	50.562145	51.826198	53.121852	54.449899	55.811147	57.206426	58.636585	60.102500	61.605062
007010 \ Utilities Locater	Yearly	53,122.81	55,778.94	58,567.89	61,496.29	64,571.10	67,799.65	71,189.64	74,749.12				
WATR \ 006	Bi - weekly	2,043.18	2,145.34	2,252.61	2,365.24	2,483.50	2,607.68	2,738.06	2,874.97				
	Hourly	25.539810	26.816800	28.157639	29.565522	31.043798	32.595987	34.225788	35.937076				
001839 \ Utility Construction Coord	Yearly	87,894.10	90,091.45	92,343.74	94,652.33	97,018.64	99,444.11	101,930.21	104,478.47	107,090.43	109,767.69	112,511.88	115,324.68
MGTE \ 118	Bi - weekly	3,380.54	3,465.06	3,551.68	3,640.47	3,731.49	3,824.77	3,920.39	4,018.40	4,118.86	4,221.83	4,327.38	4,435.56
	Hourly	42.256779	43.313198	44.396029	45.505930	46.643578	47.809667	49.004910	50.230032	51.485782	52.772927	54.092250	55.444556
015093 \ Utility Customer Svc Supv	Yearly	45,146.81	47,404.16	49,774.36	52,263.08	54,876.23	57,620.05	60,501.05	63,526.10				
SUPV \ 050	Bi - weekly	1,736.42	1,823.24	1,914.40	2,010.12	2,110.62	2,216.16	2,326.96	2,443.31				
	Hourly	21.705199	22.790459	23.929982	25.126481	26.382804	27.701945	29.087042	30.541394				
016224 \ Utility Customer Svc Tech I	Yearly	30,380.80	31,899.84	33,494.83	35,169.58	36,928.06	38,774.46	40,713.18	42,748.84				
OFFT \ 091	Bi - weekly	1,168.49	1,226.92	1,288.26	1,352.68	1,420.31	1,491.33	1,565.89	1,644.19				
	Hourly	14.606156	15.336463	16.103285	16.908450	17.753873	18.641566	19.573644	20.552327				
016225 \ Utility Customer Svc Tech II	Yearly	33,743.47	35,430.64	37,202.18	39,062.28	41,015.40	43,066.17	45,219.48	47,480.45				
OFFT \ 092	Bi - weekly	1,297.83	1,362.72	1,430.85	1,502.40	1,577.52	1,656.39	1,739.21	1,826.17				
	Hourly	16.222822	17.033961	17.885662	18.779944	19.718941	20.704888	21.740132	22.827140				
016226 \ Utility Customer Svc Tech III	Yearly	37,209.60	39,070.08	41,023.58	43,074.76	45,228.50	47,489.92	49,864.42	52,357.64				
OFFT \ 093	Bi - weekly	1,431.14	1,502.70	1,577.83	1,656.72	1,739.56	1,826.54	1,917.86	2,013.76				
	Hourly	17.889230	18.783692	19.722876	20.709019	21.744471	22.831694	23.973278	25.171942				
016946 \ Utility Serv Inspect (UNPY)	Yearly	36,380.26	38,199.27	40,109.23	42,114.69	44,220.43	46,431.45	48,753.02	51,190.67				
OFFT \ 120	Bi - weekly	1,399.24	1,469.20	1,542.66	1,619.80	1,700.79	1,785.82	1,875.12	1,968.87				
	Hourly	17.490508	18.365034	19.283285	20.247449	21.259822	22.322812	23.438953	24.610901				
016099 \ Utility Services Inspector	Yearly	36,380.26	38,199.27	40,109.23	42,114.69	44,220.43	46,431.45	48,753.02	51,190.67				
OFFT \ 056	Bi - weekly	1,399.24	1,469.20	1,542.66	1,619.80	1,700.79	1,785.82	1,875.12	1,968.87				
	Hourly	17.490508	18.365034	19.283285	20.247449	21.259822	22.322812	23.438953	24.610901				

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012013 \ Vehicle Pool Servworker	Yearly	35,904.90	37,700.15	39,585.16	41,564.41	43,642.63	45,824.77	48,116.01	50,521.80				
IAMA \ 008	Bi - weekly	1,380.96	1,450.01	1,522.51	1,598.63	1,678.56	1,762.49	1,850.62	1,943.15				
	Hourly	17.261973	18.125072	19.031325	19.982891	20.982035	22.031138	23.132695	24.289329				
012005 \ Vehicle Service Attendant	Yearly	31,043.99	32,596.19	34,225.99	35,937.29	37,734.16	39,620.87	41,601.91	43,682.01				
IAMA \ 004	Bi - weekly	1,194.00	1,253.70	1,316.38	1,382.20	1,451.31	1,523.88	1,600.07	1,680.08				
	Hourly	14.924994	15.671243	16.454805	17.277545	18.141423	19.048493	20.000918	21.000965				
001875 \ Veterinarian	Yearly	86,467.00	88,628.67	90,844.39	93,115.50	95,443.39	97,829.47	100,275.21	102,782.09	105,351.64	107,985.43	110,685.07	113,452.19
MGTE \ 140	Bi - weekly	3,325.65	3,408.80	3,494.01	3,581.37	3,670.90	3,762.67	3,856.74	3,953.16	4,051.99	4,153.29	4,257.12	4,363.55
	Hourly	41.570671	42.609939	43.675187	44.767068	45.886243	47.033400	48.209234	49.414466	50.649827	51.916072	53.213974	54.544324
016978 \ Water Conservation Rep	Yearly	36,380.26	38,199.27	40,109.23	42,114.69	44,220.43	46,431.45	48,753.02	51,190.67				
OFFT \ 139	Bi - weekly	1,399.24	1,469.20	1,542.66	1,619.80	1,700.79	1,785.82	1,875.12	1,968.87				
	Hourly	17.490508	18.365034	19.283285	20.247449	21.259822	22.322812	23.438953	24.610901				
016975 \ Water Conservation Specialist	Yearly	41,384.06	43,453.26	45,625.92	47,907.22	50,302.58	52,817.71	55,458.60	58,231.52				
OFFT \ 135	Bi - weekly	1,591.69	1,671.28	1,754.84	1,842.59	1,934.71	2,031.45	2,133.02	2,239.67				
	Hourly	19.896181	20.890990	21.935540	23.032317	24.183933	25.393129	26.662786	27.995925				
015107 \ Water Conservation Supervisor	Yearly	46,001.69	48,301.77	50,716.87	53,252.71	55,915.34	58,711.11	61,646.66	64,729.00				
SUPV \ 051	Bi - weekly	1,769.30	1,857.76	1,950.65	2,048.18	2,150.59	2,258.12	2,371.03	2,489.58				
	Hourly	22.116196	23.222006	24.383108	25.602262	26.882377	28.226495	29.637819	31.119710				
007902 \ Water Cross Conn Ctrl Spclst	Yearly	65,593.02	68,872.67	72,316.30	75,932.12	79,728.73	83,715.16	87,900.92	92,295.97				
WATR \ 004	Bi - weekly	2,522.81	2,648.95	2,781.40	2,920.47	3,066.49	3,219.81	3,380.80	3,549.84				
	Hourly	31.535106	33.111860	34.767453	36.505827	38.331118	40.247674	42.260057	44.373060				
017008 \ Water Quality Chemist	Yearly	61,684.52	64,768.75	68,007.19	71,407.55	74,977.92	78,726.82	82,663.16	86,796.32				
PROF \ 005	Bi - weekly	2,372.48	2,491.11	2,615.66	2,746.44	2,883.77	3,027.95	3,179.35	3,338.32				
	Hourly	29.656021	31.138821	32.695762	34.330551	36.047078	37.849432	39.741903	41.728998				
016080 \ Water Quality Lab Tech	Yearly	41,358.61	43,426.53	45,597.86	47,877.75	50,271.64	52,785.22	55,424.48	58,195.71				
OFFT \ 043	Bi - weekly	1,590.72	1,670.25	1,753.76	1,841.45	1,933.52	2,030.20	2,131.71	2,238.30				
	Hourly	19.883945	20.878141	21.922048	23.018150	24.169058	25.377511	26.646386	27.978705				
003915 \ Water Waste Inspector	Yearly	22,674.89	23,808.64	24,999.07	26,249.02	27,561.47	28,939.55	30,386.52	31,905.85				
OPMT \ 064	Bi - weekly	872.11	915.72	961.50	1,009.58	1,060.06	1,113.06	1,168.71	1,227.15				
	Hourly	10.901391	11.446460	12.018782	12.619722	13.250707	13.913243	14.608905	15.339351				

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014005 \ Workers' Compensatn Claims R	Yearly	82,032.67	84,083.48	86,185.57	88,340.21	90,548.72	92,812.44	95,132.75	97,511.07	99,948.84	102,447.56	105,008.75	107,633.97
MSUP \ 006	Bi - weekly	3,155.10	3,233.98	3,314.83	3,397.70	3,482.64	3,569.71	3,658.95	3,750.43	3,844.19	3,940.29	4,038.80	4,139.77
	Hourly	39.438783	40.424752	41.435372	42.471256	43.533038	44.621364	45.736897	46.880320	48.052329	49.253636	50.484977	51.747101
016213 \ Zoning Investigator	Yearly	58,633.56	61,565.24	64,643.50	67,875.68	71,269.46	74,832.93	78,574.58	82,503.30				
OFFT \ 080	Bi - weekly	2,255.14	2,367.89	2,486.29	2,610.60	2,741.13	2,878.19	3,022.10	3,173.20				
	Hourly	28.189211	29.598672	31.078606	32.632536	34.264161	35.977370	37.776239	39.665050				
003642 \ Zoo Attendant I	Yearly	35,225.70	36,986.99	38,836.34	40,778.16	42,817.06	44,957.92	47,205.81	49,566.10				
OPMT \ 026	Bi - weekly	1,354.83	1,422.58	1,493.71	1,568.39	1,646.81	1,729.15	1,815.61	1,906.39				
	Hourly	16.935434	17.782206	18.671317	19.604882	20.585127	21.614383	22.695102	23.829857				
003643 \ Zoo Attendant II	Yearly	38,085.56	39,989.84	41,989.33	44,088.80	46,293.24	48,607.90	51,038.29	53,590.21				
OPMT \ 027	Bi - weekly	1,464.83	1,538.07	1,614.97	1,695.72	1,780.51	1,869.53	1,963.01	2,061.16				
	Hourly	18.310366	19.225884	20.187178	21.196537	22.256363	23.369182	24.537641	25.764523				
015051 \ Zoo Supervisor	Yearly	47,874.54	50,268.27	52,781.68	55,420.77	58,191.81	61,101.40	64,156.47	67,364.29				
SUPV \ 025	Bi - weekly	1,841.33	1,933.40	2,030.06	2,131.57	2,238.15	2,350.05	2,467.56	2,590.93				
	Hourly	23.016607	24.167438	25.375809	26.644599	27.976830	29.375671	30.844455	32.386677				

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Job Code \ Description Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
009031 \ Arts & Crafts Specialist	Bi-weekly	800.00	840.00	882.00	926.10	972.41	1,021.03	1,072.08	1,125.68				
TEMP \ 024	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063	12.762816	13.400956	14.071004				
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	874.29	918.00	963.90	1,012.09	1,062.70	1,115.83	1,171.63	1,230.21				
TEMP \ 053	Hourly	10.928568	11.474996	12.048746	12.651183	13.283742	13.947929	14.645326	15.377592				
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													
009012 \ Cashier (Community Svcs)	Bi-weekly	800.00	840.00	882.00	926.10								
TEMP \ 012	Hourly	10.000000	10.500000	11.025000	11.576250								

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009003 \ Clerical Assistant	Bi-weekly	800.00	840.00	882.00	926.10	972.41	1,021.03	1,072.08					
TEMP \ 003	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063	12.762816	13.400956					
009113 \ Dispatcher Recruit	Bi-weekly	1,489.50											
TEMP \ 048	Hourly	18.618800											
009093 \ Events Associate	Bi-weekly	916.39											
TEMP \ 042	Hourly	11.454900											
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				
005083 \ Fire Recruit	Bi-weekly	1,686.35											
FR40 \ 006	Hourly	21.079324											
009024 \ First Cook	Daily	84.68	93.14	102.46	112.00	124.03							
DALY \ 004													
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								
009025 \ Host	Daily	52.24	57.46	63.20									
DALY \ 005													
009107 \ Human Services Program Coord	Bi-weekly	1,319.26	1,385.22	1,454.49	1,527.21	1,603.57	1,683.75	1,767.94	1,856.33				
TEMP \ 046	Hourly	16.490771	17.315309	18.181075	19.090129	20.044635	21.046866	22.099209	23.204170				
009125 \ Instructor	Bi-weekly	2,362.22	2,598.43	2,834.66									
TEMP \ 058	Hourly	29.527700	32.480400	35.433200									

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Job Code \ Description Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
009049 \ Law Clerk	Bi-weekly	1,135.41	1,192.18	1,251.78	1,314.37	1,380.09	1,449.10	1,521.54	1,597.62				
TEMP \ 031	Hourly	14.192600	14.902200	15.647200	16.429600	17.251100	18.113700	19.019300	19.970300				
009094 \ Lead Events Associate	Bi-weekly	1,205.26											
TEMP \ 043	Hourly	15.065800											
009013 \ Lifeguard	Bi-weekly	800.00	840.00	882.00	926.10	972.41							
TEMP \ 013	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063							
009061 \ Marina Aide	Bi-weekly	800.00	840.00	882.00	926.10	972.41	1,021.03	1,072.08	1,125.68				
TEMP \ 032	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063	12.762816	13.400956	14.071004				
009130 \ Mayor Council Intern	Bi-weekly	800.00	1,923.20										
TEMP \ 064	Hourly	10.000000	24.040000										
009027 \ Nurse	Daily	52.24	57.46	63.20									
DALY \ 006													
009126 \ Pilot	Bi-weekly	2,834.66	3,070.88	3,307.10									
TEMP \ 059	Hourly	35.433200	38.386000	41.338800									
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								

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009015 \ Pool Manager	Bi-weekly	955.77	1,003.56	1,053.74	1,106.42	1,161.74	1,219.83	1,280.82	1,344.86				
TEMP \ 015	Hourly	11.947110	12.544465	13.171689	13.830273	14.521787	15.247876	16.010270	16.810784				
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													
009037 \ Public Service Aide	Bi-weekly	800.00	840.00	882.00	926.10								
TEMP \ 025	Hourly	10.000000	10.500000	11.025000	11.576250								
009039 \ Recreation Aide	Bi-weekly	800.00	840.00	882.00	926.10	972.41							
TEMP \ 027	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063							
009038 \ Recreation Leader (Spcl Needs)	Bi-weekly	800.00	840.00	882.00	926.10	972.41	1,021.03						
TEMP \ 026	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063	12.762816						
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									

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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											
009117 \ Security Officer	Bi-weekly	1,982.83											
TEMP \ 051	Hourly	24.785400											
009016 \ Senior Lifeguard	Bi-weekly	834.64	876.37	920.19	966.20	1,014.51	1,065.24	1,118.50	1,174.42				
TEMP \ 016	Hourly	10.433000	10.954650	11.502383	12.077502	12.681377	13.315446	13.981218	14.680279				
009118 \ Senior Recreation Aide	Bi-weekly	850.24	892.75	937.39	984.26	1,033.47	1,085.15	1,139.40	1,196.37				
TEMP \ 052	Hourly	10.628000	11.159400	11.717370	12.303239	12.918400	13.564320	14.242536	14.954663				
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				
		Min	Max										
009116 \ Staff Aide	Bi-weekly	1,600.00	7,847.20										
TEMP \ 050	Hourly	20.000000	98.090000										

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Job Code \ Description Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
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				
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	800.00	840.00	882.00	926.10	972.41	1,021.03						
TEMP \ 011	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063	12.762816						
009069 \ Vehicle Service Aide	Bi-weekly	800.00	840.00	882.00	926.10	972.41							
TEMP \ 038	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063							
009068 \ Youth Aide	Bi-weekly	800.00											
TEMP \ 037	Hourly	10.000000											

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Job Code \ Description Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
009031 \ Arts & Crafts Specialist	Bi-weekly	800.00	840.00	882.00	926.10	972.41	1,021.03	1,072.08	1,125.68				
TEMP \ 024	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063	12.762816	13.400956	14.071004				
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	874.29	918.00	963.90	1,012.09	1,062.70	1,115.83	1,171.63	1,230.21				
TEMP \ 053	Hourly	10.928568	11.474996	12.048746	12.651183	13.283742	13.947929	14.645326	15.377592				
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													
009012 \ Cashier (Community Svcs)	Bi-weekly	800.00	840.00	882.00	926.10								
TEMP \ 012	Hourly	10.000000	10.500000	11.025000	11.576250								

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Job Code \ Description Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
009003 \ Clerical Assistant	Bi-weekly	800.00	840.00	882.00	926.10	972.41	1,021.03	1,072.08					
TEMP \ 003	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063	12.762816	13.400956					
009113 \ Dispatcher Recruit	Bi-weekly	1,489.50											
TEMP \ 048	Hourly	18.618800											
009093 \ Events Associate	Bi-weekly	916.39											
TEMP \ 042	Hourly	11.454900											
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				
005083 \ Fire Recruit	Bi-weekly	1,686.35											
FR40 \ 006	Hourly	21.079324											
009024 \ First Cook	Daily	84.68	93.14	102.46	112.00	124.03							
DALY \ 004													
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								
009025 \ Host	Daily	52.24	57.46	63.20									
DALY \ 005													
009107 \ Human Services Program Coord	Bi-weekly	1,319.26	1,385.22	1,454.49	1,527.21	1,603.57	1,683.75	1,767.94	1,856.33				
TEMP \ 046	Hourly	16.490771	17.315309	18.181075	19.090129	20.044635	21.046866	22.099209	23.204170				
009125 \ Instructor	Bi-weekly	2,362.22	2,598.43	2,834.66									
TEMP \ 058	Hourly	29.527700	32.480400	35.433200									

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Job Code \ Description Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
009049 \ Law Clerk	Bi-weekly	1,135.41	1,192.18	1,251.78	1,314.37	1,380.09	1,449.10	1,521.54	1,597.62				
TEMP \ 031	Hourly	14.192600	14.902200	15.647200	16.429600	17.251100	18.113700	19.019300	19.970300				
009094 \ Lead Events Associate	Bi-weekly	1,205.26											
TEMP \ 043	Hourly	15.065800											
009013 \ Lifeguard	Bi-weekly	800.00	840.00	882.00	926.10	972.41							
TEMP \ 013	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063							
009061 \ Marina Aide	Bi-weekly	800.00	840.00	882.00	926.10	972.41	1,021.03	1,072.08	1,125.68				
TEMP \ 032	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063	12.762816	13.400956	14.071004				
009130 \ Mayor Council Intern	Bi-weekly	800.00	1,923.20										
TEMP \ 064	Hourly	10.000000	24.040000										
009027 \ Nurse	Daily	52.24	57.46	63.20									
DALY \ 006													
009126 \ Pilot	Bi-weekly	2,834.66	3,070.88	3,307.10									
TEMP \ 059	Hourly	35.433200	38.386000	41.338800									
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								

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Job Code \ Description Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
009015 \ Pool Manager	Bi-weekly	955.77	1,003.56	1,053.74	1,106.42	1,161.74	1,219.83	1,280.82	1,344.86				
TEMP \ 015	Hourly	11.947110	12.544465	13.171689	13.830273	14.521787	15.247876	16.010270	16.810784				
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													
009037 \ Public Service Aide	Bi-weekly	800.00	840.00	882.00	926.10								
TEMP \ 025	Hourly	10.000000	10.500000	11.025000	11.576250								
009039 \ Recreation Aide	Bi-weekly	800.00	840.00	882.00	926.10	972.41							
TEMP \ 027	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063							
009038 \ Recreation Leader (Spcl Needs)	Bi-weekly	800.00	840.00	882.00	926.10	972.41	1,021.03						
TEMP \ 026	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063	12.762816						
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									

Job Code \ Description Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
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											
009117 \ Security Officer	Bi-weekly	1,982.83											
TEMP \ 051	Hourly	24.785400											
009016 \ Senior Lifeguard	Bi-weekly	834.64	876.37	920.19	966.20	1,014.51	1,065.24	1,118.50	1,174.42				
TEMP \ 016	Hourly	10.433000	10.954650	11.502383	12.077502	12.681377	13.315446	13.981218	14.680279				
009118 \ Senior Recreation Aide	Bi-weekly	850.24	892.75	937.39	984.26	1,033.47	1,085.15	1,139.40	1,196.37				
TEMP \ 052	Hourly	10.628000	11.159400	11.717370	12.303239	12.918400	13.564320	14.242536	14.954663				
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				
		Min	Max										
009116 \ Staff Aide	Bi-weekly	1,600.00	7,847.20										
TEMP \ 050	Hourly	20.000000	98.090000										

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Job Code \ Description Salary Plan \ Grade		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
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				
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	800.00	840.00	882.00	926.10	972.41	1,021.03						
TEMP \ 011	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063	12.762816						
009069 \ Vehicle Service Aide	Bi-weekly	800.00	840.00	882.00	926.10	972.41							
TEMP \ 038	Hourly	10.000000	10.500000	11.025000	11.576250	12.155063							
009068 \ Youth Aide	Bi-weekly	800.00											
TEMP \ 037	Hourly	10.000000											

Salary Schedule				Step														
Job Title	Job Code	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
311 Customer Serv Specialist	16873	OFTB	146	20.422608	20.933173	21.456503	21.992916	22.542739	23.106307	23.683965	24.276064	24.882966	25.505040	26.142665	26.796233	27.466139	28.152791	28.856611
311 Customer Service Agent	16872	OFTB	144	18.064587	18.516202	18.979107	19.453585	19.939925	20.438422	20.949383	21.473118	22.009945	22.560194	23.124199	23.702304	24.294861	24.902233	25.524789
311 Customer Svc Supervisor	15108	SUPB	52	23.276393	23.858303	24.454761	25.066129	25.692782	26.335102	26.993480	27.668317	28.360024	29.069025	29.795751	30.540645	31.304160	32.086764	32.888933
Account Clerk I	16001	OFTB	25	14.981548	15.356088	15.739989	16.133489	16.536826	16.950247	17.374003	17.808353	18.253562	18.709901	19.177649	19.657090	20.148517	20.652230	21.168536
Account Clerk II	16002	OFTB	85	17.278429	17.710390	18.153150	18.606979	19.072153	19.548957	20.037681	20.538623	21.052089	21.578391	22.117850	22.670797	23.237566	23.818506	24.413969
Accounting Technician	16003	OFTB	113	18.349335	18.808068	19.278269	19.760227	20.254232	20.760588	21.279603	21.811593	22.356882	22.915804	23.488699	24.075916	24.677814	25.294760	25.927129
Animal Care Technician	3647	OPMB	29	16.296891	16.704313	17.121921	17.549970	17.988718	18.438437	18.899398	19.371883	19.856180	20.352585	20.861400	21.382934	21.917507	22.465445	23.027081
Animal Control Officer I	3600	OPMB	85	19.835073	20.330950	20.839224	21.360205	21.894210	22.441564	23.002603	23.577669	24.167111	24.771289	25.390571	26.025334	26.675968	27.342867	28.026439
Animal Control Officer II	3601	OPMB	97	20.826827	21.347498	21.881185	22.428215	22.988920	23.563643	24.152734	24.756552	25.375466	26.009854	26.660100	27.326601	28.009768	28.710011	29.427761
Aquatics Recreation Supervisor	015110	SUPB	130	23.495166	24.082546	24.684609	25.301724	25.934268	26.582624	27.247190	27.928370	28.626579	29.342243	30.075799	30.827694	31.598387	32.388346	33.198055
Arborist/Urban Forester	17001	PRFB	23	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	37.537910
Architectural Technician I	16214	OFTB	167	21.246464	21.777626	22.322068	22.880119	23.452122	24.038425	24.639386	25.255371	25.886754	26.533923	27.197271	27.877203	28.574133	29.288486	30.020698
Architectural Technician II	16215	OFTB	189	22.308772	22.866491	23.438153	24.024108	24.624711	25.240329	25.871336	26.518119	27.181072	27.860600	28.557115	29.271043	30.002819	30.752888	31.521711
Architectural Technician III	16216	OFTB	217	24.539713	25.153206	25.782036	26.426586	27.087252	27.764432	28.458543	29.170007	29.899257	30.646738	31.412906	32.198229	33.003186	33.828266	34.673972
Archivist	17018	PRFB	11	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	33.002997
Art Museum Registrar	17010	PRFB	3	21.289137	21.821365	22.366899	22.926071	23.499225	24.086705	24.688873	25.306094	25.938746	26.587215	27.251895	27.933192	28.631522	29.347311	30.080993
Arts Program Assistant	16108	OFTB	125	18.675410	19.142295	19.620851	20.111373	20.614157	21.129511	21.657750	22.199194	22.754173	23.323027	23.906103	24.503756	25.116350	25.744259	26.387864
Arts Program Coordinator	16109	OFTB	229	25.511470	26.149257	26.802988	27.473063	28.159890	28.863887	29.585483	30.325121	31.083249	31.860330	32.656838	33.473259	34.310090	35.167842	36.047039
Assistant Architect	011014	WCEB	1	30.654671	31.421038	32.206564	33.011728	33.837021	34.682947	35.550020	36.438771	37.349741	38.283484	39.240571	40.221586	41.227125	42.257803	43.314248
Assistant Box Office Supv	15010	SUPB	29	20.260510	20.767023	21.286199	21.818353	22.363812	22.922907	23.495980	24.083380	24.685465	25.302600	25.935166	26.583544	27.248133	27.929337	28.627569
Assistant Civil Engineer	011011	WCEB	3	30.654671	31.421038	32.206564	33.011728	33.837021	34.682947	35.550020	36.438771	37.349741	38.283484	39.240571	40.221586	41.227125	42.257803	43.314248
Assistant Code Enforcmnt Ofcr	3912	OPMB	51	17.658535	18.099998	18.552498	19.016310	19.491718	19.979012	20.478486	20.990448	21.515210	22.053090	22.604417	23.169527	23.748765	24.342485	24.951047
Assistant Electrical Engineer	011019	WCEB	5	30.654671	31.421038	32.206564	33.011728	33.837021	34.682947	35.550020	36.438771	37.349741	38.283484	39.240571	40.221586	41.227125	42.257803	43.314248
Assistant Mechanical Engineer	011021	WCEB	7	30.654671	31.421038	32.206564	33.011728	33.837021	34.682947	35.550020	36.438771	37.349741	38.283484	39.240571	40.221586	41.227125	42.257803	43.314248
Assistant Planner	17002	PRFB	21	24.952631	25.576447	26.215858	26.871253	27.543035	28.231611	28.937401	29.660836	30.402358	31.162417	31.941476	32.740013	33.558514	34.397477	35.257414
Assistant WtrCrsConCtrlSpclst	7903	WTRB	5	27.311265	27.994047	28.693898	29.411245	30.146526	30.900190	31.672695	32.464511	33.276125	34.108028	34.960729	35.834746	36.730615	37.648880	38.590103
Associate Architect	011015	WCEB	9	37.206394	38.136554	39.089968	40.067217	41.068898	42.095619	43.148010	44.226710	45.332378	46.465688	47.627330	48.818013	50.038463	51.289425	52.571661
Associate Civil Engineer	011012	WCEB	11	37.206394	38.136554	39.089968	40.067217	41.068898	42.095619	43.148010	44.226710	45.332378	46.465688	47.627330	48.818013	50.038463	51.289425	52.571661
Associate Curator of Art	17023	PRFB	13	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	33.002997
Associate Electrical Engineer	011020	WCEB	13	37.206394	38.136554	39.089968	40.067217	41.068898	42.095619	43.148010	44.226710	45.332378	46.465688	47.627330	48.818013	50.038463	51.289425	52.571661
Associate Landscape Architect	011016	WCEB	15	36.082993	36.985067	37.909694	38.857437	39.828872	40.824594	41.845209	42.891339	43.963623	45.062713	46.189281	47.344013	48.527613	49.740804	50.984324
Associate Mechanical Engineer	011022	WCEB	17	37.206394	38.136554	39.089968	40.067217	41.068898	42.095619	43.148010	44.226710	45.332378	46.465688	47.627330	48.818013	50.038463	51.289425	52.571661
Associate Planner	17003	PRFB	33	30.675036	31.441912	32.227959	33.033658	33.859499	34.705986	35.573636	36.462978	37.374551	38.308915	39.266639	40.248305	41.254512	42.285875	43.343022
Booking Coordinator	16903	OFTB	157	20.392865	20.902686	21.425253	21.960884	22.509906	23.072654	23.649471	24.240707	24.846726	25.467893	26.104590	26.757205	27.426135	28.111788	28.814583
Boutique Operator	16941	OFTB	37	15.131413	15.509699	15.897441	16.294877	16.702249	17.119805	17.547800	17.986496	18.436158	18.897062	19.369489	19.853726	20.350069	20.858821	21.380292
Building Inspector I	16011	OFTB	245	26.815770	27.486164	28.173318	28.877652	29.599593	30.339583	31.098073	31.875525	32.672412	33.489222	34.326453	35.184615	36.064229	36.965835	37.889982
Building Inspector II	16012	OFTB	257	28.156590	28.860505	29.582018	30.321568	31.079607	31.856597	32.653012	33.469338	34.306070	35.163723	36.042816	36.943886	37.867483	38.814171	39.784525
Building Inspector III	16229	OFTB	263	29.564613	30.303728	31.061321	31.837854	32.633801	33.449646	34.285887	35.143034	36.021610	36.922150	37.845204	38.791335	39.761117	40.755145	41.774025
Building Inspector IV	16230	OFTB	267	31.042757	31.818826	32.614297	33.429654	34.265395	35.122030	36.000081	36.900083	37.822585	38.768150	39.737354	40.730788	41.749057	42.792783	43.862603
Building Maintenance Worker	3603	OPMB	77	19.470247	19.957003	20.455928	20.967326	21.491509	22.028797	22.579518	23.144005	23.722605	24.315670	24.923562	25.546651	26.185317	26.839950	27.510950
Building Technician	16013	OFTB	179	22.261525	22.818063	23.388515	23.973228	24.572559	25.186873	25.816545	26.461959	27.123507	27.801595	28.496635	29.209051	29.939277	30.687758	31.454953
Burglary/Robbery Alarm Insp	16014	OFTB	195	22.978590	23.553055	24.141882	24.745429	25.364065	25.998167	26.648121	27.314323	27.997181	28.697111	29.414540	30.149902	30.903650	31.676241	32.468147
Buyer I	16015	OFTB	143	19.761696	20.255738	20.762130	21.281184	21.813214	22.358544	22.917508	23.490446	24.077707	24.679650	25.296641	25.929057	26.577283	27.241715	27.922758
Buyer II	16016	OFTB	209	23.520313	24.108322	24.711030	25.328806	25.962026	26.611077	27.276354	27.958262	28.657219	29.373649	30.107990	30.860690	31.632207	32.423012	33.233587
Buyer III	16017	OFTB	247	26.992218	27.667022	28.358698	29.067665	29.794357	30.539216	31.302696	32.085263	32.887395	33.709581	34.552320	35.416128	36.301531	37.209069	38.139296
Cashier	16018	OFTB	9	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	20.552327
Central Services Assistant I	16232	OFTB	11	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	20.552327
Central Services Assistant II	16233	OFTB	49	16.155387	16.559272	16.973254	17.397585	17.832525	18.278338	18.735295	19.203678	19.683770	20.175864	20.680261	21.197269	21.727200	22.270380	22.827140
Central Services Assistant III	16234	OFTB	83	17.128880	17.557102	17.996030	18.445931	18.907078	19.379755	19.864249	20.360855	20.869876	21.391623	21.926415	22.474575	23.036438	23.612350	24.202659

Salary Schedule				Step														
Job Title	Job Code	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Central Services Supervisor	15012	SUPB	93	26.992218	27.667022	28.358698	29.067665	29.794357	30.539216	31.302696	32.085263	32.887395	33.709581	34.552320	35.416128	36.301531	37.209069	38.139296
Central Stores Supervisor	15013	SUPB	11	18.977585	19.452025	19.938326	20.436784	20.947703	21.471396	22.008181	22.558385	23.122345	23.700404	24.292913	24.900236	25.522742	26.160811	26.814831
Chief Museum Attendant	15014	SUPB	1	12.032202	12.333006	12.641332	12.957365	13.281299	13.613331	13.953664	14.302507	14.660070	15.026572	15.402235	15.787291	16.181973	16.586522	17.001186
Claims Collector	16104	OFTB	101	17.733704	18.177047	18.631473	19.097260	19.574692	20.064059	20.565659	21.079800	21.606797	22.146966	22.700640	23.268156	23.849860	24.446107	25.057260
Clerk I	16019	OFTB	3	13.366396	13.700556	14.043070	14.394147	14.754001	15.122851	15.500921	15.888444	16.285656	16.692797	17.110117	17.537870	17.976317	18.425725	18.886368
Clerk II	16020	OFTB	27	14.981548	15.356088	15.739989	16.133489	16.536826	16.950247	17.374003	17.808353	18.253562	18.709901	19.177649	19.657090	20.148517	20.652230	21.168536
Clerk III	16021	OFTB	63	16.640162	17.056166	17.482569	17.919634	18.367625	18.826816	19.297486	19.779922	20.274421	20.781282	21.300814	21.833333	22.379167	22.938646	23.512112
Code Enforcement Officer	16114	OFTB	197	23.027415	23.603100	24.193178	24.798008	25.417957	26.053407	26.704742	27.372361	28.056670	28.758086	29.477038	30.213964	30.969313	31.743546	32.537135
Communications Assistant	16922	OFTB	169	21.372510	21.906823	22.454493	23.015855	23.591251	24.181032	24.785558	25.405198	26.040327	26.691335	27.358618	28.042583	28.743649	29.462240	30.198796
Community Center Attendant I	3656	OPMB	21	16.155387	16.559272	16.973254	17.397585	17.832525	18.278338	18.735295	19.203678	19.683770	20.175864	20.680261	21.197269	21.727200	22.270380	22.827140
Community Center Attendant II	3657	OPMB	63	18.177226	18.631657	19.097448	19.574884	20.064256	20.565862	21.080009	21.607010	22.147184	22.700865	23.268387	23.850097	24.446348	25.057507	25.683945
Community Service Rep I	16023	OFTB	73	16.775198	17.194578	17.624442	18.065053	18.516679	18.979596	19.454087	19.940439	20.438950	20.949924	21.473672	22.010513	22.560777	23.124795	23.702915
Community Service Rep II	16125	OFTB	123	18.587857	19.052552	19.528867	20.017089	20.517516	21.030454	21.556215	22.095120	22.647498	23.213685	23.794027	24.388879	24.998601	25.623566	26.264155
Computer Operations Supervisor	15017	SUPB	101	28.387856	29.097552	29.824991	30.570616	31.334881	32.118253	32.921209	33.744239	34.587846	35.452542	36.338856	37.247327	38.178510	39.132973	40.111297
Computer Operator I	16024	OFTB	171	21.372510	21.906823	22.454493	23.015855	23.591251	24.181032	24.785558	25.405198	26.040327	26.691335	27.358618	28.042583	28.743649	29.462240	30.198796
Computer Operator II	16231	OFTB	191	22.441128	23.002155	23.577209	24.166639	24.770805	25.390075	26.024827	26.675448	27.342334	28.025892	28.726539	29.444702	30.180822	30.935342	31.708726
Concrete Construction Leadwrkr	15104	SUPB	91	26.583557	27.248147	27.929351	28.627585	29.343275	30.076857	30.828777	31.599496	32.389483	33.199221	34.029202	34.879932	35.751930	36.645728	37.561871
Construction Inspector I	16025	OFTB	213	23.623958	24.214556	24.819921	25.440418	26.076428	26.728339	27.396549	28.081463	28.783499	29.503086	30.240662	30.996680	31.771597	32.565886	33.380033
Construction Inspector II	16026	OFTB	241	26.555478	27.219366	27.899849	28.597345	29.312279	30.045086	30.796213	31.566118	32.355271	33.164154	33.993257	34.843088	35.714165	36.607020	37.522196
Construction Inspector III	16027	OFTB	249	27.883205	28.580285	29.294792	30.027162	30.777841	31.547287	32.335969	33.144368	33.972977	34.822301	35.692859	36.585182	37.499810	38.437306	39.398238
Cultural Facilities Attendant	3909	OPMB	43	17.128880	17.557102	17.996030	18.445931	18.907078	19.379755	19.864249	20.360855	20.869876	21.391623	21.926415	22.474575	23.036438	23.612350	24.202659
Curator of Historical Exhibtns	15088	SUPB	63	23.425742	24.011386	24.611670	25.226962	25.857635	26.504076	27.166678	27.845845	28.541991	29.255541	29.986930	30.736603	31.505017	32.292642	33.099958
Custodial Supervisor	15018	SUPB	5	18.244271	18.700378	19.167887	19.647084	20.138261	20.641718	21.157761	21.686705	22.228873	22.784595	23.354210	23.938064	24.536516	25.149930	25.778677
Custodian I	3606	OPMB	7	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	20.552327
Custodian II	3922	OPMB	15	15.272524	15.654337	16.045694	16.446837	16.858008	17.279458	17.711444	18.154230	18.608087	19.073289	19.550121	20.038874	20.539846	21.053342	21.579676
Customer Service Assistant	16971	OFTB	71	16.771806	17.191101	17.620879	18.061401	18.512936	18.975759	19.450153	19.936407	20.434817	20.945687	21.469329	22.006063	22.556215	23.120120	23.698123
Customer Service Rep	16972	OFTB	95	17.623986	18.064587	18.516202	18.979107	19.453584	19.939924	20.438422	20.949383	21.473118	22.009945	22.560194	23.124199	23.702303	24.294861	24.902233
Customer Service Specialist	16973	OFTB	147	19.924496	20.422608	20.933173	21.456503	21.992916	22.542739	23.106307	23.683965	24.276064	24.882966	25.505040	26.142666	26.796233	27.466139	28.152791
Customer Service Supervisor	15098	SUPB	51	22.708675	23.276393	23.858303	24.454761	25.066129	25.692782	26.335102	26.993480	27.668317	28.360024	29.069025	29.795751	30.540645	31.304160	32.086764
Customer Service Trainee	16914	OFTB	43	15.168801	15.548021	15.936722	16.335140	16.743519	17.162107	17.591159	18.030938	18.481711	18.943754	19.417348	19.902782	20.400352	20.910360	21.433119
Data Entry Technician	16126	OFTB	29	14.981548	15.356088	15.739989	16.133489	16.536826	16.950247	17.374003	17.808353	18.253562	18.709901	19.177649	19.657090	20.148517	20.652230	21.168536
Department Systems Spclst I	16217	OFTB	243	26.746280	27.414937	28.100310	28.802818	29.522889	30.260960	31.017485	31.792922	32.587745	33.402439	34.237500	35.093438	35.970774	36.870042	37.791793
Department Systems Spclst II	16218	OFTB	261	29.424055	30.159656	30.913647	31.686489	32.478651	33.290617	34.122883	34.975955	35.850354	36.746613	37.665278	38.606910	39.572083	40.561385	41.575420
Development Services Tech I	16004	OFTB	181	22.261525	22.818063	23.388515	23.973228	24.572559	25.186873	25.816545	26.461959	27.123507	27.801595	28.496635	29.209051	29.939277	30.687758	31.454953
Development Services Tech II	16005	OFTB	205	23.374551	23.958914	24.557887	25.171834	25.801130	26.446158	27.107312	27.784995	28.479620	29.191611	29.921401	30.669435	31.436172	32.222076	33.027628
Development Services Tech III	16006	OFTB	221	24.543262	25.156844	25.785765	26.430409	27.091169	27.768448	28.462659	29.174225	29.903581	30.651172	31.417451	32.202886	33.007958	33.833158	34.678987
DOU Ops & Maint Service Worker	7001	WTRB	1	24.813313	25.433646	26.069486	26.721224	27.389254	28.073986	28.775835	29.495231	30.232613	30.988428	31.763138	32.557216	33.371147	34.205426	35.060561
DOU Ops and Maintenance Ldwkr	7002	WTRB	7	27.311265	27.994047	28.693898	29.411245	30.146526	30.900190	31.672695	32.464511	33.276125	34.108028	34.960729	35.834746	36.730615	37.648880	38.590103
DOU Ops and Maintenance Spec	7015	WTRB	11	26.053979	26.705329	27.372962	28.057285	28.758718	29.477686	30.214628	30.969994	31.744244	32.537849	33.351296	34.185079	35.039705	35.915698	36.813591
DOU Ops and Maintenance Sup	15103	SUPB	111	30.797928	31.567876	32.357073	33.166000	33.995150	34.845029	35.716155	36.609058	37.524284	38.462391	39.423951	40.409550	41.419789	42.455284	43.516666
Drainage Supervisor	15020	SUPB	49	22.311691	22.869483	23.441220	24.027251	24.627932	25.243630	25.874721	26.521589	27.184629	27.864245	28.560851	29.274871	30.006743	30.756913	31.525836
Electrical Constructn Insp I	16039	OFTB	193	22.479855	23.041851	23.617897	24.208345	24.813554	25.433893	26.069740	26.721484	27.389521	28.074259	28.776115	29.495518	30.232906	30.988729	31.763447
Electrical Constructn Insp II	16040	OFTB	223	24.733355	25.351689	25.985480	26.635117	27.300995	27.983520	28.683108	29.400186	30.135191	30.888571	31.660784	32.452304	33.263612	34.095202	34.947582
Electrical Constructn Insp III	16041	OFTB	233	26.301733	26.959276	27.633258	28.324089	29.032191	29.757996	30.501947	31.264495	32.046107	32.847260	33.668442	34.510153	35.372907	36.257230	37.163660
Electronic Maint Tech I	3615	OPMB	123	25.807177	26.452356	27.113666	27.791508	28.486296	29.198453	29.928413	30.676624	31.443540	32.229629	33.035370	33.861254	34.707784	35.575479	36.464867
Electronic Maint Tech II	3616	OPMB	131	27.097596	27.775036	28.469412	29.181147	29.910675	30.658443	31.424903	32.210526	33.015789	33.841184	34.687214	35.554394	36.443253	37.354335	38.288193
Electronic Maint Tech Trnee	3614	OPMB	113	23.461078	24.047604	24.648795	25.265015	25.896640	26.544056	27.207657	27.887848	28.585044	29.299671	30.032163	30.782967	31.552541	32.341355	33.149889
Enforcement & Collections Supv	15044	SUPB	59	23.162924	23.741998	24.335548	24.943937	25.567535	26.206723	26.861891	27.533439	28.221775	28.927319	29.650502	30.391765	31.151559	31.930348	32.728607
Engineering Aide I	3608	OPMB	59	17.892167	18.339470	18.797958	19.267907	19.749605	20.243345	20.749428	21.268164	21.799868	22.344865	22.903487	23.476073	24.062975	24.664549	25.281163
Engineering Aide II	3609	OPMB	89	20.234481	20.740343	21.258852	21.790323	22.335080	22.893457	23.465793	24.052438	24.653750	25.270094	25.901846	26.549391	27.213127	27.893455	28.590791
Engineering Technician I	16930	OFTB	163	21.246386	21.777546	22.321985	22.880035	23.452035	24.038336	24.639294	25.255276	25.886658	26.533824	27.197170	27.877100	28.574026	29.288379	30.020587

Salary Schedule				Step														
Job Title	Job Code	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Engineering Technician II	16931	OFTB	185	22.308693	22.866410	23.438070	24.024023	24.624624	25.240240	25.871245	26.518026	27.180977	27.860501	28.557014	29.270939	30.002712	30.752780	31.521600
Engineering Technician III	16939	OFTB	219	24.539713	25.153206	25.782036	26.426586	27.087252	27.764432	28.458543	29.170007	29.899257	30.646738	31.412906	32.198229	33.003186	33.828266	34.673972
Equipment Maint Supv	15053	SUPB	99	28.246430	28.952591	29.676407	30.418316	31.178774	31.958243	32.757199	33.576130	34.415533	35.275921	36.157819	37.061764	37.988308	38.938017	39.911467
Events Coordinator	16043	OFTB	153	20.260510	20.767023	21.286199	21.818353	22.363812	22.922907	23.495980	24.083380	24.685465	25.302600	25.935166	26.583544	27.248133	27.929337	28.627569
Exhibits Coordinator	16044	OFTB	103	17.814868	18.260240	18.716746	19.184665	19.664282	20.155888	20.659785	21.176280	21.705687	22.248329	22.804537	23.374650	23.959016	24.557991	25.171942
Facility Drawings Technician	16916	OFTB	183	22.261525	22.818063	23.388515	23.973228	24.572559	25.186873	25.816545	26.461959	27.123507	27.801595	28.496635	29.209051	29.939277	30.687758	31.454953
Financial Services Supervisor	15092	SUPB	35	21.614976	22.155350	22.709233	23.276965	23.858889	24.455360	25.066745	25.693414	26.335749	26.994142	27.668997	28.360721	29.069739	29.796482	30.541394
Fingerprint Clerk	16974	OFTB	129	18.898787	19.371257	19.855538	20.351926	20.860725	21.382243	21.916799	22.464719	23.026337	23.601995	24.192045	24.796847	25.416768	26.052187	26.703492
Fire Protection Engineer	011018	WCEB	19	37.950439	38.899200	39.871680	40.868473	41.890184	42.937439	44.010874	45.111146	46.238925	47.394898	48.579771	49.794265	51.039121	52.315099	53.622977
Fleet Management Technician	16045	OFTB	231	25.823662	26.469254	27.130986	27.809260	28.504493	29.217104	29.947532	30.696220	31.463626	32.250217	33.056472	33.882883	34.729956	35.598204	36.488160
Fleet Service Coordinator	16976	OFTB	121	18.528462	18.991674	19.466466	19.953127	20.451955	20.963254	21.487335	22.024518	22.575131	23.139510	23.717998	24.310948	24.918722	25.541690	26.180231
Forensic Investigator I	16047	OFTB	199	23.168368	23.747576	24.341265	24.949798	25.573543	26.212882	26.868204	27.539908	28.228406	28.934116	29.657469	30.398906	31.158879	31.937851	32.736296
Forensic Investigator II	16048	OFTB	227	25.485204	26.122334	26.775392	27.444777	28.130897	28.834168	29.555023	30.293899	31.051248	31.827527	32.623216	33.438796	34.274766	35.131635	36.009926
General Helper	3681	OPMB	1	10.301345	10.558880	10.822851	11.093422	11.370759	11.655027	11.946403	12.245063	12.551190	12.864970	13.186593	13.516259	13.854164	14.200519	14.555532
GIS Specialist I	17026	PRFB	25	27.934396	28.632756	29.348574	30.082288	30.834345	31.605205	32.395335	33.205217	34.035348	34.886232	35.758388	36.652348	37.568657	38.507873	39.470569
GIS Specialist II	17027	PRFB	35	30.729065	31.497292	32.284725	33.091842	33.919138	34.767117	35.636295	36.527202	37.440382	38.376392	39.335802	40.319197	41.327177	42.360356	43.419365
GIS Specialist III	17028	PRFB	41	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	47.759797
Golf Course Marshal	3618	OPMB	49	17.417805	17.853248	18.299580	18.757070	19.225997	19.706647	20.199313	20.704295	21.221903	21.752450	22.296262	22.853668	23.425011	24.010635	24.610901
Golf Course Supervisor	15021	SUPB	69	23.608498	24.198710	24.803678	25.423770	26.059364	26.710848	27.378619	28.063084	28.764661	29.483779	30.220873	30.976395	31.750805	32.544575	33.358189
Graphic Designer	17015	PRFB	15	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	33.002997
Graphics Assistant	16957	OFTB	51	16.155387	16.559272	16.973254	17.397585	17.832525	18.278338	18.735295	19.203678	19.683770	20.175864	20.680261	21.197269	21.727200	22.270380	22.827140
Greenskeeper	3619	OPMB	47	17.413071	17.848398	18.294608	18.751973	19.220772	19.701291	20.193824	20.698670	21.216137	21.746540	22.290204	22.847459	23.418645	24.004111	24.604214
HVAC Systems Mechanic	4010	PLNB	7	28.562410	29.276469	30.008381	30.758592	31.527556	32.315745	33.123639	33.951730	34.800522	35.670535	36.562298	37.476356	38.413265	39.373597	40.357937
Instrument Technician I	3648	OPMB	119	24.788934	25.408658	26.043874	26.694971	27.362345	28.046404	28.747564	29.466253	30.202909	30.957983	31.731932	32.525230	33.338361	34.171820	35.026116
Instrument Technician II	3649	OPMB	133	27.910523	28.608287	29.323494	30.056581	30.807996	31.578196	32.367651	33.176841	34.006263	34.856420	35.727829	36.621026	37.536552	38.474965	39.436839
Instrument Technician Trainee	3646	OPMB	109	22.527951	23.091150	23.668429	24.260139	24.866642	25.488308	26.125517	26.778654	27.448120	28.134324	28.837682	29.558624	30.297590	31.055029	31.831405
Instrumentation Supervisor	15087	SUPB	103	32.071823	32.873619	33.695458	34.537845	35.401291	36.286323	37.193482	38.123319	39.076402	40.053312	41.054645	42.081011	43.133036	44.211362	45.316646
Irrigation Technician	3921	OPMB	79	19.470247	19.957003	20.455928	20.967326	21.491509	22.028797	22.579518	23.144005	23.722605	24.315670	24.923562	25.546651	26.185317	26.839950	27.510950
IT Support Specialist I	16219	OFTB	251	27.934396	28.632756	29.348574	30.082288	30.834345	31.605205	32.395335	33.205217	34.035348	34.886232	35.758388	36.652348	37.568657	38.507873	39.470569
IT Support Specialist II	16220	OFTB	265	30.729065	31.497292	32.284725	33.091842	33.919138	34.767117	35.636295	36.527202	37.440382	38.376392	39.335802	40.319197	41.327177	42.360356	43.419365
IT Trainee	16221	OFTB	173	21.372510	21.906823	22.454493	23.015855	23.591251	24.181032	24.785558	25.405198	26.040327	26.691335	27.358618	28.042583	28.743649	29.462240	30.198796
Junior Architect	011013	WCEB	21	25.131929	25.760226	26.404232	27.064338	27.740946	28.434471	29.145332	29.873965	30.620814	31.386334	32.170993	32.975268	33.799649	34.644641	35.510757
Junior Engineer	011010	WCEB	23	25.131929	25.760226	26.404232	27.064338	27.740946	28.434471	29.145332	29.873965	30.620814	31.386334	32.170993	32.975268	33.799649	34.644641	35.510757
Junior Landscape Assistant	011024	WCEB	25	25.131929	25.760226	26.404232	27.064338	27.740946	28.434471	29.145332	29.873965	30.620814	31.386334	32.170993	32.975268	33.799649	34.644641	35.510757
Junior Planner	17004	PRFB	9	22.585549	23.150189	23.728944	24.322167	24.930221	25.553477	26.192314	26.847121	27.518299	28.206256	28.911412	29.634198	30.375053	31.134429	31.912790
Junior Plant Operator	4001	PLNB	1	21.061027	21.587553	22.127241	22.680422	23.247433	23.828619	24.424333	25.034941	25.660816	26.302336	26.959894	27.633891	28.324738	29.032857	29.758678
Key Data Operator I	16053	OFTB	13	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	20.552327
Key Data Operator I (UNPY)	16945	OFTB	15	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	20.552327
Landfill Equipment Operator	3673	OPMB	103	21.031369	21.557153	22.096082	22.648484	23.214696	23.795063	24.389940	24.999689	25.624681	26.265298	26.921930	27.594978	28.284852	28.991973	29.716773
Landscape Assistant	011017	WCEB	27	29.385633	30.120274	30.873280	31.645112	32.436240	33.247146	34.078324	34.930283	35.803539	36.698628	37.616093	38.556496	39.520409	40.508419	41.521129
Landscape Technician I	16209	OFTB	165	21.246386	21.777546	22.321985	22.880035	23.452035	24.038336	24.639294	25.255276	25.886658	26.533824	27.197170	27.877100	28.574026	29.288379	30.020587
Landscape Technician II	16054	OFTB	187	22.308693	22.866410	23.438070	24.024023	24.624624	25.240240	25.871245	26.518026	27.180977	27.860501	28.557014	29.270939	30.002712	30.752780	31.521600
Lead Forensic Investigator	16926	OFTB	253	28.033780	28.734625	29.452991	30.189315	30.944048	31.717649	32.510589	33.323355	34.156439	35.010350	35.885609	36.782748	37.702317	38.644875	39.610997
Maintenance Worker	3651	OPMB	19	16.155151	16.559029	16.973005	17.397330	17.832263	18.278070	18.735022	19.203398	19.683483	20.175569	20.679958	21.196957	21.726881	22.270053	22.826804
Marina&Boating Facilities Attd	3650	OPMB	45	17.128880	17.557102	17.996030	18.445931	18.907078	19.379755	19.864249	20.360855	20.869876	21.391623	21.926415	22.474575	23.036438	23.612350	24.202659
Marina&Boating Facilities Supv	15056	SUPB	79	24.544208	25.157813	25.786759	26.431428	27.092214	27.769519	28.463757	29.175351	29.904735	30.652353	31.418662	32.204129	33.009232	33.834463	34.680325
Media & Computer Specialist	16118	OFTB	201	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	33.002997
Media Production Specialist I	17013	PRFB	1	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	29.487855
Media Production Specialist II	17025	PRFB	17	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	33.002997
Meter Reader	3621	OPMB	11	14.984783	15.359403	15.743387	16.136972	16.540396	16.953906	17.377754	17.812198	18.257502	18.713940	19.181789	19.661334	20.152866	20.656688	21.173105
Meter Reading Supervisor	15094	SUPB	43	22.024265	22.574872	23.139244	23.717725	24.310668	24.918435	25.541396	26.179930	26.834428	27.505289	28.192921	28.897744	29.620188	30.360693	31.119710

Salary Schedule				Step														
Job Title	Job Code	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Microcomputer Sys Specialist	16110	OFTB	203	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	33.002997
Motor Sweeper Operator	3625	OPMB	99	21.024822	21.550444	22.089204	22.641434	23.207470	23.787657	24.382348	24.991906	25.616705	26.257123	26.913550	27.586389	28.276049	28.982950	29.707523
Museum Registrar	17014	PRFB	5	21.289137	21.821365	22.366899	22.926071	23.499225	24.086705	24.688873	25.306094	25.938746	26.587215	27.251895	27.933192	28.631522	29.347311	30.080993
Museum Security Supervisor	15086	SUPB	15	19.533821	20.022168	20.522721	21.035789	21.561684	22.100726	22.653244	23.219575	23.800064	24.395066	25.004944	25.630067	26.270819	26.927588	27.600778
Neighborhood Rsrcs Coord I	16968	OFTB	161	20.743469	21.262057	21.793608	22.338448	22.896909	23.469332	24.056066	24.657467	25.273905	25.905752	26.553396	27.217231	27.897661	28.595103	29.309981
Neighborhood Rsrcs Coord II	16969	OFTB	207	23.376601	23.961016	24.560041	25.174042	25.803394	26.448479	27.109691	27.787433	28.482118	29.194172	29.924026	30.672127	31.438930	32.224902	33.030526
Office Supervisor	15024	SUPB	23	20.119874	20.622870	21.138442	21.666903	22.208576	22.763790	23.332884	23.916207	24.514111	25.126965	25.755139	26.399016	27.058992	27.735467	28.428854
Offset Equipment Operator	16064	OFTB	53	16.155387	16.559272	16.973254	17.397585	17.832525	18.278338	18.735295	19.203678	19.683770	20.175864	20.680261	21.197269	21.727200	22.270380	22.827140
Park Equipment Operator	3666	OPMB	81	19.716105	20.209008	20.714233	21.232088	21.762891	22.306962	22.864637	23.436253	24.022159	24.622713	25.238281	25.869238	26.515969	27.178868	27.858340
Park Maint Worker I (Pest)	3910	OPMB	35	16.559472	16.973458	17.397794	17.832739	18.278557	18.735521	19.203909	19.684007	20.176107	20.680510	21.197523	21.727461	22.270648	22.827414	23.398098
Park Maint Worker II (Pest)	3911	OPMB	73	18.704988	19.172613	19.651928	20.143226	20.646807	21.162977	21.692051	22.234352	22.790212	23.359967	23.943966	24.542565	25.156129	25.785032	26.429658
Park Maintenance Worker	3927	OPMB	5	12.117546	12.420485	12.730997	13.049272	13.375504	13.709892	14.052638	14.403954	14.764053	15.133154	15.511483	15.899270	16.296752	16.704171	17.121775
Park Maintenance Worker I	3653	OPMB	23	16.155387	16.559272	16.973254	17.397585	17.832525	18.278338	18.735295	19.203678	19.683770	20.175864	20.680261	21.197269	21.727200	22.270380	22.827140
Park Maintenance Worker II	3654	OPMB	67	18.248373	18.704581	19.172197	19.651502	20.142789	20.646359	21.162518	21.691581	22.233871	22.789717	23.359460	23.943447	24.542033	25.155583	25.784473
Park Maintenance Worker III	3655	OPMB	71	18.529172	18.992402	19.467212	19.953892	20.452739	20.964057	21.488160	22.025363	22.575997	23.140397	23.718908	24.311880	24.919677	25.542669	26.181236
Parking Enforcement Officer	3630	OPMB	39	17.648742	18.089961	18.542210	19.005765	19.480909	19.967932	20.467130	20.978808	21.503278	22.040861	22.591883	23.156679	23.735596	24.328986	24.937211
Parking Enforcement Supervisor	15025	SUPB	9	20.277279	20.784211	21.303816	21.836411	22.382322	22.941880	23.515427	24.103313	24.705896	25.323542	25.956632	26.605547	27.270686	27.952453	28.651264
Parking Facilities Maint Supv	15055	SUPB	55	22.978590	23.553055	24.141882	24.745429	25.364065	25.998167	26.648121	27.314323	27.997181	28.697111	29.414540	30.149902	30.903650	31.676241	32.468147
Parking Lot Attendant	3627	OPMB	13	15.131413	15.509699	15.897441	16.294877	16.702249	17.119805	17.547800	17.986496	18.436158	18.897062	19.369489	19.853726	20.350069	20.858821	21.380292
Parking Lot Supervisor	15026	SUPB	3	18.121540	18.574579	19.038941	19.514916	20.002789	20.502859	21.015430	21.540815	22.079336	22.631319	23.197102	23.777030	24.371456	24.980742	25.605261
Parking Meter Coin Collector	3628	OPMB	25	16.155387	16.559272	16.973254	17.397585	17.832525	18.278338	18.735295	19.203678	19.683770	20.175864	20.680261	21.197269	21.727200	22.270380	22.827140
Parking Meter Collection Supv	15085	SUPB	19	19.906748	20.404418	20.914528	21.437391	21.973326	22.522659	23.085725	23.662868	24.254441	24.860802	25.482322	26.119380	26.772365	27.441674	28.127715
Parking Meter Repair Supv	15027	SUPB	21	19.906748	20.404418	20.914528	21.437391	21.973326	22.522659	23.085725	23.662868	24.254441	24.860802	25.482322	26.119380	26.772365	27.441674	28.127715
Parking Meter Repair Worker	3629	OPMB	55	17.814868	18.260240	18.716746	19.184665	19.664282	20.155888	20.659785	21.176280	21.705687	22.248329	22.804537	23.374650	23.959016	24.557991	25.171942
Parks Supervisor	15028	SUPB	77	24.083177	24.685255	25.302386	25.934946	26.583321	27.247903	27.929101	28.627329	29.343012	30.076586	30.828501	31.599215	32.389194	33.198924	34.028897
Personnel Transactions Coord	16065	OFTB	75	16.775198	17.194578	17.624442	18.065053	18.516679	18.979596	19.454087	19.940439	20.438950	20.949924	21.473672	22.010513	22.560777	23.124795	23.702915
Planning Technician I	16111	OFTB	109	18.217137	18.672565	19.139380	19.617865	20.108312	20.611020	21.126294	21.654451	22.195812	22.750708	23.319476	23.902463	24.500025	25.112526	25.740339
Planning Technician II	16112	OFTB	149	20.039419	20.540404	21.053914	21.580263	22.119770	22.672764	23.239582	23.820572	24.416087	25.026488	25.652150	26.293455	26.950791	27.624561	28.315175
Plans Examiner I	16007	OFTB	211	23.538219	24.126674	24.729841	25.348087	25.981789	26.631334	27.297117	27.979545	28.679035	29.396010	30.130910	30.884183	31.656288	32.447695	33.258887
Plans Examiner II	16008	OFTB	225	24.780996	25.400521	26.035534	26.686421	27.353582	28.037423	28.738358	29.456817	30.193236	30.948067	31.721770	32.514814	33.327683	34.160876	35.014898
Plans Examiner III	16009	OFTB	259	28.984950	29.709574	30.452313	31.213621	31.993962	32.793811	33.613656	34.453997	35.315347	36.198232	37.103188	38.030767	38.981536	39.956074	40.954976
Plant Operator	4002	PLNB	3	25.227809	25.858504	26.504967	27.167591	27.846781	28.542951	29.256525	29.987938	30.737635	31.506076	32.293729	33.101072	33.928599	34.776814	35.646234
Police Clerk I	16066	OFTB	5	13.366396	13.700556	14.043070	14.394147	14.754001	15.122851	15.500921	15.888444	16.285656	16.692797	17.110117	17.537870	17.976317	18.425725	18.886368
Police Clerk II	16067	OFTB	31	14.981548	15.356088	15.739989	16.133489	16.536826	16.950247	17.374003	17.808353	18.253562	18.709901	19.177649	19.657090	20.148517	20.652230	21.168536
Police Clerk II (UNPY)	16943	OFTB	33	14.981548	15.356088	15.739989	16.133489	16.536826	16.950247	17.374003	17.808353	18.253562	18.709901	19.177649	19.657090	20.148517	20.652230	21.168536
Police Clerk III	16068	OFTB	65	16.640162	17.056166	17.482569	17.919634	18.367625	18.826816	19.297486	19.779922	20.274421	20.781282	21.300814	21.833333	22.379167	22.938646	23.512112
Police Records Specialist I	16933	OFTB	77	16.922933	17.346006	17.779656	18.224148	18.679752	19.146746	19.625415	20.116050	20.618950	21.134425	21.662786	22.204356	22.759464	23.328451	23.911662
Police Records Specialist II	16934	OFTB	137	19.461413	19.947948	20.446647	20.957813	21.481758	22.018802	22.569272	23.133504	23.711842	24.304638	24.912254	25.535060	26.173437	26.827773	27.498467
Police Records Specialist III	16935	OFTB	175	21.407531	21.942719	22.491286	23.053569	23.629908	24.220656	24.826172	25.446826	26.082997	26.735072	27.403449	28.088535	28.790748	29.510517	30.248280
Police Records Supervisor	15101	SUPB	67	23.548315	24.137023	24.740449	25.358960	25.992934	26.642757	27.308826	27.991547	28.691336	29.408619	30.143833	30.897430	31.669866	32.461613	33.273153
Process Control Systems Splst	17037	PRFB	43	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	47.759797
Program Coordinator	16210	OFTB	119	18.490602	18.952867	19.426689	19.912356	20.410165	20.920419	21.443429	21.979515	22.529003	23.092228	23.669534	24.261272	24.867804	25.489499	26.126736
Program Developer	16211	OFTB	47	15.742627	16.136193	16.539598	16.953087	17.376914	17.811337	18.256620	18.713036	19.180863	19.660384	20.151894	20.655691	21.172082	21.701385	22.243920
Program Leader	16949	OFTB	1	13.115017	13.442892	13.778964	14.123438	14.476525	14.838438	15.209399	15.589634	15.979375	16.378859	16.788330	17.208038	17.638240	18.079196	18.531176
Program Supervisor	15091	SUPB	73	24.082545	24.684609	25.301724	25.934267	26.582624	27.247190	27.928370	28.626578	29.342242	30.075798	30.827694	31.598386	32.388346	33.198055	34.028006
Property Assistant	16071	OFTB	127	19.447184	19.933364	20.431698	20.942489	21.466051	22.002703	22.552771	23.116590	23.694505	24.286868	24.894040	25.516390	26.154300	26.808158	27.478362
Public Information Coordinator	17022	PRFB	7	22.003994	22.554094	23.117946	23.695895	24.288292	24.895499	25.517886	26.155833	26.809730	27.479973	28.166972	28.871146	29.592925	30.332749	31.091067
Real Property Agent I	17032	PRFB	19	24.797875	25.417822	26.053268	26.704600	27.372215	28.056519	28.757932	29.476881	30.213803	30.969148	31.743377	32.536961	33.350385	34.184145	35.038749
Real Property Agent II	17033	PRFB	29	28.609972	29.325221	30.058352	30.809811	31.580056	32.369557	33.178796	34.008266	34.858473	35.729935	36.623183	37.538763	38.477232	39.439162	40.425142
Real Property Agent III	17034	PRFB	39	31.708000	32.500701	33.313219	34.146049	34.999699	35.874693	36.771560	37.690848	38.633120	39.598948	40.588922	41.603645	42.643736	43.709829	44.802575
Registered Veterinary Tech	3926	OPMB	111	21.988140	22.537844	23.101290	23.678821	24.270792	24.877563	25.499501	26.136989	26.790414	27.460173	28.146677	28.850344	29.571604	30.310894	31.068665

Salary Schedule				Step														
Job Title	Job Code	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Revenue Services Rep	16953	OFTB	87	17.278429	17.710390	18.153150	18.606979	19.072153	19.548957	20.037681	20.538623	21.052089	21.578391	22.117850	22.670797	23.237566	23.818506	24.413969
Revenue Services Trainee	16952	OFTB	23	14.719757	15.087751	15.464946	15.851570	16.247858	16.654054	17.070405	17.497166	17.934595	18.382960	18.842534	19.313597	19.796437	20.291349	20.798632
Revenue Supervisor	15076	SUPB	47	22.263655	22.820246	23.390752	23.975521	24.574910	25.189282	25.819014	26.464489	27.126101	27.804255	28.499361	29.211844	29.942141	30.690695	31.457962
Sanitation Worker I	3662	OPMB	53	17.734256	18.177612	18.632052	19.097854	19.575300	20.064683	20.566301	21.080458	21.607469	22.147656	22.701347	23.268881	23.850603	24.446868	25.058040
Sanitation Worker I (NODL)	3913	OPMB	31	16.354472	16.763334	17.182416	17.611976	18.052275	18.503583	18.966173	19.440327	19.926335	20.424493	20.935105	21.458483	21.994946	22.544819	23.108439
Sanitation Worker II	3663	OPMB	83	19.720049	20.213050	20.718376	21.236335	21.767243	22.311424	22.869211	23.440941	24.026965	24.627639	25.243329	25.874412	26.521272	27.184305	27.863913
Sanitation Worker III	3664	OPMB	101	21.024822	21.550444	22.089204	22.641434	23.207470	23.787657	24.382348	24.991906	25.616705	26.257123	26.913550	27.586389	28.276049	28.982950	29.707523
Secretary	16205	OFTB	97	17.642759	18.083828	18.535924	18.999322	19.474305	19.961163	20.460192	20.971697	21.495989	22.033389	22.584224	23.148830	23.727551	24.320739	24.928757
Secretary to the Plnning Cmmsn	16081	OFTB	79	16.957403	17.381337	17.815870	18.261267	18.717800	19.185745	19.665388	20.157023	20.660949	21.177473	21.706909	22.249582	22.805822	23.375967	23.960366
Security Guard	3641	OPMB	9	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	20.552327
Senior Accounting Technician	15064	SUPB	27	20.189048	20.693774	21.211118	21.741396	22.284931	22.842054	23.413105	23.998433	24.598395	25.213354	25.843688	26.489780	27.152025	27.830826	28.526597
Senior Animal Care Technician	15097	SUPB	7	18.323621	18.781712	19.251255	19.732535	20.225848	20.731494	21.249782	21.781027	22.325553	22.883692	23.455784	24.042178	24.643233	25.259313	25.890797
Senior Animal Control Officer	15033	SUPB	41	24.054985	24.656360	25.272769	25.904588	26.552203	27.216008	27.896408	28.593818	29.308663	30.041381	30.792415	31.562225	32.351281	33.160063	33.989065
Senior Building Maint Worker	3632	OPMB	93	20.502581	21.015146	21.540525	22.079038	22.631014	23.196789	23.776709	24.371127	24.980405	25.604914	26.245038	26.901164	27.573693	28.263035	28.969611
Senior Central Services Asst	16235	OFTB	115	18.421270	18.881801	19.353847	19.837692	20.333634	20.841976	21.363025	21.897101	22.444529	23.005642	23.580782	24.170303	24.774561	25.393924	26.028772
Senior Claims Collector	16103	OFTB	159	20.392865	20.902686	21.425253	21.960884	22.509906	23.072654	23.649471	24.240707	24.846726	25.467893	26.104590	26.757205	27.426135	28.111788	28.814583
Senior Code Enforcement Ofcr	15066	SUPB	89	25.915633	26.563524	27.227612	27.908302	28.606010	29.321160	30.054188	30.805544	31.575683	32.365074	33.174201	34.003556	34.853645	35.724986	36.618111
Senior Computer Operator	16908	OFTB	235	26.410267	27.070524	27.747287	28.440968	29.151992	29.880793	30.627813	31.393508	32.178345	32.982805	33.807374	34.652558	35.518872	36.406845	37.317015
Senior Custodian	3678	OPMB	27	16.155387	16.559272	16.973254	17.397585	17.832525	18.278338	18.735295	19.203678	19.683770	20.175864	20.680261	21.197269	21.727200	22.270380	22.827140
Senior Customer Service Rep	16912	OFTB	107	18.168235	18.622440	19.088001	19.565201	20.054331	20.555689	21.069581	21.596321	22.136230	22.689635	23.256876	23.838298	24.434255	25.045111	25.671239
Senior Data Entry Technician	16127	OFTB	67	16.640162	17.056166	17.482569	17.919634	18.367625	18.826816	19.297486	19.779922	20.274421	20.781282	21.300814	21.833333	22.379167	22.938646	23.512112
Senior Department Sys Spclst	16222	OFTB	269	32.366303	33.175461	34.004848	34.854969	35.726342	36.619501	37.534990	38.473364	39.435198	40.421077	41.431605	42.467394	43.529079	44.617306	45.732739
Senior Electronic Maint Tech	3633	OPMB	139	29.333148	30.066477	30.818138	31.588591	32.378306	33.187764	34.017458	34.867894	35.739591	36.633081	37.548909	38.487631	39.449822	40.436068	41.446970
Senior Engineering Technician	16932	OFTB	237	26.490327	27.152585	27.831399	28.527184	29.240364	29.971373	30.720657	31.488673	32.275890	33.082787	33.909857	34.757603	35.626543	36.517208	37.430138
Senior HVAC Systems Mechanic	4011	PLNB	13	31.418603	32.204068	33.009170	33.834399	34.680259	35.547265	36.435947	37.346847	38.280517	39.237530	40.218468	41.223930	42.254528	43.310891	44.393663
Senior IT Support Spclst	16223	OFTB	271	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	47.759797
Senior Key Data Operator	16083	OFTB	55	16.155387	16.559272	16.973254	17.397585	17.832525	18.278338	18.735295	19.203678	19.683770	20.175864	20.680261	21.197269	21.727200	22.270380	22.827140
Senior Landfill Engn Tech	16208	OFTB	239	26.490327	27.152585	27.831399	28.527184	29.240364	29.971373	30.720657	31.488673	32.275890	33.082787	33.909857	34.757603	35.626543	36.517208	37.430138
Senior Maintenance Worker	3652	OPMB	57	17.888855	18.336075	18.794477	19.264339	19.745947	20.239596	20.745587	21.264226	21.795832	22.340728	22.899245	23.471726	24.058519	24.659983	25.276483
Senior Parking Lot Attendant	3668	OPMB	37	16.688908	17.106131	17.533783	17.972128	18.421431	18.881967	19.354016	19.837866	20.333813	20.842158	21.363212	21.897292	22.444724	23.005842	23.580989
Senior Parking Lot Supervisor	15067	SUPB	57	22.978590	23.553055	24.141882	24.745429	25.364065	25.998167	26.648121	27.314323	27.997181	28.697111	29.414540	30.149902	30.903650	31.676241	32.468147
Senior Personnel Trans Coord	16131	OFTB	117	18.457238	18.918669	19.391635	19.876426	20.373337	20.882670	21.404736	21.939855	22.488351	23.050560	23.626824	24.217495	24.822932	25.443505	26.079593
Senior Plant Operator	4003	PLNB	11	30.302573	31.060137	31.836640	32.632557	33.448371	34.284580	35.141695	36.020237	36.920743	37.843762	38.789856	39.759602	40.753592	41.772432	42.816743
Senior Police Records Supv	15082	SUPB	87	25.903091	26.550669	27.214435	27.894797	28.592166	29.306970	30.039644	30.790635	31.560402	32.349412	33.158147	33.987101	34.836779	35.707698	36.600389
Senior Property Assistant	16072	OFTB	151	21.063547	21.590136	22.129889	22.683136	23.250214	23.831470	24.427257	25.037938	25.663886	26.305484	26.963121	27.637199	28.328129	29.036332	29.762240
Senior Revenue Services Rep	16954	OFTB	131	19.011108	19.486386	19.973545	20.472884	20.984706	21.509323	22.047056	22.598232	23.163188	23.742269	24.335825	24.944221	25.567827	26.207022	26.862198
Senior School Crossing Guard	16951	OFTB	61	16.161540	16.565579	16.979716	17.404210	17.839315	18.285298	18.742431	19.210991	19.691267	20.183549	20.688137	21.205340	21.735474	22.278861	22.835833
Senior Stationary Engineer	4004	PLNB	9	29.249738	29.980981	30.730506	31.498770	32.286238	33.093394	33.920729	34.768747	35.637966	36.528915	37.442138	38.378191	39.337646	40.321088	41.329114
Senior Store Keeper	15105	SUPB	13	18.977588	19.452028	19.938329	20.436787	20.947706	21.471400	22.008184	22.558389	23.122349	23.700407	24.292917	24.900240	25.522746	26.160815	26.814835
Senior Telecommunications Tech	3923	OPMB	137	28.452534	29.163847	29.892944	30.640268	31.406275	32.191432	32.996217	33.821122	34.666650	35.533317	36.421650	37.332191	38.265496	39.222133	40.202686
Senior Traffic Ctrl&Light Supv	15079	SUPB	105	30.243896	30.999994	31.774994	32.569369	33.383603	34.218193	35.073648	35.950489	36.849251	37.770482	38.714744	39.682614	40.674679	41.691545	42.733835
Senior Tree Maintenance Worker	3661	OPMB	91	20.383083	20.892660	21.414978	21.950352	22.499110	23.061589	23.638129	24.229081	24.834808	25.455678	26.092070	26.744372	27.412981	28.098306	28.800764
Senior Tree Pruner	3680	OPMB	107	21.517327	22.055260	22.606640	23.171808	23.751102	24.344880	24.953502	25.577340	26.216774	26.872191	27.543997	28.232597	28.938412	29.661872	30.403419
Senior Utility Cust Svc Tech	16228	OFTB	139	19.533821	20.022168	20.522721	21.035789	21.561684	22.100726	22.653244	23.219575	23.800064	24.395066	25.004944	25.630067	26.270819	26.927588	27.600778
Service Contract Inspector	16113	OFTB	133	19.131947	19.610245	20.100501	20.603014	21.118089	21.646040	22.187192	22.741872	23.310419	23.893179	24.490508	25.102771	25.730340	26.373599	27.032939
Solid Waste Maint Supervisor	15075	SUPB	61	23.215457	23.795843	24.390739	25.000507	25.625520	26.266159	26.922812	27.595882	28.285779	28.992925	29.717748	30.460691	31.222208	32.002763	32.802832
Solid Waste Supervisor	15032	SUPB	65	28.170047	28.874298	29.596155	30.336060	31.094462	31.871823	32.668619	33.485333	34.322467	35.180529	36.060042	36.961543	37.885582	38.832721	39.803539
Staff Aide (Supervisory)	15005	SUPB	75	24.082545	24.684609	25.301724	25.934267	26.582624	27.247190	27.928370	28.626578	29.342242	30.075798	30.827694	31.598386	32.388346	33.198055	34.028006
Stationary Engineer	4005	PLNB	5	26.587738	27.252431	27.933743	28.632087	29.347889	30.081585	30.833626	31.604467	32.394578	33.204442	34.034553	34.885417	35.757552	36.651491	37.567778
Stenographer Clerk I	16084	OFTB	17	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	20.552327
Stenographer Clerk II	16085	OFTB	39	15.131413	15.509699	15.897441	16.294877	16.702249	17.119805	17.547800	17.986496	18.436158	18.897062	19.369489	19.853726	20.350069	20.858821	21.380292

Salary Schedule				Step														
Job Title	Job Code	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Stenographer Clerk III	16086	OFTB	81	16.957403	17.381337	17.815870	18.261267	18.717800	19.185745	19.665388	20.157023	20.660949	21.177473	21.706909	22.249582	22.805822	23.375967	23.960366
Storekeeper	16087	OFTB	99	17.646152	18.087305	18.539488	19.002975	19.478049	19.965000	20.464125	20.975728	21.500121	22.037625	22.588566	23.153280	23.732111	24.325415	24.933550
Stores Clerk I	16088	OFTB	19	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	20.552327
Stores Clerk II	16089	OFTB	57	16.155387	16.559272	16.973254	17.397585	17.832525	18.278338	18.735295	19.203678	19.683770	20.175864	20.680261	21.197269	21.727200	22.270380	22.827140
Street Construction Equip Optr	3687	OPMB	129	26.583557	27.248147	27.929351	28.627585	29.343275	30.076857	30.828777	31.599496	32.389483	33.199221	34.029202	34.879932	35.751930	36.645728	37.561871
Street Construction Laborer	3688	OPMB	121	24.115042	24.717918	25.335866	25.969263	26.618495	27.283957	27.966055	28.665207	29.381837	30.116383	30.869293	31.641025	32.432051	33.242852	34.073923
Street Maintenance Supv	15099	SUPB	97	27.916649	28.614564	29.329928	30.063177	30.814756	31.585125	32.374753	33.184122	34.013725	34.864068	35.735670	36.629062	37.544789	38.483409	39.445493
Supervising Building Inspector	15096	SUPB	121	32.594728	33.409597	34.244837	35.100958	35.978482	36.877944	37.799893	38.744890	39.713512	40.706350	41.724010	42.767109	43.836287	44.932194	46.055499
Supervising Cashier	15038	SUPB	17	19.533821	20.022168	20.522721	21.035789	21.561684	22.100726	22.653244	23.219575	23.800064	24.395066	25.004944	25.630067	26.270819	26.927588	27.600778
Supervising Community Ctr Attd	15058	SUPB	31	20.729351	21.247585	21.778775	22.323244	22.881325	23.453358	24.039692	24.640684	25.256701	25.888119	26.535322	27.198705	27.878673	28.575640	29.290031
Supervising Community Svc Rep	15071	SUPB	33	21.376690	21.911107	22.458885	23.020357	23.595866	24.185763	24.790407	25.410166	26.045420	26.696557	27.363971	28.048069	28.749271	29.468003	30.204703
Supervising Construction Insp	15074	SUPB	109	30.784516	31.554129	32.342982	33.151557	33.980346	34.829854	35.700600	36.593115	37.507943	38.445642	39.406783	40.391953	41.401752	42.436795	43.497715
Supervising Dispatcher	15039	SUPB	125	34.343892	35.202490	36.082551	36.984616	37.909231	38.856962	39.828386	40.824096	41.844698	42.890815	43.963085	45.062163	46.188717	47.343435	48.527021
Supervising Forensic Invstg	15060	SUPB	113	30.837127	31.608054	32.398255	33.208211	34.038417	34.889377	35.761611	36.655652	37.572043	38.511345	39.474129	40.460982	41.472507	42.509320	43.572052
Supervising Graphic Designer	15084	SUPB	85	25.735873	26.379270	27.038752	27.714721	28.407589	29.117779	29.845723	30.591865	31.356663	32.140580	32.944095	33.767695	34.611888	35.477185	36.364115
Supervising Plant Operator	15040	SUPB	127	39.460081	40.446583	41.457748	42.494192	43.556547	44.645460	45.761597	46.905637	48.078277	49.280234	50.512240	51.775046	53.069422	54.396158	55.756062
Supervising Police Clerk	15041	SUPB	25	20.119874	20.622870	21.138442	21.666903	22.208576	22.763790	23.332884	23.916207	24.514111	25.126965	25.755139	26.399016	27.058992	27.735467	28.428854
Supervising Property Assistant	15062	SUPB	39	22.838424	23.409384	23.994619	24.594484	25.209346	25.839580	26.485570	27.147708	27.826402	28.522061	29.235113	29.965991	30.715141	31.483019	32.270094
Supervising Surveyor	15065	SUPB	107	33.934561	34.782926	35.652499	36.543811	37.457406	38.393842	39.353688	40.337530	41.345968	42.379617	43.439107	44.525086	45.638213	46.779168	47.948647
Supervising Water Quality Chem	15035	SUPB	123	33.563963	34.403061	35.263139	36.144717	37.048334	37.974543	38.923906	39.897005	40.894429	41.916790	42.964710	44.038828	45.139799	46.268293	47.425000
Surveillance Equipment Tech	16902	OFTB	135	19.131947	19.610245	20.100501	20.603014	21.118089	21.646040	22.187192	22.741872	23.310419	23.893179	24.490508	25.102771	25.730340	26.373599	27.032939
Survey Party Chief	15102	SUPB	95	27.883205	28.580285	29.294792	30.027162	30.777841	31.547287	32.335969	33.144368	33.972977	34.822301	35.692859	36.585182	37.499810	38.437306	39.398238
Survey Technician I	3924	OPMB	69	18.251922	18.708220	19.175926	19.655324	20.146707	20.650375	21.166634	21.695799	22.238195	22.794150	23.364004	23.948104	24.546806	25.160476	25.789488
Survey Technician II	3925	OPMB	95	20.641325	21.157358	21.686292	22.228449	22.784160	23.353764	23.937609	24.536049	25.149450	25.778186	26.422641	27.083207	27.760287	28.454294	29.165651
Telecommunications Engineer I	011023	WCEB	29	34.043269	34.894351	35.766710	36.660878	37.577400	38.516835	39.479756	40.466750	41.478418	42.515379	43.578263	44.667720	45.784413	46.929023	48.102248
Telecommunications Engineer II	011025	WCEB	31	37.206394	38.136554	39.089968	40.067217	41.068898	42.095619	43.148010	44.226710	45.332378	46.465688	47.627330	48.818013	50.038463	51.289425	52.571661
Telecommunications Enginr III	011026	WCEB	33	39.066626	40.043293	41.044375	42.070484	43.122246	44.200303	45.305310	46.437943	47.598892	48.788863	50.008586	51.258800	52.540269	53.853776	55.200121
Telecommunications Supv	15077	SUPB	117	31.162255	31.941311	32.739844	33.558340	34.397299	35.257231	36.138662	37.042129	37.968182	38.917386	39.890321	40.887579	41.909768	42.957512	44.031450
Telecommunications SysAnls I	17029	PRFB	27	27.934396	28.632756	29.348574	30.082288	30.834345	31.605205	32.395335	33.205217	34.035348	34.886232	35.758388	36.652348	37.568657	38.507873	39.470569
Telecommunications SysAnls II	17030	PRFB	37	30.729065	31.497292	32.284725	33.091842	33.919138	34.767117	35.636295	36.527202	37.440382	38.376392	39.335802	40.319197	41.327177	42.360356	43.419365
Telecommunications SysAnls III	17035	PRFB	45	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	47.759797
Telecommunications Tech I	3683	OPMB	125	25.807177	26.452356	27.113666	27.791508	28.486296	29.198453	29.928413	30.676624	31.443540	32.229629	33.035370	33.861254	34.707784	35.575479	36.464867
Telecommunications Tech II	3684	OPMB	135	27.097596	27.775036	28.469412	29.181147	29.910675	30.658443	31.424903	32.210526	33.015789	33.841184	34.687214	35.554394	36.443253	37.354335	38.288193
Telecommunications Tech Trnee	3682	OPMB	115	23.461078	24.047604	24.648795	25.265015	25.896640	26.544056	27.207657	27.887848	28.585044	29.299671	30.032163	30.782967	31.552541	32.341355	33.149889
Ticket Seller	16091	OFTB	41	15.131413	15.509699	15.897441	16.294877	16.702249	17.119805	17.547800	17.986496	18.436158	18.897062	19.369489	19.853726	20.350069	20.858821	21.380292
Traffic Ctrl&Light Supv	15045	SUPB	119	32.113662	32.916504	33.739417	34.582902	35.447474	36.333662	37.242003	38.173053	39.127378	40.105563	41.108202	42.135907	43.189305	44.269038	45.375764
Traffic Ctrl&Light Tech I	3637	OPMB	117	24.044211	24.645316	25.261449	25.892985	26.540310	27.203818	27.883913	28.581011	29.295536	30.027924	30.778622	31.548089	32.336791	33.145211	33.973841
Traffic Ctrl&Light Tech II	3636	OPMB	127	26.451677	27.112969	27.790793	28.485563	29.197702	29.927645	30.675836	31.442731	32.228799	33.034519	33.860383	34.706893	35.574565	36.463928	37.375526
Traffic Ctrl&Light Tech Trnee	3635	OPMB	105	21.359732	21.893724	22.441067	23.002095	23.577147	24.166575	24.770740	25.390007	26.024759	26.675377	27.342262	28.025819	28.726464	29.444626	30.180742
Traffic Investigator I	16202	OFTB	141	19.584145	20.073748	20.575593	21.089982	21.617232	22.157663	22.711604	23.279394	23.861379	24.457913	25.069360	25.696095	26.338497	26.996959	27.671883
Traffic Investigator II	16203	OFTB	177	22.057709	22.609152	23.174381	23.753740	24.347584	24.956274	25.580180	26.219685	26.875177	27.547055	28.235731	28.941625	29.665166	30.406795	31.166965
Traffic Investigator III	16204	OFTB	215	24.303241	24.910822	25.533593	26.171933	26.826231	27.496887	28.184309	28.888917	29.611140	30.351419	31.110202	31.887958	32.685157	33.502286	34.339843
Traffic Supervisor	15109	SUPB	129	25.850876	26.497148	27.159578	27.838566	28.534530	29.247894	29.979091	30.728568	31.496782	32.284203	33.091308	33.918590	34.766556	35.635719	36.526612
Traffic Worker I	08001	TRFB	1	19.523790	20.011885	20.512182	21.024987	21.550612	22.089377	22.641611	23.207652	23.787843	24.382539	24.992102	25.616905	26.257328	26.913761	27.586605
Traffic Worker II	08002	TRFB	2	21.469065	22.005791	22.555936	23.119834	23.697830	24.290276	24.897533	25.519971	26.157971	26.811920	27.482218	28.169273	28.873505	29.595343	30.335226
Traffic Worker III	08003	TRFB	3	22.814005	23.384356	23.968964	24.568189	25.182393	25.811953	26.457252	27.118683	27.796650	28.491567	29.203856	29.933952	30.682301	31.449358	32.235592
Traffic Worker Trnee	08005	TRFB	5	17.127119	17.555297	17.994180	18.444034	18.905135	19.377763	19.862207	20.358763	20.867732	21.389425	21.924161	22.472265	23.034071	23.609923	24.200171
Transportation Sys Mgt Coord	16965	OFTB	155	20.260510	20.767023	21.286199	21.818353	22.363812	22.922907	23.495980	24.083380	24.685465	25.302600	25.935166	26.583544	27.248133	27.929337	28.627569
Tree Maintenance Supervisor	15046	SUPB	83	25.053671	25.680013	26.322013	26.980063	27.654565	28.345930	29.054577	29.780941	30.525466	31.288603	32.070818	32.872587	33.694402	34.536763	35.400182
Tree Maintenance Worker	3660	OPMB	75	19.249313	19.730547	20.223811	20.729406	21.247641	21.778832	22.323303	22.881386	23.453421	24.039757	24.640750	25.256769	25.888188	26.535392	27.198778
Tree Maintenance Worker Trnee	3917	OPMB	33	16.490217	16.902472	17.325034	17.758161	18.202115	18.657168	19.123597	19.601686	20.091729	20.594022	21.108873	21.636595	22.177509	22.731947	23.300246

Salary Schedule				Step														
Job Title	Job Code	Sal Plan	Grade	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
Tree Pruner I	3639	OPMB	61	18.166656	18.620822	19.086344	19.563503	20.052591	20.553905	21.067753	21.594446	22.134307	22.687665	23.254857	23.836228	24.432133	25.042937	25.669009
Tree Pruner II	3640	OPMB	87	19.983339	20.482922	20.994994	21.519869	22.057867	22.609313	23.174546	23.753910	24.347758	24.956451	25.580362	26.219871	26.875368	27.547252	28.235933
Tree Pruner Supervisor	15047	SUPB	81	24.562350	25.176409	25.805819	26.450964	27.112238	27.790045	28.484796	29.196916	29.926839	30.675010	31.441885	32.227932	33.033630	33.859471	34.705958
Tree Pruner Trainee	3638	OPMB	17	15.873878	16.270724	16.677492	17.094429	17.521790	17.959836	18.408831	18.869052	19.340778	19.824297	20.319904	20.827902	21.348601	21.882315	22.429373
Typist Clerk I	16094	OFTB	7	13.366396	13.700556	14.043070	14.394147	14.754001	15.122851	15.500921	15.888444	16.285656	16.692797	17.110117	17.537870	17.976317	18.425725	18.886368
Typist Clerk II	16095	OFTB	35	14.981548	15.356088	15.739989	16.133489	16.536826	16.950247	17.374003	17.808353	18.253562	18.709901	19.177649	19.657090	20.148517	20.652230	21.168536
Typist Clerk III	16096	OFTB	69	16.640162	17.056166	17.482569	17.919634	18.367625	18.826816	19.297486	19.779922	20.274421	20.781282	21.300814	21.833333	22.379167	22.938646	23.512112
Utilities Locater	7010	WTRB	3	25.433646	26.069487	26.721224	27.389255	28.073986	28.775836	29.495231	30.232613	30.988428	31.763139	32.557217	33.371147	34.205427	35.060561	35.937076
Utility Customer Svc Supv	15093	SUPB	37	21.614976	22.155350	22.709233	23.276965	23.858889	24.455360	25.066745	25.693414	26.335749	26.994142	27.668997	28.360721	29.069739	29.796482	30.541394
Utility Customer Svc Tech I	16224	OFTB	21	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	20.552327
Utility Customer Svc Tech II	16225	OFTB	59	16.155387	16.559272	16.973254	17.397585	17.832525	18.278338	18.735295	19.203678	19.683770	20.175864	20.680261	21.197269	21.727200	22.270380	22.827140
Utility Customer Svc Tech III	16226	OFTB	105	17.814868	18.260240	18.716746	19.184665	19.664282	20.155888	20.659785	21.176280	21.705687	22.248329	22.804537	23.374650	23.959016	24.557991	25.171942
Utility Serv Inspect (UNPY)	16946	OFTB	89	17.417805	17.853248	18.299580	18.757070	19.225997	19.706647	20.199313	20.704295	21.221903	21.752450	22.296262	22.853668	23.425011	24.010635	24.610901
Utility Services Inspector	16099	OFTB	91	17.417805	17.853248	18.299580	18.757070	19.225997	19.706647	20.199313	20.704295	21.221903	21.752450	22.296262	22.853668	23.425011	24.010635	24.610901
Water Conservation Rep	16978	OFTB	93	17.417805	17.853248	18.299580	18.757070	19.225997	19.706647	20.199313	20.704295	21.221903	21.752450	22.296262	22.853668	23.425011	24.010635	24.610901
Water Conservation Specialist	16975	OFTB	111	19.813477	20.308814	20.816535	21.336948	21.870372	22.417131	22.977559	23.551998	24.140798	24.744318	25.362926	25.996999	26.646924	27.313098	27.995925
Water Conservation Supervisor	15107	SUPB	45	22.024265	22.574872	23.139244	23.717725	24.310668	24.918435	25.541396	26.179930	26.834428	27.505289	28.192921	28.897744	29.620188	30.360693	31.119710
Water Cross Conn Ctrl Spclst	7902	WTRB	9	31.404021	32.189122	32.993850	33.818697	34.664164	35.530768	36.419037	37.329513	38.262751	39.219319	40.199802	41.204798	42.234917	43.290791	44.373060
Water Quality Chemist	17008	PRFB	31	29.532747	30.271066	31.027843	31.803539	32.598626	33.413592	34.248933	35.105156	35.982784	36.882355	37.804414	38.749523	39.718261	40.711218	41.728998
Water Quality Lab Tech	16080	OFTB	145	19.801291	20.296323	20.803731	21.323825	21.856921	22.403344	22.963428	23.537514	24.125951	24.729100	25.347328	25.981009	26.630535	27.296298	27.978705
Water Waste Inspector	3915	OPMB	3	10.856075	11.127477	11.405665	11.690806	11.983076	12.282653	12.589719	12.904462	13.227074	13.557751	13.896695	14.244112	14.600215	14.965220	15.339351
Zoning Investigator	16213	OFTB	255	28.072035	28.773836	29.493182	30.230512	30.986275	31.760931	32.554954	33.368828	34.203049	35.058125	35.934578	36.832942	37.753766	38.697610	39.665050
Zoo Attendant I	3642	OPMB	41	16.865038	17.286664	17.718831	18.161802	18.615847	19.081242	19.558273	20.047231	20.548412	21.062122	21.588674	22.128392	22.681602	23.248641	23.829857
Zoo Attendant II	3643	OPMB	65	18.234254	18.690110	19.157363	19.636297	20.127204	20.630384	21.146144	21.674798	22.216668	22.772085	23.341387	23.924921	24.523044	25.136120	25.764523
Zoo Supervisor	15051	SUPB	53	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	32.386677

Employer-Employee Relations

Scope: CITYWIDE

Policy Contact
Shelley Banks-Robinson, Human Resource Manager, (916) 808-5541,
smbanks-robinson@cityofsacramento.org

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01- Policy
02- Definitions

Regulatory References
California Government Code Sections 3500

Supersedes

Employer-Employee Relations Policy
Council Resolution 2015-0202 June 23, 2015

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 1 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.

1. 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

1. 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
- 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
- Engineering Aide I

*Non-Career, Part-Time or Seasonal Classification

- Engineering Aide II
- General Helper
- 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
- Street Construction Laborer
- Street Construction Laborer Trainee
- Survey Technician I

*Non-Career, Part-Time or Seasonal Classification

- 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
- Health Coverage Supervisor
- Instrumentation Supervisor
- Marina and Boating Facilities Supervisor
- Meter Reading Supervisor
- Museum Security Supervisor
- Office Supervisor
- Parking Enforcement Supervisor

*Non-Career, Part-Time or Seasonal Classification

- 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
- Traffic Supervisor
- Tree Maintenance Supervisor
- Tree Pruner Supervisor
- Utilities Operations & Maintenance Supervisor

*Non-Career, Part-Time or Seasonal Classification

- 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
- Vehicle Pool Serviceworker
- Vehicle Service Attendant

*Non-Career, Part-Time or Seasonal Classification

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)
- Paralegal Technical Support (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
- Arts Administrator
- Arts in Public Places Specialist

*Non-Career, Part-Time or Seasonal Classification

- Banking Operations Manager
- Budget Analyst
- Business Services Manager
- Camp Sacramento Supervisor
- Chief Animal Control Officer
- 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 Engineer
- Principal Management Analyst
- Principal Personnel 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 Budget Analyst
- 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 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. <u>Executive Management (Unrepresented Unit 20)</u>

- Administrative Analyst (City Manager's Office)

*Non-Career, Part-Time or Seasonal Classification

- 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 Fire Chief
- 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
- 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 Budget Analyst (Finance/Budget)
- Special Projects Manager (City Manager's Office)
- Staff Aide (Rep 20)
- Supervising Deputy City Attorney
- Support Services Manager (Human Resources)

Principal Budget Analyst (Finance/Budget)

*Non-Career, Part-Time or Seasonal Classification

B. Mayor/Council Support (Unrepresented Unit 21)

- Assistant City Auditor
- Auditor
- Chief of Staff to the Mayor
- Council Operations Manager
- Council Representative
- Fiscal Policy Analyst
- Independent Budget Analyst
- Principal Policy Analyst
- Senior Auditor
- Senior Council Representative
- Senior Fiscal Policy Analyst
- 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)*

*Non-Career, Part-Time or Seasonal Classification

- Clerical Assistant*
- Dispatcher Recruit*
- Events Associate*
- Events Crowd Controller*
- Events Duty Person*
- Events Usher*
- Fire Recruit*
- First Cook*
- 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*

*Non-Career, Part-Time or Seasonal Classification

- Vehicle Service Aide*
- Youth Aide*

*Non-Career, Part-Time or Seasonal Classification

Definitions

Confidential Employee
An employee who regularly participates in making or regularly has advance knowledge of decisions of the City affecting employee relations.

Employee
Except as otherwise provided for in a collective bargaining agreement, employee is defined as:
(a) A full-time career employee, or
(b) an employee who works within one year from each date of employment, in excess of 1,040 hours during a continuous period of employment of more than six (6) months

Employee Organization
As defined in California Government Code Section 3501.

Employee Relations Officer
The City Manager or his duly authorized representative.

Impasse
A deadlock in discussions between a recognized employee organization and the Employee Relations Officer over any matters concerning which they are required to meet and confer in good faith, or over the scope of such subject matter.

Management Employee
An employee having responsibility for formulating, administering, or managing the implementation of City policies and programs.

Mediation
As defined in California Government Code Section 3501.

Professional Employee
An employee engaged in work (a) predominantly intellectual and varied in character as opposed to routine mental, manual, mechanical, or physical work, and (b) involving the consistent exercise of discretion and judgment in its performance, and (c) of such a character that the output produced or the result accomplished cannot be standardized in relation to a given period of time, and (d) requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher learning or a hospital, as distinguished from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual, or physical processes.

Proof of Employee Approval
Demonstrated under this Resolution by (a) an authorization card recently signed by an employee, or (b) employee dues deduction authorizations, using the payroll immediately prior to the date a petition is filed hereunder, except that deductions for more than one employee

organization for the account of any one employee shall not be considered proof of employee approval for more than one employee organization, or (c) a verified authorization petition or petitions recently signed by an employee.

Recently Signed
Signed within one hundred eighty (180) days prior to the filing of a petition hereunder.

Recognized Employee Organization
As defined in California Government Code Section 3501.

Scope of Representation
As defined in California Government Code Section 3504.

Supervisory Employee
An employee having responsibility for assigning and directing the work of other employees, or for rewarding or disciplining them, or for adjusting their grievances, or effectively to recommend such action if, in connection with the foregoing, the exercise of such authority is not of a merely routine or clerical nature, but requires the use of independent judgment.