

CITY OF SOUTH SAN FRANCISCO SALARY SCHEDULE

| JOB TITLE | JOB CODE | EFFECTIVE | | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|--------------------------------------|----------|-------------|----------|----------------|----------|----------|----------|----------|----------|--------|--------|--------|--------|
| | | DATE | | | | | | | | | | | |
| ACCOUNTANT I | M100 | 17-JUL-2015 | MID MGMT | Hourly Rate | 33.60 | 35.28 | 37.06 | 38.90 | 40.85 | | | | |
| | | | | Bi-Weekly Rate | 2688.00 | 2822.40 | 2964.80 | 3112.00 | 3268.00 | | | | |
| | | | | Monthly | 5824.00 | 6115.20 | 6423.73 | 6742.67 | 7080.67 | | | | |
| ACCOUNTANT II | M620 | 17-JUL-2015 | MID MGMT | Hourly Rate | 36.94 | 38.80 | 40.74 | 42.78 | 44.92 | | | | |
| | | | | Bi-Weekly Rate | 2955.20 | 3104.00 | 3259.20 | 3422.40 | 3593.60 | | | | |
| | | | | Monthly | 6402.93 | 6725.33 | 7061.60 | 7415.20 | 7786.13 | | | | |
| ACCOUNTANT, SENIOR | M625 | 17-JUL-2015 | MID MGMT | Hourly Rate | 40.65 | 42.68 | 44.81 | 47.05 | 49.40 | | | | |
| | | | | Bi-Weekly Rate | 3252.00 | 3414.40 | 3584.80 | 3764.00 | 3952.00 | | | | |
| | | | | Monthly | 7046.00 | 7397.87 | 7767.07 | 8155.33 | 8562.67 | | | | |
| ACCOUNTING ASSISTANT I | A480 | 19-JUN-2015 | AFSCME | Hourly Rate | 21.49 | 22.57 | 23.70 | 24.89 | 26.13 | | | | |
| | | | | Bi-Weekly Rate | 1719.20 | 1805.60 | 1896.00 | 1991.20 | 2090.40 | | | | |
| | | | | Monthly | 3724.93 | 3912.13 | 4108.00 | 4314.27 | 4529.20 | | | | |
| ACCOUNTING ASSISTANT II | A225 | 19-JUN-2015 | AFSCME | Hourly Rate | 23.63 | 24.81 | 26.05 | 27.35 | 28.71 | | | | |
| | | | | Bi-Weekly Rate | 1890.40 | 1984.80 | 2084.00 | 2188.00 | 2296.80 | | | | |
| | | | | Monthly | 4095.87 | 4300.40 | 4515.33 | 4740.67 | 4976.40 | | | | |
| ACCOUNTING ASSISTANT II - HOURLY | X100 | 19-JUN-2015 | HOURLY | Hourly Rate | 23.63 | 24.81 | 26.05 | 27.35 | 28.71 | | | | |
| | | | | Bi-Weekly Rate | 1890.40 | 1984.80 | 2084.00 | 2188.00 | 2296.80 | | | | |
| | | | | Monthly | 4095.87 | 4300.40 | 4515.33 | 4740.67 | 4976.40 | | | | |
| ACM / CHIEF SUSTAINABILITY OFFICER | N100 | 19-JUN-2015 | EXEC | Hourly Rate | 86.95 | 91.30 | 95.86 | 100.66 | 105.69 | | | | |
| | | | | Bi-Weekly Rate | 6956.00 | 7304.00 | 7668.80 | 8052.80 | 8455.20 | | | | |
| | | | | Monthly | 15071.33 | 15825.33 | 16615.73 | 17447.73 | 18319.60 | | | | |
| ADMINISTRATIVE ASSISTANT I | O315 | 25-SEP-2015 | CONFID | Hourly Rate | 26.24 | 27.55 | 28.93 | 30.39 | 31.90 | | | | |
| | | | | Bi-Weekly Rate | 2099.20 | 2204.00 | 2314.40 | 2431.20 | 2552.00 | | | | |
| | | | | Monthly | 4548.27 | 4775.33 | 5014.53 | 5267.60 | 5529.33 | | | | |
| ADMINISTRATIVE ASSISTANT I - HOURLY | X110 | 25-SEP-2015 | HOURLY | Hourly Rate | 26.24 | 27.55 | 28.93 | 30.39 | 31.90 | | | | |
| | | | | Bi-Weekly Rate | 2099.20 | 2204.00 | 2314.40 | 2431.20 | 2552.00 | | | | |
| | | | | Monthly | 4548.27 | 4775.33 | 5014.53 | 5267.60 | 5529.33 | | | | |
| ADMINISTRATIVE ASSISTANT II | O310 | 25-SEP-2015 | CONFID | Hourly Rate | 27.65 | 29.02 | 30.48 | 32.00 | 33.61 | | | | |
| | | | | Bi-Weekly Rate | 2212.00 | 2321.60 | 2438.40 | 2560.00 | 2688.80 | | | | |
| | | | | Monthly | 4792.67 | 5030.13 | 5283.20 | 5546.67 | 5825.73 | | | | |
| ADMINISTRATIVE ASSISTANT II - HOURLY | X130 | 25-SEP-2015 | HOURLY | Hourly Rate | 27.65 | 29.02 | 30.48 | 32.00 | 33.61 | | | | |
| | | | | Bi-Weekly Rate | 2212.00 | 2321.60 | 2438.40 | 2560.00 | 2688.80 | | | | |
| | | | | Monthly | 4792.67 | 5030.13 | 5283.20 | 5546.67 | 5825.73 | | | | |
| ADMINISTRATIVE ASSISTANT, SENIOR | O340 | 25-SEP-2015 | CONFID | Hourly Rate | 29.03 | 30.49 | 32.01 | 33.62 | 35.30 | | | | |
| | | | | Bi-Weekly Rate | 2322.40 | 2439.20 | 2560.80 | 2689.60 | 2824.00 | | | | |
| | | | | Monthly | 5031.87 | 5284.93 | 5548.40 | 5827.47 | 6118.67 | | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
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| | | DATE | | | | | | | | | | | |
| ASSISTANT CITY CLERK | O285 | 25-SEP-2015 | CONFID | Hourly Rate | 22.93 | 24.07 | 25.28 | 26.54 | 27.86 | | | | |
| | | | | Bi-Weekly Rate | 1834.40 | 1925.60 | 2022.40 | 2123.20 | 2228.80 | | | | |
| | | | | Monthly | 3974.53 | 4172.13 | 4381.87 | 4600.27 | 4829.07 | | | | |
| ASSISTANT TO THE CITY MANAGER | N180 | 19-JUN-2015 | EXEC | Hourly Rate | 50.59 | 53.13 | 55.78 | 58.57 | 61.50 | | | | |
| | | | | Bi-Weekly Rate | 4047.20 | 4250.40 | 4462.40 | 4685.60 | 4920.00 | | | | |
| | | | | Monthly | 8768.93 | 9209.20 | 9668.53 | 10152.13 | 10660.00 | | | | |
| BUILDING INSPECTOR | A135 | 19-JUN-2015 | AFSCME | Hourly Rate | 36.82 | 38.66 | 40.60 | 42.63 | 44.76 | | | | |
| | | | | Bi-Weekly Rate | 2945.60 | 3092.80 | 3248.00 | 3410.40 | 3580.80 | | | | |
| | | | | Monthly | 6382.13 | 6701.07 | 7037.33 | 7389.20 | 7758.40 | | | | |
| BUILDING INSPECTOR - HOURLY | X595 | 19-JUN-2015 | HOURLY | Hourly Rate | 36.82 | 38.66 | 40.60 | 42.63 | 44.76 | | | | |
| | | | | Bi-Weekly Rate | 2945.60 | 3092.80 | 3248.00 | 3410.40 | 3580.80 | | | | |
| | | | | Monthly | 6382.13 | 6701.07 | 7037.33 | 7389.20 | 7758.40 | | | | |
| BUILDING INSPECTOR, SENIOR | A400 | 19-JUN-2015 | AFSCME | Hourly Rate | 40.21 | 42.22 | 44.33 | 46.55 | 48.87 | | | | |
| | | | | Bi-Weekly Rate | 3216.80 | 3377.60 | 3546.40 | 3724.00 | 3909.60 | | | | |
| | | | | Monthly | 6969.73 | 7318.13 | 7683.87 | 8068.67 | 8470.80 | | | | |
| BUILDING MAINTENANCE CRAFTSWORKER | A465 | 19-JUN-2015 | AFSCME | Hourly Rate | 28.44 | 29.86 | 31.36 | 32.93 | 34.57 | | | | |
| | | | | Bi-Weekly Rate | 2275.20 | 2388.80 | 2508.80 | 2634.40 | 2765.60 | | | | |
| | | | | Monthly | 4929.60 | 5175.73 | 5435.73 | 5707.87 | 5992.13 | | | | |
| BUILDING MAINTENANCE CUSTODIAN | A140 | 19-JUN-2015 | AFSCME | Hourly Rate | 20.89 | 21.93 | 23.03 | 24.18 | 25.39 | | | | |
| | | | | Bi-Weekly Rate | 1671.20 | 1754.40 | 1842.40 | 1934.40 | 2031.20 | | | | |
| | | | | Monthly | 3620.93 | 3801.20 | 3991.87 | 4191.20 | 4400.93 | | | | |
| BUILDING MAINTENANCE CUSTODIAN - HOURLY | X185 | 19-JUN-2015 | HOURLY | Hourly Rate | 20.89 | 21.93 | 23.03 | 24.18 | 25.39 | | | | |
| | | | | Bi-Weekly Rate | 1671.20 | 1754.40 | 1842.40 | 1934.40 | 2031.20 | | | | |
| | | | | Monthly | 3620.93 | 3801.20 | 3991.87 | 4191.20 | 4400.93 | | | | |
| BUILDING MAINTENANCE CUSTODIAN, LEAD | A190 | 19-JUN-2015 | AFSCME | Hourly Rate | 26.46 | 27.78 | 29.17 | 30.62 | 32.15 | | | | |
| | | | | Bi-Weekly Rate | 2116.80 | 2222.40 | 2333.60 | 2449.60 | 2572.00 | | | | |
| | | | | Monthly | 4586.40 | 4815.20 | 5056.13 | 5307.47 | 5572.67 | | | | |
| BUILDING MAINTENANCE CUSTODIAN, SENIOR | A320 | 19-JUN-2015 | AFSCME | Hourly Rate | 23.00 | 24.15 | 25.36 | 26.62 | 27.96 | | | | |
| | | | | Bi-Weekly Rate | 1840.00 | 1932.00 | 2028.80 | 2129.60 | 2236.80 | | | | |
| | | | | Monthly | 3986.67 | 4186.00 | 4395.73 | 4614.13 | 4846.40 | | | | |
| BUILDING OFFICIAL, ASSISTANT | M215 | 17-JUL-2015 | MID MGMT | Hourly Rate | 47.75 | 50.13 | 52.64 | 55.27 | 58.04 | | | | |
| | | | | Bi-Weekly Rate | 3820.00 | 4010.40 | 4211.20 | 4421.60 | 4643.20 | | | | |
| | | | | Monthly | 8276.67 | 8689.20 | 9124.27 | 9580.13 | 10060.27 | | | | |

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| | | DATE | | | | | | | | | | | |
| CHILDCARE ASSISTANT SUPERVISOR | M800 | 18-NOV-2015 | MID MGMT | Hourly Rate | 28.55 | 29.98 | 31.48 | 33.05 | 34.71 | | | | |
| | | | | Bi-Weekly Rate | 2284.00 | 2398.40 | 2518.40 | 2644.00 | 2776.80 | | | | |
| | | | | Monthly | 4948.67 | 5196.53 | 5456.53 | 5728.67 | 6016.40 | | | | |
| CHIEF INNOVATION OFFICER | N165 | 19-JUN-2015 | EXEC | Hourly Rate | 73.73 | 77.42 | 81.28 | 85.35 | 89.62 | | | | |
| | | | | Bi-Weekly Rate | 5898.40 | 6193.60 | 6502.40 | 6828.00 | 7169.60 | | | | |
| | | | | Monthly | 12779.87 | 13419.47 | 14088.53 | 14794.00 | 15534.13 | | | | |
| CITY BUILDING OFFICIAL | M210 | 17-JUL-2015 | MID MGMT | Hourly Rate | 55.40 | 58.17 | 61.08 | 64.13 | 67.34 | | | | |
| | | | | Bi-Weekly Rate | 4432.00 | 4653.60 | 4886.40 | 5130.40 | 5387.20 | | | | |
| | | | | Monthly | 9602.67 | 10082.80 | 10587.20 | 11115.87 | 11672.27 | | | | |
| CITY CLERK | E100 | 24-JUN-2015 | ELECT | Hourly Rate | 48.03 | 50.44 | 52.96 | 55.61 | 58.39 | | | | |
| | | | | Bi-Weekly Rate | 3842.40 | 4035.20 | 4236.80 | 4448.80 | 4671.20 | | | | |
| | | | | Monthly | 8325.20 | 8742.93 | 9179.73 | 9639.07 | 10120.93 | | | | |
| CITY CLERK RECORDS TECHNICIAN | O285 | 18-NOV-2015 | CONFID | Hourly Rate | 27.65 | 29.03 | 30.49 | 32.01 | 33.61 | | | | |
| | | | | Bi-Weekly Rate | 2212.00 | 2322.40 | 2439.20 | 2560.80 | 2688.80 | | | | |
| | | | | Monthly | 4792.67 | 5031.87 | 5284.93 | 5548.40 | 5825.73 | | | | |
| CITY COUNCIL MEMBER | E110 | 01-FEB-2013 | ELECT | Hourly Rate | | | | | | | | | |
| | | | | Bi-Weekly Rate | 230.40 | | | | | | | | |
| | | | | Monthly | 499.20 | | | | | | | | |
| CITY MANAGER | N115 | 24-JUN-2015 | EXEC | Hourly Rate | 116.37 | | | | | | | | |
| | | | | Bi-Weekly Rate | 9309.60 | | | | | | | | |
| | | | | Monthly | 20170.80 | | | | | | | | |
| CITY PLANNER | M155 | 17-JUL-2015 | MID MGMT | Hourly Rate | 54.95 | 57.70 | 60.59 | 63.62 | 66.80 | | | | |
| | | | | Bi-Weekly Rate | 4396.00 | 4616.00 | 4847.20 | 5089.60 | 5344.00 | | | | |
| | | | | Monthly | 9524.67 | 10001.33 | 10502.27 | 11027.47 | 11578.67 | | | | |
| CITY TREASURER | E105 | 01-JUL-2002 | ELECT | Hourly Rate | 7.72 | | | | | | | | |
| | | | | Bi-Weekly Rate | 617.60 | | | | | | | | |
| | | | | Monthly | 1338.13 | | | | | | | | |
| COMMUNICATIONS DIRECTOR | N190 | 19-JUN-2015 | EXEC | Hourly Rate | 73.73 | 77.42 | 81.28 | 85.35 | 89.62 | | | | |
| | | | | Bi-Weekly Rate | 5898.40 | 6193.60 | 6502.40 | 6828.00 | 7169.60 | | | | |
| | | | | Monthly | 12779.87 | 13419.47 | 14088.53 | 14794.00 | 15534.13 | | | | |
| COMMUNICATIONS DISPATCHER | A150 | 19-JUN-2015 | AFSCME | Hourly Rate | 30.18 | 31.69 | 33.27 | 34.94 | 36.69 | | | | |
| | | | | Bi-Weekly Rate | 2414.40 | 2535.20 | 2661.60 | 2795.20 | 2935.20 | | | | |
| | | | | Monthly | 5231.20 | 5492.93 | 5766.80 | 6056.27 | 6359.60 | | | | |
| COMMUNICATIONS DISPATCHER - HOURLY | X445 | 25-JUN-2010 | HOURLY | Hourly Rate | 41.09 | | | | | | | | |
| | | | | Bi-Weekly Rate | 3287.20 | | | | | | | | |
| | | | | Monthly | 7122.27 | | | | | | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|--|----------|-------------|-------------|----------------|---------|---------|---------|---------|----------|--------|--------|--------|
| | | DATE | BARGAINING | | | | | | | | | |
| COMMUNICATIONS DISPATCHER, SUPERVISING | A365 | 19-JUN-2015 | AFSCME | Hourly Rate | 34.68 | 36.42 | 38.24 | 40.15 | 42.15 | | | |
| | | | | Bi-Weekly Rate | 2774.40 | 2913.60 | 3059.20 | 3212.00 | 3372.00 | | | |
| | | | | Monthly | 6011.20 | 6312.80 | 6628.27 | 6959.33 | 7306.00 | | | |
| COMMUNITY DEVELOPMENT COORDINATOR | M725 | 17-JUL-2015 | MID MGMT | Hourly Rate | 35.64 | 37.41 | 39.29 | 41.26 | 43.32 | | | |
| | | | | Bi-Weekly Rate | 2851.20 | 2992.80 | 3143.20 | 3300.80 | 3465.60 | | | |
| | | | | Monthly | 6177.60 | 6484.40 | 6810.27 | 7151.73 | 7508.80 | | | |
| COMMUNITY DEVELOPMENT SPECIALIST | A660 | 19-JUN-2015 | AFSCME | Hourly Rate | 34.54 | 36.26 | 38.07 | 39.97 | 41.97 | | | |
| | | | | Bi-Weekly Rate | 2763.20 | 2900.80 | 3045.60 | 3197.60 | 3357.60 | | | |
| | | | | Monthly | 5986.93 | 6285.07 | 6598.80 | 6928.13 | 7274.80 | | | |
| COMMUNITY SERVICES SITE COORDINATOR | A640 | 19-JUN-2015 | AFSCME | Hourly Rate | 20.90 | 21.95 | 23.06 | 24.21 | 25.43 | | | |
| | | | | Bi-Weekly Rate | 1672.00 | 1756.00 | 1844.80 | 1936.80 | 2034.40 | | | |
| | | | | Monthly | 3622.67 | 3804.67 | 3997.07 | 4196.40 | 4407.87 | | | |
| COMMUNITY SERVICES SITE COORDINATOR - HOURLY | X660 | 19-JUN-2015 | HOURLY | Hourly Rate | 20.90 | 21.95 | 23.06 | 24.21 | 25.43 | | | |
| | | | | Bi-Weekly Rate | 1672.00 | 1756.00 | 1844.80 | 1936.80 | 2034.40 | | | |
| | | | | Monthly | 3622.67 | 3804.67 | 3997.07 | 4196.40 | 4407.87 | | | |
| COMPUTER SERVICES TECHNICIAN | O525 | 25-SEP-2015 | CONFID | Hourly Rate | 35.23 | 36.99 | 38.84 | 40.79 | 42.82 | | | |
| | | | | Bi-Weekly Rate | 2818.40 | 2959.20 | 3107.20 | 3263.20 | 3425.60 | | | |
| | | | | Monthly | 6106.53 | 6411.60 | 6732.27 | 7070.27 | 7422.13 | | | |
| CONSULTANT - HOURLY | X570 | 24-APR-2015 | HOURLY | Hourly Rate | 10.00 | | | | 125.00 | | | |
| | | | | Bi-Weekly Rate | 800.00 | | | | 10000.00 | | | |
| | | | | Monthly | 1733.33 | | | | 21666.67 | | | |
| CRIME ANALYST | C210 | 19-JUN-2015 | PO NONSWORN | Hourly Rate | 37.12 | 38.97 | 40.92 | 42.97 | 45.11 | | | |
| | | | | Bi-Weekly Rate | 2969.60 | 3117.60 | 3273.60 | 3437.60 | 3608.80 | | | |
| | | | | Monthly | 6434.13 | 6754.80 | 7092.80 | 7448.13 | 7819.07 | | | |
| CULTURAL ARTS SPECIALIST | A650 | 19-JUN-2015 | AFSCME | Hourly Rate | 28.52 | 29.95 | 31.44 | 33.02 | 34.67 | | | |
| | | | | Bi-Weekly Rate | 2281.60 | 2396.00 | 2515.20 | 2641.60 | 2773.60 | | | |
| | | | | Monthly | 4943.47 | 5191.33 | 5449.60 | 5723.47 | 6009.47 | | | |
| CULTURAL ARTS SPECIALIST - HOURLY | X650 | 19-JUN-2015 | HOURLY | Hourly Rate | 28.52 | 29.95 | 31.44 | 33.02 | 34.67 | | | |
| | | | | Bi-Weekly Rate | 2281.60 | 2396.00 | 2515.20 | 2641.60 | 2773.60 | | | |
| | | | | Monthly | 4943.47 | 5191.33 | 5449.60 | 5723.47 | 6009.47 | | | |
| DATABASE BUSINESS SYSTEMS SPECIALIST | O405 | 25-SEP-2015 | CONFID | Hourly Rate | 27.65 | 29.02 | 30.48 | 32.00 | 33.61 | | | |
| | | | | Bi-Weekly Rate | 2212.00 | 2321.60 | 2438.40 | 2560.00 | 2688.80 | | | |
| | | | | Monthly | 4792.67 | 5030.13 | 5283.20 | 5546.67 | 5825.73 | | | |
| DEPUTY CITY CLERK | O320 | 13-JAN-2016 | CONFID | Hourly Rate | 30.42 | 31.94 | 33.54 | 35.21 | 36.97 | | | |
| | | | | Bi-Weekly Rate | 2433.60 | 2555.20 | 2683.20 | 2816.80 | 2957.60 | | | |
| | | | | Monthly | 5272.80 | 5536.27 | 5813.60 | 6103.07 | 6408.13 | | | |

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| | | DATE | | | | | | | | | | |
| ECONOMIC & COMMUNITY DEVELOPMENT DIRECTOR | N140 | 19-JUN-2015 | EXEC | Hourly Rate | 75.38 | 79.15 | 83.11 | 87.26 | 91.62 | | | |
| | | | | Bi-Weekly Rate | 6030.40 | 6332.00 | 6648.80 | 6980.80 | 7329.60 | | | |
| | | | | Monthly | 13065.87 | 13719.33 | 14405.73 | 15125.07 | 15880.80 | | | |
| ECONOMIC DEVELOPMENT & HOUSING MANAGER | M145 | 17-JUL-2015 | MID MGMT | Hourly Rate | 54.95 | 57.70 | 60.59 | 63.62 | 66.80 | | | |
| | | | | Bi-Weekly Rate | 4396.00 | 4616.00 | 4847.20 | 5089.60 | 5344.00 | | | |
| | | | | Monthly | 9524.67 | 10001.33 | 10502.27 | 11027.47 | 11578.67 | | | |
| ECONOMIC DEVELOPMENT COORDINATOR | M185 | 17-JUL-2015 | MID MGMT | Hourly Rate | 47.42 | 49.80 | 52.29 | 54.90 | 57.65 | | | |
| | | | | Bi-Weekly Rate | 3793.60 | 3984.00 | 4183.20 | 4392.00 | 4612.00 | | | |
| | | | | Monthly | 8219.47 | 8632.00 | 9063.60 | 9516.00 | 9992.67 | | | |
| ELECTRICAL TECHNICIAN | A160 | 19-JUN-2015 | AFSCME | Hourly Rate | 34.70 | 36.43 | 38.25 | 40.16 | 42.17 | | | |
| | | | | Bi-Weekly Rate | 2776.00 | 2914.40 | 3060.00 | 3212.80 | 3373.60 | | | |
| | | | | Monthly | 6014.67 | 6314.53 | 6630.00 | 6961.07 | 7309.47 | | | |
| ELECTRICAL TECHNICIAN, ASSISTANT | A120 | 19-JUN-2015 | AFSCME | Hourly Rate | 25.59 | 26.88 | 28.22 | 29.64 | 31.12 | | | |
| | | | | Bi-Weekly Rate | 2047.20 | 2150.40 | 2257.60 | 2371.20 | 2489.60 | | | |
| | | | | Monthly | 4435.60 | 4659.20 | 4891.47 | 5137.60 | 5394.13 | | | |
| ELECTRICAL TECHNICIAN, LEAD | A335 | 19-JUN-2015 | AFSCME | Hourly Rate | 42.79 | 44.93 | 47.18 | 49.54 | 52.02 | | | |
| | | | | Bi-Weekly Rate | 3423.20 | 3594.40 | 3774.40 | 3963.20 | 4161.60 | | | |
| | | | | Monthly | 7416.93 | 7787.87 | 8177.87 | 8586.93 | 9016.80 | | | |
| ELECTRICAL TECHNICIAN, SENIOR | A500 | 19-JUN-2015 | AFSCME | Hourly Rate | 38.06 | 39.96 | 41.95 | 44.05 | 46.26 | | | |
| | | | | Bi-Weekly Rate | 3044.80 | 3196.80 | 3356.00 | 3524.00 | 3700.80 | | | |
| | | | | Monthly | 6597.07 | 6926.40 | 7271.33 | 7635.33 | 8018.40 | | | |
| EMERGENCY MEDICAL SERVICES CAPTAIN | B185 | 19-JUN-2015 | IAFF | Hourly Rate | 49.89 | 52.39 | 55.01 | 57.76 | 60.65 | | | |
| | | | | Bi-Weekly Rate | 3991.20 | 4191.20 | 4400.80 | 4620.80 | 4852.00 | | | |
| | | | | Monthly | 8647.60 | 9080.93 | 9535.07 | 10011.73 | 10512.67 | | | |
| EMERGENCY MEDICAL TECHNICIAN - HOURLY | X281 | 01-JAN-0001 | HOURLY | Hourly Rate | 16.00 | 16.80 | 17.64 | 18.52 | 19.44 | | | |
| | | | | Bi-Weekly Rate | 1280.00 | 1344.00 | 1411.20 | 1481.60 | 1555.20 | | | |
| | | | | Monthly | 2773.33 | 2912.00 | 3057.60 | 3210.13 | 3369.60 | | | |
| EMERGENCY SERVICES MANAGER | M780 | 17-JUL-2015 | MID MGMT | Hourly Rate | 34.40 | 36.12 | 37.93 | 39.83 | 41.82 | | | |
| | | | | Bi-Weekly Rate | 2752.00 | 2889.60 | 3034.40 | 3186.40 | 3345.60 | | | |
| | | | | Monthly | 5962.67 | 6260.80 | 6574.53 | 6903.87 | 7248.80 | | | |
| ENGINEER, ASSOCIATE | M115 | 17-JUL-2015 | MID MGMT | Hourly Rate | 45.76 | 48.05 | 50.46 | 52.98 | 55.62 | | | |
| | | | | Bi-Weekly Rate | 3660.80 | 3844.00 | 4036.80 | 4238.40 | 4449.60 | | | |
| | | | | Monthly | 7931.73 | 8328.67 | 8746.40 | 9183.20 | 9640.80 | | | |
| ENGINEER, PRINCIPAL | M760 | 17-JUL-2015 | MID MGMT | Hourly Rate | 59.64 | 62.62 | 65.74 | 69.02 | 72.47 | | | |
| | | | | Bi-Weekly Rate | 4771.20 | 5009.60 | 5259.20 | 5521.60 | 5797.60 | | | |
| | | | | Monthly | 10337.60 | 10854.13 | 11394.93 | 11963.47 | 12561.47 | | | |

| JOB TITLE | JOB CODE | EFFECTIVE DATE | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|---|----------|----------------|-------------|----------------|---------|---------|----------|----------|----------|--------|--------|--------|
| | | | | | | | | | | | | |
| ENGINEER, SENIOR | M340 | 17-JUL-2015 | MID MGMT | Hourly Rate | 54.46 | 57.18 | 60.04 | 63.04 | 66.18 | | | |
| | | | | Bi-Weekly Rate | 4356.80 | 4574.40 | 4803.20 | 5043.20 | 5294.40 | | | |
| | | | | Monthly | 9439.73 | 9911.20 | 10406.93 | 10926.93 | 11471.20 | | | |
| ENGINEER, SENIOR - HOURLY | X330 | 17-JUL-2015 | HOURLY | Hourly Rate | 54.46 | 57.18 | 60.04 | 63.04 | 66.18 | | | |
| | | | | Bi-Weekly Rate | 4356.80 | 4574.40 | 4803.20 | 5043.20 | 5294.40 | | | |
| | | | | Monthly | 9439.73 | 9911.20 | 10406.93 | 10926.93 | 11471.20 | | | |
| ENGINEERING TECHNICIAN | A167 | 19-JUN-2015 | AFSCME | Hourly Rate | 28.65 | 30.08 | 31.59 | 33.17 | 34.83 | | | |
| | | | | Bi-Weekly Rate | 2292.00 | 2406.40 | 2527.20 | 2653.60 | 2786.40 | | | |
| | | | | Monthly | 4966.00 | 5213.87 | 5475.60 | 5749.47 | 6037.20 | | | |
| ENVIRONMENTAL COMPLIANCE INSPECTOR - HOURLY | X465 | 03-JUL-2015 | HOURLY | Hourly Rate | 34.72 | 36.45 | 38.28 | 40.20 | 42.20 | | | |
| | | | | Bi-Weekly Rate | 2777.60 | 2916.00 | 3062.40 | 3216.00 | 3376.00 | | | |
| | | | | Monthly | 6018.13 | 6318.00 | 6635.20 | 6968.00 | 7314.67 | | | |
| ENVIRONMENTAL COMPLIANCE INSPECTOR I | D210 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 34.72 | 36.45 | 38.28 | 40.20 | 42.20 | | | |
| | | | | Bi-Weekly Rate | 2777.60 | 2916.00 | 3062.40 | 3216.00 | 3376.00 | | | |
| | | | | Monthly | 6018.13 | 6318.00 | 6635.20 | 6968.00 | 7314.67 | | | |
| ENVIRONMENTAL COMPLIANCE INSPECTOR II | D155 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 38.19 | 40.10 | 42.11 | 44.21 | 46.42 | | | |
| | | | | Bi-Weekly Rate | 3055.20 | 3208.00 | 3368.80 | 3536.80 | 3713.60 | | | |
| | | | | Monthly | 6619.60 | 6950.67 | 7299.07 | 7663.07 | 8046.13 | | | |
| ENVIRONMENTAL COMPLIANCE INSPECTOR, SENIOR | D160 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 43.06 | 45.21 | 47.47 | 49.85 | 52.34 | | | |
| | | | | Bi-Weekly Rate | 3444.80 | 3616.80 | 3797.60 | 3988.00 | 4187.20 | | | |
| | | | | Monthly | 7463.73 | 7836.40 | 8228.13 | 8640.67 | 9072.27 | | | |
| ENVIRONMENTAL COMPLIANCE SUPERVISOR | M450 | 17-JUL-2015 | MID MGMT | Hourly Rate | 44.40 | 46.61 | 48.95 | 51.40 | 53.97 | | | |
| | | | | Bi-Weekly Rate | 3552.00 | 3728.80 | 3916.00 | 4112.00 | 4317.60 | | | |
| | | | | Monthly | 7696.00 | 8079.07 | 8484.67 | 8909.33 | 9354.80 | | | |
| EQUIPMENT MECHANIC | A170 | 19-JUN-2015 | AFSCME | Hourly Rate | 29.58 | 31.05 | 32.60 | 34.24 | 35.95 | | | |
| | | | | Bi-Weekly Rate | 2366.40 | 2484.00 | 2608.00 | 2739.20 | 2876.00 | | | |
| | | | | Monthly | 5127.20 | 5382.00 | 5650.67 | 5934.93 | 6231.33 | | | |
| EQUIPMENT MECHANIC - HOURLY | X510 | 19-JUN-2015 | HOURLY | Hourly Rate | 29.58 | 31.05 | 32.60 | 34.24 | 35.95 | | | |
| | | | | Bi-Weekly Rate | 2366.40 | 2484.00 | 2608.00 | 2739.20 | 2876.00 | | | |
| | | | | Monthly | 5127.20 | 5382.00 | 5650.67 | 5934.93 | 6231.33 | | | |
| EQUIPMENT MECHANIC, LEAD | A345 | 19-JUN-2015 | AFSCME | Hourly Rate | 32.02 | 33.62 | 35.31 | 37.08 | 38.93 | | | |
| | | | | Bi-Weekly Rate | 2561.60 | 2689.60 | 2824.80 | 2966.40 | 3114.40 | | | |
| | | | | Monthly | 5550.13 | 5827.47 | 6120.40 | 6427.20 | 6747.87 | | | |
| EQUIPMENT OPERATOR | A175 | 19-JUN-2015 | AFSCME | Hourly Rate | 29.66 | 31.13 | 32.69 | 34.33 | 36.04 | | | |
| | | | | Bi-Weekly Rate | 2372.80 | 2490.40 | 2615.20 | 2746.40 | 2883.20 | | | |
| | | | | Monthly | 5141.07 | 5395.87 | 5666.27 | 5950.53 | 6246.93 | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|---|----------|-------------|--------------|----------------|----------|-----------|----------|-----------|----------|--------|--------|--------|--------|
| | | DATE | | | | | | | | | | | |
| EXECUTIVE ASSISTANT TO THE CITY MANAGER | O410 | 25-SEP-2015 | CONFID | Hourly Rate | 33.98 | 35.68 | 37.46 | 39.34 | 41.31 | | | | |
| | | | | Bi-Weekly Rate | 2718.40 | 2854.40 | 2996.80 | 3147.20 | 3304.80 | | | | |
| | | | | Monthly | 5889.87 | 6184.53 | 6493.07 | 6818.93 | 7160.40 | | | | |
| FINANCE DIRECTOR | N145 | 19-JUN-2015 | EXEC | Hourly Rate | 75.38 | 79.15 | 83.11 | 87.26 | 91.62 | | | | |
| | | | | Bi-Weekly Rate | 6030.40 | 6332.00 | 6648.80 | 6980.80 | 7329.60 | | | | |
| | | | | Monthly | 13065.87 | 13719.33 | 14405.73 | 15125.07 | 15880.80 | | | | |
| FINANCIAL ANALYST I | M600 | 17-JUL-2015 | MID MGMT | Hourly Rate | 33.60 | 35.28 | 37.06 | 38.90 | 40.85 | | | | |
| | | | | Bi-Weekly Rate | 2688.00 | 2822.40 | 2964.80 | 3112.00 | 3268.00 | | | | |
| | | | | Monthly | 5824.00 | 6115.20 | 6423.73 | 6742.67 | 7080.67 | | | | |
| FINANCIAL ANALYST II | M610 | 17-JUL-2015 | MID MGMT | Hourly Rate | 36.94 | 38.80 | 40.74 | 42.78 | 44.92 | | | | |
| | | | | Bi-Weekly Rate | 2955.20 | 3104.00 | 3259.20 | 3422.40 | 3593.60 | | | | |
| | | | | Monthly | 6402.93 | 6725.33 | 7061.60 | 7415.20 | 7786.13 | | | | |
| FINANCIAL ANALYST, SENIOR | M615 | 17-JUL-2015 | MID MGMT | Hourly Rate | 40.65 | 42.68 | 44.81 | 47.05 | 49.40 | | | | |
| | | | | Bi-Weekly Rate | 3252.00 | 3414.40 | 3584.80 | 3764.00 | 3952.00 | | | | |
| | | | | Monthly | 7046.00 | 7397.87 | 7767.07 | 8155.33 | 8562.67 | | | | |
| FINANCIAL SERVICES MANAGER | M770 | 17-JUL-2015 | MID MGMT | Hourly Rate | 52.25 | 54.87 | 57.61 | 60.50 | 63.52 | | | | |
| | | | | Bi-Weekly Rate | 4180.00 | 4389.60 | 4608.80 | 4840.00 | 5081.60 | | | | |
| | | | | Monthly | 9056.67 | 9510.80 | 9985.73 | 10486.67 | 11010.13 | | | | |
| FIRE APPARATUS ENGINEER | B120 | 19-JUN-2015 | IAFF | Hourly Rate | 27.87 | 29.26 | 30.72 | 32.26 | 33.87 | | | | |
| | | | | FF 112 BW | 3121.44 | 3277.12 | 3440.64 | 3613.12 | 3793.44 | | | | |
| | | | | FF 112 Monthly | 6763.12 | 7100.4267 | 7454.72 | 7828.4267 | 8219.12 | | | | |
| FIRE BATTALION CHIEF (40 HOURS) | M205 | 19-JUN-2015 | PSM FIRE 80 | Hourly Rate | 64.38 | 67.60 | 70.98 | 74.53 | 78.26 | | | | |
| | | | | Bi-Weekly Rate | 5150.40 | 5408.00 | 5678.40 | 5962.40 | 6260.80 | | | | |
| | | | | Monthly | 11159.20 | 11717.33 | 12303.20 | 12918.53 | 13565.07 | | | | |
| FIRE BATTALION CHIEF (56 HOURS) | M390 | 19-JUN-2015 | PSM FIRE 112 | Hourly Rate | 45.92 | 48.22 | 50.62 | 53.16 | 55.81 | | | | |
| | | | | FF 112 BW | 5143.04 | 5400.64 | 5669.44 | 5953.92 | 6250.72 | | | | |
| | | | | FF 112 Monthly | 11143.25 | 11701.39 | 12283.79 | 12900.16 | 13543.23 | | | | |
| FIRE CAPTAIN | B100 | 19-JUN-2015 | IAFF | Hourly Rate | 32.42 | 34.04 | 35.74 | 37.53 | 39.40 | | | | |
| | | | | FF 112 BW | 3631.04 | 3812.48 | 4002.88 | 4203.36 | 4412.80 | | | | |
| | | | | FF 112 Monthly | 7867.25 | 8260.37 | 8672.91 | 9107.28 | 9561.07 | | | | |
| FIRE CHIEF | N150 | 19-JUN-2015 | EXEC | Hourly Rate | 84.12 | 88.32 | 92.74 | 97.37 | 102.25 | | | | |
| | | | | Bi-Weekly Rate | 6729.60 | 7065.60 | 7419.20 | 7789.60 | 8180.00 | | | | |
| | | | | Monthly | 14580.80 | 15308.80 | 16074.93 | 16877.47 | 17723.33 | | | | |
| FIRE CHIEF, DEPUTY | M110 | 19-JUN-2015 | PSM FIRE 80 | Hourly Rate | 74.93 | 78.68 | 82.62 | 86.75 | 91.08 | | | | |
| | | | | Bi-Weekly Rate | 5994.40 | 6294.40 | 6609.60 | 6940.00 | 7286.40 | | | | |
| | | | | Monthly | 12987.87 | 13637.87 | 14320.80 | 15036.67 | 15787.20 | | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|-------------------------------------|----------|-------------|-------------|----------------|----------|----------|----------|----------|----------|---------|--------|--------|--------|
| | | DATE | | | | | | | | | | | |
| FIRE COURIER - HOURLY | X540 | 19-JUN-2015 | HOURLY | Hourly Rate | 17.33 | 18.20 | 19.10 | 20.05 | 21.06 | | | | |
| | | | | Bi-Weekly Rate | 1386.40 | 1456.00 | 1528.00 | 1604.00 | 1684.80 | | | | |
| | | | | Monthly | 3003.87 | 3154.67 | 3310.67 | 3475.33 | 3650.40 | | | | |
| FIRE MARSHAL | M410 | 19-JUN-2015 | PSM FIRE 80 | Hourly Rate | 64.38 | 67.60 | 70.98 | 74.53 | 78.26 | | | | |
| | | | | Bi-Weekly Rate | 5150.40 | 5408.00 | 5678.40 | 5962.40 | 6260.80 | | | | |
| | | | | Monthly | 11159.20 | 11717.33 | 12303.20 | 12918.53 | 13565.07 | | | | |
| FIREFIGHTER | B125 | 19-JUN-2015 | IAFF | Hourly Rate | 25.27 | 26.53 | 27.86 | 29.25 | 30.71 | 32.25 | | | |
| | | | | FF 112 BW | 2830.24 | 2971.36 | 3120.32 | 3276.00 | 3439.52 | 3612.00 | | | |
| | | | | FF 112 Monthly | 6132.19 | 6437.95 | 6760.69 | 7098.00 | 7452.29 | 7826.00 | | | |
| GROUNDSPERSON | A505 | 19-JUN-2015 | AFSCME | Hourly Rate | 27.00 | 28.35 | 29.76 | 31.25 | 32.82 | | | | |
| | | | | Bi-Weekly Rate | 2160.00 | 2268.00 | 2380.80 | 2500.00 | 2625.60 | | | | |
| | | | | Monthly | 4680.00 | 4914.00 | 5158.40 | 5416.67 | 5688.80 | | | | |
| HUMAN RESOURCES ANALYST I | M700 | 17-JUL-2015 | MID MGMT | Hourly Rate | 33.54 | 35.21 | 36.96 | 38.82 | 40.76 | | | | |
| | | | | Bi-Weekly Rate | 2683.20 | 2816.80 | 2956.80 | 3105.60 | 3260.80 | | | | |
| | | | | Monthly | 5813.60 | 6103.07 | 6406.40 | 6728.80 | 7065.07 | | | | |
| HUMAN RESOURCES ANALYST II | M270 | 17-JUL-2015 | MID MGMT | Hourly Rate | 36.87 | 38.72 | 40.65 | 42.68 | 44.81 | | | | |
| | | | | Bi-Weekly Rate | 2949.60 | 3097.60 | 3252.00 | 3414.40 | 3584.80 | | | | |
| | | | | Monthly | 6390.80 | 6711.47 | 7046.00 | 7397.87 | 7767.07 | | | | |
| HUMAN RESOURCES ANALYST, SENIOR | M271 | 17-JUL-2015 | MID MGMT | Hourly Rate | 40.56 | 42.59 | 44.72 | 46.95 | 49.31 | | | | |
| | | | | Bi-Weekly Rate | 3244.80 | 3407.20 | 3577.60 | 3756.00 | 3944.80 | | | | |
| | | | | Monthly | 7030.40 | 7382.27 | 7751.47 | 8138.00 | 8547.07 | | | | |
| HUMAN RESOURCES CLERK - HOURLY | X310 | 25-SEP-2015 | HOURLY | Hourly Rate | 26.24 | 27.55 | 28.93 | 30.39 | 31.90 | | | | |
| | | | | Bi-Weekly Rate | 2099.20 | 2204.00 | 2314.40 | 2431.20 | 2552.00 | | | | |
| | | | | Monthly | 4548.27 | 4775.33 | 5014.53 | 5267.60 | 5529.33 | | | | |
| HUMAN RESOURCES DIRECTOR | N130 | 19-JUN-2015 | EXEC | Hourly Rate | 73.73 | 77.42 | 81.28 | 85.35 | 89.62 | | | | |
| | | | | Bi-Weekly Rate | 5898.40 | 6193.60 | 6502.40 | 6828.00 | 7169.60 | | | | |
| | | | | Monthly | 12779.87 | 13419.47 | 14088.53 | 14794.00 | 15534.13 | | | | |
| HUMAN RESOURCES MANAGER | M775 | 17-JUL-2015 | MID MGMT | Hourly Rate | 48.62 | 51.06 | 53.61 | 56.30 | 59.11 | | | | |
| | | | | Bi-Weekly Rate | 3889.60 | 4084.80 | 4288.80 | 4504.00 | 4728.80 | | | | |
| | | | | Monthly | 8427.47 | 8850.40 | 9292.40 | 9758.67 | 10245.73 | | | | |
| HUMAN RESOURCES TECHNICIAN | O265 | 25-SEP-2015 | CONFID | Hourly Rate | 27.65 | 29.02 | 30.48 | 32.00 | 33.61 | | | | |
| | | | | Bi-Weekly Rate | 2212.00 | 2321.60 | 2438.40 | 2560.00 | 2688.80 | | | | |
| | | | | Monthly | 4792.67 | 5030.13 | 5283.20 | 5546.67 | 5825.73 | | | | |
| HUMAN RESOURCES TECHNICIAN - HOURLY | X265 | 25-SEP-2015 | HOURLY | Hourly Rate | 27.65 | 29.02 | 30.48 | 32.00 | 33.61 | | | | |
| | | | | Bi-Weekly Rate | 2212.00 | 2321.60 | 2438.40 | 2560.00 | 2688.80 | | | | |
| | | | | Monthly | 4792.67 | 5030.13 | 5283.20 | 5546.67 | 5825.73 | | | | |
| INFORMATION SYSTEMS ADMINISTRATOR | M650 | 17-JUL-2015 | MID MGMT | Hourly Rate | 48.24 | 50.65 | 53.18 | 55.85 | 58.63 | | | | |
| | | | | Bi-Weekly Rate | 3859.20 | 4052.00 | 4254.40 | 4468.00 | 4690.40 | | | | |
| | | | | Monthly | 8361.60 | 8779.33 | 9217.87 | 9680.67 | 10162.53 | | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|---|----------|-------------|-------------|----------------|----------|---------|----------|----------|----------|--------|--------|--------|--------|
| | | DATE | | | | | | | | | | | |
| INFORMATION SYSTEMS ADMINISTRATOR, SENIOR | M790 | 17-JUL-2015 | MID MGMT | Hourly Rate | 50.64 | 53.17 | 55.85 | 58.63 | 61.56 | | | | |
| | | | | Bi-Weekly Rate | 4051.20 | 4253.60 | 4468.00 | 4690.40 | 4924.80 | | | | |
| | | | | Monthly | 8777.60 | 9216.13 | 9680.67 | 10162.53 | 10670.40 | | | | |
| INFORMATION TECHNOLOGY MANAGER | M805 | 09-DEC-2015 | MID MGMT | Hourly Rate | 53.30 | 55.97 | 58.77 | 61.71 | 64.79 | | | | |
| | | | | Bi-Weekly Rate | 4264.00 | 4477.60 | 4701.60 | 4936.80 | 5183.20 | | | | |
| | | | | Monthly | 9238.67 | 9701.47 | 10186.80 | 10696.40 | 11230.27 | | | | |
| LABORATORY CHEMIST | D120 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 38.40 | 40.32 | 42.34 | 44.46 | 46.67 | | | | |
| | | | | Bi-Weekly Rate | 3072.00 | 3225.60 | 3387.20 | 3556.80 | 3733.60 | | | | |
| | | | | Monthly | 6656.00 | 6988.80 | 7338.93 | 7706.40 | 8089.47 | | | | |
| LABORATORY CHEMIST - HOURLY | X545 | 03-JUL-2015 | HOURLY | Hourly Rate | 38.40 | 40.32 | 42.34 | 44.46 | 46.67 | | | | |
| | | | | Bi-Weekly Rate | 3072.00 | 3225.60 | 3387.20 | 3556.80 | 3733.60 | | | | |
| | | | | Monthly | 6656.00 | 6988.80 | 7338.93 | 7706.40 | 8089.47 | | | | |
| LABORATORY CHEMIST, SENIOR | D170 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 44.35 | 46.56 | 48.90 | 51.34 | 53.91 | | | | |
| | | | | Bi-Weekly Rate | 3548.00 | 3724.80 | 3912.00 | 4107.20 | 4312.80 | | | | |
| | | | | Monthly | 7687.33 | 8070.40 | 8476.00 | 8898.93 | 9344.40 | | | | |
| LABORATORY SUPERVISOR | M220 | 17-JUL-2015 | MID MGMT | Hourly Rate | 45.94 | 48.24 | 50.65 | 53.18 | 55.85 | | | | |
| | | | | Bi-Weekly Rate | 3675.20 | 3859.20 | 4052.00 | 4254.40 | 4468.00 | | | | |
| | | | | Monthly | 7962.93 | 8361.60 | 8779.33 | 9217.87 | 9680.67 | | | | |
| LIBRARIAN I | A210 | 19-JUN-2015 | AFSCME | Hourly Rate | 27.48 | 28.86 | 30.30 | 31.81 | 33.41 | | | | |
| | | | | Bi-Weekly Rate | 2198.40 | 2308.80 | 2424.00 | 2544.80 | 2672.80 | | | | |
| | | | | Monthly | 4763.20 | 5002.40 | 5252.00 | 5513.73 | 5791.07 | | | | |
| LIBRARIAN I - HOURLY | X210 | 19-JUN-2015 | HOURLY | Hourly Rate | 27.48 | 28.86 | 30.30 | 31.81 | 33.41 | | | | |
| | | | | Bi-Weekly Rate | 2198.40 | 2308.80 | 2424.00 | 2544.80 | 2672.80 | | | | |
| | | | | Monthly | 4763.20 | 5002.40 | 5252.00 | 5513.73 | 5791.07 | | | | |
| LIBRARIAN II | A240 | 19-JUN-2015 | AFSCME | Hourly Rate | 30.24 | 31.75 | 33.34 | 35.01 | 36.76 | | | | |
| | | | | Bi-Weekly Rate | 2419.20 | 2540.00 | 2667.20 | 2800.80 | 2940.80 | | | | |
| | | | | Monthly | 5241.60 | 5503.33 | 5778.93 | 6068.40 | 6371.73 | | | | |
| LIBRARIAN II - HOURLY | X670 | 19-JUN-2015 | HOURLY | Hourly Rate | 30.24 | 31.75 | 33.34 | 35.01 | 36.76 | | | | |
| | | | | Bi-Weekly Rate | 2419.20 | 2540.00 | 2667.20 | 2800.80 | 2940.80 | | | | |
| | | | | Monthly | 5241.60 | 5503.33 | 5778.93 | 6068.40 | 6371.73 | | | | |
| LIBRARY ASSISTANT I | A220 | 19-JUN-2015 | AFSCME | Hourly Rate | 21.58 | 22.66 | 23.80 | 24.99 | 26.23 | | | | |
| | | | | Bi-Weekly Rate | 1726.40 | 1812.80 | 1904.00 | 1999.20 | 2098.40 | | | | |
| | | | | Monthly | 3740.53 | 3927.73 | 4125.33 | 4331.60 | 4546.53 | | | | |
| LIBRARY ASSISTANT I - HOURLY | X220 | 19-JUN-2015 | HOURLY | Hourly Rate | 21.58 | 22.66 | 23.80 | 24.99 | 26.23 | | | | |
| | | | | Bi-Weekly Rate | 1726.40 | 1812.80 | 1904.00 | 1999.20 | 2098.40 | | | | |
| | | | | Monthly | 3740.53 | 3927.73 | 4125.33 | 4331.60 | 4546.53 | | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|--|----------|-------------|----------|----------------|----------|----------|----------|----------|----------|--------|--------|--------|--------|
| | | DATE | | | | | | | | | | | |
| LIBRARY ASSISTANT II | A215 | 19-JUN-2015 | AFSCME | Hourly Rate | 23.83 | 25.02 | 26.28 | 27.59 | 28.97 | | | | |
| | | | | Bi-Weekly Rate | 1906.40 | 2001.60 | 2102.40 | 2207.20 | 2317.60 | | | | |
| | | | | Monthly | 4130.53 | 4336.80 | 4555.20 | 4782.27 | 5021.47 | | | | |
| LIBRARY ASSISTANT II - HOURLY | X225 | 19-JUN-2015 | HOURLY | Hourly Rate | 23.83 | 25.02 | 26.28 | 27.59 | 28.97 | | | | |
| | | | | Bi-Weekly Rate | 1906.40 | 2001.60 | 2102.40 | 2207.20 | 2317.60 | | | | |
| | | | | Monthly | 4130.53 | 4336.80 | 4555.20 | 4782.27 | 5021.47 | | | | |
| LIBRARY CLERK - HOURLY | X235 | 24-APR-2015 | HOURLY | Hourly Rate | 13.78 | 14.47 | 15.19 | 15.95 | 16.75 | | | | |
| | | | | Bi-Weekly Rate | 1102.40 | 1157.60 | 1215.20 | 1276.00 | 1340.00 | | | | |
| | | | | Monthly | 2388.53 | 2508.13 | 2632.93 | 2764.67 | 2903.33 | | | | |
| LIBRARY DIRECTOR | N110 | 19-JUN-2015 | EXEC | Hourly Rate | 73.73 | 77.42 | 81.28 | 85.35 | 89.62 | | | | |
| | | | | Bi-Weekly Rate | 5898.40 | 6193.60 | 6502.40 | 6828.00 | 7169.60 | | | | |
| | | | | Monthly | 12779.87 | 13419.47 | 14088.53 | 14794.00 | 15534.13 | | | | |
| LIBRARY DIRECTOR, ASSISTANT | M640 | 17-JUL-2015 | MID MGMT | Hourly Rate | 48.23 | 50.64 | 53.17 | 55.83 | 58.62 | | | | |
| | | | | Bi-Weekly Rate | 3858.40 | 4051.20 | 4253.60 | 4466.40 | 4689.60 | | | | |
| | | | | Monthly | 8359.87 | 8777.60 | 9216.13 | 9677.20 | 10160.80 | | | | |
| LIBRARY PAGE - HOURLY | X250 | 24-APR-2015 | HOURLY | Hourly Rate | 10.00 | 10.50 | 11.03 | 11.58 | 12.16 | | | | |
| | | | | Bi-Weekly Rate | 800.00 | 840.00 | 882.40 | 926.40 | 972.80 | | | | |
| | | | | Monthly | 1733.33 | 1820.00 | 1911.87 | 2007.20 | 2107.73 | | | | |
| LIBRARY PROGRAM MANAGER | M235 | 17-JUL-2015 | MID MGMT | Hourly Rate | 38.23 | 40.15 | 42.16 | 44.27 | 46.48 | | | | |
| | | | | Bi-Weekly Rate | 3058.40 | 3212.00 | 3372.80 | 3541.60 | 3718.40 | | | | |
| | | | | Monthly | 6626.53 | 6959.33 | 7307.73 | 7673.47 | 8056.53 | | | | |
| LIBRARY SPECIALIST, SUPERVISING | A670 | 19-JUN-2015 | AFSCME | Hourly Rate | 28.21 | 29.62 | 31.11 | 32.66 | 34.30 | | | | |
| | | | | Bi-Weekly Rate | 2256.80 | 2369.60 | 2488.80 | 2612.80 | 2744.00 | | | | |
| | | | | Monthly | 4889.73 | 5134.13 | 5392.40 | 5661.07 | 5945.33 | | | | |
| LITERACY PROGRAM MANAGER | M500 | 17-JUL-2015 | MID MGMT | Hourly Rate | 38.23 | 40.15 | 42.16 | 44.27 | 46.48 | | | | |
| | | | | Bi-Weekly Rate | 3058.40 | 3212.00 | 3372.80 | 3541.60 | 3718.40 | | | | |
| | | | | Monthly | 6626.53 | 6959.33 | 7307.73 | 7673.47 | 8056.53 | | | | |
| LITERACY SERVICES ASSISTANT COORDINATOR - HOURLY | X655 | 19-JUN-2015 | HOURLY | Hourly Rate | 23.83 | 25.02 | 26.28 | 27.59 | 28.97 | | | | |
| | | | | Bi-Weekly Rate | 1906.40 | 2001.60 | 2102.40 | 2207.20 | 2317.60 | | | | |
| | | | | Monthly | 4130.53 | 4336.80 | 4555.20 | 4782.27 | 5021.47 | | | | |
| LITERACY SERVICES ASSISTANT I - HOURLY | X665 | 19-JUN-2015 | HOURLY | Hourly Rate | 21.58 | 22.66 | 23.80 | 24.99 | 26.23 | | | | |
| | | | | Bi-Weekly Rate | 1726.40 | 1812.80 | 1904.00 | 1999.20 | 2098.40 | | | | |
| | | | | Monthly | 3740.53 | 3927.73 | 4125.33 | 4331.60 | 4546.53 | | | | |
| LITERACY SERVICES COORDINATOR | A445 | 19-JUN-2015 | AFSCME | Hourly Rate | 31.04 | 32.59 | 34.22 | 35.93 | 37.74 | | | | |
| | | | | Bi-Weekly Rate | 2483.20 | 2607.20 | 2737.60 | 2874.40 | 3019.20 | | | | |
| | | | | Monthly | 5380.27 | 5648.93 | 5931.47 | 6227.87 | 6541.60 | | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|--------------------------------------|----------|-------------|----------|----------------|----------|---------|---------|---------|---------|--------|--------|--------|--------|
| | | DATE | | | | | | | | | | | |
| LOCAL HISTORY SPECIALIST - HOURLY | X630 | 29-JUN-2007 | HOURLY | Hourly Rate | 23.21 | 24.37 | 25.59 | 26.87 | 28.21 | | | | |
| | | | | Bi-Weekly Rate | 1856.80 | 1949.60 | 2047.20 | 2149.60 | 2256.80 | | | | |
| | | | | Monthly | 4023.07 | 4224.13 | 4435.60 | 4657.47 | 4889.73 | | | | |
| MAINTENANCE CRAFTSWORKER | A280 | 19-JUN-2015 | AFSCME | Hourly Rate | 28.44 | 29.86 | 31.36 | 32.93 | 34.57 | | | | |
| | | | | Bi-Weekly Rate | 2275.20 | 2388.80 | 2508.80 | 2634.40 | 2765.60 | | | | |
| | | | | Monthly | 4929.60 | 5175.73 | 5435.73 | 5707.87 | 5992.13 | | | | |
| MAINTENANCE PROGRAM MANAGER | M750 | 17-JUL-2015 | MID MGMT | Hourly Rate | 46.41 | 48.74 | 51.16 | 53.72 | 56.42 | | | | |
| | | | | Bi-Weekly Rate | 3712.80 | 3899.20 | 4092.80 | 4297.60 | 4513.60 | | | | |
| | | | | Monthly | 8044.40 | 8448.27 | 8867.73 | 9311.47 | 9779.47 | | | | |
| MAINTENANCE SUPERVISOR | M255 | 17-JUL-2015 | MID MGMT | Hourly Rate | 37.08 | 38.92 | 40.87 | 42.91 | 45.05 | | | | |
| | | | | Bi-Weekly Rate | 2966.40 | 3113.60 | 3269.60 | 3432.80 | 3604.00 | | | | |
| | | | | Monthly | 6427.20 | 6746.13 | 7084.13 | 7437.73 | 7808.67 | | | | |
| MANAGEMENT ANALYST I | M570 | 17-JUL-2015 | MID MGMT | Hourly Rate | 36.10 | 37.91 | 39.80 | 41.79 | 43.88 | | | | |
| | | | | Bi-Weekly Rate | 2888.00 | 3032.80 | 3184.00 | 3343.20 | 3510.40 | | | | |
| | | | | Monthly | 6257.33 | 6571.07 | 6898.67 | 7243.60 | 7605.87 | | | | |
| MANAGEMENT ANALYST II | M560 | 17-JUL-2015 | MID MGMT | Hourly Rate | 39.71 | 41.70 | 43.78 | 45.96 | 48.26 | | | | |
| | | | | Bi-Weekly Rate | 3176.80 | 3336.00 | 3502.40 | 3676.80 | 3860.80 | | | | |
| | | | | Monthly | 6883.07 | 7228.00 | 7588.53 | 7966.40 | 8365.07 | | | | |
| MEMBER, CULTURAL ARTS COMMISSION | X164 | 30-MAY-2008 | BD CMS | Hourly Rate | 50.00 | | | | | | | | |
| MEMBER, DESIGN REVIEW BOARD | X155 | 01-JAN-0001 | BD CMS | Hourly Rate | 50.00 | | | | | | | | |
| MEMBER, HISTORICAL COMMISSION | X165 | 01-JAN-0001 | BD CMS | Hourly Rate | 50.00 | | | | | | | | |
| MEMBER, HOUSING AUTHORITY COMMISSION | X175 | 01-JAN-0001 | BD CMS | Hourly Rate | 50.00 | | | | | | | | |
| MEMBER, LIBRARY BOARD | X230 | 01-JAN-0001 | BD CMS | Hourly Rate | 50.00 | | | | | | | | |
| MEMBER, PARKING PLACE COMMISSION | X295 | 01-JAN-0001 | BD CMS | Hourly Rate | 50.00 | | | | | | | | |

| JOB TITLE | JOB CODE | EFFECTIVE DATE | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|---------------------------------------|----------|----------------|------------|----------------|---------|---------|---------|---------|----------|---------|--------|--------|
| MEMBER, PARKS & RECREATION COMMISSION | X285 | 01-JAN-0001 | BD CMS | Hourly Rate | 50.00 | | | | | | | |
| | | | | | | | | | | | | |
| MEMBER, PERSONNEL BOARD | X305 | 01-JAN-0001 | BD CMS | Hourly Rate | 50.00 | | | | | | | |
| | | | | | | | | | | | | |
| MEMBER, PLANNING COMMISSION | X315 | 01-JAN-0001 | BD CMS | Hourly Rate | 50.00 | | | | | | | |
| | | | | | | | | | | | | |
| MISCELLANEOUS HOURLY | X280 | 24-APR-2015 | HOURLY | Hourly Rate | 10.00 | | | | 80.00 | | | |
| | | | | Bi-Weekly Rate | 800.00 | | | | 6400.00 | | | |
| | | | | Monthly | 1733.33 | | | | 13866.67 | | | |
| OFFICE ASSISTANT - HOURLY | X440 | 19-JUN-2015 | HOURLY | Hourly Rate | 20.24 | 21.25 | 22.32 | 23.44 | 24.61 | | | |
| | | | | Bi-Weekly Rate | 1619.20 | 1700.00 | 1785.60 | 1875.20 | 1968.80 | | | |
| | | | | Monthly | 3508.27 | 3683.33 | 3868.80 | 4062.93 | 4265.73 | | | |
| | | | | | | p | | | | | | |
| OFFICE SPECIALIST | A295 | 19-JUN-2015 | AFSCME | Hourly Rate | 22.26 | 23.38 | 24.55 | 25.78 | 27.07 | | | |
| | | | | Bi-Weekly Rate | 1780.80 | 1870.40 | 1964.00 | 2062.40 | 2165.60 | | | |
| | | | | Monthly | 3858.40 | 4052.53 | 4255.33 | 4468.53 | 4692.13 | | | |
| OFFICE SPECIALIST - HOURLY | X415 | 19-JUN-2015 | HOURLY | Hourly Rate | 22.26 | 23.38 | 24.55 | 25.78 | 27.07 | | | |
| | | | | Bi-Weekly Rate | 1780.80 | 1870.40 | 1964.00 | 2062.40 | 2165.60 | | | |
| | | | | Monthly | 3858.40 | 4052.53 | 4255.33 | 4468.53 | 4692.13 | | | |
| PARAMEDIC FIREFIGHTER | B130 | 19-JUN-2015 | IAFF | Hourly Rate | 28.49 | 29.92 | 31.42 | 32.99 | 34.64 | 36.37 | | |
| | | | | FF 112 BW | 3190.88 | 3351.04 | 3519.04 | 3694.88 | 3879.68 | 4073.44 | | |
| | | | | FF 112 Monthly | 6913.57 | 7260.59 | 7624.59 | 8005.57 | 8405.97 | 8825.79 | | |
| PARK MAINTENANCE WORKER | A250 | 19-JUN-2015 | AFSCME | Hourly Rate | 24.04 | 25.24 | 26.50 | 27.82 | 29.22 | | | |
| | | | | Bi-Weekly Rate | 1923.20 | 2019.20 | 2120.00 | 2225.60 | 2337.60 | | | |
| | | | | Monthly | 4166.93 | 4374.93 | 4593.33 | 4822.13 | 5064.80 | | | |
| PARK MAINTENANCE WORKER - HOURLY | X300 | 19-JUN-2015 | HOURLY | Hourly Rate | 24.04 | 25.24 | 26.50 | 27.82 | 29.22 | | | |
| | | | | Bi-Weekly Rate | 1923.20 | 2019.20 | 2120.00 | 2225.60 | 2337.60 | | | |
| | | | | Monthly | 4166.93 | 4374.93 | 4593.33 | 4822.13 | 5064.80 | | | |
| PARK MAINTENANCE WORKER, LEAD | A195 | 19-JUN-2015 | AFSCME | Hourly Rate | 28.61 | 30.04 | 31.54 | 33.12 | 34.78 | | | |
| | | | | Bi-Weekly Rate | 2288.80 | 2403.20 | 2523.20 | 2649.60 | 2782.40 | | | |
| | | | | Monthly | 4959.07 | 5206.93 | 5466.93 | 5740.80 | 6028.53 | | | |
| PARK MAINTENANCE WORKER, SENIOR | A350 | 19-JUN-2015 | AFSCME | Hourly Rate | 25.75 | 27.04 | 28.39 | 29.81 | 31.30 | | | |
| | | | | Bi-Weekly Rate | 2060.00 | 2163.20 | 2271.20 | 2384.80 | 2504.00 | | | |
| | | | | Monthly | 4463.33 | 4686.93 | 4920.93 | 5167.07 | 5425.33 | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|--------------------------------------|----------|-------------|-------------|----------------|----------|----------|----------|----------|----------|--------|--------|--------|--------|
| | | DATE | | | | | | | | | | | |
| PARKING ENFORCEMENT OFFICER | C175 | 19-JUN-2015 | PO NONSWORN | Hourly Rate | 22.09 | 23.19 | 24.36 | 25.58 | 26.85 | | | | |
| | | | | Bi-Weekly Rate | 1767.20 | 1855.20 | 1948.80 | 2046.40 | 2148.00 | | | | |
| | | | | Monthly | 3828.93 | 4019.60 | 4222.40 | 4433.87 | 4654.00 | | | | |
| PARKING ENFORCEMENT OFFICER - HOURLY | X180 | 19-JUN-2015 | HOURLY | Hourly Rate | 22.09 | 23.19 | 24.36 | 25.58 | 26.85 | | | | |
| | | | | Bi-Weekly Rate | 1767.20 | 1855.20 | 1948.80 | 2046.40 | 2148.00 | | | | |
| | | | | Monthly | 3828.93 | 4019.60 | 4222.40 | 4433.87 | 4654.00 | | | | |
| PARKING SYSTEM TECHNICIAN | A245 | 19-JUN-2015 | AFSCME | Hourly Rate | 28.61 | 30.04 | 31.54 | 33.12 | 34.78 | | | | |
| | | | | Bi-Weekly Rate | 2288.80 | 2403.20 | 2523.20 | 2649.60 | 2782.40 | | | | |
| | | | | Monthly | 4959.07 | 5206.93 | 5466.93 | 5740.80 | 6028.53 | | | | |
| PARKS & RECREATION DIRECTOR | N175 | 19-JUN-2015 | EXEC | Hourly Rate | 73.82 | 77.51 | 81.38 | 85.45 | 89.73 | | | | |
| | | | | Bi-Weekly Rate | 5905.60 | 6200.80 | 6510.40 | 6836.00 | 7178.40 | | | | |
| | | | | Monthly | 12795.47 | 13435.07 | 14105.87 | 14811.33 | 15553.20 | | | | |
| PAYROLL ADMINISTRATOR | M785 | 17-JUL-2015 | MID MGMT | Hourly Rate | 35.28 | 37.06 | 38.90 | 40.85 | 42.90 | | | | |
| | | | | Bi-Weekly Rate | 2822.40 | 2964.80 | 3112.00 | 3268.00 | 3432.00 | | | | |
| | | | | Monthly | 6115.20 | 6423.73 | 6742.67 | 7080.67 | 7436.00 | | | | |
| PERMIT TECHNICIAN | A460 | 19-JUN-2015 | AFSCME | Hourly Rate | 32.53 | 34.16 | 35.88 | 37.67 | 39.55 | | | | |
| | | | | Bi-Weekly Rate | 2602.40 | 2732.80 | 2870.40 | 3013.60 | 3164.00 | | | | |
| | | | | Monthly | 5638.53 | 5921.07 | 6219.20 | 6529.47 | 6855.33 | | | | |
| PLANNER, ASSOCIATE | M125 | 17-JUL-2015 | MID MGMT | Hourly Rate | 35.64 | 37.41 | 39.29 | 41.26 | 43.32 | | | | |
| | | | | Bi-Weekly Rate | 2851.20 | 2992.80 | 3143.20 | 3300.80 | 3465.60 | | | | |
| | | | | Monthly | 6177.60 | 6484.40 | 6810.27 | 7151.73 | 7508.80 | | | | |
| PLANNER, ASSOCIATE - HOURLY | X125 | 17-JUL-2015 | HOURLY | Hourly Rate | 35.64 | 37.41 | 39.29 | 41.26 | 43.32 | | | | |
| | | | | Bi-Weekly Rate | 2851.20 | 2992.80 | 3143.20 | 3300.80 | 3465.60 | | | | |
| | | | | Monthly | 6177.60 | 6484.40 | 6810.27 | 7151.73 | 7508.80 | | | | |
| PLANNER, PRINCIPAL | M590 | 17-JUL-2015 | MID MGMT | Hourly Rate | 47.42 | 49.80 | 52.29 | 54.90 | 57.65 | | | | |
| | | | | Bi-Weekly Rate | 3793.60 | 3984.00 | 4183.20 | 4392.00 | 4612.00 | | | | |
| | | | | Monthly | 8219.47 | 8632.00 | 9063.60 | 9516.00 | 9992.67 | | | | |
| PLANNER, SENIOR | M335 | 17-JUL-2015 | MID MGMT | Hourly Rate | 44.15 | 46.35 | 48.66 | 51.10 | 53.65 | | | | |
| | | | | Bi-Weekly Rate | 3532.00 | 3708.00 | 3892.80 | 4088.00 | 4292.00 | | | | |
| | | | | Monthly | 7652.67 | 8034.00 | 8434.40 | 8857.33 | 9299.33 | | | | |
| PLANNER, SENIOR - HOURLY | X335 | 17-JUL-2015 | HOURLY | Hourly Rate | 44.15 | 46.35 | 48.66 | 51.10 | 53.65 | | | | |
| | | | | Bi-Weekly Rate | 3532.00 | 3708.00 | 3892.80 | 4088.00 | 4292.00 | | | | |
| | | | | Monthly | 7652.67 | 8034.00 | 8434.40 | 8857.33 | 9299.33 | | | | |
| PLANNING TECHNICIAN | A462 | 19-JUN-2015 | AFSCME | Hourly Rate | 32.53 | 34.16 | 35.87 | 37.66 | 39.54 | | | | |
| | | | | Bi-Weekly Rate | 2602.40 | 2732.80 | 2869.60 | 3012.80 | 3163.20 | | | | |
| | | | | Monthly | 5638.53 | 5921.07 | 6217.47 | 6527.73 | 6853.60 | | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|------------------------------------|----------|-------------|-------------|----------------|----------|---------|---------|---------|---------|---------|---------|---------|--------|
| | | DATE | | | | | | | | | | | |
| PLANT ELECTRICIAN I | D105 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 33.61 | 35.29 | 37.05 | 38.91 | 40.86 | | | | |
| | | | | Bi-Weekly Rate | 2688.80 | 2823.20 | 2964.00 | 3112.80 | 3268.80 | | | | |
| | | | | Monthly | 5825.73 | 6116.93 | 6422.00 | 6744.40 | 7082.40 | | | | |
| PLANT ELECTRICIAN I - HOURLY | X500 | 03-JUL-2015 | HOURLY | Hourly Rate | 33.61 | 35.29 | 37.05 | 38.91 | 40.86 | | | | |
| | | | | Bi-Weekly Rate | 2688.80 | 2823.20 | 2964.00 | 3112.80 | 3268.80 | | | | |
| | | | | Monthly | 5825.73 | 6116.93 | 6422.00 | 6744.40 | 7082.40 | | | | |
| PLANT ELECTRICIAN II | D140 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 36.97 | 38.83 | 40.76 | 42.80 | 44.95 | | | | |
| | | | | Bi-Weekly Rate | 2957.60 | 3106.40 | 3260.80 | 3424.00 | 3596.00 | | | | |
| | | | | Monthly | 6408.13 | 6730.53 | 7065.07 | 7418.67 | 7791.33 | | | | |
| PLANT MAINTENANCE SUPERVISOR | M745 | 17-JUL-2015 | MID MGMT | Hourly Rate | 45.74 | 48.03 | 50.44 | 52.96 | 55.60 | | | | |
| | | | | Bi-Weekly Rate | 3659.20 | 3842.40 | 4035.20 | 4236.80 | 4448.00 | | | | |
| | | | | Monthly | 7928.27 | 8325.20 | 8742.93 | 9179.73 | 9637.33 | | | | |
| PLANT MECHANIC - HOURLY | X355 | 03-JUL-2015 | HOURLY | Hourly Rate | 30.91 | 32.45 | 34.08 | 35.78 | 37.57 | | | | |
| | | | | Bi-Weekly Rate | 2472.80 | 2596.00 | 2726.40 | 2862.40 | 3005.60 | | | | |
| | | | | Monthly | 5357.73 | 5624.67 | 5907.20 | 6201.87 | 6512.13 | | | | |
| PLANT MECHANIC I | D130 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 30.91 | 32.45 | 34.08 | 35.78 | 37.57 | | | | |
| | | | | Bi-Weekly Rate | 2472.80 | 2596.00 | 2726.40 | 2862.40 | 3005.60 | | | | |
| | | | | Monthly | 5357.73 | 5624.67 | 5907.20 | 6201.87 | 6512.13 | | | | |
| PLANT MECHANIC II | D135 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 34.01 | 35.71 | 37.49 | 39.36 | 41.34 | | | | |
| | | | | Bi-Weekly Rate | 2720.80 | 2856.80 | 2999.20 | 3148.80 | 3307.20 | | | | |
| | | | | Monthly | 5895.07 | 6189.73 | 6498.27 | 6822.40 | 7165.60 | | | | |
| PLANT MECHANIC, APPRENTICE | D220 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 26.87 | 28.93 | 31.00 | 33.06 | 35.14 | 37.21 | 39.27 | 41.34 | |
| | | | | Bi-Weekly Rate | 2149.60 | 2314.40 | 2480.00 | 2644.80 | 2811.20 | 2976.80 | 3141.60 | 3307.20 | |
| | | | | Monthly | 4657.47 | 5014.53 | 5373.33 | 5730.40 | 6090.93 | 6449.73 | 6806.80 | 7165.60 | |
| PLANT MECHANIC, ASSISTANT - HOURLY | X135 | 03-JUL-2015 | HOURLY | Hourly Rate | 27.82 | 29.21 | 30.68 | 32.21 | 33.82 | | | | |
| | | | | Bi-Weekly Rate | 2225.60 | 2336.80 | 2454.40 | 2576.80 | 2705.60 | | | | |
| | | | | Monthly | 4822.13 | 5063.07 | 5317.87 | 5583.07 | 5862.13 | | | | |
| PLANT MECHANIC, LEAD | D180 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 38.35 | 40.26 | 42.27 | 44.39 | 46.61 | | | | |
| | | | | Bi-Weekly Rate | 3068.00 | 3220.80 | 3381.60 | 3551.20 | 3728.80 | | | | |
| | | | | Monthly | 6647.33 | 6978.40 | 7326.80 | 7694.27 | 8079.07 | | | | |
| PLANT OPERATOR I | D145 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 29.61 | 31.10 | 32.65 | 34.29 | 35.99 | | | | |
| | | | | Bi-Weekly Rate | 2368.80 | 2488.00 | 2612.00 | 2743.20 | 2879.20 | | | | |
| | | | | Monthly | 5132.40 | 5390.67 | 5659.33 | 5943.60 | 6238.27 | | | | |
| PLANT OPERATOR I - CONTRACT FT | X145 | 03-JUL-2015 | HOURLY | Hourly Rate | 29.61 | 31.10 | 32.65 | 34.29 | 35.99 | | | | |
| | | | | Bi-Weekly Rate | 2368.80 | 2488.00 | 2612.00 | 2743.20 | 2879.20 | | | | |
| | | | | Monthly | 5132.40 | 5390.67 | 5659.33 | 5943.60 | 6238.27 | | | | |
| PLANT OPERATOR I - HOURLY | X140 | 03-JUL-2015 | HOURLY | Hourly Rate | 29.61 | 31.10 | 32.65 | 34.29 | 35.99 | | | | |
| | | | | Bi-Weekly Rate | 2368.80 | 2488.00 | 2612.00 | 2743.20 | 2879.20 | | | | |
| | | | | Monthly | 5132.40 | 5390.67 | 5659.33 | 5943.60 | 6238.27 | | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|---------------------------------|----------|-------------|-------------|----------------|----------|----------|----------|----------|----------|---------|---------|---------|
| | | DATE | | | | | | | | | | |
| PLANT OPERATOR II | D150 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 32.58 | 34.20 | 35.92 | 37.71 | 39.60 | | | |
| | | | | Bi-Weekly Rate | 2606.40 | 2736.00 | 2873.60 | 3016.80 | 3168.00 | | | |
| | | | | Monthly | 5647.20 | 5928.00 | 6226.13 | 6536.40 | 6864.00 | | | |
| PLANT OPERATOR II - HOURLY | X530 | 03-JUL-2015 | HOURLY | Hourly Rate | 32.58 | 34.20 | 35.92 | 37.71 | 39.60 | | | |
| | | | | Bi-Weekly Rate | 2606.40 | 2736.00 | 2873.60 | 3016.80 | 3168.00 | | | |
| | | | | Monthly | 5647.20 | 5928.00 | 6226.13 | 6536.40 | 6864.00 | | | |
| PLANT OPERATOR III | D200 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 34.20 | 35.92 | 37.71 | 39.60 | 41.58 | | | |
| | | | | Bi-Weekly Rate | 2736.00 | 2873.60 | 3016.80 | 3168.00 | 3326.40 | | | |
| | | | | Monthly | 5928.00 | 6226.13 | 6536.40 | 6864.00 | 7207.20 | | | |
| PLANT OPERATOR, APPRENTICE | D100 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 25.74 | 27.72 | 29.71 | 31.69 | 33.67 | 35.64 | 37.62 | 39.60 |
| | | | | Bi-Weekly Rate | 2059.20 | 2217.60 | 2376.80 | 2535.20 | 2693.60 | 2851.20 | 3009.60 | 3168.00 |
| | | | | Monthly | 4461.60 | 4804.80 | 5149.73 | 5492.93 | 5836.13 | 6177.60 | 6520.80 | 6864.00 |
| PLANT OPERATOR, LEAD | D190 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 37.62 | 39.51 | 41.49 | 43.56 | 45.74 | | | |
| | | | | Bi-Weekly Rate | 3009.60 | 3160.80 | 3319.20 | 3484.80 | 3659.20 | | | |
| | | | | Monthly | 6520.80 | 6848.40 | 7191.60 | 7550.40 | 7928.27 | | | |
| PLANT SUPERINTENDENT | M355 | 17-JUL-2015 | MID MGMT | Hourly Rate | 53.30 | 55.97 | 58.77 | 61.71 | 64.79 | | | |
| | | | | Bi-Weekly Rate | 4264.00 | 4477.60 | 4701.60 | 4936.80 | 5183.20 | | | |
| | | | | Monthly | 9238.67 | 9701.47 | 10186.80 | 10696.40 | 11230.27 | | | |
| PLANT SUPERINTENDENT, ASSISTANT | M465 | 17-JUL-2015 | MID MGMT | Hourly Rate | 49.65 | 52.13 | 54.73 | 57.47 | 60.34 | | | |
| | | | | Bi-Weekly Rate | 3972.00 | 4170.40 | 4378.40 | 4597.60 | 4827.20 | | | |
| | | | | Monthly | 8606.00 | 9035.87 | 9486.53 | 9961.47 | 10458.93 | | | |
| PLANT UTILITY WORKER | D125 | 03-JUL-2015 | WQCP OP ENG | Hourly Rate | 27.10 | 28.45 | 29.87 | 31.36 | 32.94 | | | |
| | | | | Bi-Weekly Rate | 2168.00 | 2276.00 | 2389.60 | 2508.80 | 2635.20 | | | |
| | | | | Monthly | 4697.33 | 4931.33 | 5177.47 | 5435.73 | 5709.60 | | | |
| PLANT UTILITY WORKER - HOURLY | X490 | 03-JUL-2015 | HOURLY | Hourly Rate | 27.10 | 28.45 | 29.87 | 31.36 | 32.94 | | | |
| | | | | Bi-Weekly Rate | 2168.00 | 2276.00 | 2389.60 | 2508.80 | 2635.20 | | | |
| | | | | Monthly | 4697.33 | 4931.33 | 5177.47 | 5435.73 | 5709.60 | | | |
| POLICE CAPTAIN | M280 | 19-JUN-2015 | PSM POLICE | Hourly Rate | 72.58 | 76.21 | 80.02 | 84.02 | 88.23 | | | |
| | | | | Bi-Weekly Rate | 5806.40 | 6096.80 | 6401.60 | 6721.60 | 7058.40 | | | |
| | | | | Monthly | 12580.53 | 13209.73 | 13870.13 | 14563.47 | 15293.20 | | | |
| POLICE CHIEF | N155 | 19-JUN-2015 | EXEC | Hourly Rate | 83.11 | 87.27 | 91.63 | 96.21 | 101.02 | | | |
| | | | | Bi-Weekly Rate | 6648.80 | 6981.60 | 7330.40 | 7696.80 | 8081.60 | | | |
| | | | | Monthly | 14405.73 | 15126.80 | 15882.53 | 16676.40 | 17510.13 | | | |
| POLICE CHIEF, DEPUTY | M765 | 19-JUN-2015 | PSM POLICE | Hourly Rate | 76.16 | 79.97 | 83.97 | 88.16 | 92.57 | | | |
| | | | | Bi-Weekly Rate | 6092.80 | 6397.60 | 6717.60 | 7052.80 | 7405.60 | | | |
| | | | | Monthly | 13201.07 | 13861.47 | 14554.80 | 15281.07 | 16045.47 | | | |

| JOB TITLE | JOB CODE | EFFECTIVE DATE | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|---|----------|----------------|-------------|----------------|----------|----------|----------|----------|----------|--------|--------|--------|
| | | | | | | | | | | | | |
| POLICE COMMUNICATIONS & RECORDS MANAGER | M285 | 17-JUL-2015 | MID MGMT | Hourly Rate | 49.25 | 51.71 | 54.29 | 57.00 | 59.85 | | | |
| | | | | Bi-Weekly Rate | 3940.00 | 4136.80 | 4343.20 | 4560.00 | 4788.00 | | | |
| | | | | Monthly | 8536.67 | 8963.07 | 9410.27 | 9880.00 | 10374.00 | | | |
| POLICE CORPORAL | C100 | 19-JUN-2015 | PO SWORN | Hourly Rate | 50.45 | 51.70 | 53.01 | 54.33 | | | | |
| | | | | Bi-Weekly Rate | 4036.00 | 4136.00 | 4240.80 | 4346.40 | | | | |
| | | | | Monthly | 8744.67 | 8961.33 | 9188.40 | 9417.20 | | | | |
| POLICE COURT LIAISON - HOURLY | X193 | 19-JUN-2015 | HOURLY | Hourly Rate | 23.69 | 24.88 | 26.12 | 27.42 | 28.79 | | | |
| | | | | Bi-Weekly Rate | 1895.20 | 1990.40 | 2089.60 | 2193.60 | 2303.20 | | | |
| | | | | Monthly | 4106.27 | 4312.53 | 4527.47 | 4752.80 | 4990.27 | | | |
| POLICE LIEUTENANT | M275 | 19-JUN-2015 | PSM POLICE | Hourly Rate | 63.69 | 66.88 | 70.22 | 73.74 | 77.43 | | | |
| | | | | Bi-Weekly Rate | 5095.20 | 5350.40 | 5617.60 | 5899.20 | 6194.40 | | | |
| | | | | Monthly | 11039.60 | 11592.53 | 12171.47 | 12781.60 | 13421.20 | | | |
| POLICE OFFICER | C115 | 19-JUN-2015 | PO SWORN | Hourly Rate | 37.68 | 40.32 | 43.13 | 46.16 | 49.39 | | | |
| | | | | Bi-Weekly Rate | 3014.40 | 3225.60 | 3450.40 | 3692.80 | 3951.20 | | | |
| | | | | Monthly | 6531.20 | 6988.80 | 7475.87 | 8001.07 | 8560.93 | | | |
| POLICE PROPERTY/ EVIDENCE SPECIALIST | C110 | 19-JUN-2015 | PO NONSWORN | Hourly Rate | 25.65 | 26.92 | 28.27 | 29.68 | 31.16 | | | |
| | | | | Bi-Weekly Rate | 2052.00 | 2153.60 | 2261.60 | 2374.40 | 2492.80 | | | |
| | | | | Monthly | 4446.00 | 4666.13 | 4900.13 | 5144.53 | 5401.07 | | | |
| POLICE PROPERTY/EVIDENCE ASSISTANT - HOURLY | X190 | 19-JUN-2015 | HOURLY | Hourly Rate | 23.69 | 24.88 | 26.12 | 27.42 | 28.79 | | | |
| | | | | Bi-Weekly Rate | 1895.20 | 1990.40 | 2089.60 | 2193.60 | 2303.20 | | | |
| | | | | Monthly | 4106.27 | 4312.53 | 4527.47 | 4752.80 | 4990.27 | | | |
| POLICE RECORDS SPECIALIST | C105 | 19-JUN-2015 | PO NONSWORN | Hourly Rate | 23.69 | 24.88 | 26.12 | 27.42 | 28.79 | | | |
| | | | | Bi-Weekly Rate | 1895.20 | 1990.40 | 2089.60 | 2193.60 | 2303.20 | | | |
| | | | | Monthly | 4106.27 | 4312.53 | 4527.47 | 4752.80 | 4990.27 | | | |
| POLICE RECORDS SPECIALIST - HOURLY | X191 | 19-JUN-2015 | HOURLY | Hourly Rate | 23.69 | 24.88 | 26.12 | 27.42 | 28.79 | | | |
| | | | | Bi-Weekly Rate | 1895.20 | 1990.40 | 2089.60 | 2193.60 | 2303.20 | | | |
| | | | | Monthly | 4106.27 | 4312.53 | 4527.47 | 4752.80 | 4990.27 | | | |
| POLICE RECORDS SPECIALIST, SENIOR | C180 | 19-JUN-2015 | PO NONSWORN | Hourly Rate | 24.95 | 26.19 | 27.50 | 28.87 | 30.32 | | | |
| | | | | Bi-Weekly Rate | 1996.00 | 2095.20 | 2200.00 | 2309.60 | 2425.60 | | | |
| | | | | Monthly | 4324.67 | 4539.60 | 4766.67 | 5004.13 | 5255.47 | | | |
| POLICE RECORDS SPECIALIST, SUPERVISING | C200 | 19-JUN-2015 | PO NONSWORN | Hourly Rate | 27.25 | 28.61 | 30.04 | 31.53 | 33.11 | | | |
| | | | | Bi-Weekly Rate | 2180.00 | 2288.80 | 2403.20 | 2522.40 | 2648.80 | | | |
| | | | | Monthly | 4723.33 | 4959.07 | 5206.93 | 5465.20 | 5739.07 | | | |
| POLICE RECRUIT | C190 | 19-JUN-2015 | PO NONSWORN | Hourly Rate | 36.94 | | | | | | | |
| | | | | Bi-Weekly Rate | 2955.20 | | | | | | | |
| | | | | Monthly | 6402.93 | | | | | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | |
|---|----------|-------------|-------------|----------------|----------|----------|----------|----------|----------|--------|--------|--------|--------|--|
| | | DATE | | | | | | | | | | | | |
| POLICE RESERVE OFFICER - HOURLY | X325 | 25-JUN-2010 | HOURLY | Hourly Rate | 41.76 | | | | | | | | | |
| | | | | Bi-Weekly Rate | 3340.80 | | | | | | | | | |
| | | | | Monthly | 7238.40 | | | | | | | | | |
| POLICE SERGEANT | C165 | 19-JUN-2015 | PO SWORN | Hourly Rate | 54.14 | 55.50 | 56.88 | 58.30 | 59.76 | | | | | |
| | | | | Bi-Weekly Rate | 4331.20 | 4440.00 | 4550.40 | 4664.00 | 4780.80 | | | | | |
| | | | | Monthly | 9384.27 | 9620.00 | 9859.20 | 10105.33 | 10358.40 | | | | | |
| POLICE SERVICE TECHNICIAN | C125 | 19-JUN-2015 | PO NONSWORN | Hourly Rate | 24.37 | 25.59 | 26.87 | 28.22 | 29.63 | | | | | |
| | | | | Bi-Weekly Rate | 1949.60 | 2047.20 | 2149.60 | 2257.60 | 2370.40 | | | | | |
| | | | | Monthly | 4224.13 | 4435.60 | 4657.47 | 4891.47 | 5135.87 | | | | | |
| POLICE SERVICE TECHNICIAN - HOURLY | X192 | 27-FEB-2015 | HOURLY | Hourly Rate | 24.37 | 25.59 | 26.87 | 28.22 | 29.63 | | | | | |
| | | | | Bi-Weekly Rate | 1949.60 | 2047.20 | 2149.60 | 2257.60 | 2370.40 | | | | | |
| | | | | Monthly | 4224.13 | 4435.60 | 4657.47 | 4891.47 | 5135.87 | | | | | |
| PRESCHOOL TEACHER | A495 | 19-JUN-2015 | AFSCME | Hourly Rate | 17.13 | 17.98 | 18.87 | 19.81 | 20.81 | | | | | |
| | | | | Bi-Weekly Rate | 1370.40 | 1438.40 | 1509.60 | 1584.80 | 1664.80 | | | | | |
| | | | | Monthly | 2969.20 | 3116.53 | 3270.80 | 3433.73 | 3607.07 | | | | | |
| PUBLIC WORKS ADMINISTRATOR | M795 | 17-JUL-2015 | MID MGMT | Hourly Rate | 46.48 | 48.81 | 51.24 | 53.81 | 56.50 | | | | | |
| | | | | Bi-Weekly Rate | 3718.40 | 3904.80 | 4099.20 | 4304.80 | 4520.00 | | | | | |
| | | | | Monthly | 8056.53 | 8460.40 | 8881.60 | 9327.07 | 9793.33 | | | | | |
| PUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER | M755 | 17-JUL-2015 | MID MGMT | Hourly Rate | 68.50 | 71.93 | 75.53 | 79.31 | 83.26 | | | | | |
| | | | | Bi-Weekly Rate | 5480.00 | 5754.40 | 6042.40 | 6344.80 | 6660.80 | | | | | |
| | | | | Monthly | 11873.33 | 12467.87 | 13091.87 | 13747.07 | 14431.73 | | | | | |
| PUBLIC WORKS DIRECTOR | N160 | 19-JUN-2015 | EXEC | Hourly Rate | 74.89 | 78.63 | 82.56 | 86.69 | 91.03 | | | | | |
| | | | | Bi-Weekly Rate | 5991.20 | 6290.40 | 6604.80 | 6935.20 | 7282.40 | | | | | |
| | | | | Monthly | 12980.93 | 13629.20 | 14310.40 | 15026.27 | 15778.53 | | | | | |
| PUBLIC WORKS INSPECTOR | A310 | 19-JUN-2015 | AFSCME | Hourly Rate | 36.82 | 38.66 | 40.60 | 42.63 | 44.76 | | | | | |
| | | | | Bi-Weekly Rate | 2945.60 | 3092.80 | 3248.00 | 3410.40 | 3580.80 | | | | | |
| | | | | Monthly | 6382.13 | 6701.07 | 7037.33 | 7389.20 | 7758.40 | | | | | |
| PUBLIC WORKS MAINTENANCE WORKER | A275 | 19-JUN-2015 | AFSCME | Hourly Rate | 24.04 | 25.24 | 26.50 | 27.82 | 29.22 | | | | | |
| | | | | Bi-Weekly Rate | 1923.20 | 2019.20 | 2120.00 | 2225.60 | 2337.60 | | | | | |
| | | | | Monthly | 4166.93 | 4374.93 | 4593.33 | 4822.13 | 5064.80 | | | | | |
| PUBLIC WORKS MAINTENANCE WORKER - HOURLY | X345 | 19-JUN-2015 | HOURLY | Hourly Rate | 24.04 | 25.24 | 26.50 | 27.82 | 29.22 | | | | | |
| | | | | Bi-Weekly Rate | 1923.20 | 2019.20 | 2120.00 | 2225.60 | 2337.60 | | | | | |
| | | | | Monthly | 4166.93 | 4374.93 | 4593.33 | 4822.13 | 5064.80 | | | | | |
| PUBLIC WORKS MAINTENANCE WORKER, LEAD | A200 | 19-JUN-2015 | AFSCME | Hourly Rate | 28.61 | 30.04 | 31.54 | 33.12 | 34.78 | | | | | |
| | | | | Bi-Weekly Rate | 2288.80 | 2403.20 | 2523.20 | 2649.60 | 2782.40 | | | | | |
| | | | | Monthly | 4959.07 | 5206.93 | 5466.93 | 5740.80 | 6028.53 | | | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | | BARGAINING | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|---|----------|-------------|----------|----------------|----------|---------|---------|---------|---------|--------|--------|--------|--------|
| | | DATE | | | | | | | | | | | |
| PUBLIC WORKS MAINTENANCE WORKER, SENIOR | A360 | 19-JUN-2015 | AFSCME | Hourly Rate | 25.75 | 27.04 | 28.39 | 29.81 | 31.30 | | | | |
| | | | | Bi-Weekly Rate | 2060.00 | 2163.20 | 2271.20 | 2384.80 | 2504.00 | | | | |
| | | | | Monthly | 4463.33 | 4686.93 | 4920.93 | 5167.07 | 5425.33 | | | | |
| RECREATION & COMMUNITY SERVICES MANAGER | M715 | 17-JUL-2015 | MID MGMT | Hourly Rate | 46.41 | 48.74 | 51.16 | 53.72 | 56.42 | | | | |
| | | | | Bi-Weekly Rate | 3712.80 | 3899.20 | 4092.80 | 4297.60 | 4513.60 | | | | |
| | | | | Monthly | 8044.40 | 8448.27 | 8867.73 | 9311.47 | 9779.47 | | | | |
| RECREATION & COMMUNITY SERVICES PROGRAM COORD | M530 | 17-JUL-2015 | MID MGMT | Hourly Rate | 25.96 | 27.25 | 28.61 | 30.05 | 31.55 | | | | |
| | | | | Bi-Weekly Rate | 2076.80 | 2180.00 | 2288.80 | 2404.00 | 2524.00 | | | | |
| | | | | Monthly | 4499.73 | 4723.33 | 4959.07 | 5208.67 | 5468.67 | | | | |
| RECREATION & COMMUNITY SERVICES SUPERVISOR | M295 | 17-JUL-2015 | MID MGMT | Hourly Rate | 37.08 | 38.92 | 40.87 | 42.91 | 45.05 | | | | |
| | | | | Bi-Weekly Rate | 2966.40 | 3113.60 | 3269.60 | 3432.80 | 3604.00 | | | | |
| | | | | Monthly | 6427.20 | 6746.13 | 7084.13 | 7437.73 | 7808.67 | | | | |
| RECREATION INSTRUCTOR - HOURLY | X350 | 24-APR-2015 | HOURLY | Hourly Rate | 10.00 | | | | 35.00 | | | | |
| | | | | Bi-Weekly Rate | 800.00 | | | | 2800.00 | | | | |
| | | | | Monthly | 1733.33 | | | | 6066.67 | | | | |
| RECREATION LEADER I - HOURLY | X360 | 24-APR-2015 | HOURLY | Hourly Rate | 10.00 | 10.50 | 11.03 | 11.58 | 12.16 | | | | |
| | | | | Bi-Weekly Rate | 800.00 | 840.00 | 882.40 | 926.40 | 972.80 | | | | |
| | | | | Monthly | 1733.33 | 1820.00 | 1911.87 | 2007.20 | 2107.73 | | | | |
| RECREATION LEADER II | A610 | 19-JUN-2015 | AFSCME | Hourly Rate | 11.40 | 11.97 | 12.57 | 13.20 | 13.86 | | | | |
| | | | | Bi-Weekly Rate | 912.00 | 957.60 | 1005.60 | 1056.00 | 1108.80 | | | | |
| | | | | Monthly | 1976.00 | 2074.80 | 2178.80 | 2288.00 | 2402.40 | | | | |
| RECREATION LEADER II - HOURLY | X365 | 19-JUN-2015 | HOURLY | Hourly Rate | 11.40 | 11.97 | 12.57 | 13.20 | 13.86 | | | | |
| | | | | Bi-Weekly Rate | 912.00 | 957.60 | 1005.60 | 1056.00 | 1108.80 | | | | |
| | | | | Monthly | 1976.00 | 2074.80 | 2178.80 | 2288.00 | 2402.40 | | | | |
| RECREATION LEADER III | A620 | 19-JUN-2015 | AFSCME | Hourly Rate | 13.32 | 13.99 | 14.69 | 15.42 | 16.20 | | | | |
| | | | | Bi-Weekly Rate | 1065.60 | 1119.20 | 1175.20 | 1233.60 | 1296.00 | | | | |
| | | | | Monthly | 2308.80 | 2424.93 | 2546.27 | 2672.80 | 2808.00 | | | | |
| RECREATION LEADER III - HOURLY | X370 | 19-JUN-2015 | HOURLY | Hourly Rate | 13.32 | 13.99 | 14.69 | 15.42 | 16.20 | | | | |
| | | | | Bi-Weekly Rate | 1065.60 | 1119.20 | 1175.20 | 1233.60 | 1296.00 | | | | |
| | | | | Monthly | 2308.80 | 2424.93 | 2546.27 | 2672.80 | 2808.00 | | | | |
| RECREATION LEADER IV | A515 | 19-JUN-2015 | AFSCME | Hourly Rate | 17.33 | 18.20 | 19.10 | 20.05 | 21.06 | | | | |
| | | | | Bi-Weekly Rate | 1386.40 | 1456.00 | 1528.00 | 1604.00 | 1684.80 | | | | |
| | | | | Monthly | 3003.87 | 3154.67 | 3310.67 | 3475.33 | 3650.40 | | | | |
| RECREATION LEADER IV - HOURLY | X375 | 19-JUN-2015 | HOURLY | Hourly Rate | 17.33 | 18.20 | 19.10 | 20.05 | 21.06 | | | | |
| | | | | Bi-Weekly Rate | 1386.40 | 1456.00 | 1528.00 | 1604.00 | 1684.80 | | | | |
| | | | | Monthly | 3003.87 | 3154.67 | 3310.67 | 3475.33 | 3650.40 | | | | |
| SAFETY INSPECTOR - HOURLY | X181 | 25-JUN-2010 | HOURLY | Hourly Rate | 26.99 | 28.34 | 29.76 | 31.25 | 32.81 | | | | |
| | | | | Bi-Weekly Rate | 2159.20 | 2267.20 | 2380.80 | 2500.00 | 2624.80 | | | | |
| | | | | Monthly | 4678.27 | 4912.27 | 5158.40 | 5416.67 | 5687.07 | | | | |

| JOB TITLE | JOB CODE | EFFECTIVE | | PAY RATE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 |
|--------------------------------|----------|-------------|------------|----------------|---------|---------|---------|---------|----------|--------|--------|--------|
| | | DATE | BARGAINING | | | | | | | | | |
| SAFETY INSPECTOR I | B200 | 19-JUN-2015 | IAFF | Hourly Rate | 39.75 | 41.74 | 43.83 | 46.02 | 48.33 | | | |
| | | | | Bi-Weekly Rate | 3180.00 | 3339.20 | 3506.40 | 3681.60 | 3866.40 | | | |
| | | | | Monthly | 6890.00 | 7234.93 | 7597.20 | 7976.80 | 8377.20 | | | |
| SAFETY INSPECTOR II | B195 | 19-JUN-2015 | IAFF | Hourly Rate | 43.72 | 45.90 | 48.20 | 50.60 | 53.13 | | | |
| | | | | Bi-Weekly Rate | 3497.60 | 3672.00 | 3856.00 | 4048.00 | 4250.40 | | | |
| | | | | Monthly | 7578.13 | 7956.00 | 8354.67 | 8770.67 | 9209.20 | | | |
| SAFETY INSPECTOR III | B190 | 19-JUN-2015 | IAFF | Hourly Rate | 47.71 | 50.09 | 52.60 | 55.23 | 58.00 | | | |
| | | | | Bi-Weekly Rate | 3816.80 | 4007.20 | 4208.00 | 4418.40 | 4640.00 | | | |
| | | | | Monthly | 8269.73 | 8682.27 | 9117.33 | 9573.20 | 10053.33 | | | |
| SCHOOL CROSSING GUARD - HOURLY | X405 | 10-MAR-2006 | HOURLY | Hourly Rate | 9.88 | 10.37 | 10.89 | 11.43 | 12.00 | | | |
| | | | | Bi-Weekly Rate | 790.40 | 829.60 | 871.20 | 914.40 | 960.00 | | | |
| | | | | Monthly | 1712.53 | 1797.47 | 1887.60 | 1981.20 | 2080.00 | | | |
| SWEEPER OPERATOR | A370 | 19-JUN-2015 | AFSCME | Hourly Rate | 27.99 | 29.39 | 30.86 | 32.40 | 34.02 | | | |
| | | | | Bi-Weekly Rate | 2239.20 | 2351.20 | 2468.80 | 2592.00 | 2721.60 | | | |
| | | | | Monthly | 4851.60 | 5094.27 | 5349.07 | 5616.00 | 5896.80 | | | |
| TECHNICAL SERVICES SUPERVISOR | M735 | 17-JUL-2015 | MID MGMT | Hourly Rate | 46.99 | 49.35 | 51.82 | 54.41 | 57.13 | | | |
| | | | | Bi-Weekly Rate | 3759.20 | 3948.00 | 4145.60 | 4352.80 | 4570.40 | | | |
| | | | | Monthly | 8144.93 | 8554.00 | 8982.13 | 9431.07 | 9902.53 | | | |
| TREE TRIMMER | A375 | 19-JUN-2015 | AFSCME | Hourly Rate | 28.83 | 30.28 | 31.79 | 33.37 | 35.04 | | | |
| | | | | Bi-Weekly Rate | 2306.40 | 2422.40 | 2543.20 | 2669.60 | 2803.20 | | | |
| | | | | Monthly | 4997.20 | 5248.53 | 5510.27 | 5784.13 | 6073.60 | | | |
| VAN DRIVER | A510 | 19-JUN-2015 | AFSCME | Hourly Rate | 14.72 | 15.45 | 16.23 | 17.04 | 17.89 | | | |
| | | | | Bi-Weekly Rate | 1177.60 | 1236.00 | 1298.40 | 1363.20 | 1431.20 | | | |
| | | | | Monthly | 2551.47 | 2678.00 | 2813.20 | 2953.60 | 3100.93 | | | |
| VAN DRIVER - HOURLY | X555 | 19-JUN-2015 | HOURLY | Hourly Rate | 14.72 | 15.45 | 16.23 | 17.04 | 17.89 | | | |
| | | | | Bi-Weekly Rate | 1177.60 | 1236.00 | 1298.40 | 1363.20 | 1431.20 | | | |
| | | | | Monthly | 2551.47 | 2678.00 | 2813.20 | 2953.60 | 3100.93 | | | |