## **CITY OF HAYWARD**

Hayward City Hall 777 B Street Hayward, CA 94541 www.Hayward-CA.gov



## Agenda

Thursday, May 11, 2017 5:30 PM

**City Hall, Conference Room 2A** 

## **Personnel Commission**

#### CALL TO ORDER

#### PLEDGE OF ALLEGIANCE

#### **PUBLIC COMMENTS:**

The Public Comment section provides an opportunity to address the Oversight Board on items not listed on the agenda. The Board welcomes your comments and requests that speakers present their remarks in a respectful manner, within established time limits, and focus on issues which directly affect the Board or are within the jurisdiction of the Board as the Board is prohibited by State law from discussing items not listed on the agenda, your item will be taken under consideration and may be referred to staff.

#### **APPROVAL OF MINUTES**

**1.** <u>MIN 17-067</u> Approval of Minutes for Special Meeting March 16, 2017

Attachments: Attachment I Minutes

#### REPORTS

City Council Liaison (Information)

Director of Human Resources (Information)

Election of Chair and Vice Chair (Vote)

#### **ACTION ITEMS**

 ACT 17-031 New Job Description for Lead Program Assistant
 Attachments: Attachment I Staff Report Attachment II Lead Program Assistant Job Description Attachment III Library & Community Services Organizational Chart
 ACT 17-032 Revised Job Description for Groundskeeper II Attachments: Attachment I Staff Report Attachment II Groundskeeper II Job Description Attachment III Maintenance Services Org Chart

<b>Personnel Commission</b>		Agenda	May 11, 2017
4.	ACT 17-034	Revised Job Description for Senior Equipment Mechanic	
	<u>Attachments:</u>	<u>Attachment I Staff Report</u>	
		Attachment II Senior Equipment Mechanic Job Description	
		Attachment III Maintenance Services Org Chart	
5.	<u>ACT 17-035</u>	New Job Description for Supervising Permit Technician	
	Attachments:	Attachment I Staff Report	
		Attachment II Supervising Permit Tech Job Description	
		Attachment III Development Services Org Chart	
6.	<u>ACT 17-036</u>	Revised Job Description for Paralegal	
	Attachments:	Attachment I Staff Report	
		Attachment II Paralegal Job Description	
		Attachment III City Attorney's Office Org Chart	
7.	<u>ACT 17-038</u>	Revised Job Description for Sustainability Specialist	
	Attachments:	Attachment I Staff Report	
		Attachment II Sustainability Specialist Job Description	
		Attachment III Utilities & Environmental Services Org Char	<u>t</u>
8.	<u>ACT 17-039</u>	Revised City Classification and Salary Plan for Fiscal Year 2	017
		– Updated May 11, 2017 – Effective June 12, 2017	
	Attachments:	Attachment I Staff Report	
		Attachment II FY 2017 Salary Plan	
		Attachment III Salary Survey Data	
		Attachment IV FY 2017 Class Plan	

## **REPORTS (CONTINUED)**

Recruitment Diversity Report (Oral Report)

## **RECURRING AGENDA TOPICS/GENERAL COMMENTS**

## ADJOURNMENT

## NEXT SPECIAL MEETING – JUNE 15, 2017

Assistance will be provided to those requiring accommodations for disabilities in compliance with the Americans Disabilities Act of 1990. Interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Manager at (510) 583-4300 or TDD (510) 247-3340.



# CITY OF HAYWARD

## File #: MIN 17-067

**DATE:** May 11, 2017

- **TO:** Personnel Commission
- FROM: Director of Human Resources

### **SUBJECT**

Approval of Minutes for Special Meeting of March 16, 2017

## RECOMMENDATION

That the Personnel Commission reviews and approves the meeting minutes from the special meeting held on March 16, 2017.

### ATTACHMENTS

Attachment I Minutes



## CITY OF HAYWARD PERSONNEL COMMISSION DRAFT MINUTES Special Meeting Thursday, March 16, 2017 Room 2A

A special meeting of the City of Hayward Personnel Commission was called to order at 5:35 p.m. on Thursday, March 16, 2017, at Hayward City Hall, Conference Room 2A, followed by the Pledge of Allegiance.

## HUMAN RESOURCES DEPARTMENT STAFF

Nina Collins, Director of Human Resources Farbod Pirouzmand, Deputy Director of Human Resources Vanessa Lopez, Senior Human Resources Analyst Lisette Del Pino, Human Resources Analyst II Anthony Phillip, Human Resources Analyst I

<u>CITY COUNCIL</u> Council Member Marvin Peixoto

## OTHERS PRESENT

Seema Vashi, Assistant City Attorney Sean Reinhart, Director of Library and Community Services Stacey Bristow, Deputy Director of Development Services

		REGULAR N	MEETINGS	SPECIAL N	<u>/IEETINGS</u>
Attendance	Present 03.16.2017 Special Meeting	Present to Date This Fiscal Yr.	Absent to Date This Fiscal Yr.	Present to Date This Fiscal Yr.	Absent to Date This Fiscal Yr.
Doris Yates	0	1	0	1	1
Elecia Garrett	0	1	0	1	1
V. Toni Adams	0	1	0	0	2
Jose Guadamuz	Х	0	0	2	0
Rachel Lucas	Х	0	0	2	0
Giancarlo Scalise	Х	0	0	2	0
Allen Zargar	Х	0	0	2	0

X = present 0 = absent

\* Chair Person

## PUBLIC COMMENTS

None.

## APPROVAL OF MINUTES

1. Approval of January 19, 2017 Meeting Minutes (Action)

(M/S/P) (Zargar/Scalise) Approved.

### **REPORTS**

1. Welcome by City Manager (Information)

City Manager McAdoo welcomed the new Commissioners and thanked them for volunteering to be on the Committee. She discussed the role and purpose of the Personnel Commission, as stated in the Municipal Code, which includes reviewing job descriptions and the Personnel Rules. She indicated that the Council has asked that the Personnel Commission partner with City staff on some new initiatives. Some topics for consideration include: ways to continue promoting diversity in our employment practices, how we review and develop recruitment and retention strategies for our workforce, and exploring incentive programs to attract people to work for the City of Hayward.

City Manager McAdoo continued by asking the Commissioners to think of what they would like to contribute as a part of the Personnel Commission and how the Commission can help provide guidance to the City on these initiatives. She also mentioned that this will be an ongoing conversation and that Director Collins will be available to continue the discussion on the mission, goals and objectives, and the scope of the Personnel Commission. The proposed revisions to the Personnel Commission scope will be presented to Council in the future.

2. City Council Liaison (Information)

Council Member Peixoto mentioned two upcoming projects:

- Maple and Main Mixed housing project, which consists of 240 units, 48 of which are low income. This is the first bundled parking project, which means that you have to pay to park in that lot since it's not incorporated in the rent.
- Lincoln Landing This is the old Mervyn's building. This project was passed by the Planning Commission 6-1; however, it was appealed and will be brought to Council on April 25<sup>th</sup>.
- 3. Director of Human Resources (Information)

Director Collins mentioned that the Human Resources Department is looking for temporary analysts and technicians, especially as we near Labor negotiations. She asked the Commissioners to refer anyone who may be interested to apply.

### ACTION ITEMS

4. <u>Revised Job Description for Assistant/Associate Planner</u>

Stacey Bristow, Deputy Director of Development Services gave an overview of the Assistant/Associate Planner job specification and answered questions.

(M/S/P) (Zargar/Scalise) Approved.

#### 5. <u>Revised Job Description for Groundskeeper III</u>

Nina Collins, Director of Human Resources gave an overview of the Groundskeeper III job specification and answered questions.

(M/S/P) (Zargar/Scalise) Approved.

6. <u>Revised Job Description for Graphics and Media Relations Technician</u>

Nina Collins, Director of Human Resources gave an overview of the Graphics and Media Relations Technician job specification and answered questions.

(M/S/P) (Lucas/Zargar) Approved.

7. <u>Revised Job Description for Program Assistant and New Job Description for Lead</u> <u>Program Assistant</u>

The Lead Program Assistant job description was pulled from the agenda.

Sean Reinhart, Director of Library and Community Services gave an overview of the Program Assistant job specification and answered questions.

(M/S/P) (Lucas/Scalise) Approved.

### 8. <u>Revised City Classification and Salary Plan for Fiscal Year 2017 – Updated March 16,</u> 2017

Director Collins provided an overview of the revised classification and salary plan. She began with an overview of the revised classification plan, which was updated to include the new titling changes of Volunteer Program Assistant to Program Assistant and Graphics/Planning Technician to Graphics and Media Relations Technician.

Lastly, Director Collins provided an overview of the reformatted and revised salary plan. The primary update to the salary plan was to adjust the salaries of six (6) job

specifications in the SEIU Local 1021 Maintenance and Operations Unit, as part of a grievance resolution. Per Section 9.02 of the Memorandum of Understanding between the City of Hayward and the SEIU Local 1021 Maintenance and Operations Unit, the salary ranges of six (6) job classifications are to be set at 15% above the highest base wage rate of the highest subordinate. During a review of the classifications, it was determined that not all salary ranges maintained the minimum 15% difference. The revised salary plan, includes updated salary ranges for the six (6) job specifications, Mail Clerk, Geographic Information Systems Coordinator, and the Water Pollution Control Facility Manager. Director Collins also stated that SEIU Maintenance has reviewed and agreed on the revised salary plan.

(M/S/P) (Lucas/Zargar) Adopted revised classification plan.

(M/S/P) (Lucas/Scalise) Recommended salary plan for Council approval.

## Recruitment Diversity Report (Oral Report)

Director Collins gave an overview of what this report entails. She also stated that this report is normally given at regular meetings only, however, it's been awhile since we've had a regular meeting and she didn't want us to fall further behind. This also gives the new Commissioners an opportunity to see this information.

Director Collins indicated that the new Commissioners won't have much to say in regards to this diversity report, as they don't have anything to compare it to. However, going forward, they may notice some patterns/trends or something may peak their interest. She added that this information is presented to show recruitment diversity statistics and not how the City is staffed and what the vacancies are.

Assistant City Attorney Vashi added that this report is informational and the Personnel Commission doesn't need to approve it. It's simply provided and questions can be asked and discussed.

Commissioner Scalise asked what actions outside of the Personnel Commission are being done by Human Resources that are contributing to these diversity statistics. Director Collins responded that use outreach approaches to increase diversity through partnerships with community agencies and strategic advertising.

Commissioner Zargar asked how much leverage do we have with diversity. Director Collins stated that people can file EEOC complaints against the City and it has happened. She continued that it has been communicated to the hiring managers that it's our expectation that they make their selections based solely on experience, education, and fit in the organization. She also stated that we don't require that they hire at the top of the list, as we have rule of the list. She further indicated that she doesn't nudge them to make decisions because we don't have diversity quotas. She also stated that Department Directors are required to provide a solid justification when they don't hire in rank order to indicate why a candidate that scored lower was selected.

Director Collins continued with an overview of candidate diversity tracking during the hiring process of the Assistant/Associate Civil Engineer recruitment. Commissioner Zargar asked if copies of the report can be given. Assistant City Attorney Vashi confirmed that while we have not distributed this report in the past, it is a public document once the oral report is given. Director Collins advised that HR Administrative Assistant Jackson will email a copy of the report to the Commissioners. She also added that going forward, a copy of the Diversity Report will be provided to the Commissioners for review and questions can be asked at the meeting.

Commissioner Scalise asked if there's another report that includes residency. Director Collins answered that we have completed one for our total workforce, but not for the applicants. She also mentioned that this is a discussion that she's had with City Manager McAdoo, but they wanted to wait until after the goals and objectives of the Personnel Commission are established. She also stated that this is important to the Council as well.

Commissioner Guadamuz praised the City's continued effort to provide transparency in the recruitment and selection process.

Commissioner Zargar requested a report containing salary bands and educational requirements in order to view trends at the macro level. Director Collins answered that our system does collect that type of data, it will take some time, but we can create a report.

## **RECURRING AGENDA TOPICS/GENERAL COMMENTS**

1. Director Collins mentioned that a diversity report will be provided at the next regular meeting so that the new Commissioners can have a better idea of our applicant pools. One of the bigger projects for the Commission is the rewriting of the Personnel Rules. Director Collins stated that Deputy Director Pirouzmand has started this project with the recruitment section.

Lastly, Director Collins mentioned that a Job Fair, in partnership with the Personnel Commission, is coming soon. If not this year, then next year.

2. Commissioner Yates mentioned that we need to elect officers. Director Collins stated that this will happen at the next meeting and Assistant City Attorney Vashi added that this will be added to the agenda.

### ADJOURNMENT

Meeting was adjourned at 6:50 p.m.

Nina S. Collins, Director of Human Resources



# CITY OF HAYWARD

## File #: ACT 17-031

**DATE:** May 11, 2017

- TO: Personnel Commission
- FROM: Director of Human Resources

**SUBJECT** 

New Job Description for Lead Program Assistant

## RECOMMENDATION

That the Personnel Commission reviews and comments on the new job description for the position of Lead Program Assistant to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

## ATTACHMENTS

Attachment I	Staff Report
Attachment II	Lead Program Assistant Job Description
Attachment III	Library & Community Services Organizational Chart



DATE:	May 11, 2017
TO:	Personnel Commission
FROM:	Director of Human Resources
SUBJECT:	New Job Description for Lead Program Assistant

## RECOMMENDATION

That the Personnel Commission reviews and comments on the job description for the position of Lead Program Assistant to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

### BACKGROUND/DISCUSSION

In addition to adoption and approval of the City's Classification Plan, the Personnel Commission reviews job descriptions to ensure that employment standards are job-related. The City utilizes a standard format when creating and revising job descriptions. Human Resources staff reviews all job descriptions with the respective departments and updates each to align the job description with the City's Classification Plan. In addition, Human Resources staff makes any adjustments to the job requirements as provided by the department prior to initiating a recruitment process.

The Library and Community Services Department utilizes the position of Volunteer Program Assistant to manage numerous volunteers who support the Literacy Program and the Homework Center Program. The department expressed a need to update the current Volunteer Program Assistant classification whose incumbents oversee the above programs. The department also requested the creation of a higher-level classification due to rapidly expanding and popular community programs to assist the Department Manager and Literacy Program Coordinator in program development and implementation. Together with the department, Human Resources staff revised the Volunteer Program Assistant to a Program Assistant to address the department's need for recruitment and management of volunteer staff, program development and implementation. The Commission adopted that classification at its March 16, 2017 meeting. A new classification for Lead Program Assistant was created to address additional lead responsibilities needed to effectively supervise the day-to-day operations, provide support and direction to staff, and other administrative and supervisory duties necessary to ensure the success of the above programs. The new duties for the Lead Program Assistant are as follows:

- Under direction, develops and implements policies and procedures for implementing various volunteer, education and community programs; works with supervisors to identify needs and opportunities for utilization of volunteers, and to design programs to fill those needs and achieve identified program outcomes.
- Develops and implements volunteer training and orientation programs in a variety of areas including program procedures, applicable laws and department policies, techniques for dealing effectively with the public, data collection and assessment tools, and the proper use of City and volunteer resources. Produces and updates volunteer training manuals and volunteer job descriptions.
- Under direction, represents the City's and/or assigned department's various programs to the public and news media through public service announcements, classes, workshops, events and presentations to local groups, schools and civic organizations and through personal contacts with community leaders.
- Represents the assigned department at workshops, conferences and coordinates volunteer meetings and events, including volunteer/staff appreciation events.
- Plans, assigns, and reviews the work of the assigned staff.
- Maintains systems for tracking intern timecards and volunteer program hours and performance measures.
- Maintains current intern and volunteer schedules, files, and records. Prepares reports on volunteer activities.
- Coordinates the distribution of volunteer supplies and equipment to satellite sites.
- Coordinates the donations and grants from private organizations and individuals.
- Assists professional staff with special projects as necessary.

## FISCAL IMPACT

The annual cost of salary and benefits for the Lead Program Assistant is under review and will be proposed in the FY 2018 Adopted Budget.

Prepared by: Farbod Pirouzmand, Deputy Director of Human Resources

Recommended by: Nina S. Collins, Director of Human Resources

Approved by:

Vilo

Kelly McAdoo, City Manager

#### CITY OF HAYWARD

### LEAD PROGRAM ASSISTANT

#### DEFINITION

Under general supervision, performs community liaison functions, coordinates public relations activities and education programs; assists in the planning, organization, implementation and review of volunteer programs for the City of Hayward; and performs the most complex of volunteer program clerical duties.

#### **DISTINGUISHING CHARACTERISTICS**

This is the lead level class of the Program Assistant series. This position is responsible for coordinating the daily activities of volunteer programs in the City of Hayward and/or assigned Departments, and for delivering various outcomes-based services and activities to the public in partnership with community organizations. This class is distinguished from the Program Assistant as incumbents in the latter are expected to perform lead supervisory duties and respond to the most complex Education Services requests including scheduling staff and paid interns, making presentations to large audiences, executing/monitoring community partner intern contracts, and responding to complex requests and problems that may arise in volunteer programs.

#### SUPERVISION RECEIVED

Receives general direction from the management personnel.

#### SUPERVISION EXERCISED

Exercises technical and functional supervision over assigned library personnel, paid interns, and volunteers.

#### ESSENTIAL DUTIES

Duties may include, but are not limited to the following:

Under direction, develops and implements policies and procedures for implementing various volunteer, education and community programs; works with supervisors to identify needs and opportunities for utilization of volunteers, and to design programs to fill those needs and achieve identified program outcomes.

Develops and implements volunteer training and orientation programs in a variety of areas including program procedures, applicable laws and department policies, techniques for dealing effectively with the public, data collection and assessment tools, and the proper use of City and volunteer resources. Produces and updates volunteer training manuals and volunteer job descriptions.

City of Hayward Lead Program Assistant Page 2

#### ESSENTIAL DUTIES (continued):

Under direction, represents the City's and/or assigned department's various programs to the public and news media through public service announcements, classes, workshops, events and presentations to local groups, schools and civic organizations and through personal contacts with community leaders.

Represents the assigned department at workshops, conferences and coordinates volunteer meetings and events, including volunteer/staff appreciation events.

Plans, assigns, and reviews the work of the assigned staff.

Maintains systems for tracking intern timecards and volunteer program hours and performance measures.

Maintains current intern and volunteer schedules, files, and records. Prepares reports on volunteer activities.

Coordinates the distribution of volunteer supplies and equipment to satellite sites.

Coordinates the donations and grants from private organizations and individuals.

Assists professional staff with special projects as necessary.

Performs related duties as assigned.

#### JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Principles and practices of education/tutoring programs and the operations and functions of municipal volunteer programs.

Community and government services, agencies and resources.

Principles and practices of customer service and community engagement.

Program planning, development and implementation.

Laws and regulations relating to applicable program operations.

Principles of supervision, consensus building and conflict resolution.

Basic word processing, desktop publishing and spreadsheet applications (Microsoft Office program suite).

### JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

#### Ability to:

Develop and/or assist in developing effective education/tutoring programs, policies and procedures to meet identified program goals.

Train staff to recruit, screen, select, train and evaluate volunteers.

Plan, prioritize, assign, and review the work of others performing a variety of duties.

Develop and maintain positive effective working relationships with community groups, organizations, co-workers, City departments, and the public.

Communicate effectively with a wide range of clients and agencies

Work a flexible schedule; must be able to work weekends and evenings as required.

Prepare clear, concise written reports, letters, and memoranda.

#### EXPERIENCE AND EDUCATION

Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be:

<u>Experience</u>: Two (2) years of experience equivalent to the Library Program Assistant or three (3) years progressively responsible experience in education/tutoring program coordination, customer service, project management or similar field.

<u>Education</u>: Equivalent to a Bachelor's Degree in Humanities, Social Sciences, Counseling, Education or a closely related field.

<u>Licenses and Certificates</u>: Possess and maintain a valid California Class C Driver's License.

#### SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to: work in a standard office environment and use standard office equipment and current software, including digital photography and power point and make presentations to various groups; to grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; walk, stand, crouch, reach, twist, turn, kneel, bend, squat, stoop and safely lift and move equipment and materials weighing up to 35 pounds; converse by telephone, by email, in person, and to small or large groups and be clearly understood; interact with the public and all different levels of City staff in an effective and professional manner; City of Hayward Lead Program Assistant Page 4

## **SPECIAL REQUIREMENTS (continued):**

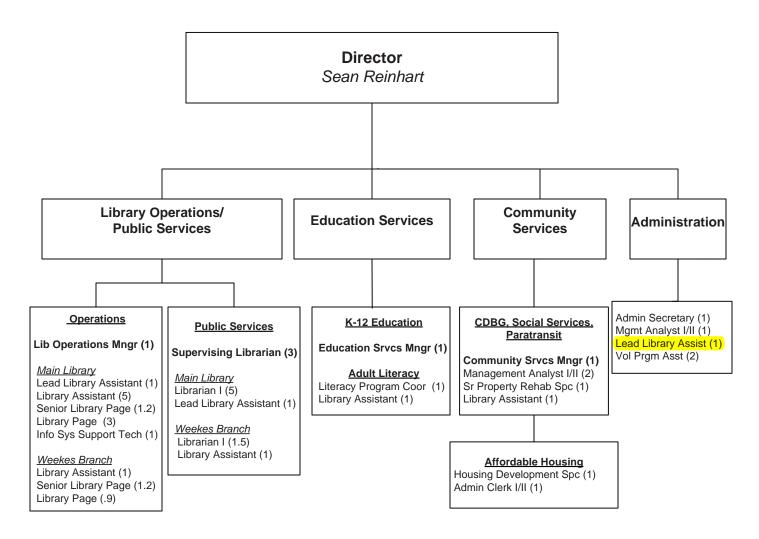
travel to designated assignments. Essential functions must be performed with or without reasonable accommodation.

PROBATIONARY PERIOD: One (1) Year

16
Non-Designated
Non-Exempt

## FY 2017 STAFFING 42.8 FTE

# Library & Community Services Department





## File #: ACT 17-032

**DATE:** May 11, 2017

- TO: Personnel Commission
- FROM: Director of Human Resources

**SUBJECT** 

Revised Job Description for Groundskeeper II

## RECOMMENDATION

That the Personnel Commission reviews and comments on the job description for the position of Groundskeeper II to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

## ATTACHMENTS

Attachment IStaff ReportAttachment IIGroundskeeper II Job DescriptionAttachment IIIMaintenance Services Department Organizational Chart



DATE:	May 11, 2017
TO:	Personnel Commission
FROM:	Director of Human Resources
SUBJECT:	Revised Job Description for Groundskeeper II

## RECOMMENDATION

That the Personnel Commission reviews and comments on the revised job description for the position of Groundskeeper II to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

### BACKGROUND/DISCUSSION

In addition to adoption and approval of the City's Classification Plan, the Personnel Commission reviews job descriptions to ensure that employment standards are job-related. The City utilizes a standard format when creating and revising job descriptions. Human Resources staff reviews all job descriptions with the respective departments and updates each to align the job description with the City's Classification Plan. In addition, prior to initiating a recruitment process, Human Resources staff makes necessary adjustments to the job requirements to ensure that the needs of the department will be met.

The Groundskeeper II job description was revised to update the distinguishing characteristics, supervision received, essential duties, job related and essential qualifications, and education and experience. The changes to the job description are made to update the role and responsibilities of the classification to reflect the current operational needs of the department. The changes to the job description are as follows:

## Groundskeeper II

## **Distinguishing Characteristics**

Added: "Positions in this class also have the responsibility of pesticide application and manual methods of weed abatement during weed season."

Removed: "...tree trimming..."

### Supervision Received Replaced: "...Superintendent..." with "...Manager..."

Essential Duties Removed: "Depending upon assignment..."

Replaced: "...pesticides..." with "...post and pre-emergent herbicides and..."

Job Related and Essential Qualifications Knowledge of

Added:

- "Programming, installation and maintenance of evapotranspiration and weather-based irrigation controllers."
- "Safe and effective use of herbicides."

Experience and Education Experience: Removed: "...park maintenance and..."

## Special Requirements

Added: "Essential duties require the following mental and/or physical ability to: work in variable indoor and outdoor conditions; tolerate exposure to outdoor elements in all weather conditions (e.g. heat, cold, and rain) throughout the year; work in confined workspaces, and be able to tolerate some exposure to varying amounts of vibration and equipment noise, pesticide chemicals, gas, oil and PVC glue and mechanical hazards; frequent standing and walking and occasional kneeling, crouching, stooping, twisting of the upper body, climbing; handling equipment; digital dexterity; perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; ability to safely lift and move equipment weighing up to 80 pounds; converse by telephone, email, in person and be clearly understood; read and comprehend technical and complex documents; and interact with the public and all different levels of City staff in an effective and professional manner. Essential functions must be performed with or without reasonable accommodation."

## FISCAL IMPACT

There is no economic impact as a result of changes to the job description. The classification is in the approved salary plan, and there is no recommended change to salary.

Prepared by: Farbod Pirouzmand, Deputy Director of Human Resources

Recommended by: Nina S. Collins, Director of Human Resources

Approved by:

Vilo

Kelly McAdoo, City Manager

#### **GROUNDSKEEPER II**

#### DEFINITION

Under general supervision, performs a variety of unskilled, semi-skilled and skilled groundskeeping duties which may include gardening, landscaping, spraying, tree trimming and equipment operation; supervises and participates in the work of a major field section in the Landscape Maintenance Division.

#### **DISTINGUISHING CHARACTERISTICS**

Positions in this class are distinguished from those in the lower class of Groundskeeper I in that the Groundskeeper II usually performs the more highly skilled and complex assignments and may work independently. Positions in this class have the responsibility of being a working leadworker in charge of a functional work unit such as the groundskeeping, landscaping, tree trimming or clean up sections. Positions in this class also have the responsibility of pesticide application and manual methods of weed abatement during weed season. In this capacity a Groundskeeper II may be required to perform duties similar to those performed by Groundskeepers I and Laborers. The duties assigned to positions in this class require that incumbents exercise independent judgement and initiative. Also, operation of a variety of light and moderately heavy equipment is required.

#### SUPERVISION RECEIVED

General supervision is provided by the Groundskeeper III and the Landscape Manager. Responsibilities include supervision of a major field section.

#### SUPERVISION EXERCISED

May act in Groundskeeper III's absence as needed to exercise effective supervision of one or more crews.

#### ESSENTIAL DUTIES

Duties may include but are not limited to the following:

Provides work guidance, scheduling and follow up to one or more small crews of semi-skilled and unskilled workers.

Participates in the maintenance and repair of landscaped areas, irrigation systems and related facilities.

City of Hayward Groundskeeper II Page 2

#### ESSENTIAL DUTIES (continued):

Performs semi-skilled trades work in the general classification of carpentry, plumbing, pipe

fitting, tiling, brick laying, painting and cement work.

Checks on tools and equipment for proper condition and repairs.

Supervises and assists in trimming of small trees and root pruning.

Supervises and assists in removing trees and stumps.

Supervises and assists in landscaping activities such as planting, cultivating, watering, spraying of plants, shrubs, trees, and lawn with fertilizers, post and pre-emergent herbicides and growth retardants.

Supervises and assists in ground maintenance work such as raking leaves, weeding and litter removal.

Operates tractor equipped with mowers, lawn rollers, fertilizer spreaders, edgers, aerator and backhoe.

Operates equipment such as rototiller, trencher, stump remover, dethatcher, root saw, concrete saw and jackhammer.

Performs heavy physical labor as necessary in the course of duties.

#### JOB RELATED AND ESSENTIAL QUALIFICATIONS

#### Knowledge of:

Basic materials, methods, and terminology used in the maintenance and repair of landscaped areas including trees, irrigation systems and associated facilities.

Safe operating practices and procedures.

The operation and use of a variety of hand and powered tools used in performing groundskeeping work.

Methods of propagating, planting, transplanting, watering, spraying, trimming and removing trees, shrubs, flowers and lawns.

City of Hayward Groundskeeper II Page 3

#### JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

Knowledge of (continued):

Programming, installation and maintenance of evapotranspiration and weather-based irrigation

controllers.

Safe and effective use of herbicides.

Ability to:

Supervise the activities of one crew and work independently without direct supervision.

Perform a variety of skilled and semi-skilled groundskeeping tasks.

Follow verbal and written directions and work from sketches and drawings.

Use hand and power tools and equipment.

Perform heavy physical labor.

#### EXPERIENCE AND EDUCATION

Any combination equivalent to experience and training that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be:

Experience: Two years of experience in groundskeeping, including the operation of light and moderately heavy equipment.

Education: Equivalent to completion of the eighth grade.

<u>Licenses and Certificates</u>: Possession of a valid Class C California Driver's License. Must obtain Class B License during probationary period. Depending upon assignment, a Class A Driver's License and/or a California Tanker Endorsement may be required. Must obtain an Agricultural Pest Control Applicator's License in at least one category within one year from date of hire.

City of Hayward Groundskeeper II Page 4

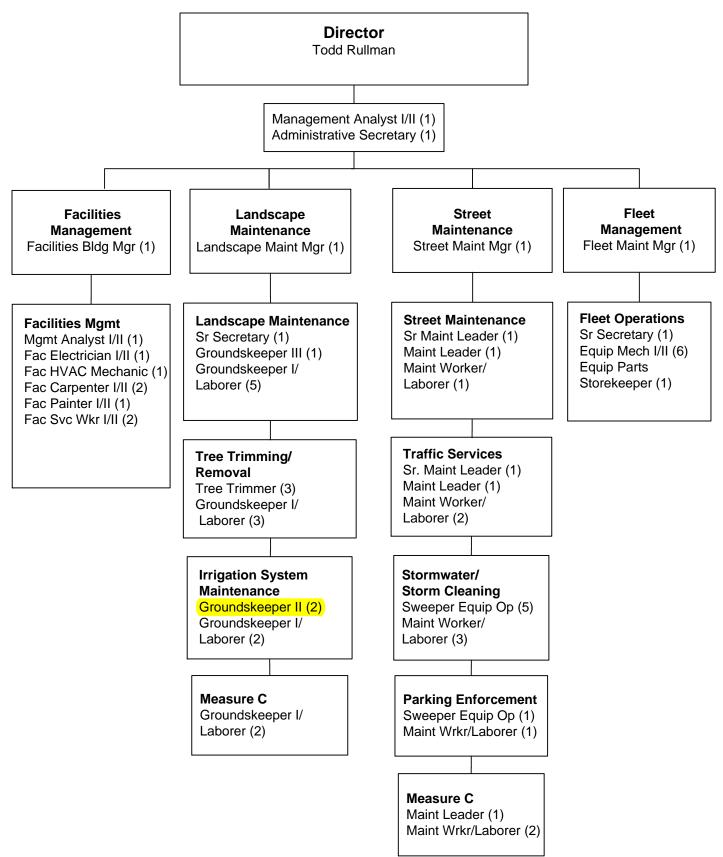
#### SPECIAL REQUIREMENTS

Essential duties require the following mental and/or physical ability to: work in variable indoor and outdoor conditions; tolerate exposure to outdoor elements in all weather conditions (e.g. heat, cold, and rain) throughout the year; work in confined workspaces, and be able to tolerate some exposure to varying amounts of vibration and equipment noise, pesticide chemicals, gas, oil and PVC glue and mechanical hazards; frequent standing and walking and occasional kneeling, crouching, stooping, twisting of the upper body, climbing; handling equipment; digital dexterity; perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; ability to safely lift and move equipment weighing up to 80 pounds; converse by telephone, email, in person and be clearly understood; read and comprehend technical and complex documents; and interact with the public and all different levels of City staff in an effective and professional manner. Essential functions must be performed with or without reasonable accommodation.

PROBATIONARY PERIOD: One (1) Year 342CS94 June 1988 Revised March 1994 Revised April 2017 AAP GROUP: 17 FPPC STATUS: Non-Designated FLSA STATUS: Non-Exempt

Attachment III FY 2017 STAFFING 62.0 FTE

## **Maintenance Services Department**





# CITY OF HAYWARD

## File #: ACT 17-034

**DATE:** May 11, 2017

- TO: Personnel Commission
- FROM: Director of Human Resources

**SUBJECT** 

Revised Job Description for Senior Equipment Mechanic

## RECOMMENDATION

That the Personnel Commission reviews and comments on the job description for the position of Senior Equipment Mechanic to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

## ATTACHMENTS

Attachment IStaff ReportAttachment IISenior Equipment Mechanic Job DescriptionAttachment IIIMaintenance Services Organizational Chart



DATE:	May 11, 2017
TO:	Personnel Commission
FROM:	Director of Human Resources
SUBJECT:	Revised Job Description for Senior Equipment Mechanic

## RECOMMENDATION

That the Personnel Commission reviews and comments on the revised job description for the position of Senior Equipment Mechanic to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

## BACKGROUND/DISCUSSION

In addition to adoption and approval of the City's Classification Plan, the Personnel Commission reviews job descriptions to ensure that employment standards are job-related. The City utilizes a standard format when creating and revising job descriptions. Human Resources staff reviews all job descriptions with the respective departments and updates each to align the job description with the City's Classification Plan. In addition, prior to initiating a recruitment process, Human Resources staff makes necessary adjustments to the job requirements to ensure that the needs of the department will be met.

The Maintenance Services Department has requested to reinstate the Senior Equipment Mechanic job description because of an operational need for an advanced journey level position that directs, coordinates, and performs the work of Equipment Mechanics I/II. This class is distinguished from the lower class of Equipment Mechanic I/II by the requirement to direct one or more staff in the performance of a variety of complex mechanical diagnosis and repairs. The incumbent will also provide technical assistance to staff in the servicing of a wide variety of vehicles and equipment and assists in evaluating the work of assigned personnel.

The Senior Equipment Mechanic job description is revised to update the definition, distinguishing characteristics, supervision received and exercised, essential duties, and experience and education. The changes to the job description are made to update the role and responsibilities of the current classification to reflect the operational needs of the department. The changes to the job description are as follows:

## Senior Equipment Mechanic

## Definition

Added:

- "To supervise..."
- "...perform skilled work... in..."
- "...vehicles and ..."
- "...working...to assigned staff..."

## Removed:

- "Under general supervision..."
- "...assists... with..."
- "...construction..."
- "...to an assigned crew..."

## **Distinguishing Characteristics**

Added: "This class is distinguished from the lower class of Equipment Mechanic I/II by the requirement to direct one or more staff in the performance of a variety of complex mechanical diagnosis and repairs. The incumbent will also provide technical assistance to staff in the servicing of a wide variety of vehicles and equipment and assists in evaluating the work of assigned personnel."

Removed: "This class is distinguished from the Fleet Maintenance Equipment Manager, which is responsible for the direction supervision of staff and operation of the shop, including the planning, organization and evaluation of personnel."

Supervision Received Replaced: "...Equipment..." with "...Fleet Maintenance..."

Supervision Exercised Added: "...and Fleet..."

Essential Duties Added:

- " schodul
- "...schedules..."
- "...scheduled...City..."

Replaced: "...Equipment..." with "...Fleet Maintenance..."

Experience and Education License or Certificate: Removed: "Possession of valid California Smog Check, Lamp, and Brake Licenses are highly desirable."

## FISCAL IMPACT

The annual cost of salary and benefits for the Senior Equipment Mechanic is under review and will be proposed in the FY 2018 Adopted Budget.

Prepared by:

Farbod Pirouzmand, Deputy Director of Human Resources

Recommended by: Nina S. Collins, Director of Human Resources

Approved by:

Vilos

Kelly McAdoo, City Manager

#### SENIOR EQUIPMENT MECHANIC

#### DEFINITION

To supervise, coordinate and perform skilled work in the repair and servicing of a wide variety of gasoline and diesel powered vehicles and mechanical equipment; provides working lead direction to assigned staff; performs related work as assigned.

#### **DISTINGUISHING CHARACTERISTICS**

This is an advanced journey level position.in which the incumbent directs, coordinates, and performs the work of Equipment Mechanic' I/II. This class is distinguished from the lower class of Equipment Mechanic I/II by the requirement to direct one or more staff in the performance of a variety of complex mechanical diagnosis and repairs. The incumbent will also provide technical assistance to staff in the servicing of a wide variety of vehicles and equipment and assists in evaluating the work of assigned personnel.

#### SUPERVISION RECEIVED

Receives general supervision from the Fleet Maintenance Manager.

#### SUPERVISION EXERCISED

Provides functional and technical supervision to assigned mechanical and Fleet staff.

#### ESSENTIAL DUTIES

Depending on assignment, duties may include but are not limited to the following:

Directs, coordinates, schedules and oversees the work for mechanical staff engaged in the overhaul, maintenance, and repair of a wide variety of automotive, construction, and the mechanical equipment during daily maintenance operations.

Provides technical assistance to staff in resolving difficult repair or maintenance problems.

Performs repairs and maintenance on all types of equipment as a working lead while assisting other mechanics with other repairs.

Exercises judgment and initiative in the independent planning, scheduling, and prompt completion of work.

Uses fleet specific database to generate work orders, enters repair tasks, parts and labor hour

City of Hayward Senior Equipment Mechanic Page 2

ESSENTIAL DUTIES (continued):

information.

Inspects completed work to ensure accurate and proper repairs.

Coordinates scheduled maintenance and repairs with all City departments.

Ensures that all warranty repairs are completed by the vendor at no charge.

Performs and documents daily shop safety inspections.

Assists Fleet Maintenance Manager with developing and compiling metrics and fleet data.

Trains Mechanics and other assigned staff to the work team and provides input to the Fleet Maintenance Manager on evaluations.

Issues burn permits for welding jobs.

Monitors smog inspections.

Performs other related duties as assigned.

#### JOB RELATED AND ESSENTIAL QUALIFICATIONS

Knowledge of:

Methods, practices, materials, and tools of the automotive mechanic trade.

Operating and repair characteristics of a variety of heavy equipment.

Occupational hazards and standard safety precautions necessary in the work.

Principles of gasoline and diesel engines.

Personal computers including maintenance based software programs, word processing, and email.

Principles of basic mathematics.

Principles of supervision.

City of Hayward Senior Equipment Mechanic Page 3

#### JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

#### Ability to:

Use materials and tools of the automotive mechanical trade.

Plan and assign the work of skilled mechanics and other shop workers.

Diagnose defects in and repair a wide variety of heavy equipment.

Maintain records and write detailed reports.

Lead, train and provide input in evaluating subordinates.

Communicate accurately and effectively with a wide variety of customers, vendors and employees.

#### EXPERIENCE AND EDUCATION

Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be:

Experience: Three years of experience as a journey level mechanic, including some lead experience.

<u>Education</u>: Equivalent to completion of the twelfth grade, supplemented by specialized courses from an accredited automotive college and/or successful completion of Automotive Service Excellence (ASE) certifications and coursework in supervisory and administrative practices.

<u>License or Certificate</u>: Possession and maintenance of a valid Class B California driver's license.

#### SPECIAL REQUIREMENTS

Essential duties require the following mental and/or physical abilities and work environment: work is mainly performed outdoors; exposure to outdoor elements in all weather conditions (e.g. heat, cold, and rain) throughout the year; ability to frequently bend, stoop, reach and handle equipment; may have repetitive motion in tasks; ability to sit for periods of time while working in the office, climb and twist; throughout the day, able to lift carry, push and pull up to 90 lbs while servicing

City of Hayward Senior Equipment Mechanic Page 4

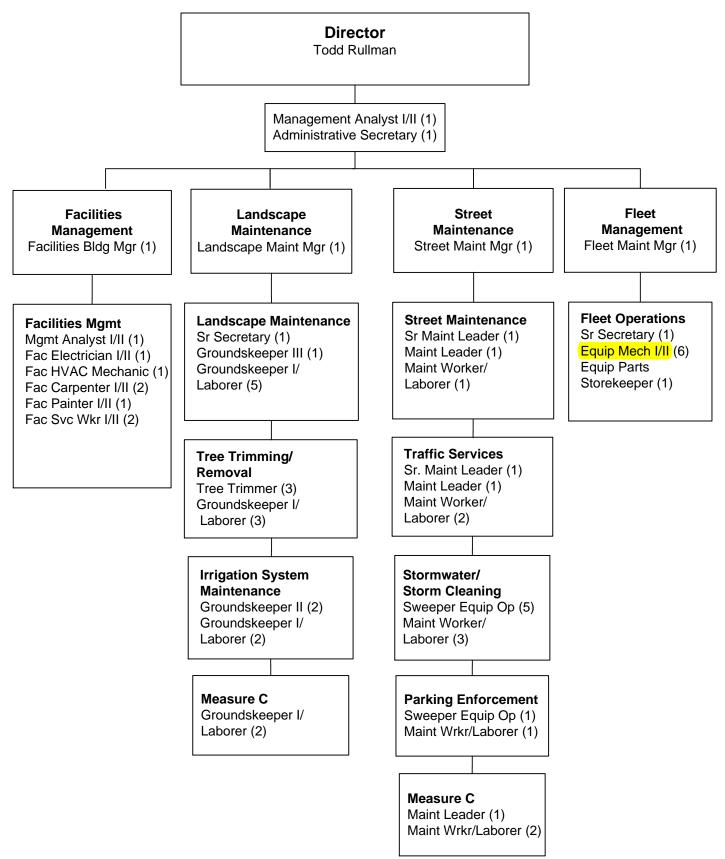
#### SPECIAL REQUIREMENTS (continued):

equipment; exposure to loud noises, moving objects, engine exhaust, normal or corrected to normal hearing is required for safety purposes; able to converse over the telephone or using a radio device and in-person; able to safely drive to various locations within and outside of the City of Hayward. Essential functions must be performed with or without reasonable accommodation.

PROBATIONARY PERIOD: One (1) Year 305CS10 March 2017 AAP GROUP: 16 FLSA STATUS: Non-Designated FPPC STATUS: Non-Exempt

Attachment III FY 2017 STAFFING 62.0 FTE

## **Maintenance Services Department**





## File #: ACT 17-035

**DATE:** May 11, 2017

- TO: Personnel Commission
- FROM: Director of Human Resources

**SUBJECT** 

New Job Description for Supervising Permit Technician

## RECOMMENDATION

That the Personnel Commission reviews and comments on the job description for the position of Supervising Permit Technician to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

## ATTACHMENTS

Attachment I	Staff Report
Attachment II	Supervising Permit Technician Job Description
Attachment III	Development Services Department Organizational Chart



DATE:	May 11, 2017
TO:	Personnel Commission
FROM:	Director of Human Resources
SUBJECT:	New Job Description for Supervising Permit Technician

## RECOMMENDATION

That the Personnel Commission reviews and comments on the job description for the position of Supervising Permit Technician to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

## BACKGROUND/DISCUSSION

In addition to adoption and approval of the City's Classification Plan, the Personnel Commission reviews job descriptions to ensure that employment standards are job-related. The City utilizes a standard format when creating and revising job descriptions. Human Resources staff reviews all job descriptions with the respective departments and updates each to align the job description with the City's Classification Plan. Furthermore, Human Resources staff makes any adjustments to the job requirements as provided by the department prior to initiating a recruitment process.

The Development Services Department requests the creation of a new classification in the Permit Technician series for operational and organizational reasons. This new supervisory classification in the Permit Technician series would be responsible for planning, coordinating and supervising the work activities related to permit issuance function, including the daily operations of the Permit Center. This position would be responsible for assisting the City Building Official in the overall planning, administration, and management of the Permit Center functions. This classification requires the exercise of independent judgment in setting and accomplishing the goals and objectives of the department.

Operationally, the volume and complexity of the permits for development in the City have increased and the Permit Center needs additional staffing resources to address these demands. The incumbent will coordinate and supervise the activities and performance of permit issuance. This classification will also be responsible for developing and implementing policies and procedures to expedite the issuance of permits. To address the work load in the Permit Center, the incumbent will also perform routine to complex permit issuance and will assist the general public with more complex requests, issues, and complaints.

Organizationally, the Supervising Permit Technician will provide Permit Technicians administrative direction by addressing performance management and development needs of the staff.

Therefore, it is the Human Resources Department's recommendation that the Personnel Commission adopt this new classification.

The new duties for the Supervising Permit Technician are as follows:

- Plans, schedules, assigns and reviews the work of Permit Center staff; arranges for training and employee development, evaluates performance, and recommends selection and discipline.
- Participates in issuing permits and paraprofessional plan check activities; performs advanced plan review and approval of projects, or portions of projects, not requiring the expertise of a registered engineer or architect, including residential and commercial projects up to the level of but not including the engineered portion of building designs, such as residential and commercial remodels, additions, and new construction.
- Monitors and reviews operations for work output, efficiency, customer satisfaction and compliance with laws, rules, regulations, and professional and mandated standards.
- Performs or assigns to staff public counter coverage on a daily basis with a Plan Check Engineer as a backup for difficult requests, issues, and complaints, provides general plan and zoning designations and other basic planning information to customers requesting that information; utilizes GIS to access related data; provides plans for review at counter in regards to inquiries due to public hearing notices.
- Makes recommendations on personnel actions, budgetary needs, and other administrative matters.
- Assists in the preparation of and/or monitoring of the Permit Center budget.
- Communicates status of projects to appropriate personnel, working cooperatively with all stakeholders.
- Keeps customers advised of upcoming permit expiration and cancellations; responds to requests from customers and departments for permit history and/or building data; compiles current and historical data and prepares routine and special reports for internal and external audiences using various database and archival tools.
- Participates in the development of and interprets and communicates appropriate application of policy and operational procedures; ensures the review of existing practices and policies to determine where improvement can be made; conducts research and analysis and makes recommendations regarding the business processes.

## FISCAL IMPACT

The annual cost of salary and benefits for the Supervising Permit Technician is under review and will be proposed in the FY 2018 Adopted Budget.

Prepared by: Farbod Pirouzmand, Deputy Director of Human Resources

Recommended by: Nina S. Collins, Director of Human Resources

Approved by:

Vilos

Kelly McAdoo, City Manager

## CITY OF HAYWARD

#### SUPERVISING PERMIT TECHNICIAN

#### DEFINITION

Under general direction from the City Building Official or designee, coordinates and supervises the activities and performance of permit issuance and permit center staff; develops and implements policies and procedures to expedite the issuance of permits; performs routine to complex permit issuance; and assists the general public with more complex requests, issues, and complaints.

## **DISTINGUISHING CHARACTERISTICS**

This is a supervisor level classification in the Permit Technician series. The incumbent is responsible for planning, coordinating and supervising the work activities related to permit issuance function, including the daily operations of the Permit Center. This position is responsible for assisting the City Building Official in the overall planning, administration, and management of the Permit Center functions. This classification requires the exercise of independent judgment in setting and accomplishing the goals and objectives of the department.

#### SUPERVISION RECEIVED

General supervision is provided by the City Building Official or designee.

#### SUPERVISION EXERCISED

Provides direct supervision of assigned Permit Center Staff.

#### ESSENTIAL DUTIES

Plans, schedules, assigns and reviews the work of Permit Center staff; arranges for training and employee development, evaluates performance and recommends selection and discipline.

Participates in issuing permits and paraprofessional plan check activities; performs advanced plan review and approval of projects, or portions of projects, not requiring the expertise of a registered engineer or architect, including residential and commercial projects up to the level of but not including the engineered portion of building designs, such as residential and commercial remodels, additions, and new construction.

Monitors and reviews operations for work output, efficiency, customer satisfaction and compliance with laws, rules, regulations, and professional and mandated standards.

Performs or assigns to staff public counter coverage on a daily basis with a Plan Check Engineer as a backup for difficult requests, issues, and complaints, provides general plan and zoning

City of Hayward Supervising Permit Technician Page 2

ESSENTIAL DUTIES (continued):

designations and other basic planning information to customers requesting that information; utilizes GIS to access related data; provides plans for review at counter in regards to inquiries due to public hearing notices.

Makes recommendations on personnel actions, budgetary needs, and other administrative matters.

Assists in the preparation of and/or monitoring of the Permit Center budget.

Communicates status of projects to appropriate personnel, working cooperatively with all stakeholders.

Keeps customers advised of upcoming permit expiration and cancellations; responds to requests from customers and departments for permit history and/or building data; compiles current and historical data and prepares routine and special reports for internal and external audiences using various database and archival tools.

Participates in the development of and interprets and communicates appropriate application of policy and operational procedures; ensures the review of existing practices and policies to determine where improvement can be made; conducts research and analysis and makes recommendations regarding the business processes.

Performs related duties as assigned.

## JOB RELATED AND ESSENTIAL QUALIFICATIONS

## Knowledge of:

Principles and practices of effective supervision, including work assignment, employee selection, training, and evaluation.

Principles and practices of administration, supervision and training including workload planning, establishing goals and objectives and problem solving techniques.

Principles and practices of municipal building and zoning permit processes.

Federal, state, and municipal codes and regulations governing building construction, rehabilitation, alteration, use, and occupancy (including building, electrical, plumbing, mechanical, energy, and green building standards codes).

Knowledge of counter review and issuance of residential and commercial projects.

Principles and techniques of providing courteous and effective customer service.

City of Hayward Supervising Permit Technician Page 3

## JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

#### Knowledge of (continued):

Electronic permit tracking systems, word processing and spreadsheet applications.

#### Ability to:

Plan, organize, supervise, review, and evaluate the work of others.

Understand and explain relevant City policies, procedures, fees, and basic planning and building codes, regulations and development review processes to the general public, permit applicants, and City staff.

Understand and interpret plans, specifications, related construction documents, and maps.

Calculate square footage, fees, and/or penalties from plans, and fees for zoning permit applications.

Effectively prioritize and complete work with limited supervision.

Establish and maintain courteous and effective working relationships with internal and external customers.

Communicate clearly and concisely, both orally and in writing.

Effectively utilize computer applications and technology related to the work, including, but not limited to word processing, spreadsheet, database and permitting software.

#### EXPERIENCE AND EDUCATION

Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be:

<u>Experience</u>: Four (4) years of experience in routine plan checking and/or building permit processing with at least one (1) year of lead or supervisory experience.

<u>Education</u>: Equivalent to a Bachelor's degree from an accredited college or university with major coursework in building construction, architecture, engineering, public administration, or a related field.

<u>Licenses and Certificates</u>: Possess and maintain and California Class C Driver's License. Possess and maintain an International Code Council (ICC) Permit Technician certification. City of Hayward Supervising Permit Technician Page 4

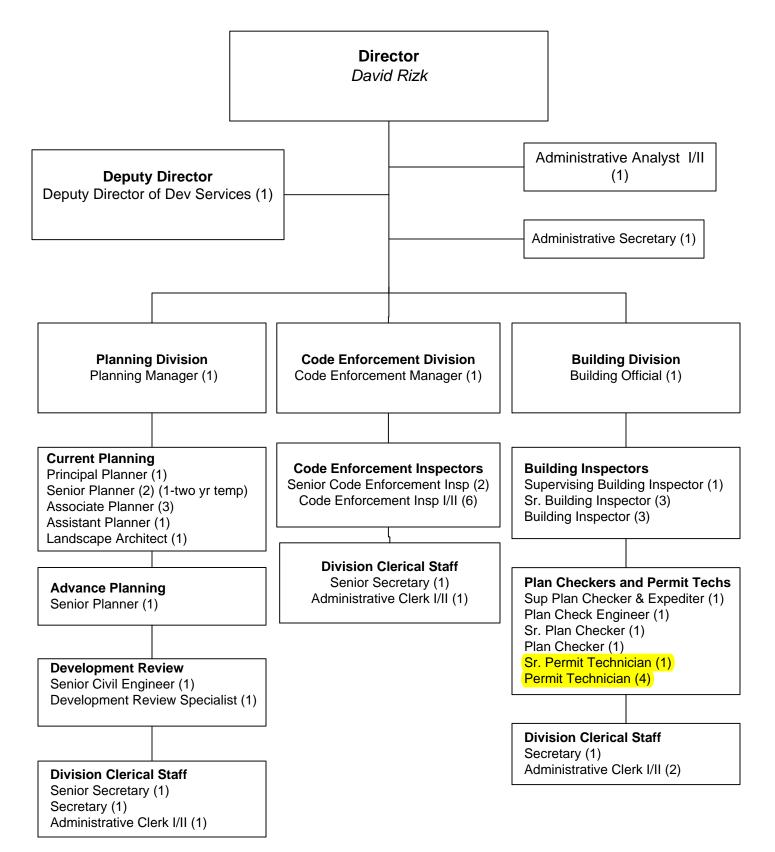
#### SPECIAL REQUIREMENTS

Essential duties require the mental and/or physical ability to: work in a standard office environment and use standard office equipment and current software; safely drive to various locations throughout the City and County to manage, direct, coordinate and/or participate in meetings and community events in a variety of community settings and weather conditions; make effective presentations to public audiences; conduct City business during day and evening hours, including occasional weekend and irregular hours; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; sit for prolonged periods of time; stand, walk, reach, bend and safely lift and move equipment and materials weighing up to 35 pounds; converse by telephone, by email, in person, and before small and large groups, and be clearly understood; read and comprehend legal, technical and complex documents; interact with the public and all different levels of City staff in an effective and professional manner. Essential functions must be performed with or without reasonable accommodation.

PROBATIONARY PERIOD: One (1) year H340CS16 March 2017 AAP GROUP: 2 FPPC STATUS: Designated FLSA STATUS: Exempt

## FY 2017 STAFFING 50.00 FTE

# **Development Services Department**





# CITY OF HAYWARD

## File #: ACT 17-036

**DATE:** May 11, 2017

- TO: Personnel Commission
- **FROM:** Director of Human Resources

**SUBJECT** 

Revised Job Description for Paralegal

## RECOMMENDATION

That the Personnel Commission reviews and comments on the revised job description for the position of Paralegal to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

## ATTACHMENTS

Attachment IStaff ReportAttachment IIParalegal Job DescriptionAttachment IIICity Attorney's Office Organizational Chart



DATE:	May 11, 2017
TO:	Personnel Commission
FROM:	Director of Human Resources
SUBJECT:	Revised Job Description for Paralegal

## RECOMMENDATION

That the Personnel Commission reviews and comments on the revised job description for the position of Paralegal to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

## BACKGROUND/ DISCUSSION

In addition to adoption and approval of the City's Classification Plan, the Personnel Commission reviews job descriptions to ensure that employment standards are job-related. The City utilizes a standard format when creating and revising job descriptions. Human Resources staff reviews all job descriptions with the respective departments and updates each to align the job description with the City's Classification Plan. Furthermore, Human Resources staff makes any adjustments to the job requirements as provided by the department prior to initiating a recruitment process.

Incumbents in the Paralegal classification provide paraprofessional, administrative, and technical assistance to professional legal staff in the Office of the City Attorney. Incumbents also provide direct supervision to support staff, manage office operations and clerical activities conducted in support of departmental programs, and provide highly responsible administrative assistance to the City Attorney. This classification is currently exempt from Fair Labor Standards Act (FLSA).

The FLSA requires that most employees be paid at least the federal minimum wage for all hours worked and overtime pay at time and one-half of the employees' regular rate of pay for all hours worked over 40 hours in a work week. However, the FLSA provides an exemption from minimum wage and overtime pay for employees who perform executive, administrative, professional, and outside sales functions for employers. To qualify for exemption, employees must meet tests regarding their job duties. Job titles do not determine exempt status; therefore, for an exemption to apply , an employee's specific job duties must meet all the requirements of the Department of Labor's regulations. The City Attorney requested Human Resources to analyze the appropriateness of the current FLSA status of the Paralegal classification. When analyzing the proper FLSA category for a job classification, several factors are considered including duties, decision making, involvement with labor and employee relations, supervision or management exercised, and how similar agencies treat like positions. To that end, Human Resources staff completed an analysis and surveyed comparable jurisdictions to ascertain how other agencies treat this classification.

Human Resources staff surveyed 17 local jurisdictions and compared the job descriptions and FLSA status of the Paralegal classification at those jurisdictions. From the 17 agencies surveyed, only nine (9) had a classification similar to the Paralegal. Of the nine (9) jurisdictions with comparable classifications, seven (7) agencies classify their Paralegals or equivalent classes as FLSA non-exempt, while only two (2) jurisdictions classify this classification as FLSA exempt:

Agency	FLSA Status			
Oakland	Non-exempt			
Berkeley	Non-exempt			
Fremont	Non-exempt			
Santa Rosa	Non-exempt			
Concord	Exempt			
City & County of San				
Francisco	Non-exempt			
Livermore	Non-exempt			
Walnut Creek	Non-exempt			
Richmond	Exempt			
Tracy	Not Comparable			
Mountain View	Not Comparable			
Santa Clara	Not Comparable			
Palo Alto	Not Comparable			
San Jose	Not Comparable			
San Mateo	Not Comparable			
Sup Court of CA - Alameda	Not Comparable			
Sup Court of CA - Contra				
Costa	Not Comparable			

Human Resources staff also sought the feedback of the City Attorney and interviewed incumbents to inquire about the nature of their everyday duties and responsibilities and compared the Paralegal classifications with other comparable classifications with in the City. From those interviews, it became clear that most of the incumbents' duties do not meet the exemption tests under the FLSA. They do not meet the executive, professional and outside sales tests. The nature of their responsibility and purview also do not meet the administrative test. For an employee to be exempt under the administrative test, the employee's primary duty must include the exercise of discretion and independent judgement with respect to matters of significance.

Paralegal staff currently, do not supervise any clerical staff and per the job description provide clerical and secretarial support to the City Attorney. In their current role, they do not exercise discretion and independent judgement on matters of legal significance in the Office of the City Attorney.

An analysis of comparable classifications at the City also showed that the majority of classifications that are similar to the Paralegal are not exempt from FLSA. Based on internal analysis of duties performed and the survey results, Human Resources staff concludes that the FLSA status of this classification should change from exempt to non-exempt.

Therefore, it is the recommendation of the Human Resources staff that the Commission adopt the change to the Paralegal job specification which updates the FLSA status from exempt to non-exempt.

The change to the job description is as follows:

<u>Paralegal</u>

FLSA Status: Add: "Non-..." (to "Exempt")

FISCAL IMPACT

The change in the FLSA status of the Paralegal classification will have a nominal fiscal impact because it makes incumbents eligible for overtime compensation at the rate of time and a half of their regular rate of pay, if they work more than 40 hours per week.

Prepared by: Farbod Pirouzmand, Deputy Director of Human Resources

Recommended by: Nina S. Collins, Director of Human Resources

Approved by:

Vilos

Kelly McAdoo, City Manager

## PARALEGAL

#### DEFINITION

To provide paraprofessional, administrative and technical assistance to professional legal staff; provide direct supervision to support staff; manage office operations and clerical activities conducted in support of departmental programs; and provide highly responsible secretarial assistance to the City Attorney.

#### DISTINGUISHING CHARACTERISTICS

This journey level classification is characterized by the responsibility to provide a variety of legal services and assignments not requiring the licensing of an attorney. The position is responsible for the preparation and management of complex legal documents and performs specialized legal administrative services at the direction of the professional staff in the City Attorney's office. Incumbents work independently within prescribed guidelines and protocol to plan, organize, and complete assignments, which are reviewed upon completion. This classification is distinguished from the Legal Secretary series in that the latter is responsible for the legal secretarial and office administrative assistance to the City Attorney and associated legal staff.

#### SUPERVISION RECEIVED

Receives general direction from the City Attorney.

#### SUPERVISION EXERCISED

Provides direct supervision over assigned secretarial and clerical personnel.

#### ESSENTIAL DUTIES

Provides responsible paraprofessional and technical assistance to the City Attorney and other professional legal staff; performs legal research and prepares draft City Council agenda items.

Coordinates the daily operation of the City Attorney's office which involves the direction and supervision of others; performs administrative detail work and maintains appropriate records and statistics.

Assists in the preparation of departmental budget; makes budget recommendations relative to assigned program areas of responsibility; coordinates and compiles budget recommendations; monitors budget spending.

Assists in formulating office policy, goals and procedures; collects and compiles relevant data

City of Hayward Paralegal Page 2

#### ESSENTIAL DUTIES (continued):

supporting recommendations.

Provides preliminary review of contracts and other legal documents for accuracy and completeness.

Conducts specific and moderately complex analyses of a wide range of legal documents.

Compiles materials and prepares reports and documents including confidential documents, memos, pleadings, legal documents, and correspondence.

Performs highly responsible secretarial duties for the City Attorney including maintaining calendars, responding to correspondence, and typing reports and letters.

Conducts surveys and performs research and statistical analyses as requested; prepares related reports.

Responds to inquiries and requests for information from the public and City staff.

Performs related duties as assigned.

## JOB RELATED AND ESSENTIAL QUALIFICATIONS

#### Knowledge of:

Principles and practices of organization and administration of a law office.

Applicable federal, state and local laws and regulations.

Principles and practices of community relations and office management.

Basic budgetary systems and procedures.

Basic statistics and quantitative analytic techniques.

#### Ability to:

Learn the operation, policy and procedures of the City Attorney's office.

Research and draft City Council action items and routine legal documents.

Review and analyze legal documents and perform legal research.

City of Hayward Paralegal Page 3

## JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

#### Ability to (continued):

Analyze situations accurately and develop effective courses of action.

Prepare and monitor a department budget.

Evaluate and develop improvements in operations, procedures, policies, or methods.

Communicate clearly and concisely, both orally and in writing.

Perform administrative detail work including preparing clear and concise reports.

Establish and maintain effective working relationships with those contacted in the course of work.

Select, supervise, train, and evaluate personnel as assigned.

#### EXPERIENCE AND EDUCATION

Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be:

<u>Experience</u>: Two (2) years of highly responsible legal secretarial experience, preferably in a local government law office setting, including research and analyses of legal documents.

<u>Education</u>: Equivalent to the completion of the twelfth (12<sup>th</sup>) grade supplemented by course work in public administration, paralegal studies or a closely related field. Completion of a Paralegal certificate program at a two-year accredited community college or four-year accredited college or university is desirable.

#### SPECIAL REQUIREMENTS

Essential duties require the following mental and/or physical ability to: work in a standard office environment; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball, use standard office equipment; sit for prolonged periods of time; stand, walk, reach, twist, turn, kneel, bend, squat and stoop in the performance of daily office activities; converse by telephone, in person, and to small or large groups and be clearly understood; read and comprehend technical and complex documents; interact with the public and all different levels of City staff in a professional manner; and safely lift, carry and maneuver office supplies and equipment, documents, or boxes of examination, training, City of Hayward Paralegal Page 4

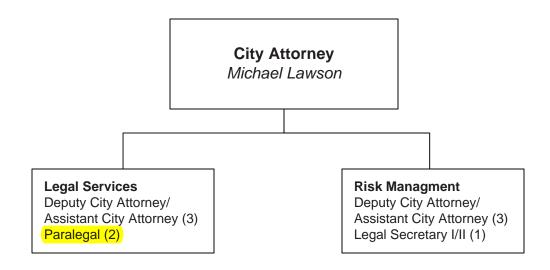
## SPECIAL REQUIREMENTS (continued):

or other human resources related materials, weighing up to 40 pounds. Essential functions must be performed with or without reasonable accommodations.

PROBATIONARY PERIOD: One (1) year 1114CS95 May 1990 Revised: August 1995 Revised: April 2017 AAP GROUP: 15 FPPC STATUS: Non-Designated FLSA STATUS: Non-Exempt

## FY 2017 STAFFING 10.0 FTE

# Office of the City Attorney





# CITY OF HAYWARD

## File #: ACT 17-038

**DATE:** May 11, 2017

- TO: Personnel Commission
- FROM: Director of Human Resources

**SUBJECT** 

Revised Job Description for Sustainability Specialist

## RECOMMENDATION

That the Personnel Commission reviews and comments on the revised job description for the position of Sustainability Specialist to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

## ATTACHMENTS

Attachment I	Staff Report
Attachment II	Sustainability Specialist Job Description
Attachment III	Utilities & Environmental Services Organizational Chart



DATE:	May 11, 2017
TO:	Personnel Commission
FROM:	Director of Human Resources
SUBJECT:	Revised Job Description for Sustainability Specialist

## RECOMMENDATION

That the Personnel Commission reviews and comments on the revised job description for the position of Sustainability Specialist to ensure that employment standards are job-related. Job-related standards address all aspects of the job description, including supervision exercised, education, special requirements, and experience.

## BACKGROUND/DISCUSSION

In addition to adoption and approval of the City's Classification Plan, the Personnel Commission reviews job descriptions to ensure that employment standards are job-related. The City utilizes a standard format when creating and revising job descriptions. Human Resources staff reviews all job descriptions with the respective departments and updates each to align the job description with the City's Classification Plan. In addition, prior to initiating a recruitment process, Human Resources staff makes necessary adjustments to the job requirements to ensure that the needs of the department will be met.

In FY 2014, a Sustainability Technician position was created to replace an administrative position to assist with the implementation of sustainability programs, such as residential and commercial energy conservation, development of alternative energy sources in the community and in City facilities, pursuit of grant funding, and implementation of the Climate Action Plan. Among other specific tasks, the position also supports the solid waste management and recycling efforts within the City by reviewing development applications for conformance with applicable waste and recycling policies. The Sustainability Technician implements specific community programs, such as the annual Earth Day Poster and Writing Contest and Environmental Awards; and prepare reports and presentation materials to inform the City Council and community members about environmental programs.

At the time the position was created, the sustainability field was relatively new to the Utilities & Environmental Services Department. Over the past three years, the Department has been able to monitor the position's duties and responsibilities and assess minimum requirements for a position to effectively carry out evolving and expanding position requirements. The duties initially envisioned for the position have begun to expand to suit the needs of the Department, which directly support the City Council's stated priorities to be "clean" and

"green." Staff has surveyed neighboring jurisdictions with similar positions and found it is uncommon for a position with comparable responsibilities to be classified as a "technician." Unfortunately, the incumbent has decided to pursue another opportunity and has submitted her intent to separate from the City, effective at the end of May and will not be vying for the new position. Given the impending need to recruit for the position, it is critical to evaluate the job title and specification to ensure a successful recruitment.

The Sustainability Specialist is a technical level position, represented by International Federation of Professional and Technical Engineers (IFPTE), Local 21. The new position will remain responsible for assisting the Environmental Services Division staff with implementation of sustainability programs, such as residential and commercial energy conservation, development of alternative energy sources in the community and in City facilities, participation in solid waste source reduction and recycling programs, pursuit of grant funding and low interest loans, and implementation of the Climate Action Plan.

Candidates for the Sustainability Specialist position will typically be college graduates and have strong skills in program coordination, data analysis, and customer service. Because the overall field of sustainability is relatively new, the City will consider candidates who possess the necessary skills and experience from work in a closely related area, such as water conservation or energy efficiency, recycling and the like.

The Sustainability Technician job description has been revised to update the title, definition, supervision exercised, essential duties, job related and essential qualifications, experience and education, and to align the format to the current City standards. Furthermore, the additions and changes clarify the definition, essential duties, job related and essential qualifications, and education and experience requirements for the Sustainability Specialist. The changes to the job description are as follows:

## Revised title "Technician" to "Specialist"

## Definition

Replaced: "technical level administrative duties in support of a City department or program" with "...a variety of tasks in support of the City's sustainability and climate action programs..."

Added: "...to develop and implement community outreach activities; ..."

## **Distinguishing Characteristics**

Replaced: "It is distinguished from the secretarial classifications in that the latter provides routine support functions for the department while this position provides technical and non-routine operational functions." With "This position is distinguished from similar City-wide classifications in that it has responsibility for a specialized program.

## **Essential Duties**

Added:

- "...supervisory and other..."
- "..., some of which may occur simultaneously."
- "Draft and process authorized consultant and service agreements."

- "Assist in seeking and writing grant applications."
- "Keep notes and provide summaries of meetings attended."
- "Implement a wide range of long and short-term sustainability projects to help implement the Climate Action Plan (CAP)."
- "Create and maintain databases and complex spreadsheets for tracking various project data; greenhouse gas emissions inventory data; and Climate Action Plan progress."
- "Represent the City at countywide public education and outreach meetings, review collaborative projects and provide comments that support City standards, professionalism, goals and initiatives."
- "Write electronic newsletter articles on assigned topics."
- "Create web pages, flyers, brochures, and assist with the development of educational and training videos as needed."
- "Represent the City at local and regional events and festivals."
- "Assist with volunteer recruitment."

Removed:

• "Perform technical and paraprofessional duties related to area of assignment including interpreting, analyzing, and determining compliance or acceptance of information and materials; prepare reports to document results of duties performed."

Replaced:

- "...budget; as assigned, prepare..." with "budget, and as assigned, preparation of..."
- "...e-mail and general correspondence..." with "...e-mail, general correspondence, and drop-in visitors from the public..."
- "Coordinate, compile and draft City Council, Council committees, boards and commissions communication, as assigned, including reports, presentation materials, agendas and meeting minutes." with "Coordinate and prepare reports and presentation materials for City staff, community groups, and appointed or elected bodies. Make presentations to City staff, community groups, and appointed or elected bodies."

## Job Related and Essential Qualifications

Added: "Work with county and regional level entities and understand and apply their rules and regulations."

Removed: "On a continuous basis, sit at a desk. Intermittently twist and reach office equipment; write and use keyboard to communicate through written means; run errands; lift or carry weight of 35 pounds or less."

Replaced: "Supervise, train and evaluate..." with "Assist with supervision, training and evaluation of..."

# Experience and Education Added:

• "...progressively..."

Replaced:

- "Associate's" with "Bachelor's"
- "...accounting..." with "...sustainability, environmental science, ..."

## FISCAL IMPACT

All costs associated with the creation of this new classification will be borne by the Recycling, Water, and Wastewater Funds, and there will be no impact on the General Fund. The annual cost of salary and benefits for the Sustainability Specialist is under review and will be proposed in the FY 2018 Adopted Budget.

Prepared by: Lisette Del Pino, Human Resources Analyst II

Recommended by: Nina S. Collins, Director of Human Resources

Approved by:

Vilos

Kelly McAdoo, City Manager

## CITY OF HAYWARD

## SUSTAINABILITY SPECIALIST

#### DEFINITION

To perform a variety of tasks in support of the City's sustainability and climate action programs; to research, collect, and analyze data and prepare draft reports; to track and report operational statistics; to develop and implement community outreach activities; and to provide technical assistance to management.

#### **DISTINGUISHING CHARACTERISTICS**

This journey-level classification performs a wide variety of complex, non-routine functions in support of the assigned department. Incumbents require knowledge of basic principles and methods of one or more technical or professional fields in order to perform the duties and functions of the position. This position is distinguished from similar City-wide positions because it has responsibility for a specialized program.

#### SUPERVISION RECEIVED

Receives general supervision from assigned supervisory personnel.

#### SUPERVISION EXERCISED

May exercise indirect supervision over administrative support personnel.

#### ESSENTIAL DUTIES

Duties may include, but are not limited to, the following:

Develop, coordinate, and implement program activities of a technical area of assignment related to department activities and programs.

Respond to requests for documentation related to assigned area of responsibility; explain and interpret assignment area policies and procedures to internal or external customers.

Assist supervisory and other professional staff in performing and conducting studies, special projects, administrative and technical functions; perform data collection, research and analysis; prepare draft reports and technical documents; provide project oversight for the less complex or political projects.

Assist with the development of Requests for Proposals and contract administration.

City of Hayward Sustainability Specialist Page 2

**ESSENTIAL DUTIES (continued):** 

Plan, prioritize, assign, supervise and review the work of administrative support staff involved in duties related to area of assignment.

Establish and maintain systems related to assigned technical area of responsibility; monitor area activities and report progress as required.

Ensure areas of responsibilities are in compliance with related laws, codes, ordinances, and legislation; advise staff of any irregularities in compliance.

Review, verify and process documents related to department activities including budgets, contracts, grants, claims, legislation, purchasing, and other specialized documents based on area of assignment.

Establish and maintain a wide variety of complex filing and reporting systems as necessary; develop record keeping procedures; provide relevant information to relevant parties prepare and type correspondence and compile and type reports.

Compile and develop information for special studies and reports from a variety of resources; collect, compile and report findings and recommendations.

Assist with the testing, implementation and maintenance of new/upgraded software technologies and systems; maintain a variety of databases.

Assist supervisor and managers with a variety of administrative operations; prepare, recommend and implement procedural modifications.

Coordinate and assist in the development and administration of a department budget, and as assigned, preparation of grant and loan documents; prepare budget reports; compile annual budget requests; monitor and classify expenditures; track and reconcile bills; produce budget reports; research and resolve discrepancies.

Develop and implement assigned public outreach events and activities, some of which may occur simultaneously.

Draft and process authorized consultant and service agreements.

Assist in seeking and writing grant applications.

Keep notes and provide summaries of meetings attended.

Implement a wide range of long and short-term sustainability projects to help implement the Climate Action Plan (CAP).

City of Hayward Sustainability Specialist Page 3

#### ESSENTIAL DUTIES (continued):

Create and maintain databases and complex spreadsheets for tracking various project data; greenhouse gas emissions inventory data; and Climate Action Plan progress.

Represent the City at countywide public education and outreach meetings, review collaborative projects and provide comments that support City standards, professionalism, goals and initiatives.

Write electronic newsletter articles on assigned topics.

Create web pages, flyers, brochures, and assist with the development of educational and training videos as needed.

Represent the City at local and regional events and festivals.

Assist with volunteer recruitment.

Assist with implementation of community programs, as assigned, including preparation of reports, outreach materials and program records.

Independently respond to letters, e-mail general correspondence, and drop-in visitors from the public based on areas of assignment.

Coordinate and prepare, and reports and presentation materials for City staff, community groups, and appointed or elected bodies. Make presentations to City staff, community groups, and appointed or elected bodies.

May perform a wide variety of complex, responsible, secretarial, administrative and technical duties for executive staff and other management personnel including providing routine analytical support.

Build and maintain positive working relationships with co-workers, other City employees and the public using principles of good customer service.

Perform related duties as assigned.

#### JOB RELATED AND ESSENTIAL QUALIFICATIONS

#### Knowledge of:

Principles and practices of administrative and/or technical area to which assigned.

Principles and practices of intermediate analytical research and project coordination.

Modern office equipment, methods, procedures, and computer hardware and software.

City of Hayward Sustainability Specialist Page 4

#### JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

Knowledge of (continued):

Principles of budget monitoring.

Techniques and principles of effective interpersonal communication.

Principles and methods of business letter and report writing.

Principles and practices of safety management.

Pertinent local, State and Federal laws, codes, ordinances, City functions, policies, rules and regulations.

General functions and objectives of municipal government.

Research methods and techniques.

Computer software, including word processing, database, spreadsheet and presentation applications.

English usage, spelling, punctuation and grammar; and arithmetic, basic mathematical calculations and statistics and statistical methods.

Report writing techniques.

#### Ability to:

Independently perform a variety of technical duties including research, compilation and report development in support of assigned department or program.

Intermittently review documents related to department operations; observe, identify and problem solve office operations and procedures; understand, interpret and explain department policies and procedures; explain operations and problem solve office issues for the public and with staff.

Operate a personal computer utilizing spreadsheet, word processing and database software at an intermediate to advanced level.

Collect, compile, analyze and present a variety of data in a meaningful way.

Develop and implement various data collection and reporting systems.

Interpret, apply and explain laws, rules, code and City policies and procedures.

Review budget submissions and revisions for mathematical and accounting accuracy.

#### JOB RELATED AND ESSENTIAL QUALIFICATIONS (continued):

#### <u>Ability to (continued)</u>:

Understand and translate City policies and practices into everyday working practices; make sound decisions with solid problem solving methods.

Assist with supervision, training and evaluation of assigned administrative support staff.

Understand and interpret complex policies, procedures and regulations.

Review documents and operational procedures; interpret, identify, explain and problem solve issues and recommend corrective action.

Obtain information through interview; handle multiple project assignments; and deal firmly and courteously with the public.

Analyze situations quickly and objectively to determine proper course of action.

Understand the organization and operations of the City and of outside agencies as necessary to assume assigned technical responsibilities.

Coordinate the development and monitoring of an assigned program project budget; project, track and reconcile expenses.

Compose professional quality correspondence and letters; write highly technical, detailed and analytical reports.

Maintain a high level of confidentiality of a wide range of sensitive information when involved with human resource, payroll or other confidential issues.

Use principles of effective office safety including use of equipment in a proper and safe manner, use of preventative personal ergonomic techniques, and maintenance of safe housekeeping in personal and common workspaces.

Be an integral team player, which involves flexibility, cooperation and communication.

Establish and maintain effective working relationships with those contacted in the course of work.

Communicate clearly and concisely, both orally and in writing.

#### EXPERIENCE AND EDUCATION

Any combination equivalent to experience and education that could likely provide the required knowledge and abilities would be qualifying. A typical way to obtain the knowledge and abilities would be:

#### **EXPERIENCE AND EDUCATION (continued):**

<u>Experience</u>: Three years of progressively responsible administrative support or technical experience, preferably in the subject area to which assigned. One year of lead supervisory experience is highly desirable.

<u>Education</u>: Equivalent to a Bachelor's degree from an accredited college with course work in sustainability, environmental science, public administration, business administration, biology or a related field based on area of assignment.

<u>Licenses and Certificates:</u> Possession and maintenance of, or ability to obtain, a valid California driver's license.

#### SPECIAL REQUIREMENTS

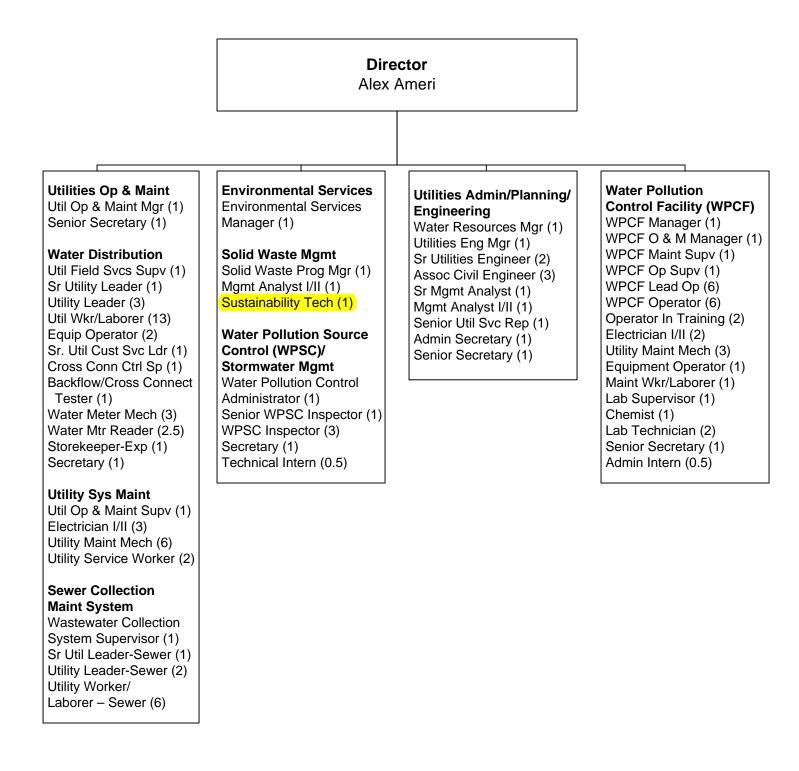
Essential duties require the mental and/or physical ability to: inspect various building and housing sites; perform various physical activities on a regular basis including sitting, standing, walking, kneeling, reaching, turning, bending, climbing and twisting with exposure to various weather conditions; work in an office environment and use standard office equipment and current software; grasp, perform repetitive hand movements and fine coordination to prepare documents and data using a computer keyboard and mouse/trackball; periodically sit for prolonged periods of time; safely lift and move equipment and material weighing up to 35 pounds; converse by telephone, by email, in person; read and comprehend legal, technical, and complex documents; interact with the public and all different levels of City staff in an effective and professional manner. Essential functions must be performed with or without reasonable accommodation.

PROBATIONARY PERIOD: One (1) Year

Created: May 2014 Revised: May 2017 EEO Code: 2 FPPC STATUS: Designated FLSA STATUS: Exempt

## FY 2017 STAFFING 108.5 FTE

# **Utilities & Environmental Services Department**





# CITY OF HAYWARD

## File #: ACT 17-039

**DATE:** May 11, 2017

- TO: Personnel Commission
- FROM: Director of Human Resources

## **SUBJECT**

Revised City Classification and Salary Plan for Fiscal Year 2017 - Updated May 11, 2017 - Effective June 12, 2017

## RECOMMENDATION

That the Personnel Commission, after a public hearing, reviews and adopts a revised classification plan for each position in the City's classified service for Fiscal Year 2017, effective June 12, 2017.

That the Personnel Commission, after a public hearing, recommends to the City Council for adoption a revised salary plan for each position in the City's classified service for Fiscal Year 2017, effective June 12, 2017.

## ATTACHMENTS

Attachment I	Staff Report
Attachment II	FY 2017 Classification Plan
Attachment III	FY 2017 Salary Plan



DATE:	May 11, 2017
TO:	Personnel Commission
FROM:	Director of Human Resources
SUBJECT:	Revised City Classification and Salary Plan for Fiscal Year 2017 – Updated May 11, 2017 – Effective June 12, 2017

## RECOMMENDATION

That the Personnel Commission, after a public hearing, reviews and adopts a revised classification plan for each position in the City's classified service for Fiscal Year 2017 effective June 12, 2017.

That the Personnel Commission, after a public hearing, recommends to the City Council for adoption a revised salary plan for each position in the City's classified service for Fiscal Year 2017 effective June 12, 2017.

## BACKGROUND/DISCUSSION

As required by the Municipal Code, the Salary Plan effective June 12, 2017 (Attachment II) has been updated to reflect all of the classifications in the City's classified service, including the additions of the Supervising Permit Technician, Airport Business Supervisor, Lead Program Assistant, the equity adjustment of the Utilities Engineering Manager, and the title change of the Sustainability Technician and Property/Evidence Administrator. The revised salary plan has also been updated to reflect the equity adjustments for forty-seven (47) classifications. The following changes were made:

- 1. Supervising Permit Technician This new supervisory classification in the Permit Technician series is responsible for planning, coordinating and supervising the work activities related to the permit issuance function, including the daily operations of the Permit Center. This classification requires the exercise of independent judgment in setting and accomplishing the goals and objectives of the department. The salary range for the Supervising Permit Technician is set internally at ten percent (10%) above Senior Permit Technician, which is \$36.41 per hour at Step A and \$44.25 per hour at Step E.
- 2. Lead Program Assistant Due to the expansion and increased participation in the Literacy and Homework Center Programs of the Library and Community Services Department, the Lead Program Assistant was created to address additional higher level responsibilities, including program oversight and providing day-to-day direction to staff. The salary range for Lead Program Assistant is set internally to mirror that of

the Lead Library Assistant, which is \$27.92 per hour at Step A and \$33.92 per hour at Step E.

- 3. Utilities Engineering Manager This salary has been updated internally to align with similar management staff within the Utilities and Environmental Services Department, which is \$68.03 per hour at Step A and \$82.71 per hour at Step E.
- 4. Sustainability Specialist The Sustainability Technician is retitled to Sustainability Specialist due to the increased responsibilities to meet City Council's Clean and Green priorities. This position is responsible for assisting the Environmental Services Division staff with implementation of sustainability programs, participation in solid waste source reduction and recycling programs, grant funding, and implementation of the Climate Action Plan. The salary range for the Sustainability Specialist is set internally at ten (10%) above the former Sustainability Technician., which is \$35.89 per hour at Step A and \$43.62 per hour at Step E.
- 5. Property/Evidence Administrator is retitled to Property/Evidence and Crime Scene Administrator, as originally approved by the Personnel Commission on July 10, 2014.
- 6. SEIU Local 1021 Clerical and Related Unit Equity Adjustments Pursuant to the negotiated terms of the Memorandum of Understanding between SEIU Local 1021 Clerical and Related Unit and the City of Hayward Section 9.01, the equity adjustments will be processed in three (3) equal parts applied over a three (3) year period, beginning in June 2016. As an exception, if an adjustment was less than one (1) percent, those in that classification will receive the full increase in year one (2016). Thirty-four (34) classifications represented by SEIU Local 1021 Clerical and Related Unit have been increased in accordance with the mutually agreed upon salary survey data (Attachment III) with the effective date of June 12, 2017, representing the second year for equity adjustments.
- 7. SEIU Local 1021 Maintenance and Operations Unit Equity Adjustments Pursuant to the negotiated terms of the Memorandum of Understanding between SEIU Local 1021 Maintenance and Operations Unit and the City of Hayward Section 9.01, the equity adjustments will be processed in three (3) equal parts applied over a three (3) year period beginning in June 2016. As an exception, if an adjustment was less than one (1) percent, those in that classification will receive the full increase in year one (2016). Thirteen (13) classifications represented by SEIU Local 1021 Maintenance and Operations Unit have been increased in accordance with the mutually agreed upon salary survey data (Attachment III) with the effective date of June 12, 2017, representing the second year for equity adjustments.

## FISCAL IMPACT

- 1. There is no recommended salary change associated with the title change of Property/Evidence and Crime Scene Administrator.
- 2. The annual cost of salary and benefits for the classifications listed below are under

review and will be proposed in the fiscal year 2018 Adopted Budget:

- Supervising Permit Technician
- Lead Program Assistant
- Utilities Engineering Manager
- Sustainability Specialist
- 3. The fiscal impact of the equity adjustments for the SEIU Local 1021 Clerical and Related Unit and SEIU Local 1021 Maintenance and Operations Unit for FY 2017 is approximately \$200,000. These equity adjustments will be implemented by the Human Resources and Finance departments effective June 12, 2017, and reflected on employees' paychecks dated June 30, 2017. The overall value of the equity adjustments over the three (3) year agreement, which includes the cost of previously agreed upon COLA increases is approximately \$1.7 million.

Prepared by: Anthony Phillip, Human Resources Analyst I

Recommended by: Nina S. Collins, Director of Human Resources

Approved by:

Vilos

Kelly McAdoo, City Manager

#### SALARY PLAN FOR ALL CLASSIFICATIONS (PER MUNI CODE SEC.2-4.30) FY 2017

ATTACHMENT II Recommended by Personnel Commission on May 11, 2017 Approved by Council on May 23, 2017

Classified	Hourly Bi-Weekly Monthly Annual Bi-Weekly Bi-Weekly Monthly Annual Hourly Bi-Weekly	48.00 3,840.00 8,320.00 99,840.00 43.20 3,456.00 7,488.00 89,856.00	50.38 4,030.40 8,732.53 104,790.40 45.36 3,628.80 7,862.40	52.91 4,232.80 9,171.07 110,052.80 47.63 3,810.40	55.56 4,444.80 9,630.40 115,564.80 50.00	58.33 4,666.40 10,110.53 121,326.40
Classified	Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly	3,840.00 8,320.00 99,840.00 43.20 3,456.00 7,488.00 89,856.00	4,030.40 8,732.53 104,790.40 45.36 3,628.80	4,232.80 9,171.07 110,052.80 47.63	4,444.80 9,630.40 115,564.80	4,666.40 10,110.53 121,326.40
Classified	Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly	3,840.00 8,320.00 99,840.00 43.20 3,456.00 7,488.00 89,856.00	4,030.40 8,732.53 104,790.40 45.36 3,628.80	4,232.80 9,171.07 110,052.80 47.63	4,444.80 9,630.40 115,564.80	4,666.40 10,110.53 121,326.40
Classified	Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly	8,320.00 99,840.00 43.20 3,456.00 7,488.00 89,856.00	8,732.53 104,790.40 45.36 3,628.80	9,171.07 110,052.80 47.63	9,630.40 115,564.80	10,110.53 121,326.40
Classified	Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly	99,840.00 43.20 3,456.00 7,488.00 89,856.00	104,790.40 45.36 3,628.80	110,052.80 47.63	115,564.80	121,326.40
Classified	Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly	43.20 3,456.00 7,488.00 89,856.00	45.36 3,628.80	47.63		-
Classified	Bi-Weekly Monthly Annual Hourly Bi-Weekly	3,456.00 7,488.00 89,856.00	3,628.80		50.00	
Classified	Monthly Annual Hourly Bi-Weekly	7,488.00 89,856.00	,	3,810.40		52.50
Classified	Annual Hourly Bi-Weekly	89,856.00	7,862.40	,	4,000.00	4,200.00
	Hourly Bi-Weekly	,		8,255.87	8,666.67	9,100.00
	Bi-Weekly		94,348.80	99,070.40	104,000.00	109,200.00
	-	39.28	41.25	43.30	45.47	47.74
Classified		3,142.40	3,300.00	3,464.00	3,637.60	3,819.20
Classified	Monthly	6,808.53	7,150.00	7,505.33	7,881.47	8,274.93
Classified	Annual	81,702.40	85,800.00	90,064.00	94,577.60	99,299.20
Close						
Clocational	Hourly	35.27	37.03	38.88	40.82	42.86
Classified	Bi-Weekly	2,821.60	2,962.40	3,110.40	3,265.60	3,428.80
	Monthly Annual	6,113.47 73,361.60	6,418.53 77,022.40	6,739.20 80,870.40	7,075.47 84,905.60	7,429.07 89,148.80
	Hourly	32.33	33.67	34.98	36.30	37.75
	Bi-Weekly	2,586.40	2,693.60	2,798.40	2,904.00	3,020.00
Classified	Monthly	2,588.40	5,836.13	6,063.20	6,292.00	6,543.33
	Annual	67,246.40	70,033.60	72,758.40	75,504.00	78,520.00
	Hourly	29.55	30.71	31.96	33.13	34.41
	Bi-Weekly	2,364.00	2,456.80	2,556.80	2,650.40	2,752.80
Classified	Monthly	5,122.00	5,323.07	5,539.73	5,742.53	5,964.40
	Annual	61,464.00	63,876.80	66,476.80	68,910.40	71,572.80
			-		,	31.31
	-					2,504.80
Classified	-					5,427.07
	Annual	,	,	,	,	65,124.80
	Hourly	24.61	25.61	-		29.21
Classified	· · ·	1.968.85	2.049.10			2,336.84
	Monthly	4,265.84	4,439.71	4,618.84	4,826.07	5,063.16
	Annual	51,190.11	53,276.49	55,426.09	57,912.89	60,757.96
1	Hourly	21.66	22.81	23.96	25.24	26.56
Clossifie d	Bi-Weekly	1,732.98	1,824.57	1,916.97	2,019.10	2,124.48
Classified	Monthly	3,754.78	3,953.24	4,153.44	4,374.73	4,603.04
	Annual	45,057.41	47,438.83	49,841.33	52,496.73	55,236.42
	Hourly				15.00	20.00
Classified	<b>Bi-Weekly</b>				1,200.00	1,600.00
classified	Monthly				2,600.00	3,466.67
<u> </u>	Annual				31,200.00	41,600.00
						r
	Hourly			15.00	15.75	16.54
Classified	Bi-Weekly			1,200.00	1,260.00	1,323.20
Classified						2 000 02
Classified	Monthly			2,600.00	2,730.00	2,866.93
Classified	Monthly Annual			2,600.00 31,200.00	2,730.00 32,760.00	2,866.93 34,403.20
	Classified Classified Classified	Classified Monthly Annual Hourly Bi-Weekly Monthly Annual Classified Hourly Classified Hourly Classified Hourly Bi-Weekly Monthly Annual Bi-Weekly Monthly Annual Bi-Weekly Bi-Weekly Monthly Annual	Bi-Weekly         2,080.00           Monthly         4,506.67           Annual         54,080.00           Hourly         24.61           Bi-Weekly         1,968.85           Monthly         4,265.84           Annual         51,190.11           Hourly         21.66           Bi-Weekly         1,732.98           Monthly         3,754.78           Annual         45,057.41           Classified           Hourly         Bi-Weekly           Classified         Monthly           Hourly         1,932.98           Monthly         3,754.78           Annual         45,057.41           Bi-Weekly         Monthly           Annual         45,057.41           Bi-Weekly         Monthly           Annual         50.97.41	Bi-Weekly         2,080.00         2,175.20           Monthly         4,506.67         4,712.93           Annual         54,080.00         56,555.20           Hourly         24.61         25.61           Bi-Weekly         1,968.85         2,049.10           Monthly         4,265.84         4,439.71           Annual         51,190.11         53,276.49           Classified         Hourly         21.66         22.81           Bi-Weekly         1,732.98         1,824.57           Monthly         3,754.78         3,953.24           Annual         45,057.41         47,438.83           Classified         Hourly         I           Bi-Weekly         .         Annual           45,057.41         47,438.83         47,438.83           Classified         Hourly         I           Bi-Weekly         .         Annual           Annual         Annual         Sile           Annual         Hourly         I           Bi-Weekly         .         Annual           Bi-Weekly         .         Annual           Bi-Weekly         .         Annual           Bi-Weekly         . <t< th=""><th>Bi-Weekly         2,080.00         2,175.20         2,284.80           Monthly         4,506.67         4,712.93         4,950.40           Annual         54,080.00         56,555.20         59,404.80           Classified         Hourly         24.61         25.61         26.65           Bi-Weekly         1,968.85         2,049.10         2,131.77           Monthly         4,265.84         4,439.71         4,618.84           Annual         51,190.11         53,276.49         55,426.09           Classified         Hourly         21.66         22.81         23.96           Bi-Weekly         1,732.98         1,824.57         1,916.97           Monthly         3,754.78         3,953.24         4,153.44           Annual         45,057.41         47,438.83         49,841.33           Classified         Hourly         Image: Classified         Image: Classified         Image: Classified           Hourly         Image: Classified         Hourly         Image: Classified         Image: Classified         Image: Classified           Hourly         Image: Classified         Hourly         Image: Classified         Image: Classified         Image: Classified         Image: Classified         Image: Classified</th><th>Bi-Weekly         2,080.00         2,175.20         2,284.80         2,391.20           Monthly         4,506.67         4,712.93         4,950.40         5,180.93           Annual         54,080.00         56,555.20         59,404.80         62,171.20           Classified         Hourly         24.61         25.61         26.65         27.84           Bi-Weekly         1,968.85         2,049.10         2,131.77         2,227.42           Monthly         4,265.84         4,439.71         4,618.84         4,826.07           Annual         51,190.11         53,276.49         55,426.09         57,912.89           Classified         Hourly         21.66         22.81         23.96         25.24           Bi-Weekly         1,732.98         1,824.57         1,916.97         2,019.10           Monthly         3,754.78         3,953.24         4,153.44         4,374.73           Annual         45,057.41         47,438.83         49,841.33         52,496.73           Classified         Bi-Weekly         1         1,200.00         31,200.00           Monthly         2,600.00         31,200.00         31,200.00         1,260.00</th></t<>	Bi-Weekly         2,080.00         2,175.20         2,284.80           Monthly         4,506.67         4,712.93         4,950.40           Annual         54,080.00         56,555.20         59,404.80           Classified         Hourly         24.61         25.61         26.65           Bi-Weekly         1,968.85         2,049.10         2,131.77           Monthly         4,265.84         4,439.71         4,618.84           Annual         51,190.11         53,276.49         55,426.09           Classified         Hourly         21.66         22.81         23.96           Bi-Weekly         1,732.98         1,824.57         1,916.97           Monthly         3,754.78         3,953.24         4,153.44           Annual         45,057.41         47,438.83         49,841.33           Classified         Hourly         Image: Classified         Image: Classified         Image: Classified           Hourly         Image: Classified         Hourly         Image: Classified         Image: Classified         Image: Classified           Hourly         Image: Classified         Hourly         Image: Classified         Image: Classified         Image: Classified         Image: Classified         Image: Classified	Bi-Weekly         2,080.00         2,175.20         2,284.80         2,391.20           Monthly         4,506.67         4,712.93         4,950.40         5,180.93           Annual         54,080.00         56,555.20         59,404.80         62,171.20           Classified         Hourly         24.61         25.61         26.65         27.84           Bi-Weekly         1,968.85         2,049.10         2,131.77         2,227.42           Monthly         4,265.84         4,439.71         4,618.84         4,826.07           Annual         51,190.11         53,276.49         55,426.09         57,912.89           Classified         Hourly         21.66         22.81         23.96         25.24           Bi-Weekly         1,732.98         1,824.57         1,916.97         2,019.10           Monthly         3,754.78         3,953.24         4,153.44         4,374.73           Annual         45,057.41         47,438.83         49,841.33         52,496.73           Classified         Bi-Weekly         1         1,200.00         31,200.00           Monthly         2,600.00         31,200.00         31,200.00         1,260.00

SENIOR CIVIL ENGINEER								
SENIOR CIVIL ENGINEER		Classified	<b>Bi-Weekly</b>	4,429.60	4,650.40	4,884.00	5,127.20	5,383.20
	H240		Monthly	9,597.47	10,075.87	10,582.00	11,108.93	11,663.60
			Annual	115,169.60	120,910.40	126,984.00	133,307.20	139,963.20
			Hourly	46.19	48.51	50.87	53.45	56.06
ASSOCIATE CIVIL ENGINEER	T215	Classified	<b>Bi-Weekly</b>	3,695.20	3,880.80	4,069.60	4,276.00	4,484.80
ASSOCIATE CIVIL ENGINEER	1215		Monthly	8,006.27	8,408.40	8,817.47	9,264.67	9,717.07
			Annual	96,075.20	100,900.80	105,809.60	111,176.00	116,604.80
	T210	0 Classified	Hourly	39.79	41.84	43.98	46.11	48.41
ASSISTANT CIVIL ENGINEER			<b>Bi-Weekly</b>	3,183.20	3,347.20	3,518.40	3,688.80	3,872.80
ASSISTANT CIVIL ENGINEER	1210		Monthly	6,896.93	7,252.27	7,623.20	7,992.40	8,391.07
			Annual	82,763.20	87,027.20	91,478.40	95,908.80	100,692.80

CITY WIDE MAINTERNACE           ELECTRICAN II         Motto         Canadia         Huwaki A, Li,Zi         44.00         40.00	Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
BLICTRICIAN II         M410         Carset M         Biveshy 1, 2005.00         3,472.40         4,572.40         4,578.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,330.40         3,329.40         3,529.40         4,319.40<		CITY	WIDE MAINTEN/	NCE					
BLICTRICIAN II         M410         Carset M         Biveshy 1, 2005.00         3,472.40         4,572.40         4,578.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,379.40         4,330.40         3,329.40         3,529.40         4,319.40<									
LECH INCLAR III         MOIIII         LIGBERING         Mounthy         7.492.13         7.41.43         7.71.41         7.72.25         8.68.20         8.00.30         8.00.30         8.00.30         8.00.30         8.00.30         8.00.30         8.00.30         8.00.30         8.00.30         8.00.30         8.00.30         8.00.30         9.00.30									
LECTRICAN I         Anoma         80,945.00         90,372.00         90,220.00         90,824.00 <th< td=""><td>ELECTRICIAN II</td><td>M410</td><td>Classified</td><td>-</td><td></td><td></td><td></td><td></td><td></td></th<>	ELECTRICIAN II	M410	Classified	-					
Hearty         Hearty         13:38         39:12         44:08         42:38         44:10           Lisuffied         Hearty         30:56         30:56         30:56         30:50					,				
ELECTRICIAN1         Med3         Classified Processifi						-		-	-
NULD         Classified         Monthyl         53337         737000         737000         737000         737000         737000         737000         737000         737000         737000         737000         737000         737000         737000         737000         737000         737000         7370000         7370									
Annual         Annual         R3,8040         83,80500         84,8140         83,50500         91,728.00           MAINTENANCE WORKER         M095         Cinesified         Hourly         22300         23302         240050         224000         523200         551240         6514200         5514207         651420         651420         651420         651420         651420         651420         651420         651420         651420         651420         651407         6514000         6514000         6514	ELECTRICIAN I	M405	Classified	-					
MAINTENANCE WORKER         Model Maintenance         Hourity (2)         22,80         30,12         51,15         32,28           MAINTENANCE WORKER         M305         Classified         Modely M300         22,80         33,160         2,400         2,529,30         56,842         2,529,30         56,842         2,529,30         56,842         2,529,30         56,842         2,529,30         56,842         2,529,30         56,842         2,529,30         56,842         2,529,30         56,842         2,529,30         56,842         2,529,30         56,842         2,529,30         56,852         52,528         55,856         56,866         56,867,80         56,876,80         56,876,80         56,876,80         56,876,80         56,876,80         56,876,80         56,876,80         55,856				-					
MAINTERIANCE WORKER         Mode         Classified         Bi-Weekly Mode         2,224.00 5,202				Annuar	78,100.40	81,505.00	04,014.40	88,130.40	51,720.00
MAINTERIANCE WORKER         Mode         Classified         Bi-Weekly Mode         2,224.00 5,202		1		Hourly	27.80	28 92	30.12	31 15	32.39
Monte Enduce WORKER         Monte Law         Monte Law         Monte Law         Assessment         S.220.00         S.520.00         S.520									
Annual         S728/2.00         9333.50         62,699,50         64,792,00         65,762,00         65,	MAINTENANCE WORKER	M305	Classified						
LABORER         M300 M905         Classified         Bit-Weekki Monthly         19/177         2/18/18         19/178         2/18/18         19/178         2/18/18         19/178         2/18/18         19/178         2/18/18         19/178         2/18/18         19/178         2/18/18         19/178         2/17/18         2/17/19         2/26/18         4/8/178         2/18/18         1/18/18         4/8/178         2/18/18         1/18/18         4/8/178         2/18/18         1/18/18         4/8/178         2/18/18         1/18/18         4/8/178         2/18/18         1/18/18         4/8/178         2/18/18         1/18/18         4/8/178         2/18/18         1/18/18				-				,	
LABORER         M300 M905         Classified         Bit-Weekki Monthly         19/177         2/18/18         19/178         2/18/18         19/178         2/18/18         19/178         2/18/18         19/178         2/18/18         19/178         2/18/18         19/178         2/18/18         19/178         2/17/18         2/17/19         2/26/18         4/8/178         2/18/18         1/18/18         4/8/178         2/18/18         1/18/18         4/8/178         2/18/18         1/18/18         4/8/178         2/18/18         1/18/18         4/8/178         2/18/18         1/18/18         4/8/178         2/18/18         1/18/18         4/8/178         2/18/18         1/18/18									
LAUMER         Monthy MOSS         LAUMER         Monthy MOSS         4,30.23 (38,40.23)         4,50.73 (38,40.23)         4,72.330 (38,40.75)         4,80.73 (38,75)         6,80.75 (38,75)         6,80.75 (38,75)         6,80.75 (38,75)         6,80.75 (38,75)         6,80.75 (38,75)         6,80.75 (38,75)         7,72.57 (7,72,5)         7,72.57 (7,72,5)         7,72.57 (7,72,5)         7,72.57 (7,72,5)         7,72.57 (7,72,5)         7,72.57 (7,72,5)         6,07.37 (7,72,5)         6,07.37 (7,72,6)         6,08.30 (7,10,0,0)         6,08.30 (7,10,0,0)         6,00.00 (7,00,0,0)         6,00.00 (7		M200		Hourly	24.27	25.17	26.17	27.25	28.21
LAUMER         Monthy MOSS         LAUMER         Monthy MOSS         4,30.23 (38,40.23)         4,50.73 (38,40.23)         4,72.330 (38,40.75)         4,80.73 (38,75)         6,80.75 (38,75)         6,80.75 (38,75)         6,80.75 (38,75)         6,80.75 (38,75)         6,80.75 (38,75)         6,80.75 (38,75)         7,72.57 (7,72,5)         7,72.57 (7,72,5)         7,72.57 (7,72,5)         7,72.57 (7,72,5)         7,72.57 (7,72,5)         7,72.57 (7,72,5)         6,07.37 (7,72,5)         6,07.37 (7,72,6)         6,08.30 (7,10,0,0)         6,08.30 (7,10,0,0)         6,00.00 (7,00,0,0)         6,00.00 (7	1400050	M300			1,941.79				
CITY ATTORNEY         CITY ATTORNEY II         CITY ATTORNEY II <td>LABORER</td> <td>M830</td> <td>Classified</td> <td></td> <td>4,207.21</td> <td>4,362.39</td> <td>4,536.74</td> <td>4,723.30</td> <td>4,889.73</td>	LABORER	M830	Classified		4,207.21	4,362.39	4,536.74	4,723.30	4,889.73
ASSISTANT CITY ATTORNEY         U210         Classified         Hourly Bi-Weekly (10,10,13,3)         Classified         Hourly Bi-Weekly (10,10,13,3)         Classified         Hourly Bi-Weekly (10,10,13,3)         Classified         Hourly Bi-Weekly (10,10,13,3)         Classified         Hourly (10,10,13,3)         Classified (10,10,13,3)         Classified (10,10,13,3)         Classified (10,10,13,3)         Classified (10,10,13,3)         Hourly (10,10,13,13)         Classified (10,10,13,13)         Hourly (10,13,13)         Hourly (10,13,13,13)         Hourly (10,13,13,13,13) <td></td> <td>M905</td> <td></td> <td>Annual</td> <td>50,486.52</td> <td>52,348.65</td> <td>54,440.92</td> <td>56,679.65</td> <td>58,676.80</td>		M905		Annual	50,486.52	52,348.65	54,440.92	56,679.65	58,676.80
ASSISTANT CITY ATTORNEY         U210         Classified         Hourly Bi-Weekly (10,10,13,3)         Classified         Hourly Bi-Weekly (10,10,13,3)         Classified         Hourly Bi-Weekly (10,10,13,3)         Classified         Hourly Bi-Weekly (10,10,13,3)         Classified         Hourly (10,10,13,3)         Classified (10,10,13,3)         Classified (10,10,13,3)         Classified (10,10,13,3)         Classified (10,10,13,3)         Hourly (10,10,13,13)         Classified (10,10,13,13)         Hourly (10,13,13)         Hourly (10,13,13,13)         Hourly (10,13,13,13,13) <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th>									
ASSISTANT CITY ATTORNEY         U210         Classified         Be-Weekly Annual         5,338.40         5,656.0         5,888.50         6,180.00           Morthy         1,1015.33         11,565.33         12,165.47         12,72.13         13,330.00           DEPUTY CITY ATTORNEY II         U205         Classified         Bu-Weekly         4,201.00         4,411.20         4,452.20         4,463.20         4,463.20         1,055.93         1		CITY AT	TORNEY DEPAR	MENT					
ASSISTANT CITY ATTORNEY         U210         Classified         Be-Weekly Annual         5,338.40         5,656.0         5,888.50         6,180.00           Morthy         1,1015.33         11,565.33         12,165.47         12,72.13         13,330.00           DEPUTY CITY ATTORNEY II         U205         Classified         Bu-Weekly         4,201.00         4,411.20         4,452.20         4,463.20         4,463.20         1,055.93         1				House	62 55	66 72	70.07	72 57	77.25
Assistant CitYATIONREY         D110         Classified         Monthy         11.05.63         21.245.47         21.275.21         13.300.00           DEPUTY CITY ATTORNEY II         U205         Classified         Hourhy         52.25         55.14         57.90         60.980.00           DEPUTY CITY ATTORNEY I         U205         Classified         Bi-Weekly         42.01.60         4.01.20         4.062.20         5.16.73         11.065.63           Monthy         9.10.247.6         9.557.60         10.026.00         10.566.93         11.056.50           Monthy         9.10.247         9.557.60         10.026.00         10.56.93         11.065.60           Monthy         9.10.247         9.557.60         10.026.00         10.56.93         11.065.60           Monthy         9.20.00         10.421.00         4.421.00         4.421.00         4.421.00           Monthy         9.20.00         10.421.01         4.042.00         4.042.00         12.047.91         10.058.53           Monthy         9.20.00         10.421.01         12.047.91         11.058.51         11.058.51           Monthy         9.20.00         10.421.01         0.424.51         12.027.01         12.047.71         12.040.71         12.047.71									
DEPUTY CITY ATTORNEY II         U205         Classified         Houry         52.22         55.14         57.95.0         159.025.00         169.026.00         159.025.00	ASSISTANT CITY ATTORNEY	U210	Classified	-			,		,
DEPUTY CITY ATTORNEY II         U205         Classified         Houry         92.22         55.14         37.90         60.79         63.84           DEPUTY CITY ATTORNEY II         U205         Classified         Bi-Weekly         420160         44.012         4.63.20         1.065.60         10.58.93         1.1065.60         10.58.91         1.005.60         10.58.91         1.005.60         10.58.91         1.005.60         10.58.91         1.005.63         1.005.60         10.58.91         1.005.63         1.005.63         1.005.63         1.005.63         1.005.63         1.005.63         1.005.63         1.005.63         1.005.63         1.005.63         1.005.63         1.005.63         4.011.20         4.211.20         4.241.60         4.642.40           Monthy         8.72.67         8.6003         9.124.71         9.580.13         1.005.63         3.137.60         3.92.20         1.1061.00         1.00.91.20         1.004.610         7.07.08.81         3.73.60         3.92.2         4.118           Monthy         5.872.33         6.167.20         6.475.73         6.798.13         7.137.87         6.93.07         7.038.83         3.54.84         3.73.60         3.92.2         4.118           LEGAL SECRETARY II         Classified         Houry <td< td=""><td></td><td></td><td></td><td>-</td><td></td><td></td><td></td><td></td><td></td></td<>				-					
DEPUTY CITY ATTORNEY II         U205         Classified         Bi-Weekly Methy 9.103.47         4.431.20         4.432.20         4.632.00         9.1005.60           DEPUTY CITY ATTORNEY I         U200         Classified         Montry 109.247.65         10.4651.20         120.432.00         126.443.20         132.787.20           DEPUTY CITY ATTORNEY I         U200         Classified         Montry Bi-Weekly         3.220.00         4.011.20         4.21.20         4.22.46         5.27         5.80.3           Montry         9.72.67         5.06.00         9.12.42.7         5.90.13         10.09.83.3           Montry         9.72.67         8.69.03         9.12.42.7         5.95.01.3         10.09.83.3           Montry         9.32.80         3.137.60         3.29.4         10.29.02.0         7.137.87           Annual         7.047.04         2.484.40         2.998.80         3.37.60         3.29.4           Montry         5.372.83         5.107.20         6.475.3         6.79.81.3         7.137.87           Annual         7.047.04         2.484.40         2.596.80         2.737.60         8.558.4         7.158.26           LEGAL SECRETARY II         C935         Classified         Bi-Weekly         2.201.60         6.716.80		-				-	-		
DEPUTY CITY ATTORNEY II         DOS         Classified         Monthly Paral         109,347         9,557,60         10,036,00         10,356,93         11,065,50           DEPUTY CITY ATTORNEY I         U200         Classified         Hourly ParaleGal         47,75         50,14         52,64         55,27         58,03           Bi-Weekly Annual         9,320,00         4,011,20         4,421,20         4,421,20         4,421,20         4,421,20         4,421,20         4,421,20         4,421,20         4,421,20         4,421,20         4,421,20         4,421,20         4,421,20         11,466,10         120,702,40           Bi-Weekly Annual         9,320,00         104,251,20         104,251,20         104,251,20         114,661,60         120,702,40           Bi-Weekly Annual         7,288,00         3,73,6         39,22         41,18         53,56         3,73,6         39,32,0         114,661,40         124,804,00         23,863,03         31,73,6         39,32,0         134,961,60         120,702,40           LEGAL SECRETARY II         C935         Classified         Hourly Morthy 4,284,40         2,396,80         2,792,00         2,808,04         2,396,80         3,736,50         3,736,50         3,736,50         3,736,50         3,736,50         3,793,50         3,63,5									
DEPUTY CITY ATTORNEY I         U200         Classified         Annual 10/401/y 4773         50.14         52.26         53.27         52.07           DEPUTY CITY ATTORNEY I         U200         Classified         Bi-Weekly 3.220.00         4,011.20         4,211.20         4,221.60         4,602.40           Monthly 6.276.07         6,600.30         9,124.27         9,580.13         10.058.53           Monthly 6.276.07         6,600.30         9,214.27         9,580.13         10.058.53           Monthly 6.271.00         0,281.02         10.974.10         10.460.10         12.072.00           Bi-Weekly 2.710.01         2,846.40         2,988.80         3,137.60         3,294.40           Munkly 5.572.53         6,167.20         6,674.73         6,773.81         7,137.81         7,138.71         7,137.81         7,138.71         7,137.81         7,138.71         7,137.81         7,138.71         7,138.71         7,138.71         6,333.71         6,333.73         6,37.85         6,430.0         7,79.830         8,157.76         6,838.31         7,104.01         7,79.16.80         7,295.40         2,938.80         3,37.91         5,317.87         7,58.74         6,738.81         3,337         5,58.40         0,308.40         2,929.80         2,792.00         7,10.40	DEPUTY CITY ATTORNEY II	U205	Classified						,
DEPUTY CITY ATTORNEY I         U200         Classified         Hourly Bi-Weekly Annual         9,27,0         50,14         9,26,4         55,27         58,03           Bi-Weekly Annual         3,820,00         4,011,20         4,221,20         4,221,20         4,221,20         4,221,20         4,221,20         4,221,20         4,221,20         4,221,20         4,221,20         4,221,20         1,14,661,60         12,07,02,40           PARALEGAL         U195         Classified         Hourly Bi-Weekly         2,210,00         2,284,60         2,298,80         3,137,60         39,22         41,18           Bi-Weekly         2,710,40         2,484,60         2,988,00         3,73,60         3,97,40         3,76,60         3,74,60         2,974,00         3,76,60         3,74,60           Bi-Weekly         2,046,40         2,988,00         3,74,67         3,83,74,60         2,984,00         2,92,00         2,864,00         2,928,00         3,74,60         3,74,60         2,92,00         2,864,00         2,92,00         2,864,00         2,92,80,00         3,74,60         3,83,74,60         3,84,10         6,73,87,87,64,93,37,10         6,43,33         6,41,33         5,13,78,7         6,49,33         6,13,73,78         6,49,33         1,10,49,73,97,93,80         1,10,49,73,97,93,80									
DEPUTY CITY ATTORNEY I         U200         Classified         Bi-Weekly Monthly         3.820.00         4.011.20         4.421.60         4.662.80           Monthly         8.276.67         8.690.93         9.124.27         9.580.13         10.058.53           Annual         9.320.00         10.4.291.20         10.4.91.20         114.961.60         120.702.40           PARALEGAL         U195         Classified         Bi-Weekly         2.710.40         2.864.40         2.988.00         3.137.60         3.294.40           LEGAL SECRETARY II         Classified         Hourly         2.366.83         5.416.723         6.7457.33         6.758.33         7.132.87           LEGAL SECRETARY II         C935         Classified         Hourly         2.566.80         2.792.00         2.850.40         2.996.80         3.746         3.94.92         3.55.8         3.7.66         3.92.4         4.11.80         9.792.00         7.104.00         7.738.80         3.7.46         3.94.90         3.63         3.7.46         3.94.90         3.63         3.7.46         3.94.90         3.63         3.7.46         3.92.90         7.7.98.80         3.7.786         3.9.72         3.1.71.00         7.7.91.80         7.7.91.80         7.7.91.80         7.7.91.80         7.7.92.90		-				,	-		,
DEPOTY CITY ATTORNEY1         0.200         Classified         Monthly         8,276,67         8,690,93         9,124,27         9,580,13         10,058,33           Annual         9,320,00         104,291,20         109,491,20         119,941,20         114,961,60         120,702,40           PARALEGAL         U195         Classified         Hourly         33.88         35.58         37.36         39.22         41.18           LEGAL SECRETARY II         Classified         Hourly         2,454,40         2,988,00         31.37,60         3,294,40           Hourly         30.68         32.46         34.90         35.63         37.36         3.224,40           Hourly         30.68         32.46         34.90         35.63         37.36         3.294,40           Hourly         30.68         32.46         34.90         35.63         37.36         3.294,40           Hourly         30.68         32.44         2.998,80         3.31.60         3.248,40           Hourly         30.68         32.44         4.90         35.63         37.46           Bitweekly         2.2454,40         2.996,80         3.61         32.26         3.37.46           LEGAL SECRETARY I         C930         Cl									
Annual         99,320.00         104,921.20         109,912.00         104,921.20         114,961.60         120,702.40           PARALEGAL         U195         Classified         Hourly         33.88         35.58         37.36         39.22         41.18           Bi-Weekly         2,710.40         2,986.40         2,998.80         3,137.60         3,294.40           LEGAL SECRETARY II         C935         Classified         Hourly         30.88         35.58         37.96         39.22         41.18           Monthy         5,872.35         6,475.37         6,798.13         7,137.87         Annual         30.906.40         7,708.80         83,577.60         85.654.40         6,493.37         6,493.37         6,493.50         2,792.00         2,850.40         2,996.80         2,792.60         7,41.04         7,916.80         33.97         6,493.50         7,558.00         2,717.60         33.97         5,558.13         3,586.40         6,493.50         2,279.60         2,710.40         7,916.80         33.97         5,588.13         3,57.60         3,577.60         3,577.60         3,577.60         3,577.60         3,577.60         3,577.60         3,577.60         3,577.60         3,577.60         3,577.60         3,577.60         3,577.60	DEPUTY CITY ATTORNEY I	U200	Classified						
PARALEGAL         U195         Classified         Hourly Bi-Weekly (classified)         33.88 (classified)         35.58 (classified)         37.36 (classified)         37.37 (classified)							,	,	
PARALEGAL         U195         Classified         Bi-Weekly Monthly 5,872,53         2,710,40         2,846,40         2,988,80         3,137,60         3,239,40           Monthly LEGAL SECRETARY II         C135         G,167,20         G,475,73         G,798,13         7,137,87           LEGAL SECRETARY II         C135         G         G,470,00         7,4006,80         81,377,60         85,564,40         2,956,80         7,272,02         2,850,80         2,920         2,893,00         2,995,80         2,720,20         2,850,40         2,996,80         2,920,80         3,74,60         2,996,80         2,920,80         2,920,20         2,996,80         2,920,20         2,950,40         2,996,80         2,920,20         2,950,40         2,996,80         2,920,20         2,950,80         2,720,20         2,850,80         2,710,60         3,337,60         3,327,60         3,337,60         3,337,60         3,337,60         3,337,60         3,337,60         3,337,60         3,365,80         6,710,80         7,10,80         7,10,80         7,10,80         7,10,80         7,10,80         7,10,80         7,10,80         7,10,80         7,10,80         3,057,60         2,998,80         3,37,60         3,365,60         6,71,60,80         7,10,80         7,10,80         7,10,80         7,10,80								,	
PARALEGAL         U195         Classified         Bi-Weekly Monthly 5,872,53         2,710,40         2,846,40         2,988,80         3,137,60         3,239,40           Monthly LEGAL SECRETARY II         C135         G,167,20         G,475,73         G,798,13         7,137,87           LEGAL SECRETARY II         C135         G         G,470,00         7,4006,80         81,377,60         85,564,40         2,956,80         7,272,02         2,850,80         2,920         2,893,00         2,995,80         2,720,20         2,850,40         2,996,80         2,920,80         3,74,60         2,996,80         2,920,80         2,920,20         2,996,80         2,920,20         2,950,40         2,996,80         2,920,20         2,950,40         2,996,80         2,920,20         2,950,80         2,720,20         2,850,80         2,710,60         3,337,60         3,327,60         3,337,60         3,337,60         3,337,60         3,337,60         3,337,60         3,337,60         3,365,80         6,710,80         7,10,80         7,10,80         7,10,80         7,10,80         7,10,80         7,10,80         7,10,80         7,10,80         7,10,80         3,057,60         2,998,80         3,37,60         3,365,60         6,71,60,80         7,10,80         7,10,80         7,10,80         7,10,80				Hourly	33.88	35.58	37.36	39.22	41.18
MARLEGAL         O.133         Classified         Monthy Annual         5,872.53         6,167.20         6,475.73         6,798.13         7,137.87           LEGAL SECRETARY II         C935         Classified         Hourly         30.68         32.46         34.90         35.654.40           LEGAL SECRETARY II         C935         Classified         Bi-Weekly         2,454.40         2,595.80         2,792.00         2,850.40         2,995.80           LEGAL SECRETARY II         C935         Classified         Bi-Weekly         2,454.40         67,516.80         72,592.00         74,110.40         77,916.80           LEGAL SECRETARY I         C930         Classified         Bi-Weekly         2,205.00         2,326.40         2,448.40         2,550.80         2,717.3         5,888.33           Annual         5,7449.60         6,0486.40         6,366.80         7,110.40         77,105.80           Monthy         4,787.47         5,040.53         5,305.73         5,5991.73         5,888.33           Annual         57,449.60         6,0486.40         6,366.80         6,710.080         70,657.60           DEPUTY CITY CLERK         Hourly         34.62         36.35         38.16         40.07         42.08           Monthy<	DADALECAL	11105	Cleasified						
LEGAL SECRETARY II         Classified         Hourly Bi-Weekly         30.68         32.46         34.90         35.63         37.46           Bi-Weekly         2,454.40         2,256.80         2,792.00         2,850.40         2,995.80         2,792.00         2,850.40         2,995.80         2,792.00         2,850.40         2,995.80         2,792.00         74,110.40         77,916.80           Monthly         5,317.87         5,626.40         2,250.80         2,717.60         30.61         32.26         33.97           LEGAL SECRETARY I         Classified         Bi-Weekly         2,205.40         6,2483.30         6,717.87         5,888.13           Annual         57,449.60         6,0483.3         5,258.40         2,258.00         7,657.60           DEPUTY CITY CLERK         DEPUTY CITY CLERK         Bi-Weekly         2,705.60         2,908.00         3,052.80         3,205.60         3,366.40           Monthly         6,008.07         6,614.40         6,945.47         7,293.87           Annual         72,009.60         75,068.00         79,372.80         8,345.60         87,526.40           CITY MANAGER DEPARTMENT         Classified         Hourly         2,364.41         36.08         8,792.64         49.49	PARALEGAL	0195	Classified						
LEGAL SECRETARY II         C935         Classified         Bi-Weekly Monthly 5,317.87         2,454.40         2,596.80         2,792.00         2,850.40         2,996.80           LEGAL SECRETARY I         6,317.87         5,626.40         6,049.37         6,175.87         6,493.07           LEGAL SECRETARY I         C930         Classified         Hourly         27.62         29.08         30.61         32.26         33.97           Bi-Weekly         2,209.60         2,236.40         2,448.80         2,580.80         2,717.60           Monthly         4,787.47         5,040.53         5,591.73         5,591.73         5,591.73         5,598.73         7,498.60 <t< td=""><td></td><td></td><td></td><td>Annual</td><td>70,470.40</td><td>74,006.40</td><td>77,708.80</td><td>81,577.60</td><td>85,654.40</td></t<>				Annual	70,470.40	74,006.40	77,708.80	81,577.60	85,654.40
LEGAL SECRETARY II         C935         Classified         Monthly         5,317.87         5,626.40         6,049.33         6,175.87         6,493.07           Annual         63,814.40         67,516.80         72,592.00         74,110.40         77,916.80         33.91           LEGAL SECRETARY I         C930         Classified         Bi-Weekly         2,209.60         2,326.40         2,448.80         2,580.80         2,717.60           Monthly         4,787.47         5,040.53         5,305.73         5,591.73         5,888.13           Annual         57,449.60         60,486.40         63,668.80         67,100.80         70,657.60           CITY CLERK DEPARTMENT           CITY CLERK DEPARTMENT           DEPUTY CITY CLERK           Hourly         34.62         36.35         38.16         40.07         42.08           Bi-Weekly         2,769.60         2,908.00         3,952.80         3,956.40         67,562.40           CITY MANAGER           DEPUTY CITY CLERK         Bi-Weekly         2,774.40         2,489.60         2,621.60         2,752.80         3,866.40           CITY MANAGER           DEPUTY CITY CLERK				Hourly	30.68	32.46	34.90	35.63	37.46
Monthly         5,317.87         5,526.40         6,049.33         6,175.87         6,493.07           Annual         63,814.40         67,516.80         72,592.00         74,110.40         77,916.80           LEGAL SECRETARY I         C930         Classified         Hourly         27.62         29.08         30.61         32.26         33.97           Bi-Weekly         2,209.60         2,326.40         2,448.80         2,580.80         2,717.60           Monthly         4,787.47         5,040.53         5,307.33         5,591.73         5,888.13           Annual         57,449.60         60,486.40         63,668.80         67,100.80         70,657.60           EITY CLERK DEPARTMENT           DEPUTY CITY CLERK           H500         Classified         Hourly         34.62         36.35         38.16         40.07         42.08           Bi-Weekly         2,769.60         2,908.00         3,052.80         3,056.40           Monthly         6,008.08         6,300.67         6,614.40         6,945.47         7,293.87           CITY MANAGER           DEFICE OF THE CITY MANAGER           GRAPHICS AND MEDIA RELATIONS TECHNICIAN         T300	LEGAL SECRETARY II	C025	Classified	<b>Bi-Weekly</b>	2,454.40	2,596.80	2,792.00	2,850.40	2,996.80
LEGAL SECRETARY I         C930         Classified         Hourly Bi-Weekly         27.62         29.08         30.61         32.26         33.97           Bi-Weekly         2,209.60         2,326.40         2,488.80         2,580.80         2,717.60           Monthly         4,787.47         5,040.53         5,305.73         5,591.73         5,588.13           Annual         57,449.60         60,486.40         63,668.80         67,100.80         70,657.60           DEPUTY CITY CLERK         H500         Classified         Hourly         34.62         36.35         38.16         40.07         42.08           Monthly         2,769.60         2,908.00         3,052.80         3,205.60         3,326.40         6,366.40         6,364.40         6,945.47         7,293.87           Annual         72,009.60         75,608.00         79,372.80         83,345.60         87,526.40           DEFICE OF THE CITY MANAGER         T300         Classified         Hourly         2,489.60         2,616.00         7,722.80         5,964.40         6,253.87           DIGITAL APPLICATIONS DEVELOPER         T470         Classified         Hourly         2,474.40         2,489.60         2,616.60         7,722.80         7,5046.40           MANA	LEGAL SECRETART II	C955	Classifieu	Monthly	5,317.87	5,626.40	6,049.33	6,175.87	6,493.07
LEGAL SECRETARY I         C930         Classified         Bi-Weekly (A,787,47)         2,209,60         2,326,40         2,448,80         2,580,80         2,717,60           Monthly         4,787,47         5,040,53         5,305,73         5,591,73         5,888,13           Annual         57,449,60         60,486,40         63,668,80         67,100,80         70,657,60           CITY CLERK DEPARTMENT           DEPUTY CITY CLERK         Hourly         34,62         36,35         38,16         40,07         42,08           Bi-Weekly         2,769,60         2,908,00         3,052,80         3,205,60         3,366,40           Mourly         34,62         36,62         36,62         36,62         36,62         38,345,60         3,205,60         3,3205,60         3,3205,60         3,3205,60         3,3205,60         3,3205,60         3,3205,60         3,3205,60         3,3205,60         3,3205,60         3,3205,60         3,3205,60         3,3205,60         3,3205,60         3,320,60         3,441				Annual	63,814.40	67,516.80	72,592.00	74,110.40	77,916.80
LEGAL SECRETARY1         C930         Classified         Monthly         4,787.47         5,040.53         5,305.73         5,591.73         5,888.13           Annual         57,449.60         60,486.40         63,668.80         67,100.80         70,657.60           CITY CLERK DEPARTMENT           Hourly         34,62         36.35         38.16         40.07         42.08           Bi-Weekly         2,769.60         2,908.00         3,025.60         3,366.40           Monthly         6,000.50         6,314.24         6,943.47         7,293.87           Annual         72,009.60         75,608.00         79,372.80         83,345.60         87,526.40           CITY MANAGER DEPARTMENT           CITY MANAGER DEPARTMENT           OFFICE OF THE CITY MANAGER           GRAPHICS AND MEDIA RELATIONS TECHNICIAN           T300         Classified         Hourly         29,74.40         2,489.60         2,621.60         2,752.80         2,886.40           Monthly         5,144.53         5,394.13         5,680.13         5,964.40         6,253.87           Annual         61,734.40         64,729.60         68,161.60         71				Hourly	27.62	29.08	30.61	32.26	33.97
Monthly         4,787.47         5,040.53         5,305.73         5,591.73         5,888.13           Annual         57,449.60         60,486.40         63,668.80         67,100.80         70,657.60           CITY CLERK DEPARTMENT           DEPUTY CITY CLERK         Hourly         34.62         36.35         38.16         40.07         42.08           Bi-Weekly         2,769.60         2,908.00         3,052.80         3,205.60         3,366.40           Monthly         6,000.80         6,300.67         6,614.40         6,945.47         7,293.87           Annual         72,009.60         75,608.00         79,372.80         83,345.60         87,526.40           CITY MANAGER           CITY MANAGER           TOTO Classified         Hourly         29,68         31.12         32.77         34.41         36.08           Bi-Weekly         2,74.40         2,489.60         2,616.10         27,52.80         2,864.40           Monthly         5,144.53         5,930.13         5,964.40         6,253.87           Diffice OF THE CITY MANAGER         T300         Classified         Hourly         29.46.83         31.12         32.77         34.41         36.08<	LEGAL SECRETARY I	C030	Classified	<b>Bi-Weekly</b>	2,209.60	2,326.40	2,448.80	2,580.80	2,717.60
CITY CLERK DEPARTMENT           DEPUTY CITY CLERK         H500         Classified         Hourly         34.62         36.35         38.16         40.07         42.08           Bi-Weekly         2,769.60         2,908.00         3,052.80         3,205.60         3,366.40           Monthly         6,000.80         6,300.67         6,614.40         6,945.47         7,293.87           Annual         72,009.60         75,608.00         79,372.80         83,345.60         87,526.40           CITY MANAGER DEPARTMENT           DEFICE OF THE CITY MANAGER           GRAPHICS AND MEDIA RELATIONS TECHNICIAN         T300         Classified         Hourly         29.68         31.12         32.77         34.41         36.08           Bi-Weekly         2,374.40         2,489.60         2,621.60         2,752.80         2,886.40           DEFICE OF THE CITY MANAGER           T300         Classified           Bi-Weekly         2,374.40         2,489.60         2,621.60         2,752.80         2,886.40           DIGITAL APPLICATIONS DEVELOPER         T470         Classified         Bi-Weekly         3,255.80         3,419.20         3,550.40         3,770.40         <		0550	classified	Monthly	4,787.47	5,040.53	5,305.73	5,591.73	5,888.13
DEPUTY CITY CLERK         Hourly         34.62         36.35         38.16         40.07         42.08           Bi-Weekly         2,769.60         2,908.00         3,052.80         3,205.60         3,366.40           Monthly         6,000.80         6,300.67         6,614.40         6,945.47         7,293.87           Annual         72,009.60         75,608.00         79,372.80         83,345.60         87,526.40           CITY MANAGER           DEFICE OF THE CITY MANAGER           GRAPHICS AND MEDIA RELATIONS TECHNICIAN         T300         Classified         Hourly         29.68         31.12         32.77         34.41         36.08           Bi-Weekly         2,374.40         2,489.60         2,621.60         2,752.80         2,886.40           Monthly         5,144.53         5,394.13         5,680.13         5,964.40         6,253.87           Annual         61,734.40         64,729.60         68,161.60         71,572.80         75,046.40           Monthly         5,256.80         3,419.20         3,590.40         3,770.40         3,959.20           Monthly         7,056.40         7,408.27         7,792.00				Annual	57,449.60	60,486.40	63,668.80	67,100.80	70,657.60
DEPUTY CITY CLERK         Hourly         34.62         36.35         38.16         40.07         42.08           Bi-Weekly         2,769.60         2,908.00         3,052.80         3,205.60         3,366.40           Monthly         6,000.80         6,300.67         6,614.40         6,945.47         7,293.87           Annual         72,009.60         75,608.00         79,372.80         83,345.60         87,526.40           CITY MANAGER           DEFICE OF THE CITY MANAGER           GRAPHICS AND MEDIA RELATIONS TECHNICIAN         T300         Classified         Hourly         29.68         31.12         32.77         34.41         36.08           Bi-Weekly         2,374.40         2,489.60         2,621.60         2,752.80         2,886.40           Monthly         5,144.53         5,394.13         5,680.13         5,964.40         6,253.87           Annual         61,734.40         64,729.60         68,161.60         71,572.80         75,046.40           Monthly         5,256.80         3,419.20         3,590.40         3,770.40         3,959.20           Monthly         7,056.40         7,408.27         7,792.00									
DEPUTY CITY CLERK         H500         Classified         Bi-Weekly         2,769.60         2,908.00         3,052.80         3,205.60         3,366.40           Monthly         6,000.80         6,300.67         6,614.40         6,945.47         7,293.87           Annual         72,009.60         75,608.00         79,372.80         83,345.60         87,526.40           CITY MANAGER           CITY MANAGER           Classified         Hourly         29.68         31.12         32.77         34.41         36.08           Bi-Weekly         2,374.40         2,489.60         2,596.40         2,586.40           Monthly         5,144.53         5,580.13         5,564.40         6,253.87           Monthly         5,144.53         5,580.13         5,564.40         6,253.87           Monthly         5,144.53         5,580.13         5,564.40         6,253.87           Monthly         3,256.80         3,419.20         3,590.40         3,770.40         3,959.20           Bi-Weekly         3,256.80         3,419.20         3,590.40         3,770.40         3,959.20           Monthly         7,056.40         7,408.27         7,779.20         8,169.2		CITY	CLERK DEPARTN	IENT					
DEPUTY CITY CLERK         H500         Classified         Bi-Weekly         2,769.60         2,908.00         3,052.80         3,205.60         3,366.40           Monthly         6,000.80         6,300.67         6,614.40         6,945.47         7,293.87           Annual         72,009.60         75,608.00         79,372.80         83,345.60         87,526.40           CITY MANAGER           CITY MANAGER           Classified         Hourly         29.68         31.12         32.77         34.41         36.08           Bi-Weekly         2,374.40         2,489.60         2,596.40         2,586.40           Monthly         5,144.53         5,580.13         5,564.40         6,253.87           Monthly         5,144.53         5,580.13         5,564.40         6,253.87           Monthly         5,144.53         5,580.13         5,564.40         6,253.87           Monthly         3,256.80         3,419.20         3,590.40         3,770.40         3,959.20           Bi-Weekly         3,256.80         3,419.20         3,590.40         3,770.40         3,959.20           Monthly         7,056.40         7,408.27         7,779.20         8,169.2				Hourly	34.62	36.35	38.16	40.07	42.08
DEPOTY CITY CLERK         H500         Classified         Monthly         6,000.80         6,300.67         6,614.40         6,945.47         7,293.87           Annual         72,009.60         75,608.00         79,372.80         83,345.60         87,526.40           CITY MANAGER           OFFICE OF THE CITY MANAGER           GRAPHICS AND MEDIA RELATIONS TECHNICIAN         T300         Classified         Hourly         29.68         31.12         32.77         34.41         36.08           Bi-Weekly         2,374.40         2,489.60         2,621.60         2,752.80         2,886.40           DIGITAL APPLICATIONS DEVELOPER         T470         Classified         Hourly         40.71         42.74         44.88         47.13         49.49           Bi-Weekly         3,256.80         3,419.20         3,590.40         3,770.40         3,959.20           Monthly         7,056.40         7,408.27         7,779.20         8,169.20         8,782.77           MANAGEMENT FELLOW         U300         Classified         Hourly         -         22.95           Bi-Weekly         86476.80         88,899.20         93,350.40         98,030.40         102,939.20            U3000         Cl		11500	Classifier						
Manual         72,009.60         75,608.00         79,372.80         83,345.60         87,526.40           CITY MANAGER DEPARTMENT           OFFICE OF THE CITY MANAGER           GRAPHICS AND MEDIA RELATIONS TECHNICIAN           T300         Classified         Bi-Weekly         2,374.40         2,489.60         2,621.60         2,752.80         2,886.40           Mounly         2,374.40         2,489.60         2,621.60         2,752.80         2,886.40           Manual         61,734.40         64,729.60         68,161.60         71,572.80         7,046.40           DIGITAL APPLICATIONS DEVELOPER         T470         Classified         Bi-Weekly         3,256.80         3,419.20         3,590.40         6,729.60         68,161.60         71,572.80         7,046.40           Mountly         40.71         44.88         47.13         49.49           Mountly         7,056.40         7,779.20         8,169.20	DEPUTT CITY CLERK	H500	Classified						
Bi-Weekly         2,2,6,8         31.12         32.77         34.41         36.08           Bi-Weekly         2,374.40         2,489.60         2,627.00         2,752.80         2,886.40           Monthly         5,144.53         5,394.13         5,680.13         5,964.40         6,253.87           Annual         64,729.60         68,161.60         71,572.80         75,046.40           Bi-Weekly         3,256.80         3,419.20         3,590.40         3,595.20           Monthly         7,046.47         44.88         47.13         49.49           Bi-Weekly         3,256.80         3,419.20         3,590.40         3,595.20           Monthly         7,056.40         7,408.27         7,779.20         8,169.20         8,578.27           Manual         84,676.80         88,899.20         93,350.40         98,030.40         102,939.20           MANAGEMENT FELLOW         U300         Classified         Hourly         I         I         12,836.00           Monthly         7,056.40         7,408.27         7,779.20         8,169.20         8,578.27           Monthly         7,056.40         7,408.27         7,779.20         8,169.20         2,29.5           Bi-Weekly         L				-					87,526.40
Bi-Weekly         2,2,6,8         31.12         32.77         34.41         36.08           Bi-Weekly         2,374.40         2,489.60         2,627.00         2,752.80         2,886.40           Monthly         5,144.53         5,394.13         5,680.13         5,964.40         6,253.87           Annual         64,729.60         68,161.60         71,572.80         75,046.40           Bi-Weekly         3,256.80         3,419.20         3,590.40         3,595.20           Monthly         7,046.47         44.88         47.13         49.49           Bi-Weekly         3,256.80         3,419.20         3,590.40         3,595.20           Monthly         7,056.40         7,408.27         7,779.20         8,169.20         8,578.27           Manual         84,676.80         88,899.20         93,350.40         98,030.40         102,939.20           MANAGEMENT FELLOW         U300         Classified         Hourly         I         I         12,836.00           Monthly         7,056.40         7,408.27         7,779.20         8,169.20         8,578.27           Monthly         7,056.40         7,408.27         7,779.20         8,169.20         2,29.5           Bi-Weekly         L									
Bi-Weekly         32.07         34.41         36.08           DIGITAL APPLICATIONS DEVELOPER         T300         Classified         Bi-Weekly         2,374.40         2,489.60         2,621.60         2,752.80         2,886.40           DIGITAL APPLICATIONS DEVELOPER         T470         Classified         Hourly         40.71         42.74         44.88         47.13         49.49           Bi-Weekly         3,256.80         3,410.20         3,590.40         6,523.87         7,50.46.40         6,253.87           Annual         61,734.40         64,729.60         68,161.60         71,572.80         75,046.40           Bi-Weekly         3,256.80         3,419.20         3,590.40         3,770.40         3,959.20           Monthly         7,056.40         7,408.27         7,779.20         8,169.20         8,578.27           Annual         84,676.80         88,899.20         93,350.40         98,030.40         102,939.20           MANAGEMENT FELLOW         U300         Classified         Hourly           22.95           Bi-Weekly         U300         Classified         Monthly         5.00         3,350.40         98,030.40         102,939.20		CITY M	ANAGER DEPAR	MENT					
Bi-Weekly         2,374.40         2,489.60         2,621.60         2,752.80         2,886.40           Monthly         5,144.53         5,394.13         5,680.13         5,964.40         6,253.87           Annual         61,734.40         64,729.60         68,161.60         71,572.80         75,046.40           DIGITAL APPLICATIONS DEVELOPER         T470         Classified         Hourly         40.71         42.74         44.88         47.13         49.49           Bi-Weekly         3,256.80         3,419.20         3,590.40         3,770.40         3,959.20           Mannual         64,729.60         68,161.60         71,572.80         75,046.40           Mannual         64,729.60         63,161.60         71,572.80         75,046.40           Mannual         64,729.60         3,419.20         3,590.40         3,757.40         3,959.20           Mannual         84,676.80         88,899.20         93,350.40         98,030.40         102,939.20           Mannual         84,676.80         88,899.20         93,350.40         98,030.40         102,939.20           Mannual         64.076.80         88,899.20         93,350.40         98,030.40         102,939.20           Bi-Weekly         U300	OFFICE OF THE CITY MANAGER								
Monthly         5,144.53         5,394.13         5,680.13         5,964.40         6,253.87           Monthly         61,734.40         64,729.60         68,161.60         71,572.80         75,046.40           DIGITAL APPLICATIONS DEVELOPER         T470         Classified         Hourly         40.71         42.74         44.88         47.13         49.49           Bi-Weekly         3,256.80         3,419.20         3,590.40         3,770.40         3,595.20           Monthly         7,066.40         7,709.20         8,169.20         8,578.27           Annual         84,676.80         88,899.20         93,350.40         102,939.20           MANAGEMENT FELLOW         U300         Classified         Hourly           1,836.00           Monthly         7.040         4.07.80         88,999.20         3,370.40         3,978.00									
Monthly         5,144.53         5,394.13         5,680.13         5,964.40         6,253.87           Annual         61,734.40         64,729.60         68,161.60         71,572.80         75,046.40           DIGITAL APPLICATIONS DEVELOPER         T470         Classified         Hourly         40.71         42.74         44.88         47.13         49.49           Monthly         7,056.40         7,056.40         7,059.20         Monthly         3,590.40         3,595.20           Monthly         7,056.40         7,408.27         7,779.20         8,169.20         8,169.20         8,578.27           Annual         84,676.80         88,899.20         93,350.40         98,030.40         102,939.20           MANAGEMENT FELLOW         U300         Classified         Hourly         E          22.95           Bi-Weekly         Monthly         Not         Low         1,836.00           Monthly         Nonthly         Image: Signal Signa	GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified						
DIGITAL APPLICATIONS DEVELOPER         T470         Classified         Hourly         40.71         42.74         44.88         47.13         49.49           Bi-Weekly         3,256.80         3,419.20         3,590.40         3,770.40         3,959.20           Monthly         7,056.40         7,408.27         7,779.20         8,169.20         8,578.27           Annual         84,676.80         88,899.20         93,350.40         98,030.40         102,939.20           MANAGEMENT FELLOW         U300         Classified         Hourly          22.95           Bi-Weekly          1,836.00         3,978.00         3,978.00									,
Bi-Weekly         3,256.80         3,419.20         3,590.40         3,770.40         3,959.20           Monthly         7,056.40         7,408.27         7,779.20         8,169.20         8,578.27           Annual         84,676.80         88,899.20         93,350.40         98,030.40         102,939.20           MANAGEMENT FELLOW         U300         Classified         Hourly           22.95           Bi-Weekly           1,836.00         Monthly          3,978.00									
Monthly         7,056.40         7,479.20         8,169.20         8,578.27           Annual         84,676.80         88,899.20         93,350.40         98,030.40         102,939.20           MANAGEMENT FELLOW         U300         Classified         Hourly          22.95           Bi-Weekly          1.433.00         3,978.00									
Monthly         7,056.40         7,408.27         7,779.20         8,169.20         8,578.27           Annual         84,676.80         88,899.20         93,350.40         98,030.40         102,939.20           MANAGEMENT FELLOW         U300         Classified         Hourly            22.95           Bi-Weekly             1,836.00           Monthly            3,978.00	DIGITAL APPLICATIONS DEVELOPER	T470	Classified		,			,	
MANAGEMENT FELLOW         U300         Classified         Hourly         0         22.95           Bi-Weekly         0         1,836.00         1,836.00         3,978.00		-							,
MANAGEMENT FELLOW         U300         Classified         Bi-Weekly         Image: Classified         1,836.00           Monthly         Image: Classified         3,978.00         3,978.00         3,978.00					84,676.80	88,899.20	93,350.40	98,030.40	-
MANAGEMENT FELLOW 0300 Classified Monthly 3,978.00									
Monthly 3,978.00	MANAGEMENT FELLOW	U300	Classified						
Annual 47,736.00				-					
				Annual					47,736.00

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
	1						p -	
			Hourly	60.54	63.56	66.74	70.07	73.58
			Bi-Weekly	4,843.20	5,084.80	5,339.20	5,605.60	5,886.40
ECONOMIC DEVELOPMENT MANAGER	H710	Classified	Monthly	4,843.20	11,017.07	11,568.27	12,145.47	12,753.87
			Annual	10,495.60	132,204.80	138,819.20	145,745.60	153,046.40
	-		Hourly	42.79	44.95	47.14	49.54	51.96
						3.771.20		
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Bi-Weekly	3,423.20	3,596.00	-, -	3,963.20	4,156.80
			Monthly	7,416.93	7,791.33	8,170.93 98,051.20	8,586.93 103,043.20	9,006.40 108,076.80
			Annual	89,003.20	93,496.00	98,051.20	105,045.20	108,078.80
NEIGHBORHOOD PARTNERSHIP SERVICES	7							
NEIGHBORHOOD FARTNERSHIF SERVICES			Hourly	59.95	62.93	66.08	69.38	72.85
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified	Bi-Weekly	4,796.00	5,034.40	5,286.40	5,550.40	5,828.00
			Monthly	10,391.33	10,907.87	11,453.87	12,025.87	12,627.33
			Annual	124,696.00	130,894.40	137,446.40	144,310.40	151,528.00
			Hourly	53.91	56.61	59.44	62.41	65.53
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified	Bi-Weekly	4,312.80	4,528.80	4,755.20	4,992.80	5,242.40
			Monthly	9,344.40	9,812.40	10,302.93	10,817.73	11,358.53
			Annual	112,132.80	117,748.80	123,635.20	129,812.80	136,302.40
	-							
HOUSING AUTHORITY								
			Hourly	53.91	56.61	59.44	62.41	65.53
HOUSING MANAGER	H715	Classified	Bi-Weekly	4,312.80	4,528.80	4,755.20	4,992.80	5,242.40
hoosing manager		elassinea	Monthly	9,344.40	9,812.40	10,302.93	10,817.73	11,358.53
			Annual	112,132.80	117,748.80	123,635.20	129,812.80	136,302.40
			Hourly	42.79	44.95	47.14	49.54	51.96
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	<b>Bi-Weekly</b>	3,423.20	3,596.00	3,771.20	3,963.20	4,156.80
HOUSING DEVELOPMENT SPECIALIST	1750	Classifieu	Monthly	7,416.93	7,791.33	8,170.93	8,586.93	9,006.40
			Annual	89,003.20	93,496.00	98,051.20	103,043.20	108,076.80
			Hourly	37.59	39.47	41.38	43.48	45.61
	7740	ci :::: i	Bi-Weekly	3,007.20	3,157.60	3,310.40	3,478.40	3,648.80
HOMEOWNERSHIP COORDINATOR	T710	Classified	Monthly	6,515.60	6,841.47	7,172.53	7,536.53	7,905.73
			Annual	78,187.20	82,097.60	86,070.40	90,438.40	94,868.80
	DEVELOPME	NT SERVICES DE	PARTMENT					
DEVELOPMENT SERVICE ADMINISTRATION								
			Hourly	70.61	74.16	77.86	81.75	85.84
			Bi-Weekly	5,648.80	5,932.80	6,228.80	6,540.00	6,867.20
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified	Monthly	12,239.07	12,854.40	13,495.73	14,170.00	14,878.93
			Annual	146,868.80	154,252.80	161,948.80	170,040.00	178,547.20
	•		-					
BUILDING DIVISION	7							
			Hourly	62.34	65.46	68.73	72.17	75.78
			Bi-Weekly	4,987.20	5,236.80	5,498.40	5,773.60	6,062.40
CITY BUILDING OFFICIAL	H335	Classified	Monthly	10,805.60	11,346.40	11,913.20	12,509.47	13,135.20
			Annual	129,667.20	136,156.80	142,958.40	150,113.60	157,622.40
			Hourly	50.89	53.44	56.11	58.92	61.86
			Bi-Weekly	4,071.20	4,275.20	4,488.80	4.713.60	4,948.80
SUPERVISING BUILDING INSPECTOR	H330	Classified	Monthly	8,820.93	9,262.93	9,725.73	4,713.60	4,948.80
			Annual	8,820.93	9,262.93	9,725.73	10,212.80	10,722.40
			Annual	100,001.20	11,155.20	110,700.00	122,353.00	120,000.00

SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL         T360         Classified         Houry         42.27         44.53         46.77         48.98           SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL         T350         Classified         Bi-Weekly         3.316.00         3.562.40         3.741.60         3.912.40         3.741.60         3.912.40           SENIOR BUILDING INSPECTOR/FLECTRICAL         T355         Classified         Hourly         42.27         44.53         46.77         48.98           BUILDING INSPECTOR/FLECTRICAL         T355         Classified         T360         3.562.40         3.741.60         3.916.40         3.916.01         3.962.80         4.9174         42.27         44.53         46.77         48.98           BUILDING INSPECTOR         T355         Classified         Hourly         42.27         44.53         46.77         48.98           BUILDING INSPECTOR         T350         Classified         Hourly         7.38.53         3.10.80         3.921.40         10.1874.40         10.1874.40           PLAN CHECKING ENGINEER         T335         Classified         Hourly         4.942         51.81         54.43         57.26           SUPERVISING PLAN CHECKER         T330         Classified         Hourly         5.956.00	SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360		Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly	3,381.60 7,326.80 87,921.60 42.27	3,562.40 7,718.53 92,622.40 44.53	3,741.60 8,106.80 97,281.60	3,918.40	51.42 4,113.60
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL         1305         Classified         Monthy         7.326.30         7.732.53         8.105.80         6.498.97           SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL         T360         Classified         Houry         42.27         44.53         46.77         48.98           SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL         T360         Classified         Houry         42.27         44.53         46.77         48.98           SENIOR BUILDING INSPECTOR/ELECTRICAL         T355         Classified         Monthy         7.218.60         3.05.80         3.06.80         8.498.97           BUILDING INSPECTOR/ELECTRICAL         T355         Classified         Mourhy         7.221.60         97.281.60         10.187.84           BUILDING INSPECTOR         T350         Classified         Burry         43.20         3.05.80         8.10.83         8.498.97           BUILDING INSPECTOR         T350         Classified         Hourly         49.42         51.81         54.43         57.26           BUILDING INSPECTOR         T335         Classified         Hourly         49.42         51.81         54.43         57.26           BUILDING INSPECTOR         T335         Classified         Hourly         49.42 <t< th=""><th>SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL</th><th>T360</th><th></th><th>Monthly Annual Hourly Bi-Weekly Monthly</th><th>7,326.80 87,921.60 42.27</th><th>7,718.53 92,622.40 44.53</th><th>8,106.80 97,281.60</th><th>-</th><th></th></t<>	SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360		Monthly Annual Hourly Bi-Weekly Monthly	7,326.80 87,921.60 42.27	7,718.53 92,622.40 44.53	8,106.80 97,281.60	-	
Monthy         7,326,30         7,715.53         8,106.80         8,498.87           SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL         T360         Classified         Hourly         42.27         44.53         45.77         48.98           SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL         T360         Classified         Mourly         42.27         44.53         46.77         48.98           SENIOR BUILDING INSPECTOR/FLECTRICAL         T355         Classified         Mourly         42.27         44.53         46.77         48.98           BUILDING INSPECTOR/FLECTRICAL         T355         Classified         Mourly         42.27         44.53         46.77         48.98           BUILDING INSPECTOR         T350         Classified         Mourly         42.27         44.53         46.77         48.98           BUILDING INSPECTOR         T350         Classified         Mourly         43.26         3.97.26.00         10.187.44         42.20           BUILDING INSPECTOR         T330         Classified         Mourly         43.92.10         9.72.81.60         10.187.44         42.20           BUILDING INSPECTOR         T333         Classified         Mourly         53.92.00         3.93.26.0         3.92.60         3.92.60         3.92.60	SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360		Annual Hourly Bi-Weekly Monthly	87,921.60 42.27	92,622.40 44.53	97,281.60	0 100 07	
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL         T360         Classified         Hourly         4227         44.53         46.77         48.98           SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL         T350         Classified         Bi-Weekly         3,381.60         3,562.40         3,741.60         3,918.40         3,918.40         3,918.40         3,921.40         97,281.60         3,918.40         3,918.40         3,918.40         3,918.40         3,918.40         3,918.40         3,918.40         3,918.40         3,918.40         3,918.40         3,918.40         3,916.40         3,918.40         3,928.40         3,718.50         3,918.40         3,928.40         3,776.00         7,918.53         3,928.44         4,18.40         4,354.40         4,529.80         7,838.50         8,776.50         4,418.40         4,354.40         4,529.80         7,838.53         8,928.40         1,918.40 <t< th=""><th></th><td></td><td>Classified</td><td>Hourly Bi-Weekly Monthly</td><td>42.27</td><td>44.53</td><td></td><td>0,405.07</td><td>8,912.80</td></t<>			Classified	Hourly Bi-Weekly Monthly	42.27	44.53		0,405.07	8,912.80
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL         T360         Classified         Bi-Weekly Monthly 1, 7326.80         7,718.53         8,106.80         8,498.87           SENIOR BUILDING INSPECTOR/ELECTRICAL         T355         Classified         Hourly Bi-Weekly 1,381.60         3,562.40         3,721.60         3,918.40           BUILDING INSPECTOR/ELECTRICAL         T355         Classified         Hourly Hourly 1,282.60         4,503         4,677         48.98           BUILDING INSPECTOR         T355         Classified         Hourly Hourly 1,326.80         3,721.40         3,918.40         3,918.40         3,918.40           BUILDING INSPECTOR         T350         Classified         Hourly Bi-Weekly 1,393.50         3,821         40.16         42.20           BUILDING INSPECTOR         T335         Classified         Hourly Bi-Weekly 1,993.50         4,144.80         3,352.80         8,777.60           BI-Weekly 1,993.50         1,312.40         1,32.40         1,32.44.00         1,32.40         1,32.40         1,31.40           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly Bi-Weekly 1,377.60         4,34.40         1,32.44.00         1,32.44.00         1,32.44.00         1,31.40         1,31.90.00         1,37.45.00         1,31.92.40         1,31.90.00         1,			Classified	Bi-Weekly Monthly			46 77	101,878.40	106,953.60
SENIOR BUILING INSPECTOR/ELECTRICAL         1300         Classified         Monthy Annual         7,718.53         8,106.80         8,498.97           SENIOR BUILDING INSPECTOR/ELECTRICAL         7355         Classified         Hourty         42.27         44.53         46,77         48.98           BUILDING INSPECTOR         7350         Classified         Hourty         3,81.60         3,562.40         3,741.60         3,918.40           BUILDING INSPECTOR         7350         Classified         Hourty         3,80.60         3,221.280         3,376.00           BUILDING INSPECTOR         7350         Classified         Hourty         3,652.40         9,728.160         101,878.40           BUILDING INSPECTOR         7350         Classified         Hourty         3,652.40         9,728.160         101,878.40           PLAN CHECKING ENGINEER         7335         Classified         Hourty         49.42         51.81         54.43         57.26           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourty         54.72         57.45         60.34         63.35           SUPERVISING PLAN CHECKER         T330         Classified         Hourty         44.53         46.77         48.38         60.324         63.35			Classified	Monthly	3,381.60	2 5 6 2 40			51.42
Annual         87:921-60         92:622-40         97:281.60         101.878.44           SENIOR BUILDING INSPECTOR/ELECTRICAL         T355         Classified         Hourty         42.27         44.53         46.77         48.98           BUILDING INSPECTOR         T355         Classified         Hourty         7.325.80         7.718.53         8.106.80         8.498.97           BUILDING INSPECTOR         T350         Classified         Hourty         3.55.0         3.82.1         40.16         42.27           BUILDING INSPECTOR         T350         Classified         Hourty         3.55.0         3.82.1         40.16         42.20           BURCKING ENGINEER         T335         Classified         Hourty         3.56.67         6.62.307         6.961.07         7.314.67           Annual         7.592.00         7.947.60         8.352.80         8.777.60           Monthy         5.456.13         8.980.40         9.434.53         9.925.07           Annual         102.793.60         107.764.80         13.324.40         14.908.43         9.925.07           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourty         44.84.80         9.995.800         10.458.93         10.908.07	SENIOR BUILDING INSPECTOR/ELECTRICAL	T355							4,113.60
SENIOR BUILDING INSPECTOR/ELECTRICAL         T355         Classified         Hourly         42.27         44.53         46.77         48.98           BUILDING INSPECTOR         T355         Classified         Bi-Weekly         3.381.60         3.701.60         3.701.60         3.701.60         3.701.60         3.701.60         3.701.60         8.489.87           BUILDING INSPECTOR         T350         Classified         Bi-Weekly         2.326.00         7.713.83         8.106.00         8.212.00         3.705.00         7.7134.67           PLAN CHECKING ENGINEER         T335         Classified         Bi-Weekly         2.920.00         7.974.680         8.352.80         8.777.600           PLAN CHECKING ENGINEER         T335         Classified         Bi-Weekly         3.955.00         4.14.80         4.354.40         4.590.80           Monthy         4.94.80         9.956.01         107.764.80         113.214.40         119.00.80           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Bi-Weekly         4.972.10         5.74.5         60.34         63.35           SENIOR PLAN CHECKER         T330         Classified         Bi-Weekly         4.972.10         9.26.20         7.714.80         3.919.80.07           PLAN CHECK	SENIOR BUILDING INSPECTOR/ELECTRICAL	T355			,	,	,	,	8,912.80
SENIOR BUILDING INSPECTOR/ELECTRICAL         T355         Classified         Bi-Weekly Monthly 7,326,80         3,352,40         3,741,60         3,918,40           BUILDING INSPECTOR         T350         Classified         Monthly 7,326,80         7,718,53         8,106,80         8,489,87           BUILDING INSPECTOR         T350         Classified         Bi-Weekly 2,920,00         3,562,80         3,721,80         3,731,60         3,741,60         4,200           BUILDING INSPECTOR         T350         Classified         Bi-Weekly 4,922,000         3,856,80         3,212,30         3,76,00         3,761,00           PLAN CHECKING ENGINEER         T335         Classified         Bi-Weekly 4,932,50         4,144,80         4,354,44         4,508,30         3,721,80           SUPERVISING PLAN CHECKER AND EXPEDITOR         T335         Classified         Bi-Weekly 4,377,60         4,598,30         10,980,67         4,832,33         10,980,67           SUPERVISING PLAN CHECKER         T330         Classified         Bi-Weekly 4,377,60         4,598,30         10,458,93         10,980,67           Monthly 5,222,233,232,03         3,270,03         3,716,00         3,741,60         3,918,40           Monthly 5,221,232,323,232,232,232,232,232,232,232	SENIOR BUILDING INSPECTOR/ELECTRICAL	T355			-				106,953.60
SENIOR BUILDING INSPECTOR         1335         Classified         Monthly Annual         7,326.80         7,718.53         8,106.80         8,489.87           BUILDING INSPECTOR         T350         Classified         Hourly         36.50         38.21         40.16         42.20           BUILDING INSPECTOR         T350         Classified         Bi-Weekly         2,920.00         3,056.80         3,212.80         3,716.00           PLAN CHECKING ENGINEER         T335         Classified         Hourly         49.42         51.81         54.43         57.26           Bi-Weekly         3,953.00         4,144.80         4,354.40         4,580.80         Monthly         7,326.80         7,718.53         8,106.80         8,498.97           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly         49.42         51.81         54.43         57.26           SENIOR PLAN CHECKER         H325         Classified         Hourly         54.72         57.45         60.34         63.35           SENIOR PLAN CHECKER         T330         Classified         Hourly         54.42         3,746.00         3,918.40           PLAN CHECKER         T325         Classified         Bi-Weekly         3,321.00         3,276.0	SENIOR BUILDING INSPECTOR/ELECTRICAL	T355							51.42
Annual         87,921.60         92,622.40         97,281.60         101,878.40           BUILDING INSPECTOR         T350         Classified         Hourly         36.50         38.21         40.16         42.20           Monthly         6,326.67         6,623.07         6,951.07         7,314.67           Annual         75,920.00         79,476.80         83,532.80         87,776.00           PLAN CHECKING ENGINEER         T335         Classified         Hourly         49.42         51.81         54.43         57.26           Bi-Weekly         3,953.60         4,144.80         4,354.40         4,580.80         9,345.3         9,925.07           Annual         102,793.60         107,764.80         113,214.40         119,100.80           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly         54.72         57.45         60.34         63.35           SENIOR PLAN CHECKER         T330         Classified         Hourly         9,48.40         9,958.00         10,98.03         10,98.03         10,98.03         10,98.03         10,98.03         10,98.03         10,98.03         10,98.04         10,955.00         13,71.60         3,918.40         4,252.04         4,77.7         48.98         10,955.			Classified						4,113.60
BUILDING INSPECTOR         T350         Classified         Hourly Bi-Weekly (2920.00)         3.82.1 3.82.1         40.16 4.22.0         42.20 3.376.00           PLAN CHECKING ENGINEER         T335         Classified         Hourly Bi-Weekly         49.42         51.81         54.43         57.26           BUILDING INSPECTOR         T335         Classified         Hourly Bi-Weekly         49.42         51.81         54.43         57.26           Bi-Weekly         3.932.00         79,476.80         83.532.80         87,776.00           Bi-Weekly         3.935.60         4,144.80         4,354.40         4,580.40           Monthy         8,360.40         113,214.40         119,100.80           Bi-Weekly         4,377.60         4,942.20         13,746.00           Monthy         9,958.00         10,458.93         10,980.67           Annual         113,817.60         113,946.00         13,517.60           Bi-Weekly         4,372.60         7,718.57         60.34         63.35           Bi-Weekly         3,350.60         3,502.40         3,716.00         13,918.40           Bi-Weekly         3,381.60         3,522.40         3,741.60         13,918.40           Bi-Weekly         3,325.60         7,218.57							,	-,	8,912.80 106,953.60
BUILDING INSPECTOR         T350         Classified         Bi-Weekly Monthly 5,220.00         3,056.80 3,212.80         3,376.00 3,056.80         3,212.80         3,376.00           PLAN CHECKING ENGINEER         T335         Classified         Hourly Bi-Weekly         49.42         51.81         54.43         57.26           Monthly PLAN CHECKING ENGINEER         T335         Classified         Bi-Weekly         3,953.00         103,764.80         43,854.40         4,584.00         4,584.00         4,584.00         4,584.00         4,584.00         4,584.00         4,584.00         4,584.00         4,344.83         9,925.07         Annual         102,793.60         107,764.80         113,214.40         119,100.08           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly         4,377.60         4,596.00         4,827.20         5,068.00         103,986.01         125,507.20         131,768.00         131,768.00         131,768.00         131,768.00         131,768.00         131,768.00         131,768.00         131,768.00         131,768.00         103,986.00         131,768.00         103,986.00         131,768.00         131,768.00         131,768.00         131,768.00         131,768.00         131,768.00         103,995.00         125,507.20         131,768.00         131,768.00					-				44.97
BUILDING INSPECTOR         1350         Classified         Monthly Annual         6,326.67 (6,23.07)         6,961.07 (6,23.07)         7,314.67 (7,314.67)           PLAN CHECKING ENGINEER         T335         T335         Classified         Hourly         49.42         51.81         54.43         57.26           BI-Weekly         3,953.60         4,144.80         4,354.40         4,550.00         9.925.07         7,010           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly         54.72         57.45         60.34         63.33         9.925.07         107,764.80         113,214.40         119,100.80           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly         54.72         57.45         60.34         63.35           Monthly         9,484.80         9,955.00         10,458.93         10,906.67         Annual         113,817.60         13,976.00         125,507.20         131,786.00         131,818.00         3,562.40         3,741.60         3,918.40           Monthly         9,484.80         9,9258.00         10,458.93         10,906.67         Annual         87,921.80         3,562.40         3,741.60         3,918.40           Mourly         3.810.6         3,562.40									3,597.60
Annual         75,920.00         79,476.80         83,532.80         87,776.00           PLAN CHECKING ENGINEER         T335         Classified         Hourly         49.42         51.81         54.43         57.26           BI-Weekly         3,953.60         4,144.80         4,354.40         4,580.80         Monthly         8,890.40         9,434.53         9925.07           Annual         102,793.60         107,764.80         113,214.40         119,100.80           Monthly         9,436.53         9,925.07         Annual         113,214.40         119,100.80           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly         54.72         57.45         60.34         63.35           SENIOR PLAN CHECKER         T330         Classified         Bi-Weekly         4,377.60         4,595.00         125,507.20         131,768.00           Monthly         7,326.80         7,718.53         8,106.80         3,918.40         Monthly         6,324.00         3,918.40           Monthly         7,326.80         3,718.01         3,918.40         3,918.40         3,918.40           PLAN CHECKER         T325         Classified         Hourly         38.44         40.47         42.52         44.55	BUILDING INSPECTOR	T350	Classified					,	7,794.80
PLAN CHECKING ENGINEER         T335         Classified         Hourly         49.42         51.81         54.43         57.26           Bi-Weekly         3,953.60         4,144.80         4,354.40         4,580.80         Monthly         8,566.13         8,980.40         9,434.53         9,925.07           Annual         102,793.60         107,764.80         113,214.40         119,100.80           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly         54.72         57.45         60.34         63.35           SENIOR PLAN CHECKER         T330         Classified         Hourly         9,958.00         10,255.07.20         131,768.00           Monthly         9,484.80         9,958.00         10,255.07.20         131,768.00           Monthly         9,484.80         9,958.00         10,255.07.20         131,768.00           Monthly         9,484.80         9,958.00         10,255.07.20         131,768.00           Bi-Weekly         3,316.00         3,781.60         10,1878.40           Monthly         9,325.00         7,718.53         8,106.80         8,489.87           Annual         87,921.60         92,622.40         97,281.60         101,878.40           Monthy         <								-	93,537.60
PLAN CHECKING ENGINEER         T335         Classified         Bi-Weekly Monthly 8,566.13         4,144.80         4,354.40         4,580.80           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly H325         54.72         57.45         60.34         63.35           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly H0urly         54.72         57.45         60.34         63.35           SENIOR PLAN CHECKER         H325         Classified         Hourly         54.72         57.45         60.34         63.35           SENIOR PLAN CHECKER         H325         Classified         Hourly         54.72         57.45         60.34         63.35           SENIOR PLAN CHECKER         T330         Classified         Hourly         3,481.60         3,562.40         3,741.60         3,918.40           Monthly         7,326.80         7,718.53         8,106.80         8,489.87           Annual         78,921.60         3,262.40         3,741.60         3,918.40           Monthly         3,362.40         3,741.60         3,918.40         Monthly         6,662.93         7,718.53         8,106.80         8,489.87           PLAN CHECKER         T325         Classified			Į				,	.,	
PLAN CHELKING ENGINEER         1335         Classified         Monthly         8,566.13         8,980.40         9,434.53         9,925.07           Annual         102,793.60         107,764.80         113,214.40         119,100.80           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly         54.72         57.45         60.34         63.35           SUPERVISING PLAN CHECKER         H325         Classified         Hourly         9,958.00         10,458.93         10,980.67           Monthly         9,484.80         9,958.00         10,458.93         10,980.67         113,181.76         113,981.76         125,507.20         131,782.00         125,507.20         131,782.00         1012,572.40         3,741.60         3,918.40           Monthly         7,326.80         7,718.53         8,106.80         8,489.87         Annual         87,921.60         101,878.40         101,878.40         101,878.40         101,878.40         101,878.40         101,878.40         17.722.00           PLAN CHECKER         T325         T325         Classified         Hourly         38.44         40.47         42.52         44.55           Bi-Weekly         3,075.20         3,217.00         8,441.60         92,664.00         7,370.13 <th></th> <th></th> <th></th> <th>Hourly</th> <th>49.42</th> <th>51.81</th> <th>54.43</th> <th>57.26</th> <th>60.18</th>				Hourly	49.42	51.81	54.43	57.26	60.18
Monthly         8,566.13         8,980.40         9,434.53         9,925.07           Annual         102,793.60         107,764.80         113,214.40         119,100.80           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly         54.72         57.45         60.34         63.35           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly         9,484.80         9,958.00         10,758.93         10,980.67           SENIOR PLAN CHECKER         T330         Classified         Hourly         42.27         44.53         46.77         48.98           Bi-Weekly         3,381.60         35.62.40         3,741.60         319.40         319.840           Monthly         7,325.80         7,718.53         81.06.80         84.98.77           Bi-Weekly         3,307.20         32.18.40         30.16.80         84.98.77           PLAN CHECKER         T325         Classified         Hourly         33.44         40.47         42.52         44.55           Bi-Weekly         3,075.20         3,217.60         3,241.20         3,272.00         10,78.40           Monthly         6,621.93         7,014.80         7,372.30         7,718.53         7,370.13 <th></th> <th>T225</th> <th>Classified</th> <th>Bi-Weekly</th> <th>3,953.60</th> <th>4,144.80</th> <th>4,354.40</th> <th>4,580.80</th> <th>4,814.40</th>		T225	Classified	Bi-Weekly	3,953.60	4,144.80	4,354.40	4,580.80	4,814.40
SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Hourly         54.72         57.45         60.34         63.35           SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Bi-Weekly         4,377.60         4,596.00         4,827.20         5,068.00           Monthly         9,484.80         9,958.00         10,458.93         10,980.67           Annual         113,817.60         119,496.00         125,507.20         131,768.00           Monthly         9,282.80         7,718.53         8,106.80         3,918.40           Monthly         7,326.80         7,718.53         8,106.80         8,489.87           Annual         87,921.60         92,622.40         97,281.60         101,878.40           Monthly         7,326.80         7,718.53         8,106.80         8,489.87           Annual         87,921.60         92,622.40         97,281.60         101,878.40           Monthly         5,627.03         3,207.00         3,401.60         3,564.40         3,401.60         3,564.40         3,211.20         3,372.00           Monthly         6,627.33         7,013.40         7,370.13         7,722.00         Annual         79,955.20         84,41.60         92,664.00	PLAN CHECKING ENGINEER	1333	Classified	Monthly	8,566.13	8,980.40	9,434.53	9,925.07	10,431.20
SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Bi-Weekly         4,377.60         4,596.00         4,827.20         5,068.00           Monthly         9,484.80         9,958.00         10,458.93         10,980.67           Annual         113,817.60         119,496.00         125,507.20         131,768.00           Mourly         42.27         44.53         46.77         48.98           Bi-Weekly         3,381.60         3,562.40         3,741.60         3,918.40           Monthly         7,326.80         7,718.53         8,106.80         8,489.87           Annual         87.921.60         92,622.40         97,281.60         101,878.40           PLAN CHECKER         T325         Classified         Bi-Weekly         3,075.20         3,237.60         3,401.60         3,564.00           Monthly         6,662.93         7,014.80         7,370.13         7,722.00           Annual         79,955.20         84,417.60         88,441.60         92,664.00           Monthly         6,622.93         7,014.80         7,370.13         7,722.00           Annual         79,955.20         84,177.60         88,411.60         92,664.00           SUPERVISING PERMIT TECHNICIAN         Cl				Annual	102,793.60	107,764.80	113,214.40	119,100.80	125,174.40
SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Bi-Weekly         4,377.60         4,596.00         4,827.20         5,068.00           Monthly         9,484.80         9,958.00         10,458.93         10,980.67           Annual         113,817.60         119,496.00         125,507.20         131,768.00           Mourly         42.27         44.53         46.77         48.98           Bi-Weekly         3,381.60         3,562.40         3,741.60         3,918.40           Monthly         7,326.80         7,718.53         8,106.80         8,489.87           Annual         87.921.60         92,622.40         97,281.60         101,878.40           PLAN CHECKER         T325         Classified         Bi-Weekly         3,075.20         3,237.60         3,401.60         3,564.00           Monthly         6,662.93         7,014.80         7,370.13         7,722.00           Annual         79,955.20         84,417.60         88,441.60         92,664.00           Monthly         6,622.93         7,014.80         7,370.13         7,722.00           Annual         79,955.20         84,177.60         88,411.60         92,664.00           SUPERVISING PERMIT TECHNICIAN         Cl									
SUPERVISING PLAN CHECKER AND EXPEDITOR         H325         Classified         Monthly         9,484.80         9,958.00         10,458.93         10,980.67           SENIOR PLAN CHECKER         T330         T330         Classified         Hourly         42.27         44.53         46.77         48.98           Bi-Weekly         3,381.60         3,562.40         3,741.60         3,918.40         3,918.40           Monthly         7,326.80         7,718.53         8,106.80         8,489.87           Annual         87,921.60         92,622.40         97,281.60         101,878.40           PLAN CHECKER         T325         Classified         Hourly         38.44         40.47         42.52         44.55           Bi-Weekly         3,075.20         3,237.60         3,401.60         3,564.00         3,564.00           Monthly         6,662.93         7,014.80         7,370.13         7,722.00           Annual         79,955.20         84,177.60         88,441.60         92,664.00           Monthly         6,621.33         6,057.60         7,306.00           Monthly         6,621.33         6,626.53         6,626.53         6,626.53         6,626.53         6,626.53         6,626.53         6,626.53         6,			1						66.52
Monthly         9,484.80         9,958.00         10,458.93         10,980.67           Annual         113,817.60         113,496.00         125,507.20         131,768.00         131,768.00         131,768.00         131,768.00         3,918.40           SENIOR PLAN CHECKER         T330         Classified         Bi-Weekly         3,381.60         3,552.40         3,741.60         3,918.40           Monthly         7,326.80         7,718.53         8,106.80         8,489.87           Annual         87,921.60         92,622.40         97,281.60         101,878.40           PLAN CHECKER         T325         Classified         Hourly         38.44         40.47         42.52         44.55           Bi-Weekly         3,075.20         3,247.60         3,041.60         3,564.00         3,564.00           Monthly         6,662.93         7,014.80         7,372.00         7,014.80         7,372.00           Annual         79,955.20         84,177.60         88,441.60         92,664.00           Monthly         6,631.107         6,626.33         6,957.80         7,306.00           Annual         75,732.80         79,518.40         83,491.20         87,672.00           SENIOR PERMIT TECHNICIAN         C205	SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	-	,	,	/	,	5,321.60
SENIOR PLAN CHECKER         T330         Classified         Hourly         42.27         44.53         46.77         48.98           Bi-Weekly         3,381.60         3,562.40         3,741.60         3,918.40           Monthly         7,326.80         7,718.53         8,106.80         8,489.87           Annual         87,921.60         92,622.40         97,281.60         101,878.40           Hourly         38.44         40.47         42.52         44.55           Bi-Weekly         3,075.20         3,237.60         3,401.60         3,564.00           Monthly         6,662.93         7,014.80         7,370.13         7,722.00           Monthly         6,626.53         6,957.60         3,037.200           Monthly         6,626.53         6,957.60         7,00.00           Monthly         6,311.07         6,626.53         6,957.60         7,00.60           Monthly         53.10.07         6,626.53         6,957.60         7,030.00           Monthly         53.10.07         6,626.53         6,957.60         7,030.60           Monthly         53.10.07         6,626.53         6,957.60         7,030.60           Monthly         53.10.07         6,626.53         6,957.									11,530.13
SENIOR PLAN CHECKER         T330         Classified         Bi-Weekly         3,381.60         3,562.40         3,741.60         3,918.40           Monthly         7,326.80         7,718.53         8,106.80         8,489.87           Annual         87,921.60         92,622.40         97,281.60         101,878.40           PLAN CHECKER         T325         T325         Classified         Hourly         38.44         40.47         42.52         44.55           Bi-Weekly         3,075.20         3,237.60         3,401.60         3,564.00         Monthly         6,62.93         7,014.80         7,370.13         7,722.00           Monthly         6,62.93         7,014.80         7,370.13         7,722.00         Annual         79,955.20         84,17.60         88,441.60         92,664.00           Monthly         6,626.53         6,957.60         7,370.03         3,720.00         Monthly         6,311.07         6,626.53         6,957.60         7,06.00           Monthly         6,311.07         6,626.53         6,957.60         7,06.00         Annual         75,732.80         79,518.40         83,491.20         87,672.00           Monthly         6,321.42         2,825.28         2,934.87         3,063.00         Annual <th></th> <th></th> <th>l</th> <th></th> <th></th> <th></th> <th></th> <th>-</th> <th>138,361.60</th>			l					-	138,361.60
SENIOR PLAIN CHECKER         F1530         Classified         Monthly         7,326.80         7,718.53         8,106.80         8,489.87           PLAN CHECKER         T325         T325         Classified         Hourly         38.44         40.47         42.52         44.55           Bi-Weekly         3,075.20         3,237.60         3,201.60         3,207.60         3,207.60         3,207.61         3,772.00           Monthly         6,662.93         7,014.80         7,7722.00         Annual         79,955.20         84,177.60         88,441.60         92,664.00           SUPERVISING PERMIT TECHNICIAN         H340         Classified         Hourly         36.41         38.23         40.14         42.15           Bi-Weekly         2,912.80         3,058.40         3,272.00         3,0372.00         70,518.40         83,491.20         87,672.00           Monthly         6,310.07         6,626.53         6,957.60         7,706.00         Annual         75,732.80         79,518.40         83,491.20         87,672.00           Monthly         5,878.74         6,121.43         6,358.88         6,636.50         6,037.94           SENIOR PERMIT TECHNICIAN         C205         Classified         Hourly         30.88         31.80 <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th></th> <th>51.42</th>									51.42
Annual         87,921.60         92,622.40         97,281.60         101,878.40           PLAN CHECKER         T325         Classified         Hourly         38.44         40.47         42.52         44.55           Bi-Weekly         3,075.20         3,237.60         3,401.60         3,564.00           Monthly         6,662.93         7,014.80         7,370.13         7,722.00           Annual         79,955.20         84,177.60         88,441.60         92,664.00           SUPERVISING PERMIT TECHNICIAN         H340         Classified         Hourly         36.41         38.23         40.14         42.15           SENIOR PERMIT TECHNICIAN         Classified         Hourly         36.41         38.23         40.14         42.15           SENIOR PERMIT TECHNICIAN         Classified         Hourly         3.058.40         3,211.20         3,372.00           Monthly         6,311.07         6,626.53         6,957.60         7,306.00           Annual         75,732.80         79,518.40         83,491.20         87,672.00           Monthly         5,878.74         6,121.43         6,358.88         6,636.50           Annual         70,544.85         73,457.15         76,306.60         79,637.94	SENIOR PLAN CHECKER	T330	Classified					-	4,113.60
PLAN CHECKER         T325         Hourly         38.44         40.47         42.52         44.55           Bi-Weekly         3,075.20         3,237.60         3,401.60         3,564.00           Monthly         6,662.93         7,014.80         7,370.13         7,722.00           Annual         79,955.20         84,177.60         88,441.60         92,664.00           SUPERVISING PERMIT TECHNICIAN         H340         Classified         Hourly         36.41         38.23         40.14         42.15           Bi-Weekly         2,912.80         3,058.40         3,211.20         3,372.00         3,372.00           Monthly         6,611.07         6,626.53         6,957.60         7,306.00           Annual         75,732.80         79,518.40         83,491.20         87,672.00           SENIOR PERMIT TECHNICIAN         C205         Classified         Hourly         33.92         35.32         36.69         38.29           Bi-Weekly         2,713.26         2,825.28         2,934.87         3,063.00         Monthly         5,878.74         6,121.43         6,358.88         6,365.50           Annual         70,544.85         73,457.15         76,306.60         79,637.94         4,558.88         6,363.50					,	,		-,	8,912.80
PLAN CHECKER         T325         Classified         Bi-Weekly         3,075.20         3,237.60         3,401.60         3,564.00           Monthly         6,662.93         7,014.80         7,370.13         7,722.00           Annual         79,955.20         84,177.60         88,441.60         92,664.00           SUPERVISING PERMIT TECHNICIAN         H340         Classified         Bi-Weekly         2,912.80         3,058.40         3,211.20         3,372.00           Monthly         6,611.07         6,626.53         6,957.60         7,306.00         40.04         42.15           Bi-Weekly         2,912.80         3,058.40         3,211.20         3,372.00         40.04         42.15           Bi-Weekly         2,912.80         3,058.40         3,211.20         3,372.00         40.04         42.15           SENIOR PERMIT TECHNICIAN         C205         Classified         Hourly         33.92         35.32         36.69         38.29           Bi-Weekly         2,713.26         2,825.28         2,934.87         3,063.00         Monthly         5,878.74         6,121.43         6,358.88         6,636.50           Annual         70,544.85         73,457.15         76,306.60         79,637.94         4,315.80         <					-			-	106,953.60
PLAN CHELKER         1325         Classified         Monthly         6,662.93         7,014.80         7,370.13         7,722.00           Annual         79,955.20         84,177.60         88,441.60         92,664.00           SUPERVISING PERMIT TECHNICIAN         H340         Classified         Hourly         36.41         38.23         40.14         42.15           Bi-Weekly         2,912.80         3,058.40         3,211.20         3,372.00           Monthly         6,311.07         6,626.53         6,957.60         7,306.00           Annual         75,732.80         79,518.40         83,491.20         87,672.00           SENIOR PERMIT TECHNICIAN         C205         Classified         Hourly         33.92         35.32         36.69         38.29           Bi-Weekly         2,713.26         2,825.28         2,934.87         3,063.00           Monthly         5,878.74         6,121.43         6,358.88         6,636.50           Monthly         30.88         31.80         33.08         34.51           PERMIT TECHNICIAN II         C200         Classified         Bi-Weekly         2,446.53         2,544.04         2,646.38         2,760.81									46.76
Hourly         36.41         38.23         40.14         42.15           SUPERVISING PERMIT TECHNICIAN         H340         Classified         Bi-Weekly         2,912.80         3,058.40         3,211.20         3,372.00           Monthly         6,311.07         6,626.53         6,957.60         7,306.00           Annual         75,732.80         79,518.40         83,491.20         87,672.00           Monthly         6,311.07         6,626.53         6,957.60         7,306.00           Annual         75,732.80         79,518.40         83,491.20         87,672.00           Monthly         5,878.74         6,121.43         6,358.88         6,636.50           Mourly<	PLAN CHECKER	T325	Classified		,			-	3,740.80
SUPERVISING PERMIT TECHNICIAN         H340         Classified         Hourly         36.41         38.23         40.14         42.15           Bi-Weekly         2,912.80         3,058.40         3,211.20         3,372.00           Monthly         6,311.07         6,626.53         6,957.60         7,306.00           Annual         75,732.80         79,518.40         83,491.20         87,672.00           SENIOR PERMIT TECHNICIAN         C205         Classified         Bi-Weekly         2,713.26         2,825.28         2,934.87         3,063.00           Monthly         5,878.74         6,121.43         6,636.50         Annual         70,544.85         73,457.15         76,306.60         79,613.94           PERMIT TECHNICIAN II         C200         Classified         Bi-Weekly         2,446.53         2,544.04         2,646.38         2,760.81						,		-	8,105.07
SUPERVISING PERMIT TECHNICIAN         H340         Classified         Bi-Weekly         2,912.80         3,058.40         3,211.20         3,372.00           Monthly         6,311.07         6,626.53         6,957.60         7,306.00           Annual         75,732.80         79,518.40         83,491.20         87,672.00           SENIOR PERMIT TECHNICIAN         C205         Classified         Hourly         3.322         35.32         36.69         38.29           Monthly         5,878.74         6,121.43         6,358.88         6,956.50         7,306.00           Monthly         5,878.74         6,121.43         6,358.88         6,956.50         7,6306.60           PERMIT TECHNICIAN II         C200         Classified         Hourly         30.58         31.80         33.08         34.51			<u> </u>	Annuai	79,955.20	84,177.60	88,441.60	92,664.00	97,260.80
SUPERVISING PERMIT TECHNICIAN         H340         Classified         Bi-Weekly         2,912.80         3,058.40         3,211.20         3,372.00           Monthly         6,311.07         6,626.53         6,957.60         7,306.00           Annual         75,732.80         79,518.40         83,491.20         87,672.00           SENIOR PERMIT TECHNICIAN         C205         Classified         Hourly         3.322         35.32         36.69         38.29           Monthly         5,878.74         6,121.43         6,358.88         6,956.50         7,306.00           Monthly         5,878.74         6,121.43         6,358.88         6,956.50         7,6306.60           PERMIT TECHNICIAN II         C200         Classified         Hourly         30.58         31.80         33.08         34.51				Hourly	36.41	38.23	40.14	42.15	44.25
Monthly         6,311.07         6,626.53         6,957.60         7,306.00           Annual         75,732.80         79,518.40         83,491.20         87,672.00           SENIOR PERMIT TECHNICIAN         C205         Classified         Bi-Weekly         2,713.26         2,825.28         2,934.87         3,063.00           Monthly         5,878.74         6,121.43         6,358.88         6,636.50         40,635.93         40,635.93         36,030           Monthly         5,878.74         6,121.43         6,358.88         6,636.50         40,635.93         40,635.93         40,635.93         40,635.93         40,635.93         40,635.93         40,635.93         40,635.93         40,635.93         40,635.93         40,635.93         40,635.93         40,635         40,635         40,635         40,638         40,635.93         40,645.83         40,638         40,635.93         40,645.83         40,645.83         40,663.83         40,635.93         40,645.83         40,663.83         40,635.93         40,645.83         40,663.83         40,658.83         40,663.83         40,658.83         40,663.83         40,658.83         40,658.83         40,663.83         40,663.83         40,663.83         40,663.83         40,663.83         40,663.83         40,663.83         40,663.8		112.40							3,540.00
SENIOR PERMIT TECHNICIAN         C205         Hourly Classified         Hourly Bi-Weekly         33.92         35.32         36.69         38.29           Bi-Weekly         2,713.26         2,825.28         2,934.87         3,063.00           Monthly         5,878.74         6,121.43         6,358.88         6,636.50           Annual         70,544.85         73,457.15         76,306.60         79,637.94           PERMIT TECHNICIAN II         C200         Classified         Bi-Weekly         2,446.53         2,544.04         2,646.38         2,760.81	SUPERVISING PERMIT TECHNICIAN	H340	Classified	-					7,670.00
SENIOR PERMIT TECHNICIAN         C205         Classified         Bi-Weekly         2,713.26         2,825.28         2,934.87         3,063.00           Monthly         5,878.74         6,121.43         6,358.88         6,636.50           Annual         70,544.85         73,457.15         76,306.60         79,637.94           PERMIT TECHNICIAN II         C200         Classified         Bi-Weekly         2,446.53         2,544.04         2,646.38         2,760.81									92,040.00
SENIOR PERMIT TECHNICIAN         C205         Classified         Monthly         5,878.74         6,121.43         6,358.88         6,636.50           Annual         70,544.85         73,457.15         76,306.60         79,637.94           PERMIT TECHNICIAN II         C200         Classified         Bi-Weekly         2,446.53         2,544.04         2,646.38         2,760.81				Hourly	33.92	35.32	36.69	38.29	40.23
Monthly         5,878.74         6,121.43         6,358.88         6,636.50           Annual         70,544.85         73,457.15         76,306.60         79,637.94           PERMIT TECHNICIAN II         C200         Classified         Bi-Weekly         2,544.03         2,544.04         2,646.38         2,760.81	SENIOR DERMIT TECHNICIAN	C205	Classified	Bi-Weekly	2,713.26	2,825.28	2,934.87	3,063.00	3,218.52
Hourly         30.58         31.80         33.08         34.51           PERMIT TECHNICIAN II         C200         Classified         Bi-Weekly         2,446.53         2,544.04         2,646.38         2,760.81	SENIOR PENNIN TECHNICIAN	0205	classified	Monthly	5,878.74	6,121.43	6,358.88	6,636.50	6,973.47
PERMIT TECHNICIAN II C200 Classified Bi-Weekly 2,446.53 2,544.04 2,646.38 2,760.81				Annual	70,544.85	73,457.15	76,306.60	79,637.94	83,681.65
PERMIT LECHNICIAN II C.200 Classified									36.26
Monthly 5 200 82 5 512 08 5 722 82 5 001 75	PERMIT TECHNICIAN II	C200	Classified	· · · · ·					2,901.02
				Monthly	5,300.82	5,512.08	5,733.82	5,981.75	6,285.55
Annual 63,609.79 66,144.96 68,805.84 71,781.00			l	-					75,426.62
Hourly 27.80 28.91 30.08 31.37			1						32.97
PERMIT TECHNICIAN I         C199         Classified         Bi-Weekly         2,224.12         2,312.76         2,406.24         2,509.39           Monthly         4,818.92         5,010.98         5,213.52         5,437.00	PERMIT TECHNICIAN I	C199	Classified	-					2,637.51 5,714.61
Annual 57,827.08 60,131.78 62,562.19 65,244.03			1						68,575.37
				Annua	57,027.00	00,131.70	02,302.13	03,244.03	00,575.57
PLANNING DIVISION	LANNING DIVISION								
Hourly 62.55 65.66 68.94 72.39			[	Hourly	62.55	65.66	68.94	72.39	76.02
<b>Bi-Weekly</b> 5 004 00 5 252 80 5 515 20 5 791 20		4220	Classifierd						6,081.60
PLANNING MANAGER H320 Classified H320 Classified Monthly 10,842.00 11,381.07 11,949.60 12,547.60		H320	Classified	-					13,176.80
			1	Annual				150,571.20	158,121.60
Hourly 53.91 56.61 59.44 62.41				Hourly	53.91	56.61	59.44	62.41	65.53
PRINCIPAL PLANNER H315 Classified Bi-Weekly 4,312.80 4,528.80 4,755.20 4,992.80					4 212 00	4 528 80	4,755.20	-	5,242.40
Monthly 9,344.40 9,812.40 10,302.93 10,817.73		H315	Classified	Bi-Weekly	4,312.80	,			11,358.53
Annual 112,132.80 117,748.80 123,635.20 129,812.80	PRINCIPAL PLANNER	H315	Classified	Monthly	9,344.40	9,812.40			
		H315	Classified	Monthly	9,344.40	9,812.40		129,812.80	136,302.40
Hourly 48.30 50.71 53.25 55.91		H315	Classified	Monthly Annual	9,344.40 112,132.80	9,812.40 117,748.80	123,635.20		
SENIOR PLANNER H310 Classified		H315	Classified	Monthly Annual Hourly	9,344.40 112,132.80 48.30	9,812.40 117,748.80 50.71	123,635.20 53.25	55.91	58.71
	PRINCIPAL PLANNER			Monthly Annual Hourly Bi-Weekly	9,344.40 112,132.80 48.30 3,864.00	9,812.40 117,748.80 50.71 4,056.80	123,635.20 53.25 4,260.00	55.91 4,472.80	58.71 4,696.80
Monthly 8,372.00 8,789.73 9,230.00 9,691.07	PRINCIPAL PLANNER			Monthly Annual Hourly Bi-Weekly Monthly	9,344.40 112,132.80 48.30 3,864.00 8,372.00	9,812.40 117,748.80 50.71 4,056.80 8,789.73	123,635.20 53.25 4,260.00 9,230.00	55.91 4,472.80 9,691.07	58.71 4,696.80 10,176.40
Monthly         8,372.00         8,789.73         9,230.00         9,691.07           Annual         100,464.00         105,476.80         110,760.00         116,292.80	PRINCIPAL PLANNER			Monthly Annual Hourly Bi-Weekly Monthly Annual	9,344.40 112,132.80 48.30 3,864.00 8,372.00 100,464.00	9,812.40 117,748.80 50.71 4,056.80 8,789.73 105,476.80	123,635.20 53.25 4,260.00 9,230.00 110,760.00	55.91 4,472.80 9,691.07 116,292.80	58.71 4,696.80 10,176.40 122,116.80
Monthly         8,372.00         8,789.73         9,230.00         9,691.07           Annual         100,464.00         105,476.80         110,760.00         116,292.80           Hourly         42.92         45.02         47.26         49.69	PRINCIPAL PLANNER			Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly	9,344.40 112,132.80 48.30 3,864.00 8,372.00 100,464.00 42.92	9,812.40 117,748.80 50.71 4,056.80 8,789.73 105,476.80 45.02	123,635.20 53.25 4,260.00 9,230.00 110,760.00 47.26	55.91 4,472.80 9,691.07 116,292.80 49.69	58.71 4,696.80 10,176.40 122,116.80 52.07
Monthly         8,372.00         8,789.73         9,230.00         9,691.07           Annual         100,464.00         105,476.80         110,760.00         116,292.80           Hourly         42.92         45.02         47.26         49.69           Bi-Weekly         3,433.60         3,601.60         3,780.80         3,975.20	PRINCIPAL PLANNER SENIOR PLANNER	H310	Classified	Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly	9,344.40 112,132.80 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60	9,812.40 117,748.80 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60	123,635.20 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80	55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20	58.71 4,696.80 10,176.40 122,116.80 52.07 4,165.60
Monthly         8,72.00         8,783.73         9,230.00         9,691.07           Annual         100,464.00         105,476.80         110,760.00         116,292.80           Hourly         42.92         45.02         47.66         49.69           Bi-Weekly         3,433.60         3,601.60         3,780.80         3,975.20           Monthly         7,439.47         7,803.47         8,191.73         8,612.93	PRINCIPAL PLANNER SENIOR PLANNER	H310	Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly	9,344.40 112,132.80 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47	9,812.40 117,748.80 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47	123,635.20 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73	55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20	58.71 4,696.80 10,176.40 122,116.80 52.07

ATTACHMENT II Recommended by Personnel Commission on May 11, 2017 Approved by Council on May 23, 2017

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
			Hourly	35.22	36.94	38.93	40.83	42.92
	T210	Cleasified	Bi-Weekly	2,817.60	2,955.20	3,114.40	3,266.40	3,433.60
ASSISTANT PLANNER	T310	Classified	Monthly	6,104.80	6,402.93	6,747.87	7,077.20	7,439.47
			Annual	73,257.60	76,835.20	80,974.40	84,926.40	89,273.60
			Hourly	31.22	32.87	34.42	36.14	37.90
JUNIOR PLANNER	T305	Classified	Bi-Weekly	2,497.60	2,629.60	2,753.60	2,891.20	3,032.00
JUNIOR PLANNER	1505	Classifieu	Monthly	5,411.47	5,697.47	5,966.13	6,264.27	6,569.33
			Annual	64,937.60	68,369.60	71,593.60	75,171.20	78,832.00
			Hourly	37.53	39.35	41.48	43.52	45.74
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Bi-Weekly	3,002.40	3,148.00	3,318.40	3,481.60	3,659.20
DEVELOPINIENT REVIEW SPECIALIST	1320	Classifieu	Monthly	6,505.20	6,820.67	7,189.87	7,543.47	7,928.27
			Annual	78,062.40	81,848.00	86,278.40	90,521.60	95,139.20
			-					
			Hourly	55.27	58.03	60.93	63.98	67.19
LANDSCAPE ARCHITECT	H300	Classified	Bi-Weekly	4,421.60	4,642.40	4,874.40	5,118.40	5,375.20
LANDSCAPE ARCHITECT	11300	Classifieu	Monthly	9,580.13	10,058.53	10,561.20	11,089.87	11,646.27
			Annual	114,961.60	120,702.40	126,734.40	133,078.40	139,755.20
CODE ENFORCEMENT DIVISION	1							
			Hourly	49.26	51.73	54.31	57.03	59.87
CODE ENFORCEMENT MANAGER	H703	Classified	Bi-Weekly	3,940.80	4,138.40	4,344.80	4,562.40	4,789.60
CODE ENFORCEMENT MANAGER	п705	Classifieu	Monthly	8,538.40	8,966.53	9,413.73	9,885.20	10,377.47
			Annual	102,460.80	107,598.40	112,964.80	118,622.40	124,529.60
			Hourly	42.83	44.97	47.23	49.58	52.07
CODE ENFORCEMENT SUPERVISOR	H700	Classified	Bi-Weekly	3,426.40	3,597.60	3,778.40	3,966.40	4,165.60
CODE ENFORCEMENT SUPERVISOR	11700	Classifieu	Monthly	7,423.87	7,794.80	8,186.53	8,593.87	9,025.47
			Annual	89,086.40	93,537.60	98,238.40	103,126.40	108,305.60
			Hourly	38.76	40.70	42.73	44.87	47.11
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified	<b>Bi-Weekly</b>	3,100.80	3,256.00	3,418.40	3,589.60	3,768.80
SENIOR CODE ENFORCEMENT INSPECTOR	1010	Classifieu	Monthly	6,718.40	7,054.67	7,406.53	7,777.47	8,165.73
			Annual	80,620.80	84,656.00	88,878.40	93,329.60	97,988.80
			Hourly	35.23	36.99	38.84	40.78	42.82
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Bi-Weekly	2,818.40	2,959.20	3,107.20	3,262.40	3,425.60
	1005	Classified	Monthly	6,106.53	6,411.60	6,732.27	7,068.53	7,422.13
			Annual	73,278.40	76,939.20	80,787.20	84,822.40	89,065.60
			Hourly	32.02	33.63	35.30	37.06	38.93
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Bi-Weekly	2,561.60	2,690.40	2,824.00	2,964.80	3,114.40
	1000	Classified	Monthly	5,550.13	5,829.20	6,118.67	6,423.73	6,747.87
			Annual	66.601.60	69,950.40	73.424.00	77.084.80	80,974.40

ADMINISTRATION DIVISION								
			Hourly	63.73	66.91	70.27	73.78	77.46
DEPUTY DIRECTOR OF FINANCE	U500	Classified	<b>Bi-Weekly</b>	5,098.40	5,352.80	5,621.60	5,902.40	6,196.80
DEPOTT DIRECTOR OF FINANCE	0300	clussificu	Monthly	11,046.53	11,597.73	12,180.13	12,788.53	13,426.40
			Annual	132,558.40	139,172.80	146,161.60	153,462.40	161,116.80
			Hourly	50.70	53.25	55.90	58.70	61.62
BUDGET OFFICER	H170	Classified	<b>Bi-Weekly</b>	4,056.00	4,260.00	4,472.00	4,696.00	4,929.60
BODGET OFFICER	11170	classified	Monthly	8,788.00	9,230.00	9,689.33	10,174.67	10,680.80
			Annual	105,456.00	110,760.00	116,272.00	122,096.00	128,169.60
	H165	Classified	Hourly	44.20	46.40	48.72	51.15	53.71
FINANCIAL ANALYST			<b>Bi-Weekly</b>	3,536.00	3,712.00	3,897.60	4,092.00	4,296.80
FINANCIAL ANALISI	1105		Monthly	7,661.33	8,042.67	8,444.80	8,866.00	9,309.73
			Annual	91,936.00	96,512.00	101,337.60	106,392.00	111,716.80
			Hourly	32.95	34.59	36.33	38.14	40.06
FINANCE TECHNICIAN	C320	Classified	<b>Bi-Weekly</b>	2,636.00	2,767.20	2,906.40	3,051.20	3,204.80
	C320	Classifieu	Monthly	5,711.33	5,995.60	6,297.20	6,610.93	6,943.73
			Annual	68,536.00	71,947.20	75,566.40	79,331.20	83,324.80

FINANCE DEPARTMENT

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
ACCOUNTING DIVISION		[		57.04	60.00	c2 07	67.07	70.42
			Hourly Bi-Weekly	57.94 4,635.20	60.83 4,866.40	63.87 5,109.60	67.07 5,365.60	70.42 5,633.60
ACCOUNTING MANAGER	H150	Classified	Monthly	10,042.93	10,543.87	11,070.80	11,625.47	12,206.13
			Annual	120,515.20	126,526.40	132,849.60	139,505.60	146,473.60
			Hourly	44.21	46.41	48.72	51.16	53.71
SENIOR ACCOUNTANT	H145	Classified	Bi-Weekly Monthly	3,536.80 7,663.07	3,712.80 8,044.40	3,897.60 8,444.80	4,092.80 8,867.73	4,296.80 9,309.73
			Annual	91,956.80	96,532.80	101,337.60	106,412.80	111,716.80
			Hourly	39.22	41.18	43.23	45.40	47.67
ACCOUNTANT	H140	Classified	Bi-Weekly	3,137.60	3,294.40	3,458.40	3,632.00	3,813.60
		elassifica	Monthly	6,798.13	7,137.87	7,493.20	7,869.33	8,262.80
			Annual	81,577.60	85,654.40	89,918.40	94,432.00	99,153.60
			Hourly	28.20	29.57	30.85	32.35	33.85
			Bi-Weekly	2,256.05	2,365.29	2,468.06	2,587.82	2,708.39
SENIOR ACCOUNT CLERK	C305	Classified	Monthly	4,888.11	5,124.80	5,347.46	5,606.95	5,868.18
			Annual	58,657.29	61,497.58	64,169.56	67,283.36	70,418.20
			Hourly	25.70	26.84	28.11	29.40	30.87
ACCOUNT CLERK	C300	Classified	Bi-Weekly	2,056.18	2,146.81	2,248.77	2,352.34	2,469.68
			Monthly Annual	4,455.05 53,460.61	4,651.42 55,817.00	4,872.33 58,467.94	5,096.75 61,160.95	5,350.97 64,211.64
			Annua	33,400.01	33,017.00	30,407.34	01,100.55	04,211.04
REVENUE DIVISION								
			Hourly	56.94	59.78	62.76	65.90	69.20
REVENUE MANAGER	H160	Classified	Bi-Weekly	4,555.20	4,782.40	5,020.80	5,272.00	5,536.00
			Monthly	9,869.60	10,361.87	10,878.40	11,422.67	11,994.67
			Annual Hourly	118,435.20 43.71	124,342.40 45.90	130,540.80 48.18	137,072.00 50.59	143,936.00 53.12
			Bi-Weekly	3,496.80	3,672.00	3,854.40	4,047.20	4,249.60
FINANCE SUPERVISOR	H155	Classified	Monthly	7,576.40	7,956.00	8,351.20	8,768.93	9,207.47
			Annual	90,916.80	95,472.00	100,214.40	105,227.20	110,489.60
<b></b>								
			Hourly	30.64	32.17	33.76	35.46	37.23
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified	Bi-Weekly Monthly	2,451.07 5,310.64	2,573.26 5,575.39	2,701.11 5,852.40	2,837.06 6,146.95	2,978.67 6,453.77
			Annual	63,727.74	66,904.66	70,228.85	73,763.44	77,445.30
			Hourly	28.20	29.57	30.85	32.35	33.85
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Bi-Weekly	2,256.05	2,365.29	2,468.06	2,587.82	2,708.39
SEMON COSTOMEN ACCOUNT CLEMN	6550	clussificu	Monthly	4,888.11	5,124.80	5,347.46	5,606.95	5,868.18
			Annual	58,657.29	61,497.58	64,169.56	67,283.36	70,418.20
			Hourly Bi-Weekly	25.70 2,056.18	26.84 2,146.81	28.11 2,248.77	29.40 2,352.34	30.87 2,469.68
CUSTOMER ACCOUNT CLERK	C325	Classified	Monthly	4,455.05	4,651.42	4,872.33	5,096.75	5,350.97
			Annual	53,460.61	55,817.00	58,467.94	61,160.95	64,211.64
			Hourly	21.66	22.81	23.96	25.24	26.56
MAIL AND REVENUE CLERK	C322	Classified	Bi-Weekly	1,732.98	1,824.57	1,916.97	2,019.10	2,124.48
			Monthly	3,754.78	3,953.24	4,153.44	4,374.73	4,603.04
L	1		Annual	45,057.41	47,438.83	49,841.33	52,496.73	<u>55,236.42</u>
PURCHASING DIVISION								
			Hourly	50.69	53.22	55.88	58.67	61.59
PURCHASING AND SERVICES MANAGER	H180	Classified	Bi-Weekly	4,055.20	4,257.60	4,470.40	4,693.60	4,927.20
			Monthly	8,786.27	9,224.80	9,685.87	10,169.47 122,033.60	10,675.60
			Annual Hourly	105,435.20 29.97	110,697.60 31.48	116,230.40 33.03	122,033.60 34.66	128,107.20 36.41
			Bi-Weekly	29.97	2,518.40	2,642.40	2,772.80	2,912.80
PURCHASING TECHNICIAN	C345	Classified	Monthly	5,194.80	5,456.53	5,725.20	6,007.73	6,311.07
			Annual	62,337.60	65,478.40	68,702.40	72,092.80	75,732.80
			Hourly	23.35	24.53	25.67	27.01	28.34
MAIL AND PURCHASING CLERK	C335	Classified	<b>Bi-Weekly</b>	1,868.34	1,962.37	2,053.96	2,160.95	2,267.14
			Monthly	4,048.07	4,251.79	4,450.24	4,682.06	4,912.13
			Annual	48,576.86	51,021.51	53,402.94	56,184.78	58,945.54

ATTACHMENT II Recommended by Personnel Commission on May 11, 2017 Approved by Council on May 23, 2017

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
	F	IRE DEPARTMENT						
SWORN			1 to unks	75.00	70.01	02.50	07.77	02.10
			Hourly Bi-Weekly	75.82 6,065.60	79.61 6,368.80	83.58 6.686.40	87.77 7,021.60	92.16 7,372.80
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Monthly	13,142.13	13,799.07	14,487.20	15,213.47	15,974.40
			Annual	157,705.60	165,588.80	173,846.40	182,561.60	191,692.80
			Hourly	68.93	72.38	75.99	79.79	83.78
	5400		Bi-Weekly	5,514.40	5,790.40	6,079.20	6,383.20	6,702.40
FIRE MARSHAL (40 HR)	F400	Classified	Monthly	11,947.87	12,545.87	13,171.60	13,830.27	14,521.87
			Annual	143,374.40	150,550.40	158,059.20	165,963.20	174,262.40
			Hourly	68.93	72.38	75.99	79.79	83.78
FIRE TRAINING OFFICER (40 HR)	F420	Classified	Bi-Weekly	5,514.40	5,790.40	6,079.20	6,383.20	6,702.40
			Monthly	11,947.87	12,545.87	13,171.60	13,830.27	14,521.87
			Annual	143,374.40	150,550.40	158,059.20	165,963.20	174,262.40
			Hourly	44.76	47.00	49.35	51.82	54.40
BATTALION CHIEF (56 HR)	F410	Classified	Bi-Weekly	5,013.12	5,264.00	5,527.20	5,803.84	6,092.80
			Monthly Annual	10,861.76	11,405.33	11,975.60	12,574.99	13,201.07
			Hourly	130,341.12 62.65	136,864.00 65.79	143,707.20 69.07	150,899.84 72.53	158,412.80 76.16
			Bi-Weekly	5,012.00	5,263.20	5,525.60	5,802.40	6,092.80
BATTALION CHIEF (40 HR)	F415	Classified	Monthly	10,859.33	11,403.60	11,972.13	12,571.87	13,201.07
			Annual	130,312.00	136,843.20	143,665.60	150,862.40	158,412.80
			Hourly		,	60.34	63.35	66.52
	F240	Classified	Bi-Weekly			4,827.20	5,068.00	5,321.60
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Monthly			10,458.93	10,980.67	11,530.13
			Annual			125,507.20	131,768.00	138,361.60
			Hourly			39.17	41.13	43.19
FIRE CAPTAIN (56 HR)	F245	Classified	Bi-Weekly			4,387.04	4,606.56	4,837.28
			Monthly			9,505.25	9,980.88	10,480.77
			Annual			114,063.04	119,770.56	125,769.28
			Hourly Bi Weekly			54.85	57.59 4,607.20	60.46
FIRE CAPTAIN (40 HR)	F250	Classified	Bi-Weekly Monthly			4,388.00 9,507.33	9,982.27	4,836.80
			Annual			9,507.55	9,982.27	10,479.73 125,756.80
			Hourly	33.19	34.84	36.58	38.41	40.32
			Bi-Weekly	3,717.28	3,902.08	4,096.96	4,301.92	4,515.84
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Monthly	8,054.11	8,454.51	8,876.75	9,320.83	9,784.32
			Annual	96,649.28	101,454.08	106,520.96	111,849.92	117,411.84
			Hourly	46.43	48.76	51.20	53.76	56.44
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Bi-Weekly	3,714.40	3,900.80	4,096.00	4,300.80	4,515.20
	1220	Classifica	Monthly	8,047.87	8,451.73	8,874.67	9,318.40	9,782.93
			Annual	96,574.40	101,420.80	106,496.00	111,820.80	117,395.20
			Hourly	31.43	32.99	34.65	36.38	38.19
APPARATUS OPERATOR (56 HR)	F210	Classified	Bi-Weekly	3,520.16	3,694.88	3,880.80	4,074.56	4,277.28
			Monthly Annual	7,627.01 91,524.16	8,005.57 96,066.88	8,408.40 100,900.80	8,828.21 105,938.56	9,267.44 111,209.28
			Hourly	43.95	46.15	48.46	50.88	53.43
			Bi-Weekly	3,516.00	3,692.00	3,876.80	4,070.40	4,274.40
APPARATUS OPERATOR (40 HR)	F215	Classified	Monthly	7,618.00	7,999.33	8,399.73	8,819.20	9,261.20
			Annual	91,416.00	95,992.00	100,796.80	105,830.40	111,134.40
			Hourly	29.61	31.10	32.65	34.29	36.01
FIREFIGHTER (56 HR)	F200	Classified	Bi-Weekly	3,316.32	3,483.20	3,656.80	3,840.48	4,033.12
FINEFIGRIER (DO RK)	F200	Classifieu	Monthly	7,185.36	7,546.93	7,923.07	8,321.04	8,738.43
			Annual	86,224.32	90,563.20	95,076.80	99,852.48	104,861.12
		-						
			Hourly	41.47	43.54	45.71	48.00	50.40
FIREFIGHTER (40 HR)	F205	Classified	Bi-Weekly	3,317.60	3,483.20	3,656.80	3,840.00	4,032.00
• •			Monthly	7,188.13	7,546.93	7,923.07	8,320.00	8,736.00
			Annual	86,257.60	90,563.20	95,076.80	99,840.00	104,832.00
			Hourly	37.71 3,016.80	39.58			
FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Bi-Weekly Monthly	3,016.80 6,536.40	3,166.40 6,860.53			
			Annual	78,436.80	82,326.40			
			Annual	,0,-50.00	02,320.40	1	1	1

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ATTACHMENT II Recommended by Personnel Commission on May 11, 2017 Approved by Council on May 23, 2017

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
PROFESSIONAL STAFF								
			Hourly	53.18	55.84	58.63	61.57	64.64
	HEOO	Classified	Bi-Weekly	4,254.40	4,467.20	4,690.40	4,925.60	5,171.20
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified	Monthly	9,217.87	9,678.93	10,162.53	10,672.13	11,204.27
			Annual	110,614.40	116,147.20	121,950.40	128,065.60	134,451.20
			Hourly	49.42	51.81	54.43	57.26	60.18
FIRE PROTECTION ENGINEER	T510	Classified	Bi-Weekly	3,953.60	4,144.80	4,354.40	4,580.80	4,814.40
FIRE PROTECTION ENGINEER	1310	Classifieu	Monthly	8,566.13	8,980.40	9,434.53	9,925.07	10,431.20
			Annual	102,793.60	107,764.80	113,214.40	119,100.80	125,174.40
			Hourly	48.37	50.80	53.33	55.99	58.80
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Bi-Weekly	3,869.60	4,064.00	4,266.40	4,479.20	4,704.00
EWIERGENCT WEDICAL SERVICES COORDINATOR	11365	Classifieu	Monthly	8,384.13	8,805.33	9,243.87	9,704.93	10,192.00
			Annual	100,609.60	105,664.00	110,926.40	116,459.20	122,304.00
			Hourly	43.72	45.90	48.20	50.60	53.14
	T505	Classified	Bi-Weekly	3,497.60	3,672.00	3,856.00	4,048.00	4,251.20
ENVIRONMENTAL SPECIALIST	1505	Classified	Monthly	7,578.13	7,956.00	8,354.67	8,770.67	9,210.93
			Annual	90,937.60	95,472.00	100,256.00	105,248.00	110,531.20
			Hourly	41.65	43.73	45.91	48.22	50.60
HAZARDOUS MATERIALS INVESTIGATOR	T500	Classified	Bi-Weekly	3,332.00	3,498.40	3,672.80	3,857.60	4,048.00
HAZARDOUS MATERIALS INVESTIGATOR	1500	Classified	Monthly	7,219.33	7,579.87	7,957.73	8,358.13	8,770.67
			Annual	86,632.00	90,958.40	95,492.80	100,297.60	105,248.00
			Hourly	45.67	47.96	50.35	52.86	55.51
FIRE SERVICES SUPERVISOR	H580	Classified	Bi-Weekly	3,653.60	3,836.80	4,028.00	4,228.80	4,440.80
FIRE SERVICES SUPERVISOR	H360	Classified	Monthly	7,916.13	8,313.07	8,727.33	9,162.40	9,621.73
			Annual	94,993.60	99,756.80	104,728.00	109,948.80	115,460.80
			Hourly	29.84	31.33	32.89	34.54	36.26
	C255	Classified	Bi-Weekly	2,386.90	2,506.16	2,631.07	2,763.23	2,901.02
FIRE TECHNICIAN II	C255	classified	Monthly	5,171.61	5,430.02	5,700.65	5,986.99	6,285.55
			Annual	62,059.35	65,160.22	68,407.76	71,843.86	75,426.62
			Hourly	27.11	28.47	29.89	31.39	32.96
	C250	Classified	Bi-Weekly	2,168.52	2,277.30	2,390.93	2,511.00	2,636.71
FIRE TECHNICIAN I	C250	classified	Monthly	4,698.45	4,934.16	5,180.34	5,440.49	5,712.87
			Annual	56,381.40	59,209.90	62,164.11	65,285.93	68,554.42

#### HUMAN RESOURCES DEPARTMENT

	r	1						
			Hourly	63.73	66.91	70.27	73.78	77.46
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Bi-Weekly	5,098.40	5,352.80	5,621.60	5,902.40	6,196.80
DEFOTT DIRECTOR OF HOMAN RESOURCES	0320	classifica	Monthly	11,046.53	11,597.73	12,180.13	12,788.53	13,426.40
			Annual	132,558.40	139,172.80	146,161.60	153,462.40	161,116.80
			Hourly	48.60	51.03	53.58	56.26	59.07
HUMAN RESOURCES MANAGER	U135	Classified	<b>Bi-Weekly</b>	3,888.00	4,082.40	4,286.40	4,500.80	4,725.60
HOWAN RESOURCES MANAGER	0155	Classifieu	Monthly	8,424.00	8,845.20	9,287.20	9,751.73	10,238.80
			Annual	101,088.00	106,142.40	111,446.40	117,020.80	122,865.60
			Hourly	45.51	47.77	50.17	52.68	55.31
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Bi-Weekly	3,640.80	3,821.60	4,013.60	4,214.40	4,424.80
SENIOR HOMAN RESOURCES ANALTSI	0120	Classifieu	Monthly	7,888.40	8,280.13	8,696.13	9,131.20	9,587.07
			Annual	94,660.80	99,361.60	104,353.60	109,574.40	115,044.80
			Hourly	41.38	43.44	45.61	47.88	50.28
HUMAN DESCURCES ANALYST II	U115	Classified	Bi-Weekly	3,310.40	3,475.20	3,648.80	3,830.40	4,022.40
HUMAN RESOURCES ANALYST II	0115	Classifieu	Monthly	7,172.53	7,529.60	7,905.73	8,299.20	8,715.20
			Annual	86,070.40	90,355.20	94,868.80	99,590.40	104,582.40
			Hourly	37.61	39.49	41.47	43.55	45.72
HUMAN RESOURCES ANALYST I	11110	Classified	Bi-Weekly	3,008.80	3,159.20	3,317.60	3,484.00	3,657.60
HUMAN RESOURCES ANALTST I	U110	Classified	Monthly	6,519.07	6,844.93	7,188.13	7,548.67	7,924.80
			Annual	78,228.80	82,139.20	86,257.60	90,584.00	95,097.60
			Hourly	29.16	30.62	32.15	33.74	35.43
HUMAN RESOURCES TECHNICIAN	U100	Classified	Bi-Weekly	2,332.80	2,449.60	2,572.00	2,699.20	2,834.40
	0100	Classified	Monthly	5,054.40	5,307.47	5,572.67	5,848.27	6,141.20
			Annual	60,652.80	63,689.60	66,872.00	70,179.20	73,694.40
			Hourly	32.76	34.39	36.11	37.91	39.82
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Bi-Weekly	2,620.80	2,751.20	2,888.80	3,032.80	3,185.60
HUIVIAN RESOURCES ADIVINISTRATIVE ASSISTANT	0105	Classified	Monthly	5,678.40	5,960.93	6,259.07	6,571.07	6,902.13
			Annual	68,140.80	71,531.20	75,108.80	78,852.80	82,825.60

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
L	BRARY AND COM	MUNITY SERVIC	ES DEPARTM	ENT				
COMMUNITY SERVICES				-				
			Hourly	58.96	61.90	65.00	68.26	71.67
COMMUNITY SERVICES MANAGER	H745	Classified	Bi-Weekly	4,716.80	4,952.00	5,200.00	5,460.80	5,733.60
			Monthly	10,219.73	10,729.33	11,266.67	11,831.73	12,422.80
			Annual	122,636.80	128,752.00	135,200.00	141,980.80	149,073.60
			Hourly	39.43	41.48	43.59	45.74	47.97
COMMUNITY PROGRAMS SPECIALIST	T705	Classified	Bi-Weekly	3,154.40	3,318.40	3,487.20	3,659.20	3,837.60
			Monthly	6,834.53	7,189.87	7,555.60	7,928.27	8,314.80
			Annual	82,014.40	86,278.40	90,667.20	95,139.20	99,777.60
				40.07	45.63	47.04	50.00	52.70
			Hourly	43.37	45.62	47.94	50.30	52.76
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Bi-Weekly	3,469.60	3,649.60	3,835.20	4,024.00	4,220.80
			Monthly Annual	7,517.47 90,209.60	7,907.47 94,889.60	8,309.60 99,715.20	8,718.67 104,624.00	9,145.07 109,740.80
						43.59	,	,
			Hourly Bi-Weekly	39.43 3,154.40	41.48 3,318.40	3,487.20	45.74 3,659.20	47.97 3,837.60
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Monthly	6,834.53	7,189.87	7,555.60	7,928.27	8,314.80
			Annual	82,014.40	86,278.40	90,667.20	95,139.20	99,777.60
			Annua	02,014.40	00,270.40	50,007.20	55,155.20	55,777.00
			Hourly	37.59	39.47	41.38	43.48	45.61
			Bi-Weekly	3,007.20	3,157.60	3,310.40	3,478.40	3,648.80
PARATRANSIT COORDINATOR	T715	Classified	Monthly	6,515.60	6,841.47	7,172.53	7,536.53	7,905.73
			Annual	78,187.20	82,097.60	86,070.40	90,438.40	94,868.80
				,	,		,	,
			Hourly	40.73	42.76	44.90	47.13	49.49
			Bi-Weekly	3,258.40	3,420.80	3,592.00	3,770.40	3,959.20
EDUCATION SERVICES MANAGER	H760	Classified	Monthly	7,059.87	7,411.73	7,782.67	8,169.20	8,578.27
			Annual	84,718.40	88,940.80	93,392.00	98,030.40	102,939.20
			Hourly	29.30	30.77	32.32	33.93	35.63
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Bi-Weekly	2,344.00	2,461.60	2,585.60	2,714.40	2,850.40
EDUCATIONAL SERVICES COORDINATOR	1780	Classifieu	Monthly	5,078.67	5,333.47	5,602.13	5,881.20	6,175.87
			Annual	60,944.00	64,001.60	67,225.60	70,574.40	74,110.40
LIBRARY SERVICES DIVISION				-				
			Hourly	40.73	42.76	44.90	47.13	49.49
LIBRARY OPERATIONS MANAGER	H755	Classified	Bi-Weekly	3,258.40	3,420.80	3,592.00	3,770.40	3,959.20
			Monthly	7,059.87	7,411.73	7,782.67	8,169.20	8,578.27
			Annual	84,718.40	88,940.80	93,392.00	98,030.40	102,939.20
						1		
			Hourly	40.73	42.76	44.90	47.13	49.49
SUPERVISING LIBRARIAN I	H750	Classified	Bi-Weekly	3,258.40	3,420.80	3,592.00	3,770.40	3,959.20
			Monthly	7,059.87	7,411.73	7,782.67	8,169.20	8,578.27
			Annual	84,718.40	88,940.80	93,392.00	98,030.40	102,939.20
			Hourly	33.06	34.72	36.40	38.24	40.05
LIBRARIAN II	T795	Classified	Bi-Weekly	2,644.80	2,777.60	2,912.00	3,059.20	3,204.00
			Monthly	5,730.40	6,018.13	6,309.33	6,628.27	6,942.00
			Annual	68,764.80	72,217.60	75,712.00	79,539.20	83,304.00
			Hourly	29.98	31.49	33.06	34.63	36.41
LIBRARIAN I	Т790	Classified	Bi-Weekly	2,398.40	2,519.20	2,644.80	2,770.40	2,912.80
			Monthly	5,196.53	5,458.27	5,730.40	6,002.53	6,311.07
			Annual	62,358.40	65,499.20	68,764.80	72,030.40	75,732.80

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Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
			Hourly	27.92	29.33	30.73	32.24	33.92
LEAD LIDDADY ASSISTANT	C520	Classified	Bi-Weekly	2,233.46	2,346.61	2,458.12	2,579.47	2,713.94
LEAD LIBRARY ASSISTANT	C520	Classified	Monthly	4,839.17	5,084.32	5,325.93	5,588.85	5,880.19
			Annual	58,070.01	61,011.89	63,911.12	67,066.18	70,562.32
			Hourly	25.78	26.91	28.15	29.40	30.81
SENIOR LIBRARY ASSISTANT	C515	Classified	Bi-Weekly	2,062.10	2,153.11	2,252.32	2,352.35	2,464.68
SENIOR LIBRARY ASSISTANT	C212	Classifieu	Monthly	4,467.88	4,665.07	4,880.03	5,096.76	5,340.14
			Annual	53,614.57	55,980.86	58,560.33	61,161.11	64,081.67
			Hourly	23.36	24.44	25.54	26.72	27.98
LIBRARY ASSISTANT	C510	Classified	Bi-Weekly	1,868.60	1,955.51	2,043.24	2,137.53	2,238.38
LIDRART ASSISTANT	C210	Classifieu	Monthly	4,048.63	4,236.94	4,427.02	4,631.32	4,849.83
			Annual	48,583.54	50,843.24	53,124.26	55,575.82	58,197.92
			Hourly					17.38
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	<b>Bi-Weekly</b>					834.24
SENIOR EIGNART PAGE (LUTTE)	0303	Classifieu	Monthly					1,807.52
			Annual					21,690.24
			Hourly					15.87
LIBRARY PAGE (.3 FTE)	C500	Classified	<b>Bi-Weekly</b>					380.88
	0,000	Classified	Monthly					825.24
			Annual					9,902.88
			Hourly	29.34	30.82	32.35	33.89	35.63
LITERACY PROGRAM COORDINATOR	T785	Classified	<b>Bi-Weekly</b>	2,347.20	2,465.60	2,588.00	2,711.20	2,850.40
	1705	classifica	Monthly	5,085.60	5,342.13	5,607.33	5,874.27	6,175.87
			Annual	61,027.20	64,105.60	67,288.00	70,491.20	74,110.40
			Hourly	27.92	29.33	30.73	32.24	33.92
LEAD PROGRAM ASSISTANT	C508	Classified	Bi-Weekly	2,233.46	2,346.61	2,458.12	2,579.47	2,713.94
	0.000	Classified	Monthly	4,839.17	5,084.32	5,325.93	5,588.85	5,880.19
			Annual	58,070.01	61,011.89	63,911.12	67,066.18	70,562.32
			Hourly	21.84	22.95	24.09	25.30	26.57
PROGRAM ASSISTANT	C506	Classified	Bi-Weekly	1,747.57	1,835.92	1,927.51	2,023.97	2,125.29
FROGRAM ASSISTANT	C300	Classified	Monthly	3,786.40	3,977.82	4,176.28	4,385.26	4,604.79
	1		Annual	45,436.75	47,733.88	50,115.30	52,623.18	55,257.50

	MAINTENA	NCE SERVICES DE	PARTMENT					
ILITIES MANAGEMENT								
			Hourly	53.18	55.83	58.62	61.56	64.64
FACILITIES AND BUILDING MANAGER	H605	Classified	Bi-Weekly	4,254.40	4,466.40	4,689.60	4,924.80	5,171.2
FACILITIES AND BUILDING MANAGER	пооз	Classifieu	Monthly	9,217.87	9,677.20	10,160.80	10,670.40	11,204.
			Annual	110,614.40	116,126.40	121,929.60	128,044.80	134,451
			Hourly	45.72	47.53	49.38	51.42	53.62
	M135	Classified	Bi-Weekly	3,657.60	3,802.40	3,950.40	4,113.60	4,289.
FACILITIES LEADWORKER	IVI135	Classified	Monthly	7,924.80	8,238.53	8,559.20	8,912.80	9,294.
			Annual	95,097.60	98,862.40	102,710.40	106,953.60	111,529
			Hourly	37.85	39.74	41.73	43.82	46.0
		ci	Bi-Weekly	3,028.00	3,179.20	3,338.40	3,505.60	3,680.
FACILITIES MAINTENANCE SUPERVISOR	H600	Classified	Monthly	6,560.67	6,888.27	7,233.20	7,595.47	7,975.
			Annual	78,728.00	82,659.20	86,798.40	91,145.60	95,700
			Hourly	41.32	42.97	44.66	46.55	48.4
HVAC MECHANIC	M140	Classified	<b>Bi-Weekly</b>	3,305.60	3,437.60	3,572.80	3,724.00	3,878.
HVAC MECHANIC	101140		Monthly	7,162.13	7,448.13	7,741.07	8,068.67	8,403
			Annual	85,945.60	89,377.60	92,892.80	96,824.00	100,83
	-		-					
			Hourly	33.73	35.11	36.48	37.99	39.5
FACILITIES PAINTER II	M130	Classified	Bi-Weekly	2,698.40	2,808.80	2,918.40	3,039.20	3,165.
FACILITIES PAINTER II	IVI130	Classified	Monthly	5,846.53	6,085.73	6,323.20	6,584.93	6,858.
			Annual	70,158.40	73,028.80	75,878.40	79,019.20	82,305
			Hourly	30.69	31.93	33.22	34.61	35.9
	M125	Classified	Bi-Weekly	2,455.20	2,554.40	2,657.60	2,768.80	2,878.
FACILITIES PAINTER I	W125	Classified	Monthly	5,319.60	5,534.53	5,758.13	5,999.07	6,236.
			Annual	63.835.20	66.414.40	69.097.60	71.988.80	74.838

Classification Title	Job Code	Service Tune		Step A	Step B	Step C	Step D	Step E
	9002 000	Service Type						· · ·
			Hourly	33.59	34.92	36.39	37.89	39.47
FACILITIES CARPENTER II	M120	Classified	Bi-Weekly	2,687.20	2,793.60	2,911.20	3,031.20	3,157.60
			Monthly Annual	5,822.27	6,052.80	6,307.60	6,567.60	6,841.47
	_			69,867.20	72,633.60	75,691.20	78,811.20	82,097.60
			Hourly	30.56	31.82	33.13	34.47	35.91
FACILITIES CARPENTER I	M115	Classified	Bi-Weekly	2,444.80	2,545.60	2,650.40	2,757.60	2,872.80
			Monthly	5,297.07	5,515.47	5,742.53	5,974.80	6,224.40
			Annual	63,564.80	66,185.60	68,910.40	71,697.60	74,692.80
	1		Hourly	24.83	25.81	26.87	27.81	28.92
			Bi-Weekly	1,986.40	2,064.80	2,149.60	2,224.80	2,313.60
FACILITIES SERVICEWORKER II	M110	Classified	Monthly	4,303.87	4,473.73	4,657.47	4,820.40	5,012.80
			Annual	4,505.87 51,646.40	4,475.75 53,684.80	4,637.47	4,820.40	60,153.60
	-			-			-	
			Hourly	22.61	23.44	24.36	25.37	26.27
FACILITIES SERVICEWORKER I	M105	Classified	Bi-Weekly	1,808.80	1,875.20	1,948.80	2,029.60	2,101.60
			Monthly	3,919.07	4,062.93	4,222.40	4,397.47	4,553.47
			Annual	47,028.80	48,755.20	50,668.80	52,769.60	54,641.60
FLEET MANAGEMENT DIVISION								
FLEET MANAGEMENT DIVISION	-	1	Hourly	53.18	55.83	58.62	61.56	64.64
			Bi-Weekly	4,254.40	4,466.40	4,689.60	4,924.80	5,171.20
FLEET MAINTENANCE MANAGER	H635	Classified		,		,	,	,
			Monthly Annual	9,217.87 110,614.40	9,677.20 116,126.40	10,160.80 121,929.60	10,670.40 128,044.80	11,204.27 134,451.20
	_						-	
	H630		Hourly	46.36	48.69	51.12	53.67	56.35
FLEET MANAGEMENT SUPERVISOR		Classified	Bi-Weekly	3,708.80	3,895.20	4,089.60	4,293.60	4,508.00
			Monthly Annual	8,035.73 96,428.80	8,439.60 101,275.20	8,860.80 106,329.60	9,302.80 111,633.60	9,767.33 117,208.00
	-		Allitual	50,428.80	101,275.20	100,329.00	111,033.00	117,208.00
			Hourly	31.88	33.38	35.07	36.90	38.73
			Bi-Weekly	2,550.74	2,670.01	2,805.41	2,952.08	3,098.76
EQUIPMENT MECHANIC II	M615	Classified	Monthly	5,526.60	5,785.03	6,078.38	6,396.18	6,713.99
			Annual	66,319.16	69,420.34	72,940.60	76,754.21	80,567.82
			Hourly	29.03	30,49	32.05	33.62	35.27
			Bi-Weekly	2,322.66	2,439.52	2,563.63	2,689.36	2,821.53
EQUIPMENT MECHANIC I	M610	Classified	Monthly	5.032.43	5,285,63	5,554,53	,	6.113.31
							5.826.94	
			Annual	60,389.20	63,427.52	66,654.42	5,826.94 69,923.23	
			Annual	60,389.20	63,427.52			73,359.67
				,		66,654.42	69,923.23	73,359.67
			Annual Hourly Bi-Weekly	60,389.20 26.71 2,137.02	63,427.52 28.14 2,251.03			
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	26.71	28.14	66,654.42 29.49	69,923.23 30.98	73,359.67 32.54
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly Bi-Weekly Monthly	26.71 2,137.02 4,630.22	28.14 2,251.03 4,877.23	29.49 2,359.38 5,111.99	69,923.23 30.98 2,478.24 5,369.51	73,359.67 32.54 2,603.56 5,641.05
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly Bi-Weekly Monthly Annual	26.71 2,137.02 4,630.22 55,562.63	28.14 2,251.03 4,877.23 58,526.81	66,654.42 29.49 2,359.38 5,111.99 61,343.83	69,923.23 30.98 2,478.24 5,369.51 64,434.15	32.54 2,603.56 5,641.05 67,692.64
			Hourly Bi-Weekly Monthly Annual Hourly	26.71 2,137.02 4,630.22 55,562.63 24.66	28.14 2,251.03 4,877.23 58,526.81 25.62	29.49 2,359.38 5,111.99 61,343.83 26.68	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59	73,359.67 32.54 2,603.56 5,641.05 67,692.64 28.65
EQUIPMENT PARTS STOREKEEPER EQUIPMENT SERVICE ATTENDANT	M605 M600	Classified Classified	Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly	26.71 2,137.02 4,630.22 55,562.63 24.66 1,972.89	28.14 2,251.03 4,877.23 58,526.81 25.62 2,049.70	29.49 2,359.38 5,111.99 61,343.83 26.68 2,134.60	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59 2,207.37	73,359.67 32.54 2,603.56 5,641.05 67,692.64 28.65 2,292.27
			Hourly Bi-Weekly Monthly Annual Hourly	26.71 2,137.02 4,630.22 55,562.63 24.66 1,972.89 4,274.59	28.14 2,251.03 4,877.23 58,526.81 25.62 2,049.70 4,441.02	66,654.42 29.49 2,359.38 5,111.99 61,343.83 26.68 2,134.60 4,624.96	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59 2,207.37 4,782.63	73,359.67 32.54 2,603.56 5,641.05 67,692.64 28.65 2,292.27 4,966.58
			Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly	26.71 2,137.02 4,630.22 55,562.63 24.66 1,972.89	28.14 2,251.03 4,877.23 58,526.81 25.62 2,049.70	29.49 2,359.38 5,111.99 61,343.83 26.68 2,134.60	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59 2,207.37	73,359.67 32.54 2,603.56 5,641.05 67,692.64 28.65 2,292.27
			Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly	26.71 2,137.02 4,630.22 55,562.63 24.66 1,972.89 4,274.59	28.14 2,251.03 4,877.23 58,526.81 25.62 2,049.70 4,441.02	66,654.42 29.49 2,359.38 5,111.99 61,343.83 26.68 2,134.60 4,624.96	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59 2,207.37 4,782.63	73,359.67 32.54 2,603.56 5,641.05 67,692.64 28.65 2,292.27 4,966.58
EQUIPMENT SERVICE ATTENDANT			Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly	26.71 2,137.02 4,630.22 55,562.63 24.66 1,972.89 4,274.59	28.14 2,251.03 4,877.23 58,526.81 25.62 2,049.70 4,441.02	66,654.42 29.49 2,359.38 5,111.99 61,343.83 26.68 2,134.60 4,624.96	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59 2,207.37 4,782.63	73,359.67 32.54 2,603.56 5,641.05 67,692.64 28.65 2,292.27 4,966.58
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual	26.71 2,137.02 4,630.22 55,562.63 24.66 1,972.89 4,274.59 51,295.05	28.14 2,251.03 4,877.23 58,526.81 25.62 2,049.70 4,441.02 53,292.19	66,654.42 29.49 2,359.38 5,111.99 61,343.83 26.68 2,134.60 4,624.96 55,499.56	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59 2,207.37 4,782.63 57,391.59	73,359.67 32.54 2,603.56 5,641.05 67,692.64 28.65 2,292.27 4,966.58 59,598.96
EQUIPMENT SERVICE ATTENDANT			Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Annual Hourly Bi-Weekly	26.71 2,137.02 4,630.22 55,562.63 24.66 1,972.89 4,274.59 51,295.05 53.18 4,254.40	28.14 2,251.03 4,877.23 58,526.81 25.62 2,049.70 4,441.02 53,292.19 55.83 4,466.40	66,654.42 29,49 2,359.38 5,111.99 61,343.83 26.68 2,134.60 4,624.96 55,499.56 58.62 4,689.60	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59 2,207.37 4,782.63 57,391.59 61.56 4,924.80	32,54           2,603.56           5,641.05           67,692.64           2,865           2,292.27           4,966.58           59,598.96           64.64           5,171.20
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly Bi-Weekly Monthly Annual Hourly Monthly Annual Hourly	26.71 2,137.02 4,630.22 55,562.63 24.66 1,972.89 4,274.59 51,295.05 53.18	28.14 2,251.03 4,877.23 58,526.81 25.62 2,049.70 4,441.02 53,292.19 55.83	66,654.42 29,49 2,359.38 5,111.99 61,343.83 26.68 2,134.60 4,624.96 55,499.56 58.62	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59 2,207.37 4,782.63 57,391.59 61.56 4,924.80 10,670.40	73,359.67 32.54 2,603.56 5,641.05 67,692.64 28.65 2,292.27 4,966.58 59,598.96 64.64 5,171.20 11,204.27
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly Bi-Weekly Monthly Annual Bi-Weekly Monthly Annual Bi-Weekly Monthly Annual	26.71 2,137.02 4,630.22 55,562.63 24.66 1,972.89 4,274.59 51,295.05 53.18 4,254.40 9,217.87 110,614.40	28.14 2,251.03 4,877.23 58,526.81 2,649.70 4,441.02 53,292.19 55.83 4,466.40 9,677.20 116,126.40	66,654.42 29.49 2,359.38 5,11.99 61,343.83 26.68 2,134.60 4,624.96 55,499.56 55,499.56 58.62 4,689.60 10,160.80 121,929.60	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59 2,207.37 4,782.63 57,391.59 61.56 4,924.80 10,670.40 128,044.80	73,359.67 32.54 2,603.56 5,641.05 67,692.64 28.65 2,292.27 4,966.58 59,598.96 64.64 5,171.20 11,204.27 134,451.20
EQUIPMENT SERVICE ATTENDANT LANDSCAPE MAINTENANCE DIVISION LANDSCAPE MAINTENANCE MANAGER	M600 H615	Classified	Hourly Bi-Weekly Monthly Annual Bi-Weekly Monthly Annual Bi-Weekly Monthly Annual Hourly	26.71 2,137.02 4,630.22 55,562.63 24.66 1,972.89 4,274.59 51,295.05 53.18 4,254.40 9,217.87 110,614.40 46.36	28.14 2,251.03 4,877.23 58,526.81 2,5.62 2,649.70 4,441.02 53,292.19 55.83 4,466.40 9,677.20 116,126.40 48.69	66,654.42 29,49 2,359.38 5,111.99 61,343.83 26.68 2,134.60 4,624.96 55,499.56 55,499.56 58.62 4,689.60 10,160.80 121,929.60 51.12	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59 2,207.37 4,782.63 57,391.59 61.56 4,924.80 10,670.40 128,044.80 53.67	73,359.67 32,54 2,603.56 5,641.05 67,692.64 28.65 2,292.27 4,966.58 59,598.96 64.64 5,171.20 11,204.27 11,204.27 134,451.20 56.35
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual	26.71 2,137.02 4,630.22 55,552.63 24.66 1,972.89 4,274.59 51,295.05 53.18 4,254.40 9,217.87 110,614.40 46.36 3,708.80	28.14 2,251.03 4,877.23 58,526.81 25.62 2,049.70 4,441.02 53,292.19 55.83 4,466.40 9,677.20 116,126.40 48.69 3,895.20	66,654.42 29,49 2,359.38 5,111.99 61,343.83 26.68 2,134.60 4,624.96 55,499.56 55,499.56 58.62 4,689.60 10,160.80 121,929.60 51.12 4,089.60	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59 2,207.37 4,782.63 57,391.59 61.56 4,924.80 10,670.40 128,044.80 53.67 4,293.60	73,359.67 32.54 2,603.56 5,641.05 67,692.64 28.65 2,292.27 4,966.58 59,598.96 64.64 5,171.20 11,204.27 134,451.20 56.35 4,508.00
EQUIPMENT SERVICE ATTENDANT LANDSCAPE MAINTENANCE DIVISION LANDSCAPE MAINTENANCE MANAGER	M600 H615	Classified	Hourly Bi-Weekly Monthly Annual Bi-Weekly Monthly Annual Bi-Weekly Monthly Annual Hourly	26.71 2,137.02 4,630.22 55,562.63 24.66 1,972.89 4,274.59 51,295.05 53.18 4,254.40 9,217.87 110,614.40 46.36	28.14 2,251.03 4,877.23 58,526.81 2,5.62 2,649.70 4,441.02 53,292.19 55.83 4,466.40 9,677.20 116,126.40 48.69	66,654.42 29,49 2,359.38 5,111.99 61,343.83 26.68 2,134.60 4,624.96 55,499.56 55,499.56 58.62 4,689.60 10,160.80 121,929.60 51.12	69,923.23 30.98 2,478.24 5,369.51 64,434.15 27.59 2,207.37 4,782.63 57,391.59 61.56 4,924.80 10,670.40 128,044.80 53.67	73,359.67 32,54 2,603.56 5,641.05 67,692.64 28.65 2,292.27 4,966.58 59,598.96 64.64 5,171.20 11,204.27 11,204.27 134,451.20 56.35

ATTACHMENT II Recommended by Personnel Commission on May 11, 2017 Approved by Council on May 23, 2017

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
					-			
			Hourly	34.50	35.88	37.34	38.66	40.15
	14215	Classified	Bi-Weekly	2,760.00	2,870.40	2,987.20	3,092.80	3,212.00
GROUNDSKEEPER III	M215	Classified	Monthly	5,980.00	6,219.20	6,472.27	6,701.07	6,959.33
			Annual	71,760.00	74,630.40	77,667.20	80,412.80	83,512.00
			Hourly	30.00	31.20	32.47	33.62	34.91
GROUNDSKEEPER II	M210	Classified	Bi-Weekly	2,400.00	2,496.00	2,597.60	2,689.60	2,792.80
GROONDSKEEPER II	IVIZIO	Classifieu	Monthly	5,200.00	5,408.00	5,628.13	5,827.47	6,051.07
			Annual	62,400.00	64,896.00	67,537.60	69,929.60	72,612.80
			Hourly	27.24	28.34	29.53	30.55	31.75
GROUNDSKEEPER I	M205	Classified	<b>Bi-Weekly</b>	2,179.20	2,267.20	2,362.40	2,444.00	2,540.00
GROONDSREEFERT	11205	Classifieu	Monthly	4,721.60	4,912.27	5,118.53	5,295.33	5,503.33
			Annual	56,659.20	58,947.20	61,422.40	63,544.00	66,040.00
			Hourly	31.24	32.49	33.81	35.01	36.38
TREE TRIMMER	M220	Classified	Bi-Weekly	2,499.16	2,599.09	2,704.67	2,800.57	2,910.18
	11/220	Classified	Monthly	5,414.84	5,631.37	5,860.11	6,067.91	6,305.38
			Annual	64,978.11	67,576.39	70,321.36	72,814.87	75,664.61
TREET MAINTENANCE DIVISION				52.40	55.00	50.02	64.56	<b>64.64</b>
			Hourly Bi Weekly	53.18 4,254.40	55.83 4,466.40	58.62 4,689.60	61.56 4,924.80	64.64 5,171.20
STREETS MAINTENANCE MANAGER	H625	Classified	Bi-Weekly Monthly	9,217.87	9,677.20	4,689.60	4,924.80	5,171.20
			Annual	9,217.87	9,677.20	10,180.80	10,670.40	134,451.20
			Hourly	46.36	48.69	51.12	53.67	56.35
			Bi-Weekly	3,708.80	3,895.20	4,089.60	4,293.60	4,508.00
STREETS MAINTENANCE SUPERVISOR	H620	Classified	Monthly	8,035.73	8,439.60	8,860.80	9,302.80	9,767.33
		1	Annual	96,428.80	101,275.20	106,329.60	111,633.60	117,208.0
			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	50,120.00	101,275.20	100,020.00	111,000,000	117,200.0
			Hourly	35.21	36.58	38.10	39.43	40.95
			Bi-Weekly	2,816.80	2,926.40	3,048.00	3,154.40	3,276.00
SENIOR MAINTENANCE LEADER	M315	Classified	Monthly	6,103.07	6,340.53	6,604.00	6,834.53	7,098.00
			Annual	73,236.80	76,086.40	79,248.00	82,014.40	85,176.00
			Hourly	30.62	31.81	33.13	34.29	35.61
			Bi-Weekly	2,449.60	2,544.80	2,650.40	2,743.20	2,848.80
MAINTENANCE LEADER	M310	Classified	Monthly	5,307.47	5,513.73	5,742.53	5,943.60	6,172.40
			Annual	63,689.60	66,164.80	68,910.40	71,323.20	74,068.80
				-,	-,	-,	,	,
			Hourly	29.65	30.65	31.87	33.24	34.55
		<b>C</b> I	Bi-Weekly	2,372.23	2,452.07	2,549.82	2,658.98	2,764.07
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Monthly	5,139.84	5,312.81	5,524.62	5,761.13	5,988.83
			Annual	61,678.02	63,753.73	66,295.40	69,133.61	71,865.91

#### POLICE DEPARTMENT

SWORN	1							
			Hourly	79.93	83.92	88.12	92.53	97.14
POLICE CAPTAIN	P300	Classified	Bi-Weekly	6,394.40	6,713.60	7,049.60	7,402.40	7,771.20
FOLICE CAPTAIN	F 300	Classifieu	Monthly	13,854.53	14,546.13	15,274.13	16,038.53	16,837.60
			Annual	166,254.40	174,553.60	183,289.60	192,462.40	202,051.20
			Hourly				70.73	74.17
POLICE LIEUTENANT	P215	Classified	Bi-Weekly				5,658.40	5,933.60
FOLCE LIEUTENANT	1215	Classified	Monthly				12,259.87	12,856.13
			Annual				147,118.40	154,273.60
	P210	Classified	Hourly			60.61	63.53	66.78
POLICE SERGEANT			Bi-Weekly			4,848.80	5,082.40	5,342.40
POLICE SENGLANT			Monthly			10,505.73	11,011.87	11,575.20
			Annual			126,068.80	132,142.40	138,902.40
			Hourly	50.17	52.67	55.25	57.88	60.71
INSPECTOR	P205	Classified	Bi-Weekly	4,013.60	4,213.60	4,420.00	4,630.40	4,856.80
INSPECTOR	1205	classified	Monthly	8,696.13	9,129.47	9,576.67	10,032.53	10,523.07
			Annual	104,353.60	109,553.60	114,920.00	120,390.40	126,276.80
			Hourly	44.51	46.64	48.90	51.27	53.70
POLICE OFFICER	P200	Classified	Bi-Weekly	3,560.80	3,731.20	3,912.00	4,101.60	4,296.00
	1 200	Classified	Monthly	7,715.07	8,084.27	8,476.00	8,886.80	9,308.00
			Annual	92,580.80	97,011.20	101,712.00	106,641.60	111,696.00

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
			Hourly	32.34	33.93			
POLICE OFFICER TRAINEE	P100	Classified	Bi-Weekly	2,587.20	2,714.60			
	1 100	olassifica	Monthly	5,605.60	5,881.64			
			Annual	67,267.20	70,579.63			
PROFESSIONAL STAFF								
			Hourly	60.43	63.45	66.63	69.96	73.46
	11450	Classified	Bi-Weekly	4,834.40	5,076.00	5,330.40	5,596.80	5,876.80
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Monthly	10,474.53	10,998.00	11,549.20	12,126.40	12,733.07
			Annual	125,694.40	131,976.00	138,590.40	145,516.80	152,796.80
			Hourly	48.00	50.38	52.91	55.56	58.33
SENIOR CRIME AND INTELLIGENCE ANALYST	H406	Classified	Bi-Weekly	3,840.00	4,030.40	4,232.80	4,444.80	4,666.40
			Monthly Annual	8,320.00 99,840.00	8,732.53 104,790.40	9,171.07 110,052.80	9,630.40 115,564.80	10,110.53 121,326.40
			Hourly	43.20	45.36	47.63	50.00	52.50
			Bi-Weekly	3,456.00	3,628.80	3,810.40	4,000.00	4,200.00
CRIME AND INTELLIGENCE ANALYST	H405	Classified	Monthly	7,488.00	7,862.40	8,255.87	8,666.67	9,100.00
			Annual	89,856.00	94,348.80	99,070.40	104,000.00	109,200.00
			Hourly	43.20	45.36	47.63	50.00	52.50
POLICE PROGRAMS ANALYST	H400	Classified	<b>Bi-Weekly</b>	3,456.00	3,628.80	3,810.40	4,000.00	4,200.00
	11400	classified	Monthly	7,488.00	7,862.40	8,255.87	8,666.67	9,100.00
			Annual	89,856.00	94,348.80	99,070.40	104,000.00	109,200.00
SPECIAL OPERATIONS DIVISION	+		U 1	20.77	24.25	22.02	24.47	20.40
			Hourly Bi Wookly	29.77 2,381.92	31.25	32.82 2,625.36	34.47	36.18 2,894.70
CRIME PREVENTION SPECIALIST	C670	Classified	Bi-Weekly Monthly	2,381.92 5,160.82	2,500.00 5,416.67	5,688.29	2,757.60 5,974.80	2,894.70 6,271.84
			Annual	61,929.82	65,000.02	68,259.48	71,697.60	75,262.08
			,	01,020.02	00,000.02	00,200.10	12,007100	, 5,202.00
			Hourly	52.98	55.63	58.41	61.23	64.36
RESERVE OFFICER COORDINATOR	H455	Classified	Bi-Weekly	4,238.40	4,450.40	4,672.80	4,898.40	5,148.80
	п4ээ	Classifieu	Monthly	9,183.20	9,642.53	10,124.40	10,613.20	11,155.73
			Annual	110,198.40	115,710.40	121,492.80	127,358.40	133,868.80
NVESTIGATION DIVISION			Hourby	60.43	63.45	66.63	69.96	73.46
			Hourly Bi-Weekly	4,834.40	5,076.00	5,330.40	5,596.80	5,876.80
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Monthly	10,474.53	10,998.00	11,549.20	12,126.40	12,733.07
			Annual	125,694.40	131,976.00	138,590.40	145,516.80	152,796.80
			Hourly	45.67	47.96	50.35	52.86	55.51
			Bi-Weekly	3,653.60	3,836.80	4,028.00	4,228.80	4,440.80
COUNSELING SUPERVISOR	H440	Classified	Monthly	7,916.13	8,313.07	8,727.33	9,162.40	9,621.73
			Annual	94,993.60	99,756.80	104,728.00	109,948.80	115,460.80
			Hourly	36.74	38.56	40.50	42.35	44.57
FAMILY COUNSELOR	T550	Classified	<b>Bi-Weekly</b>	2,939.20	3,084.80	3,240.00	3,388.00	3,565.60
	1550	classifica	Monthly	6,368.27	6,683.73	7,020.00	7,340.67	7,725.47
			Annual	76,419.20	80,204.80	84,240.00	88,088.00	92,705.60
			Hourly Bi Weekly	43.72	45.90	48.20	50.60	53.14
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Bi-Weekly Monthly	3,497.60 7,578.13	3,672.00 7,956.00	3,856.00 8,354.67	4,048.00 8,770.67	4,251.20 9,210.93
			Annual	90,937.60	95,472.00	100,256.00	105,248.00	110,531.20
				, , , , , , , , , , , , , , , , , ,	,			,001.20
SUPPORT SERVICES DIVISION								
			Hourly	69.79	73.28	77.69	81.58	85.64
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Bi-Weekly	5,583.20	5,862.40	6,215.20	6,526.40	6,851.20
OF ERSTIONS SOFT ON SERVICES MANAGER	0400	clussifieu	Monthly	12,096.93	12,701.87	13,466.27	14,140.53	14,844.27
			Annual	145,163.20	152,422.40	161,595.20	169,686.40	178,131.20
			Hourly	47.93	50.31	52.83	55.48	58.25
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified	Bi-Weekly Monthly	3,834.40	4,024.80	4,226.40	4,438.40	4,660.00
			Monthly Annual	8,307.87 99,694.40	8,720.40 104,644.80	9,157.20 109,886.40	9,616.53 115,398.40	10,096.67 121,160.0
			Hourly	35.73	37.52	39.40	41.35	43.42
			Bi-Weekly	2,858.40	3,001.60	3,152.00	3,308.00	3,473.60
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified	Monthly	6,193.20	6,503.47	6,829.33	7,167.33	7,526.13
			Annual	74,318.40	78,041.60	81,952.00	86,008.00	90,313.60
			Hourly	32.39	34.01	35.71	37.52	39.29
			Bi-Weekly	2,591.20	2,720.80	2,856.80	3,001.60	3,143.20
POLICE ID SPECIALIST	T555	Classified		E 614 27	5,895.07	6,189.73	6,503.47	6,810.27
POLICE ID SPECIALIST	T555	Classified	Monthly	5,614.27		-	-	
POLICE ID SPECIALIST	T555	Classified	Monthly Annual	67,371.20	70,740.80	74,276.80	78,041.60	,
POLICE ID SPECIALIST	T555	Classified	Annual Hourly	67,371.20 29.61	70,740.80 30.95	74,276.80 32.38	78,041.60 33.83	35.44
POLICE ID SPECIALIST CRIME SCENE TECHNICIAN	T555 C685	Classified	Annual Hourly Bi-Weekly	67,371.20 29.61 2,369.02	70,740.80 30.95 2,475.93	74,276.80 32.38 2,590.12	78,041.60 33.83 2,706.75	2,835.53
			Annual Hourly	67,371.20 29.61	70,740.80 30.95	74,276.80 32.38	78,041.60 33.83	35.44

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
			Hourly	28,54	29.78	31.21	32.64	34.19
			Bi-Weekly	2,283.57	2,382.64	2,497.15	2,610.84	2,735.09
PROPERTY TECHNICIAN	C665	Classified	Monthly	4,947.73	5,162.39	5.410.48	5,656.81	5,926.02
			Annual	59,372.79	61,948.71	64,925.80	67,881.77	71,112.22
			Annual	33,372.75	01,540.71	04,525.00	07,001.77	/1,112.22
			Hourly	47.93	50.31	52.83	55.48	58.25
ANIMAL SERVICES ADMINISTRATOR	H430	Classified	Bi-Weekly	3,834.40	4,024.80	4,226.40	4,438.40	4,660.00
ANNUAL SERVICES ADMINISTRATOR	11450	classified	Monthly	8,307.87	8,720.40	9,157.20	9,616.53	10,096.67
			Annual	99,694.40	104,644.80	109,886.40	115,398.40	121,160.00
			Hourly	31.43	32.83	34.36	35.93	37.64
SHELTER OPERATIONS SUPERVISOR	C621	Classified	<b>Bi-Weekly</b>	2,514.06	2,626.19	2,748.89	2,874.02	3,011.35
SHEETER OF ERGHORS SOF ERVISOR	021	classified	Monthly	5,447.13	5,690.09	5,955.93	6,227.05	6,524.59
			Annual	65,365.58	68,281.04	71,471.15	74,724.64	78,295.03
			Hourly	27.02	28.41	29.71	31.11	32.56
ANIMAL CONTROL OFFICER	C610	Classified	<b>Bi-Weekly</b>	2,161.41	2,272.73	2,376.74	2,488.87	2,605.07
ANIMAL CONTROL OFFICER	010	Classifieu	Monthly	4,683.05	4,924.25	5,149.60	5,392.55	5,644.31
			Annual	56,196.65	59,090.99	61,795.19	64,710.65	67,731.75
			Hourly	22.49	23.44	24.38	25.44	26.70
ANIMAL CARE ATTENDANT	C600	Classified	<b>Bi-Weekly</b>	1,799.01	1,875.39	1,950.14	2,035.46	2,136.22
ANIMAL CARE ATTENDANT	000	Classified	Monthly	3,897.85	4,063.34	4,225.31	4,410.17	4,628.48
			Annual	46,774.20	48,760.10	50,703.74	52,922.03	55,541.73
			Hourly	22.49	23.44	24.38	25.44	26.70
	C607	Classified	Bi-Weekly	1,799.01	1,875.39	1,950.14	2,035.46	2,136.22
SHELTER VOLUNTEER COORDINATOR			Monthly	3,897.85	4,063.34	4,225.31	4,410.17	4,628.48
			Annual	46,774.20	48,760.10	50,703.74	52,922.03	55,541.73
						r		
			Hourly	47.93	50.31	52.83	55.48	58.25
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Bi-Weekly	3,834.40	4,024.80	4,226.40	4,438.40	4,660.00
			Monthly	8,307.87	8,720.40	9,157.20	9,616.53	10,096.67
			Annual	99,694.40	104,644.80	109,886.40	115,398.40	121,160.00
			Hourly	38.78	40.72	42.76	44.88	47.16
COMMUNICATIONS SUPERVISOR	C645	Classified	Bi-Weekly	3,102.03	3,257.83	3,420.96	3,590.62	3,772.52
			Monthly	6,721.07	7,058.62	7,412.08	7,779.68	8,173.79
			Annual	80,652.81	84,703.47	88,945.01	93,356.21	98,085.52
			Hourly	33.64	35.36	37.09	38.98	40.94
COMMUNICATIONS OPERATOR	C635	Classified	Bi-Weekly	2,690.93	2,828.78	2,967.44	3,118.34	3,274.96
			Monthly	5,830.34	6,129.02	6,429.46	6,756.41	7,095.74
			Annual	69,964.14	73,548.23	77,153.54	81,076.96	85,148.84
			Hourly	27.99	29.37	30.85	32.41	34.02
CALL TAKER	C633	Classified	Bi-Weekly	2,239.04	2,349.97	2,468.25	2,593.05	2,721.92
			Monthly	4,851.26	5,091.61	5,347.87	5,618.27	5,897.50
			Annual	58,215.08	61,099.33	64,174.44	67,419.21	70,770.03
			Hourly	47.93	50.31	52.83	55.48	58.25
			Bi-Weekly	3,834.40	4,024.80	4,226.40	4,438.40	4,660.00
RECORDS ADMINISTRATOR	H425	Classified	Monthly	8,307.87	8,720.40	9,157.20	9,616.53	10,096.67
			Annual	99,694.40	104,644.80	109,886.40	115,398.40	121,160.00
			Hourly	34.16	35.86	37.65	39.53	41.51
			Bi-Weekly	2,732.78	2,868.62	3,011.69	3,162.80	3,321.14
RECORDS SUPERVISOR	C705	Classified	Monthly	5.921.03	6.215.34	6,525.33	6.852.72	7,195.80
			Annual	71,052.38	74,584.11	78,303.91	82,232.69	86,349.54
	1		Annual	71,052.30	74,504.11	70,505.51	02,232.05	00,343.34

ATTACHMENT II Recommended by Personnel Commission on May 11, 2017 Approved by Council on May 23, 2017

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
			Hourly	26.55	27.62	28.72	29.99	31.46
POLICE RECORDS CLERK II	C695	Classified	Bi-Weekly	2,124.34	2,209.54	2,297.95	2,399.22	2,516.57
POLICE RECORDS CLERK II	0095	Classifieu	Monthly	4,602.73	4,787.33	4,978.89	5,198.32	5,452.57
			Annual	55,232.78	57,447.94	59,746.70	62,379.81	65,430.89
			Hourly	23.35	24.55	25.86	27.15	28.60
POLICE RECORDS CLERK I	C690	Classified	<b>Bi-Weekly</b>	1,867.94	1,964.39	2,068.88	2,171.76	2,288.30
	0050	classified	Monthly	4,047.20	4,256.18	4,482.57	4,705.48	4,957.99
			Annual	48,566.39	51,074.13	53,790.83	56,465.75	59,495.92
	H420	Classified	Hourly	47.93	50.31	52.83	55.48	58.25
JAIL ADMINISTRATOR			Bi-Weekly	3,834.40	4,024.80	4,226.40	4,438.40	4,660.00
			Monthly	8,307.87	8,720.40	9,157.20	9,616.53	10,096.67
			Annual	99,694.40	104,644.80	109,886.40	115,398.40	121,160.00
			Hourly	33.29	34.69	36.36	38.06	39.88
JAIL SUPERVISOR	C660	Classified	<b>Bi-Weekly</b>	2,663.20	2,775.20	2,908.80	3,044.80	3,190.40
JAIL SUPERVISOR	0000	Classifieu	Monthly	5,770.27	6,012.93	6,302.40	6,597.07	6,912.53
			Annual	69,243.20	72,155.20	75,628.80	79,164.80	82,950.40
			Hourly	29.08	30.34	31.80	33.26	34.84
COMMUNITY SERVICE OFFICER	C650	Classified	<b>Bi-Weekly</b>	2,326.40	2,427.20	2,544.00	2,660.80	2,787.20
COMMONT F SERVICE OFFICER	2030	Classifieu	Monthly	5,040.53	5,258.93	5,512.00	5,765.07	6,038.93
			Annual	60,486.40	63,107.20	66,144.00	69,180.80	72,467.20

TRANSPORATION AND ENCINEEDING DEPARTMENT

TF	RANSPORATION	AND ENGINEERI	NG DEPARTM	ENT				
IRPORT DIVISION SUMMARY								
			Hourly	59.95	62.93	66.08	69.38	72.85
AUDDODT MANA CED	11205	Classified	Bi-Weekly	4,796.00	5,034.40	5,286.40	5,550.40	5,828.00
AIRPORT MANAGER	H205	Classified	Monthly	10,391.33	10,907.87	11,453.87	12,025.87	12,627.33
			Annual	124,696.00	130,894.40	137,446.40	144,310.40	151,528.00
			Hourly	49.97	52.46	55.09	57.84	60.73
AIRPORT OPERATIONS SUPERVISOR	H200	Classified	<b>Bi-Weekly</b>	3,997.60	4,196.80	4,407.20	4,627.20	4,858.40
AIRPORT OPERATIONS SUPERVISOR	11200	Classifieu	Monthly	8,661.47	9,093.07	9,548.93	10,025.60	10,526.53
			Annual	103,937.60	109,116.80	114,587.20	120,307.20	126,318.40
			Hourly	48.00	50.38	52.91	55.56	58.33
AIRPORT BUSINESS SUPERVISOR	H198	Classified	<b>Bi-Weekly</b>	3,840.00	4,030.40	4,232.80	4,444.80	4,666.40
AIRFORT DUSINESS SUPERVISOR	11150	Classified	Monthly	8,320.00	8,732.53	9,171.07	9,630.40	10,110.53
			Annual	99,840.00	104,790.40	110,052.80	115,564.80	121,326.40
			Hourly	29.34	30.82	32.35	33.89	35.63
AIRPORT OPERATIONS SPECIALIST	T270	Classified	Bi-Weekly	2,347.20	2,465.60	2,588.00	2,711.20	2,850.40
	12/0		Monthly	5,085.60	5,342.13	5,607.33	5,874.27	6,175.87
			Annual	61,027.20	64,105.60	67,288.00	70,491.20	74,110.40
			<u> </u>					
			Hourly	32.04	33.22	34.54	35.96	37.40
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Bi-Weekly	2,563.20	2,657.60	2,763.20	2,876.80	2,992.00
			Monthly	5,553.60	5,758.13	5,986.93	6,233.07	6,482.67
			Annual	66,643.20	69,097.60	71,843.20	74,796.80	77,792.00
			Hourly	29.11	30.18	31.35	32.67	34.01
AIRPORT MAINTENANCE WORKER	M505	Classified	Bi-Weekly	2,328.80	2,414.40	2,508.00	2,613.60	2,720.80
			Monthly	5,045.73	5,231.20	5,434.00	5,662.80	5,895.07
			Annual	60,548.80	62,774.40	65,208.00	67,953.60	70,740.80
			Hourly	21.79	22.76	23.59	24.62	25.84
	M500	Classified	Bi-Weekly	1,743.20	1,820.80	1,887.20	1,969.60	2,067.20
AIRPORT ATTENDANT	141300	classifica	Monthly	3,776.93			4,267.47	4,478.93
AIKPOKI ATTENDANT	141500			,	3,945.07	4,088.93		
AIKPORI AI IENDANI	111500		Annual	45,323.20	47,340.80	49,067.20	51,209.60	
				,		,		
				,		,		
IGINEERING/TRANSPORTATION DIVISION		Classifie '	Annual	45,323.20	47,340.80	49,067.20	51,209.60	53,747.20
	H250	Classified	Annual	45,323.20 60.90	47,340.80 63.95	49,067.20 67.15	51,209.60	53,747.20

	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
	1		Hourly	43.98	46.19	48.49	50.92	53.47
			Bi-Weekly	3,518.40	3,695.20	3,879.20	4,073.60	4,277.6
REAL PROPERTY MANAGER	H225	Classified	Monthly	7,623.20	8,006.27	8,404.93	8,826.13	9,268.1
			Annual	91,478.40	96,075.20	100,859.20	105,913.60	111,217.
	-				-	-	-	47.24
			Hourly	38.85	40.88	42.94	45.02	3,779.2
REAL PROPERTY ASSOCIATE	T260	Classified	Bi-Weekly	3,108.00	3,270.40	3,435.20	3,601.60	
			Monthly	6,734.00	7,085.87	7,442.93	7,803.47	8,188.2
	_		Annual	80,808.00	85,030.40	89,315.20	93,641.60	98,259.2
			Hourly	33.11	34.76	36.43	38.24	40.17
REAL PROPERTY ASSISTANT	T255	Classified	Bi-Weekly	2,648.80	2,780.80	2,914.40	3,059.20	3,213.6
			Monthly	5,739.07	6,025.07	6,314.53	6,628.27	6,962.8
			Annual	68,868.80	72,300.80	75,774.40	79,539.20	83,553.6
			Hourly	31.58	33.10	34.78	36.52	38.26
ENGINEERING TECHNICIAN	T200	Classified	<b>Bi-Weekly</b>	2,526.40	2,648.00	2,782.40	2,921.60	3,060.8
	1200	Classified	Monthly	5,473.87	5,737.33	6,028.53	6,330.13	6,631.7
			Annual	65,686.40	68,848.00	72,342.40	75,961.60	79,580.
			Hourly	51.24	53.80	56.50	59.32	62.28
			Bi-Weekly	4,099.20	4,304.00	4,520.00	4,745.60	4,982.4
SURVEY ENGINEER	H230	Classified	Monthly	8.881.60	9.325.33	9,793.33	10,282.13	10,795.
			Annual	106,579.20	111,904.00	117,520.00	123,385.60	129,542
						-	,	
			Hourly	37.57	39.42	41.39	43.43	45.62
SURVEYOR	T265	Classified	Bi-Weekly	3,005.60	3,153.60	3,311.20	3,474.40	3,649.0
			Monthly	6,512.13	6,832.80	7,174.27	7,527.87	7,907.4
			Annual	78,145.60	81,993.60	86,091.20	90,334.40	94,889
	-	-	-					
			Hourly	64.07	67.28	70.65	74.18	77.88
			Bi-Weekly	5,125.60	5,382.40	5,652.00	5,934.40	6,230.4
TRANSPORTATION MANAGER	H220	Classified	Monthly	11,105.47	11,661.87	12,246.00	12,857.87	13,499
			Annual	133,265.60	139,942.40	146,952.00	154,294.40	161,990
	-					-	-	
SENIOR TRANSPORTATION ENGINEER		Classified	Hourly	55.58	58.36	61.27	64.33	67.5
	H215		Bi-Weekly	4,446.40	4,668.80	4,901.60	5,146.40	5,404.
			Monthly	9,633.87	10,115.73	10,620.13	11,150.53	11,708
			Annual	115,606.40	121,388.80	127,441.60	133,806.40	140,504
			Hourly	46.19	48.51	50.87	53.45	56.00
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Bi-Weekly	3,695.20	3,880.80	4,069.60	4,276.00	4,484.
ASSOCIATE TRANSPORTATION ENGINEER	1240	Classifieu	Monthly	8,006.27	8,408.40	8,817.47	9,264.67	9,717.
			Annual	96,075.20	100,900.80	105,809.60	111,176.00	116,604
			Hourly	39.79	41.84	43.98	46.11	48.4
			nouny				40.11	
			Ri Wookly		2 2/7 20	2 5 1 9 10	2 600 00	
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Bi-Weekly	3,183.20	3,347.20	3,518.40	3,688.80	
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Monthly	6,896.93	7,252.27	7,623.20	7,992.40	8,391.
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified						8,391.
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Monthly Annual	6,896.93 82,763.20	7,252.27 87,027.20	7,623.20 91,478.40	7,992.40 95,908.80	8,391. 100,692
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Monthly Annual Hourly	6,896.93 82,763.20 48.30	7,252.27 87,027.20 50.71	7,623.20 91,478.40 53.25	7,992.40 95,908.80 55.91	8,391. 100,692 58.7
ASSISTANT TRANSPORTATION ENGINEER	T235 H210	Classified	Monthly Annual Hourly Bi-Weekly	6,896.93 82,763.20 48.30 3,864.00	7,252.27 87,027.20 50.71 4,056.80	7,623.20 91,478.40 53.25 4,260.00	7,992.40 95,908.80 55.91 4,472.80	8,391. 100,692 58.7 4,696.
			Monthly Annual Hourly Bi-Weekly Monthly	6,896.93 82,763.20 48.30 3,864.00 8,372.00	7,252.27 87,027.20 50.71 4,056.80 8,789.73	7,623.20 91,478.40 53.25 4,260.00 9,230.00	7,992.40 95,908.80 55.91 4,472.80 9,691.07	8,391. 100,692 58.7 4,696. 10,176
			Monthly Annual Hourly Bi-Weekly Monthly Annual	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80	8,391. 100,692 58.7 4,696. 10,176 122,116
			Monthly Annual Bi-Weekly Monthly Annual Hourly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0
SENIOR TRANSPORTATION PLANNER	H210	Classified	Monthly Annual Hourly Bi-Weekly Monthly Annual	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0
			Monthly Annual Bi-Weekly Monthly Annual Hourly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165.
SENIOR TRANSPORTATION PLANNER	H210	Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165. 9,025.
SENIOR TRANSPORTATION PLANNER	H210	Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165. 9,025.
SENIOR TRANSPORTATION PLANNER	H210	Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49,69 3,975.20 8,612.93 103,355.20	8,391. 100,692 58.7: 4,696. 10,176 122,116 52.00 4,165. 9,025. 108,305
SENIOR TRANSPORTATION PLANNER	H210 T225	Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20	8,391. 100,692 58.7 4,696. 10,176 122,110 52.00 4,165. 9,025. 108,309 38.2
SENIOR TRANSPORTATION PLANNER	H210	Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60	8,391. 100,692 58.7 4,696. 10,176 122,110 52.0 4,165. 9,025. 108,305 38.2 3,060.
SENIOR TRANSPORTATION PLANNER	H210 T225	Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Bi-Weekly Bi-Weekly Monthly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00 5,737.33	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40 6,028.53	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60 6,330.13	8,391. 100,699 58.7 4,696. 10,176 122,110 52.0 4,165. 9,025. 108,309 38.2 3,060. 6,631.
SENIOR TRANSPORTATION PLANNER	H210 T225	Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60	8,391. 100,699 58.7 4,696. 10,176 122,110 52.0 4,165. 9,025. 108,309 38.2 3,060. 6,631.
SENIOR TRANSPORTATION PLANNER	H210 T225	Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Monthly Annual Hourly Bi-Weekly Monthly Monthly Annual	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00 5,737.33 68,848.00	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 98,300.80 34.78 2,782.40 6,028.53 72,342.40	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60 6,330.13 75,961.60	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165. 9,025. 108,305 38.2 3,060. 6,631. 79,580
SENIOR TRANSPORTATION PLANNER	H210 T225	Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Bi-Weekly Monthly Annual Hourly Hourly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00 5,737.33 68,848.00 53.44	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40 6,028.53 72,342.40 56.11	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60 6,330.13 75,961.60	8,391. 100,692 58.7 4,696. 10,176 122,114 52.0 4,165. 9,025. 108,305 3,060. 6,631. 79,580 61.8
SENIOR TRANSPORTATION PLANNER	H210 T225	Classified Classified	Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Bi-Weekly Bi-Weekly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40 50.89 4,071.20	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00 5,737.33 68,848.00 53.44 4,275.20	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40 6,028.53 72,342.40 56.11 4,488.80	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60 6,330.13 75,961.60 58.92 4,713.60	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165. 9,025. 108,305 38.20 3,060. 6,631. 79,580 61.8 4,948.
SENIOR TRANSPORTATION PLANNER ASSOCIATE TRANSPORTATION PLANNER TRAFFIC SIGNAL TECHNICIAN	H210 T225 T220	Classified Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Bi-Weekly Monthly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40 50.89 4,071.20 8,820.93	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00 5,737.33 68,848.00 53.44 4,275.20 9,262.93	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40 6,028.53 72,342.40 56.11 4,488.80 9,725.73	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60 6,330.13 75,961.60 58.92 4,713.60 10,212.80	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165. 9,025. 108,305 38.2 3,060. 6,631. 79,580 61.8 4,948. 10,722
SENIOR TRANSPORTATION PLANNER ASSOCIATE TRANSPORTATION PLANNER TRAFFIC SIGNAL TECHNICIAN	H210 T225 T220	Classified Classified Classified	Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Bi-Weekly Bi-Weekly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40 50.89 4,071.20	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00 5,737.33 68,848.00 53.44 4,275.20	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40 6,028.53 72,342.40 56.11 4,488.80	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60 6,330.13 75,961.60 58.92 4,713.60	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165. 9,025. 108,305 38.2 3,060. 6,631. 79,580 61.8 4,948. 10,722
SENIOR TRANSPORTATION PLANNER ASSOCIATE TRANSPORTATION PLANNER TRAFFIC SIGNAL TECHNICIAN	H210 T225 T220	Classified Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Bi-Weekly Monthly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40 50.89 4,071.20 8,820.93	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00 5,737.33 68,848.00 53.44 4,275.20 9,262.93	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40 6,028.53 72,342.40 56.11 4,488.80 9,725.73	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60 6,330.13 75,961.60 58.92 4,713.60 10,212.80	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165. 9,025. 108,309 38.2 3,060. 6,631. 79,580 61.8 4,948. 4,948. 10,722 128,668
SENIOR TRANSPORTATION PLANNER ASSOCIATE TRANSPORTATION PLANNER TRAFFIC SIGNAL TECHNICIAN SUPERVISING CONSTRUCTION INSPECTOR	H210 T225 T220 H235	Classified Classified Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40 50.89 4,071.20 8,071.20 8,071.20 4,071.20 4,071.20	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00 5,737.33 68,848.00 53.44 4,275.20 9,262.93 111,155.20 44.53	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40 6,028.53 72,342.40 56.11 4,488.80 9,725.73 116,708.80 46,77	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60 6,330.13 75,961.60 58.92 4,713.60 10,212.80 102,253.60 48.98	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165. 9,025. 108,309 38.2 3,060. 6,631. 79,580 61.8 4,948. 10,722 128,668 51.4
SENIOR TRANSPORTATION PLANNER ASSOCIATE TRANSPORTATION PLANNER TRAFFIC SIGNAL TECHNICIAN	H210 T225 T220	Classified Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Bi-Weekly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40 50.89 4,071.20 8,820.93 105,851.20 42.27 3,381.60	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00 5,737.33 68,848.00 5,737.33 68,848.00 5,3.44 4,275.20 9,262.93 111,155.20 44.53 3,562.40	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 98,300.80 34.78 2,782.40 6,028.53 72,342.40 56.11 4,488.80 9,725.73 116,708.80 46.77 3,741.60	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60 6,330.13 75,961.60 58.92 4,713.60 102,22.80 122,553.60 48.98 3,918.40	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165. 9,025. 108,300 108,300 38.2 3,060. 6,631. 79,580 61.8 4,948. 10,722 128,663 5,1.4 4,113.
SENIOR TRANSPORTATION PLANNER ASSOCIATE TRANSPORTATION PLANNER TRAFFIC SIGNAL TECHNICIAN SUPERVISING CONSTRUCTION INSPECTOR	H210 T225 T220 H235	Classified Classified Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40 50.89 4,071.20 8,820.93 105,851.20 42.27 3,381.60 7,326.80	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00 5,737.33 68,848.00 53.44 4,275.20 9,262.93 111,155.20 9,262.93 111,155.20 44.53 3,562.40 7,718.53	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40 6,028.53 72,342.40 6,028.53 72,342.40 56.11 4,488.80 9,725.73 116,708.80	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60 6,330.13 75,961.60 58.92 4,713.60 10,212.80 10,313 10,355.20 10,212.80 10,212.80 10,212.80 10,212.80 10,212.80 10,212.80 10,212.80 12,255.40 8,391.80 12,255.40 8,391.80 12,255.40 8,391.80 12,255.40 8,391.80 12,255.40 8,391.80 12,255.40 8,391.80 12,255.40 8,391.80 8,393.80 8,	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165. 9,025. 108,305 38.20 3,060. 6,631. 79,580 61.80 4,948. 10,722 128,668 51.4; 4,113. 8,912.
SENIOR TRANSPORTATION PLANNER ASSOCIATE TRANSPORTATION PLANNER TRAFFIC SIGNAL TECHNICIAN SUPERVISING CONSTRUCTION INSPECTOR	H210 T225 T220 H235	Classified Classified Classified Classified	Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40 50.89 4,071.20 8,820.93 105,851.20 42.27 3,381.60 7,326.80 87,921.60	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00 5,737.33 68,848.00 53.44 4,275.20 9,262.93 111,155.20 44.53 3,562.40 7,718.53 92,622.40	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40 6,028.53 72,342.40 56.11 4,488.80 9,725.73 116,708.80 9,725.73 116,708.80 46.77 3,741.60 8,106.80 97,281.60	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60 6,330.13 75,961.60 10,212.80 10,212.80 10,212.80 10,212.80 122,553.60 48.98 3,918.40 8,489.87 101,878.40	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165. 108,305 38.20 3,060. 6,631. 79,580 61.88 4,948. 10,722 128,668 51.42 4,113. 8,912. 106,953
SENIOR TRANSPORTATION PLANNER ASSOCIATE TRANSPORTATION PLANNER TRAFFIC SIGNAL TECHNICIAN SUPERVISING CONSTRUCTION INSPECTOR	H210 T225 T220 H235	Classified Classified Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40 50.89 4,071.20 8,820.93 105,851.20 42.27 3,381.60 7,326.80 87,921.60 35.42	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 5,737.33 68,848.00 5,737.33 68,848.00 53,44 4,275.20 9,262.93 111,155.20 44.53 3,562.40 7,718.53 92,622.40 37.24	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40 6,028.53 72,342.40 56.11 4,488.80 9,725.73 116,708.80 46.77 3,741.60 8,106.80 97,281.60 38.98	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 6,330.13 75,961.60 58.92 4,713.60 10,212.80 122,553.60 48.98 3,918.40 8,489.87 101,878.40 40.95	8,391. 100,692 58.7 4,696. 10,1766 122,116 52.07 4,165. 9,025. 108,305 38.20 3,060. 6,631. 79,580 61.88 4,948. 10,722 128,668 51.42 4,113. 8,912. 106,953 43.03
SENIOR TRANSPORTATION PLANNER ASSOCIATE TRANSPORTATION PLANNER TRAFFIC SIGNAL TECHNICIAN SUPERVISING CONSTRUCTION INSPECTOR	H210 T225 T220 H235	Classified Classified Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Bi-Weekly Bi-Weekly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40 50.89 4,071.20 8,820.93 105,851.20 42.27 3,381.60 7,326.80 87,921.60 35.42 2,833.60	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 33.10 2,648.00 5,737.33 68,848.00 53.44 4,275.20 9,262.93 111,155.20 44.53 3,562.40 7,718.53 92,622.40 37.24 2,979.20	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40 6,028.53 72,342.40 56.11 4,488.80 9,725.73 116,708.80 46.77 3,741.60 8,106.80 97,281.60 38.98 3,118.40	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 36.52 2,921.60 6,330.13 75,961.60 58.92 4,713.60 10,212.80 102,253.60 48.98 3,918.40 8,489.87 101,878.40 40.95 3,276.00	8,391. 100,692 58.7 4,696. 10,176 122,116 52.0 4,165. 9,025. 108,305 33,060. 6,631. 79,5800 6,631. 79,5800 6,631. 10,722 128,668 51.42 4,113. 8,912. 3,060. 3,442.
SENIOR TRANSPORTATION PLANNER ASSOCIATE TRANSPORTATION PLANNER TRAFFIC SIGNAL TECHNICIAN SUPERVISING CONSTRUCTION INSPECTOR SENIOR CONSTRUCTION INSPECTOR	H210 T225 T220 H235 T250	Classified Classified Classified Classified	Monthly Annual Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly Bi-Weekly Monthly Annual Hourly	6,896.93 82,763.20 48.30 3,864.00 8,372.00 100,464.00 42.92 3,433.60 7,439.47 89,273.60 31.58 2,526.40 5,473.87 65,686.40 50.89 4,071.20 8,820.93 105,851.20 42.27 3,381.60 7,326.80 87,921.60 35.42	7,252.27 87,027.20 50.71 4,056.80 8,789.73 105,476.80 45.02 3,601.60 7,803.47 93,641.60 5,737.33 68,848.00 5,737.33 68,848.00 53,44 4,275.20 9,262.93 111,155.20 44.53 3,562.40 7,718.53 92,622.40 37.24	7,623.20 91,478.40 53.25 4,260.00 9,230.00 110,760.00 47.26 3,780.80 8,191.73 98,300.80 34.78 2,782.40 6,028.53 72,342.40 56.11 4,488.80 9,725.73 116,708.80 46.77 3,741.60 8,106.80 97,281.60 38.98	7,992.40 95,908.80 55.91 4,472.80 9,691.07 116,292.80 49.69 3,975.20 8,612.93 103,355.20 6,330.13 75,961.60 58.92 4,713.60 10,212.80 122,553.60 48.98 3,918.40 8,489.87 101,878.40 40.95	3,872.8 8,391.0 100,692 58.71 4,696.8 10,176. 122,116 52.07 4,165.6 9,025.4 108,305 38.26 3,060.3 6,631.1 79,580. 6,631.2 79,580. 6,631.2 128,668 51.42 4,113.6 8,912.8 106,953 43.03 3,442.4 7,458.5

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
UTILIT	IES AND ENVI	RONMENTAL SER	VICES DEPART	IMENT				
ADMINISTRATION	_							
ADMINISTRATION			Hourly	68.03	71.44	75.01	78.77	82.71
	11540		Bi-Weekly	5,442.40	5,715.20	6,000.80	6,301.60	6,616.80
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified	Monthly	11,791.87	12,382.93	13,001.73	13,653.47	14,336.40
			Annual	141,502.40	148,595.20	156,020.80	163,841.60	172,036.80
			Hourly	68.03	71.44	75.01	78.77	82.71
WATER RESOURCES MANAGER	H875	Classified	Bi-Weekly	5,442.40	5,715.20	6,000.80	6,301.60	6,616.80
			Monthly Annual	11,791.87	12,382.93	13,001.73	13,653.47 163,841.60	14,336.40
	_		Hourly	141,502.40 68.03	148,595.20 71.44	156,020.80 75.01	78.77	172,036.80 82.71
			Bi-Weekly	5,442.40	5,715.20	6,000.80	6,301.60	6,616.80
UTILITIES ENGINEERING MANAGER	H880	Classified	Monthly	11,791.87	12,382.93	13,001.73	13,653.47	14,336.40
			Annual	141,502.40	148,595.20	156,020.80	163,841.60	172,036.80
			Hourly	33.99	35.67	37.37	39.29	41.21
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified	Bi-Weekly	2,719.20	2,853.60	2,989.60	3,143.20	3,296.80
			Monthly	5,891.60	6,182.80	6,477.47	6,810.27	7,143.07
	_		Annual	70,699.20	74,193.60	77,729.60	81,723.20	85,716.80
			Hourly Bi-Weekly	27.90 2,231.63	29.05	30.14	31.29 2,503.30	32.48 2,598.71
STOREKEEPER - EXPEDITER	M100	Classified	Bi-Weekly Monthly	4,835.19	2,323.80 5,034.90	2,411.13 5.224.11	2,503.30 5,423.82	2,598.71 5,630.54
			Annual	58,022.27	60,418.84	62,689.27	65,085.85	67,566.51
RECYCLING-SOLID WASTE								
			Hourly	48.00	50.38	52.91	55.56	58.33
SOLID WASTE PROGRAM MANAGER	H800	Classified	Bi-Weekly	3,840.00	4,030.40	4,232.80	4,444.80	4,666.40
			Monthly	8,320.00	8,732.53	9,171.07	9,630.40	10,110.53
	_		Annual	99,840.00	104,790.40	110,052.80	115,564.80	121,326.40
		Classified	Hourly Bi-Weekly	33.40 2,672.00	35.06 2,804.80	36.77 2,941.60	38.64 3,091.20	40.56 3,244.80
RECYCLING SPECIALIST	T800		Monthly	5,789.33	6,077.07	6,373.47	6,697.60	7,030.40
			Annual	69,472.00	72,924.80	76,481.60	80,371.20	84,364.80
			Hourly	35.89	37.68	39.56	41.54	43.62
SUSTAINABILITY SPECIALIST	T802	Classified	<b>Bi-Weekly</b>	2,871.20	3,014.40	3,164.80	3,323.20	3,489.60
	1002		Monthly	6,220.93	6,531.20	6,857.07	7,200.27	7,560.80
			Annual	74,651.20	78,374.40	82,284.80	86,403.20	90,729.60
WATER POLLUTION CONTROL FACILITY (WPCF)	-							
WATER FOLLONING CONTROL FACILITY (WFCI)			Hourly	68.03	71.44	75.01	78.77	82.71
			Bi-Weekly	5,442.40	5,715.20	6,000.80	6,301.60	6,616.80
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified	Monthly	11,791.87	12,382.93	13,001.73	13,653.47	14,336.40
			Annual	141,502.40	148,595.20	156,020.80	163,841.60	172,036.80
			Hourly	55.49	58.26	61.18	64.25	67.46
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified	<b>Bi-Weekly</b>	4,439.20	4,660.80	4,894.40	5,140.00	5,396.80
			Monthly	9,618.27	10,098.40	10,604.53	11,136.67	11,693.07
			Annual	115,419.20	121,180.80	127,254.40	133,640.00	140,316.80
			Hourly Bi-Weekly	50.19 4,015.20	52.69 4,215.20	55.32 4,425.60	58.10 4,648.00	61.01 4,880.80
WPCF MAINTENANCE SUPERVISOR	H860	Classified	Monthly	4,015.20 8,699.60	9,132.93	9,588.80	4,648.00	4,880.80
			Annual	104,395.20	109,595.20	115,065.60	120,848.00	126,900.80
		İ	Hourly	50.19	52.69	55.32	58.10	61.01
WPCF OPERATIONS SUPERVISOR	H855	Classified	Bi-Weekly	4,015.20	4,215.20	4,425.60	4,648.00	4,880.80
WEGE OF LIGHTONS SUPERVISOR	1055	Classifieu	Monthly	8,699.60	9,132.93	9,588.80	10,070.67	10,575.07
	_		Annual	104,395.20	109,595.20	115,065.60	120,848.00	126,900.80
			Hourly	38.98	40.54	42.13	43.80	45.57
WPCF LEAD OPERATOR	M935	Classified	Bi-Weekly Monthly	3,118.59 6,756.95	3,243.27	3,370.43 7,302.59	3,504.19 7,592.40	3,645.38
			Annual	6,756.95 81,083.43	7,027.09 84,325.05	7,302.59	7,592.40 91,108.83	7,898.32
			Hourly	34.66	36.04	37.49	38.94	40.53
······································			Bi-Weekly	2,773.04	2,883.27	2,999.22	3,115.18	3,242.56
WPCF OPERATOR	M930	Classified	Monthly	6,008.25	6,247.09	6,498.32	6,749.55	7,025.55
			Annual	72,098.98	74,965.11	77,979.85	80,994.59	84,306.55
			Hourly	31.73	32.99	34.37	35.53	36.92
OPERATOR-IN-TRAINING	M925	Classified	Bi-Weekly	2,538.69	2,639.12	2,749.36	2,842.45	2,953.50
-		Classified	Monthly	5,500.48	5,718.10	5,956.94	6,158.63	6,399.24
		<u> </u>	Annual	66,005.81	68,617.17	71,483.30	73,903.58	76,790.94

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
			Hourly	50.19	52.69	55.32	58.10	61.01
			Bi-Weekly	4,015.20	4,215.20	4,425.60	4,648.00	4,880.80
LAB SUPERVISOR	H850	Classified	Monthly	8,699.60	9,132.93	9,588.80	10,070.67	10,575.07
			Annual	104,395.20	109,595.20	115,065.60	120,848.00	126,900.80
			Hourly	39.44	41.42	43.49	45.66	47.94
			Bi-Weekly	3,155.20	3,313.60	3,479.20	3,652.80	3,835.20
CHEMIST	T807	Classified	Monthly	6,836.27	7,179.47	7,538.27	7,914.40	8,309.60
			Annual	82,035.20	86,153.60	90,459.20	94,972.80	99,715.20
			Hourly	34.30	35.59	36.96	38.48	39.91
			Bi-Weekly	2,744.00	2,847.20	2,956.80	3,078.40	3,192.80
LABORATORY TECHNICIAN	T805	Classified	Monthly	5,945.33	6,168.93	6,406.40	6,669.87	6,917.73
			Annual	71,344.00	74,027.20	76,876.80	80,038.40	83,012.80
WATER POLLUTION SOURCE CONTROL								
			Hourly	57.71	60.59	63.63	66.81	70.15
			Bi-Weekly	4,616.80	4,847.20	5,090.40	5,344.80	5,612.00
ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Monthly	10,003.07	10,502.27	11,029.20	11,580.40	12,159.33
			Annual	120,036.80	126,027.20	132,350.40	138,964.80	145,912.00
			Hourly	50.73	53.26	55.92	58.73	61.67
			Bi-Weekly	4,058.40	4,260.80	4,473.60	4,698.40	4,933.60
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified	Monthly	8,793.20	9,231.73	9,692.80	10,179.87	10,689.47
		-	Annual	105,518.40	110,780.80	116,313.60	122,158.40	128,273.60
			Hourly	39.22	41.26	43.33	45.38	47.69
			Bi-Weekly	3,137.60	3,300.80	3,466.40	3,630.40	3,815.20
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified	Monthly	6,798.13	7,151.73	7,510.53	7,865.87	8,266.27
			Annual	81,577.60	85,820.80	90,126.40	94,390.40	99,195.20
	-		Hourly	35.64	37.50	39.21	41.23	43.28
WATER POLLUTION SOURCE CONTROL INSPECTOR	T810	Classified	Bi-Weekly	2,851.20	3,000.00	3,136.80	3,298.40	3,462.40
			Monthly	6,177.60	6,500.00	6,796.40	7,146.53	7,501.87
			Annual	74,131.20	78,000.00	81,556.80	85,758.40	90,022.40
			Hourly	,	,	,		15.00
			Bi-Weekly					1,200.00
TECHNICAL INTERN	Z125	Classified	Monthly					2,600.00
			Annual					31,200.00
								,
			Hourly	55.37	58.13	61.05	64.09	67.29
			Bi-Weekly	4,429.60	4,650.40	4,884.00	5,127.20	5,383.20
SENIOR UTILITIES ENGINEER	H810	Classified	Monthly	9,597.47	10,075.87	10,582.00	11,108.93	11,663.60
			Annual	115,169.60	120,910.40	126,984.00	133,307.20	139,963.20
						,		
SEWER COLLECTIONS & WATER DISTRIBUTION								
			Hourly	62.63	65.75	69.03	72.49	76.11
			Bi-Weekly	5,010.40	5,260.00	5,522.40	5,799.20	6,088.80
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified	Monthly	10,855.87	11,396.67	11,965.20	12,564.93	13,192.40
			Annual	130,270.40	136,760.00	143,582.40	150,779.20	158,308.80
	1		Hourly	52.18	54.78	57.53	60.41	63.43
			Bi-Weekly	4,174.40	4,382.40	4,602.40	4,832.80	5,074.40
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified	Monthly	9,044.53	9,495.20	9,971.87	10,471.07	10,994.53
			Annual	108,534.40	113,942.40	119,662.40	125,652.80	131,934.40
			Hourly	52.18	54.78	57.53	60.41	63.43
			Bi-Weekly	4,174.40	4,382.40	4,602.40	4,832.80	5,074.40
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified	Monthly	9,044.53	9,495.20	9,971.87	10,471.07	10,994.53
			Annual	108,534.40	113,942.40	119,662.40		131,934.40
			Hourly	50.19	52.69	55.32	58.10	61.01
			Bi-Weekly	4,015.20	4,215.20	4,425.60	4,648.00	4,880.80
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified	Monthly	8,699.60	9,132.93	9,588.80	10,070.67	10,575.07
			Annual	104,395.20	109,595.20	115,065.60	120,848.00	126,900.80
	+		Hourly	41.14	43.20	45.36	47.64	50.01
			Bi-Weekly	3,291.20	3,456.00	3,628.80	3,811.20	4,000.80
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified		7,130.93	7,488.00	7,862.40	8,257.60	4,000.80
			Monthly					
			Monthly Annual	85,571.20	89,856.00	94,348.80	99,091.20	104,020.80

SINIOR UTILITY CUSTOMER SERVICE LEADER         M825         Classified         Hourity         207:20         31:40         40:07         41:30           CADDS CONNECTION CONTROL SPECIALIST         M815         Classified         M815         Class	Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
SENIOR UTUITY CUSTOMER SERVICE LEADER         M23         CBasified (Miner)         M230         CBasified (Miner)         CBASIFIED (Miner) <thc< th=""><th><u> </u></th><th>1</th><th></th><th>Hourly</th><th>35 78</th><th>37.02</th><th>38.48</th><th>40.07</th><th>41.69</th></thc<>	<u> </u>	1		Hourly	35 78	37.02	38.48	40.07	41.69
MIXOR UTLITY CUSTORER SERVICE LADDER         MixE2         Classified         Memity         5.01.27         6.14.8.06         6.06.372         6.09.37         6.09.39         6.29.39         6.09.39         6.29.39         6.09.39         6.29.39         6.09.39         6.29.39         6.09.39         6.29.39         6.09.39         6.29.39         6.09.39         6.29.39         6.09.39         6.29.39         6.09.39         6.29.39         6.09.39         6.29.33         3.32         6.09.39         6.09.39         6.09.39         6.09.39         6.09.39         6.09.39         6.09.37         6.09.39         6.09.37         6.09.39         6.09.37         6.09.39         6.09.37         6.09.39         6.09.37         6.09.39         6.09.37         6.09.37         6.09.37         6.09.37         6.09.37         6.09.37         6.09.37         6.09.37         6.09.37         6.09.37									
Anna         App 200         FUND 16         BUSK 800         BASK 80         BASK 80 <thbask 80<="" th="">         BASK 80         <thb< td=""><td>SENIOR UTILITY CUSTOMER SERVICE LEADER</td><td>M825</td><td>Classified</td><td></td><td></td><td></td><td></td><td>,</td><td></td></thb<></thbask>	SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified					,	
CROSS CONNECTION CONTROL SPECIALIST         M815         Classified         Filtering							80,038.40		
Monthy         532.04         5.797.05         5.038.39         5.233.31           Monthy         532.04         5.797.05         5.038.39         5.233.31           Manthy         647.08.86         6.955.80         9.595.80         7.597.85         5.797.85				Hourly	31.11	32.19	33.46	34.84	36.25
Monthy         3,32,40         5,379,40         <		M01E	Classified	Bi-Weekly	2,488.80	2,575.20	2,676.80	2,787.20	2,900.00
WATER METER MECHANIC         M010         Classified         Hourly Hearth         30.24         31.40         32.70         32.40         33.40         33.40           WATER METER MECHANIC         M010         Classified         Februard         5,982.00         5,983.00         5,920.00         5,983.80         4,920.00         5,983.80         4,920.40         5,982.00         5,983.80         4,920.40         5,982.00         5,983.80         4,920.40         5,920.00         5,983.80         4,920.40         5,920.00         5,983.80         4,920.40         5,920.00         5,933.80         4,920.40         5,920.00         5,933.40         3,471           UTILITIES SERVICE WORKER         M600         Classified         Heartly Meethy 2,428.00         2,	CROSS CONNECTION CONTROL SPECIALIST	101010	Classifieu	Monthly	5,392.40	5,579.60	5,799.73	6,038.93	6,283.33
WATER METER MECHANIC         M30         Classified         Bi-Weekly         24:13:20         25:12:00         27:33:20         28:20         27:33:20         28:30         28:30         28:30         78:33:20         78:32:00           WATER METER READER         M805         Classified         M011         46:32         2:44:40         7:51:43:01         7:33:20				Annual	64,708.80	66,955.20	69,596.80	72,467.20	75,400.00
WATER METER MELANANCE         Monthy Monthy Matter METER READER         Monthy M				Hourly	30.24	31.40	32.70	34.04	35.40
MATER METER READLR         Annual expansion         62,389 20         65,312.00         78,320.00         78,330.00         78,320.00         78,330.00         78,320.00         78,330.00         78,320.00         78,330.00         78,320.00         78,330.00         78,320.00         78,330.00         78,320.00         78,330.00         78,320.00         78,330.00         78,320.00         78,330.00         78,320.00         78,330.00         78,330.00         78,320.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00         78,330.00	WATER METER MECHANIC	M810	Classified						,
WATER METER READER         Misso         Classified         Hourty         27.03         23.24         23.31         23.12           BACKFLOW/CROSS CONNECTION TESTER         Misso         Classified         Misso         Misso         Seleveek 2, 21.02, 22.02         55,44.00         6,28.37         5,29.3.3         5,49.4.07         5,68.27         5,25.3.3         5,49.4.07         5,68.27         5,29.3.3         5,49.4.07         5,49.4.07         5,68.20         4,27.07         7,69.23         5,64.00         6,55.4.10         5,59.4.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         2,59.2.0         3,59.0.0         3,59.0.0         5,59.2.0         5,									
WATE METER READER         M005         Classified         Bi-Week 1 (moht)         2,62,20         2,82,40         2,82,42,80         2,82,43         3,643,47           BACKFLOW/CROSS CONNECTION TESTER         M800         Classified         Houry         2,51         2,20         2,82,40         3,043,40         6,551,40           M005         Classified         M001h         4,052,40         2,223,40         2,404,80         2,521,60         5,463,47           M005         Classified         Month         4,523,200         5,592,00         3,633,60         6,551,40         6,563,10           MUTLITIES MAINTENANCE SUPERVISOR         H2         Classified         Month         4,533,40         3,72,70         4,71         5,72,70         4,731,40         3,963,47         1,969,20         1,93,21,00         4,93,47         3,966,47         1,969,200         1,93,21,40         4,93,14         9,96,27         1,93,21,40         4,93,14         9,96,27         1,93,21,40         4,93,14         9,96,27         1,93,21,40         4,93,23,7         4,92,40         1,93,22         4,93,47         1,96,90,47         1,93,24         1,94,20         1,94,20         1,94,20         1,94,20         1,94,20         1,94,20         1,94,20         1,94,20         1,94,20         1,9							-		
WATEX METER RADER         Most b Most b (classified)         Classified)         Most b Most b (classified)         Most b Most b (classified)         Classified)         Most b Most b (classified)         Most b (classified)         Classified)         Most b (classified)         Classified)         Most b (classified)         Most b (classi									
Annual58,222.0058,40060,81.7060,44.8065,51.20BACKELOW/CROSS CONNECTION TESTERM800CasoffiedFloruly2,52.002,593.002,504.803,52.1M800ACasoffiedM000h4,32.205,502.005,923.003,603.472,21.403,463.47M111TES MAINTENANCE SUPERVISORH82CasoffiedMinely4,73.1049,67.075,21.55,47.75,50.07M111TES SERVICE WORKERH82CasoffiedMinely8,20.008,03.30.7010,803.07 <td< td=""><td>WATER METER READER</td><td>M805</td><td>Classified</td><td></td><td></td><td></td><td></td><td></td><td>,</td></td<>	WATER METER READER	M805	Classified						,
BACKFLOW/CROSS CONNECTION TESTER         M800         Classified         Houry/ BitWeekly Annual         23:15 (2.192/10)         21:20 (2.192/10)         21:27 (2.192/10)         21:27 (2.192/10)         21:27 (4.243/3)         21:27 (4.243/3)         21:27 (4.243/3)         21:27 (4.243/3)         21:27 (4.243/3)         21:27 (4.243/3)         21:27 (4.253/10)         21:28 (4.253/10)         21:28 (4.253/10) </td <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td>									
BACKFLOW/CROSS CONNECTION TESTER         M800         Classified         Bit-Weekly Monthi Annual 54,332.0         2,492.00 2,293.00         2,498.00 5,693.00         2,291.60 5,693.00           UTILITIES MAINTENANCE SUPERVISOR         H820         Classified         Bit-Weekly Bit-Weekly Annual 9,804.90         9,203.00         59,633.00         62,524.80         65,551.00           UTILITIES SERVICE WORKER         H820         Classified         Bit-Weekly Bit-Weekly Annual 9,804.90         2,932.80         9,093.31         9,493.71         9,906.97           UTILITIES SERVICE WORKER         M900         Classified         Bit-Weekly Bit-Weekly 2,385.60         2,480.00         2,528.0         2,472.00         4,387.00         118,907.00           GENERAL MAINTENANCE         M900         Classified         Bit-Weekly Bit-Weekly 2,412.00         2,498.00         2,528.00         2,598.20         5,789.20         7,720.80           GENERAL MAINTENANCE         M400         Classified         Bit-Weekly Bit-Weekly 2,412.00         2,599.20         7,524.80         7,114.40           SENOR UTILITY LEADER         M845         Classified         Bit-Weekly Bit-Weekly 2,412.00         2,599.20         7,224.80         7,224.80         7,224.80         7,224.80         7,224.80         7,224.80         7,224.80         7,224.80         7,224.80							-		
BALCHUW/LHOS LUNRELIUM ISTER         Most Monthy         A322.67 (A322.00         A490.67 (A92.00         C         A663.47 (A92.00           UTILITIES MAINTENANCE SUPERVISOR         H820         Classified         H00rthy         A731         49.67         52.12         54.77         57.50           UTILITIES MAINTENANCE SUPERVISOR         H820         Classified         H00rthy         A731         49.67         52.15         64.77         57.55         0           UTILITIES SERVICE WORKER         H820         Classified         H00rthy         A7.84.50         3.00.0         32.28         33.40         34.71         105.00.00           BI-Weetky         3.78.50         A.400.00         67.142.20         113.971.60         115.00.00           UTILITIES SERVICE WORKER         M900         Classified         H00rthy         5.168.80         5.373.33         5.959.20         5.788.33         6.016.40           M010         Classified         H00rthy         5.168.80         5.478.00         67.142.40         9.47.18           BI-Weetky         2.01.50         5.448.00         67.142.40         9.47.18         9.47.18           BI-Weetky         2.01.50         5.448.00         67.142.40         9.47.18         9.47.18         9.47.18									
Mount         54,392,00         56,992,00         9,603,60         62,524,80         65,561,60           UTILITIES MAINTENANCE SUPERVISOR         H820         Classified         Heurly         4,721, 4,724,80         3,927,60         54,727, 543,816,0         4,600,00           UTILITIES MAINTENANCE SUPERVISOR         H920         Classified         Heurly         4,721, 4,721,720,00         3,228,40         2,672,400         1,392,000         2,274,80         1,392,000           UTILITIES SERVICE WORKER         M900         Classified         Heurly         2,825,50         2,480,00         2,772,80         2,775,800         <	BACKFLOW/CROSS CONNECTION TESTER	M800	Classified						
UTILITIES MAINTENANCE SUPERVISOR         H820         Classified         H920         C									
UTILITIES MAINTENANCE SUPERVISOR         H820         Classified         Bi-Weekly Bi-Weekly Annual         9,373-60         4,172.00         4,383.60         4,600.00           UTILITIES SERVICE WORKER         M900         Classified         Houry         9,840.48         103,333.60         108,472.00         113,900.00           UTILITIES SERVICE WORKER         M900         Classified         Houry         9,840.48         103,333.60         2,672.00         2,776.80           M900         Classified         Houry         5,816.20         5,575.20         5,793.33         6,016.40           Annual         5,202.56         6,4,480.00         6,714.24         6,927.00         7,2196.80           EQUIPMENT OPERATOR         M400         Classified         Hourly         30,15         31,25         32,49         3,381.40         3,51.80           Bi-Weekly         2,413.00         5,500.00         6,579.20         2,704.80         2,814.40           M400         Classified         Hourly         3,01.5         31,25         32,49         3,381.60         3,512.00           M400         Classified         Hourly         3,01.5         51,25         3,66         3,512.00           M101171 LEADER         M845         Classified				Annual	54,392.00	56,992.00	59,633.60	62,524.80	65,561.60
UTILITIES MAINTENANCE SUPERVISOR         H820         Classified         Bi-Weekly Bi-Weekly Annual         9,373-60         4,172.00         4,383.60         4,600.00           UTILITIES SERVICE WORKER         M900         Classified         Houry         9,840.48         103,333.60         108,472.00         113,900.00           UTILITIES SERVICE WORKER         M900         Classified         Houry         9,840.48         103,333.60         2,672.00         2,776.80           M900         Classified         Houry         5,816.20         5,575.20         5,793.33         6,016.40           Annual         5,202.56         6,4,480.00         6,714.24         6,927.00         7,2196.80           EQUIPMENT OPERATOR         M400         Classified         Hourly         30,15         31,25         32,49         3,381.40         3,51.80           Bi-Weekly         2,413.00         5,500.00         6,579.20         2,704.80         2,814.40           M400         Classified         Hourly         3,01.5         31,25         32,49         3,381.60         3,512.00           M400         Classified         Hourly         3,01.5         51,25         3,66         3,512.00           M101171 LEADER         M845         Classified				Hourly	47 31	49.67	52 15	54 77	57 50
UILITIES MAINTENARCE SUPERVISION         In2.0         Classified         Monthy Monthy P3,404.80         9,309.33         9,09.37         9,99.37         9,99.470         9,99.000           UTILITIES SERVICE WORKER         M900         Classified         Meury         9,98.404.80         103,313.60         108,472.00         113,921.60         119,90.000           GENERAL MAINTENANCE         EWeekly         2,385.60         2,480.00         5,712.40         6,942.70         2,775.80           GENERAL MAINTENANCE         EQUIPMENT OPERATOR         M400         Classified         Hourly         30.15         31.25         52.49         33.81         35.18           SENIOR UTILITY LEADER         M400         Classified         Hourly         30.15         31.25         53.49         7,314.80           UTILITY LEADER         M845         Classified         Hourly         5,712.00         5,613.60         5,693.20         7,216.80           UTILITY LEADER         M840         Classified         Hourly         3,714         39.22         40.05         7,324.80         3,512.00           UTILITY WORKER         M840         Classified         Hourly         3,73.80         3,71.80         2,814.00         7,92.80         7,93.81.0         3,512.0		1							
Month         Annual         98,404.80         103,313.60         108,472.00         113,921.60         113,901.60           UTILITIES SERVICE WORKER         Month         2,322.0         31.00         32.28         33.40         34.71           B*-Weekly         2,322.0         2,402.00         2,502.40         2,776.80           Month         5,165.20         2,402.00         5,783.33         5,992.00         5,783.33         5,982.00         5,788.33         6,9472.00         7,716.80           GENERAL MAINTENANCE           BEQUIPMENT OPERATOR         M400         Classified         Hourly         30.15         31.25         32.49         33.81         35.18           B*Weekly         2,412.00         2,500.00         67,579.20         2,704.80         2,814.40           M400         Classified         Hourly         30.15         31.25         32.49         33.81         35.18           B*Weekly         2,012.00         2,599.20         2,704.80         2,814.40         6,978.13         7,060.67         7,328.80         7,693.3         36.00         3,121.00         5,512.00         5,512.00         5,512.00         5,512.00         5,212.00         2,212.40	UTILITIES MAINTENANCE SUPERVISOR	H820	Classified						
UTILITIES SERVICE WORKER         M900         Classified         Hourly Bi-Weekly 2.385.60         2.38.00         32.28         33.00         34.71           Bi-Weekly EQUIPMENT OPERATOR         M400         Classified         Hourly Bi-Weekly 2.385.60         2.480.00         2.582.40         2.672.00         2.776.80           GENERAL MAINTENANCE         M400         Classified         Hourly Bi-Weekly 2.412.00         31.25         32.49         33.81         35.18           EQUIPMENT OPERATOR         M400         Classified         Hourly Bi-Weekly 2.412.00         2.500.00         2.592.00         7.924.80         7.317.40           SENIOR UTILITY LEADER         M845         Classified         Hourly Bi-Weekly 2.412.00         3.137.00         3.137.00         3.32.70         3.831.60         3.510.9         7.324.80         7.317.40           UTILITY LEADER         M840         Classified         Hourly Bi-Weekly 2.423.00         3.137.00         3.327.00         3.831.60         3.510.9         1.510.9         1.510.9         1.510.9         1.510.9         1.510.9         1.510.9         1.520.9         1.520.9         2.520.9         2.520.9         2.510.9         1.510.9         1.510.9         1.510.9         1.510.9         1.510.9         1.510.9         1.510.9         1.510.9 <td></td> <td></td> <td></td> <td></td> <td>,</td> <td></td> <td>-,</td> <td></td> <td>,</td>					,		-,		,
UTILITIES SERVICE WORKER         M900         Classified         Bi-Weekiy (assified)         2,489,600         2,482,40         2,672,00         2,778,80           Monthy EQUIPMENT OPERATOR         (b) (b) (b) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	L						,		
UTILITIES SERVICE WORKER         M900         Classified         Bi-Weekiy (assified)         2,489,600         2,482,40         2,672,00         2,778,80           Monthy EQUIPMENT OPERATOR         (b) (b) (b) (b) (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c				Hourly	29.82	31.00	32.28	33.40	34.71
UILITIES SERVICE WORKER         M900         Classified         Monthly         5,168.80         5,595.20         5,789.33         6,016.40           GENERAL MAINTENANCE         Annual         6,2025.60         64,480.00         67,142.40         69,472.00         72,196.80           GENERAL MAINTENANCE         EQUIPMENT OPERATOR         M400         Classified         Hourly         30.15         31.25         32.49         33.81         35.18           BI-Weekly         2,412.00         5,500.00         2,593.20         2,704.80         2,814.40         2,814.40           Monthy         5,615.00         5,631.60         5,600.40         6,079.81         7,01.324.80         7,317.40           SENIOR UTILITY LEADER         M845         Classified         Hourly         37.71         39.22         40.85         42.27         43.90           UTILITY LEADER         M840         Classified         Hourly         37.70         84,968.00         7,921.60         3,913.00         3,926.40         3,931.00         35.22         64.08         3,931.00           UTILITY WORKER         M840         Classified         Hourly         2.832.20         7,928.00         7,818.60         7,402.40         69,733.30         5,952.00         7,278.60         <									
GENERAL MAINTENANCE         Annual         62,025.60         64,480.00         67,142.40         69,472.00         72,196.80           GENERAL MAINTENANCE         Hourly         30.15         31.25         32.49         33.81         33.81           EQUIPMENT OPERATOR         M400         Classified         Bi-Weekly         2,412.00         2,500.00         6,7579.20         7,0324.80         2,814.40           Monthly         5,226.00         5,416.67         5,681.60         5,680.40         6,097.87           Annual         62,712.00         65,000.00         67,579.20         7,0324.80         7,031.40           SENIOR UTILITY LEADER         M845         Classified         Hourly         30.15         3,137.00         3,922.4         40.85         42,27         43.90           UTILITY LEADER         M845         Classified         Hourly         3,021.00         5,157.00         6,158.00         6,157.00         6,156.00         5,172.10         9,132.00           UTILITY LEADER         M845         Classified         Hourly         3,22.9         3,40         3,47.13         6,61.51           Bi-Weekly         2,815.07         5,595.20         5,798.33         6,015.80         6,591.67         6,568.01         6,71.20	UTILITIES SERVICE WORKER	M900	Classified						
BI-Weekly         2,312.5         32.49         33.81         35.18           EQUIPMENT OPERATOR         M400         Classified         Hourly         30.15         31.25         2,200.00         2,599.20         2,704.80         2,814.40           SENIOR UTILITY LEADER         M845         Classified         Hourly         37.71         39.22         40.85         42.77         43.90           UTILITY LEADER         M845         Classified         Hourly         37.71         39.22         40.85         42.77         43.90           UTILITY LEADER         M845         Classified         Hourly         37.71         39.22         30.60         3.381.60         3.512.00           Hourly         30.15         3.137.60         3.286.00         3.81.60         3.512.00         7.926.80         7.926.80         7.926.80         7.926.80         7.926.80         7.928.80         7.928.80         7.928.80         7.928.80         7.928.80         7.928.80         7.928.80         7.928.80         7.928.80         7.939.41.00         3.512.80         5.971.60         5.931.60         7.928.80         7.931.60         7.928.80         7.928.80         7.928.80         7.928.80         7.928.80         7.928.80         7.928.80         7.928.80				Annual					
EQUIPMENT OPERATOR         M400         Classified         Hourly Bi-Weekly 2,412.00         31.25         32.49         33.81         25.18           Bi-Weekly Annual         62,712.00         2,200.00         2,200.00         2,200.40         2,814.40           Monthly SENIOR UTILITY LEADER         M845         Classified         Hourly Bi-Weekly 3016.80         31.25         32.49         23.81         25.18           UTILITY LEADER         M845         Classified         Hourly Bi-Weekly 3016.80         31.37.60         3,268.00         3,81.60         3,512.00           UTILITY LEADER         M840         Classified         Bi-Weekly 302.20         2,274.80         3,81.60         3,512.00           UTILITY LEADER         M840         Classified         Bi-Weekly 302.20         2,728.00         2,841.60         3,626.00         3,81.60         3,512.00           UTILITY LEADER         M840         Classified         Bi-Weekly 302.20         2,278.00         2,841.60         2,940.80         3,053.60           M840         Classified         Bi-Weekly 2,282.60         2,328.00         7,028.00         7,640.80         7,939.30           UTILITY WORKER         M835         Classified         Bi-Weekly 2,385.60         2,480.00         5,789.30         3,616.40<							,	,	
EQUIPMENT OPERATOR         M400         Classified         Bi-Weekly Monthy         2,2412.00         2,599.20         2,704.80         2,814.40           Monthy         5,226.00         5,416.60         5,631.60         5,630.40         6,609.20         7,3174.40           Annual         6,271.20         65,000.00         67,572.00         7,324.80         7,3174.40           SENIOR UTILITY LEADER         M845         Classified         Hourly         37,71         39.22         40.85         42.27         43.30           UTILITY LEADER         M845         Classified         Bi-Weekly         3,016.80         3,174.60         3,268.00         3,381.60         3,512.00           M110Y         F8,436.80         81,577.60         84,668.00         87,921.60         9,131.20         36.76         38.31.70           Bi-Weekly         2,23.20         2,248.00         87,921.60         9,131.20         39,360         3,361.60         3,64.00         3,931.60         3,64.00         3,931.60         3,64.00         3,932.60         3,931.60         3,64.00         3,932.60         3,931.60         3,64.00         3,932.60         3,931.60         3,64.00         3,932.60         3,932.60         3,932.60         3,932.60         3,932.60         3,93	GENERAL MAINTENANCE								
ELUDIVIENT OPENATOR         M400         Classified         Menthly         5,226.00         5,416.67         5,631.60         5,860.40         6,097.87           SENIOR UTILITY LEADER         M845         Classified         Hourly         37.71         39.22         40.85         42.27         43.90           Bi-Weekly         3,016.80         3,137.60         3,268.00         3,316.0         5,512.00           Manual         7,80.64         6,791.31         7,080.67         7,326.80         7,503.30           Manual         78,436.00         81,1577.60         84,968.00         87,921.60         9,131.20           Manual         78,436.00         15,972.00         2,841.60         2,940.80         3,035.60           Manual         Classified         Hourly         2,293         01.00         33.28         3,033.60           Manual         68,032.07         7,324.80         7,76.80         6,61.61         3,076.60         6,61.61           Monthy         5,683.60         5,910.67         6,156.80         6,271.73         3,92.20         2,778.00         7,848.60         7,74.60           Bi-Weekly         2,385.60         2,940.00         3,228         33.40         3,776.80         3,768.80         3,				Hourly	30.15	31.25	32.49	33.81	35.18
Monthy         5,226.00         5,416.67         5,631.60         5,607.40         6,097.87           Annual         62,712.00         67,0920         73,212.40         73,174.40           SENIOR UTILITY LEADER         M845         Classified         Hourly         37.71         39.22         40.85         42.27         43.90           UTILITY LEADER         M845         Classified         Bi-Weekly         3,016.80         31,137.60         3,268.00         3,381.60         3,512.00           UTILITY LEADER         M840         Classified         Hourly         32.79         34.10         35.52         36.76         38.17           Bi-Weekly         2,623.20         2,728.00         2,841.60         2,940.80         3,053.60           M840         Classified         Monthy         5,631.60         5,531.60         6,527.00         2,776.80           M840         Classified         Monthy         2,885.00         2,824.00         2,228.00         2,824.00         7,212.00         2,776.80           M915         Classified         Monthy         5,186.80         5,373.33         5,595.20         5,789.33         6,662.00         7,2196.80           M915         Classified         Monthy         5,865.60		N4400	Classified	Bi-Weekly	2,412.00	2,500.00	2,599.20	2,704.80	2,814.40
SENIOR UTILITY LEADER         M845         Classified         Hourly Bi-Weekly (lassified         37.71 (abc)         39.22 (abc)         40.85 (abc)         42.27 (abc)         43.90 (abc)           UTILITY LEADER         M840         Classified         Bi-Weekly (abc)         3,137.60 (abc)         3,268.00 (abc)         3,268.00 (abc)         3,268.00 (abc)         3,268.00 (abc)         3,268.00 (abc)         3,271.00 (abc)         3,268.00 (abc)         3,268.00 (abc)         3,268.00 (abc)         3,217.00 (abc)         3,228.00 (abc)         3,217.00 (abc)         3,228.00 (abc)         3,228.00 (abc)         3,228.00 (abc)         3,228.00 (abc)         3,228.00 (abc)         3,228.00 (abc)         3,228.00 (abc)         3,228.00 (abc)         3,228.00 (abc)         3,228.00 (	EQUIPMENT OPERATOR	101400	Classifieu	Monthly	5,226.00	5,416.67	5,631.60	5,860.40	6,097.87
SENIOR UTILITY LEADER         M845         Classified         Bi-Weekly         3,016.80         3,137.60         3,268.00         3,381.60         3,512.00           Monthy         6,536.40         6,798.13         7,080.67         7,326.80         7,609.33           MULLITY LEADER         M840         178,436.80         81,577.60         84,968.00         87,921.60         9,3121.00           UTILITY LEADER         M840         Classified         Hourly         32,79         34.10         35.52         36.76         38.17           Bi-Weekly         2,623.20         7,728.00         7,841.60         2,694.00         3,058.60           M01thy         5,683.00         5,910.07         6,151.68.00         6,371.33         5,591.20         5,816.00         6,371.33         3,40         34.71           M845         Classified         Bi-Weekly         2,385.00         2,480.00         2,772.40         2,872.40         2,778.80           M01thy         5,516.80         5,373.33         5,595.20         5,789.33         6,016.40           Annual         62,025.60         4,480.00         7,712.40         76,150.60         7,850.27           M910         Classified         Hourly         3,82.80         3,368.80				Annual	62,712.00	65,000.00	67,579.20	70,324.80	73,174.40
SENIOR UTILITY LEADER         M845         Classified         Bi-Weekly         3,016.80         3,137.60         3,268.00         3,381.60         3,512.00           Monthy         6,536.40         6,798.13         7,080.67         7,326.80         7,609.33           MULLITY LEADER         M840         178,436.80         81,577.60         84,968.00         87,921.60         9,3121.00           UTILITY LEADER         M840         Classified         Hourly         32,79         34.10         35.52         36.76         38.17           Bi-Weekly         2,623.20         7,728.00         7,841.60         2,694.00         3,058.60           M01thy         5,683.00         5,910.07         6,151.68.00         6,371.33         5,591.20         5,816.00         6,371.33         3,40         34.71           M845         Classified         Bi-Weekly         2,385.00         2,480.00         2,772.40         2,872.40         2,778.80           M01thy         5,516.80         5,373.33         5,595.20         5,789.33         6,016.40           Annual         62,025.60         4,480.00         7,712.40         76,150.60         7,850.27           M910         Classified         Hourly         3,82.80         3,368.80									
SENIOR UTILITY LEADER         Mid45         Classified         Monthly         6,536.40         6,798.13         7,080.67         7,326.80         7,609.33           UTILITY LEADER         M840         Classified         Multy         32,79         34.10         35,52         36,76         38.17           Bi-Weekly         2,623.20         2,728.00         2,841.60         2,940.80         3,053.60           M0nthly         5,683.60         5,910.67         6,156.80         6,371.73         6,616.13           Annual         68,203.20         7,0928.00         7,881.60         7,400.80         79,393.60           UTILITY WORKER         M835         Classified         Hourly         2,385.60         2,480.00         6,714.240         6,9472.00         2,776.80           M910         Classified         Bi-Weekly         2,385.60         2,480.00         6,714.240         6,9472.00         7,219.60           M920         Classified         Bi-Weekly         3,113.60         3,218.80         3,487.20         3,623.20           M910         Classified         Bi-Weekly         3,113.60         3,218.80         3,487.20         3,623.20           M910         Classified         Bi-Weekly         2,712.0         8,847.2				Hourly	37.71	39.22	40.85	42.27	43.90
Monthy         6,536.40         6,798.13         7,080.67         7,326.80         7,609.33         7,080.80         8,792.100         9,131.200           UTILITY LEADER         M840         Classified         Hourly         32.79         34.10         35.52         36.76         38.17           Bi-Weekly         2,632.00         2,728.00         2,841.60         2,940.80         3,053.60           UTILITY LEADER         M840         Classified         Mmthly         5,683.60         5,910.67         6,156.80         6,371.73         6,616.13           M840         Classified         M840         2,882.60         2,400.00         2,824.00         7,670.80         34.71           M855         Classified         Monthly         5,913.33         5,595.20         5,789.33         6,016.40           Annual         62,025.60         64,480.00         6,7142.40         6,947.20         2,776.80           SENIOR UTILITY LEADER - SEWER         M920         Classified         Meurly         38.92         40.46         42.11         43.59         45.29           M920         Classified         Monthly         5,618.80         5,713.30         7,725.60         7,850.27           M910         Classified         Mour	SENIOR UTILITY LEADER	M845	Classified	<b>Bi-Weekly</b>	3,016.80	3,137.60	3,268.00	3,381.60	3,512.00
UTILITY LEADER         M840         Hourly Classified         32.79         34.10         35.52         36.76         38.17           Bi-Weekly         2,623.20         2,728.00         2,841.60         2,940.80         3,053.60         3,053.60         3,001.67         6,156.80         6,371.73         6,616.13           Monthly         5,683.60         5,910.67         6,156.80         6,371.73         6,616.13           Annual         68,203.20         7,092.80         7,381.60         7,640.80         7,933.60         6,016.40           M835         Classified         Hourly         2,985.60         2,480.00         2,582.40         2,672.00         2,776.80           Monthly         5,168.80         5,595.20         5,799.33         6,016.40           Annual         62,025.60         64,480.00         67,142.40         69,472.00         7,2196.80           M920         Classified         Bi-Weekly         3,113.60         3,268.80         3,662         3,90.9         3,623.20           Multity LEADER - SEWER         M910         Classified         Hourly         38.43         35.18         36.62         37.90         39.38           UTILITY LEADER - SEWER         M915         Classified         Hourly		1110 15	elassinea	Monthly	6,536.40	6,798.13	7,080.67	7,326.80	7,609.33
UTILITY LEADER         M840         Classified         Bi-Weekly         2,623.20         2,728.00         2,841.60         2,940.80         3,053.60           Monthly         5,583.60         5,910.67         6,156.80         6,371.73         6,616.13           Annual         68,203.20         70,928.00         73,881.60         76,460.80         79,393.60           UTILITY WORKER         M835         Classified         Hourly         29.82         31.00         32.28         33.40         34.71           Bi-Weekly         2,385.60         2,480.00         2,582.40         2,672.00         2,776.80           M011y         5,168.80         5,373.33         5,592.00         5,793.33         6,016.40           Annual         62,025.60         6,4480.00         2,282.40         2,672.00         2,719.80           M920         Classified         Hourly         38.92         40.46         42.11         43.59         45.29           Bi-Weekly         3,113.60         3,226.80         3,678.20         3,663.20         9,603.20         3,623.20           UTILITY LEADER - SEWER         M915         Classified         Hourly         33.48         35.18         36.62         3,902.03         3,563.82         3,06				Annual	78,436.80	81,577.60	84,968.00	87,921.60	91,312.00
M84U         Classified         Monthly         5,683.60         5,910.67         6,156.80         6,371.73         6,616.13           Annual         66,203.20         70,928.00         73,881.60         76,460.80         79,393.60           UTILITY WORKER         M835         Classified         Bi-Weekly         2,385.60         2,480.00         2,282         33.40         34.71           M835         Classified         Bi-Weekly         2,385.60         2,480.00         2,582.40         2,672.00         2,776.80           M00thly         5,168.80         5,373.33         5,595.20         5,789.33         6,016.40           Annual         62,025.60         64.480.00         67,142.40         69,472.00         72,196.80           Monthly         5,168.80         5,373.33         5,595.20         5,789.33         6,016.40           Annual         62,025.60         64,480.00         67,142.40         69,472.00         72,196.80           Monthly         5,168.80         3,368.80         3,487.20         3,623.20         74,80.27           Marcel         Algestified         Bi-Weekly         3,113.60         3,268.80         3,662.20         24,920.20           Monthly         5,865.60         6,079.87				Hourly	32.79	34.10	35.52	36.76	38.17
Monthly         5,683.60         5,910.67         6,156.80         6,371.73         6,616.13           Annual         68,203.20         70,928.00         73,881.60         76,460.80         73,939.60         34,711           Bi-Weekly         2,385.60         2,480.00         2,582.40         2,672.00         2,776.80           Monthly         5,168.80         5,373.33         5,595.20         5,789.33         6,016.40           Annual         62,025.60         64,480.00         67,142.40         69,472.00         2,776.80           M920         Classified         Hourly         38.92         40.46         42.11         43.59         45.29           Bi-Weekly         3,113.60         3,236.80         3,368.80         3,487.20         3,623.20           Monthly         6,764.13         70,130.7         7,299.07         7,555.60         7,850.27           Annual         80,953.60         84,156.80         87,588.80         90,667.20         94,203.20           Monthly         5,865.60         6,097.81         3,150.40         3,150.40         3,150.40           Monthly         5,865.60         6,097.87         6,347.37         6,653.33         6,825.87           Monthly         5,865.60 <td></td> <td>M840</td> <td>Classified</td> <td>Bi-Weekly</td> <td>2,623.20</td> <td>2,728.00</td> <td>2,841.60</td> <td>2,940.80</td> <td>3,053.60</td>		M840	Classified	Bi-Weekly	2,623.20	2,728.00	2,841.60	2,940.80	3,053.60
UTILITY WORKER         M835         Hourly Lassified         29.82         31.00         32.28         33.40         34.71           Bi-Weekly Monthly         2,385.60         2,480.00         2,582.40         2,672.00         2,776.80           Monthly         5,168.80         5,373.33         5,595.20         5,789.33         6,016.40           Annual         62,025.60         64,480.00         67,142.40         69,472.00         72,196.80           SENIOR UTILITY LEADER - SEWER         M920         Classified         Hourly         38.92         40.46         42.11         43.59         45.29           UTILITY LEADER - SEWER         M920         Classified         Hourly         38.92         40.46         42.11         43.59         45.29           UTILITY LEADER - SEWER         M920         Classified         Hourly         38.92         40.46         42.11         43.59         45.29           M910         Classified         Mestly         3,113.60         3,236.80         3,368.80         3,487.20         3,623.20           M911         Sessified         M915         Classified         Hourly         38.84         35.18         36.62         37.90         39.38           Bi-Weekly         2,707.2			classified	Monthly					
UTILITY WORKER         M835         Classified         Bi-Weekly         2,385.60         2,480.00         2,582.40         2,672.00         2,776.80           M0nthly         5,168.80         5,373.33         5,595.20         5,789.33         6,016.40           Annual         62,025.60         64,480.00         67,142.40         69,472.00         72,196.80           SENIOR UTILITY LEADER - SEWER         M920         Classified         Hourly         38.92         40.46         42.11         43.59         45.29           Bi-Weekly         3,113.60         3,236.80         3,368.80         3,487.20         3,623.20           M011         6,746.13         7,013.07         7,299.07         7,555.60         7,850.27           Annual         80,953.60         84,156.80         87,588.80         90,667.20         94,203.20           UTILITY LEADER - SEWER         M915         Classified         Bi-Weekly         2,707.20         2,814.40         2,929.60         3,032.00         3,150.40           UTILITY WORKER - SEWER         M915         Classified         Bi-Weekly         2,707.20         2,814.40         2,929.60         3,33.00         34.46         35.80           Bi-Weekly         2,460.80         2,558.40         2,5				-			-	,	
Misss         Classified         Monthly         5,168.80         5,373.33         5,595.20         5,789.33         6,016.40           Annual         62,025.60         64,480.00         67,142.40         69,472.00         72,196.80           SENIOR UTILITY LEADER - SEWER         M920         Classified         Hourly         38.92         40.46         42.11         43.59         45.23           M920         Classified         Bi-Weekly         3,113.60         3,236.80         3,368.80         3,487.20         3,623.20           Monthly         6,746.13         7,013.07         7,299.07         7,555.60         7,850.27           Annual         80,953.60         84,156.80         87,588.80         90,667.20         94,203.20           Monthly         5,865.60         6,097.87         6,347.47         6,569.33         6,825.87           M915         Classified         Monthly         5,865.60         6,097.87         6,347.47         6,569.33         6,825.87           M910         Classified         Monthly         5,317.3         5,543.20         5,772.00         5,973.07         6,205.33           M910         Classified         Monthly         5,317.3         5,543.20         5,772.00         5,				Hourly				33.40	34.71
Monthly         5,168.80         5,373.33         5,595.20         5,789.33         6,016.40           Annual         6,025.60         6,4480.00         69,472.00         72,196.80           SENIOR UTILITY LEADER - SEWER         M920         Classified         Hourly         38.92         40.46         42.11         43.59         45.29           Bi-Weekly         3,113.60         3,236.80         3,368.80         3,487.20         3,623.20           Monthly         6,746.13         7,013.07         7,299.07         7,555.60         7,850.27           Mnual         80,953.60         84,156.80         87,588.80         90,667.20         94,203.20           Mnual         80,953.60         84,156.80         87,588.80         90,667.20         94,203.20           M915         Classified         Bi-Weekly         2,707.20         2,814.40         2,929.60         3,032.00         3,150.40           M915         Classified         Bi-Weekly         2,707.20         2,814.40         2,929.60         3,032.00         3,150.40           Muthly         5,865.60         6,097.87         6,347.47         6,569.33         6,825.87           Annual         70,387.20         73,174.40         76,169.60         78,832.00<	UTILITY WORKER	M835	Classified	Bi-Weekly					2,776.80
SENIOR UTILITY LEADER - SEWER         M920         Classified         Hourly         38.92         40.46         42.11         43.59         45.29           Bi-Weekly         3,113.60         3,236.80         3,368.80         3,487.20         3,623.20           Monthly         6,746.13         7,013.07         7,299.07         7,555.60         7,850.27           Annual         80,953.60         84,156.80         87,588.80         90,667.20         94,203.20           Hourly         33.84         35.18         36.62         37.90         39.38           Bi-Weekly         2,707.20         2,814.40         2,929.60         3,032.00         3,150.40           Monthly         5,865.60         6,097.87         6,347.47         6,569.33         6,825.87           Annual         70,387.20         73,174.40         76,169.60         78,832.00         81,910.40           Monthly         30.76         31.98         33.30         34.46         35.80           Bi-Weekly         2,460.80         2,558.40         2,664.00         2,756.80         2,664.00           M910         Classified         Bi-Weekly         2,460.80         65,518.40         69,264.00         71,676.80         74,464.00									
Bi-Weeky3,113.003,236.803,368.803,487.203,623.20M920ClassifiedMonthly6,746.137,013.077,299.077,555.607,850.27Annual80,953.6084,156.8087,588.8090,667.2094,203.00UTILITY LEADER - SEWERM915ClassifiedBi-Weeky2,707.202,814.402,929.603,032.003,150.40M915ClassifiedMonthly5,865.606,097.876,347.476,569.336,825.87Annual70,387.2073,174.4076,169.6078,832.008,191.04M910ClassifiedHourly30.7631.9833.3034.4635.80Bi-Weekly2,460.802,558.402,664.002,756.802,864.002,756.802,864.00M910ClassifiedBi-Weekly2,400.802,558.402,664.002,756.802,864.00M910ClassifiedBi-Weekly2,400.802,558.402,664.002,756.802,864.00M910ClassifiedBi-Weekly2,808.006,518.406,926.407,167.6807,464.00M910ClassifiedBi-Weekly2,849.792,960.033,076.803,20.923,329.93M910ClassifiedBi-Weekly2,849.792,960.033,076.803,20.923,329.93M910ClassifiedBi-Weekly2,849.792,960.033,076.803,20.923,329.93M910ClassifiedBi-Weekly2,849.792,960.033,076.80 <td< td=""><td></td><td></td><td></td><td>Annual</td><td>62,025.60</td><td>64,480.00</td><td>67,142.40</td><td>69,472.00</td><td>72,196.80</td></td<>				Annual	62,025.60	64,480.00	67,142.40	69,472.00	72,196.80
Bi-Weeky3,113.003,236.803,368.803,487.203,623.20M920ClassifiedMonthly6,746.137,013.077,299.077,555.607,850.27Annual80,953.6084,156.8087,588.8090,667.2094,203.00UTILITY LEADER - SEWERM915ClassifiedBi-Weeky2,707.202,814.402,929.603,032.003,150.40M915ClassifiedMonthly5,865.606,097.876,347.476,569.336,825.87Annual70,387.2073,174.4076,169.6078,832.008,191.04M910ClassifiedHourly30.7631.9833.3034.4635.80Bi-Weekly2,460.802,558.402,664.002,756.802,864.002,756.802,864.00M910ClassifiedBi-Weekly2,400.802,558.402,664.002,756.802,864.00M910ClassifiedBi-Weekly2,400.802,558.402,664.002,756.802,864.00M910ClassifiedBi-Weekly2,808.006,518.406,926.407,167.6807,464.00M910ClassifiedBi-Weekly2,849.792,960.033,076.803,20.923,329.93M910ClassifiedBi-Weekly2,849.792,960.033,076.803,20.923,329.93M910ClassifiedBi-Weekly2,849.792,960.033,076.803,20.923,329.93M910ClassifiedBi-Weekly2,849.792,960.033,076.80 <td< td=""><td></td><td></td><td></td><td>1</td><td>1</td><td></td><td></td><td></td><td></td></td<>				1	1				
Miszo         Miszo         Monthly         6,746.13         7,013.07         7,299.07         7,555.60         7,850.27           Annual         80,953.60         84,156.80         87,588.80         90,667.20         94,203.20           UTILITY LEADER - SEWER         M915         Classified         Hourly         33.84         35.18         36.62         37.90         39.38           Bi-Weekly         2,707.20         2,814.40         2,929.60         3,032.00         3,150.40           Monthly         5,865.60         6,097.87         6,347.47         6,569.33         6,825.87           Annual         70,387.20         73,174.40         76,169.60         78,832.00         81,910.40           UTILITY WORKER - SEWER         M910         Classified         Hourly         30.76         31.98         33.30         34.46         35.80           Bi-Weekly         2,460.80         2,558.40         2,664.00         2,756.80         2,864.00           Monthly         5,331.73         5,543.20         5,772.00         5,973.07         6,205.33           Annual         63,980.80         66,518.40         69,264.00         71,676.80         74,464.00           UTILITY WORKER - SEWER         M415         Classified<									
Monthly         6,746.13         7,013.07         7,299.07         7,555.60         7,850.27           Annual         80,953.60         84,156.80         87,588.80         90,667.20         94,203.20           UTILITY LEADER - SEWER         M915         Classified         Bi-Weekly         2,707.20         2,814.40         2,929.07         3,032.00         3,032.00         3,032.00         39.38           UTILITY LEADER - SEWER         M915         Classified         Bi-Weekly         2,707.20         2,814.40         2,929.07         6,569.33         6,825.87           Annual         70,387.20         73,174.40         76,169.60         78,832.00         81,910.40           M910         Classified         Hourly         30.76         31.98         33.30         34.46         35.80           Bi-Weekly         2,460.80         2,558.40         2,664.00         2,756.80         2,864.00           M910         Classified         Bi-Weekly         2,460.80         2,573.00         5,973.07         6,205.33           Annual         63,980.80         66,518.40         69,264.00         71,676.80         74,464.00           UTILITY WORKER - SEWER         M415         Classified         Bi-Weekly         2,849.79         2,960.0	SENIOR UTILITY LEADER - SEWER	M920	Classified						
UTILITY LEADER - SEWER         M915         Classified         Hourly         33.84         35.18         36.62         37.90         39.38           UTILITY LEADER - SEWER         M915         Classified         Bi-Weekly         2,707.20         2,814.40         2,929.60         3,032.00         3,150.40           Monthly         5,865.60         6,097.87         6,347.47         6,559.33         6,825.87           Annual         70,387.20         73,174.40         76,169.60         78,832.00         81,910.40           UTILITY WORKER - SEWER         M910         Classified         Bi-Weekly         2,460.80         2,558.40         2,664.00         2,756.80         2,864.00           Monthly         5,331.73         5,543.20         5,772.00         5,973.07         6,205.33           Annual         63,980.80         66,518.40         69,264.00         71,676.80         74,464.00           UTILITIES MAINTENANCE MECHANIC         M415         Classified         Hourly         35.62         37.00         38.46         40.01         41.62           Bi-Weekly         2,849.79         2,960.03         3,076.80         3,200.92         3,329.93           Monthly         6,174.55         6,413.40         6,666.40         6,93									
Bi-Weekly         2,707.20         2,814.40         2,929.60         3,032.00         3,150.40           Monthly         5,865.60         6,097.87         6,347.47         6,569.33         6,825.87           Annual         70,387.20         73,174.40         76,169.60         78,832.00         81,910.40           UTILITY WORKER - SEWER         M910         Classified         Bi-Weekly         2,460.80         2,558.40         2,664.00         2,756.80         2,864.00           M01111         5,331.73         5,543.20         5,772.00         5,973.07         6,205.33           Annual         63,980.80         66,518.40         69,264.00         71,676.80         74,464.00           VILILTIES MAINTENANCE MECHANIC         M415         Classified         Hourly         35.62         37.00         38.46         40.01         41.62           Bi-Weekly         2,849.79         2,960.03         3,076.80         3,209.93         3,209.92         3,329.93									
UTILITY LEADER - SEWER         M915         Classified         Monthly         5,865.60         6,097.87         6,347.47         6,569.33         6,825.87           Annual         70,387.20         73,174.40         76,169.60         78,832.00         81,910.40           UTILITY WORKER - SEWER         M910         Classified         Hourly         30.76         31.98         33.30         34.46         35.80           Bi-Weekly         2,460.80         2,558.40         2,664.00         2,756.80         2,864.00           Monthly         5,331.73         5,543.20         5,973.07         6,205.33           Annual         63,980.80         66,518.40         69,264.00         71,676.80         74,464.00           UTILITIES MAINTENANCE MECHANIC         M415         Classified         Hourly         35.62         37.00         38.46         40.01         41.62           Bi-Weekly         2,849.79         2,960.03         3,076.80         3,20.92         3,329.93           Monthly         6,174.55         6,413.40         6,666.40         6,935.32         7,214.85									
Monthly         5,855.60         6,097.87         6,347.47         6,559.33         6,825.87           Annual         70,387.20         73,174.40         76,169.60         78,832.00         81,910.40           UTILITY WORKER - SEWER         M910         Classified         Bi-Weekly         2,460.80         2,558.40         2,664.00         2,756.80         2,864.00           Monthly         5,331.73         5,543.20         5,772.00         5,973.07         6,205.33           Annual         63,980.80         66,518.40         69,264.00         71,676.80         74,464.00           UTILITIES MAINTENANCE MECHANIC         M415         Classified         Hourly         35.62         37.00         38.46         40.01         41.62           Bi-Weekly         2,849.79         2,960.03         3,076.80         3,209.92         3,329.93	UTILITY LEADER - SEWER	M915	Classified		,				· ·
UTILITY WORKER - SEWER         M910         Classified         Hourly         30.76         31.98         33.30         34.46         35.80           Bi-Weekly         2,460.80         2,558.40         2,664.00         2,756.80         2,864.00           Monthly         5,331.73         5,543.20         5,772.00         5,973.07         6,205.33           Annual         63,980.80         66,518.40         69,264.00         71,676.80         74,464.00           UTILITIES MAINTENANCE MECHANIC         M415         Classified         Hourly         35.62         37.00         38.46         40.01         41.62           Bi-Weekly         2,849.79         2,960.03         3,076.80         3,20.92         3,329.93           Monthly         6,174.55         6,413.40         6,666.40         6,935.32         7,214.85					,				
Bi-Weekly         2,460.80         2,558.40         2,664.00         2,756.80         2,864.00           Monthly         5,331.73         5,543.20         5,772.00         5,973.07         6,205.33           Annual         63,980.80         66,518.40         69,264.00         71,676.80         74,464.00           UTILITIES MAINTENANCE MECHANIC         M415         Classified         Hourly         35.62         37.00         38.46         40.01         41.62           Bi-Weekly         2,849.79         2,960.03         3,076.80         3,20.92         3,329.93           Monthly         6,174.55         6,413.40         6,666.40         6,953.32         7,214.85							-		
M910         Classified         Monthly         5,331.73         5,543.20         5,772.00         5,973.07         6,205.33           Annual         63,980.80         66,518.40         69,264.00         71,676.80         74,464.00           UTILITIES MAINTENANCE MECHANIC         M415         Classified         Hourly         35.62         37.00         38.46         40.01         41.62           Bi-Weekly         2,849.79         2,960.03         3,076.80         3,200.92         3,329.93           Monthly         6,174.55         6,413.40         6,666.40         6,953.32         7,214.85									
Monthly         5,331.73         5,543.20         5,772.00         5,973.07         6,205.33           Annual         63,980.80         66,518.40         69,264.00         71,676.80         74,464.00           UTILITIES MAINTENANCE MECHANIC         M415         Classified         Hourly         35.62         37.00         38.46         40.01         41.62           Bi-Weekly         2,849.79         2,960.03         3,076.80         3,20.92         3,329.93           Monthly         6,174.55         6,413.40         6,666.40         6,953.32         7,214.85	UTILITY WORKER - SEWER	M910	Classified						
Hourly         35.62         37.00         38.46         40.01         41.62           UTILITIES MAINTENANCE MECHANIC         M415         Classified         Bi-Weekly         2,849.79         2,960.03         3,076.80         3,200.92         3,329.93           Monthly         6,174.55         6,413.40         6,666.40         6,935.32         7,214.85				· · · ·	,				
Bi-Weekly         2,849.79         2,960.03         3,076.80         3,200.92         3,329.93           Monthly         6,174.55         6,413.40         6,666.40         6,935.32         7,214.85				Annual	63,980.80	66,518.40	69,264.00	71,676.80	74,464.00
Bi-Weekly         2,849.79         2,960.03         3,076.80         3,200.92         3,329.93           Monthly         6,174.55         6,413.40         6,666.40         6,935.32         7,214.85					25.62	27.00	20.40	40.04	41.00
Officiency         Middle         Classified         Monthly         6,174.55         6,413.40         6,666.40         6,935.32         7,214.85									
	UTILITIES MAINTENANCE MECHANIC	M415	Classified						
Annuai 74,094.65 76,960.78 79,996.75 83,223.80 86,578.22									
				Annuai	74,094.65	70,900.78	79,996.75	83,223.80	80,578.22

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
	INFORMATIO	N TECHNOLOGY	DEPARTMENT					
	-	-						
			Hourly	53.65	56.33	59.15	62.12	65.22
INFORMATION SYSTEMS MANAGER	H565	Classified	Bi-Weekly	4,292.00	4,506.40	4,732.00	4,969.60	5,217.60
		elassifica	Monthly	9,299.33	9,763.87	10,252.67	10,767.47	11,304.80
			Annual	111,592.00	117,166.40	123,032.00	129,209.60	135,657.60
			Hourly	53.65	56.33	59.15	62.12	65.22
INFORMATION TECHNOLOGY MANAGER	H566	Classified	<b>Bi-Weekly</b>	4,292.00	4,506.40	4,732.00	4,969.60	5,217.60
INFORMATION TECHNOLOGT MANAGER	11500	Classifieu	Monthly	9,299.33	9,763.87	10,252.67	10,767.47	11,304.80
			Annual	111,592.00	117,166.40	123,032.00	129,209.60	135,657.60
						r		
			Hourly	48.28	50.69	53.23	55.89	58.68
DATA AND SYSTEMS COORDINATOR	H560	Classified	Bi-Weekly	3,862.40	4,055.20	4,258.40	4,471.20	4,694.40
		olassinea	Monthly	8,368.53	8,786.27	9,226.53	9,687.60	10,171.20
			Annual	100,422.40	105,435.20	110,718.40	116,251.20	122,054.40
			Hourly	43.39	45.57	47.84	50.23	52.75
			Bi-Weekly	3,471.20	3,645.60	3,827.20	4,018.40	4,220.00
NETWORK SYSTEMS SPECIALIST	H555	Classified	Monthly	7,520.93	7,898.80	8,292.27	8,706.53	9,143.33
			Annual	90,251.20	94,785.60	99,507.20	104,478.40	109,720.00
			Hourly	46.80	49.14	51.47	54.07	57.65
			Bi-Weekly	3,744.00	3,931.20	4,117.60	4,325.60	4,612.00
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Monthly	8,112.00	8,517.60	8,921.47	9,372.13	9,992.67
			Annual	97,344.00	102,211.20	107,057.60		119,912.00
			Allilual	57,544.00	102,211.20	107,037.00	112,403.00	119,912.00
			Hourly	40.73	42.72	44.95	47.16	49.49
PROGRAMMER ANALYST			Bi-Weekly	3,258.40	3,417.60	3,596.00	3,772.80	3,959.20
	T455	Classified	-					
			Monthly	7,059.87	7,404.80	7,791.33	8,174.40	8,578.27
			Annual	84,718.40	88,857.60	93,496.00	98,092.80	102,939.20
			Hourly	40.14	42.17	44.26	46.46	48.79
WEB SPECIALIST	T450	Classified	Bi-Weekly	3,211.20	3,373.60	3,540.80	3,716.80	3,903.20
			Monthly	6,957.60	7,309.47	7,671.73	8,053.07	8,456.93
			Annual	83,491.20	87,713.60	92,060.80	96,636.80	101,483.20
	-	1	T					
			Hourly	40.71	42.74	44.88	47.13	49.49
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Bi-Weekly	3,256.80	3,419.20	3,590.40	3,770.40	3,959.20
			Monthly	7,056.40	7,408.27	7,779.20	8,169.20	8,578.27
			Annual	84,676.80	88,899.20	93,350.40	98,030.40	102,939.20
			Hourly	37.01	38.86	40.81	42.85	44.99
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	<b>Bi-Weekly</b>	2,960.80	3,108.80	3,264.80	3,428.00	3,599.20
	1450	classified	Monthly	6,415.07	6,735.73	7,073.73	7,427.33	7,798.27
			Annual	76,980.80	80,828.80	84,884.80	89,128.00	93,579.20
			Hourly	40.71	42.74	44.88	47.13	49.49
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	<b>Bi-Weekly</b>	3,256.80	3,419.20	3,590.40	3,770.40	3,959.20
TECHNOLOGT SOLUTIONS ANALTST II	1445	Classified	Monthly	7,056.40	7,408.27	7,779.20	8,169.20	8,578.27
			Annual	84,676.80	88,899.20	93,350.40	98,030.40	102,939.20
		1	Hourly	37.01	38.86	40.81	42.85	44.99
	7446	<b>C I I I I I I I I I I</b>	Bi-Weekly	2,960.80	3,108.80	3,264.80	3,428.00	3,599.20
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Monthly	6,415.07	6,735.73	7,073.73	7,427.33	7,798.27
			Annual	76,980.80	80,828.80	84,884.80	89,128.00	93,579.20
		-	-					
			Hourly	36.97	38.82	40.75	42.78	44.96
	<b>T</b> 465	Class if it is	Bi-Weekly	2,957.60	3,105.60	3,260.00	3,422.40	3,596.80
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Monthly	6,408.13	6,728.80	7,063.33	7,415.20	7,793.07
			Annual	76,897.60	80,745.60	84,760.00	88,982.40	93,516.80
		1	Hourly	33.63	35.30	37.06	38.93	40.87
			Bi-Weekly	2,690.40	2,824.00	2,964.80	3,114.40	3,269.60
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Monthly	5,829.20				
					6,118.67	6,423.73	6,747.87	7,084.13
			Annual	69,950.40	73,424.00	77,084.80	80,974.40	85,009.60

Classification Title	Job Code	Service Type		Step A	Step B	Step C	Step D	Step E
			Hourly	36.97	38.82	40.75	42.78	44.96
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Bi-Weekly	2,957.60	3,105.60	3,260.00	3,422.40	3,596.80
INFORMATION TECHNOLOGY TECHNICIAN II	1425	Classified	Monthly	6,408.13	6,728.80	7,063.33	7,415.20	7,793.07
			Annual	76,897.60	80,745.60	84,760.00	88,982.40	93,516.80
			Hourly	33.63	35.30	37.06	38.93	40.87
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Bi-Weekly	2,690.40	2,824.00	2,964.80	3,114.40	3,269.60
INFORMATION TECHNOLOGY TECHNICIAN T	1424	Classifieu	Monthly	5,829.20	6,118.67	6,423.73	6,747.87	7,084.13
			Annual	69,950.40	73,424.00	77,084.80	80,974.40	85,009.60
			Hourly	30.28	31.79	33.42	35.08	36.77
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Bi-Weekly	2,422.40	2,543.20	2,673.60	2,806.40	2,941.60
INFORMATION STSTEWS SOFFORT TECHNICIAN	1415		Monthly	5,248.53	5,510.27	5,792.80	6,080.53	6,373.47
			Annual	62,982.40	66,123.20	69,513.60	72,966.40	76,481.60
			-					
		Classified	Hourly	26.72	27.93	29.32	30.71	32.15
DATA SYSTEMS OPERATOR	C450		<b>Bi-Weekly</b>	2,137.45	2,234.71	2,345.76	2,456.81	2,571.91
DATA STSTEWS OPERATOR	C450		Monthly	4,631.13	4,841.88	5,082.48	5,323.08	5,572.46
			Annual	55,573.61	58,102.56	60,989.78	63,876.99	66,869.58
			Hourly	28.85	30.26	31.81	33.39	34.98
AUDIO VIDEO SPECIALIST	T410	Classified	Bi-Weekly	2,308.00	2,420.80	2,544.80	2,671.20	2,798.40
AODIO VIDEO SPECIALIST	1410	Classifieu	Monthly	5,000.67	5,245.07	5,513.73	5,787.60	6,063.20
			Annual	60,008.00	62,940.80	66,164.80	69,451.20	72,758.40
			Hourly					15.84
VIDEO ASSISTANT	T400	Classified	Bi-Weekly					1,267.20
VIDEO ASSISTANT	1400	Classifieu	Monthly					2,745.60
			Annual					32,947.20

# SEIU Salary Survey Impementation Based on IRA

Classification	% City is Above or Below Labor Market Average	Total Salary Adjustment	June 2016 Increase	June 2017 Increase	June 2018 Increase	FTE
Account Clerk	e,					0
Customer Account Clerk						5
Senior Account Clerk	-3.45%	3.45%	1.15%	1.15%	1.15%	4
Senior Customer Account Clerk						5
Supervising Customer Account Clerk						1
Administrative Clerk II						5
Administrative Clerk I						2
Data Systems Operator	0.0 (0)		1.000	1.0004	1.000	1
Mail And Purchasing Clerk	-3.96%	3.96%	1.32%	1.32%	1.32%	1
Mail And Revenue Clerk						1
Volunteer Program Assistant						1
Administrative Secretary						6
Secretary	2.99%	0%	0%	0%	0%	10
Senior Secretary						12
Animal Control Officer						2
Animal Care Attendant						5
Shelter Operations Supervisor	-4.71%	4.71%	1.57%	1.57%	1.57%	1
Shelter Volunteer Coordinator						1
Communications Operator						16
Communications Operator	-5.88%	5.88%	1.96%	1.96%	1.96%	2
	-3.88%	3.88%	1.90%	1.90%	1.90%	4
Communications Supervisor						
Community Service Officer	1.09%	0%	0%	0%	0%	20
Jail Supervisor	2.210/	2.214	1.110/	1.100/	1.100/	4
Crime Prevention Specialist	-3.31%	3.31%	1.11%	1.10%	1.10%	2
Crime Scene Technician	-3.73%	3.73%	1.25%	1.24%	1.24%	4
Electrician II						5
Electrician I	7.00%	0%	0%	0%	0%	0
HVAC Mechanic						1
Equipment Mechanic II	-2.23%	2.23%	0.75%	0.74%	0.74%	4
Equipment Mechanic I	2.2370	2.2370	0.7570	0.7 170	0.7 170	1
Equipment Operator	-0.58%	0.58%	0.58%	0.00%	0.00%	3
Facilities Carpenter II	5.26%	0%	0%	0%	0%	1
Facilities Carpenter I	5.2070	070	070	070	070	0
Facilities Painter II	4.64%	0%	0%	0%	0%	1
Facilities Painter I	4.04%	0%	070	070	070	0
Finance Technician	6.08%	0%	0%	0%	0%	4
Purchasing Technician	0.0870	0%	070	070	070	1
Laborer	-1.76%	1.76%	0.59%	0.59%	0.58%	12
Legal Secretary II	0.5(0)	0.5.00	0.5.00	0.000/	0.000/	1
Legal Secretary I	-0.56%	0.56%	0.56%	0.00%	0.00%	0
Library Assistant						8
Lead Library Assistant	-7.46%	7.46%	2.49%	2.49%	2.48%	3
Senior Library Assistant						0
Library Page						3.6
Senior Library Page	11.98%	0%	0%	0%	0%	1.8
Maintenance Leader						3
Airport Attendant						0
Airport Maintenance Worker						3
Facilities Leadworker						0
Facilities Service Worker I						1
Facilities Service worker I Facilities Serviceworker II	—					1
Groundskeeper I	3.49%	0%	0%	0%	0%	6
Groundskeeper I Groundskeeper II						2
Groundskeeper II Groundskeeper III						-
Grounaskeeper III Maintenance Worker	—					1
						6
Senior Airport Maintenance Worker	—					1
Senior Maintenance Leader	I					2

# SEIU Salary Survey Impementation Based on IRA

Classification	% City is Above or Below Labor Market Average	Total Salary Adjustment	June 2016 Increase	June 2017 Increase	June 2018 Increase	FTE
Permit Technician						4
Fire Technician I	-2.18%	2.18%	0.73%	0.73%	0.72%	0
Fire Technician II	-2.10%	2.10%	0.73%	0.73%	0.72%	2
Senior Permit Technician						1
Police Officer Trainee	-3.34%	3.34%	1.12%	1.11%	1.11%	2
Police Records Clerk II						12
Police Records Clerk I	-1.40%	1.40%	0.47%	0.47%	0.46%	2
Records Supervisor						2
Property Technician	-4.54%	4.54%	1.52%	1.51%	1.51%	4
Storekeeper-Expediter						1
Equipment Parts Storekeeper	-3.20%	3.20%	1.07%	1.07%	1.06%	1
Equipment Service Attendant						0
Sweeper Equipment Operator	-5.48%	5.48%	1.83%	1.83%	1.82%	5
Tree Trimmer	-2.21%	2.21%	0.74%	0.74%	0.73%	3
Utility Worker						8
Utility Worker (Sewer)						5
Backflow/Cross Connection Tester						1
Cross Connection Control Specialist						0
Senior Utility Cust. Svc. Leader						1
Senior Utility Leader	0.74%	0%	0%	0%	0%	1
Senior Utility Leader - Sewer						0
Senior Utility Service Representative						1
Utilities Service Worker						2
Utility Leader						3
Utility Leader – Sewer						2
Water Meter Reader	2.56%	0%	0%	0%	0%	2.5
Water Meter Mechanic	2.30%	0%	070	0%0	0%	3
WPCF Operator						4
Operator-In-Training	-6.21%	6.21%	2.07%	2.07%	2.07%	1
Utilities Maintenance Mechanic						8
WPCF Lead Operator	-9.64%	9.64%	3.22%	3.21%	3.21%	5

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Classification Title	Job Code	Service Type
CITY WIDE ADMINISTRATIVE	ANALYTICAL SUPPORT	
SENIOR MANAGEMENT ANALYST	H115	Classified
MANAGEMENT ANALYST II	H110	Classified
MANAGEMENT ANALYST I	H105	Classified
ADMINISTRATIVE SUPERVISOR	H120	Classified
ADMINISTRATIVE SECRETARY	C120	Classified
SENIOR SECRETARY	C115	Classified
SECRETARY	C110	Classified
ADMINISTRATIVE CLERK II	C105	Classified
ADMINISTRATIVE CLERK I	C100	Classified
ADMINISTRATIVE INTERN	Z120	Classified
MAIL CLERK	C410	Classified
CITY WIDE ENG		elassifica
SENIOR CIVIL ENGINEER	H240	Classified
ASSOCIATE CIVIL ENGINEER	T215	Classified
ASSISTANT CIVIL ENGINEER	T210	Classified
CITY WIDE MAI	NTENANCE	
ELECTRICIAN II	M410	Classified
ELECTRICIAN I	M405	Classified
MAINTENANCE WORKER	M305	Classified
LABORER		Classified
		Clussified
CITY ATTORNEY D	EPARTMENT	
ASSISTANT CITY ATTORNEY	U210	Classified
DEPUTY CITY ATTORNEY II	U205	Classified
DEPUTY CITY ATTORNEY I	U200	Classified
		Classified
PARALEGAL LEGAL SECRETARY II	U195 C935	Classified
LEGAL SECRETARY II		Classified
LEGAL SECRETARY I	C930	Classified
CITY CLERK DEF		
DEPUTY CITY CLERK	H500	Classified
CITY MANAGER D	FPARTMENT	
OFFICE OF THE CITY MANAGER		

Classification Title	Job Code	Service Type
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified
DIGITAL APPLICATIONS DEVELOPER	T470	Classified
MANAGEMENT FELLOW	U300	Classified
ECONOMIC DEVELOPMENT		
ECONOMIC DEVELOPMENT MANAGER	H710	Classified
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified
NEIGHBORHOOD PARTNERSHIP SERVICES		
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified
HOUSING AUTHORITY		
HOUSING MANAGER	H715	Classified
HOUSING DEVELOPMENT SPECIALIST	T750	Classified
HOMEOWNERSHIP COORDINATOR	T710	Classified
DEVELOPMENT SERVICES DEP	ARTMENT	
DEVELOPMENT SERVICE ADMINISTRATION		
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified
BUILDING DIVISION		
CITY BUILDING OFFICIAL	H335	Classified
SUPERVISING BUILDING INSPECTOR	H330	Classified
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified
BUILDING INSPECTOR	T350	Classified
PLAN CHECKING ENGINEER	T335	Classified
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified
SENIOR PLAN CHECKER	T330	Classified
PLAN CHECKER	T325	Classified
SUPERVISING PERMIT TECHNICIAN	H340	Classified
SENIOR PERMIT TECHNICIAN	C205	Classified
PERMIT TECHNICIAN II	C200	Classified

Classification Title	Job Code	Service Type
PERMIT TECHNICIAN I	C199	Classified
PLANNING DIVISION		
PLANNING MANAGER	H320	Classified
PRINCIPAL PLANNER	H315	Classified
SENIOR PLANNER	H310	Classified
ASSOCIATE PLANNER	T315	Classified
ASSISTANT PLANNER	T310	Classified
JUNIOR PLANNER	T305	Classified
DEVELOPMENT REVIEW SPECIALIST	Т320	Classified
LANDSCAPE ARCHITECT	H300	Classified
CODE ENFORCEMENT MANAGER	H703	Classified
CODE ENFORCEMENT SUPERVISOR	H700	Classified
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified
CODE ENFORCEMENT INSPECTOR II	T605	Classified
CODE ENFORCEMENT INSPECTOR I	T600	Classified
FINANCE DEPART	MENT	
	11500	Classified
DEPUTY DIRECTOR OF FINANCE	U500	Classified
BUDGET OFFICER	H170	Classified
FINANCIAL ANALYST	H165	Classified
FINANCE TECHNICIAN	C320	Classified
ACCOUNTING DIVISION ACCOUNTING MANAGER	H150	Classified
	HISO	Classifieu
SENIOR ACCOUNTANT	H145	Classified
ACCOUNTANT	H145	Classified
ACCOUNTAINT		Classifieu
SENIOR ACCOUNT CLERK	C305	Classified
ACCOUNT CLERK	C300	Classified
REVENUE DIVISION	II	
REVENUE MANAGER	H160	Classified
FINANCE SUPERVISOR	H155	Classified
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified

Classification Title	Job Code	Service Type
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified
CUSTOMER ACCOUNT CLERK	C325	Classified
PURCHASING DIVISION		
PURCHASING AND SERVICES MANAGER	H180	Classified
PURCHASING TECHNICIAN	C345	Classified
MAIL AND PURCHASING CLERK	C335	Classified
FIRE DEPARTMEN		Classified
SWORN		
DEPUTY FIRE CHIEF (40 HR)	F600	Classified
FIRE MARSHAL (40 HR)	F400	Classified
FIRE TRAINING OFFICER (40 HR)	F420	Classified
BATTALION CHIEF (56 HR)	F410	Classified
BATTALION CHIEF (40 HR)	F415	Classified
STAFF FIRE CAPTAIN (40 HR)	F240	Classified
FIRE CAPTAIN (56 HR)	F245	Classified
FIRE CAPTAIN (40 HR)	F250	Classified
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified
APPARATUS OPERATOR (56 HR)	F210	Classified
APPARATUS OPERATOR (40 HR)	F215	Classified
FIREFIGHTER (56 HR)	F200	Classified
FIREFIGHTER (40 HR)	F205	Classified
FIREFIGHTER TRAINEE (40 HR)	F100	Classified
PROFESSIONAL STAFF		
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified
FIRE PROTECTION ENGINEER	T510	Classified
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified
ENVIRONMENTAL SPECIALIST	T505	Classified
HAZARDOUS MATERIALS INVESTIGATOR	T500	Classified
FIRE SERVICES SUPERVISOR	H580	Classified
FIRE TECHNICIAN II	C255	Classified
FIRE TECHNICIAN II FIRE TECHNICIAN I	C255	Classified
	C250	Classifieu
HUMAN RESOURCES DEPA	ARTMENT	
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified
HUMAN RESOURCES MANAGER	U135	Classified
SENIOR HUMAN RESOURCES ANALYST	U120	Classified
HUMAN RESOURCES ANALYST II	U115	Classified
HUMAN RESOURCES ANALYST I	U110	Classified

Classification Title	Job Code	Service Type
HUMAN RESOURCES TECHNICIAN	U100	Classified
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified
LIBRARY AND COMMUNITY SE	RVICES DEPARTMENT	
COMMUNITY SERVICES		
COMMUNITY SERVICES MANAGER	H745	Classified
COMMUNITY PROGRAMS SPECIALIST	T705	Classified
	Т730	Classified
SENIOR PROPERTY REHABILITATION SPECIALIST		
PROPERTY REHABILITATION SPECIALIST	T725	Classified
PARATRANSIT COORDINATOR	T715	Classified
EDUCATION SERVICES MANAGER	H760	Classified
EDUCATIONAL SERVICES COORDINATOR	T780	Classified
LIBRARY SERVICES DIVISION	H755	Classified
LIBRARY OPERATIONS MANAGER	П/55	Classified
SUPERVISING LIBRARIAN I	H750	Classified
LIBRARIAN II	T795	Classified
LIBRARIAN I	T790	Classified
LEAD LIBRARY ASSISTANT	C520	Classified
SENIOR LIBRARY ASSISTANT	C515	Classified
LIBRARY ASSISTANT	C510	Classified
SENIOR LIBRARY PAGE	C505	Classified
LIBRARY PAGE	C500	Classified
LITERACY PROGRAM COORDINATOR		Classified
	1765	Classifieu
LEAD PROGRAM ASSISTANT	C508	Classified
PROGRAM ASSISTANT	C506	Classified
MAINTENANCE SERVICE		
FACILITIES MANAGEMENT		
FACILITIES AND BUILDING MANAGER	H605	Classified
FACILITIES LEADWORKER	M135	Classified
FACILITIES MAINTENANCE SUPERVISOR	H600	Classified
HVAC MECHANIC	M140	Classified

Classification Title	Job Code	Service Type
	M130	Classified
FACILITIES PAINTER I	M125	Classified
FACILITIES CARPENTER II	M120	Classified
FACILITIES CARPENTER I	M115	Classified
FACILITIES SERVICEWORKER II	M110	Classified
FACILITIES SERVICEWORKER I	M105	Classified
FLEET MANAGEMENT DIVISION		
FLEET MANAGEMENT DIVISION FLEET MAINTENANCE MANAGER	H635	Classified
FLEET MANAGEMENT SUPERVISOR	H630	Classified
EQUIPMENT MECHANIC II		Classified
EQUIPMENT MECHANIC I	M610	Classified
EQUIPMENT PARTS STOREKEEPER		Classified
EQUIPMENT PARTS STORENEEPER EQUIPMENT SERVICE ATTENDANT	M600	Classified
LANDSCAPE MAINTENANCE DIVISION		
LANDSCAPE MAINTENANCE MANAGER	H615	Classified
LANDSCAPE MAINTENANCE SUPERVISOR	H610	Classified
GROUNDSKEEPER III	M215	Classified
GROUNDSKEEPER II	M210	Classified
GROUNDSKEEPER I	M205	Classified
TREE TRIMMER	M220	Classified
STREET MAINTENANCE DIVISION		
STREETS MAINTENANCE MANAGER	H625	Classified
STREETS MAINTENANCE SUPERVISOR	H620	Classified
SENIOR MAINTENANCE LEADER		Classified
MAINTENANCE LEADER	M310	Classified
SWEEPER EQUIPMENT OPERATOR	M700	Classified
POLICE DEPARTME	NT	
SWORN		
POLICE CAPTAIN	P300	Classified

Classification Title	Job Code	Service Type
POLICE LIEUTENANT	P215	Classified
POLICE SERGEANT	P210	Classified
INSPECTOR	P205	Classified
POLICE OFFICER	P200	Classified
POLICE OFFICER TRAINEE	P100	Classified
PROFESSIONAL STAFF		
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified
SENIOR CRIME AND INTELLIGENCE ANALYST	H405	Classified
CRIME AND INTELLIGENCE ANALYST	H455	Classified
POLICE PROGRAMS ANALYST	H400	Classified
SPECIAL OPERATIONS DIVISION		
CRIME PREVENTION SPECIALIST	C670	Classified
RESERVE OFFICER COORDINATOR	H460	Classified
INVESTIGATION DIVISION		
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified
COUNSELING SUPERVISOR	H440	Classified
FAMILY COUNSELOR	T550	Classified
CERTIFIED LATENT PRINT EXAMINER	T560	Classified
SUPPORT SERVICES DIVISION	I	
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified
POLICE ID SPECIALIST	T555	Classified
CRIME SCENE TECHNICIAN	C685	Classified
PROPERTY TECHNICIAN	C665	Classified
ANIMAL SERVICES ADMINISTRATOR	H430	Classified
SHELTER OPERATIONS SUPERVISOR	C621	Classified
ANIMAL CONTROL OFFICER	C610	Classified
ANIMAL CARE ATTENDANT	C600	Classified
SHELTER VOLUNTEER COORDINATOR	C607	Classified
COMMUNICATIONS ADMINISTRATOR	H435	Classified
COMMUNICATIONS ADMINISTRATOR	C645	Classified
COMMUNICATIONS OPERATOR	C635	Classified
CALL TAKER	C633	Classified

Classification Title	Job Code	Service Type
RECORDS ADMINISTRATOR	H425	Classified
RECORDS SUPERVISOR	C705	Classified
POLICE RECORDS CLERK II	C695	Classified
POLICE RECORDS CLERK I	C690	Classified
JAIL ADMINISTRATOR	H420	Classified
JAIL SUPERVISOR	C660	Classified
COMMUNITY SERVICE OFFICER	C650	Classified
TRANSPORTATION AND ENGINEER		
AIRPORT DIVISION SUMMARY		
AIRPORT MANAGER	H205	Classified
AIRPORT OPERATIONS SUPERVISOR	H200	Classified
AIRPORT BUSINESS SUPERVISOR	H198	Classified
AIRPORT OPERATIONS SPECIALIST	T270	Classified
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified
AIRPORT MAINTENANCEWORKER	M505	Classified
AIRPORT ATTENDANT	M500	Classified
ENGINEERING/TRANSPORTATION DIVISION		
ASSISTANT CITY ENGINEER	H250	Classified
ASSOCIATE CIVIL ENGINEER		Classified
ASSISTANT CIVIL ENGINEER	T210	Classified
		Classified
REAL PROPERTY MANAGER	H225	
REAL PROPERTY ASSOCIATE REAL PROPERTY ASSISTANT	T260 T255	Classified Classified
	1235	classifica
ENGINEERING TECHNICIAN	T200	Classified
SURVEY ENGINEER	H230	Classified
SURVEYENGINEER	T265	Classified
	1205	Classified
TRANSPORTATION MANAGER	H220	Classified
SENIOR TRANSPORTATION ENGINEER	H215	Classified
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified
SENIOR TRANSPORTATION PLANNER	H210	Classified
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified

Classification Title	Job Code	Service Type
TRAFFIC SIGNAL TECHNICIAN	T220	Classified
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified
SENIOR CONSTRUCTION INSPECTOR	T250	Classified
CONSTRUCTION INSPECTOR	T245	Classified
UTILITIES AND ENVIRONMENTAL SERVICES DEPA		
ADMINISTRATION DIVISION		
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified
WATER RESOURCES MANAGER	H875	Classified
UTILITIES ENGINEERING MANAGER	H880	Classified
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified
STOREKEEPER - EXPEDITER	M100	Classified
SOLID WASTE MANAGEMENT		
SOLID WASTE MANAGEMENT SOLID WASTE PROGRAM MANAGER	H800	Classified
RECYCLING SPECIALIST	T800	Classified
SUSTAINABILITY SPECIALIST	T802	Classified
WATER POLLUTION CONTROL FACILITY (WPCF)		
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified
WPCF MAINTENANCE SUPERVISOR	H860	Classified
WPCF OPERATIONS SUPERVISOR	H855	Classified
WPCF LEAD OPERATOR	M935	Classified
WPCF OPERATOR	M930	Classified
OPERATOR-IN-TRAINING	M925	Classified
LAB SUPERVISOR	H850	Classified
CHEMIST	T807	Classified
LABORATORY TECHNICIAN	T805	Classified
WATER POLLUTION SOURCE CONTROL		
ENVIRONMENTAL SERVICES MANAGER	H805	Classified
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified
WATER POLLUTION SOURCE CONTROL INSPECTOR	T810	Classified
TECHNICAL INTERN	Z125	Classified
SENIOR UTILITIES ENGINEER	H810	Classified

Classification Title	Job Code	Service Type
WATER DISTRIBUTION		
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified
SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified
WATER METER MECHANIC	M810	Classified
WATER METER READER	M805	Classified
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified
UTILITIES MAINTENANCE SUPERVISOR	H850	Classified
UTILITIES SERVICE WORKER	M900	Classified
GENERAL MAINTENANCE		
EQUIPMENT OPERATOR	M400	Classified
MAINTENANCE WORKER	M305	Classified
SENIOR UTILITY LEADER		Classified
UTILITY LEADER	M845	Classified
UTILITY WORKER	M840	Classified
	10000	Classified
SENIOR UTILITY LEADER - SEWER	M920	Classified
UTILITY LEADER - SEWER	M915	Classified
UTILITY WORKER - SEWER	M910	Classified
UTILITIES MAINTENANCE MECHANIC	M415	Classified
TECHNOLOGY SERVICES DEF	PARTMENT	
INFORMATION SYSTEMS MANAGER	H565	Classified
INFORMATION TECHNOLOGY MANAGER	H566	Classified
DATA AND SYSTEMS COORDINATOR	H560	Classified
NETWORK SYSTEMS SPECIALIST	H555	Classified
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified
PROGRAMMER ANALYST		Classified
WEB SPECIALIST	T450	Classified

Classification Title	Job Code	Service Type
INFORMATION TECHNOLOGY ANALYST II	T435	Classified
INFORMATION TECHNOLOGY ANALYST I	T430	Classified
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T470	Classified
INFORMATION TECHNOLOGY TECHNICIAN II		Classified
INFORMATION TECHNOLOGY TECHNICIAN I	T475	Classified
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified
DATA SYSTEMS OPERATOR	C450	Classified
AUDIO VIDEO SPECIALIST	T410	Classified
VIDEO ASSISTANT	T400	Classified