

SEIU Salary Survey Impementation Based on IRA

Attachment III

Classification	% City is Above or Below Labor Market Average	Total Salary Adjustment	June 2016 Increase	June 2017 Increase	June 2018 Increase	FTE
Account Clerk	-3.45%	3.45%	1.15%	1.15%	1.15%	0
<i>Customer Account Clerk</i>						5
<i>Senior Account Clerk</i>						4
<i>Senior Customer Account Clerk</i>						5
<i>Supervising Customer Account Clerk</i>						1
Administrative Clerk II	-3.96%	3.96%	1.32%	1.32%	1.32%	5
<i>Administrative Clerk I</i>						2
<i>Data Systems Operator</i>						1
<i>Mail And Purchasing Clerk</i>						1
<i>Mail And Revenue Clerk</i>						1
<i>Volunteer Program Assistant</i>						1
Administrative Secretary	2.99%	0%	0%	0%	0%	6
<i>Secretary</i>						10
<i>Senior Secretary</i>						12
Animal Control Officer	-4.71%	4.71%	1.57%	1.57%	1.57%	2
<i>Animal Care Attendant</i>						5
<i>Shelter Operations Supervisor</i>						1
<i>Shelter Volunteer Coordinator</i>						1
Communications Operator	-5.88%	5.88%	1.96%	1.96%	1.96%	16
<i>Call Taker</i>						2
<i>Communications Supervisor</i>						4
Community Service Officer	1.09%	0%	0%	0%	0%	20
<i>Jail Supervisor</i>						4
Crime Prevention Specialist	-3.31%	3.31%	1.11%	1.10%	1.10%	2
Crime Scene Technician	-3.73%	3.73%	1.25%	1.24%	1.24%	4
Electrician II	7.00%	0%	0%	0%	0%	5
<i>Electrician I</i>						0
<i>HVAC Mechanic</i>						1
Equipment Mechanic II	-2.23%	2.23%	0.75%	0.74%	0.74%	4
<i>Equipment Mechanic I</i>						1
Equipment Operator	-0.58%	0.58%	0.58%	0.00%	0.00%	3
Facilities Carpenter II	5.26%	0%	0%	0%	0%	1
<i>Facilities Carpenter I</i>						0
Facilities Painter II	4.64%	0%	0%	0%	0%	1
<i>Facilities Painter I</i>						0
Finance Technician	6.08%	0%	0%	0%	0%	4
<i>Purchasing Technician</i>						1
Laborer	-1.76%	1.76%	0.59%	0.59%	0.58%	12
Legal Secretary II	-0.56%	0.56%	0.56%	0.00%	0.00%	1
<i>Legal Secretary I</i>						0
Library Assistant	-7.46%	7.46%	2.49%	2.49%	2.48%	8
<i>Lead Library Assistant</i>						3
<i>Senior Library Assistant</i>						0
Library Page	11.98%	0%	0%	0%	0%	3.6
<i>Senior Library Page</i>						1.8
Maintenance Leader	3.49%	0%	0%	0%	0%	3
<i>Airport Attendant</i>						0
<i>Airport Maintenance Worker</i>						3
<i>Facilities Leadworker</i>						0
<i>Facilities Service Worker I</i>						1
<i>Facilities Serviceworker II</i>						1
<i>Groundskeeper I</i>						6
<i>Groundskeeper II</i>						2
<i>Groundskeeper III</i>						1
<i>Maintenance Worker</i>						6
<i>Senior Airport Maintenance Worker</i>						1
<i>Senior Maintenance Leader</i>						2

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Permit Technician	-2.18%	2.18%	0.73%	0.73%	0.72%	4
<i>Fire Technician I</i>						0
<i>Fire Technician II</i>						2
<i>Senior Permit Technician</i>						1
Police Officer Trainee	-3.34%	3.34%	1.12%	1.11%	1.11%	2
Police Records Clerk II	-1.40%	1.40%	0.47%	0.47%	0.46%	12
<i>Police Records Clerk I</i>						2
<i>Records Supervisor</i>						2
Property Technician	-4.54%	4.54%	1.52%	1.51%	1.51%	4
Storekeeper-Expediter	-3.20%	3.20%	1.07%	1.07%	1.06%	1
<i>Equipment Parts Storekeeper</i>						1
<i>Equipment Service Attendant</i>						0
Sweeper Equipment Operator	-5.48%	5.48%	1.83%	1.83%	1.82%	5
Tree Trimmer	-2.21%	2.21%	0.74%	0.74%	0.73%	3
Utility Worker	0.74%	0%	0%	0%	0%	8
<i>Utility Worker (Sewer)</i>						5
<i>Backflow/Cross Connection Tester</i>						1
<i>Cross Connection Control Specialist</i>						0
<i>Senior Utility Cust. Svc. Leader</i>						1
<i>Senior Utility Leader</i>						1
<i>Senior Utility Leader - Sewer</i>						0
<i>Senior Utility Service Representative</i>						1
<i>Utilities Service Worker</i>						2
<i>Utility Leader</i>						3
<i>Utility Leader – Sewer</i>						2
Water Meter Reader	2.56%	0%	0%	0%	0%	2.5
<i>Water Meter Mechanic</i>						3
WPCF Operator	-6.21%	6.21%	2.07%	2.07%	2.07%	4
<i>Operator-In-Training</i>						1
<i>Utilities Maintenance Mechanic</i>						8
WPCF Lead Operator	-9.64%	9.64%	3.22%	3.21%	3.21%	5

277.9