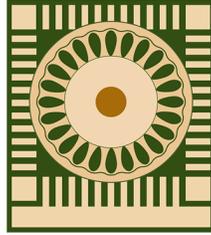


CITY OF HAYWARD

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



CITY OF
HAYWARD
HEART OF THE BAY

Agenda

Tuesday, December 4, 2018

7:00 PM

Council Chambers

City Council

**SPECIAL JOINT HAYWARD CITY COUNCIL/HOUSING
AUTHORITY/REDEVELOPMENT SUCCESSOR AGENCY/PUBLIC FINANCING
AUTHORITY MEETING**

CALL TO ORDER Pledge of Allegiance: Council/HHA/HRSA/HPFA Member Lamnin

ROLL CALL

PUBLIC COMMENTS

The Public Comment section provides an opportunity to address the City Council on items not listed on the agenda or Information Items. The Council 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 City or are within the jurisdiction of the City. As the Council 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.

ACTION ITEMS

The Council will permit comment as each item is called for the Consent Calendar, Public Hearings, and Legislative Business. In the case of the Consent Calendar, a specific item will need to be pulled by a Council Member in order for the Council to discuss the item or to permit public comment on the item. Please notify the City Clerk any time before the Consent Calendar is voted on by Council if you wish to speak on a Consent Item.

CONSENT

1. [CONS 18-775](#) Approval of Professional Auditing Services Contract with Maze & Associates in the Amount of \$110,000

Attachments: [Attachment I Staff Report](#)
 [Attachment II Resolution](#)
 [Attachment III Statement of Fees](#)

2. [CONS 18-783](#) Adoption of FY 2019 Statement of Investment Policy and Delegation of Authority

Attachments: [Attachment I Staff Report](#)
 [Attachment II Resolution](#)
 [Attachment III Housing Authority Resolution](#)
 [Attachment IV Redevelopment Successor Agency Resolution](#)
 [Attachment V Public Financing Authority Resolution](#)
 [Attachment VI FY 2019 Investment Policy Redlined](#)

3. [CONS 18-810](#) Approval of Plans and Specifications, and Call for Bids for the
FY 2019 Pavement Rehabilitation and Preventive Maintenance
Project

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)
[Attachment III Street Maps](#)

LEGISLATIVE BUSINESS

4. [LB 18-058](#) Adoption of Resolution Approving an Amendment to the City of
Hayward Salary Plan for Fiscal Year 2019 (Report from Human
Resources Director Collins)

Attachments: [Attachment I Staff Report](#)
[Attachment II Resolution](#)
[Attachment III FY 2019 Salary Plan](#)

CITY MANAGER’S COMMENTS

An oral report from the City Manager on upcoming activities, events, or other items of general interest to Council and the Public.

COUNCIL REPORTS, REFERRALS, AND FUTURE AGENDA ITEMS

Oral reports from Council Members on their activities, referrals to staff, and suggestions for future agenda items.

ADJOURNMENT

NEXT SPECIAL MEETING, December 11, 2018, 7:00 PM

PUBLIC COMMENT RULES

Any member of the public desiring to address the Council shall limit her/his address to three (3) minutes unless less or further time has been granted by the Presiding Officer or in accordance with the section under Public Hearings. The Presiding Officer has the discretion to shorten or lengthen the maximum time members may speak. Speakers will be asked for their name before speaking and are expected to honor the allotted time. Speaker Cards are available from the City Clerk at the meeting.

PLEASE TAKE NOTICE

That if you file a lawsuit challenging any final decision on any public hearing or legislative business item listed in this agenda, the issues in the lawsuit may be limited to the issues that were raised at the City's public hearing or presented in writing to the City Clerk at or before the public hearing.

PLEASE TAKE FURTHER NOTICE

That the City Council adopted Resolution No. 87-181 C.S., which imposes the 90-day deadline set forth in Code of Civil Procedure section 1094.6 for filing of any lawsuit challenging final action on an agenda item which is subject to Code of Civil Procedure section 1094.5.

****Materials related to an item on the agenda submitted to the Council after distribution of the agenda packet are available for public inspection in the City Clerk's Office, City Hall, 777 B Street, 4th Floor, Hayward, during normal business hours. An online version of this agenda and staff reports are available on the City's website. Written comments submitted to the Council in connection with agenda items will be posted on the City's website. All Council Meetings are broadcast simultaneously on the website and on Cable Channel 15, KHRT. ****

Assistance will be provided to those requiring accommodations for disabilities in compliance with the Americans with Disabilities Act of 1990. Interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400 or TDD (510) 247-3340.

Assistance will be provided to those requiring language assistance. To ensure that interpreters are available at the meeting, interested persons must request the accommodation at least 48 hours in advance of the meeting by contacting the City Clerk at (510) 583-4400.



CITY OF HAYWARD

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

File #: CONS 18-775

DATE: December 4, 2018

TO: Mayor and City Council

FROM: Director of Finance

SUBJECT

Approval of Professional Auditing Services Contract with Maze & Associates in the Amount of \$110,000

RECOMMENDATION

That Council approves the attached resolution (Attachment II) authorizing the City Manager to execute a contract between the City and Maze & Associates for a professional services agreement for a three-year term, with an option to extend for two additional years.

SUMMARY

The City's contract with Maze & Associates expires on June 30, 2019. The City issued a RFP for audit services on April 4, 2018 for services to commence with fiscal year ending June 30, 2019 with an option of auditing its financial statements for each of the two subsequent fiscal years. Seven audit firms responded to the RFP including Maze & Associates, five firms were invited to participate in an oral interview with staff, and three firms were invited for a second oral interview. Maze & Associates was selected to serve as the City's professional audit firm for the next three years.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Statement of Fees



DATE: December 4, 2018

TO: Mayor and City Council

FROM: Director of Finance

SUBJECT: Approval of Professional Auditing Services Contract with Maze & Associates in the Amount of \$110,000

RECOMMENDATION

That Council approves the attached Resolution (Attachment II) authorizing the City Manager to execute a contract between the City and Maze & Associates for a professional services agreement for a three-year term, with an option to extend for two additional years.

SUMMARY

The City's contract with Maze & Associates expires on June 30, 2019. The City issued a RFP for audit services on April 4, 2018 for services to commence with fiscal year ending June 30, 2019 with an option of auditing its financial statements for each of the two subsequent fiscal years. Seven audit firms responded to the RFP including Maze & Associates, five firms were invited to participate in an oral interview with staff, and three firms were invited for a second oral interview. Maze & Associates was selected to serve as the City's professional audit firm for the next three years.

BACKGROUND

Maze & Associates has been the City's auditors since fiscal year 2011. To comply with Government Code section 12410.6(b) "Commencing with the 2013-14 fiscal year, a local agency shall not employ a public accounting firm to provide audit services to a local agency if the lead audit partner or coordinating audit partner having primary responsibility for the audit, or the audit partner responsible for reviewing the audit, has performed audit services for that local agency for six consecutive fiscal years. For purposes of calculating the six consecutive fiscal years, the local agency shall not take into account any time that a public accounting firm was employed by that local agency prior to the 2013-14 fiscal year. The Controller may waive this requirement if he or she finds that another eligible public accounting firm is not available to perform the audit" and at Council recommendation, the City issued a request for proposals (RFP) for auditing services on April 4, 2018. Following an extensive review process, staff recommends Maze & Associates to provide financial audit and reporting services beginning with the audit for the fiscal year ended June 30, 2019.

DISCUSSION

On April 4, 2018, a request for proposals was mailed to twenty-two firms. The RFP requested detailed information about the firm, their staff, experience, location and a proposed fee schedule. Seven audit firms responded to the RFP and their proposals were reviewed by staff. Of the seven firms who responded, five firms were selected to continue forward in the process, all five firms were invited to participate in an oral interview with staff, and the top three firms were invited to participate in additional interviews. The top three firms were: Maze & Associates; Macias Gini & O'Connell LLP; and LSL CPAs & Advisors. Based on their technical expertise, audit experience and quality audit services, staff selected the top two firms and invited them for a third interview to assess value provided to the City and its residents. Based on this assessment, staff recommended Maze & Associates to provide professional audit services.

Maze & Associates has been in the governmental audit and accounting business for more than thirty-five years and they currently provide audit services to over 100 municipal clients. Maze & Associates has provided the City exceptional service as the City's independent external auditors from 1996 through 2007 and then again beginning in 2011 through the most recent fiscal year ended June 30, 2018.

STRATEGIC INITIATIVES

This agenda item is a routine operational item and does not relate to the Strategic Initiatives.

ECONOMIC IMPACT

There is no economic impact associated with this action.

FISCAL IMPACT

Annual audit services are currently funded by the General Fund. The annual City-wide audit services cost for fiscal year 2018 was \$140,000. With competitive bidding and continuing client discount, the cost for fiscal year 2019 will be \$110,000 (Attachment III).

Prepared by: Marichu Maramba, Accounting Manager

Recommended by: Dustin Claussen, Director of Finance

Approved by:



Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 18-

Introduced by Council Member _____

RESOLUTION AUTHORIZING THE CITY MANAGER TO EXECUTE A PROFESSIONAL SERVICES AGREEMENT BETWEEN THE CITY OF HAYWARD AND MAZE AND ASSOCIATES FOR AUDIT AND FINANCIAL SERVICES FOR THE CITY OF HAYWARD

BE IT RESOLVED by the City Council of the City of Hayward that the City Manager is hereby authorized and directed to negotiate and execute an agreement with Maze & Associates on behalf of the City of Hayward for audit and financial services in an amount not to exceed \$110,000 contract with Maze and Associates, in a form approved by the City Attorney, for audit services through fiscal year ending June 30, 2019 with an option of auditing financial statements for each of the two subsequent fiscal years.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2018

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

	Statement of Fees (Revised)	Standard Hourly Rates	Quoted Hourly Rates	Total
	Hours			
Partners	95.50	\$300	\$300	\$28,650
Manager/Director	125.00	170	170	21,250
Supervisory staff	389.00	115	115	44,735
Staff	624.00	80	80	49,920
Other -- Administrative	<u>37.00</u>	65	65	<u>2,405</u>
Sub-total	<u><u>1,270.50</u></u>			146,960
Continuing Client Discount (10%)				(36,960)
Out of pocket expenses (a)				<u>Included</u>
Total				<u><u>\$110,000</u></u>

(a) Out-of-pocket expenses are included in our standard hourly rate.

**Attachment B
(Revised)**

All inclusive Maximum Price by Report	2019-2020	2020-2021	2021-2022
a) Audit City Basic Financial Statements including GASB 34 assistance and Management Letter	\$100,855	\$100,855	\$100,855
b) Annual Report of Financial Transactions (State Controller's Office)	8,610	8,610	8,610
c) Single Audit (3 major programs) (a)	16,955	16,955	16,955
d) Audit Successor Agency to the City of Hayward Redevelopment Agency	3,400	3,400	3,400
e) Audit Transportation Development Act Program	2,830	2,830	2,830
f) Audit Hayward Public Financing Authority	3,935	3,935	3,935
g) Audit Measures B, F, BB Transportation Improvement Funds	7,240	7,240	7,240
h) Prop 111 Appropriation Limit Report	915	915	915
i) Preparation/production of CAFR and other audit reports including camera ready PDF version	2,220	2,220	2,220
j) Continuing Client Discount	(36,960)	(36,960)	(36,960)
Total	\$110,000	\$110,000	\$110,000

Notes:

(a) Additional major programs will cost \$5,652 each in fiscal 2019.



CITY OF HAYWARD

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

File #: CONS 18-783

DATE: December 4, 2018

TO: Mayor and City Council

FROM: Director of Finance

SUBJECT

Adoption of FY 2019 Statement of Investment Policy and Delegation of Authority

RECOMMENDATION

That the Council adopts the attached resolutions reaffirming the updated Fiscal Year 2019 Statement of Investment Policy and extending the delegation of investment authority to the Director of Finance.

SUMMARY

There was a recent clarification to the language related to asset backed securities and mortgage backed securities in CA Government Code 53601(o). AB1770 was chaptered on September 6, 2018 and will take effect on January 1, 2019. Staff recommends an update to the policy as the additional language included is meant to provide clarification on the maturity of these types of bonds. Highlighted in bold below is the additional language from the code revision that is included in the redline version of the attached policy.

“Securities eligible for investment under this subdivision shall be rated in a rating category of “AA” or its equivalent or better by an NRSRO **and have a maximum remaining maturity of five years or less.**”

ATTACHMENTS

- | | |
|----------------|---|
| Attachment I | Staff Report |
| Attachment II | Resolution - City - Reaffirming Statement of Investment Policy and Renewing Delegation of Authority to Make Investments |
| Attachment III | Resolution-Housing Authority - Reaffirming Statement of Investment Policy |
| Attachment IV | Resolution-Hayward Redevelopment Successor Agency - Reaffirming Statement of Investment Policy and Renewing Delegation of Authority to Make Investments |
| Attachment V | Resolution-Hayward Public Financing Authority - Reaffirming Statement of Investment Policy and Renewing Delegation of Authority |

File #: CONS 18-783

Attachment VI to Make Investments
FY 2018 Statement of Investment Policy (red-line version)



DATE: December 4, 2018

TO: Mayor and City Council
Hayward Housing Authority Board
Hayward Redevelopment Successor Agency Board
Hayward Public Financing Authority Board

FROM: Director of Finance

SUBJECT: Adoption of Fiscal Year 2019 Statement of Investment Policy and Delegation of Investment Authority

RECOMMENDATION

That the Council adopts the attached resolutions reaffirming the updated Fiscal Year 2019 Statement of Investment Policy and extending the delegation of investment authority to the Director of Finance.

SUMMARY

There was a recent clarification to the language related to asset backed securities and mortgage backed securities in CA Government Code 53601(o). AB1770 was chaptered on September 6, 2018 and will take effect on January 1, 2019. Staff recommends an update to the policy as the additional language included is meant to provide clarification on the maturity of these types of bonds. Highlighted in bold below is the additional language from the code revision that is included in the redline version of the attached policy.

“Securities eligible for investment under this subdivision shall be rated in a rating category of **“AA”** or its equivalent or better by an NRSRO and have a maximum remaining maturity of five years or less.”

BACKGROUND

The City’s Statement of Investment Policy (the Policy) requires that staff submits to the City Council for approval any recommended changes to the Policy. In addition, the State statutes that govern investment activity require the City Council to annually affirm the Statement of Investment Policy and to confirm the delegation of investment authority, which in the City of Hayward, is to the Director of Finance.

DISCUSSION

In coordination with PFM Asset Management (the City’s investment portfolio management consultant), staff reviewed the City’s Investment Policy and recommends minor adjustments.

There was a recent clarification to the language related to asset backed securities and mortgage backed securities in CA Government Code Section 53601(o). AB1770 was chaptered on September 6, 2018 and will take effect on January 1, 2019. Staff recommends an update to the policy as the additional language included is meant to provide clarification on the maturity of these types of bonds. Also, a sentence in the policy has been removed under the ABS section that was removed from the Government Code. The change to the ABS language will be effective on January 1, 2019.

The bill revises the maximum 5-year maturity requirement on ABS/MBS (53601(o)) to instead require that the securities have a maximum remaining security of 5 years or less. The bill also eliminates the requirement that the securities issuer be rated “A” or its equivalent or better for the issuer’s debts as provided by an NRSRO. Highlighted in bold below is the additional language from the code revision and the change is also reflected in the table. The changes are shown in a red-line version of the Policy (Attachment VI). As revised:

(o) A mortgage passthrough security, collateralized mortgage obligation, mortgage-backed or other pay-through bond, equipment lease-backed certificate, consumer receivable passthrough certificate, or consumer receivable-backed bond. Securities eligible for investment under this subdivision shall be rated in a rating category of “AA” or its equivalent or better by an NRSRO and have a maximum remaining maturity of five years or less. Purchase of securities authorized by this subdivision shall not exceed 20 percent of the agency’s surplus moneys that may be invested pursuant to this section.

Security Type	Maximum Maturity	Min Credit Quality	Authorized Investment Limit	California Govt. Code Limits	Consistent
A. US Treasury Notes/Bills	5 Years	None	100%	100%	√
A. US Agencies–Fully Backed	5 Years	None	100%	100%	√
B. US Agencies–Sponsored	5 Years	None	100%	100%	√
C. Banker’s Acceptance (BA)	180 days	A-1	40%	40%	√
D. Commercial Paper	270 days	A-1	25%	25%	√
E. Negotiable Certificates of Deposit	5 Years	“A”	30%	30%	√
F. Repurchase Agreements	1 Year	None	20%	20%	√
G. Medium Term Notes (MTN)	5 Years	“A”	30%	30%	√
H. Money Market Fund	N/A	AAA ^m	20%	20%	√
I. Alameda County Investment Pool	None	None	10%	None	None
J. Shares of beneficial interest issued by a joint powers authority	None	AAA ^m	100%	100%	√
K. LAIF	None	None	Max amt allowed by Advisory Board	None	None
L. Collateralized Certificates of Deposit	5 Years	None	25%	None	√
M. Municipal Bonds	5 Years	“A”	20%	None	√
N. Supranationals	5 Years	“AA”	30%	30%	√
O. Asset-Backed Securities	5 Yr WAL ¹	“AA”	20%	20%	√

¹WAL – Weighted Average Life, see glossary for definition-The definition of Weighted Average Life (WAL) will be added to the glossary.

These changes have been reviewed by the Investment Advisory Committee and the Council Budget and Finance Committee and both bodies concur with the recommendations.

STRATEGIC INITIATIVES

This agenda item is a routine operational item and does not relate to one of the Council's Strategic Initiatives.

FISCAL IMPACT

There is no fiscal impact related to approving the recommended changes to the Statement of Investment Policy.

PUBLIC CONTACT

The recommended changes to the Statement of Investment Policy were discussed by the Council Budget and Finance Committee on October 17, 2018, and by the Investment Advisory Committee during its quarterly meeting on October 22, 2018.

Prepared and Recommended by: Dustin Claussen, Director of Finance

Approved by:

A handwritten signature in black ink, appearing to read 'K. McAdoo', written in a cursive style.

Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 18 -

Introduced by Council Member _____

RESOLUTION REAFFIRMING THE STATEMENT OF INVESTMENT
POLICY AND RENEWING THE DELEGATION OF AUTHORITY TO MAKE
INVESTMENTS TO THE DIRECTOR OF FINANCE

WHEREAS, By Resolution No. 17-177, dated December 5, 2017, the City Council adopted a Statement of Investment Policy for the City of Hayward; and

WHEREAS, Under section 53607 of the California Government Code, the authority of the legislative body to invest or to reinvest funds of a local agency, or to sell or exchange securities so purchased, may be delegated for a one-year period by the legislative body to the treasurer of the local agency, who shall thereafter assume full responsibility for those transactions until the delegation of authority is revoked or expires, and shall make a periodic report of those transactions to the legislative body. Subject to review, the legislative body may renew the delegation of authority pursuant to this section each year.

NOW, THEREFORE, BE IT RESOLVED that the FY 2019 Statement of Investment Policy is hereby reaffirmed as amended, and that the authority of the Director of Finance, or his or her designee, to make investments pursuant to the Policy is hereby renewed.

BE IT FURTHER RESOLVED that the Director of Finance and his/her successors in office is authorized to order the deposit or withdrawal of money in the accounts of the City of Hayward, the Public Financing Authority, the Successor Agency of the Redevelopment Agency of the City of Hayward, and the Housing Authority within the Local Agency Investment Fund of the State of California for the purpose of investment in accordance with the provisions of Section 16429.1 of the California Government Code; and further authorized to delegate responsibility for daily deposits or withdrawals of money in the above referenced accounts as required to ensure proper functioning of the fiscal operations of the City and these agencies.

IN COUNCIL, HAYWARD, CALIFORNIA December 4, 2018

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

HOUSING AUTHORITY OF THE CITY OF HAYWARD

RESOLUTION NO. HA 18-_____

Introduced by Board Member _____

RESOLUTION REAFFIRMING THE STATEMENT OF INVESTMENT
POLICY AND RENEWING THE DELEGATION OF AUTHORITY TO
MAKE INVESTMENTS TO THE DIRECTOR OF FINANCE

WHEREAS, By Resolution No. HA 17-03, dated December 5, 2017, the Housing Authority Board of Directors adopted a Statement of Investment Policy for the City of Hayward; and

WHEREAS, Under section 53607 of the California Government Code, the authority of the legislative body to invest or to reinvest funds of a local agency, or to sell or exchange securities so purchased, may be delegated for a one-year period by the legislative body to the treasurer of the local agency, who shall thereafter assume full responsibility for those transactions until the delegation of authority is revoked or expires, and shall make a monthly report of those transactions to the legislative body. Subject to review, the legislative body may renew the delegation of authority pursuant to this section each year.

NOW, THEREFORE, BE IT RESOLVED by the Housing Authority Board of the City of Hayward that the FY 2019 Statement of Investment Policy is hereby reaffirmed as amended, and that the authority of the Director of Finance, or his or her designee, to make investments pursuant to the Policy is hereby renewed.

BE IT FURTHER RESOLVED that the Director of Finance and his/her successors in office is authorized to order the deposit or withdrawal of money in the accounts of the Housing Authority of the City of Hayward within the Local Agency Investment Fund of the State of California for the purpose of investment in accordance with the provisions of Section 16429.1 of the California Government Code; and further authorized to delegate responsibility for daily deposits or withdrawals of money in the above referenced accounts as required to ensure proper functioning of the fiscal operations of the City and these agencies.

IN COUNCIL, HAYWARD, CALIFORNIA December 4, 2018.

ADOPTED BY THE FOLLOWING VOTE:

AYES: BOARD MEMBERS:
CHAIR:

NOES: BOARD MEMBERS:

ABSTAIN: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ATTEST: _____
Secretary of the Housing Authority
of the City of Hayward

APPROVED AS TO FORM:

General Counsel of the Housing Authority for the
City of Hayward

REDEVELOPMENT SUCCESSOR AGENCY OF THE
CITY OF HAYWARD

RESOLUTION NO. RSA- 18 -

Introduced by Agency Member _____

RESOLUTION OF THE CITY COUNCIL OF THE CITY OF HAYWARD,
ACTING AS THE GOVERNING BOARD FOR THE REDEVELOPMENT
SUCCESSOR AGENCY OF THE CITY OF HAYWARD REAFFIRMING THE
STATEMENT OF INVESTMENT POLICY AND RENEWING THE
DELEGATION OF AUTHORITY TO MAKE INVESTMENTS TO THE
DIRECTOR OF FINANCE

WHEREAS, By Resolution No. RSA 17-03 dated December 5, 2017 the Redevelopment Successor Agency of the City of Hayward adopted a Statement of Investment Policy; and

WHEREAS, Pursuant to legislation enacted by the State legislature, the Redevelopment Agency was dissolved effective February 2012; and

WHEREAS, Under section 53607 of the California Government Code, the authority of the legislative body to invest or to reinvest funds of a local agency, or to sell or exchange securities so purchased, may be delegated for a one-year period by the legislative body to the treasurer of the local agency, who shall thereafter assume full responsibility for those transactions until the delegation of authority is revoked or expires, and shall make a monthly report of those transactions to the legislative body. Subject to review, the legislative body may renew the delegation of authority pursuant to this section each year.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Hayward, acting as the governing body of the Redevelopment Successor Agency of the City of Hayward, that the FY 2018 Statement of Investment Policy is hereby reaffirmed as amended, and that the authority of the Director of Finance, or his or her designee, to make investments pursuant to the Policy is hereby renewed.

BE IT FURTHER RESOLVED that the Director of Finance and his/her successors in office is authorized to order the deposit or withdrawal of money in the accounts of the Redevelopment Successor Agency within the Local Agency Investment Fund of the State of California for the purpose of investment in accordance with the provisions of Section 16429.1 of the California Government Code; and further authorized to delegate responsibility for daily deposits or withdrawals of money in the above referenced accounts as required to ensure proper functioning of the fiscal operations of the City and these agencies.

INCOUNCIL, HAYWARD, CALIFORNIA December 4, 2018

ADOPTED BY THE FOLLOWING VOTE:

AYES: AGENCY MEMBERS:
 CHAIR:

NOES: AGENCY MEMBERS:

ABSTAIN: AGENCY MEMBERS:

ABSENT: AGENCY MEMBERS:

ATTEST: _____
Secretary of the Redevelopment Successor
Agency of the City of Hayward

APPROVED AS TO FORM:

General Counsel of the Redevelopment Successor Agency
of the City of Hayward

HAYWARD PUBLIC FINANCING AUTHORITY

RESOLUTION NO. 18 -

Introduced by Board Member _____

RESOLUTION AFFIRMING THE STATEMENT OF INVESTMENT POLICY AND
RENEWING THE DELEGATION OF AUTHORITY TO MAKE INVESTMENTS TO
THE DIRECTOR OF FINANCE

WHEREAS, By Resolution No. HPFA 17-01, dated December 5, 2017, the Agency Members adopted a Statement of Investment Policy for the Hayward Public Financing Authority for the City of Hayward; and

WHEREAS, Under section 53607 of the California Government Code, the authority of the legislative body to invest or to reinvest funds of a local agency, or to sell or exchange securities so purchased, may be delegated for a one-year period by the legislative body to the treasurer of the local agency, who shall thereafter assume full responsibility for those transactions until the delegation of authority is revoked or expires, and shall make a monthly report of those transactions to the legislative body. Subject to review, the legislative body may renew the delegation of authority pursuant to this section each year; and

NOW, THEREFORE, BE IT RESOLVED by the Board of Directors of the Hayward Public Financing Authority that the FY 2019 Statement of Investment Policy is hereby affirmed as amended, and that the authority of the Director of Finance, or his or her designee, to make investments pursuant to the Policy is hereby renewed.

BE IT FURTHER RESOLVED that the Director of Finance and his/her successors in office is authorized to order the deposit or withdrawal of money in the accounts of the Hayward Public Financing Authority within the Local Agency Investment Fund of the State of California for the purpose of investment in accordance with the provisions of Section 16429.1 of the California Government Code; and further authorized to delegate responsibility for daily deposits or withdrawals of money in the above referenced accounts as required to ensure proper functioning of the fiscal operations of the City and these agencies.

IN COUNCIL, HAYWARD, CALIFORNIA December 4, 2018.

ADOPTED BY THE FOLLOWING VOTE:

AYES: BOARD MEMBERS:
CHAIR:

NOES: BOARD MEMBERS:

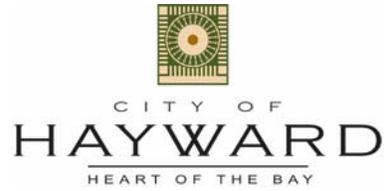
ABSTAIN: BOARD MEMBERS:

ABSENT: BOARD MEMBERS:

ATTEST: _____
Secretary of the Hayward
Public Financing Authority

APPROVED AS TO FORM:

General Counsel of the Hayward
Public Financing Authority



FY 2019 Statement of Investment Policy

Finance Department
Director of Finance, Dustin Claussen
Policy Recommended Changes: October 17, 2018
Policy last amended: Oct 18, 2017

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I. Introduction

The purpose of this document is to identify various policies and procedures that enhance opportunities for a prudent and systematic investment policy and to organize and formalize investment-related activities. Activities that comprise good cash management include accurate cash projections, the expeditious collection of revenue, the control of disbursements, cost-effective banking relations, and arranging for a short-term borrowing program that coordinates working capital requirements and investment opportunities.

A. Included – Funds included in this Statement of Investment Policy are described in the City’s annual financial report, and include: General Fund, Special Revenue Funds, Capital Projects Funds, Enterprise Funds, Internal Service Funds, Fiduciary Funds, Housing Finance Agency Funds, Successor Hayward Housing Authority funds, and Hayward Redevelopment Agency Successor Agency funds. The Statement of Investment Policy applies to all transactions involving the financial assets and related activity of the foregoing funds.

B. Excluded – The following funds are excluded from the Statement of Investment Policy: Deferred Compensation Fund assets and monies held by a trustee or fiscal agent and pledged to the payment or security of bonds or other indebtedness, or obligations under a lease, installment sale, or other agreement of the City, or certificates of participation in those bonds, indebtedness, or lease installment sale, or other agreements may be invested in accordance with the ordinance, resolution, indenture or agreement approved by the City Council which govern the issuance of those bonds, or lease installment sale, or other agreement, rather than this Statement of Investment Policy.

II. Statement of Objectives

It is the policy of the City of Hayward to invest public funds not required for immediate day-to-day operations in safe and liquid investments with maturities under five years, in conformance with the California state statutes governing the investment of public funds. Investments are intended to achieve a reasonable rate of return while minimizing the potential for capital losses arising from market changes or issuer default.

In managing the City of Hayward's Investment Portfolio, the City's primary objectives are safety, liquidity, and yield.

1. **Safety** – Safety of principal is the foremost objective of the City, followed by liquidity and yield. Each investment transaction shall seek to first ensure that capital losses are avoided, whether they are from securities defaults or erosion of market value.
2. **Liquidity** – The City's investment portfolio will remain sufficiently liquid to enable the City to meet all operating requirements that might be reasonably anticipated.
3. **Yield** – The City may establish a performance benchmark based on current investment objectives and constraints. The investment portfolio shall be managed to attain a market-average rate of return throughout budgetary and economic cycles, taking into account the City's policy constraints and cash flow requirements. The City should not take undue risk to obtain above-market rates of return.
4. **Diversification** – The City's investment portfolio will be diversified to avoid concentrating investments in specific security types or in individual financial institutions.

While the City will not make investments for the purpose of trading or speculation as the dominant criterion, the Director of Finance shall seek to enhance total portfolio return by means of active portfolio management.

III. Use of State Investment Guidelines

Government Code Sections 53601, 53607, and 53646 of the State of California regulate investment practices. It is the policy of the City of Hayward to use the State's provisions for local government investments as the base for developing and implementing the City's investment policies and practices.

IV. Delegation of Authority

The responsibility for conducting the City's investment program is hereby delegated to the Director of Finance, who has established written procedures for the operation of the investment program, consistent with this Statement of Investment Policy. The Finance Director has further authority, with consent of the City Council, to engage the services of one or more external investment managers to assist in the management of the City's investment portfolio in a manner consistent with the City's Statement of Investment Policy. Such managers must be registered under the Investment Advisors Act of 1940.

V. Investment Advisory Committee

The City Manager will appoint an Investment Advisory Committee (IAC). The IAC shall, at minimum, consist of the Assistant City Manager, Director of Finance or Deputy Director of Finance, City Attorney or Assistant City Attorney, one department head, and a minimum of one non-City employee that possesses financial skills to be chosen by the City Manager as available.

The IAC shall meet at least quarterly for the purpose of overseeing the implementation of the City's investment program and assuring it is consistent with the Statement of Investment Policy as approved by the Council. The committee shall include in its discussions such topics as economic outlook, portfolio diversification and maturity structure, potential risks to the City's funds, approval of authorized financial institutions, and the performance of the investment portfolio. Written investment procedures must be approved by the IAC.

VI. Ethics and Conflict of Interest

Officers and employees involved in the investment process shall refrain from personal business activities that could conflict with proper execution of the investment program or impair their ability to make impartial decisions.

All members of the City's IAC shall annually file Statements of Economic Interests (SEIs or Form 700) with the California Fair Political Practices Commission.

VII. Investment Policy Adoption

The City's Statement of Investment Policy shall be annually reviewed and approved by the Investment Advisory Committee and thereafter shall be reviewed and approved by the City Council at a public meeting.

VIII. Standard of Prudence

All participants in the investment process shall act responsibly as custodians of the public trust. Investment officials shall recognize that the investment portfolio is subject to public review and evaluation. Nevertheless, in a diversified portfolio, it must be recognized that occasional measured losses are inevitable, and must be considered within the context of the overall portfolio's investment return, provided that adequate diversification has been implemented.

The standard of prudence to be used by investment officials shall be the "prudent investor standard," which states:

"When investing, reinvesting, purchasing, acquiring, exchanging, selling, or managing public funds, a trustee shall act with care, skill, prudence, and diligence under the circumstances then prevailing, including, but not limited to, the general economic conditions and the anticipated needs of the agency, that a prudent person acting in a

like capacity and familiarity with those matters would use in the conduct of funds of a like character and with like aims, to safeguard the principal and maintain the liquidity needs of the agency.”

Investment officers acting in accordance with written procedures and the Statement of Investment Policy, and exercising due diligence shall be relieved of personal responsibility for an individual security's credit risk or market price changes, provided deviations from expectations are reported in a timely fashion and the liquidity and the sale of securities are carried out in accordance with the terms of this Policy.

IX. Reporting

The following investment activity reports will be completed.

A. Monthly

While there is no legislative requirement for monthly investment activity reporting, the Director of Finance shall post a monthly investment and transaction summary to the City's public website that will be available to the City Manager, Investment Advisory Committee, City Council Budget & Finance Committee, City Council, and the general public.

The investment summary will list investment transactions executed during the month, and will report key aspects of the investment portfolio, including the following information about each investment instrument: issuer, par amount, purchase price, sales price, realized gains and losses, maturity dates, credit ratings, and the percentage of the portfolio by each type of investment.

B. Periodic

While there is no legislative requirement for quarterly investment activity reporting, the Director of Finance shall submit periodic investment reports to the City Manager, Investment Advisory Committee, City Council Budget & Finance Committee, and City Council.

A periodic report shall include all components of the City's monthly report, highlight key aspects of information contained in the investment reports, and inform readers of economic conditions affecting the portfolio. The report will present recent investment performance and future investment strategy; disclose any perceived threats to portfolio quality, security or liquidity; compare the portfolio performance to that of the City's established performance benchmark, state compliance with the Investment Policy and include a statement denoting the ability to meet expenditure requirements for the next six months.

C. Annual

While there is no legislative requirement for submission of an annual investment report, the Director of Finance shall present a comprehensive annual report on the investment program and investment activity no later than 180 days following the end of the fiscal year. This report shall be presented to the Investment Advisory Committee. The annual report shall include a performance summary, shall suggest policies and improvements that might enhance the investment program, and include an investment plan for the

ensuing fiscal year. In conjunction with its review of the annual investment report, the Investment Advisory Committee shall review and reaffirm the Statement of Investment Policy of the City, whether or not specific policy modifications are suggested.

Following the annual review of the Statement of Investment Policy by the Investment Advisory Committee, the Investment Policy shall be submitted to the City Council, together with any changes recommended by the Investment Advisory Committee. The City Council shall consider any such recommended changes and approve the Statement of Investment Policy at a public meeting of the City Council.

X. Investment Instruments

A summary and description of authorized investment instruments is below.

INVESTMENT INSTRUMENT SUMMARY				
Security Type	Maximum Maturity	Min Credit Quality	Authorized Investment Limit	Per Issuer Limit
A. US Treasury Notes/Bills	5 Years	None	100%	100%
A. US Agencies–Fully Backed	5 Years	None	100%	100%
B. US Agencies–Sponsored	5 Years	None	100%	40%
C. Banker’s Acceptance (BA)	180 days	A-1	40%	5%
D. Commercial Paper	270 days	A-1	25%	5%
E. Negotiable Certificates of Deposit	5 Years	“A”	30%	5%
F. Repurchase Agreements	1 Year	None	20%	20%
G. Medium Term Notes (MTN)	5 Years	“A”	30%	5%
H. Money Market Fund	N/A	AAAm	20%	10%
I. Alameda County Investment Pool	None	None	10%	10%
J. Shares of beneficial interest issued by a joint powers authority	None	AAAm	100%	N/A
K. LAIF	None	None	Max amount allowed by Advisory Board	N/A
L. Collateralized Certificates of Deposit	5 Years	None	25%	20%
M. Municipal Bonds	5 Years	“A”	20%	5%
N. Supranationals	5 Years	“AA”	30%	30%
O. Asset-Backed Securities	5 Years <i>WAL¹ea fs</i>	“AA”	20%	5%

¹ WAL – Weighted Average Life. See glossary for definition

The following sections describe individual investment types. The sections specify a percentage limitation for a particular category of investment. That percentage is applied on the date of purchase. A later increase in a percentage resulting from a change in values or assets shall not constitute a violation of the Policy restriction.

Unless stated otherwise in the Policy, no more than 5% of the City's portfolio may be invested in securities issued by any one issuer.

A. United States Treasury Notes, Bonds, Bills, or Certificates of Indebtedness, or those for which the faith and credit of the United States are pledged for the payment of principal and interest with a final maturity not exceeding five years from the date of trade settlement.

CA Govt Code 53601(b)

B. Federal Agency or United States Government-Sponsored Enterprise (GSE) Obligations, participations, or other instruments, including those issued by or fully guaranteed as to principal and interest by federal agencies, or United States government-sponsored enterprises with a final maturity not exceeding five years from the date of trade settlement. There is no limit to the amount of the City's portfolio that may be invested in federal agency or GSE securities, except that the aggregate investment in federal agency mortgage-backed securities shall not exceed 20% of the City's total portfolio. Furthermore, the aggregate investment in any one federal agency or GSE issuer shall not exceed 40% of the City's total portfolio.

CA Govt Code 53601(f) and CA Govt Code 53601(o)

C. Banker's Acceptances, otherwise known as bills of exchange or time drafts, that are drawn on and accepted by a commercial bank with a final maturity not exceeding 180 days from the date of trade settlement, rated at least "A-1" or the equivalent by a nationally recognized statistical-rating organization (NRSRO). The aggregate investment in banker's acceptances shall not exceed 40% of the City's total portfolio.

CA Govt Code 53601(g)

D. Prime Commercial Paper with the highest letter and numerical rating as provided for by a NRSRO. The entity that issues the commercial paper shall meet all of the following conditions in either paragraph 1 or paragraph 2 below:

(1) The entity meets the following criteria:

- is organized and operating in the United States as a general corporation;
- has total assets in excess of five hundred million dollars (\$500,000,000); and
- has debt other than commercial paper, if any, that is rated in a rating category of at least "A" by a NRSRO.

(2) The entity meets the following criteria:

- is organized within the United States as a special purpose corporation, trust,

- or limited liability company;
- has program wide credit enhancements including, but not limited to, over-collateralization, letters of credit, or surety bond; and
- has commercial paper that is rated "A-1" or higher, or the equivalent, by a NRSRO.

Eligible commercial paper shall have a final maturity not exceeding 270 days from the date of trade settlement. The aggregate investment in commercial paper shall not exceed 25% of the City's total portfolio. Furthermore, the City may purchase no more than 10 percent of the outstanding commercial paper of any single issuer.

CA Govt Code 53601(h)

- E. Negotiable Certificates of Deposit** issued by a nationally- or state-chartered bank, a savings association or a federal association as defined by Section 5102 of the California Financial Code, a state or federal credit union, or by a federally-licensed or state-licensed branch of a foreign bank with a final maturity not exceeding five years from the date of trade settlement. Deposits are limited to institutions which have long-term debt rating in a rating category of at least "A" or the equivalent by a NRSRO. The aggregate investment in negotiable certificates of deposit shall not exceed 30% of the City's total portfolio.

CA Govt Code 53601(i)

- F. Repurchase Agreements** with a final termination date not exceeding 360 days from the date of trade settlement collateralized solely by United States Treasury, federal agency, or United States government sponsored enterprises permitted by this Statement of Investment Policy. The purchased securities (the "collateral") shall have a minimum market value of 102% of the dollar value of the funds invested. The market value of the collateral securities shall be marked-to-the-market daily and the value shall be adjusted no less frequently than weekly. No substitution of collateral shall be allowed without the prior approval of the Finance Director. All collateral securing repurchase agreements must be delivered to the City's custodian bank or handled under a tri-party repurchase agreement. The City or its trustee shall have a perfected first security interest under the Uniform Commercial Code in all securities subject to repurchase agreement.

Approved repurchase agreement counterparties shall have a repurchase agreement counterparty credit rating of at least "A-1" or the equivalent and a long-term credit rating of at least "A" or the equivalent by a NRSRO. Repurchase agreement counterparties shall execute a City approved master repurchase agreement with the City. No more than 20% of the City's total portfolio shall be invested in repurchase agreements.

CA Govt Code 53601 (j)

- G. Medium-Term Notes** issued by corporations organized and operating within the United States or by depository institutions licensed by the United States or any state

and operating within the United States, with a final maturity not exceeding five years from the trade settlement, and rated in a rating category of at least "A" or the equivalent by a NRSRO at the time of purchase. The aggregate investment in medium-term notes shall not exceed 30% of the City's total portfolio.

CA Govt Code 53601 (k)

H. Money Market Funds. Shares of beneficial interest issued by diversified management companies that are money market funds registered with the Securities and Exchange Commission under the Investment Company Act of 1940 (15 U.S.C. Sec. 80a-1, et seq.). To be eligible for investment pursuant to this subdivision these companies shall either:

- (1) attain the highest ranking letter or numerical rating provided by not less than two of the three largest NRSROs, or
- (2) have an investment advisor registered or exempt from registration with the Securities and Exchange Commission with not less than five years of experience managing money market mutual funds and with assets under management in excess of \$1,000,000,000.

The purchase price of shares shall not exceed 20% of the City's total portfolio and shall not include any commission that the companies may charge. Furthermore, no more than 10% of the City's total portfolio may be invested in any one money market fund.

CA Govt Code 53601 (l)

I. Alameda County Investment Pool. The City's maximum investment in the Alameda County pool is limited to 10% of the City's total aggregate portfolio.

CA Govt Code 53684

J. Other Investment Pools. Shares of beneficial interest issued by a joint powers authority organized pursuant to Section 6509.7 that invests in the securities and obligations authorized in subdivisions (a) to (q), inclusive. Each share shall represent an equal proportional interest in the underlying pool of securities owned by the joint powers authority. To be eligible under this section, the joint powers authority issuing the shares shall have retained an investment adviser that meets all of the following criteria:

- 1) The adviser is registered or exempt from registration with the Securities and Exchange Commission.
- 2) The adviser has not less than five years of experience investing in the securities and obligations authorized in subdivisions (a) to (q), inclusive.
- 3) The adviser has assets under management in excess of five hundred million

dollars (\$500,000,000).

CA Govt Code 53601 (p)

- K. State of California's Local Agency Investment Fund (LAIF).** The City's participation in LAIF shall conform to State Regulation. The City maintains a total of two LAIF investment accounts and may invest the maximum amount permitted by LAIF's Local Investment Advisory Board. In general, it is the City's intention to use investment in LAIF as a temporary repository for short-term funds needed for liquidity purposes. The Finance Director shall maintain appropriate information concerning LAIF's current investment policies, practices and performance on file. The Finance Director shall also maintain files on LAIF's requirements for participation, including, but not limited to, limitations on deposits or withdrawals and the composition of the portfolio.

CA Govt Code 16429.1

- L. Collateralized Certificates of Deposit** in FDIC-insured financial institutions located in California with a maximum maturity no longer than five years from the date of deposit. Deposits are limited to banks who have a long-term debt rating in a rating category of at least "A" or the equivalent and a short-term debt rating of at least "A-1" or the equivalent by a NRSRO. The City may waive collateral for any portion of its deposit that is covered by federal deposit insurance.

Money shall not be deposited in any state or federal credit union if a member of the legislative body of the City, or any person with investment decision making authority of the administrative office, manager's office, budget office, auditor-controller's office, or treasurer's office of the City, also serves on the board of directors, or any committee appointed by the board of directors, or the credit committee or supervisory committee, of the state or federal credit union.

The amount on deposit shall not exceed the total paid-up capital (to include capital notes and debentures) and surplus of any depository bank, or the total of the net worth of any savings and loan association. However, deposits in collateralized certificates of deposit shall not exceed 25% of the City's total portfolio, nor shall the City deposit more than 20% of its total portfolio in the collateralized certificates of deposit of any one bank.

CA Govt Code 53649

- M. Municipal Bonds** issued by the state of California and any local agency within the state, including bonds payable solely out of revenues from a revenue-producing property owned, controlled, or operated by the state or any local agency, or by a department, board, agency or authority of the state or any local agency.

Registered treasury notes or bonds of any of the other 49 United States in addition to California, including bonds payable solely out of the revenues from a revenue-producing property owned, controlled, or operated by a state or by a department,

board, agency, or authority of any of the other 49 United States, in addition to California.

The aggregate investment in municipal bonds may not exceed 20% of the City's total portfolio.

CA Govt Code 53601(c), CA Govt Code 53601(d), and CA Govt Code 53601(e)

N. Supranationals defined as United States dollar denominated senior unsecured unsubordinated obligations issued or unconditionally guaranteed by the International Bank for Reconstruction and Development, International Finance Corporation, or Inter-American Development Bank, with a final maturity not exceeding five years from the trade settlement, and eligible for purchase and sale within the United States. Supranationals shall be rated in a rating category of at least "AA" or the equivalent by a NRSRO at the time of purchase.

The aggregate investment in supranationals may not exceed 30% of the City's total portfolio.

CA Govt Code 53601(q)

O. Asset-Backed Securities defined as all mortgage pass-through securities, collateralized mortgage obligations, mortgage-backed or other pay-through bonds, equipment lease-backed certificates, consumer receivable pass-through certificates, and consumer receivable-backed bonds, with a final maturity not exceeding five years from the trade settlement.

Asset-backed securities shall be rated in a rating category of at least "AA" or the equivalent by a NRSRO at the time of purchase and have a maximum remaining maturity of five years or less. ~~Additionally, securities eligible for investment under this subsection shall be issued by an issuer whose debt is rated in a rating category of at least "A" or the equivalent by a NRSRO at the time of purchase.~~

The aggregate investment in asset-backed securities may not exceed 20% of the City's total portfolio.

CA Govt Code 53601(o)

XI. Prohibited Investments

Investments not specifically approved by this Statement of Investment Policy are prohibited, including inverse floaters, range notes, mortgage derived interest-only strips, and securities that could result in zero interest accrual if held to maturity.

XII. Credit Downgrade

The minimum rating criteria for particular investment categories is applied on the date of purchase. The City may from time to time be invested in a security whose rating is downgraded. In the event a rating drops below the minimum allowed rating category for

that given investment type, the securities shall be reviewed and a plan of action shall be recommended by the Director of Finance or investment manager. The Director of Finance may consult the Investment Advisory Committee on the action to be taken and shall advise its Chairman and Members of the final disposition of the matter either by e-mail or fax.

If an investment advisor is used, the investment advisor will immediately notify the Director of Finance if a purchased security has been downgraded below accepted minimums specified herein, or if the security is placed on negative credit watch, where downgrade could result in a rate drop below acceptable levels of that fact. The course of action to be followed will then be decided on a case-by-case basis, considering such factors as the reason for the rate drop, prognosis for recovery or further drop, and market price of the security. The City Council will be advised of the situation and intended course of action by e-mail or fax.

XIII. Maturity and Diversification

Maturities shall be based on a review of cash flow forecasts. Maturities will be scheduled to permit the City to meet all projected obligations.

The City may not invest in a security that exceeds five years from the date of purchase unless City Council has granted express authority to make that investment no less than three months prior to the investment.

XIV. Internal Controls

The Finance Director shall establish a system of internal controls. The controls shall be designed to prevent losses of public funds arising from fraud, employee error, misrepresentation by third parties, unanticipated changes in financial markets, or imprudent actions by employees and officers of the City. Controls deemed most important include:

- **Clearly delegating authority to subordinate staff members.** Subordinate staff members must have a clear understanding of their authority and responsibilities to avoid improper actions. Clear delegation of authority also preserves the internal control structure that is contingent on the various staff positions and their respective responsibilities.
- **Separating transaction authority from accounting and record keeping.** By separating the person who authorizes or performs the transaction from the people who record or otherwise account for the transaction, a separation of duties is achieved.
- **Delivery versus payment.** All trades where applicable will be executed by delivery vs. payment (DVP). This ensures that securities are deposited in the eligible financial institution before the release of funds. A third party custodian as evidenced by safekeeping receipts will hold securities.

- **Avoiding physical delivery securities.** Book entry securities are much easier to transfer and account for since actual delivery of a document never takes place. Delivered securities must be properly safeguarded against loss or destruction. The potential for fraud and loss increases with physically delivered securities.
- **Confirming telephone transactions for investments and wire transfers in writing.** Due to the potential for error and improprieties arising from telephone transactions, all telephone transactions should be supported by written communications and approved by the appropriate person. Written communications may be via fax if on letterhead and the safekeeping institution has a list of authorized signatures.
- **Developing wire transfer agreements with the lead bank or third party custodian.** This agreement should outline the various controls and security provisions, and delineate responsibilities of each party making and receiving wire transfers.

XV. Banks and Security Dealer Selection

The Investment Advisory Committee shall approve all financial institutions from which securities are purchased or sold.

In selecting financial institutions for the deposit or investment of City funds, the Finance Director shall consider the creditworthiness of institutions. The Finance Director shall continue to monitor financial institutions' credit characteristics and financial history throughout the period in which City funds are deposited or invested.

Only primary government securities dealers that report to the New York Federal Reserve shall be used for the purchase of repurchase agreements. (It is acknowledged that inclusion on the primary dealer listing of the Federal Reserve Bank of New York is not a guarantee of creditworthiness.)

Effective October 14, 1987, the City shall be prohibited from investing funds with any person who is knowingly or intentionally engaged in the development or production of nuclear weapons. Person is defined as any person, private corporation, institution or other entity, which is within the jurisdiction of the City of Hayward.

If a third-party investment advisor is authorized to conduct investment transactions on the City's behalf, the investment advisor may use its own list of approved broker/dealers and financial institutions for investment purposes.

XVI. Risk Tolerance

The City recognizes that investment risks can result from issuer defaults, market price changes, or various technical complications leading to temporary illiquidity. Portfolio diversification is employed as a way to control risk. Investment managers are expected to display prudence in the selection of securities as a way to minimize default risk. No individual investment transaction shall be undertaken that jeopardizes the total capital position of the overall portfolio.

The Director of Finance shall periodically establish guidelines and strategies to control risks of default, market price changes and illiquidity. All investment reports shall specifically address whether current investment results have been affected by any of the foregoing risks, and shall explain what actions investment officials have taken to control or correct for such risks.

A thorough investigation of any money market fund or investment pool, including LAIF and the Alameda County Pool, is required prior to investing, as well as on an ongoing basis. The following information should be obtained and analyzed:

- I. A description of eligible investment securities
- II. A written statement of investment policies and objectives
- III. A description of interest calculation and their distribution, and the treatment of gains and losses
- IV. A description of how the securities are safeguarded and how often the

- securities are priced and the program audited
- V. Information about the size and frequency of deposits and withdrawals allowed, and how much notice is needed for withdrawals
- VI. A schedule for receiving statements and portfolio listings
- VII. A fee schedule, as well as how and when the fees are assessed
- VIII. The rating of the pool/fund
- IX. Information about investment advisers, including registration with the Securities and Exchange Commission, length of experience and total assets under management

In addition to these general policy considerations, the following specific policies will be strictly observed:

1. All investment funds will be placed directly with qualified financial institutions. The City will not deposit or invest funds through third parties or money brokers.
2. A competitive bid process, utilizing financial institutions approved by the Investment Advisory Committee, will be used to place investment purchases. Based on annual evaluation, securities dealers, banks, and other financial institutions will be dropped or continued on the eligibility list. The following criteria will be used in the evaluation:
 - a. Number of transactions competitively won
 - b. Prompt and accurate confirmation of transactions
 - c. Efficient securities delivery
 - d. Accurate market information account servicing

If a third party investment advisor is authorized to conduct investment transactions on the City's behalf, the investment advisor may rely on its review process and use its own list of approved broker/dealers for investment purposes.

3. The Finance Director may designate an official to manage investments and designate a second official to perform investment management during absences of the primary designee. The Finance Director shall ensure that competent investment management is maintained and shall ensure that, if both designated investment officials are replaced or are simultaneously absent, any temporary replacement(s) shall be closely supervised, indoctrinated in the requirements of this Statement of Investment Policy, and given written investment procedures regulating the authority to invest in maturities beyond six months by means of appropriate controls and restraining requirements.
4. In order to assist in identifying "qualified financial institutions," the Finance Director shall forward copies of the City's Statement of Investment Policy to those financial institutions with which the City is interested in doing business and require written acknowledgement of the policy.

XVII. Safekeeping and Custody

To protect against potential fraud and embezzlement, the assets of the City shall be secured through third-party custody and safekeeping procedures.

The investment official shall be bonded to protect the public against possible embezzlement and malfeasance. An independent auditor shall review safekeeping procedures annually. The auditor may conduct surprise audits of safekeeping and custodial procedures.

All cash and securities in the City's portfolio shall be held in safekeeping in the City's name by a third party bank trust department, acting as agent for the City under the terms of a custody agreement executed by the bank and the City.

All securities will be received and delivered using standard delivery versus payment (DVP) procedures; the City's safekeeping agent will only release payment for a security after the security has been properly delivered. The only exception to the foregoing shall be depository accounts and securities purchases made with: (i) local government investment pools, and (ii) money market funds, since the purchased securities are not deliverable.

Appendix A

Comparison and Interpretation of Credit Ratings¹

Long-Term Debt Ratings

Rating Interpretation	Moody's	Standard & Poor's	Fitch
Best Quality Grade	Aaa	AAA	AAA
High Quality Grade	Aa1 Aa2 Aa3	AA+ AA AA-	AA+ AA AA-
Upper Medium Grade	A1 A2 A3	A+ A A-	A+ A A-
Medium Grade	Baa1 Baa2 Baa3	BBB+ BBB BBB-	BBB+ BBB BBB-
Speculative Grade	Ba1 Ba2 Ba3	BB+ BB BB-	BB+ BB BB-
Low Grade	B1 B2 B3	B+ B B-	B+ B B-
Poor Grade to Default	Caa	CCC+	CCC
In Poor Standing	- -	CCC CCC-	- -
Highly Speculative Default	Ca C	CC -	CC -
Default	- - -	- - D	DDD DD D

Short-Term/Commercial Paper Investment Grade Ratings

Rating Interpretation	Moody's	Standard & Poor's	Fitch
Superior Capacity	P-1	A-1+/A-1	F1+/F1
Strong Capacity	P-2	A-2	F2
Acceptable Capacity	P-3	A-3	F3

¹ These are general credit rating guidelines and are for information only.

Glossary

ASK PRICE: The price at which a seller offers to sell a security to a buyer.

ASSET-BACKED SECURITIES: Bonds created from various types of consumer debt. Returns on these securities come from customer payments on their outstanding loans. The primary types of asset-backed securities are mortgages, home equity loans, auto loans, leases, credit card receivables and student loans.

BANKERS' ACCEPTANCE: A letter of credit issued in a foreign trade transaction which allows exporters to receive payment prior to importation of their goods. Banks provide short-term financing to facilitate the transaction and may sell the obligation to a third party. Bankers' Acceptances are secured by the issuer of the bill, while the underlying goods also serve as collateral.

BANK DEPOSITS: Collateral in the form of currency that may be in the form of demand accounts (checking) or investments in accounts that have a fixed term and negotiated rate of interest.

BENCHMARK: A comparative base for measuring the performance or risk tolerance of the investment portfolio. A benchmark should represent a close correlation to the level of risk and the average duration of the portfolio's investments.

BID PRICE: The price at which a buyer offers to purchase a security from the seller.

BOND: A debt investment in which an investor loans money to an entity (corporate or governmental) that borrows the funds for a defined period of time at a fixed interest rate called a coupon payment. Bonds are used by companies, municipalities, states and the U.S. government to finance a variety of projects and operating activities.

BROKER: A broker aligns buyers and sellers of securities and receives a commission when a sale occurs. Brokers generally do not hold inventory or make a market for securities.

CALIFORNIA LOCAL AGENCY OBLIGATIONS: Bonds that are issued by a California county, city, city and county, including a chartered city or county, school district, community college district, public district, county board of education, county superintendent of schools, or any public or municipal corporation.

CD (CERTIFICATE OF DEPOSIT): Time deposits issued by a bank, savings or federal credit union, or state-licensed branch of a foreign bank. Negotiable Certificates of Deposits rely on the credit rating of the issuing entity.

COLLATERAL: Securities, evidence of deposit, or other property that a borrower pledges to secure repayment of a loan. Also refers to securities pledged by a bank

to secure deposits of public monies.

COLLATERALIZATION: Process by which a borrower pledges securities, property, or other deposits for the purpose of securing the repayment of a loan and/or security.

COMMERCIAL PAPER: Short-term unsecured promissory note issued by a company or financial institution. Commercial paper is issued at a discount and matures at face value. Usually a maximum maturity of 270 days, and given a short-term debt rating by one or more NRSROs.

COUNTY POOLED INVESTMENT FUNDS: The aggregate of all funds from public agencies placed in the custody of the county treasurer or chief finance officer for investment and reinvestment.

COUPON: The annual rate of interest that a bond's issuer promises to pay the bondholder, expressed as a percentage of the bond's face value.

CREDIT RISK: Credit risk is the likelihood that an issuer will be unable to make scheduled payments of interest or principal on an outstanding obligation.

CUSTODIAN: An agent such as a broker or a bank that stores a customer's investments for safekeeping. The custodian does not have fiduciary responsibilities.

DEALER: A dealer, as opposed to a broker, acts as a principal in security transactions, selling securities from, and buying securities for his/her own position.

DEFAULT: To default is to fail to repay principal or make timely interest payments on a bond or other debt investment security, or failure to fulfill the terms of a note or contract.

DELIVERY VERSUS PAYMENT (DVP): A securities industry procedure whereby payment for a security must be made at the time the security is delivered to the purchaser's agent.

DIVERSIFICATION: Dividing investment funds among a variety of securities offering independent returns.

DURATION: The weighted average time to maturity of a bond where the weights are the present values of future cash flows. Duration measures the price sensitivity of a bond to changes in interest rates.

FIDUCIARY: An individual who holds something in trust for another and bears liability for its safekeeping.

FLOATING RATE INVESTMENTS: Notes whose interest rate is adjusted according to the interest rates of other financial instruments. These instruments provide protection against rising or falling interest rates, but may pay lower yield than fixed rate notes.

FUTURES: Commodities, which are sold in the present time and are to be delivered at a future date.

INTEREST ONLY STRIPS: Securities with cash flow based entirely on the monthly interest payments received from a mortgage, Treasury, or bond payment. No principal is included in these types of securities.

INVERSE FLOATING RATE INVESTMENTS: Variable-rate notes (such as inverse floating rate notes) whose coupon and value increase as interest rates decrease.

INVESTMENT PROGRAM: The process of modern portfolio management. The process includes establishing investment policy, analysis of the economic and capital markets environment, portfolio monitoring and rebalancing, and measuring performance.

LIQUIDITY: The ease with which investments can be converted to cash at their present market value. Liquidity is significantly affected by the number of buyers and sellers trading a given security and the number of units of the security available for trading.

LOCAL AGENCY BONDS: These bonds are issued by a county, city, city and county, including a chartered city or county, school district, community college district, public district, county board of education, county superintendent of schools, or any public or municipal corporation.

LOCAL AGENCY INVESTMENT FUND (LAIF): A voluntary investment fund open to state and local government entities and certain non-profit organizations in California in which organization pools their funds for investment. LAIF is managed by the State Treasurer's Office.

MARKET RISK: Market risk is the risk that investments will change in value based on changes in general market prices.

MARKET VALUE: The price at which a security is trading and could presumably be purchased or sold.

MASTER REPURCHASE AGREEMENT: A written contract which includes provisions specific to the governmental agency that is signed by an authorized officer with each counterparty. A master agreement will often specify details to the nature of transactions, the relationship of the parties to the agreement, parameters pertaining to the ownership and custody of collateral, and remedies in the event of default by either party.

MATURITY: The date upon which the principal or stated value of an investment becomes due and payable.

MEDIUM TERM NOTES (MTN): Unsecured, investment-grade senior debt securities of major corporations that are sold either on a continuous or an intermittent basis. MTNs are highly flexible debt instruments that can be structured to respond to

market opportunities or to investor preferences.

MONEY MARKET: The market in which short-term debt instruments (bills, commercial paper, bankers' acceptances, etc.) are issued and traded.

MORTGAGE-BACKED SECURITIES: A debt instrument with a pool of real estate loans as the underlying collateral. The mortgage payments of the real estate assets are used to pay interest and principal on the bonds.

MORTGAGE PASS-THROUGH SECURITIES: A securitized participation in the interest and principal cash flows from a specified pool of mortgages. Principal and interest payments made on the mortgages are passed through to the holder of the security.

MUTUAL FUNDS: An investment company that pools money and can invest in a variety of securities, including fixed-income securities and money market instruments.

Money market mutual funds invest exclusively in short-term (1-day to 1-year) debt obligations such as Treasury bills, certificates of deposit, and commercial paper. The principal objective is the preservation of capital and generation of current income.

OFFER: The price asked by a seller of securities. See Ask Price and Bid Price.

OPTION: A contract that provides the right or obligation, depending on the buyer or seller's position within the contract, to buy or to sell a specific amount of a specific security within a predetermined time period at a specified price. A call option provides the right to buy the underlying security. A put option provides the right to sell the underlying security. The seller of the contracts is called the writer.

PORTFOLIO: A collection of securities held by an investor.

PRIMARY DEALER: A group of government securities dealers who submit daily reports of market activity and positions and monthly financial statements to the Federal Reserve Bank of New York and are subject to its informal oversight. Primary dealers include Securities and Exchange Commission (SEC)-registered securities broker-dealers, banks, and a few unregulated firms.

PRINCIPAL ONLY STRIPS: Securities with cash flow based entirely on the principal payments received from an obligation.

RANGE NOTES: A range note is a bond that pays interest if a specified interest rate remains above or below a certain level and/or remains within a certain range.

RATE OF RETURN: The yield obtainable on a security based on its purchase price or its current market price.

REPURCHASE AGREEMENT (RP, Repo): A contractual transaction between an investor and an issuing financial institution (bank or securities dealer). The investor exchanges cash for temporary ownership or control of collateral securities, with an agreement between the parties that on a future date, the financial institution will

repurchase the securities.

SAFEKEEPING: A service to customers rendered by banks for a fee whereby securities and valuables of all types and descriptions are held by the bank in the customer's name.

SECONDARY MARKET: A market made for the purchase and sale of outstanding issues following the initial distribution.

SECURITIES AND EXCHANGE COMMISSION (SEC): A federal government agency comprised of five commissioners appointed by the President and approved by the Senate. The SEC was established to protect the individual investor from fraud and malpractice in the marketplace. The Commission oversees and regulates the activities of registered investment advisers, stock and bond markets, broker/dealers, and mutual funds.

STATE OBLIGATIONS: Registered treasury notes or bonds of the 50 United States, including bonds payable solely out of the revenues from a revenue-producing property owned, controlled, or operated by a state or by a department, board, agency, or authority of any of the 50 United States.

STRIPS: Bonds, usually issued by the U.S. Treasury, whose two components, interest and repayment of principal, are separated and sold individually as zero-coupon bonds. Strips are an acronym for Separate Trading of Registered Interest and Principal of Securities.

SUPRANATIONALS: International financial institutions that are generally established by agreements among nations, with member nations contributing capital and participating in management. Supranational bonds finance economic and infrastructure development and support environmental protection, poverty reduction, and renewable energy around the globe.

TRUSTEE: An individual or organization, which holds or manages and invests assets for the benefit of another. The trustee is legally obliged to make all trust-related decisions with the trustee's interests in mind, and may be liable for damages in the event of not doing so.

U.S. AGENCY OBLIGATIONS: Federal agency or United States government-sponsored enterprise obligations (GSEs), participations, or other instruments. The obligations are issued by or fully guaranteed as to principal and interest by federal agencies or United States government-sponsored enterprises. Issuers include: Fannie Mae, Farmer Mac, Federal Farm Credit Banks, Freddie Mac, Federal Home Loan Banks, Financing Corporation, Tennessee Valley Authority, Resolution Trust Funding Corporation, World Bank, Inter-American Development Bank, and PEFCO.

U.S. TREASURY OBLIGATIONS (TREASURIES): Securities issued by the U.S. Treasury and backed by the full faith and credit of the United States. Treasuries are considered to have no credit risk and are the benchmark for interest rates on all

other securities in the U.S. and overseas. The Treasury issues both discounted securities and fixed coupon notes and bonds.

Treasury Bills: All securities issued with initial maturities of one year or less are issued as discounted instruments, and are called Treasury Bills (T-bills). The Treasury currently issues 3-month and 6-month T-bills at regular weekly auctions. It also issues "cash management" bills as needed to smooth cash flows.

Treasury Notes: All securities issued with initial maturities of 2- to 10-years are called Treasury Notes (T-notes), and pay interest semi-annually.

Treasury Bonds: All securities issued with initial maturities greater than 10-years are called Treasury Bonds (T-bonds). Like Treasury Notes, they pay interest semi-annually.

Weighted Average Life (WAL): Is the weighted average time for principal repayment, that is, the average time it takes for every dollar of principal to be repaid. The time weights are based on the principal payments, i.e., the years with more principal payments will have a higher weight.

YIELD: The rate of annual income return on an investment, expressed as a percentage. Yield does not include capital gains.

Income Yield is obtained by dividing the current dollar income by the current market price for the security.

Net Yield or **Yield to Maturity** is the current income yield minus any premium above par or plus any discount from par in purchase price, with the adjustment spread over the period from the date of purchase to the date of maturity of the bond.

ZERO-COUPON BOND: A bond on which interest is not payable until maturity (or earlier redemption), but compounds periodically to accumulate to a stated maturity amount. Zero-coupon bonds are typically issued at a discount and repaid at par upon maturity.



CITY OF HAYWARD

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

File #: CONS 18-810

DATE: December 4, 2018

TO: Mayor and City Council

FROM: Interim Director of Public Works

SUBJECT

Approval of Plans and Specifications, and Call for Bids for the FY 2019 Pavement Rehabilitation and Preventive Maintenance Project

RECOMMENDATION

That the Council adopts the attached Resolution (Attachment II) approving the plans and specifications for the FY2019 Pavement Rehabilitation and Preventive Maintenance Project, calling for bids to be received on January 15, 2019.

SUMMARY

The FY2019 Pavement Project calls for the rehabilitation and preventive maintenance of thirty-seven City street sections (Attachment III). The proposed improvements will repair failed pavement sections and improve street surfaces.

The project budget of \$8,374,000 is funded via the Gas Tax, Measure B, Measure BB, Vehicle Registration Fees, and anticipated Road Repair and Accountability Act (SB1) funds.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	Street Maps



DATE: December 4, 2018

TO: Mayor and City Council

FROM: Interim Director of Public Works

SUBJECT Approval of Plans and Specifications, and Call for Bids for the FY2019 Pavement Rehabilitation and Preventative Maintenance Project

RECOMMENDATION

That the Council adopts the attached Resolution (Attachment II) approving the plans and specifications for the FY2019 Pavement Rehabilitation and Preventive Maintenance Project, calling for bids to be received on January 15, 2019.

SUMMARY

The FY 2019 Pavement Project calls for the rehabilitation and preventive maintenance of thirty-seven City street sections (Attachment III). The proposed improvements will repair failed pavement sections and improve street surfaces.

The project budget of \$8,374,000 is funded via the Gas Tax, Measure B, Measure BB, Vehicle Registration Fees, and anticipated Road Repair and Accountability Act (SB1) funds.

BACKGROUND

On April 25, 2018, staff presented to the Council Infrastructure Committee (CIC) a review of the FY2019 Pavement Rehabilitation & Preventive Maintenance Project, including street selection criteria, treatment types, and budget allocations.

On May 15, 2018, staff recommended Council approve a project list for the SB1 FY2019 Pavement Rehabilitation Funding. A resolution was required to submit an application to the California Transportation Commission (CTC) to receive \$2,674,000 in funding for pavement improvement. The streets initially identified for treatment, as included in the application and as presented to the CIC, were preliminary and have since changed due to revised cost estimates and new street treatment requests.

On May 22, 2018, staff recommended Council adopt a resolution authorizing the City Manager to execute a professional services agreement with Pavement Engineering, Inc., (PEI) for engineering services associated with the FY2019 Pavement Project. The scope of work for PEI is limited to engineering review, pavement evaluation, measurement of field quantities, curb ramp design, and construction support.

DISCUSSION

The street selection for the Pavement Rehabilitation and Preventive Maintenance Project is based on staff's analysis using several criteria described below:

- Technology – The Pavement Management Program (PMP)¹ evaluates current and predicts future roadway conditions. It provides logical and efficient methods of identifying street rehabilitation needs. It also determines the most cost-effective allocation of funds to the street segments needing preventive maintenance, rehabilitation or reconstruction. Staff utilized the PMP to compile an initial list of recommended streets. This list is then revised to consider other criteria and to meet project budget allocation parameters.
- Internal Reports - Reports from the City's Maintenance Services staff on streets needing repair were considered.
- Council Input – Councilmember requests for selecting streets were considered.
- Public Input - Public requests for selecting streets were considered.
- Street Classification – Reserve arterial streets to be funded via grants.
- Funding Availability – Available funding and potential for obtaining outside grant funding was evaluated.

The project involves two treatment types:

1. Preventive Maintenance – Micro-surfacing including spot repair and crack sealing for streets with a Pavement Condition Index (PCI) rating between 70-85.
2. Pavement Rehabilitation – Overlay including spot repair and pavement fabric for streets with a PCI rating between 40-70.

On November 29, 2017, the CIC approved the following project allocation parameters:

1. Minimum 20% of project budget allocated to preventive maintenance treatment.
2. Maximum 80% of project budget allocated to rehabilitation treatment.
3. 15% of the combined treatments allocated to streets located within Industrial areas of Hayward.
4. 10% of the combined treatments allocated for streets having PCI of less than thirty.

¹ The PMP is a Metropolitan Transportation Commission (MTC) recommended software program.

Based on staff's analysis using the criteria described above, the current list of streets differs slightly from the listed goals:

Project Budget Allocation	Goal	Current Performance
Preventive Maintenance Treatment	20% minimum	30%
Rehabilitation Treatment	80% maximum	70%
Streets Located in Industrial Hayward	15% minimum	10%
Streets with PCI Less than 30	10% minimum	20%

The project street list includes new bike lanes and sharrows. Green paint striping for bicyclists is not recommended for the streets in this project.

This project is categorically exempt under Section 15301(c) of the California Environmental Quality Act Guidelines for the operation, repair, maintenance, or minor alteration of existing facilities.

ECONOMIC IMPACT

The project is funded by City's Capital Improvement Program and State Road Repair and Accountability Act (SB1) funds.

FISCAL IMPACT

The estimated project funding sources are as follows:

210 - Gas Tax	\$700,000
212 - Measure BB – Local Transportation	\$1,900,000
215 - Measure B – Local Transportation	\$2,350,000
218 – Vehicle Registration Fee	\$750,000
211 – RRAA (SB1)	<u>\$2,674,000</u>
Total:	<u>\$8,374,000</u>

STRATEGIC INITIATIVES

This project supports the Complete Streets Strategic Initiative. The purpose of the Complete Streets Initiative is to build and maintain streets that are safe, comfortable, and convenient for travel for everyone, regardless of age or ability; including motorists, pedestrians, bicyclists, and public transportation riders. This project supports the following goal and objectives:

Goal 1: Prioritize safety for all modes of travel.

Objective 1: Reduce the number of fatal and non-fatal traffic accidents in the City through engineering evaluation of major intersection and corridors.

Objective 3: Ensure that roadway construction and retrofit programs include complete streets elements. This project ensured that consideration was given to all users of the street, including pedestrians, bicyclists, transit users, senior citizens, and school children, in addition to vehicular traffic.

SUSTAINABILITY FEATURES

The project requires the contractor to recycle all construction and demolition debris.

This project is consistent with the City's Complete Streets Policy and improves travel for all users including:

- Improved pavement for motorists
- Additional bike lanes and sharrows for bicyclists
- More visible pavement markings for pedestrians, including near school zones
- New or upgraded curb ramps to meet the recently revised Caltrans standards for pedestrians

The project satisfies the following General Plan policies:

- PFS-7.10 Recycled Products or Processes for Capital Projects
- HQL-2.5 Safe Routes to School
- HQL-2.6 Education on Sharing the Road
- M-1.7 Eliminate Gaps (in pedestrian networks)
- M-3.1 Serving All Users
- M-5.1 Pedestrian Needs
- M-5.6 Safe Pedestrian Crossings
- M-6.2 Encourage Bicycle Use

PUBLIC CONTACT

Immediately after the construction contract is awarded, a preliminary notice explaining the project will be posted and distributed to all residents and businesses along the affected streets. After the construction work has been scheduled, signs on barricades will be posted seventy-two hours prior to commencement of work indicating the date and time of work for each street. Residents will be advised to park their vehicles on side streets outside of the work area during the period when the streets are being treated.

NEXT STEPS

January 2019	Bid Opening
February 2019	Award of Contract
March 2019	Start of Construction
July 2019	End of Construction

Prepared by: Kathy Garcia, Deputy Director of Public Works

Recommended by: Alex Ameri, Interim Director of Public Works

Approved by:

A handwritten signature in black ink, appearing to read "K. McAdoo". The signature is written in a cursive style with a large initial "K" and a distinct "McAdoo" at the end.

Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. 18-

Introduced by Council Member _____

RESOLUTION APPROVING PLANS AND SPECIFICATIONS FOR THE FY 2019 PAVEMENT REHABILITATION AND PREVENTATIVE MAINTENANCE PROJECT, PROJECT NOS. 05216, 05219, 05220, 05280, AND 05231 AND CALL FOR BIDS

BE IT RESOLVED by the City Council of the City of Hayward as follows:

WHEREAS, Those certain plans and specifications for the FY19 Pavement Rehabilitation and Preventive Maintenance Project, Project Nos. 05216, 05219, 05220, 05280, & 05231, on file in the office of the City Clerk, are hereby adopted as the plans and specifications for the project; and

WHEREAS, The City Clerk is hereby directed to cause a notice calling for bids for the required work and material to be made in the form and manner provided by law; and

WHEREAS, Sealed bids therefor will be received by the City Clerk's office at City Hall, 777 B Street, 4th Floor, Hayward, California 94541, up to the hour of 2:00 p.m. on Tuesday, January 15, 2019, and immediately thereafter publicly opened and declared by the City Clerk in the Public Works Conference Room, 4D, located on the 4th Floor of City Hall, Hayward, California.

NOW, THEREFORE, BE IT RESOLVED, that the City Council will consider a report on the bids at a regular meeting following the aforesaid opening and declaration of same.

NOW, THEREFORE, BE IT FURTHER RESOLVED, that the project is categorically exempt under section 15301(c) of the California Environmental Quality Act Guidelines for the operation, repair, maintenance, or minor alteration of existing facilities

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2018

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

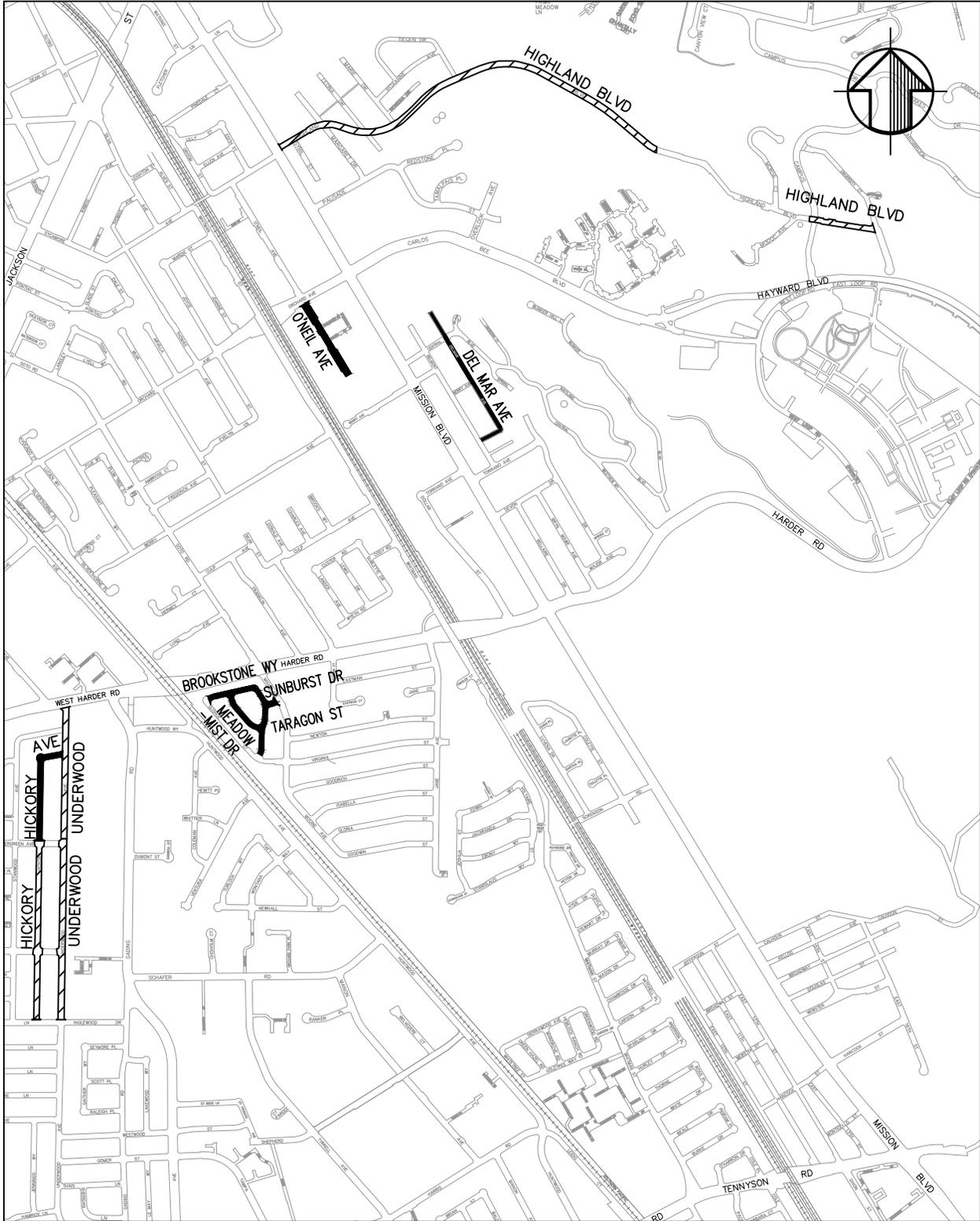
APPROVED AS TO FORM:

City Attorney of the City of Hayward



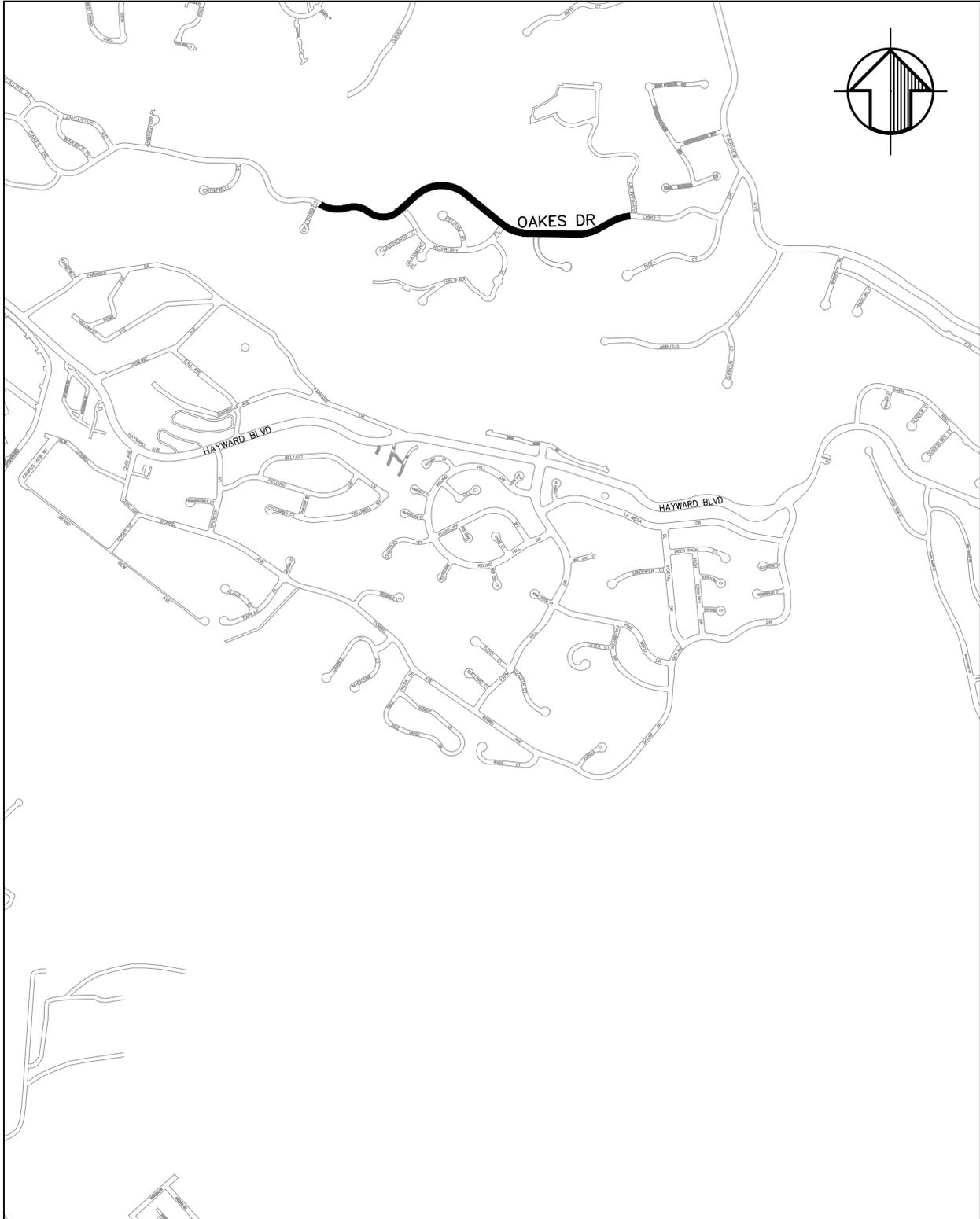
**FY2019 PAVEMENT REHABILITATION AND
PREVENTIVE MAINTENANCE PROJECT
PROJECT NOS. 05216, 05219, 05220, 05280, AND 05231**

PAVEMENT REHABILITATION 
PREVENTIVE MAINTENANCE 



**FY2019 PAVEMENT REHABILITATION AND
PREVENTIVE MAINTENANCE PROJECT
PROJECT NOS. 05216, 05219, 05220, 05280, AND 05231**

PAVEMENT REHABILITATION 
PREVENTIVE MAINTENANCE 



**FY2019 PAVEMENT REHABILITATION AND
PREVENTIVE MAINTENANCE PROJECT
PROJECT NOS. 05216, 05219, 05220, 05280, AND 05231**

PAVEMENT REHABILITATION	
PREVENTIVE MAINTENANCE	



**FY2019 PAVEMENT REHABILITATION AND
PREVENTIVE MAINTENANCE PROJECT
PROJECT NOS. 05216, 05219, 05220, 05280, AND 05231**

PAVEMENT REHABILITATION 
PREVENTIVE MAINTENANCE 



**FY2019 PAVEMENT REHABILITATION AND
 PREVENTIVE MAINTENANCE PROJECT**
PROJECT NOS. 05216, 05219, 05220, 05280, AND 05231

PAVEMENT REHABILITATION	
PREVENTIVE MAINTENANCE	



CITY OF HAYWARD

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

File #: LB 18-058

DATE: December 4, 2018

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT

Adoption of Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2019

RECOMMENDATION

That the City Council adopts the attached Resolution (Attachment II) and approves an amendment to the City of Hayward Salary Plan for fiscal year 2019 ("FY 2019"), which designates all classifications and the corresponding salary range for employment in the City of Hayward government as of December 24, 2018, superseding Resolution No. 18-220 and all amendments thereto.

SUMMARY

It is requested that the City Council adopt an amended FY 2019 Salary Plan for the unclassified service. Changes to the Salary Plan for the unclassified service include market equity adjustments to the salary of the City Manager, Director of Information Technology/Chief Information Officer ("IT Director"), and the Director of Library Services.

ATTACHMENTS

Attachment I	Staff Report
Attachment II	Resolution
Attachment III	FY 2019 Salary Plan



DATE: December 4, 2018

TO: Mayor and City Council

FROM: Director of Human Resources

SUBJECT: Adoption of Resolution Approving an Amendment to the City of Hayward Salary Plan for Fiscal Year 2019

RECOMMENDATION

That the City Council adopts the attached Resolution (Attachment II) and approves an amendment to the City of Hayward Salary Plan for fiscal year 2019 (“FY 2019”), which designates all classifications and the corresponding salary range for employment in the City of Hayward government as of December 24, 2018, superseding Resolution No. 18-220 and all amendments thereto.

SUMMARY

It is requested that the City Council adopt an amended FY 2019 Salary Plan for the unclassified service. Changes to the Salary Plan for the unclassified service include market equity adjustments to the salary of the City Manager, Director of Information Technology/Chief Information Officer (“IT Director”), and the Director of Library Services.

BACKGROUND/DISCUSSION

1. City Manager - On November 27, 2018, the City Council approved modification and extension of the employment agreement with the City Manager. The approved agreement provides for a seven percent (7%) market equity adjustment effective January 1, 2019. In making the recommendation for a market equity adjustment, the Council considered the City Manager’s performance and a recent salary survey that demonstrated that the City Manager’s total compensation is approximately fifteen percent (15%) below the mid-market and she is the second lowest paid in comparison to the survey cities (Alameda, Berkeley, Daly City, Palo Alto, Richmond, San Leandro, San Mateo, Santa Clara, and Vallejo). If approved, the annual salary for the City Manager will be changed from \$254,072 to \$271,856.
2. Director of Information Technology - A total compensation survey conducted in January 2018 demonstrates that this position is approximately 3% below mid-market. The City of Hayward uses mid-market as its target compensation level. In addition to the total compensation survey, other factors such as ability to attract and retain talent and internal equity are considered when setting salaries. If approved, the annual salary range for the IT Director will be changed from \$162,760 at Step A to \$197,828.80 at Step E, to the proposed salary of \$167,648 at Step A to \$203,756.80 at Step E.

3. Director of Library Services - The City recently recruited for this vacant position and learned that in order to attract professionals in the field, the salary would have to be adjusted to make it competitive with agencies in the region that are also recruiting. In addition to setting the salary to one that is attractive to the selected candidate, the recommended adjustment also factors in internal equity. Staff is recommending that this position be set equivalent to the IT Director to be competitive in the external market and in alignment with internal salary structures. If approved, the annual salary range for the Director of Library Services will be changed from \$160,804.80 at Step A to \$195,478.40 at Step E, to the proposed salary of \$167,648 at Step A to \$203,756.80 at Step E.

FISCAL IMPACT

The proposed salary changes result in an approximate fiscal impact to the FY 2019 General Fund Budget as follows:

City Manager: \$5,133
Director of Information Technology: \$2,963
Director of Library Services: \$4,139

The FY 2019 increases will be absorbed in the adopted Operating Budget. Additional budget allocations will be requested as part of the FY 2019 mid-year review and/or the FY 2020 budget adoption process.

STRATEGIC INITIATIVES

This agenda item is a routine operational item and does not relate to one of the City Council's Strategic Initiatives.

NEXT STEPS

The salary adjustments will be implemented by the Human Resources and Finance departments effective December 24, 2018, which is the pay period that includes January 1, 2019. Any necessary budget changes will be made during the FY 2019 mid-year review and/or FY 2020 budget adoption process.

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

Approved by:



Kelly McAdoo, City Manager

HAYWARD CITY COUNCIL

RESOLUTION NO. _____

Introduced by Council Member _____

RESOLUTION APPROVING THE AMENDED FISCAL YEAR 2019 SALARY PLAN DESIGNATING POSITIONS OF EMPLOYMENT IN THE CITY GOVERNMENT OF THE CITY OF HAYWARD AND SALARY RANGE; AND SUPERSEDING RESOLUTION NO. 18-220 AND ALL AMENDMENTS THERETO

BE IT RESOLVED by the City Council of the City of Hayward, as follows:

Section 1. That a revised Positions and Salaries Schedule relating to the positions of employment in the City of Hayward, and the hourly rates of pay for those positions, is hereby set forth in Attachment "III," attached hereto and made a part hereof. The positions enumerated under the columns headed "Classification Title" are hereby designated as the positions of employment in the City of Hayward, and the hourly, bi-weekly, monthly, and annual rates of pay shown in the adjacent rows under the headings "Step A" through "Step E" are the salary rates or the maximum rates of pay for such positions.

Section 2. Salaries paid to occupants of said positions shall be administered in accordance with the Personnel Rules and Memoranda of Understanding and Side Letter Agreements approved by the City Council and currently in effect.

Section 3. All class titles used herein refer to the specifications of the position classification plan as reviewed by the Personnel Commission of the City of Hayward, or as set forth in the City Charter.

Section 4. The City Manager may approve in advance of an established effective date, payment to certain classifications in the Management Unit of all or a portion of a general salary increase previously approved by the City Council. Such advance payments shall be made only for those management classifications where the salary range is less than ten percent above an immediately subordinate classification. The amount of advance payment approved by the City Manager shall not exceed the amount required to establish a ten percent salary differential between the affected classifications. The City Manager shall advise the City Council and each bargaining unit in advance of any payments made pursuant to the provisions of this section.

Section 5. The salary ranges set forth in Attachment "III" shall be revised to reflect salary changes provided in any Memorandum of Understanding, Side Letters of Agreement, or resolution setting forth the wages, hours, and other terms and conditions of employment for a bargaining unit or group of unrepresented employees of the City. Any revisions made pursuant to the provisions of this section shall be incorporated into a document prepared

by the Human Resources Director and distributed to affected employees or their representatives that reflects the date of the revision and cites both the authority provided by this section and the provision of the memorandum or resolution being effectuated by the revision.

Section 6. This resolution supersedes Resolution No. 18-220 and all amendments thereto.

IN COUNCIL, HAYWARD, CALIFORNIA _____, 2018

ADOPTED BY THE FOLLOWING VOTE:

AYES: COUNCIL MEMBERS:
 MAYOR:

NOES: COUNCIL MEMBERS:

ABSTAIN: COUNCIL MEMBERS:

ABSENT: COUNCIL MEMBERS:

ATTEST: _____
 City Clerk of the City of Hayward

APPROVED AS TO FORM:

City Attorney of the City of Hayward

**SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2019**

ATTACHMENT III
Recommended by
Personnel Commission
on September 20, 2018
Approved by Council
on December 4, 2018

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY ELECTED OFFICIALS/APPOINTED OFFICERS/EXECUTIVES								
MAYOR	E100	Unclassified	Hourly					
			Bi-Weekly					
			Monthly					
			Annual				39,960.00	
CITY COUNCIL	E110	Unclassified	Hourly					
			Bi-Weekly					
			Monthly					
			Annual				24,975.00	
CITY MANAGER	A120	Unclassified	Hourly				130.70	
			Bi-Weekly				10,456.00	
			Monthly				22,654.67	
			Annual				271,856.00	
CITY ATTORNEY	A100	Unclassified	Hourly				107.97	
			Bi-Weekly				8,637.60	
			Monthly				18,714.80	
			Annual				224,577.60	
CITY CLERK	A110	Unclassified	Hourly				66.54	
			Bi-Weekly				5,323.20	
			Monthly				11,533.60	
			Annual				138,403.20	
ASSISTANT CITY MANAGER	U735	Unclassified	Hourly	92.08	96.69	101.52	106.59	111.92
			Bi-Weekly	7,366.40	7,735.20	8,121.60	8,527.20	8,953.60
			Monthly	15,960.53	16,759.60	17,596.80	18,475.60	19,399.47
			Annual	191,526.40	201,115.20	211,161.60	221,707.20	232,793.60
CHIEF OF POLICE	P500	Unclassified	Hourly	91.91	96.50	101.33	106.39	111.71
			Bi-Weekly	7,352.80	7,720.00	8,106.40	8,511.20	8,936.80
			Monthly	15,931.07	16,726.67	17,563.87	18,440.93	19,363.07
			Annual	191,172.80	200,720.00	210,766.40	221,291.20	232,356.80
COMMUNICATIONS AND MARKETING OFFICER / PUBLIC INFORMATION OFFICER (PIO)	U311	Unclassified	Hourly	55.26	58.02	60.92	63.98	67.18
			Bi-Weekly	4,420.80	4,641.60	4,873.60	5,118.40	5,374.40
			Monthly	9,578.40	10,056.80	10,559.47	11,089.87	11,644.53
			Annual	114,940.80	120,681.60	126,713.60	133,078.40	139,734.40
DIRECTOR OF DEVELOPMENT SERVICES	U700	Unclassified	Hourly	80.01	84.01	88.21	92.63	97.26
			Bi-Weekly	6,400.80	6,720.80	7,056.80	7,410.40	7,780.80
			Monthly	13,868.40	14,561.73	15,289.73	16,055.87	16,858.40
			Annual	166,420.80	174,740.80	183,476.80	192,670.40	202,300.80
DIRECTOR OF FINANCE	U725	Unclassified	Hourly	80.75	84.78	89.02	93.48	98.15
			Bi-Weekly	6,460.00	6,782.40	7,121.60	7,478.40	7,852.00
			Monthly	13,996.67	14,695.20	15,430.13	16,203.20	17,012.67
			Annual	167,960.00	176,342.40	185,161.60	194,438.40	204,152.00
DIRECTOR OF HUMAN RESOURCES	U705	Unclassified	Hourly	77.95	81.84	85.94	90.24	94.74
			Bi-Weekly	6,236.00	6,547.20	6,875.20	7,219.20	7,579.20
			Monthly	13,511.33	14,185.60	14,896.27	15,641.60	16,421.60
			Annual	162,136.00	170,227.20	178,755.20	187,699.20	197,059.20
DIRECTOR OF INFORMATION TECHNOLOGY / CHIEF INFORMATION OFFICER (CIO)	U720	Unclassified	Hourly	80.60	84.62	88.86	93.30	97.96
			Bi-Weekly	6,448.00	6,769.60	7,108.80	7,464.00	7,836.80
			Monthly	13,970.67	14,667.47	15,402.40	16,172.00	16,979.73
			Annual	167,648.00	176,009.60	184,828.80	194,064.00	203,756.80
DIRECTOR OF LIBRARY SERVICES	U710	Unclassified	Hourly	80.60	84.62	88.86	93.30	97.96
			Bi-Weekly	6,448.00	6,769.60	7,108.80	7,464.00	7,836.80
			Monthly	13,970.67	14,667.47	15,402.40	16,172.00	16,979.73
			Annual	167,648.00	176,009.60	184,828.80	194,064.00	203,756.80
DIRECTOR OF MAINTENANCE SERVICES	U715	Unclassified	Hourly	77.31	81.17	85.24	89.49	93.98
			Bi-Weekly	6,184.80	6,493.60	6,819.20	7,159.20	7,518.40
			Monthly	13,400.40	14,069.47	14,774.93	15,511.60	16,289.87
			Annual	160,804.80	168,833.60	177,299.20	186,139.20	195,478.40
DIRECTOR OF PUBLIC WORKS	U730	Unclassified	Hourly	83.71	87.90	92.29	96.92	101.75
			Bi-Weekly	6,696.80	7,032.00	7,383.20	7,753.60	8,140.00
			Monthly	14,509.73	15,236.00	15,996.93	16,799.47	17,636.67
			Annual	174,116.80	182,832.00	191,963.20	201,593.60	211,640.00
FIRE CHIEF	F800	Unclassified	Hourly	91.85	96.43	101.26	106.33	111.65
			Bi-Weekly	7,348.00	7,714.40	8,100.80	8,506.40	8,932.00
			Monthly	15,920.67	16,714.53	17,551.73	18,430.53	19,352.67
			Annual	191,048.00	200,574.40	210,620.80	221,166.40	232,232.00

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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT								
SENIOR MANAGEMENT ANALYST	H115	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
MANAGEMENT ANALYST II	H110	Classified	Hourly	45.34	47.61	49.99	52.48	55.10
			Bi-Weekly	3,627.20	3,808.80	3,999.20	4,198.40	4,408.00
			Monthly	7,858.93	8,252.40	8,664.93	9,096.53	9,550.67
			Annual	94,307.20	99,028.80	103,979.20	109,158.40	114,608.00
MANAGEMENT ANALYST I	H105	Classified	Hourly	41.22	43.29	45.44	47.71	50.10
			Bi-Weekly	3,297.60	3,463.20	3,635.20	3,816.80	4,008.00
			Monthly	7,144.80	7,503.60	7,876.27	8,269.73	8,684.00
			Annual	85,737.60	90,043.20	94,515.20	99,236.80	104,208.00
EXECUTIVE ASSISTANT	U315	Unclassified	Hourly	38.01	39.76	41.56	43.34	45.25
			Bi-Weekly	3,040.80	3,180.80	3,324.80	3,467.20	3,620.00
			Monthly	6,588.40	6,891.73	7,203.73	7,512.27	7,843.33
			Annual	79,060.80	82,700.80	86,444.80	90,147.20	94,120.00
ADMINISTRATIVE SUPERVISOR	H120	Classified	Hourly	36.33	38.14	40.05	42.04	44.15
			Bi-Weekly	2,906.40	3,051.20	3,204.00	3,363.20	3,532.00
			Monthly	6,297.20	6,610.93	6,942.00	7,286.93	7,652.67
			Annual	75,566.40	79,331.20	83,304.00	87,443.20	91,832.00
ADMINISTRATIVE SECRETARY	C120	Classified	Hourly	33.30	34.68	36.03	37.39	38.88
			Bi-Weekly	2,664.00	2,774.40	2,882.40	2,991.20	3,110.40
			Monthly	5,772.00	6,011.20	6,245.20	6,480.93	6,739.20
			Annual	69,264.00	72,134.40	74,942.40	77,771.20	80,870.40
SENIOR SECRETARY	C115	Classified	Hourly	30.44	31.63	32.92	34.12	35.44
			Bi-Weekly	2,435.20	2,530.40	2,633.60	2,729.60	2,835.20
			Monthly	5,276.27	5,482.53	5,706.13	5,914.13	6,142.93
			Annual	63,315.20	65,790.40	68,473.60	70,969.60	73,715.20
SECRETARY	C110	Classified	Hourly	26.78	28.01	29.42	30.79	32.25
			Bi-Weekly	2,142.40	2,240.80	2,353.60	2,463.20	2,580.00
			Monthly	4,641.87	4,855.07	5,099.47	5,336.93	5,590.00
			Annual	55,702.40	58,260.80	61,193.60	64,043.20	67,080.00
ADMINISTRATIVE CLERK II	C105	Classified	Hourly	25.68	26.73	27.81	29.06	30.49
			Bi-Weekly	2,054.40	2,138.40	2,224.80	2,324.80	2,439.20
			Monthly	4,451.20	4,633.20	4,820.40	5,037.07	5,284.93
			Annual	53,414.40	55,598.40	57,844.80	60,444.80	63,419.20
ADMINISTRATIVE CLERK I	C100	Classified	Hourly	22.60	23.80	25.01	26.34	27.72
			Bi-Weekly	1,808.00	1,904.00	2,000.80	2,107.20	2,217.60
			Monthly	3,917.33	4,125.33	4,335.07	4,565.60	4,804.80
			Annual	47,008.00	49,504.00	52,020.80	54,787.20	57,657.60
ADMINISTRATIVE INTERN	Z120	Classified	Hourly				15.00	20.00
			Bi-Weekly				1,200.00	1,600.00
			Monthly				2,600.00	3,466.67
			Annual				31,200.00	41,600.00
MAIL CLERK	C410	Classified	Hourly			15.45	16.22	17.04
			Bi-Weekly			1,236.00	1,297.60	1,363.20
			Monthly			2,678.00	2,811.47	2,953.60
			Annual			32,136.00	33,737.60	35,443.20
CITY WIDE ENGINEERING								
SENIOR CIVIL ENGINEER	H240	Classified	Hourly	58.40	61.31	64.39	67.60	70.97
			Bi-Weekly	4,672.00	4,904.80	5,151.20	5,408.00	5,677.60
			Monthly	10,122.67	10,627.07	11,160.93	11,717.33	12,301.47
			Annual	121,472.00	127,524.80	133,931.20	140,608.00	147,617.60
ASSOCIATE CIVIL ENGINEER	T215	Classified	Hourly	47.34	49.72	52.14	54.79	57.46
			Bi-Weekly	3,787.20	3,977.60	4,171.20	4,383.20	4,596.80
			Monthly	8,205.60	8,618.13	9,037.60	9,496.93	9,959.73
			Annual	98,467.20	103,417.60	108,451.20	113,963.20	119,516.80
ASSISTANT CIVIL ENGINEER	T210	Classified	Hourly	40.78	42.89	45.08	47.26	49.62
			Bi-Weekly	3,262.40	3,431.20	3,606.40	3,780.80	3,969.60
			Monthly	7,068.53	7,434.27	7,813.87	8,191.73	8,600.80
			Annual	84,822.40	89,211.20	93,766.40	98,300.80	103,209.60

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CITY WIDE MAINTENANCE								
ELECTRICIAN II	M410	Classified	Hourly	42.56	44.26	46.00	47.95	49.93
			Bi-Weekly	3,404.80	3,540.80	3,680.00	3,836.00	3,994.40
			Monthly	7,377.07	7,671.73	7,973.33	8,311.33	8,654.53
			Annual	88,524.80	92,060.80	95,680.00	99,736.00	103,854.40
ELECTRICIAN I	M405	Classified	Hourly	38.71	40.29	41.90	43.65	45.42
			Bi-Weekly	3,096.80	3,223.20	3,352.00	3,492.00	3,633.60
			Monthly	6,709.73	6,983.60	7,262.67	7,566.00	7,872.80
			Annual	80,516.80	83,803.20	87,152.00	90,792.00	94,473.60
MAINTENANCE WORKER	M305	Classified	Hourly	28.63	29.79	31.02	32.08	33.36
			Bi-Weekly	2,290.40	2,383.20	2,481.60	2,566.40	2,668.80
			Monthly	4,962.53	5,163.60	5,376.80	5,560.53	5,782.40
			Annual	59,550.40	61,963.20	64,521.60	66,726.40	69,388.80
LABORER	M200	Classified	Hourly	25.15	26.08	27.12	28.23	29.23
	M300		Bi-Weekly	2,012.00	2,086.40	2,169.60	2,258.40	2,338.40
	M830		Monthly	4,359.33	4,520.53	4,700.80	4,893.20	5,066.53
	M905		Annual	52,312.00	54,246.40	56,409.60	58,718.40	60,798.40
CITY ATTORNEY DEPARTMENT								
ASSISTANT CITY ATTORNEY	U210	Classified	Hourly	65.46	68.73	72.17	75.78	79.57
			Bi-Weekly	5,236.80	5,498.40	5,773.60	6,062.40	6,365.60
			Monthly	11,346.40	11,913.20	12,509.47	13,135.20	13,792.13
			Annual	136,156.80	142,958.40	150,113.60	157,622.40	165,505.60
DEPUTY CITY ATTORNEY II	U205	Classified	Hourly	54.10	56.79	59.64	62.61	65.76
			Bi-Weekly	4,328.00	4,543.20	4,771.20	5,008.80	5,260.80
			Monthly	9,377.33	9,843.60	10,337.60	10,852.40	11,398.40
			Annual	112,528.00	118,123.20	124,051.20	130,228.80	136,780.80
DEPUTY CITY ATTORNEY I	U200	Classified	Hourly	49.18	51.64	54.22	56.93	59.77
			Bi-Weekly	3,934.40	4,131.20	4,337.60	4,554.40	4,781.60
			Monthly	8,524.53	8,950.93	9,398.13	9,867.87	10,360.13
			Annual	102,294.40	107,411.20	112,777.60	118,414.40	124,321.60
PARALEGAL	U195	Classified	Hourly	34.90	36.65	38.48	40.40	42.42
			Bi-Weekly	2,792.00	2,932.00	3,078.40	3,232.00	3,393.60
			Monthly	6,049.33	6,352.67	6,669.87	7,002.67	7,352.80
			Annual	72,592.00	76,232.00	80,038.40	84,032.00	88,233.60
LEGAL SECRETARY II	C935	Classified	Hourly	31.60	33.43	35.95	36.70	38.58
			Bi-Weekly	2,528.00	2,674.40	2,876.00	2,936.00	3,086.40
			Monthly	5,477.33	5,794.53	6,231.33	6,361.33	6,687.20
			Annual	65,728.00	69,534.40	74,776.00	76,336.00	80,246.40
LEGAL SECRETARY I	C930	Classified	Hourly	28.45	29.95	31.53	33.23	34.99
			Bi-Weekly	2,276.00	2,396.00	2,522.40	2,658.40	2,799.20
			Monthly	4,931.33	5,191.33	5,465.20	5,759.87	6,064.93
			Annual	59,176.00	62,296.00	65,582.40	69,118.40	72,779.20
CITY CLERK DEPARTMENT								
DEPUTY CITY CLERK	H500	Classified	Hourly	45.34	47.62	49.98	52.48	55.11
			Bi-Weekly	3,627.20	3,809.60	3,998.40	4,198.40	4,408.80
			Monthly	7,858.93	8,254.13	8,663.20	9,096.53	9,552.40
			Annual	94,307.20	99,049.60	103,958.40	109,158.40	114,628.80

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CITY MANAGER DEPARTMENT								
OFFICE OF THE CITY MANAGER								
DEPUTY CITY MANAGER	U505	Unclassified	Hourly	84.01	88.21	92.62	97.26	102.12
			Bi-Weekly	6,720.80	7,056.80	7,409.60	7,780.80	8,169.60
			Monthly	14,561.73	15,289.73	16,054.13	16,858.40	17,700.80
			Annual	174,740.80	183,476.80	192,649.60	202,300.80	212,409.60
ASSISTANT TO CITY MANAGER	U320	Unclassified	Hourly	50.37	52.90	55.54	58.32	61.23
			Bi-Weekly	4,029.60	4,232.00	4,443.20	4,665.60	4,898.40
			Monthly	8,730.80	9,169.33	9,626.93	10,108.80	10,613.20
			Annual	104,769.60	110,032.00	115,523.20	121,305.60	127,358.40
GRAPHICS AND MEDIA RELATIONS TECHNICIAN	T300	Classified	Hourly	30.42	31.90	33.59	35.27	36.98
			Bi-Weekly	2,433.60	2,552.00	2,687.20	2,821.60	2,958.40
			Monthly	5,272.80	5,529.33	5,822.27	6,113.47	6,409.87
			Annual	63,273.60	66,352.00	69,867.20	73,361.60	76,918.40
DIGITAL APPLICATIONS DEVELOPER	T470	Classified	Hourly	41.73	43.81	46.00	48.31	50.73
			Bi-Weekly	3,338.40	3,504.80	3,680.00	3,864.80	4,058.40
			Monthly	7,233.20	7,593.73	7,973.33	8,373.73	8,793.20
			Annual	86,798.40	91,124.80	95,680.00	100,484.80	105,518.40
MANAGEMENT FELLOW	U300	Classified	Hourly					23.64
			Bi-Weekly					1,891.20
			Monthly					4,097.60
			Annual					49,171.20
COMMUNITY SERVICES								
COMMUNITY SERVICES MANAGER	H745	Classified	Hourly	62.55	65.67	68.96	72.42	76.03
			Bi-Weekly	5,004.00	5,253.60	5,516.80	5,793.60	6,082.40
			Monthly	10,842.00	11,382.80	11,953.07	12,552.80	13,178.53
			Annual	130,104.00	136,593.60	143,436.80	150,633.60	158,142.40
COMMUNITY PROGRAMS SPECIALIST	T705	Classified	Hourly	40.42	42.52	44.68	46.88	49.17
			Bi-Weekly	3,233.60	3,401.60	3,574.40	3,750.40	3,933.60
			Monthly	7,006.13	7,370.13	7,744.53	8,125.87	8,522.80
			Annual	84,073.60	88,441.60	92,934.40	97,510.40	102,273.60
SENIOR PROPERTY REHABILITATION SPECIALIST	T730	Classified	Hourly	44.45	46.76	49.14	51.56	54.08
			Bi-Weekly	3,556.00	3,740.80	3,931.20	4,124.80	4,326.40
			Monthly	7,704.67	8,105.07	8,517.60	8,937.07	9,373.87
			Annual	92,456.00	97,260.80	102,211.20	107,244.80	112,486.40
PROPERTY REHABILITATION SPECIALIST	T725	Classified	Hourly	40.42	42.52	44.68	46.88	49.17
			Bi-Weekly	3,233.60	3,401.60	3,574.40	3,750.40	3,933.60
			Monthly	7,006.13	7,370.13	7,744.53	8,125.87	8,522.80
			Annual	84,073.60	88,441.60	92,934.40	97,510.40	102,273.60
PARATRANSIT COORDINATOR	T715	Classified	Hourly	38.53	40.46	42.41	44.57	46.75
			Bi-Weekly	3,082.40	3,236.80	3,392.80	3,565.60	3,740.00
			Monthly	6,678.53	7,013.07	7,351.07	7,725.47	8,103.33
			Annual	80,142.40	84,156.80	88,212.80	92,705.60	97,240.00
EDUCATION SERVICES MANAGER	H760	Classified	Hourly	43.21	45.36	47.63	50.00	52.50
			Bi-Weekly	3,456.80	3,628.80	3,810.40	4,000.00	4,200.00
			Monthly	7,489.73	7,862.40	8,255.87	8,666.67	9,100.00
			Annual	89,876.80	94,348.80	99,070.40	104,000.00	109,200.00
EDUCATIONAL SERVICES COORDINATOR	T780	Classified	Hourly	30.03	31.54	33.13	34.78	36.52
			Bi-Weekly	2,402.40	2,523.20	2,650.40	2,782.40	2,921.60
			Monthly	5,205.20	5,466.93	5,742.53	6,028.53	6,330.13
			Annual	62,462.40	65,603.20	68,910.40	72,342.40	75,961.60
ECONOMIC DEVELOPMENT								
ECONOMIC DEVELOPMENT MANAGER	H710	Classified	Hourly	62.36	65.47	68.74	72.17	75.79
			Bi-Weekly	4,988.80	5,237.60	5,499.20	5,773.60	6,063.20
			Monthly	10,809.07	11,348.13	11,914.93	12,509.47	13,136.93
			Annual	129,708.80	136,177.60	142,979.20	150,113.60	157,643.20
ECONOMIC DEVELOPMENT SPECIALIST	T745	Classified	Hourly	43.86	46.07	48.32	50.78	53.26
			Bi-Weekly	3,508.80	3,685.60	3,865.60	4,062.40	4,260.80
			Monthly	7,602.40	7,985.47	8,375.47	8,801.87	9,231.73
			Annual	91,228.80	95,825.60	100,505.60	105,622.40	110,780.80
NEIGHBORHOOD PARTNERSHIP SERVICES								
NEIGHBORHOOD DEVELOPMENT MANAGER	H735	Classified	Hourly	61.75	64.82	68.06	71.46	75.04
			Bi-Weekly	4,940.00	5,185.60	5,444.80	5,716.80	6,003.20
			Monthly	10,703.33	11,235.47	11,797.07	12,386.40	13,006.93
			Annual	128,440.00	134,825.60	141,564.80	148,636.80	156,083.20
NEIGHBORHOOD PARTNERSHIP MANAGER	H730	Classified	Hourly	55.53	58.31	61.22	64.28	67.50
			Bi-Weekly	4,442.40	4,664.80	4,897.60	5,142.40	5,400.00
			Monthly	9,625.20	10,107.07	10,611.47	11,141.87	11,700.00
			Annual	115,502.40	121,284.80	127,337.60	133,702.40	140,400.00

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(PER MUNI CODE SEC.2-4.30)
FY 2019**

ATTACHMENT III
Recommended by
Personnel Commission
on September 20, 2018
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on December 4, 2018

Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
HOUSING AUTHORITY								
HOUSING MANAGER	H715	Classified	Hourly	55.53	58.31	61.22	64.28	67.50
			Bi-Weekly	4,442.40	4,664.80	4,897.60	5,142.40	5,400.00
			Monthly	9,625.20	10,107.07	10,611.47	11,141.87	11,700.00
			Annual	115,502.40	121,284.80	127,337.60	133,702.40	140,400.00
HOUSING DEVELOPMENT SPECIALIST	T750	Classified	Hourly	43.86	46.07	48.32	50.78	53.26
			Bi-Weekly	3,508.80	3,685.60	3,865.60	4,062.40	4,260.80
			Monthly	7,602.40	7,985.47	8,375.47	8,801.87	9,231.73
			Annual	91,228.80	95,825.60	100,505.60	105,622.40	110,780.80
HOMEOWNERSHIP COORDINATOR	T710	Classified	Hourly	38.53	40.46	42.41	44.57	46.75
			Bi-Weekly	3,082.40	3,236.80	3,392.80	3,565.60	3,740.00
			Monthly	6,678.53	7,013.07	7,351.07	7,725.47	8,103.33
			Annual	80,142.40	84,156.80	88,212.80	92,705.60	97,240.00
DEVELOPMENT SERVICES DEPARTMENT								
DEVELOPMENT SERVICE ADMINISTRATION								
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	U515	Classified	Hourly	72.73	76.37	80.20	84.20	88.42
			Bi-Weekly	5,818.40	6,109.60	6,416.00	6,736.00	7,073.60
			Monthly	12,606.53	13,237.47	13,901.33	14,594.67	15,326.13
			Annual	151,278.40	158,849.60	166,816.00	175,136.00	183,913.60
BUILDING DIVISION								
CITY BUILDING OFFICIAL	H335	Classified	Hourly	64.21	67.42	70.79	74.34	78.05
			Bi-Weekly	5,136.80	5,393.60	5,663.20	5,947.20	6,244.00
			Monthly	11,129.73	11,686.13	12,270.27	12,885.60	13,528.67
			Annual	133,556.80	140,233.60	147,243.20	154,627.20	162,344.00
SUPERVISING BUILDING INSPECTOR	H330	Classified	Hourly	52.42	55.04	57.79	60.69	63.72
			Bi-Weekly	4,193.60	4,403.20	4,623.20	4,855.20	5,097.60
			Monthly	9,086.13	9,540.27	10,016.93	10,519.60	11,044.80
			Annual	109,033.60	114,483.20	120,203.20	126,235.20	132,537.60
SENIOR BUILDING INSPECTOR/STRUCTURAL	T365	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	T360	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
SENIOR BUILDING INSPECTOR/ELECTRICAL	T355	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
BUILDING INSPECTOR	T350	Classified	Hourly	37.41	39.17	41.16	43.26	46.09
			Bi-Weekly	2,992.80	3,133.60	3,292.80	3,460.80	3,687.20
			Monthly	6,484.40	6,789.47	7,134.40	7,498.40	7,988.93
			Annual	77,812.80	81,473.60	85,612.80	89,980.80	95,867.20
PLAN CHECKING ENGINEER	T335	Classified	Hourly	50.66	53.11	55.79	58.69	61.68
			Bi-Weekly	4,052.80	4,248.80	4,463.20	4,695.20	4,934.40
			Monthly	8,781.07	9,205.73	9,670.27	10,172.93	10,691.20
			Annual	105,372.80	110,468.80	116,043.20	122,075.20	128,294.40
SUPERVISING PLAN CHECKER AND EXPEDITOR	H325	Classified	Hourly	56.36	59.17	62.15	65.25	68.52
			Bi-Weekly	4,508.80	4,733.60	4,972.00	5,220.00	5,481.60
			Monthly	9,769.07	10,256.13	10,772.67	11,310.00	11,876.80
			Annual	117,228.80	123,073.60	129,272.00	135,720.00	142,521.60
SENIOR PLAN CHECKER	T330	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
PLAN CHECKER	T325	Classified	Hourly	39.40	41.48	43.58	45.66	47.93
			Bi-Weekly	3,152.00	3,318.40	3,486.40	3,652.80	3,834.40
			Monthly	6,829.33	7,189.87	7,553.87	7,914.40	8,307.87
			Annual	81,952.00	86,278.40	90,646.40	94,972.80	99,694.40

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SUPERVISING PERMIT TECHNICIAN	H340	Classified	Hourly	37.50	39.38	41.34	43.41	45.58
			Bi-Weekly	3,000.00	3,150.40	3,307.20	3,472.80	3,646.40
			Monthly	6,500.00	6,825.87	7,165.60	7,524.40	7,900.53
			Annual	78,000.00	81,910.40	85,987.20	90,292.80	94,806.40
SENIOR PERMIT TECHNICIAN	C205	Classified	Hourly	35.19	36.64	38.06	39.72	41.74
			Bi-Weekly	2,815.20	2,931.20	3,044.80	3,177.60	3,339.20
			Monthly	6,099.60	6,350.93	6,597.07	6,884.80	7,234.93
			Annual	73,195.20	76,211.20	79,164.80	82,617.60	86,819.20
PERMIT TECHNICIAN II	C200	Classified	Hourly	31.73	32.99	34.32	35.81	37.62
			Bi-Weekly	2,538.40	2,639.20	2,745.60	2,864.80	3,009.60
			Monthly	5,499.87	5,718.27	5,948.80	6,207.07	6,520.80
			Annual	65,998.40	68,619.20	71,385.60	74,484.80	78,249.60
PERMIT TECHNICIAN I	C199	Classified	Hourly	28.84	29.99	31.20	32.54	34.20
			Bi-Weekly	2,307.20	2,399.20	2,496.00	2,603.20	2,736.00
			Monthly	4,998.93	5,198.27	5,408.00	5,640.27	5,928.00
			Annual	59,987.20	62,379.20	64,896.00	67,683.20	71,136.00
PLANNING DIVISION								
PLANNING MANAGER	H320	Classified	Hourly	64.43	67.63	71.01	74.56	78.30
			Bi-Weekly	5,154.40	5,410.40	5,680.80	5,964.80	6,264.00
			Monthly	11,167.87	11,722.53	12,308.40	12,923.73	13,572.00
			Annual	134,014.40	140,670.40	147,700.80	155,084.80	162,864.00
PRINCIPAL PLANNER	H315	Classified	Hourly	55.53	58.31	61.22	64.28	67.50
			Bi-Weekly	4,442.40	4,664.80	4,897.60	5,142.40	5,400.00
			Monthly	9,625.20	10,107.07	10,611.47	11,141.87	11,700.00
			Annual	115,502.40	121,284.80	127,337.60	133,702.40	140,400.00
SENIOR PLANNER	H310	Classified	Hourly	49.75	52.23	54.85	57.59	60.47
			Bi-Weekly	3,980.00	4,178.40	4,388.00	4,607.20	4,837.60
			Monthly	8,623.33	9,053.20	9,507.33	9,982.27	10,481.47
			Annual	103,480.00	108,638.40	114,088.00	119,787.20	125,777.60
ASSOCIATE PLANNER	T315	Classified	Hourly	43.99	46.15	48.44	50.93	53.37
			Bi-Weekly	3,519.20	3,692.00	3,875.20	4,074.40	4,269.60
			Monthly	7,624.93	7,999.33	8,396.27	8,827.87	9,250.80
			Annual	91,499.20	95,992.00	100,755.20	105,934.40	111,009.60
ASSISTANT PLANNER	T310	Classified	Hourly	36.10	37.86	39.90	41.85	43.99
			Bi-Weekly	2,888.00	3,028.80	3,192.00	3,348.00	3,519.20
			Monthly	6,257.33	6,562.40	6,916.00	7,254.00	7,624.93
			Annual	75,088.00	78,748.80	82,992.00	87,048.00	91,499.20
JUNIOR PLANNER	T305	Classified	Hourly	32.00	33.69	35.28	37.04	38.85
			Bi-Weekly	2,560.00	2,695.20	2,822.40	2,963.20	3,108.00
			Monthly	5,546.67	5,839.60	6,115.20	6,420.27	6,734.00
			Annual	66,560.00	70,075.20	73,382.40	77,043.20	80,808.00
DEVELOPMENT REVIEW SPECIALIST	T320	Classified	Hourly	38.47	40.33	42.52	44.61	46.88
			Bi-Weekly	3,077.60	3,226.40	3,401.60	3,568.80	3,750.40
			Monthly	6,668.13	6,990.53	7,370.13	7,732.40	8,125.87
			Annual	80,017.60	83,886.40	88,441.60	92,788.80	97,510.40
LANDSCAPE ARCHITECT	H300	Classified	Hourly	58.64	61.56	64.64	67.88	71.28
			Bi-Weekly	4,691.20	4,924.80	5,171.20	5,430.40	5,702.40
			Monthly	10,164.27	10,670.40	11,204.27	11,765.87	12,355.20
			Annual	121,971.20	128,044.80	134,451.20	141,190.40	148,262.40
CODE ENFORCEMENT DIVISION								
CODE ENFORCEMENT MANAGER	H703	Classified	Hourly	50.74	53.28	55.94	58.74	61.67
			Bi-Weekly	4,059.20	4,262.40	4,475.20	4,699.20	4,933.60
			Monthly	8,794.93	9,235.20	9,696.27	10,181.60	10,689.47
			Annual	105,539.20	110,822.40	116,355.20	122,179.20	128,273.60
CODE ENFORCEMENT SUPERVISOR	H700	Classified	Hourly	44.11	46.32	48.65	51.07	53.63
			Bi-Weekly	3,528.80	3,705.60	3,892.00	4,085.60	4,290.40
			Monthly	7,645.73	8,028.80	8,432.67	8,852.13	9,295.87
			Annual	91,748.80	96,345.60	101,192.00	106,225.60	111,550.40
SENIOR CODE ENFORCEMENT INSPECTOR	T610	Classified	Hourly	39.73	41.72	43.80	45.99	48.29
			Bi-Weekly	3,178.40	3,337.60	3,504.00	3,679.20	3,863.20
			Monthly	6,886.53	7,231.47	7,592.00	7,971.60	8,370.27
			Annual	82,638.40	86,777.60	91,104.00	95,659.20	100,443.20
CODE ENFORCEMENT INSPECTOR II	T605	Classified	Hourly	36.11	37.91	39.81	41.80	43.89
			Bi-Weekly	2,888.80	3,032.80	3,184.80	3,344.00	3,511.20
			Monthly	6,259.07	6,571.07	6,900.40	7,245.33	7,607.60
			Annual	75,108.80	78,852.80	82,804.80	86,944.00	91,291.20
CODE ENFORCEMENT INSPECTOR I	T600	Classified	Hourly	32.82	34.47	36.18	37.99	39.90
			Bi-Weekly	2,625.60	2,757.60	2,894.40	3,039.20	3,192.00
			Monthly	5,688.80	5,974.80	6,271.20	6,584.93	6,916.00
			Annual	68,265.60	71,697.60	75,254.40	79,019.20	82,992.00

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FINANCE DEPARTMENT								
ADMINISTRATION DIVISION								
DEPUTY DIRECTOR OF FINANCE	U500	Classified	Hourly	66.44	69.76	73.26	76.92	80.75
			Bi-Weekly	5,315.20	5,580.80	5,860.80	6,153.60	6,460.00
			Monthly	11,516.27	12,091.73	12,698.40	13,332.80	13,996.67
			Annual	138,195.20	145,100.80	152,380.80	159,993.60	167,960.00
BUDGET OFFICER	H170	Classified	Hourly	52.22	54.85	57.58	60.46	63.47
			Bi-Weekly	4,177.60	4,388.00	4,606.40	4,836.80	5,077.60
			Monthly	9,051.47	9,507.33	9,980.53	10,479.73	11,001.47
			Annual	108,617.60	114,088.00	119,766.40	125,756.80	132,017.60
FINANCIAL ANALYST	H165	Classified	Hourly	45.53	47.79	50.18	52.68	55.32
			Bi-Weekly	3,642.40	3,823.20	4,014.40	4,214.40	4,425.60
			Monthly	7,891.87	8,283.60	8,697.87	9,131.20	9,588.80
			Annual	94,702.40	99,403.20	104,374.40	109,574.40	115,065.60
FINANCE TECHNICIAN	C320	Classified	Hourly	33.94	35.63	37.42	39.28	41.26
			Bi-Weekly	2,715.20	2,850.40	2,993.60	3,142.40	3,300.80
			Monthly	5,882.93	6,175.87	6,486.13	6,808.53	7,151.73
			Annual	70,595.20	74,110.40	77,833.60	81,702.40	85,820.80
ACCOUNTING DIVISION								
ACCOUNTING MANAGER	H150	Classified	Hourly	60.41	63.42	66.58	69.91	73.41
			Bi-Weekly	4,832.80	5,073.60	5,326.40	5,592.80	5,872.80
			Monthly	10,471.07	10,992.80	11,540.53	12,117.73	12,724.40
			Annual	125,652.80	131,913.60	138,486.40	145,412.80	152,692.80
SENIOR ACCOUNTANT	H145	Classified	Hourly	45.80	48.07	50.46	52.99	55.63
			Bi-Weekly	3,664.00	3,845.60	4,036.80	4,239.20	4,450.40
			Monthly	7,938.67	8,332.13	8,746.40	9,184.93	9,642.53
			Annual	95,264.00	99,985.60	104,956.80	110,219.20	115,710.40
ACCOUNTANT	H140	Classified	Hourly	41.61	43.69	45.86	48.16	50.57
			Bi-Weekly	3,328.80	3,495.20	3,668.80	3,852.80	4,045.60
			Monthly	7,212.40	7,572.93	7,949.07	8,347.73	8,765.47
			Annual	86,548.80	90,875.20	95,388.80	100,172.80	105,185.60
SENIOR ACCOUNT CLERK	C305	Classified	Hourly	29.38	30.81	32.15	33.70	35.27
			Bi-Weekly	2,350.40	2,464.80	2,572.00	2,696.00	2,821.60
			Monthly	5,092.53	5,340.40	5,572.67	5,841.33	6,113.47
			Annual	61,110.40	64,084.80	66,872.00	70,096.00	73,361.60
ACCOUNT CLERK	C300	Classified	Hourly	26.77	27.97	29.28	30.63	32.17
			Bi-Weekly	2,141.60	2,237.60	2,342.40	2,450.40	2,573.60
			Monthly	4,640.13	4,848.13	5,075.20	5,309.20	5,576.13
			Annual	55,681.60	58,177.60	60,902.40	63,710.40	66,913.60
REVENUE DIVISION								
REVENUE MANAGER	H160	Classified	Hourly	60.41	63.42	66.58	69.91	73.41
			Bi-Weekly	4,832.80	5,073.60	5,326.40	5,592.80	5,872.80
			Monthly	10,471.07	10,992.80	11,540.53	12,117.73	12,724.40
			Annual	125,652.80	131,913.60	138,486.40	145,412.80	152,692.80
FINANCE SUPERVISOR	H155	Classified	Hourly	45.02	47.28	49.63	52.11	54.71
			Bi-Weekly	3,601.60	3,782.40	3,970.40	4,168.80	4,376.80
			Monthly	7,803.47	8,195.20	8,602.53	9,032.40	9,483.07
			Annual	93,641.60	98,342.40	103,230.40	108,388.80	113,796.80
SUPERVISING CUSTOMER ACCOUNT CLERK	C332	Classified	Hourly	31.92	33.52	35.17	36.94	38.79
			Bi-Weekly	2,553.60	2,681.60	2,813.60	2,955.20	3,103.20
			Monthly	5,532.80	5,810.13	6,096.13	6,402.93	6,723.60
			Annual	66,393.60	69,721.60	73,153.60	76,835.20	80,683.20
SENIOR CUSTOMER ACCOUNT CLERK	C330	Classified	Hourly	29.38	30.81	32.15	33.70	35.27
			Bi-Weekly	2,350.40	2,464.80	2,572.00	2,696.00	2,821.60
			Monthly	5,092.53	5,340.40	5,572.67	5,841.33	6,113.47
			Annual	61,110.40	64,084.80	66,872.00	70,096.00	73,361.60
CUSTOMER ACCOUNT CLERK	C325	Classified	Hourly	26.77	27.97	29.28	30.63	32.17
			Bi-Weekly	2,141.60	2,237.60	2,342.40	2,450.40	2,573.60
			Monthly	4,640.13	4,848.13	5,075.20	5,309.20	5,576.13
			Annual	55,681.60	58,177.60	60,902.40	63,710.40	66,913.60
MAIL AND REVENUE CLERK	C322	Classified	Hourly	22.60	23.80	25.01	26.34	27.72
			Bi-Weekly	1,808.00	1,904.00	2,000.80	2,107.20	2,217.60
			Monthly	3,917.33	4,125.33	4,335.07	4,565.60	4,804.80
			Annual	47,008.00	49,504.00	52,020.80	54,787.20	57,657.60
PURCHASING DIVISION								
PURCHASING AND SERVICES MANAGER	H180	Classified	Hourly	52.21	54.82	57.56	60.43	63.44
			Bi-Weekly	4,176.80	4,385.60	4,604.80	4,834.40	5,075.20
			Monthly	9,049.73	9,502.13	9,977.07	10,474.53	10,996.27
			Annual	108,596.80	114,025.60	119,724.80	125,694.40	131,955.20
PURCHASING TECHNICIAN	C345	Classified	Hourly	30.87	32.42	34.02	35.70	37.50
			Bi-Weekly	2,469.60	2,593.60	2,721.60	2,856.00	3,000.00
			Monthly	5,350.80	5,619.47	5,896.80	6,188.00	6,500.00
			Annual	64,209.60	67,433.60	70,761.60	74,256.00	78,000.00
MAIL AND PURCHASING CLERK	C335	Classified	Hourly	24.37	25.60	26.79	28.19	29.58
			Bi-Weekly	1,949.60	2,048.00	2,143.20	2,255.20	2,366.40
			Monthly	4,224.13	4,437.33	4,643.60	4,886.27	5,127.20
			Annual	50,689.60	53,248.00	55,723.20	58,635.20	61,526.40

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FIRE DEPARTMENT								
SWORN								
DEPUTY FIRE CHIEF (40 HR)	F600	Classified	Hourly	87.70	92.09	96.69	101.53	106.60
			Bi-Weekly	7,016.00	7,367.20	7,735.20	8,122.40	8,528.00
			Monthly	15,201.33	15,962.27	16,759.60	17,598.53	18,477.33
			Annual	182,416.00	191,547.20	201,115.20	211,182.40	221,728.00
FIRE MARSHAL (40 HR)	F400	Classified	Hourly	79.73	83.72	87.90	92.30	96.91
			Bi-Weekly	6,378.40	6,697.60	7,032.00	7,384.00	7,752.80
			Monthly	13,819.87	14,511.47	15,236.00	15,998.67	16,797.73
			Annual	165,838.40	174,137.60	182,832.00	191,984.00	201,572.80
FIRE TRAINING OFFICER (40 HR)	F420	Classified	Hourly	79.73	83.72	87.90	92.30	96.91
			Bi-Weekly	6,378.40	6,697.60	7,032.00	7,384.00	7,752.80
			Monthly	13,819.87	14,511.47	15,236.00	15,998.67	16,797.73
			Annual	165,838.40	174,137.60	182,832.00	191,984.00	201,572.80
BATTALION CHIEF (56 HR)	F410	Classified	Hourly	51.77	54.36	57.08	59.94	62.93
			Bi-Weekly	5,798.24	6,088.32	6,392.96	6,713.28	7,048.16
			Monthly	12,562.85	13,191.36	13,851.41	14,545.44	15,271.01
			Annual	150,754.24	158,296.32	166,216.96	174,545.28	183,252.16
BATTALION CHIEF (40 HR)	F415	Classified	Hourly	72.47	76.10	79.91	83.91	88.10
			Bi-Weekly	5,797.60	6,088.00	6,392.80	6,712.80	7,048.00
			Monthly	12,561.47	13,190.67	13,851.07	14,544.40	15,270.67
			Annual	150,737.60	158,288.00	166,212.80	174,532.80	183,248.00
STAFF FIRE CAPTAIN (40 HR)	F240	Classified	Hourly			69.79	73.28	76.94
			Bi-Weekly			5,583.20	5,862.40	6,155.20
			Monthly			12,096.93	12,701.87	13,336.27
			Annual			145,163.20	152,422.40	160,035.20
STAFF FIRE CAPTAIN - EMT (40 HR)	F241	Classified	Hourly			64.62	67.85	71.24
			Bi-Weekly			5,169.60	5,428.00	5,699.20
			Monthly			11,200.80	11,760.67	12,348.27
			Annual			134,409.60	141,128.00	148,179.20
FIRE CAPTAIN (56 HR)	F245	Classified	Hourly			45.31	47.57	49.96
			Bi-Weekly			5,074.72	5,327.84	5,595.52
			Monthly			10,995.23	11,543.65	12,123.63
			Annual			131,942.72	138,523.84	145,483.52
FIRE CAPTAIN (40 HR)	F250	Classified	Hourly			63.44	66.61	69.93
			Bi-Weekly			5,075.20	5,328.80	5,594.40
			Monthly			10,996.27	11,545.73	12,121.20
			Annual			131,955.20	138,548.80	145,454.40
FIRE PREVENTION INSPECTOR (56 HR)	F225	Classified	Hourly	38.39	40.30	42.31	44.43	46.64
			Bi-Weekly	4,299.68	4,513.60	4,738.72	4,976.16	5,223.68
			Monthly	9,315.97	9,779.47	10,267.23	10,781.68	11,317.97
			Annual	111,791.68	117,353.60	123,206.72	129,380.16	135,815.68
FIRE PREVENTION INSPECTOR - EMT (40 HR)	F221	Classified	Hourly	49.73	52.22	54.84	57.58	60.45
			Bi-Weekly	3,978.40	4,177.60	4,387.20	4,606.40	4,836.00
			Monthly	8,619.87	9,051.47	9,505.60	9,980.53	10,478.00
			Annual	103,438.40	108,617.60	114,067.20	119,766.40	125,736.00
FIRE PREVENTION INSPECTOR (40 HR)	F220	Classified	Hourly	53.70	56.40	59.22	62.18	65.28
			Bi-Weekly	4,296.00	4,512.00	4,737.60	4,974.40	5,222.40
			Monthly	9,308.00	9,776.00	10,264.80	10,777.87	11,315.20
			Annual	111,696.00	117,312.00	123,177.60	129,334.40	135,782.40
APPARATUS OPERATOR (56 HR)	F210	Classified	Hourly	36.35	38.16	40.08	42.08	44.17
			Bi-Weekly	4,071.20	4,273.92	4,488.96	4,712.96	4,947.04
			Monthly	8,820.93	9,260.16	9,726.08	10,211.41	10,718.59
			Annual	105,851.20	111,121.92	116,712.96	122,536.96	128,623.04
APPARATUS OPERATOR - EMT (56 HR)	F211	Classified	Hourly	33.66	35.33	37.11	38.96	40.90
			Bi-Weekly	3,769.92	3,956.96	4,156.32	4,363.52	4,580.80
			Monthly	8,168.16	8,573.41	9,005.36	9,454.29	9,925.07
			Annual	98,017.92	102,880.96	108,064.32	113,451.52	119,100.80
APPARATUS OPERATOR (40 HR)	F215	Classified	Hourly	50.84	53.38	56.05	58.85	61.80
			Bi-Weekly	4,067.20	4,270.40	4,484.00	4,708.00	4,944.00
			Monthly	8,812.27	9,252.53	9,715.33	10,200.67	10,712.00
			Annual	105,747.20	111,030.40	116,584.00	122,408.00	128,544.00
FIREFIGHTER (56 HR)	F200	Classified	Hourly	34.25	35.97	37.77	39.66	41.65
			Bi-Weekly	3,836.00	4,028.64	4,230.24	4,441.92	4,664.80
			Monthly	8,311.33	8,728.72	9,165.52	9,624.16	10,107.07
			Annual	99,736.00	104,744.64	109,986.24	115,489.92	121,284.80
FIREFIGHTER (40 HR)	F205	Classified	Hourly	47.97	50.36	52.87	55.52	58.30
			Bi-Weekly	3,837.60	4,028.80	4,229.60	4,441.60	4,664.00
			Monthly	8,314.80	8,729.07	9,164.13	9,623.47	10,105.33
			Annual	99,777.60	104,748.80	109,969.60	115,481.60	121,264.00
FIREFIGHTER TRAINEE (40 HR)	F100	Classified	Hourly	43.61	45.78			
			Bi-Weekly	3,488.80	3,662.40			
			Monthly	7,559.07	7,935.20			
			Annual	90,708.80	95,222.40			

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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
PROFESSIONAL STAFF								
HAZARDOUS MATERIALS PROGRAM COORDINATOR	H590	Classified	Hourly	54.78	57.52	60.39	63.42	66.58
			Bi-Weekly	4,382.40	4,601.60	4,831.20	5,073.60	5,326.40
			Monthly	9,495.20	9,970.13	10,467.60	10,992.80	11,540.53
			Annual	113,942.40	119,641.60	125,611.20	131,913.60	138,486.40
FIRE PROTECTION ENGINEER	T510	Classified	Hourly	50.66	53.11	55.79	58.69	61.68
			Bi-Weekly	4,052.80	4,248.80	4,463.20	4,695.20	4,934.40
			Monthly	8,781.07	9,205.73	9,670.27	10,172.93	10,691.20
			Annual	105,372.80	110,468.80	116,043.20	122,075.20	128,294.40
EMERGENCY MEDICAL SERVICES COORDINATOR	H585	Classified	Hourly	49.82	52.32	54.93	57.67	60.56
			Bi-Weekly	3,985.60	4,185.60	4,394.40	4,613.60	4,844.80
			Monthly	8,635.47	9,068.80	9,521.20	9,996.13	10,497.07
			Annual	103,625.60	108,825.60	114,254.40	119,953.60	125,964.80
ENVIRONMENTAL SPECIALIST	T505	Classified	Hourly	44.81	47.05	49.41	51.87	54.47
			Bi-Weekly	3,584.80	3,764.00	3,952.80	4,149.60	4,357.60
			Monthly	7,767.07	8,155.33	8,564.40	8,990.80	9,441.47
			Annual	93,204.80	97,864.00	102,772.80	107,889.60	113,297.60
HAZARDOUS MATERIALS INSPECTOR	T500	Classified	Hourly	42.69	44.82	47.06	49.43	51.87
			Bi-Weekly	3,415.20	3,585.60	3,764.80	3,954.40	4,149.60
			Monthly	7,399.60	7,768.80	8,157.07	8,567.87	8,990.80
			Annual	88,795.20	93,225.60	97,884.80	102,814.40	107,889.60
FIRE SERVICES SUPERVISOR	H580	Classified	Hourly	49.86	52.36	54.97	57.72	60.61
			Bi-Weekly	3,988.80	4,188.80	4,397.60	4,617.60	4,848.80
			Monthly	8,642.40	9,075.73	9,528.13	10,004.80	10,505.73
			Annual	103,708.80	108,908.80	114,337.60	120,057.60	126,068.80
SENIOR FIRE TECHNICIAN	C260	Classified	Hourly	35.19	36.64	38.06	39.72	41.74
			Bi-Weekly	2,815.20	2,931.20	3,044.80	3,177.60	3,339.20
			Monthly	6,099.60	6,350.93	6,597.07	6,884.80	7,234.93
			Annual	73,195.20	76,211.20	79,164.80	82,617.60	86,819.20
FIRE TECHNICIAN II	C255	Classified	Hourly	30.96	32.50	34.12	35.84	37.62
			Bi-Weekly	2,476.80	2,600.00	2,729.60	2,867.20	3,009.60
			Monthly	5,366.40	5,633.33	5,914.13	6,212.27	6,520.80
			Annual	64,396.80	67,600.00	70,969.60	74,547.20	78,249.60
FIRE TECHNICIAN I	C250	Classified	Hourly	28.12	29.53	31.01	32.56	34.19
			Bi-Weekly	2,249.60	2,362.40	2,480.80	2,604.80	2,735.20
			Monthly	4,874.13	5,118.53	5,375.07	5,643.73	5,926.27
			Annual	58,489.60	61,422.40	64,500.80	67,724.80	71,115.20
HUMAN RESOURCES DEPARTMENT								
DEPUTY DIRECTOR OF HUMAN RESOURCES	U520	Classified	Hourly	66.44	69.76	73.26	76.92	80.75
			Bi-Weekly	5,315.20	5,580.80	5,860.80	6,153.60	6,460.00
			Monthly	11,516.27	12,091.73	12,698.40	13,332.80	13,996.67
			Annual	138,195.20	145,100.80	152,380.80	159,993.60	167,960.00
HUMAN RESOURCES MANAGER	U135	Classified	Hourly	50.06	52.56	55.19	57.95	60.84
			Bi-Weekly	4,004.80	4,204.80	4,415.20	4,636.00	4,867.20
			Monthly	8,677.07	9,110.40	9,566.27	10,044.67	10,545.60
			Annual	104,124.80	109,324.80	114,795.20	120,536.00	126,547.20
SENIOR HUMAN RESOURCES ANALYST	U120	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
HUMAN RESOURCES ANALYST II	U115	Classified	Hourly	45.34	47.61	49.99	52.48	55.10
			Bi-Weekly	3,627.20	3,808.80	3,999.20	4,198.40	4,408.00
			Monthly	7,858.93	8,252.40	8,664.93	9,096.53	9,550.67
			Annual	94,307.20	99,028.80	103,979.20	109,158.40	114,608.00
HUMAN RESOURCES ANALYST I	U110	Classified	Hourly	41.22	43.29	45.44	47.71	50.10
			Bi-Weekly	3,297.60	3,463.20	3,635.20	3,816.80	4,008.00
			Monthly	7,144.80	7,503.60	7,876.27	8,269.73	8,684.00
			Annual	85,737.60	90,043.20	94,515.20	99,236.80	104,208.00
HUMAN RESOURCES TECHNICIAN	U100	Classified	Hourly	30.03	31.54	33.11	34.75	36.49
			Bi-Weekly	2,402.40	2,523.20	2,648.80	2,780.00	2,919.20
			Monthly	5,205.20	5,466.93	5,739.07	6,023.33	6,324.93
			Annual	62,462.40	65,603.20	68,868.80	72,280.00	75,899.20
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	U105	Classified	Hourly	33.74	35.42	37.19	39.05	41.01
			Bi-Weekly	2,699.20	2,833.60	2,975.20	3,124.00	3,280.80
			Monthly	5,848.27	6,139.47	6,446.27	6,768.67	7,108.40
			Annual	70,179.20	73,673.60	77,355.20	81,224.00	85,300.80

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LIBRARY SERVICES DEPARTMENT								
<i>LIBRARY SERVICES DIVISION</i>								
LIBRARY OPERATIONS MANAGER	H755	Classified	Hourly	43.21	45.36	47.63	50.00	52.50
			Bi-Weekly	3,456.80	3,628.80	3,810.40	4,000.00	4,200.00
			Monthly	7,489.73	7,862.40	8,255.87	8,666.67	9,100.00
			Annual	89,876.80	94,348.80	99,070.40	104,000.00	109,200.00
SUPERVISING LIBRARIAN I	H750	Classified	Hourly	43.21	45.36	47.63	50.00	52.50
			Bi-Weekly	3,456.80	3,628.80	3,810.40	4,000.00	4,200.00
			Monthly	7,489.73	7,862.40	8,255.87	8,666.67	9,100.00
			Annual	89,876.80	94,348.80	99,070.40	104,000.00	109,200.00
LIBRARIAN II	T795	Classified	Hourly	33.89	35.59	37.31	39.20	41.05
			Bi-Weekly	2,711.20	2,847.20	2,984.80	3,136.00	3,284.00
			Monthly	5,874.27	6,168.93	6,467.07	6,794.67	7,115.33
			Annual	70,491.20	74,027.20	77,604.80	81,536.00	85,384.00
LIBRARIAN I	T790	Classified	Hourly	30.73	32.28	33.89	35.50	37.32
			Bi-Weekly	2,458.40	2,582.40	2,711.20	2,840.00	2,985.60
			Monthly	5,326.53	5,595.20	5,874.27	6,153.33	6,468.80
			Annual	63,918.40	67,142.40	70,491.20	73,840.00	77,625.60
LEAD LIBRARY ASSISTANT	C520	Classified	Hourly	29.47	30.96	32.43	34.03	35.81
			Bi-Weekly	2,357.60	2,476.80	2,594.40	2,722.40	2,864.80
			Monthly	5,108.13	5,366.40	5,621.20	5,898.53	6,207.07
			Annual	61,297.60	64,396.80	67,454.40	70,782.40	74,484.80
SENIOR LIBRARY ASSISTANT	C515	Classified	Hourly	27.21	28.41	29.71	31.03	32.52
			Bi-Weekly	2,176.80	2,272.80	2,376.80	2,482.40	2,601.60
			Monthly	4,716.40	4,924.40	5,149.73	5,378.53	5,636.80
			Annual	56,596.80	59,092.80	61,796.80	64,542.40	67,641.60
LIBRARY ASSISTANT	C510	Classified	Hourly	24.66	25.79	26.96	28.20	29.53
			Bi-Weekly	1,972.80	2,063.20	2,156.80	2,256.00	2,362.40
			Monthly	4,274.40	4,470.27	4,673.07	4,888.00	5,118.53
			Annual	51,292.80	53,643.20	56,076.80	58,656.00	61,422.40
SENIOR LIBRARY PAGE (.6 FTE)	C505	Classified	Hourly					17.90
			Bi-Weekly					859.20
			Monthly					1,861.60
			Annual					22,339.20
LIBRARY PAGE (.3 FTE)	C500	Classified	Hourly					16.35
			Bi-Weekly					392.40
			Monthly					850.20
			Annual					10,202.40
LITERACY PROGRAM COORDINATOR	T785	Classified	Hourly	30.07	31.59	33.16	34.74	36.52
			Bi-Weekly	2,405.60	2,527.20	2,652.80	2,779.20	2,921.60
			Monthly	5,212.13	5,475.60	5,747.73	6,021.60	6,330.13
			Annual	62,545.60	65,707.20	68,972.80	72,259.20	75,961.60
LEAD PROGRAM ASSISTANT	C508	Classified	Hourly	29.47	30.96	32.43	34.03	35.81
			Bi-Weekly	2,357.60	2,476.80	2,594.40	2,722.40	2,864.80
			Monthly	5,108.13	5,366.40	5,621.20	5,898.53	6,207.07
			Annual	61,297.60	64,396.80	67,454.40	70,782.40	74,484.80
PROGRAM ASSISTANT	C506	Classified	Hourly	22.80	23.95	25.14	26.40	27.73
			Bi-Weekly	1,824.00	1,916.00	2,011.20	2,112.00	2,218.40
			Monthly	3,952.00	4,151.33	4,357.60	4,576.00	4,806.53
			Annual	47,424.00	49,816.00	52,291.20	54,912.00	57,678.40

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MAINTENANCE SERVICES DEPARTMENT								
FACILITIES MANAGEMENT								
FACILITIES AND BUILDING MANAGER	H605	Classified	Hourly	54.78	57.50	60.38	63.41	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80	5,326.40
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07	11,540.53
			Annual	113,942.40	119,600.00	125,590.40	131,892.80	138,486.40
FACILITIES LEADWORKER	M135	Classified	Hourly	47.09	48.96	50.86	52.96	55.23
			Bi-Weekly	3,767.20	3,916.80	4,068.80	4,236.80	4,418.40
			Monthly	8,162.27	8,486.40	8,815.73	9,179.73	9,573.20
			Annual	97,947.20	101,836.80	105,788.80	110,156.80	114,878.40
HVAC MECHANIC	M140	Classified	Hourly	42.56	44.26	46.00	47.95	49.93
			Bi-Weekly	3,404.80	3,540.80	3,680.00	3,836.00	3,994.40
			Monthly	7,377.07	7,671.73	7,973.33	8,311.33	8,654.53
			Annual	88,524.80	92,060.80	95,680.00	99,736.00	103,854.40
FACILITIES PAINTER II	M130	Classified	Hourly	34.74	36.16	37.57	39.13	40.76
			Bi-Weekly	2,779.20	2,892.80	3,005.60	3,130.40	3,260.80
			Monthly	6,021.60	6,267.73	6,512.13	6,782.53	7,065.07
			Annual	72,259.20	75,212.80	78,145.60	81,390.40	84,780.80
FACILITIES PAINTER I	M125	Classified	Hourly	31.61	32.89	34.22	35.65	37.06
			Bi-Weekly	2,528.80	2,631.20	2,737.60	2,852.00	2,964.80
			Monthly	5,479.07	5,700.93	5,931.47	6,179.33	6,423.73
			Annual	65,748.80	68,411.20	71,177.60	74,152.00	77,084.80
FACILITIES CARPENTER II	M120	Classified	Hourly	34.60	35.97	37.48	39.03	40.65
			Bi-Weekly	2,768.00	2,877.60	2,998.40	3,122.40	3,252.00
			Monthly	5,997.33	6,234.80	6,496.53	6,765.20	7,046.00
			Annual	71,968.00	74,817.60	77,958.40	81,182.40	84,552.00
FACILITIES CARPENTER I	M115	Classified	Hourly	31.48	32.77	34.12	35.50	36.99
			Bi-Weekly	2,518.40	2,621.60	2,729.60	2,840.00	2,959.20
			Monthly	5,456.53	5,680.13	5,914.13	6,153.33	6,411.60
			Annual	65,478.40	68,161.60	70,969.60	73,840.00	76,939.20
FACILITIES SERVICEWORKER II	M110	Classified	Hourly	25.57	26.58	27.68	28.64	29.79
			Bi-Weekly	2,045.60	2,126.40	2,214.40	2,291.20	2,383.20
			Monthly	4,432.13	4,607.20	4,797.87	4,964.27	5,163.60
			Annual	53,185.60	55,286.40	57,574.40	59,571.20	61,963.20
FACILITIES SERVICEWORKER I	M105	Classified	Hourly	23.29	24.14	25.09	26.13	27.06
			Bi-Weekly	1,863.20	1,931.20	2,007.20	2,090.40	2,164.80
			Monthly	4,036.93	4,184.27	4,348.93	4,529.20	4,690.40
			Annual	48,443.20	50,211.20	52,187.20	54,350.40	56,284.80
FLEET MANAGEMENT DIVISION								
FLEET MAINTENANCE MANAGER	H635	Classified	Hourly	54.78	57.50	60.38	63.41	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80	5,326.40
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07	11,540.53
			Annual	113,942.40	119,600.00	125,590.40	131,892.80	138,486.40
SENIOR EQUIPMENT MECHANIC	M620	Classified	Hourly	38.05	39.83	41.85	44.03	46.21
			Bi-Weekly	3,044.00	3,186.40	3,348.00	3,522.40	3,696.80
			Monthly	6,595.33	6,903.87	7,254.00	7,631.87	8,009.73
			Annual	79,144.00	82,846.40	87,048.00	91,582.40	96,116.80
EQUIPMENT MECHANIC II	M615	Classified	Hourly	32.78	34.31	36.06	37.94	39.82
			Bi-Weekly	2,622.40	2,744.80	2,884.80	3,035.20	3,185.60
			Monthly	5,681.87	5,947.07	6,250.40	6,576.27	6,902.13
			Annual	68,182.40	71,364.80	75,004.80	78,915.20	82,825.60
EQUIPMENT MECHANIC I	M610	Classified	Hourly	29.84	31.34	32.95	34.57	36.27
			Bi-Weekly	2,387.20	2,507.20	2,636.00	2,765.60	2,901.60
			Monthly	5,172.27	5,432.27	5,711.33	5,992.13	6,286.80
			Annual	62,067.20	65,187.20	68,536.00	71,905.60	75,441.60
EQUIPMENT PARTS STOREKEEPER	M605	Classified	Hourly	27.80	29.29	30.69	32.25	33.88
			Bi-Weekly	2,224.00	2,343.20	2,455.20	2,580.00	2,710.40
			Monthly	4,818.67	5,076.93	5,319.60	5,590.00	5,872.53
			Annual	57,824.00	60,923.20	63,835.20	67,080.00	70,470.40
EQUIPMENT SERVICE ATTENDANT	M600	Classified	Hourly	25.67	26.67	27.77	28.72	29.82
			Bi-Weekly	2,053.60	2,133.60	2,221.60	2,297.60	2,385.60
			Monthly	4,449.47	4,622.80	4,813.47	4,978.13	5,168.80
			Annual	53,393.60	55,473.60	57,761.60	59,737.60	62,025.60

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LANDSCAPE MAINTENANCE DIVISION								
LANDSCAPE MAINTENANCE MANAGER	H615	Classified	Hourly	54.78	57.50	60.38	63.41	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80	5,326.40
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07	11,540.53
			Annual	113,942.40	119,600.00	125,590.40	131,892.80	138,486.40
GROUNDSKEEPER III	M215	Classified	Hourly	35.54	36.96	38.46	39.82	41.35
			Bi-Weekly	2,843.20	2,956.80	3,076.80	3,185.60	3,308.00
			Monthly	6,160.27	6,406.40	6,666.40	6,902.13	7,167.33
			Annual	73,923.20	76,876.80	79,996.80	82,825.60	86,008.00
GROUNDSKEEPER II	M210	Classified	Hourly	30.90	32.14	33.44	34.63	35.96
			Bi-Weekly	2,472.00	2,571.20	2,675.20	2,770.40	2,876.80
			Monthly	5,356.00	5,570.93	5,796.27	6,002.53	6,233.07
			Annual	64,272.00	66,851.20	69,555.20	72,030.40	74,796.80
GROUNDSKEEPER I	M205	Classified	Hourly	28.06	29.19	30.42	31.47	32.7
			Bi-Weekly	2,244.80	2,335.20	2,433.60	2,517.60	2,616.00
			Monthly	4,863.73	5,059.60	5,272.80	5,454.80	5,668.00
			Annual	58,364.80	60,715.20	63,273.60	65,457.60	68,016.00
TREE TRIMMER	M220	Classified	Hourly	32.41	33.70	35.07	36.32	37.74
			Bi-Weekly	2,592.80	2,696.00	2,805.60	2,905.60	3,019.20
			Monthly	5,617.73	5,841.33	6,078.80	6,295.47	6,541.60
			Annual	67,412.80	70,096.00	72,945.60	75,545.60	78,499.20
STREET MAINTENANCE DIVISION								
STREETS MAINTENANCE MANAGER	H625	Classified	Hourly	54.78	57.50	60.38	63.41	66.58
			Bi-Weekly	4,382.40	4,600.00	4,830.40	5,072.80	5,326.40
			Monthly	9,495.20	9,966.67	10,465.87	10,991.07	11,540.53
			Annual	113,942.40	119,600.00	125,590.40	131,892.80	138,486.40
SENIOR MAINTENANCE LEADER	M315	Classified	Hourly	36.27	37.68	39.24	40.61	42.18
			Bi-Weekly	2,901.60	3,014.40	3,139.20	3,248.80	3,374.40
			Monthly	6,286.80	6,531.20	6,801.60	7,039.07	7,311.20
			Annual	75,441.60	78,374.40	81,619.20	84,468.80	87,734.40
MAINTENANCE LEADER	M310	Classified	Hourly	31.54	32.76	34.12	35.32	36.68
			Bi-Weekly	2,523.20	2,620.80	2,729.60	2,825.60	2,934.40
			Monthly	5,466.93	5,678.40	5,914.13	6,122.13	6,357.87
			Annual	65,603.20	68,140.80	70,969.60	73,465.60	76,294.40
SWEEPER EQUIPMENT OPERATOR	M700	Classified	Hourly	31.10	32.14	33.43	34.86	36.24
			Bi-Weekly	2,488.00	2,571.20	2,674.40	2,788.80	2,899.20
			Monthly	5,390.67	5,570.93	5,794.53	6,042.40	6,281.60
			Annual	64,688.00	66,851.20	69,534.40	72,508.80	75,379.20
POLICE DEPARTMENT								
SWORN								
POLICE CAPTAIN	P300	Classified	Hourly	83.93	88.12	92.53	97.16	102.00
			Bi-Weekly	6,714.40	7,049.60	7,402.40	7,772.80	8,160.00
			Monthly	14,547.87	15,274.13	16,038.53	16,841.07	17,680.00
			Annual	174,574.40	183,289.60	192,462.40	202,092.80	212,160.00
POLICE LIEUTENANT	P215	Classified	Hourly				74.27	77.88
			Bi-Weekly				5,941.60	6,230.40
			Monthly				12,873.47	13,499.20
			Annual				154,481.60	161,990.40
POLICE SERGEANT	P210	Classified	Hourly			63.64	66.71	70.12
			Bi-Weekly			5,091.20	5,336.80	5,609.60
			Monthly			11,030.93	11,563.07	12,154.13
			Annual			132,371.20	138,756.80	145,849.60
POLICE OFFICER	P200	Classified	Hourly	46.74	48.97	51.35	53.83	56.39
			Bi-Weekly	3,739.20	3,917.60	4,108.00	4,306.40	4,511.20
			Monthly	8,101.60	8,488.13	8,900.67	9,330.53	9,774.27
			Annual	97,219.20	101,857.60	106,808.00	111,966.40	117,291.20
POLICE OFFICER TRAINEE	P100	Classified	Hourly	33.68	35.34			
			Bi-Weekly	2,694.40	2,827.20			
			Monthly	5,837.87	6,125.60			
			Annual	70,054.40	73,507.20			

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PROFESSIONAL STAFF								
PERSONNEL AND TRAINING ADMINISTRATOR	H450	Classified	Hourly	62.24	65.35	68.63	72.06	75.66
			Bi-Weekly	4,979.20	5,228.00	5,490.40	5,764.80	6,052.80
			Monthly	10,788.27	11,327.33	11,895.87	12,490.40	13,114.40
			Annual	129,459.20	135,928.00	142,750.40	149,884.80	157,372.80
SENIOR CRIME AND INTELLIGENCE ANALYST	H406	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
CRIME AND INTELLIGENCE ANALYST	H405	Classified	Hourly	45.34	47.61	49.99	52.48	55.10
			Bi-Weekly	3,627.20	3,808.80	3,999.20	4,198.40	4,408.00
			Monthly	7,858.93	8,252.40	8,664.93	9,096.53	9,550.67
			Annual	94,307.20	99,028.80	103,979.20	109,158.40	114,608.00
POLICE PROGRAMS ANALYST	H400	Classified	Hourly	45.34	47.61	49.99	52.48	55.10
			Bi-Weekly	3,627.20	3,808.80	3,999.20	4,198.40	4,408.00
			Monthly	7,858.93	8,252.40	8,664.93	9,096.53	9,550.67
			Annual	94,307.20	99,028.80	103,979.20	109,158.40	114,608.00
SPECIAL OPERATIONS DIVISION								
CRIME PREVENTION SPECIALIST II	C671	Classified	Hourly	34.10	35.79	37.59	39.48	41.45
			Bi-Weekly	2,728.00	2,863.20	3,007.20	3,158.40	3,316.00
			Monthly	5,910.67	6,203.60	6,515.60	6,843.20	7,184.67
			Annual	70,928.00	74,443.20	78,187.20	82,118.40	86,216.00
CRIME PREVENTION SPECIALIST I	C670	Classified	Hourly	31.00	32.54	34.17	35.89	37.68
			Bi-Weekly	2,480.00	2,603.20	2,733.60	2,871.20	3,014.40
			Monthly	5,373.33	5,640.27	5,922.80	6,220.93	6,531.20
			Annual	64,480.00	67,683.20	71,073.60	74,651.20	78,374.40
RESERVE OFFICER COORDINATOR	H455	Classified	Hourly	54.57	57.30	60.16	63.07	66.29
			Bi-Weekly	4,365.60	4,584.00	4,812.80	5,045.60	5,303.20
			Monthly	9,458.80	9,932.00	10,427.73	10,932.13	11,490.27
			Annual	113,505.60	119,184.00	125,132.80	131,185.60	137,883.20
INVESTIGATION DIVISION								
YOUTH AND FAMILY SERVICES ADMINISTRATOR	H445	Classified	Hourly	62.24	65.35	68.63	72.06	75.66
			Bi-Weekly	4,979.20	5,228.00	5,490.40	5,764.80	6,052.80
			Monthly	10,788.27	11,327.33	11,895.87	12,490.40	13,114.40
			Annual	129,459.20	135,928.00	142,750.40	149,884.80	157,372.80
COUNSELING SUPERVISOR	H440	Classified	Hourly	47.04	49.40	51.86	54.45	57.18
			Bi-Weekly	3,763.20	3,952.00	4,148.80	4,356.00	4,574.40
			Monthly	8,153.60	8,562.67	8,989.07	9,438.00	9,911.20
			Annual	97,843.20	102,752.00	107,868.80	113,256.00	118,934.40
FAMILY COUNSELOR	T550	Classified	Hourly	37.66	39.52	41.51	43.41	45.68
			Bi-Weekly	3,012.80	3,161.60	3,320.80	3,472.80	3,654.40
			Monthly	6,527.73	6,850.13	7,195.07	7,524.40	7,917.87
			Annual	78,332.80	82,201.60	86,340.80	90,292.80	95,014.40
CERTIFIED LATENT PRINT EXAMINER	T560	Classified	Hourly	44.81	47.05	49.41	51.87	54.47
			Bi-Weekly	3,584.80	3,764.00	3,952.80	4,149.60	4,357.60
			Monthly	7,767.07	8,155.33	8,564.40	8,990.80	9,441.47
			Annual	93,204.80	97,864.00	102,772.80	107,889.60	113,297.60
SUPPORT SERVICES DIVISION								
OPERATIONS SUPPORT SERVICES MANAGER	U400	Classified	Hourly	71.88	75.48	80.02	84.03	88.21
			Bi-Weekly	5,750.40	6,038.40	6,401.60	6,722.40	7,056.80
			Monthly	12,459.20	13,083.20	13,870.13	14,565.20	15,289.73
			Annual	149,510.40	156,998.40	166,441.60	174,782.40	183,476.80
PROPERTY/EVIDENCE AND CRIME SCENE ADMINISTRATOR	H415	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
PROPERTY AND EVIDENCE SUPERVISOR	H410	Classified	Hourly	36.80	38.65	40.58	42.59	44.72
			Bi-Weekly	2,944.00	3,092.00	3,246.40	3,407.20	3,577.60
			Monthly	6,378.67	6,699.33	7,033.87	7,382.27	7,751.47
			Annual	76,544.00	80,392.00	84,406.40	88,587.20	93,017.60
POLICE ID SPECIALIST	T555	Classified	Hourly	33.20	34.86	36.60	38.46	40.27
			Bi-Weekly	2,656.00	2,788.80	2,928.00	3,076.80	3,221.60
			Monthly	5,754.67	6,042.40	6,344.00	6,666.40	6,980.13
			Annual	69,056.00	72,508.80	76,128.00	79,996.80	83,761.60
CRIME SCENE TECHNICIAN	C685	Classified	Hourly	30.88	32.28	33.76	35.27	36.95
			Bi-Weekly	2,470.40	2,582.40	2,700.80	2,821.60	2,956.00
			Monthly	5,352.53	5,595.20	5,851.73	6,113.47	6,404.67
			Annual	64,230.40	67,142.40	70,220.80	73,361.60	76,856.00
PROPERTY TECHNICIAN	C665	Classified	Hourly	29.84	31.13	32.64	34.13	35.75
			Bi-Weekly	2,387.20	2,490.40	2,611.20	2,730.40	2,860.00
			Monthly	5,172.27	5,395.87	5,657.60	5,915.87	6,196.67
			Annual	62,067.20	64,750.40	67,891.20	70,990.40	74,360.00

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ANIMAL SERVICES ADMINISTRATOR	H430	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
SHELTER OPERATIONS SUPERVISOR	C621	Classified	Hourly	32.88	34.34	35.95	37.59	39.38
			Bi-Weekly	2,630.40	2,747.20	2,876.00	3,007.20	3,150.40
			Monthly	5,699.20	5,952.27	6,231.33	6,515.60	6,825.87
			Annual	68,390.40	71,427.20	74,776.00	78,187.20	81,910.40
ANIMAL CONTROL OFFICER	C610	Classified	Hourly	28.27	29.72	31.08	32.54	34.07
			Bi-Weekly	2,261.60	2,377.60	2,486.40	2,603.20	2,725.60
			Monthly	4,900.13	5,151.47	5,387.20	5,640.27	5,905.47
			Annual	58,801.60	61,817.60	64,646.40	67,683.20	70,865.60
ANIMAL CARE ATTENDANT	C600	Classified	Hourly	23.52	24.52	25.50	26.61	27.93
			Bi-Weekly	1,881.60	1,961.60	2,040.00	2,128.80	2,234.40
			Monthly	4,076.80	4,250.13	4,420.00	4,612.40	4,841.20
			Annual	48,921.60	51,001.60	53,040.00	55,348.80	58,094.40
SHELTER VOLUNTEER COORDINATOR	C607	Classified	Hourly	23.52	24.52	25.50	26.61	27.93
			Bi-Weekly	1,881.60	1,961.60	2,040.00	2,128.80	2,234.40
			Monthly	4,076.80	4,250.13	4,420.00	4,612.40	4,841.20
			Annual	48,921.60	51,001.60	53,040.00	55,348.80	58,094.40
COMMUNICATIONS ADMINISTRATOR	H435	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
COMMUNICATIONS SUPERVISOR	C645	Classified	Hourly	40.72	42.76	44.90	47.14	49.52
			Bi-Weekly	3,257.60	3,420.80	3,592.00	3,771.20	3,961.60
			Monthly	7,058.13	7,411.73	7,782.67	8,170.93	8,583.47
			Annual	84,697.60	88,940.80	93,392.00	98,051.20	103,001.60
COMMUNICATIONS OPERATOR	C635	Classified	Hourly	35.33	37.13	38.95	40.94	43.00
			Bi-Weekly	2,826.40	2,970.40	3,116.00	3,275.20	3,440.00
			Monthly	6,123.87	6,435.87	6,751.33	7,096.27	7,453.33
			Annual	73,486.40	77,230.40	81,016.00	85,155.20	89,440.00
CALL TAKER	C633	Classified	Hourly	29.40	30.84	32.40	34.03	35.73
			Bi-Weekly	2,352.00	2,467.20	2,592.00	2,722.40	2,858.40
			Monthly	5,096.00	5,345.60	5,616.00	5,898.53	6,193.20
			Annual	61,152.00	64,147.20	67,392.00	70,782.40	74,318.40
RECORDS ADMINISTRATOR	H425	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
RECORDS SUPERVISOR	C705	Classified	Hourly	35.34	37.11	38.96	40.91	42.96
			Bi-Weekly	2,827.20	2,968.80	3,116.80	3,272.80	3,436.80
			Monthly	6,125.60	6,432.40	6,753.07	7,091.07	7,446.40
			Annual	73,507.20	77,188.80	81,036.80	85,092.80	89,356.80
POLICE RECORDS CLERK II	C695	Classified	Hourly	27.48	28.58	29.72	31.03	32.55
			Bi-Weekly	2,198.40	2,286.40	2,377.60	2,482.40	2,604.00
			Monthly	4,763.20	4,953.87	5,151.47	5,378.53	5,642.00
			Annual	57,158.40	59,446.40	61,817.60	64,542.40	67,704.00
POLICE RECORDS CLERK I	C690	Classified	Hourly	24.16	25.41	26.76	28.09	29.60
			Bi-Weekly	1,932.80	2,032.80	2,140.80	2,247.20	2,368.00
			Monthly	4,187.73	4,404.40	4,638.40	4,868.93	5,130.67
			Annual	50,252.80	52,852.80	55,660.80	58,427.20	61,568.00
JAIL ADMINISTRATOR	H420	Classified	Hourly	49.86	52.34	54.96	57.72	60.60
			Bi-Weekly	3,988.80	4,187.20	4,396.80	4,617.60	4,848.00
			Monthly	8,642.40	9,072.27	9,526.40	10,004.80	10,504.00
			Annual	103,708.80	108,867.20	114,316.80	120,057.60	126,048.00
JAIL SUPERVISOR	C660	Classified	Hourly	34.29	35.73	37.45	39.20	41.08
			Bi-Weekly	2,743.20	2,858.40	2,996.00	3,136.00	3,286.40
			Monthly	5,943.60	6,193.20	6,491.33	6,794.67	7,120.53
			Annual	71,323.20	74,318.40	77,896.00	81,536.00	85,446.40
COMMUNITY SERVICE OFFICER	C650	Classified	Hourly	29.95	31.25	32.75	34.26	35.89
			Bi-Weekly	2,396.00	2,500.00	2,620.00	2,740.80	2,871.20
			Monthly	5,191.33	5,416.67	5,676.67	5,938.40	6,220.93
			Annual	62,296.00	65,000.00	68,120.00	71,260.80	74,651.20

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Classification Title	Job Code	Service Type	Step A	Step B	Step C	Step D	Step E	
TRANSPORTATION AND ENGINEERING DEPARTMENT								
AIRPORT DIVISION SUMMARY								
AIRPORT MANAGER	H205	Classified	Hourly	61.75	64.82	68.06	71.46	75.04
			Bi-Weekly	4,940.00	5,185.60	5,444.80	5,716.80	6,003.20
			Monthly	10,703.33	11,235.47	11,797.07	12,386.40	13,006.93
			Annual	128,440.00	134,825.60	141,564.80	148,636.80	156,083.20
AIRPORT OPERATIONS SUPERVISOR	H200	Classified	Hourly	51.47	54.03	56.74	59.58	62.55
			Bi-Weekly	4,117.60	4,322.40	4,539.20	4,766.40	5,004.00
			Monthly	8,921.47	9,365.20	9,834.93	10,327.20	10,842.00
			Annual	107,057.60	112,382.40	118,019.20	123,926.40	130,104.00
AIRPORT BUSINESS SUPERVISOR	H198	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
AIRPORT OPERATIONS SPECIALIST	T270	Classified	Hourly	30.07	31.59	33.16	34.74	36.52
			Bi-Weekly	2,405.60	2,527.20	2,652.80	2,779.20	2,921.60
			Monthly	5,212.13	5,475.60	5,747.73	6,021.60	6,330.13
			Annual	62,545.60	65,707.20	68,972.80	72,259.20	75,961.60
SENIOR AIRPORT MAINTENANCE WORKER	M510	Classified	Hourly	33.00	34.22	35.58	37.04	38.52
			Bi-Weekly	2,640.00	2,737.60	2,846.40	2,963.20	3,081.60
			Monthly	5,720.00	5,931.47	6,167.20	6,420.27	6,676.80
			Annual	68,640.00	71,177.60	74,006.40	77,043.20	80,121.60
AIRPORT MAINTENANCE WORKER	M505	Classified	Hourly	29.98	31.09	32.29	33.65	35.03
			Bi-Weekly	2,398.40	2,487.20	2,583.20	2,692.00	2,802.40
			Monthly	5,196.53	5,388.93	5,596.93	5,832.67	6,071.87
			Annual	62,358.40	64,667.20	67,163.20	69,992.00	72,862.40
AIRPORT ATTENDANT	M500	Classified	Hourly	22.44	23.44	24.30	25.36	26.62
			Bi-Weekly	1,795.20	1,875.20	1,944.00	2,028.80	2,129.60
			Monthly	3,889.60	4,062.93	4,212.00	4,395.73	4,614.13
			Annual	46,675.20	48,755.20	50,544.00	52,748.80	55,369.60
ENGINEERING/TRANSPORTATION DIVISION								
REAL PROPERTY MANAGER	H225	Classified	Hourly	45.30	47.58	49.94	52.45	55.07
			Bi-Weekly	3,624.00	3,806.40	3,995.20	4,196.00	4,405.60
			Monthly	7,852.00	8,247.20	8,656.27	9,091.33	9,545.47
			Annual	94,224.00	98,966.40	103,875.20	109,096.00	114,545.60
REAL PROPERTY ASSOCIATE	T260	Classified	Hourly	39.82	41.90	44.01	46.15	48.42
			Bi-Weekly	3,185.60	3,352.00	3,520.80	3,692.00	3,873.60
			Monthly	6,902.13	7,262.67	7,628.40	7,999.33	8,392.80
			Annual	82,825.60	87,152.00	91,540.80	95,992.00	100,713.60
REAL PROPERTY ASSISTANT	T255	Classified	Hourly	33.94	35.63	37.34	39.20	41.17
			Bi-Weekly	2,715.20	2,850.40	2,987.20	3,136.00	3,293.60
			Monthly	5,882.93	6,175.87	6,472.27	6,794.67	7,136.13
			Annual	70,595.20	74,110.40	77,667.20	81,536.00	85,633.60
ENGINEERING TECHNICIAN	T200	Classified	Hourly	32.37	33.93	35.65	37.43	39.22
			Bi-Weekly	2,589.60	2,714.40	2,852.00	2,994.40	3,137.60
			Monthly	5,610.80	5,881.20	6,179.33	6,487.87	6,798.13
			Annual	67,329.60	70,574.40	74,152.00	77,854.40	81,577.60
SURVEY ENGINEER	H230	Classified	Hourly	53.02	55.67	58.46	61.38	64.44
			Bi-Weekly	4,241.60	4,453.60	4,676.80	4,910.40	5,155.20
			Monthly	9,190.13	9,649.47	10,133.07	10,639.20	11,169.60
			Annual	110,281.60	115,793.60	121,596.80	127,670.40	134,035.20
SURVEYOR	T265	Classified	Hourly	38.51	40.41	42.42	44.52	46.76
			Bi-Weekly	3,080.80	3,232.80	3,393.60	3,561.60	3,740.80
			Monthly	6,675.07	7,004.40	7,352.80	7,716.80	8,105.07
			Annual	80,100.80	84,052.80	88,233.60	92,601.60	97,260.80

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TRANSPORTATION MANAGER	H220	Classified	Hourly	67.97	71.38	74.95	78.70	82.62
			Bi-Weekly	5,437.60	5,710.40	5,996.00	6,296.00	6,609.60
			Monthly	11,781.47	12,372.53	12,991.33	13,641.33	14,320.80
			Annual	141,377.60	148,470.40	155,896.00	163,696.00	171,849.60
SENIOR TRANSPORTATION ENGINEER	H215	Classified	Hourly	58.96	61.91	65.00	68.25	71.66
			Bi-Weekly	4,716.80	4,952.80	5,200.00	5,460.00	5,732.80
			Monthly	10,219.73	10,731.07	11,266.67	11,830.00	12,421.07
			Annual	122,636.80	128,772.80	135,200.00	141,960.00	149,052.80
ASSOCIATE TRANSPORTATION ENGINEER	T240	Classified	Hourly	47.34	49.72	52.14	54.79	57.46
			Bi-Weekly	3,787.20	3,977.60	4,171.20	4,383.20	4,596.80
			Monthly	8,205.60	8,618.13	9,037.60	9,496.93	9,959.73
			Annual	98,467.20	103,417.60	108,451.20	113,963.20	119,516.80
ASSISTANT TRANSPORTATION ENGINEER	T235	Classified	Hourly	40.78	42.89	45.08	47.26	49.62
			Bi-Weekly	3,262.40	3,431.20	3,606.40	3,780.80	3,969.60
			Monthly	7,068.53	7,434.27	7,813.87	8,191.73	8,600.80
			Annual	84,822.40	89,211.20	93,766.40	98,300.80	103,209.60
SENIOR TRANSPORTATION PLANNER	H210	Classified	Hourly	49.75	52.23	54.85	57.59	60.47
			Bi-Weekly	3,980.00	4,178.40	4,388.00	4,607.20	4,837.60
			Monthly	8,623.33	9,053.20	9,507.33	9,982.27	10,481.47
			Annual	103,480.00	108,638.40	114,088.00	119,787.20	125,777.60
ASSOCIATE TRANSPORTATION PLANNER	T225	Classified	Hourly	43.99	46.15	48.44	50.93	53.37
			Bi-Weekly	3,519.20	3,692.00	3,875.20	4,074.40	4,269.60
			Monthly	7,624.93	7,999.33	8,396.27	8,827.87	9,250.80
			Annual	91,499.20	95,992.00	100,755.20	105,934.40	111,009.60
TRAFFIC SIGNAL TECHNICIAN	T220	Classified	Hourly	32.37	33.93	35.65	37.43	39.22
			Bi-Weekly	2,589.60	2,714.40	2,852.00	2,994.40	3,137.60
			Monthly	5,610.80	5,881.20	6,179.33	6,487.87	6,798.13
			Annual	67,329.60	70,574.40	74,152.00	77,854.40	81,577.60
SUPERVISING CONSTRUCTION INSPECTOR	H235	Classified	Hourly	52.42	55.04	57.79	60.69	63.72
			Bi-Weekly	4,193.60	4,403.20	4,623.20	4,855.20	5,097.60
			Monthly	9,086.13	9,540.27	10,016.93	10,519.60	11,044.80
			Annual	109,033.60	114,483.20	120,203.20	126,235.20	132,537.60
SENIOR CONSTRUCTION INSPECTOR	T250	Classified	Hourly	43.33	45.64	47.94	50.20	52.71
			Bi-Weekly	3,466.40	3,651.20	3,835.20	4,016.00	4,216.80
			Monthly	7,510.53	7,910.93	8,309.60	8,701.33	9,136.40
			Annual	90,126.40	94,931.20	99,715.20	104,416.00	109,636.80
CONSTRUCTION INSPECTOR	T245	Classified	Hourly	36.31	38.17	39.95	41.97	44.11
			Bi-Weekly	2,904.80	3,053.60	3,196.00	3,357.60	3,528.80
			Monthly	6,293.73	6,616.13	6,924.67	7,274.80	7,645.73
			Annual	75,524.80	79,393.60	83,096.00	87,297.60	91,748.80

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UTILITIES AND ENVIRONMENTAL SERVICES DEPARTMENT								
ADMINISTRATION								
DEPUTY DIRECTOR OF PUBLIC WORKS	U510	Classified	Hourly	70.07	73.58	77.26	81.13	85.19
			Bi-Weekly	5,605.60	5,886.40	6,180.80	6,490.40	6,815.20
			Monthly	12,145.47	12,753.87	13,391.73	14,062.53	14,766.27
			Annual	145,745.60	153,046.40	160,700.80	168,750.40	177,195.20
WATER RESOURCES MANAGER	H875	Classified	Hourly	70.07	73.58	77.26	81.13	85.19
			Bi-Weekly	5,605.60	5,886.40	6,180.80	6,490.40	6,815.20
			Monthly	12,145.47	12,753.87	13,391.73	14,062.53	14,766.27
			Annual	145,745.60	153,046.40	160,700.80	168,750.40	177,195.20
UTILITIES ENGINEERING MANAGER	H880	Classified	Hourly	70.07	73.58	77.26	81.13	85.19
			Bi-Weekly	5,605.60	5,886.40	6,180.80	6,490.40	6,815.20
			Monthly	12,145.47	12,753.87	13,391.73	14,062.53	14,766.27
			Annual	145,745.60	153,046.40	160,700.80	168,750.40	177,195.20
SENIOR UTILITY SERVICE REPRESENTATIVE	M820	Classified	Hourly	35.01	36.74	38.49	40.47	42.45
			Bi-Weekly	2,800.80	2,939.20	3,079.20	3,237.60	3,396.00
			Monthly	6,068.40	6,368.27	6,671.60	7,014.80	7,358.00
			Annual	72,820.80	76,419.20	80,059.20	84,177.60	88,296.00
STOREKEEPER - EXPEDITER	M100	Classified	Hourly	29.04	30.24	31.37	32.57	33.80
			Bi-Weekly	2,323.20	2,419.20	2,509.60	2,605.60	2,704.00
			Monthly	5,033.60	5,241.60	5,437.47	5,645.47	5,858.67
			Annual	60,403.20	62,899.20	65,249.60	67,745.60	70,304.00
RECYCLING-SOLID WASTE								
SOLID WASTE PROGRAM MANAGER	H800	Classified	Hourly	49.86	52.33	54.96	57.71	60.58
			Bi-Weekly	3,988.80	4,186.40	4,396.80	4,616.80	4,846.40
			Monthly	8,642.40	9,070.53	9,526.40	10,003.07	10,500.53
			Annual	103,708.80	108,846.40	114,316.80	120,036.80	126,006.40
RECYCLING SPECIALIST	T800	Classified	Hourly	34.24	35.94	37.69	39.61	41.57
			Bi-Weekly	2,739.20	2,875.20	3,015.20	3,168.80	3,325.60
			Monthly	5,934.93	6,229.60	6,532.93	6,865.73	7,205.47
			Annual	71,219.20	74,755.20	78,395.20	82,388.80	86,465.60
SUSTAINABILITY SPECIALIST	T803	Classified	Hourly	36.79	38.62	40.55	42.58	44.71
			Bi-Weekly	2,943.20	3,089.60	3,244.00	3,406.40	3,576.80
			Monthly	6,376.93	6,694.13	7,028.67	7,380.53	7,749.73
			Annual	76,523.20	80,329.60	84,344.00	88,566.40	92,996.80
SUSTAINABILITY TECHNICIAN	T802	Classified	Hourly	33.45	35.11	36.86	38.69	40.64
			Bi-Weekly	2,676.00	2,808.80	2,948.80	3,095.20	3,251.20
			Monthly	5,798.00	6,085.73	6,389.07	6,706.27	7,044.27
			Annual	69,576.00	73,028.80	76,668.80	80,475.20	84,531.20
WATER POLLUTION CONTROL FACILITY (WPCF)								
WATER POLLUTION CONTROL FACILITY MANAGER	H870	Classified	Hourly	70.07	73.58	77.26	81.13	85.19
			Bi-Weekly	5,605.60	5,886.40	6,180.80	6,490.40	6,815.20
			Monthly	12,145.47	12,753.87	13,391.73	14,062.53	14,766.27
			Annual	145,745.60	153,046.40	160,700.80	168,750.40	177,195.20
WPCF OPERATIONS AND MAINTENANCE MANAGER	H865	Classified	Hourly	57.15	60.01	63.02	66.18	69.48
			Bi-Weekly	4,572.00	4,800.80	5,041.60	5,294.40	5,558.40
			Monthly	9,906.00	10,401.73	10,923.47	11,471.20	12,043.20
			Annual	118,872.00	124,820.80	131,081.60	137,654.40	144,518.40
WPCF MAINTENANCE SUPERVISOR	H860	Classified	Hourly	51.99	54.57	57.30	60.18	63.19
			Bi-Weekly	4,159.20	4,365.60	4,584.00	4,814.40	5,055.20
			Monthly	9,011.60	9,458.80	9,932.00	10,431.20	10,952.93
			Annual	108,139.20	113,505.60	119,184.00	125,174.40	131,435.20
WPCF OPERATIONS SUPERVISOR	H855	Classified	Hourly	51.99	54.57	57.30	60.18	63.19
			Bi-Weekly	4,159.20	4,365.60	4,584.00	4,814.40	5,055.20
			Monthly	9,011.60	9,458.80	9,932.00	10,431.20	10,952.93
			Annual	108,139.20	113,505.60	119,184.00	125,174.40	131,435.20
WPCF LEAD OPERATOR	M935	Classified	Hourly	41.44	43.10	44.78	46.56	48.45
			Bi-Weekly	3,315.20	3,448.00	3,582.40	3,724.80	3,876.00
			Monthly	7,182.93	7,470.67	7,761.87	8,070.40	8,398.00
			Annual	86,195.20	89,648.00	93,142.40	96,844.80	100,776.00
WPCF OPERATOR	M930	Classified	Hourly	36.44	37.89	39.41	40.94	42.61
			Bi-Weekly	2,915.20	3,031.20	3,152.80	3,275.20	3,408.80
			Monthly	6,316.27	6,567.60	6,831.07	7,096.27	7,385.73
			Annual	75,795.20	78,811.20	81,972.80	85,155.20	88,628.80
OPERATOR-IN-TRAINING	M925	Classified	Hourly	33.36	34.68	36.13	37.36	38.82
			Bi-Weekly	2,668.80	2,774.40	2,890.40	2,988.80	3,105.60
			Monthly	5,782.40	6,011.20	6,262.53	6,475.73	6,728.80
			Annual	69,388.80	72,134.40	75,150.40	77,708.80	80,745.60

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LAB SUPERVISOR	H850	Classified	Hourly	51.99	54.57	57.30	60.18	63.19
			Bi-Weekly	4,159.20	4,365.60	4,584.00	4,814.40	5,055.20
			Monthly	9,011.60	9,458.80	9,932.00	10,431.20	10,952.93
			Annual	108,139.20	113,505.60	119,184.00	125,174.40	131,435.20
CHEMIST	T807	Classified	Hourly	40.43	42.46	44.58	46.80	49.14
			Bi-Weekly	3,234.40	3,396.80	3,566.40	3,744.00	3,931.20
			Monthly	7,007.87	7,359.73	7,727.20	8,112.00	8,517.60
			Annual	84,094.40	88,316.80	92,726.40	97,344.00	102,211.20
LABORATORY TECHNICIAN	T805	Classified	Hourly	35.16	36.48	37.88	39.44	40.91
			Bi-Weekly	2,812.80	2,918.40	3,030.40	3,155.20	3,272.80
			Monthly	6,094.40	6,323.20	6,565.87	6,836.27	7,091.07
			Annual	73,132.80	75,878.40	78,790.40	82,035.20	85,092.80

WATER POLLUTION SOURCE CONTROL

ENVIRONMENTAL SERVICES MANAGER	H805	Classified	Hourly	60.45	63.47	66.65	69.98	73.48
			Bi-Weekly	4,836.00	5,077.60	5,332.00	5,598.40	5,878.40
			Monthly	10,478.00	11,001.47	11,552.67	12,129.87	12,736.53
			Annual	125,736.00	132,017.60	138,632.00	145,558.40	152,838.40
WATER POLLUTION CONTROL ADMINISTRATOR	H845	Classified	Hourly	52.54	55.17	57.92	60.83	63.88
			Bi-Weekly	4,203.20	4,413.60	4,633.60	4,866.40	5,110.40
			Monthly	9,106.93	9,562.80	10,039.47	10,543.87	11,072.53
			Annual	109,283.20	114,753.60	120,473.60	126,526.40	132,870.40
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	T815	Classified	Hourly	40.20	42.29	44.41	46.51	48.88
			Bi-Weekly	3,216.00	3,383.20	3,552.80	3,720.80	3,910.40
			Monthly	6,968.00	7,330.27	7,697.73	8,061.73	8,472.53
			Annual	83,616.00	87,963.20	92,372.80	96,740.80	101,670.40
WATER POLLUTION SOURCE CONTROL INSPECTOR	T810	Classified	Hourly	36.53	38.44	40.19	42.26	44.36
			Bi-Weekly	2,922.40	3,075.20	3,215.20	3,380.80	3,548.80
			Monthly	6,331.87	6,662.93	6,966.27	7,325.07	7,689.07
			Annual	75,982.40	79,955.20	83,595.20	87,900.80	92,268.80
TECHNICAL INTERN	Z125	Classified	Hourly					15.00
			Bi-Weekly					1,200.00
			Monthly					2,600.00
			Annual					31,200.00

SENIOR WATER RESOURCES ENGINEER	H813	Classified	Hourly	58.40	61.31	64.39	67.60	70.97
			Bi-Weekly	4,672.00	4,904.80	5,151.20	5,408.00	5,677.60
			Monthly	10,122.67	10,627.07	11,160.93	11,717.33	12,301.47
			Annual	121,472.00	127,524.80	133,931.20	140,608.00	147,617.60
SENIOR UTILITIES ENGINEER	H810	Classified	Hourly	58.40	61.31	64.39	67.60	70.97
			Bi-Weekly	4,672.00	4,904.80	5,151.20	5,408.00	5,677.60
			Monthly	10,122.67	10,627.07	11,160.93	11,717.33	12,301.47
			Annual	121,472.00	127,524.80	133,931.20	140,608.00	147,617.60

SEWER COLLECTIONS & WATER DISTRIBUTION

UTILITIES OPERATIONS AND MAINTENANCE MANAGER	H835	Classified	Hourly	64.51	67.72	71.10	74.66	78.39
			Bi-Weekly	5,160.80	5,417.60	5,688.00	5,972.80	6,271.20
			Monthly	11,181.73	11,738.13	12,324.00	12,941.07	13,587.60
			Annual	134,180.80	140,857.60	147,888.00	155,292.80	163,051.20
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	H830	Classified	Hourly	53.75	56.42	59.26	62.22	65.33
			Bi-Weekly	4,300.00	4,513.60	4,740.80	4,977.60	5,226.40
			Monthly	9,316.67	9,779.47	10,271.73	10,784.80	11,323.87
			Annual	111,800.00	117,353.60	123,260.80	129,417.60	135,886.40
UTILITIES FIELD SERVICES SUPERVISOR	H825	Classified	Hourly	53.75	56.42	59.26	62.22	65.33
			Bi-Weekly	4,300.00	4,513.60	4,740.80	4,977.60	5,226.40
			Monthly	9,316.67	9,779.47	10,271.73	10,784.80	11,323.87
			Annual	111,800.00	117,353.60	123,260.80	129,417.60	135,886.40
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	H823	Classified	Hourly	51.99	54.57	57.30	60.18	63.19
			Bi-Weekly	4,159.20	4,365.60	4,584.00	4,814.40	5,055.20
			Monthly	9,011.60	9,458.80	9,932.00	10,431.20	10,952.93
			Annual	108,139.20	113,505.60	119,184.00	125,174.40	131,435.20
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	H815	Classified	Hourly	42.37	44.50	46.72	49.07	51.51
			Bi-Weekly	3,389.60	3,560.00	3,737.60	3,925.60	4,120.80
			Monthly	7,344.13	7,713.33	8,098.13	8,505.47	8,928.40
			Annual	88,129.60	92,560.00	97,177.60	102,065.60	107,140.80

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SENIOR UTILITY CUSTOMER SERVICE LEADER	M825	Classified	Hourly	36.85	38.13	39.63	41.27	42.94
			Bi-Weekly	2,948.00	3,050.40	3,170.40	3,301.60	3,435.20
			Monthly	6,387.33	6,609.20	6,869.20	7,153.47	7,442.93
			Annual	76,648.00	79,310.40	82,430.40	85,841.60	89,315.20
CROSS CONNECTION CONTROL SPECIALIST	M815	Classified	Hourly	32.04	33.16	34.46	35.89	37.34
			Bi-Weekly	2,563.20	2,652.80	2,756.80	2,871.20	2,987.20
			Monthly	5,553.60	5,747.73	5,973.07	6,220.93	6,472.27
			Annual	66,643.20	68,972.80	71,676.80	74,651.20	77,667.20
WATER METER MECHANIC	M810	Classified	Hourly	31.15	32.34	33.68	35.06	36.46
			Bi-Weekly	2,492.00	2,587.20	2,694.40	2,804.80	2,916.80
			Monthly	5,399.33	5,605.60	5,837.87	6,077.07	6,319.73
			Annual	64,792.00	67,267.20	70,054.40	72,924.80	75,836.80
WATER METER READER	M805	Classified	Hourly	27.84	28.94	30.12	31.22	32.47
			Bi-Weekly	2,227.20	2,315.20	2,409.60	2,497.60	2,597.60
			Monthly	4,825.60	5,016.27	5,220.80	5,411.47	5,628.13
			Annual	57,907.20	60,195.20	62,649.60	64,937.60	67,537.60
BACKFLOW/CROSS CONNECTION TESTER	M800	Classified	Hourly	26.93	28.22	29.53	30.96	32.47
			Bi-Weekly	2,154.40	2,257.60	2,362.40	2,476.80	2,597.60
			Monthly	4,667.87	4,891.47	5,118.53	5,366.40	5,628.13
			Annual	56,014.40	58,697.60	61,422.40	64,396.80	67,537.60
UTILITIES MAINTENANCE SUPERVISOR	H820	Classified	Hourly	48.73	51.16	53.71	56.41	59.23
			Bi-Weekly	3,898.40	4,092.80	4,296.80	4,512.80	4,738.40
			Monthly	8,446.53	8,867.73	9,309.73	9,777.73	10,266.53
			Annual	101,358.40	106,412.80	111,716.80	117,332.80	123,198.40
UTILITIES SERVICE WORKER	M900	Classified	Hourly	30.71	31.93	33.25	34.40	35.75
			Bi-Weekly	2,456.80	2,554.40	2,660.00	2,752.00	2,860.00
			Monthly	5,323.07	5,534.53	5,763.33	5,962.67	6,196.67
			Annual	63,876.80	66,414.40	69,160.00	71,552.00	74,360.00
GENERAL MAINTENANCE								
EQUIPMENT OPERATOR	M400	Classified	Hourly	31.05	32.19	33.46	34.82	36.24
			Bi-Weekly	2,484.00	2,575.20	2,676.80	2,785.60	2,899.20
			Monthly	5,382.00	5,579.60	5,799.73	6,035.47	6,281.60
			Annual	64,584.00	66,955.20	69,596.80	72,425.60	75,379.20
SENIOR UTILITY LEADER	M845	Classified	Hourly	38.84	40.40	42.08	43.54	45.22
			Bi-Weekly	3,107.20	3,232.00	3,366.40	3,483.20	3,617.60
			Monthly	6,732.27	7,002.67	7,293.87	7,546.93	7,838.13
			Annual	80,787.20	84,032.00	87,526.40	90,563.20	94,057.60
UTILITY LEADER	M840	Classified	Hourly	33.77	35.12	36.59	37.86	39.32
			Bi-Weekly	2,701.60	2,809.60	2,927.20	3,028.80	3,145.60
			Monthly	5,853.47	6,087.47	6,342.27	6,562.40	6,815.47
			Annual	70,241.60	73,049.60	76,107.20	78,748.80	81,785.60
UTILITY WORKER	M835	Classified	Hourly	30.71	31.93	33.25	34.40	35.75
			Bi-Weekly	2,456.80	2,554.40	2,660.00	2,752.00	2,860.00
			Monthly	5,323.07	5,534.53	5,763.33	5,962.67	6,196.67
			Annual	63,876.80	66,414.40	69,160.00	71,552.00	74,360.00
SENIOR UTILITY LEADER - SEWER	M920	Classified	Hourly	40.09	41.67	43.37	44.90	46.65
			Bi-Weekly	3,207.20	3,333.60	3,469.60	3,592.00	3,732.00
			Monthly	6,948.93	7,222.80	7,517.47	7,782.67	8,086.00
			Annual	83,387.20	86,673.60	90,209.60	93,392.00	97,032.00
UTILITY LEADER - SEWER	M915	Classified	Hourly	34.86	36.24	37.72	39.04	40.56
			Bi-Weekly	2,788.80	2,899.20	3,017.60	3,123.20	3,244.80
			Monthly	6,042.40	6,281.60	6,538.13	6,766.93	7,030.40
			Annual	72,508.80	75,379.20	78,457.60	81,203.20	84,364.80
UTILITY WORKER - SEWER	M910	Classified	Hourly	31.68	32.94	34.30	35.49	36.87
			Bi-Weekly	2,534.40	2,635.20	2,744.00	2,839.20	2,949.60
			Monthly	5,491.20	5,709.60	5,945.33	6,151.60	6,390.80
			Annual	65,894.40	68,515.20	71,344.00	73,819.20	76,689.60
UTILITIES MAINTENANCE MECHANIC	M415	Classified	Hourly	37.45	38.90	40.43	42.06	43.76
			Bi-Weekly	2,996.00	3,112.00	3,234.40	3,364.80	3,500.80
			Monthly	6,491.33	6,742.67	7,007.87	7,290.40	7,585.07
			Annual	77,896.00	80,912.00	84,094.40	87,484.80	91,020.80

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INFORMATION TECHNOLOGY DEPARTMENT								
INFORMATION SYSTEMS MANAGER	H565	Classified	Hourly	55.26	58.02	60.92	63.98	67.18
			Bi-Weekly	4,420.80	4,641.60	4,873.60	5,118.40	5,374.40
			Monthly	9,578.40	10,056.80	10,559.47	11,089.87	11,644.53
			Annual	114,940.80	120,681.60	126,713.60	133,078.40	139,734.40
INFORMATION TECHNOLOGY MANAGER	H566	Classified	Hourly	55.26	58.02	60.92	63.98	67.18
			Bi-Weekly	4,420.80	4,641.60	4,873.60	5,118.40	5,374.40
			Monthly	9,578.40	10,056.80	10,559.47	11,089.87	11,644.53
			Annual	114,940.80	120,681.60	126,713.60	133,078.40	139,734.40
DATA AND SYSTEMS COORDINATOR	H560	Classified	Hourly	49.73	52.21	54.83	57.57	60.44
			Bi-Weekly	3,978.40	4,176.80	4,386.40	4,605.60	4,835.20
			Monthly	8,619.87	9,049.73	9,503.87	9,978.80	10,476.27
			Annual	103,438.40	108,596.80	114,046.40	119,745.60	125,715.20
NETWORK SYSTEMS SPECIALIST	H555	Classified	Hourly	49.16	51.63	54.21	56.91	59.76
			Bi-Weekly	3,932.72	4,130.72	4,336.64	4,553.12	4,781.04
			Monthly	8,520.89	8,949.89	9,396.05	9,865.09	10,358.92
			Annual	102,250.72	107,398.72	112,752.64	118,381.12	124,307.04
GEOGRAPHIC INFO SYSTEMS COORDINATOR	T460	Classified	Hourly	47.97	50.37	52.76	55.42	59.09
			Bi-Weekly	3,837.60	4,029.60	4,220.80	4,433.60	4,727.20
			Monthly	8,314.80	8,730.80	9,145.07	9,606.13	10,242.27
			Annual	99,777.60	104,769.60	109,740.80	115,273.60	122,907.20
PROGRAMMER ANALYST	T455	Classified	Hourly	41.75	43.79	46.07	48.34	50.73
			Bi-Weekly	3,340.00	3,503.20	3,685.60	3,867.20	4,058.40
			Monthly	7,236.67	7,590.27	7,985.47	8,378.93	8,793.20
			Annual	86,840.00	91,083.20	95,825.60	100,547.20	105,518.40
WEB SPECIALIST	T450	Classified	Hourly	41.14	43.22	45.37	47.62	50.01
			Bi-Weekly	3,291.20	3,457.60	3,629.60	3,809.60	4,000.80
			Monthly	7,130.93	7,491.47	7,864.13	8,254.13	8,668.40
			Annual	85,571.20	89,897.60	94,369.60	99,049.60	104,020.80
INFORMATION TECHNOLOGY ANALYST II	T435	Classified	Hourly	41.73	43.81	46.00	48.31	50.73
			Bi-Weekly	3,338.40	3,504.80	3,680.00	3,864.80	4,058.40
			Monthly	7,233.20	7,593.73	7,973.33	8,373.73	8,793.20
			Annual	86,798.40	91,124.80	95,680.00	100,484.80	105,518.40
INFORMATION TECHNOLOGY ANALYST I	T430	Classified	Hourly	37.94	39.83	41.83	43.92	46.11
			Bi-Weekly	3,035.20	3,186.40	3,346.40	3,513.60	3,688.80
			Monthly	6,576.27	6,903.87	7,250.53	7,612.80	7,992.40
			Annual	78,915.20	82,846.40	87,006.40	91,353.60	95,908.80
TECHNOLOGY SOLUTIONS ANALYST II	T445	Classified	Hourly	41.73	43.81	46.00	48.31	50.73
			Bi-Weekly	3,338.40	3,504.80	3,680.00	3,864.80	4,058.40
			Monthly	7,233.20	7,593.73	7,973.33	8,373.73	8,793.20
			Annual	86,798.40	91,124.80	95,680.00	100,484.80	105,518.40
TECHNOLOGY SOLUTIONS ANALYST I	T440	Classified	Hourly	37.94	39.83	41.83	43.92	46.11
			Bi-Weekly	3,035.20	3,186.40	3,346.40	3,513.60	3,688.80
			Monthly	6,576.27	6,903.87	7,250.53	7,612.80	7,992.40
			Annual	78,915.20	82,846.40	87,006.40	91,353.60	95,908.80
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	T465	Classified	Hourly	37.89	39.79	41.77	43.85	46.08
			Bi-Weekly	3,031.20	3,183.20	3,341.60	3,508.00	3,686.40
			Monthly	6,567.60	6,896.93	7,240.13	7,600.67	7,987.20
			Annual	78,811.20	82,763.20	86,881.60	91,208.00	95,846.40
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	T464	Classified	Hourly	34.47	36.18	37.99	39.90	41.89
			Bi-Weekly	2,757.60	2,894.40	3,039.20	3,192.00	3,351.20
			Monthly	5,974.80	6,271.20	6,584.93	6,916.00	7,260.93
			Annual	71,697.60	75,254.40	79,019.20	82,992.00	87,131.20

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			Hourly	Bi-Weekly	Monthly	Annual	Hourly	Bi-Weekly
INFORMATION TECHNOLOGY TECHNICIAN II	T425	Classified	Hourly	37.89	39.79	41.77	43.85	46.08
			Bi-Weekly	3,031.20	3,183.20	3,341.60	3,508.00	3,686.40
			Monthly	6,567.60	6,896.93	7,240.13	7,600.67	7,987.20
			Annual	78,811.20	82,763.20	86,881.60	91,208.00	95,846.40
INFORMATION TECHNOLOGY TECHNICIAN I	T424	Classified	Hourly	34.47	36.18	37.99	39.90	41.89
			Bi-Weekly	2,757.60	2,894.40	3,039.20	3,192.00	3,351.20
			Monthly	5,974.80	6,271.20	6,584.93	6,916.00	7,260.93
			Annual	71,697.60	75,254.40	79,019.20	82,992.00	87,131.20
INFORMATION SYSTEMS SUPPORT TECHNICIAN	T415	Classified	Hourly	31.04	32.58	34.26	35.96	37.69
			Bi-Weekly	2,483.20	2,606.40	2,740.80	2,876.80	3,015.20
			Monthly	5,380.27	5,647.20	5,938.40	6,233.07	6,532.93
			Annual	64,563.20	67,766.40	71,260.80	74,796.80	78,395.20
DATA SYSTEMS OPERATOR	C450	Classified	Hourly	27.88	29.15	30.60	32.05	33.55
			Bi-Weekly	2,230.40	2,332.00	2,448.00	2,564.00	2,684.00
			Monthly	4,832.53	5,052.67	5,304.00	5,555.33	5,815.33
			Annual	57,990.40	60,632.00	63,648.00	66,664.00	69,784.00
AUDIO VIDEO SPECIALIST	T410	Classified	Hourly	29.57	31.02	32.61	34.22	35.85
			Bi-Weekly	2,365.60	2,481.60	2,608.80	2,737.60	2,868.00
			Monthly	5,125.47	5,376.80	5,652.40	5,931.47	6,214.00
			Annual	61,505.60	64,521.60	67,828.80	71,177.60	74,568.00
VIDEO ASSISTANT	T400	Classified	Hourly					16.24
			Bi-Weekly					1,299.20
			Monthly					2,814.93
			Annual					33,779.20
INFORMATION TECHNOLOGY INTERN	Z121	Classified	Hourly				15.00	20.00
			Bi-Weekly				1,200.00	1,600.00
			Monthly				2,600.00	3,466.67
			Annual				31,200.00	41,600.00