

CITY OF SOUTH SAN FRANCISCO PAY SCHEDULE As of 4/24/2015												
JOB TITLE	JOB CODE	EFFECTIVE DATE	BARGAINING UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCOUNTANT I	M100	25-JUN-2010	MID MGMT	Hourly Rate	32.14	33.75	35.44	37.21	39.07			
				Bi-Weekly Rate	2571.20	2700.00	2835.20	2976.80	3125.60			
				Monthly	5570.93	5850.00	6142.93	6449.73	6772.13			
ACCOUNTANT II	M620	25-JUN-2010	MID MGMT	Hourly Rate	35.34	37.11	38.97	40.92	42.97			
				Bi-Weekly Rate	2827.20	2968.80	3117.60	3273.60	3437.60			
				Monthly	6125.60	6432.40	6754.80	7092.80	7448.13			
ACCOUNTANT, SENIOR	M625	25-JUN-2010	MID MGMT	Hourly Rate	38.88	40.82	42.86	45.00	47.25			
				Bi-Weekly Rate	3110.40	3265.60	3428.80	3600.00	3780.00			
				Monthly	6739.20	7075.47	7429.07	7800.00	8190.00			
ACCOUNTING ASSISTANT I	A480	24-APR-2015	AFSCME	Hourly Rate	20.97	22.02	23.12	24.28	25.49			
				Bi-Weekly Rate	1677.60	1761.60	1849.60	1942.40	2039.20			
				Monthly	3634.80	3816.80	4007.47	4208.53	4418.27			
ACCOUNTING ASSISTANT II	A225	24-APR-2015	AFSCME	Hourly Rate	23.05	24.20	25.41	26.68	28.01			
				Bi-Weekly Rate	1844.00	1936.00	2032.80	2134.40	2240.80			
				Monthly	3995.33	4194.67	4404.40	4624.53	4855.07			
ACCOUNTING ASSISTANT II - HOURLY	X100	27-FEB-2015	HOURLY	Hourly Rate	22.60	23.73	24.92	26.17	27.48			
				Bi-Weekly Rate	1808.00	1898.40	1993.60	2093.60	2198.40			
				Monthly	3917.33	4113.20	4319.47	4536.13	4763.20			
ADMINISTRATIVE ASSISTANT I	O315	25-JUN-2010	CONFID	Hourly Rate	24.37	25.59	26.87	28.21	29.62			
				Bi-Weekly Rate	1949.60	2047.20	2149.60	2256.80	2369.60			
				Monthly	4224.13	4435.60	4657.47	4889.73	5134.13			
ADMINISTRATIVE ASSISTANT I - HOURLY	X110	27-FEB-2015	HOURLY	Hourly Rate	24.37	25.59	26.87	28.21	29.62			
				Bi-Weekly Rate	1949.60	2047.20	2149.60	2256.80	2369.60			
				Monthly	4224.13	4435.60	4657.47	4889.73	5134.13			
ADMINISTRATIVE ASSISTANT II	O310	25-JUN-2010	CONFID	Hourly Rate	25.67	26.95	28.30	29.72	31.21			
				Bi-Weekly Rate	2053.60	2156.00	2264.00	2377.60	2496.80			
				Monthly	4449.47	4671.33	4905.33	5151.47	5409.73			
ADMINISTRATIVE ASSISTANT II - HOURLY	X130	27-FEB-2015	HOURLY	Hourly Rate	25.67	26.95	28.30	29.72	31.21			
				Bi-Weekly Rate	2053.60	2156.00	2264.00	2377.60	2496.80			
				Monthly	4449.47	4671.33	4905.33	5151.47	5409.73			
ADMINISTRATIVE ASSISTANT, SENIOR	O340	25-JUN-2010	CONFID	Hourly Rate	26.96	28.31	29.73	31.22	32.78			
				Bi-Weekly Rate	2156.80	2264.80	2378.40	2497.60	2622.40			
				Monthly	4673.07	4907.07	5153.20	5411.47	5681.87			

Attachment A

JOB TITLE	JOB CODE	EFFECTIVE DATE	BARGAINING UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ASSISTANT CITY CLERK	O285	25-JUN-2010	CONFID	Hourly Rate	21.29	22.35	23.47	24.64	25.87			
				Bi-Weekly Rate	1703.20	1788.00	1877.60	1971.20	2069.60			
				Monthly	3690.27	3874.00	4068.13	4270.93	4484.13			
ASSISTANT CITY MANAGER	N100	24-APR-2015	EXEC	Hourly Rate	84.83	89.07	93.52	98.20	103.11			
				Bi-Weekly Rate	6786.40	7125.60	7481.60	7856.00	8248.80			
				Monthly	14703.87	15438.80	16210.13	17021.33	17872.40			
ASSISTANT TO THE CITY MANAGER	N180	24-APR-2015	EXEC	Hourly Rate	49.36	51.83	54.42	57.14	60.00			
				Bi-Weekly Rate	3948.80	4146.40	4353.60	4571.20	4800.00			
				Monthly	8555.73	8983.87	9432.80	9904.27	10400.00			
BUILDING INSPECTOR	A135	24-APR-2015	AFSCME	Hourly Rate	35.92	37.72	39.61	41.59	43.67			
				Bi-Weekly Rate	2873.60	3017.60	3168.80	3327.20	3493.60			
				Monthly	6226.13	6538.13	6865.73	7208.93	7569.47			
BUILDING INSPECTOR - HOURLY	X595	27-FEB-2015	HOURLY	Hourly Rate	35.22	36.98	38.83	40.77	42.81			
				Bi-Weekly Rate	2817.60	2958.40	3106.40	3261.60	3424.80			
				Monthly	6104.80	6409.87	6730.53	7066.80	7420.40			
BUILDING INSPECTOR, SENIOR	A400	24-APR-2015	AFSCME	Hourly Rate	39.23	41.19	43.25	45.41	47.68			
				Bi-Weekly Rate	3138.40	3295.20	3460.00	3632.80	3814.40			
				Monthly	6799.87	7139.60	7496.67	7871.07	8264.53			
BUILDING MAINTENANCE CRAFTSWORKER	A465	24-APR-2015	AFSCME	Hourly Rate	27.00	28.35	29.77	31.26	32.82			
				Bi-Weekly Rate	2160.00	2268.00	2381.60	2500.80	2625.60			
				Monthly	4680.00	4914.00	5160.13	5418.40	5688.80			
BUILDING MAINTENANCE CUSTODIAN	A140	24-APR-2015	AFSCME	Hourly Rate	18.82	19.76	20.75	21.79	22.88			
				Bi-Weekly Rate	1505.60	1580.80	1660.00	1743.20	1830.40			
				Monthly	3262.13	3425.07	3596.67	3776.93	3965.87			
BUILDING MAINTENANCE CUSTODIAN - HOURLY	X185	27-FEB-2015	HOURLY	Hourly Rate	18.45	19.37	20.34	21.36	22.43			
				Bi-Weekly Rate	1476.00	1549.60	1627.20	1708.80	1794.40			
				Monthly	3198.00	3357.47	3525.60	3702.40	3887.87			
BUILDING MAINTENANCE CUSTODIAN, LEAD	A190	24-APR-2015	AFSCME	Hourly Rate	23.84	25.03	26.28	27.59	28.97			
				Bi-Weekly Rate	1907.20	2002.40	2102.40	2207.20	2317.60			
				Monthly	4132.27	4338.53	4555.20	4782.27	5021.47			
BUILDING MAINTENANCE CUSTODIAN, SENIOR	A320	24-APR-2015	AFSCME	Hourly Rate	20.72	21.76	22.85	23.99	25.19			
				Bi-Weekly Rate	1657.60	1740.80	1828.00	1919.20	2015.20			
				Monthly	3591.47	3771.73	3960.67	4158.27	4366.27			
BUILDING OFFICIAL, ASSISTANT	M215	25-JUN-2010	MID MGMT	Hourly Rate	45.67	47.95	50.35	52.87	55.51			
				Bi-Weekly Rate	3653.60	3836.00	4028.00	4229.60	4440.80			
				Monthly	7916.13	8311.33	8727.33	9164.13	9621.73			

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CHIEF INNOVATION OFFICER	N165	24-APR-2015	EXEC	Hourly Rate	68.05	71.45	75.02	78.77	82.71			
				Bi-Weekly Rate	5444.00	5716.00	6001.60	6301.60	6616.80			
				Monthly	11795.33	12384.67	13003.47	13653.47	14336.40			
CITY BUILDING OFFICIAL	M210	25-JUN-2010	MID MGMT	Hourly Rate	52.99	55.64	58.42	61.34	64.41			
				Bi-Weekly Rate	4239.20	4451.20	4673.60	4907.20	5152.80			
				Monthly	9184.93	9644.27	10126.13	10632.27	11164.40			
CITY CLERK	E100	25-JUN-2010	ELECT	Hourly Rate	47.12	49.48	51.95	54.55	57.28			
				Bi-Weekly Rate	3769.60	3958.40	4156.00	4364.00	4582.40			
				Monthly	8167.47	8576.53	9004.67	9455.33	9928.53			
CITY COUNCIL MEMBER	E110	01-FEB-2013	ELECT	Hourly Rate								
				Bi-Weekly Rate	230.40							
				Monthly	499.20							
CITY MANAGER	N115	12-MAR-2014	EXEC	Hourly Rate	112.98							
				Bi-Weekly Rate	9038.40							
				Monthly	19583.20							
CITY PLANNER	M155	25-JUN-2010	MID MGMT	Hourly Rate	52.56	55.19	57.95	60.85	63.89			
				Bi-Weekly Rate	4204.80	4415.20	4636.00	4868.00	5111.20			
				Monthly	9110.40	9566.27	10044.67	10547.33	11074.27			
CITY TREASURER	E105	01-JUL-2002	ELECT	Hourly Rate	7.72							
				Bi-Weekly Rate	617.60							
				Monthly	1338.13							
COMMUNICATIONS DIRECTOR	N190	24-APR-2015	EXEC	Hourly Rate	68.05	71.45	75.02	78.77	82.71			
				Bi-Weekly Rate	5444.00	5716.00	6001.60	6301.60	6616.80			
				Monthly	11795.33	12384.67	13003.47	13653.47	14336.40			
COMMUNICATIONS DISPATCHER	A150	24-APR-2015	AFSCME	Hourly Rate	29.36	30.83	32.37	33.99	35.69			
				Bi-Weekly Rate	2348.80	2466.40	2589.60	2719.20	2855.20			
				Monthly	5089.07	5343.87	5610.80	5891.60	6186.27			
COMMUNICATIONS DISPATCHER - HOURLY	X445	25-JUN-2010	HOURLY	Hourly Rate	41.09							
				Bi-Weekly Rate	3287.20							
				Monthly	7122.27							
COMMUNICATIONS DISPATCHER, SUPERVISING	A365	24-APR-2015	AFSCME	Hourly Rate	33.74	35.43	37.20	39.06	41.01			
				Bi-Weekly Rate	2699.20	2834.40	2976.00	3124.80	3280.80			
				Monthly	5848.27	6141.20	6448.00	6770.40	7108.40			
COMMUNITY DEVELOPMENT COORDINATOR	M725	25-JUN-2010	MID MGMT	Hourly Rate	34.09	35.79	37.58	39.46	41.43			
				Bi-Weekly Rate	2727.20	2863.20	3006.40	3156.80	3314.40			
				Monthly	5908.93	6203.60	6513.87	6839.73	7181.20			

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COMMUNITY DEVELOPMENT SPECIALIST	A660	24-APR-2015	AFSCME	Hourly Rate	31.62	33.20	34.86	36.60	38.43			
					2529.60	2656.00	2788.80	2928.00	3074.40			
					5480.80	5754.67	6042.40	6344.00	6661.20			
COMMUNITY SERVICES SITE COORDINATOR	A640	24-APR-2015	AFSCME	Hourly Rate	19.14	20.10	21.11	22.17	23.28			
				Bi-Weekly Rate	1531.20	1608.00	1688.80	1773.60	1862.40			
				Monthly	3317.60	3484.00	3659.07	3842.80	4035.20			
COMMUNITY SERVICES SITE COORDINATOR - HOURLY	X660	25-JUN-2010	HOURLY	Hourly Rate	18.76	19.70	20.69	21.72	22.81			
				Bi-Weekly Rate	1500.80	1576.00	1655.20	1737.60	1824.80			
				Monthly	3251.73	3414.67	3586.27	3764.80	3953.73			
COMPUTER SERVICES TECHNICIAN	O525	25-JUN-2010	CONFID	Hourly Rate	32.71	34.35	36.07	37.87	39.76			
				Bi-Weekly Rate	2616.80	2748.00	2885.60	3029.60	3180.80			
				Monthly	5669.73	5954.00	6252.13	6564.13	6891.73			
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			
CULTURAL ARTS SPECIALIST	A650	24-APR-2015	AFSCME	Hourly Rate	26.11	27.42	28.79	30.23	31.74			
				Bi-Weekly Rate	2088.80	2193.60	2303.20	2418.40	2539.20			
				Monthly	4525.73	4752.80	4990.27	5239.87	5501.60			
CULTURAL ARTS SPECIALIST - HOURLY	X650	25-JUN-2010	HOURLY	Hourly Rate	25.60	26.88	28.22	29.63	31.11			
				Bi-Weekly Rate	2048.00	2150.40	2257.60	2370.40	2488.80			
				Monthly	4437.33	4659.20	4891.47	5135.87	5392.40			
DATABASE BUSINESS SYSTEMS SPECIALIST	O405	13-OCT-2010	CONFID	Hourly Rate	25.67	26.95	28.30	29.72	31.21			
				Bi-Weekly Rate	2053.60	2156.00	2264.00	2377.60	2496.80			
				Monthly	4449.47	4671.33	4905.33	5151.47	5409.73			
DEPUTY CITY CLERK	O320	25-JUN-2010	CONFID	Hourly Rate	25.67	26.95	28.30	29.72	31.21			
				Bi-Weekly Rate	2053.60	2156.00	2264.00	2377.60	2496.80			
				Monthly	4449.47	4671.33	4905.33	5151.47	5409.73			
DISASTER PREPAREDNESS MANAGER	M780	12-FEB-2014	MID MGMT	Hourly Rate	32.91	34.55	36.28	38.10	40.00			
				Bi-Weekly Rate	2632.80	2764.00	2902.40	3048.00	3200.00			
				Monthly	5704.40	5988.67	6288.53	6604.00	6933.33			
ECONOMIC & COMMUNITY DEVELOPMENT DIRECTOR	N140	24-APR-2015	EXEC	Hourly Rate	73.54	77.22	81.08	85.13	89.39			
				Bi-Weekly Rate	5883.20	6177.60	6486.40	6810.40	7151.20			
				Monthly	12746.93	13384.80	14053.87	14755.87	15494.27			
ECONOMIC DEVELOPMENT & HOUSING MANAGER	M145	25-JUN-2010	MID MGMT	Hourly Rate	52.56	55.19	57.95	60.85	63.89			
				Bi-Weekly Rate	4204.80	4415.20	4636.00	4868.00	5111.20			
				Monthly	9110.40	9566.27	10044.67	10547.33	11074.27			

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ECONOMIC DEVELOPMENT COORDINATOR	M185	25-JUN-2010	MID MGMT	Hourly Rate	45.36	47.63	50.01	52.51	55.14			
				Bi-Weekly Rate	3628.80	3810.40	4000.80	4200.80	4411.20			
				Monthly	7862.40	8255.87	8668.40	9101.73	9557.60			
ELECTRICAL TECHNICIAN	A160	24-APR-2015	AFSCME	Hourly Rate	31.60	33.18	34.84	36.58	38.41			
				Bi-Weekly Rate	2528.00	2654.40	2787.20	2926.40	3072.80			
				Monthly	5477.33	5751.20	6038.93	6340.53	6657.73			
ELECTRICAL TECHNICIAN, ASSISTANT	A120	24-APR-2015	AFSCME	Hourly Rate	23.31	24.48	25.70	26.99	28.34			
				Bi-Weekly Rate	1864.80	1958.40	2056.00	2159.20	2267.20			
				Monthly	4040.40	4243.20	4454.67	4678.27	4912.27			
ELECTRICAL TECHNICIAN, LEAD	A335	24-APR-2015	AFSCME	Hourly Rate	38.97	40.92	42.97	45.12	47.38			
				Bi-Weekly Rate	3117.60	3273.60	3437.60	3609.60	3790.40			
				Monthly	6754.80	7092.80	7448.13	7820.80	8212.53			
ELECTRICAL TECHNICIAN, SENIOR	A500	24-APR-2015	AFSCME	Hourly Rate	34.66	36.39	38.21	40.12	42.13			
				Bi-Weekly Rate	2772.80	2911.20	3056.80	3209.60	3370.40			
				Monthly	6007.73	6307.60	6623.07	6954.13	7302.53			
EMERGENCY MEDICAL SERVICES CAPTAIN	B185	25-JUN-2010	IAFF	Hourly Rate	48.91	51.36	53.93	56.63	59.46			
				Bi-Weekly Rate	3912.80	4108.80	4314.40	4530.40	4756.80			
				Monthly	8477.73	8902.40	9347.87	9815.87	10306.40			
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			
ENGINEER, ASSOCIATE	M115	25-JUN-2010	MID MGMT	Hourly Rate	43.77	45.96	48.26	50.67	53.20			
				Bi-Weekly Rate	3501.60	3676.80	3860.80	4053.60	4256.00			
				Monthly	7586.80	7966.40	8365.07	8782.80	9221.33			
ENGINEER, PRINCIPAL	M760	12-SEP-2012	MID MGMT	Hourly Rate	57.04	59.89	62.88	66.02	69.32			
				Bi-Weekly Rate	4563.20	4791.20	5030.40	5281.60	5545.60			
				Monthly	9886.93	10380.93	10899.20	11443.47	12015.47			
ENGINEER, SENIOR	M340	25-JUN-2010	MID MGMT	Hourly Rate	52.09	54.69	57.42	60.29	63.30			
				Bi-Weekly Rate	4167.20	4375.20	4593.60	4823.20	5064.00			
				Monthly	9028.93	9479.60	9952.80	10450.27	10972.00			
ENGINEER, SENIOR - HOURLY	X330	27-FEB-2015	HOURLY	Hourly Rate	52.09	54.69	57.42	60.29	63.30			
				Bi-Weekly Rate	4167.20	4375.20	4593.60	4823.20	5064.00			
				Monthly	9028.93	9479.60	9952.80	10450.27	10972.00			
ENGINEERING TECHNICIAN	A167	24-APR-2015	AFSCME	Hourly Rate	27.57	28.95	30.40	31.92	33.52			
				Bi-Weekly Rate	2205.60	2316.00	2432.00	2553.60	2681.60			
				Monthly	4778.80	5018.00	5269.33	5532.80	5810.13			

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ENVIRONMENTAL COMPLIANCE INSPECTOR - HOURLY	X465	27-FEB-2015	HOURLY	Hourly Rate	32.83	34.47	36.20	38.01	39.91			
				Bi-Weekly Rate	2626.40	2757.60	2896.00	3040.80	3192.80			
				Monthly	5690.53	5974.80	6274.67	6588.40	6917.73			
ENVIRONMENTAL COMPLIANCE INSPECTOR I	D210	20-JUN-2014	WQCP OP ENG	Hourly Rate	32.83	34.47	36.20	38.01	39.91			
				Bi-Weekly Rate	2626.40	2757.60	2896.00	3040.80	3192.80			
				Monthly	5690.53	5974.80	6274.67	6588.40	6917.73			
ENVIRONMENTAL COMPLIANCE INSPECTOR II	D155	20-JUN-2014	WQCP OP ENG	Hourly Rate	36.12	37.92	39.82	41.81	43.90			
				Bi-Weekly Rate	2889.60	3033.60	3185.60	3344.80	3512.00			
				Monthly	6260.80	6572.80	6902.13	7247.07	7609.33			
ENVIRONMENTAL COMPLIANCE INSPECTOR, SENIOR	D160	20-JUN-2014	WQCP OP ENG	Hourly Rate	40.72	42.75	44.89	47.14	49.49			
				Bi-Weekly Rate	3257.60	3420.00	3591.20	3771.20	3959.20			
				Monthly	7058.13	7410.00	7780.93	8170.93	8578.27			
ENVIRONMENTAL COMPLIANCE SUPERVISOR	M450	12-FEB-2014	MID MGMT	Hourly Rate	42.47	44.59	46.82	49.16	51.62			
				Bi-Weekly Rate	3397.60	3567.20	3745.60	3932.80	4129.60			
				Monthly	7361.47	7728.93	8115.47	8521.07	8947.47			
EQUIPMENT MECHANIC	A170	24-APR-2015	AFSCME	Hourly Rate	28.08	29.48	30.95	32.50	34.13			
				Bi-Weekly Rate	2246.40	2358.40	2476.00	2600.00	2730.40			
				Monthly	4867.20	5109.87	5364.67	5633.33	5915.87			
EQUIPMENT MECHANIC - HOURLY	X510	27-FEB-2015	HOURLY	Hourly Rate	27.53	28.91	30.36	31.88	33.47			
				Bi-Weekly Rate	2202.40	2312.80	2428.80	2550.40	2677.60			
				Monthly	4771.87	5011.07	5262.40	5525.87	5801.47			
EQUIPMENT MECHANIC, LEAD	A345	24-APR-2015	AFSCME	Hourly Rate	30.40	31.92	33.52	35.20	36.96			
				Bi-Weekly Rate	2432.00	2553.60	2681.60	2816.00	2956.80			
				Monthly	5269.33	5532.80	5810.13	6101.33	6406.40			
EQUIPMENT OPERATOR	A175	24-APR-2015	AFSCME	Hourly Rate	27.69	29.07	30.52	32.05	33.65			
				Bi-Weekly Rate	2215.20	2325.60	2441.60	2564.00	2692.00			
				Monthly	4799.60	5038.80	5290.13	5555.33	5832.67			
EXECUTIVE ASSISTANT TO THE CITY MANAGER	O410	16-MAR-2011	CONFID	Hourly Rate	31.55	33.13	34.79	36.53	38.36			
				Bi-Weekly Rate	2524.00	2650.40	2783.20	2922.40	3068.80			
				Monthly	5468.67	5742.53	6030.27	6331.87	6649.07			
FINANCE DIRECTOR	N145	24-APR-2015	EXEC	Hourly Rate	73.54	77.22	81.08	85.13	89.39			
				Bi-Weekly Rate	5883.20	6177.60	6486.40	6810.40	7151.20			
				Monthly	12746.93	13384.80	14053.87	14755.87	15494.27			
FINANCIAL ANALYST I	M600	25-JUN-2010	MID MGMT	Hourly Rate	32.14	33.75	35.44	37.21	39.07			
				Bi-Weekly Rate	2571.20	2700.00	2835.20	2976.80	3125.60			
				Monthly	5570.93	5850.00	6142.93	6449.73	6772.13			

JOB TITLE	JOB CODE	EFFECTIVE DATE	BARGAINING UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
FINANCIAL ANALYST II	M610	25-JUN-2010	MID MGMT	Hourly Rate	35.34	37.11	38.97	40.92	42.97			
				Bi-Weekly Rate	2827.20	2968.80	3117.60	3273.60	3437.60			
				Monthly	6125.60	6432.40	6754.80	7092.80	7448.13			
FINANCIAL ANALYST, SENIOR	M615	25-JUN-2010	MID MGMT	Hourly Rate	38.88	40.82	42.86	45.00	47.25			
				Bi-Weekly Rate	3110.40	3265.60	3428.80	3600.00	3780.00			
				Monthly	6739.20	7075.47	7429.07	7800.00	8190.00			
FINANCIAL SERVICES MANAGER	M770	08-MAY-2013	MID MGMT	Hourly Rate	49.98	52.48	55.10	57.86	60.75			
				Bi-Weekly Rate	3998.40	4198.40	4408.00	4628.80	4860.00			
				Monthly	8663.20	9096.53	9550.67	10029.07	10530.00			
FIRE APPARATUS ENGINEER	B120	25-JUN-2010	IAFF	Hourly Rate	27.32	28.69	30.12	31.63	33.21			
				FF 112 BW	3059.84	3213.28	3373.44	3542.56	3719.52			
				FF 112 Monthly	6629.65	6962.11	7309.12	7675.55	8058.96			
FIRE BATTALION CHIEF (40 HOURS)	M205	24-APR-2015	PSM FIRE 80	Hourly Rate	62.81	65.95	69.25	72.71	76.35			
				Bi-Weekly Rate	5024.80	5276.00	5540.00	5816.80	6108.00			
				Monthly	10887.07	11431.33	12003.33	12603.07	13234.00			
FIRE BATTALION CHIEF (56 HOURS)	M390	24-APR-2015	PSM FIRE 112	Hourly Rate	44.80	47.04	49.39	51.86	54.45			
				FF 112 BW	5017.60	5268.48	5531.68	5808.32	6098.40			
				FF 112 Monthly	10871.47	11415.04	11985.31	12584.69	13213.20			
FIRE CAPTAIN	B100	25-JUN-2010	IAFF	Hourly Rate	31.78	33.37	35.04	36.79	38.63			
				FF 112 BW	3559.36	3737.44	3924.48	4120.48	4326.56			
				FF 112 Monthly	7711.95	8097.79	8503.04	8927.71	9374.21			
FIRE CHIEF	N150	24-APR-2015	EXEC	Hourly Rate	80.79	84.83	89.07	93.52	98.20			
				Bi-Weekly Rate	6463.20	6786.40	7125.60	7481.60	7856.00			
				Monthly	14003.60	14703.87	15438.80	16210.13	17021.33			
FIRE CHIEF, DEPUTY	M110	24-APR-2015	PSM FIRE 80	Hourly Rate	73.10	76.76	80.60	84.63	88.86			
				Bi-Weekly Rate	5848.00	6140.80	6448.00	6770.40	7108.80			
				Monthly	12670.67	13305.07	13970.67	14669.20	15402.40			
FIRE COURIER - HOURLY	X540	24-APR-2015	HOURLY	Hourly Rate	15.56	16.34	17.16	18.02	18.92			
				Bi-Weekly Rate	1244.80	1307.20	1372.80	1441.60	1513.60			
				Monthly	2697.07	2832.27	2974.40	3123.47	3279.47			
FIRE MARSHAL	M410	24-APR-2015	PSM FIRE 80	Hourly Rate	62.81	65.95	69.25	72.71	76.35			
				Bi-Weekly Rate	5024.80	5276.00	5540.00	5816.80	6108.00			
				Monthly	10887.07	11431.33	12003.33	12603.07	13234.00			
FIREFIGHTER	B125	25-JUN-2010	IAFF	Hourly Rate	24.77	26.01	27.31	28.68	30.11	31.62		
				FF 112 BW	2774.24	2913.12	3058.72	3212.16	3372.32	3541.44		
				FF 112 Monthly	6010.85	6311.76	6627.23	6959.68	7306.69	7673.12		

JOB TITLE	JOB CODE	EFFECTIVE DATE	BARGAINING UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
GROUNDSPERSON	A505	24-APR-2015	AFSCME	Hourly Rate	25.21	26.47	27.79	29.18	30.64			
				Bi-Weekly Rate	2016.80	2117.60	2223.20	2334.40	2451.20			
				Monthly	4369.73	4588.13	4816.93	5057.87	5310.93			
HUMAN RESOURCES ANALYST I	M700	25-JUN-2010	MID MGMT	Hourly Rate	32.08	33.68	35.36	37.13	38.99			
				Bi-Weekly Rate	2566.40	2694.40	2828.80	2970.40	3119.20			
				Monthly	5560.53	5837.87	6129.07	6435.87	6758.27			
HUMAN RESOURCES ANALYST II	M270	25-JUN-2010	MID MGMT	Hourly Rate	35.27	37.03	38.88	40.82	42.86			
				Bi-Weekly Rate	2821.60	2962.40	3110.40	3265.60	3428.80			
				Monthly	6113.47	6418.53	6739.20	7075.47	7429.07			
HUMAN RESOURCES ANALYST, SENIOR	M271	25-JUN-2010	MID MGMT	Hourly Rate	38.79	40.73	42.77	44.91	47.16			
				Bi-Weekly Rate	3103.20	3258.40	3421.60	3592.80	3772.80			
				Monthly	6723.60	7059.87	7413.47	7784.40	8174.40			
HUMAN RESOURCES CLERK - HOURLY	X310	24-APR-2015	HOURLY	Hourly Rate	24.37	25.59	26.87	28.21	29.62			
				Bi-Weekly Rate	1949.60	2047.20	2149.60	2256.80	2369.60			
				Monthly	4224.13	4435.60	4657.47	4889.73	5134.13			
HUMAN RESOURCES DIRECTOR	N130	24-APR-2015	EXEC	Hourly Rate	68.05	71.45	75.02	78.77	82.71			
				Bi-Weekly Rate	5444.00	5716.00	6001.60	6301.60	6616.80			
				Monthly	11795.33	12384.67	13003.47	13653.47	14336.40			
HUMAN RESOURCES MANAGER	M775	13-NOV-2013	MID MGMT	Hourly Rate	46.51	48.84	51.28	53.85	56.54			
				Bi-Weekly Rate	3720.80	3907.20	4102.40	4308.00	4523.20			
				Monthly	8061.73	8465.60	8888.53	9334.00	9800.27			
HUMAN RESOURCES TECHNICIAN	O265	25-JUN-2010	CONFID	Hourly Rate	25.67	26.95	28.30	29.72	31.21			
				Bi-Weekly Rate	2053.60	2156.00	2264.00	2377.60	2496.80			
				Monthly	4449.47	4671.33	4905.33	5151.47	5409.73			
HUMAN RESOURCES TECHNICIAN - HOURLY	X265	27-FEB-2015	HOURLY	Hourly Rate	25.67	26.95	28.30	29.72	31.21			
				Bi-Weekly Rate	2053.60	2156.00	2264.00	2377.60	2496.80			
				Monthly	4449.47	4671.33	4905.33	5151.47	5409.73			
INFORMATION SYSTEMS ADMINISTRATOR	M650	25-JUN-2010	MID MGMT	Hourly Rate	46.14	48.45	50.87	53.41	56.08			
				Bi-Weekly Rate	3691.20	3876.00	4069.60	4272.80	4486.40			
				Monthly	7997.60	8398.00	8817.47	9257.73	9720.53			
INFORMATION SYSTEMS ADMINISTRATOR, SENIOR	M790	14-MAY-2014	MID MGMT	Hourly Rate	48.44	50.86	53.41	56.08	58.88			
				Bi-Weekly Rate	3875.20	4068.80	4272.80	4486.40	4710.40			
				Monthly	8396.27	8815.73	9257.73	9720.53	10205.87			
LABORATORY CHEMIST	D120	20-JUN-2014	WQCP OP ENG	Hourly Rate	35.86	37.66	39.54	41.52	43.59			
				Bi-Weekly Rate	2868.80	3012.80	3163.20	3321.60	3487.20			
				Monthly	6215.73	6527.73	6853.60	7196.80	7555.60			

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LABORATORY CHEMIST - HOURLY	X545	27-FEB-2015	HOURLY	Hourly Rate	35.86	37.66	39.54	41.52	43.59			
				Bi-Weekly Rate	2868.80	3012.80	3163.20	3321.60	3487.20			
				Monthly	6215.73	6527.73	6853.60	7196.80	7555.60			
LABORATORY CHEMIST, SENIOR	D170	20-JUN-2014	WQCP OP ENG	Hourly Rate	41.42	43.49	45.67	47.95	50.35			
				Bi-Weekly Rate	3313.60	3479.20	3653.60	3836.00	4028.00			
				Monthly	7179.47	7538.27	7916.13	8311.33	8727.33			
LABORATORY SUPERVISOR	M220	12-FEB-2014	MID MGMT	Hourly Rate	43.94	46.14	48.45	50.87	53.41			
				Bi-Weekly Rate	3515.20	3691.20	3876.00	4069.60	4272.80			
				Monthly	7616.27	7997.60	8398.00	8817.47	9257.73			
LIBRARIAN I	A210	24-APR-2015	AFSCME	Hourly Rate	25.83	27.12	28.48	29.90	31.40			
				Bi-Weekly Rate	2066.40	2169.60	2278.40	2392.00	2512.00			
				Monthly	4477.20	4700.80	4936.53	5182.67	5442.67			
LIBRARIAN I - HOURLY	X210	27-FEB-2015	HOURLY	Hourly Rate	25.32	26.59	27.92	29.32	30.79			
				Bi-Weekly Rate	2025.60	2127.20	2233.60	2345.60	2463.20			
				Monthly	4388.80	4608.93	4839.47	5082.13	5336.93			
LIBRARIAN II	A240	24-APR-2015	AFSCME	Hourly Rate	28.42	29.84	31.33	32.90	34.55			
				Bi-Weekly Rate	2273.60	2387.20	2506.40	2632.00	2764.00			
				Monthly	4926.13	5172.27	5430.53	5702.67	5988.67			
LIBRARIAN II - HOURLY	X670	27-FEB-2015	HOURLY	Hourly Rate	27.86	29.25	30.71	32.25	33.86			
				Bi-Weekly Rate	2228.80	2340.00	2456.80	2580.00	2708.80			
				Monthly	4829.07	5070.00	5323.07	5590.00	5869.07			
LIBRARY ASSISTANT I	A220	24-APR-2015	AFSCME	Hourly Rate	19.76	20.75	21.79	22.88	24.02			
				Bi-Weekly Rate	1580.80	1660.00	1743.20	1830.40	1921.60			
				Monthly	3425.07	3596.67	3776.93	3965.87	4163.47			
LIBRARY ASSISTANT I - HOURLY	X220	27-FEB-2015	HOURLY	Hourly Rate	19.37	20.34	21.36	22.43	23.55			
				Bi-Weekly Rate	1549.60	1627.20	1708.80	1794.40	1884.00			
				Monthly	3357.47	3525.60	3702.40	3887.87	4082.00			
LIBRARY ASSISTANT II	A215	24-APR-2015	AFSCME	Hourly Rate	21.82	22.91	24.06	25.26	26.52			
				Bi-Weekly Rate	1745.60	1832.80	1924.80	2020.80	2121.60			
				Monthly	3782.13	3971.07	4170.40	4378.40	4596.80			
LIBRARY ASSISTANT II - HOURLY	X225	27-FEB-2015	HOURLY	Hourly Rate	21.39	22.46	23.58	24.76	26.00			
				Bi-Weekly Rate	1711.20	1796.80	1886.40	1980.80	2080.00			
				Monthly	3707.60	3893.07	4087.20	4291.73	4506.67			
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			

JOB TITLE	JOB CODE	EFFECTIVE DATE	BARGAINING UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
LIBRARY DIRECTOR	N110	24-APR-2015	EXEC	Hourly Rate	68.05	71.45	75.02	78.77	82.71			
				Bi-Weekly Rate	5444.00	5716.00	6001.60	6301.60	6616.80			
				Monthly	11795.33	12384.67	13003.47	13653.47	14336.40			
LIBRARY DIRECTOR, ASSISTANT	M640	25-JUN-2010	MID MGMT	Hourly Rate	46.13	48.44	50.86	53.40	56.07			
				Bi-Weekly Rate	3690.40	3875.20	4068.80	4272.00	4485.60			
				Monthly	7995.87	8396.27	8815.73	9256.00	9718.80			
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	25-JUN-2010	MID MGMT	Hourly Rate	36.57	38.40	40.32	42.34	44.46			
				Bi-Weekly Rate	2925.60	3072.00	3225.60	3387.20	3556.80			
				Monthly	6338.80	6656.00	6988.80	7338.93	7706.40			
LIBRARY SPECIALIST, SUPERVISING	A670	24-APR-2015	AFSCME	Hourly Rate	25.83	27.12	28.48	29.90	31.40			
				Bi-Weekly Rate	2066.40	2169.60	2278.40	2392.00	2512.00			
				Monthly	4477.20	4700.80	4936.53	5182.67	5442.67			
LITERACY PROGRAM MANAGER	M500	25-JUN-2010	MID MGMT	Hourly Rate	36.57	38.40	40.32	42.34	44.46			
				Bi-Weekly Rate	2925.60	3072.00	3225.60	3387.20	3556.80			
				Monthly	6338.80	6656.00	6988.80	7338.93	7706.40			
LITERACY SERVICES ASSISTANT COORDINATOR - HOURLY	X655	24-APR-2015	HOURLY	Hourly Rate	21.39	22.46	23.58	24.76	26.00			
				Bi-Weekly Rate	1711.20	1796.80	1886.40	1980.80	2080.00			
				Monthly	3707.60	3893.07	4087.20	4291.73	4506.67			
LITERACY SERVICES ASSISTANT I - HOURLY	X665	24-APR-2015	HOURLY	Hourly Rate	19.37	20.34	21.36	22.43	23.55			
				Bi-Weekly Rate	1549.60	1627.20	1708.80	1794.40	1884.00			
				Monthly	3357.47	3525.60	3702.40	3887.87	4082.00			
LITERACY SERVICES COORDINATOR	A445	24-APR-2015	AFSCME	Hourly Rate	28.42	29.84	31.33	32.90	34.55			
				Bi-Weekly Rate	2273.60	2387.20	2506.40	2632.00	2764.00			
				Monthly	4926.13	5172.27	5430.53	5702.67	5988.67			
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	24-APR-2015	AFSCME	Hourly Rate	27.00	28.35	29.77	31.26	32.82			
				Bi-Weekly Rate	2160.00	2268.00	2381.60	2500.80	2625.60			
				Monthly	4680.00	4914.00	5160.13	5418.40	5688.80			
MAINTENANCE PROGRAM MANAGER	M750	16-JUL-2013	MID MGMT	Hourly Rate	44.39	46.61	48.94	51.39	53.96			
				Bi-Weekly Rate	3551.20	3728.80	3915.20	4111.20	4316.80			
				Monthly	7694.27	8079.07	8482.93	8907.60	9353.07			

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MAINTENANCE SUPERVISOR	M255	25-JUN-2010	MID MGMT	Hourly Rate	35.46	37.23	39.09	41.04	43.09			
				Bi-Weekly Rate	2836.80	2978.40	3127.20	3283.20	3447.20			
				Monthly	6146.40	6453.20	6775.60	7113.60	7468.93			
MANAGEMENT ANALYST I	M570	25-JUN-2010	MID MGMT	Hourly Rate	34.53	36.26	38.07	39.97	41.97			
				Bi-Weekly Rate	2762.40	2900.80	3045.60	3197.60	3357.60			
				Monthly	5985.20	6285.07	6598.80	6928.13	7274.80			
MANAGEMENT ANALYST II	M560	25-JUN-2010	MID MGMT	Hourly Rate	37.98	39.88	41.87	43.96	46.16			
				Bi-Weekly Rate	3038.40	3190.40	3349.60	3516.80	3692.80			
				Monthly	6583.20	6912.53	7257.47	7619.73	8001.07			
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							
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							

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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	24-APR-2015	HOURLY	Hourly Rate	19.16	20.12	21.13	22.19	23.30			
				Bi-Weekly Rate	1532.80	1609.60	1690.40	1775.20	1864.00			
				Monthly	3321.07	3487.47	3662.53	3846.27	4038.67			
OFFICE SPECIALIST	A295	24-APR-2015	AFSCME	Hourly Rate	21.72	22.81	23.95	25.15	26.41			
				Bi-Weekly Rate	1737.60	1824.80	1916.00	2012.00	2112.80			
				Monthly	3764.80	3953.73	4151.33	4359.33	4577.73			
OFFICE SPECIALIST - HOURLY	X415	27-FEB-2015	HOURLY	Hourly Rate	21.29	22.35	23.47	24.64	25.87			
				Bi-Weekly Rate	1703.20	1788.00	1877.60	1971.20	2069.60			
				Monthly	3690.27	3874.00	4068.13	4270.93	4484.13			
PARAMEDIC FIREFIGHTER	B130	25-JUN-2010	IAFF	Hourly Rate	27.93	29.33	30.80	32.34	33.96	35.66		
				FF 112 BW	3128.16	3284.96	3449.60	3622.08	3803.52	3993.92		
				Monthly	6777.68	7117.41	7474.13	7847.84	8240.96	8653.49		
PARK MAINTENANCE WORKER	A250	24-APR-2015	AFSCME	Hourly Rate	22.75	23.89	25.08	26.33	27.65			
				Bi-Weekly Rate	1820.00	1911.20	2006.40	2106.40	2212.00			
				Monthly	3943.33	4140.93	4347.20	4563.87	4792.67			
PARK MAINTENANCE WORKER - HOURLY	X300	27-FEB-2015	HOURLY	Hourly Rate	22.30	23.42	24.59	25.82	27.11			
				Bi-Weekly Rate	1784.00	1873.60	1967.20	2065.60	2168.80			
				Monthly	3865.33	4059.47	4262.27	4475.47	4699.07			
PARK MAINTENANCE WORKER, LEAD	A195	24-APR-2015	AFSCME	Hourly Rate	26.71	28.05	29.45	30.92	32.47			
				Bi-Weekly Rate	2136.80	2244.00	2356.00	2473.60	2597.60			
				Monthly	4629.73	4862.00	5104.67	5359.47	5628.13			
PARK MAINTENANCE WORKER, SENIOR	A350	24-APR-2015	AFSCME	Hourly Rate	24.37	25.59	26.87	28.21	29.62			
				Bi-Weekly Rate	1949.60	2047.20	2149.60	2256.80	2369.60			
				Monthly	4224.13	4435.60	4657.47	4889.73	5134.13			
PARKING ENFORCEMENT OFFICER	C175	25-JUN-2010	PO NONSWORN	Hourly Rate	21.13	22.19	23.30	24.47	25.69			
				Bi-Weekly Rate	1690.40	1775.20	1864.00	1957.60	2055.20			
				Monthly	3662.53	3846.27	4038.67	4241.47	4452.93			
PARKING ENFORCEMENT OFFICER - HOURLY	X180	27-FEB-2015	HOURLY	Hourly Rate	21.13	22.19	23.30	24.47	25.69			
				Bi-Weekly Rate	1690.40	1775.20	1864.00	1957.60	2055.20			
				Monthly	3662.53	3846.27	4038.67	4241.47	4452.93			
PARKING SYSTEM TECHNICIAN	A245	24-APR-2015	AFSCME	Hourly Rate	26.71	28.05	29.45	30.92	32.47			
				Bi-Weekly Rate	2136.80	2244.00	2356.00	2473.60	2597.60			
				Monthly	4629.73	4862.00	5104.67	5359.47	5628.13			

JOB TITLE	JOB CODE	EFFECTIVE DATE	BARGAINING UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
PARKS & RECREATION DIRECTOR	N175	24-APR-2015	EXEC	Hourly Rate	71.46	75.03	78.78	82.72	86.86			
				Bi-Weekly Rate	5716.80	6002.40	6302.40	6617.60	6948.80			
				Monthly	12386.40	13005.20	13655.20	14338.13	15055.73			
PAYROLL ADMINISTRATOR	M785	14-MAY-2014	MID MGMT	Hourly Rate	33.75	35.44	37.21	39.07	41.03			
				Bi-Weekly Rate	2700.00	2835.20	2976.80	3125.60	3282.40			
				Monthly	5850.00	6142.93	6449.73	6772.13	7111.87			
PERMIT TECHNICIAN	A460	24-APR-2015	AFSCME	Hourly Rate	31.74	33.33	35.00	36.75	38.59			
				Bi-Weekly Rate	2539.20	2666.40	2800.00	2940.00	3087.20			
				Monthly	5501.60	5777.20	6066.67	6370.00	6688.93			
PLANNER, ASSOCIATE	M125	25-JUN-2010	MID MGMT	Hourly Rate	34.09	35.79	37.58	39.46	41.43			
				Bi-Weekly Rate	2727.20	2863.20	3006.40	3156.80	3314.40			
				Monthly	5908.93	6203.60	6513.87	6839.73	7181.20			
PLANNER, ASSOCIATE - HOURLY	X125	27-FEB-2015	HOURLY	Hourly Rate	34.09	35.79	37.58	39.46	41.43			
				Bi-Weekly Rate	2727.20	2863.20	3006.40	3156.80	3314.40			
				Monthly	5908.93	6203.60	6513.87	6839.73	7181.20			
PLANNER, PRINCIPAL	M590	11-MAY-2012	MID MGMT	Hourly Rate	45.36	47.63	50.01	52.51	55.14			
				Bi-Weekly Rate	3628.80	3810.40	4000.80	4200.80	4411.20			
				Monthly	7862.40	8255.87	8668.40	9101.73	9557.60			
PLANNER, SENIOR	M335	25-JUN-2010	MID MGMT	Hourly Rate	42.22	44.33	46.55	48.88	51.32			
				Bi-Weekly Rate	3377.60	3546.40	3724.00	3910.40	4105.60			
				Monthly	7318.13	7683.87	8068.67	8472.53	8895.47			
PLANNER, SENIOR - HOURLY	X335	27-FEB-2015	HOURLY	Hourly Rate	42.22	44.33	46.55	48.88	51.32			
				Bi-Weekly Rate	3377.60	3546.40	3724.00	3910.40	4105.60			
				Monthly	7318.13	7683.87	8068.67	8472.53	8895.47			
PLANNING TECHNICIAN	A462	24-APR-2015	AFSCME	Hourly Rate	31.74	33.33	35.00	36.75	38.59			
				Bi-Weekly Rate	2539.20	2666.40	2800.00	2940.00	3087.20			
				Monthly	5501.60	5777.20	6066.67	6370.00	6688.93			
PLANT ELECTRICIAN I	D105	20-JUN-2014	WQCP OP ENG	Hourly Rate	32.79	34.43	36.15	37.96	39.86			
				Bi-Weekly Rate	2623.20	2754.40	2892.00	3036.80	3188.80			
				Monthly	5683.60	5967.87	6266.00	6579.73	6909.07			
PLANT ELECTRICIAN I - HOURLY	X500	27-FEB-2015	HOURLY	Hourly Rate	32.79	34.43	36.15	37.96	39.86			
				Bi-Weekly Rate	2623.20	2754.40	2892.00	3036.80	3188.80			
				Monthly	5683.60	5967.87	6266.00	6579.73	6909.07			
PLANT ELECTRICIAN II	D140	20-JUN-2014	WQCP OP ENG	Hourly Rate	36.07	37.88	39.77	41.76	43.85			
				Bi-Weekly Rate	2885.60	3030.40	3181.60	3340.80	3508.00			
				Monthly	6252.13	6565.87	6893.47	7238.40	7600.67			

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PLANT MAINTENANCE SUPERVISOR	M745	23-FEB-2011	MID MGMT	Hourly Rate	43.75	45.94	48.24	50.65	53.18			
				Bi-Weekly Rate	3500.00	3675.20	3859.20	4052.00	4254.40			
				Monthly	7583.33	7962.93	8361.60	8779.33	9217.87			
PLANT MECHANIC - HOURLY	X355	27-FEB-2015	HOURLY	Hourly Rate	30.09	31.59	33.17	34.83	36.57			
				Bi-Weekly Rate	2407.20	2527.20	2653.60	2786.40	2925.60			
				Monthly	5215.60	5475.60	5749.47	6037.20	6338.80			
PLANT MECHANIC I	D130	20-JUN-2014	WQCP OP ENG	Hourly Rate	30.09	31.59	33.17	34.83	36.57			
				Bi-Weekly Rate	2407.20	2527.20	2653.60	2786.40	2925.60			
				Monthly	5215.60	5475.60	5749.47	6037.20	6338.80			
PLANT MECHANIC II	D135	20-JUN-2014	WQCP OP ENG	Hourly Rate	33.10	34.75	36.49	38.31	40.23			
				Bi-Weekly Rate	2648.00	2780.00	2919.20	3064.80	3218.40			
				Monthly	5737.33	6023.33	6324.93	6640.40	6973.20			
PLANT MECHANIC, APPRENTICE	D220	20-JUN-2014	WQCP OP ENG	Hourly Rate	26.15	28.16	30.17	32.18	34.20	36.21	38.22	40.23
				Bi-Weekly Rate	2092.00	2252.80	2413.60	2574.40	2736.00	2896.80	3057.60	3218.40
				Monthly	4532.67	4881.07	5229.47	5577.87	5928.00	6276.40	6624.80	6973.20
PLANT MECHANIC, ASSISTANT - HOURLY	X135	24-APR-2015	HOURLY	Hourly Rate	27.08	28.43	29.86	31.35	32.92			
				Bi-Weekly Rate	2166.40	2274.40	2388.80	2508.00	2633.60			
				Monthly	4693.87	4927.87	5175.73	5434.00	5706.13			
PLANT MECHANIC, LEAD	D180	20-JUN-2014	WQCP OP ENG	Hourly Rate	37.32	39.18	41.14	43.20	45.36			
				Bi-Weekly Rate	2985.60	3134.40	3291.20	3456.00	3628.80			
				Monthly	6468.80	6791.20	7130.93	7488.00	7862.40			
PLANT OPERATOR I	D145	20-JUN-2014	WQCP OP ENG	Hourly Rate	28.13	29.54	31.02	32.57	34.19			
				Bi-Weekly Rate	2250.40	2363.20	2481.60	2605.60	2735.20			
				Monthly	4875.87	5120.27	5376.80	5645.47	5926.27			
PLANT OPERATOR I - CONTRACT FT	X145	27-FEB-2015	HOURLY	Hourly Rate	28.13	29.54	31.02	32.57	34.19			
				Bi-Weekly Rate	2250.40	2363.20	2481.60	2605.60	2735.20			
				Monthly	4875.87	5120.27	5376.80	5645.47	5926.27			
PLANT OPERATOR I - HOURLY	X140	27-FEB-2015	HOURLY	Hourly Rate	28.13	29.54	31.02	32.57	34.19			
				Bi-Weekly Rate	2250.40	2363.20	2481.60	2605.60	2735.20			
				Monthly	4875.87	5120.27	5376.80	5645.47	5926.27			
PLANT OPERATOR II	D150	20-JUN-2014	WQCP OP ENG	Hourly Rate	30.95	32.49	34.12	35.82	37.62			
				Bi-Weekly Rate	2476.00	2599.20	2729.60	2865.60	3009.60			
				Monthly	5364.67	5631.60	5914.13	6208.80	6520.80			
PLANT OPERATOR II - HOURLY	X530	27-FEB-2015	HOURLY	Hourly Rate	30.95	32.49	34.12	35.82	37.62			
				Bi-Weekly Rate	2476.00	2599.20	2729.60	2865.60	3009.60			
				Monthly	5364.67	5631.60	5914.13	6208.80	6520.80			

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PLANT OPERATOR III	D200	20-JUN-2014	WQCP OP ENG	Hourly Rate	32.49	34.12	35.82	37.62	39.50			
				Bi-Weekly Rate	2599.20	2729.60	2865.60	3009.60	3160.00			
				Monthly	5631.60	5914.13	6208.80	6520.80	6846.67			
PLANT OPERATOR, APPRENTICE	D100	20-JUN-2014	WQCP OP ENG	Hourly Rate	24.45	26.33	28.22	30.10	31.98	33.86	35.74	37.62
				Bi-Weekly Rate	1956.00	2106.40	2257.60	2408.00	2558.40	2708.80	2859.20	3009.60
				Monthly	4238.00	4563.87	4891.47	5217.33	5543.20	5869.07	6194.93	6520.80
PLANT OPERATOR, LEAD	D190	20-JUN-2014	WQCP OP ENG	Hourly Rate	35.74	37.53	39.41	41.38	43.45			
				Bi-Weekly Rate	2859.20	3002.40	3152.80	3310.40	3476.00			
				Monthly	6194.93	6505.20	6831.07	7172.53	7531.33			
PLANT SUPERINTENDENT	M355	25-JUN-2010	MID MGMT	Hourly Rate	50.98	53.53	56.21	59.02	61.97			
				Bi-Weekly Rate	4078.40	4282.40	4496.80	4721.60	4957.60			
				Monthly	8836.53	9278.53	9743.07	10230.13	10741.47			
PLANT SUPERINTENDENT, ASSISTANT	M465	25-JUN-2010	MID MGMT	Hourly Rate	47.49	49.86	52.35	54.97	57.72			
				Bi-Weekly Rate	3799.20	3988.80	4188.00	4397.60	4617.60			
				Monthly	8231.60	8642.40	9074.00	9528.13	10004.80			
PLANT UTILITY WORKER	D125	20-JUN-2014	WQCP OP ENG	Hourly Rate	24.64	25.87	27.16	28.52	29.95			
				Bi-Weekly Rate	1971.20	2069.60	2172.80	2281.60	2396.00			
				Monthly	4270.93	4484.13	4707.73	4943.47	5191.33			
PLANT UTILITY WORKER - HOURLY	X490	27-FEB-2015	HOURLY	Hourly Rate	24.64	25.87	27.16	28.52	29.95			
				Bi-Weekly Rate	1971.20	2069.60	2172.80	2281.60	2396.00			
				Monthly	4270.93	4484.13	4707.73	4943.47	5191.33			
POLICE CAPTAIN	M280	24-APR-2015	PSM POLICE	Hourly Rate	70.79	74.33	78.05	81.95	86.05			
				Bi-Weekly Rate	5663.20	5946.40	6244.00	6556.00	6884.00			
				Monthly	12270.27	12883.87	13528.67	14204.67	14915.33			
POLICE CHIEF	N155	24-APR-2015	EXEC	Hourly Rate	76.93	80.78	84.82	89.06	93.51			
				Bi-Weekly Rate	6154.40	6462.40	6785.60	7124.80	7480.80			
				Monthly	13334.53	14001.87	14702.13	15437.07	16208.40			
POLICE CHIEF, DEPUTY	M765	24-APR-2015	PSM POLICE	Hourly Rate	74.27	77.98	81.88	85.97	90.27			
				Bi-Weekly Rate	5941.60	6238.40	6550.40	6877.60	7221.60			
				Monthly	12873.47	13516.53	14192.53	14901.47	15646.80			
POLICE COMMUNICATIONS & RECORDS MANAGER	M285	08-JUN-2011	MID MGMT	Hourly Rate	47.10	49.46	51.93	54.52	57.25			
				Bi-Weekly Rate	3768.00	3956.80	4154.40	4361.60	4580.00			
				Monthly	8164.00	8573.07	9001.20	9450.13	9923.33			
POLICE CORPORAL	C100	04-JUL-2014	PO SWORN	Hourly Rate	48.03	49.23	50.47	51.73				
				Bi-Weekly Rate	3842.40	3938.40	4037.60	4138.40				
				Monthly	8325.20	8533.20	8748.13	8966.53				

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POLICE COURT LIAISON - HOURLY	X193	24-APR-2015	HOURLY	Hourly Rate	22.66	23.79	24.98	26.23	27.54			
				Bi-Weekly Rate	1812.80	1903.20	1998.40	2098.40	2203.20			
				Monthly	3927.73	4123.60	4329.87	4546.53	4773.60			
POLICE LIEUTENANT	M275	24-APR-2015	PSM POLICE	Hourly Rate	62.14	65.25	68.51	71.94	75.54			
				Bi-Weekly Rate	4971.20	5220.00	5480.80	5755.20	6043.20			
				Monthly	10770.93	11310.00	11875.07	12469.60	13093.60			
POLICE OFFICER	C115	04-JUL-2014	PO SWORN	Hourly Rate	35.88	38.39	41.07	43.95	47.03			
				Bi-Weekly Rate	2870.40	3071.20	3285.60	3516.00	3762.40			
				Monthly	6219.20	6654.27	7118.80	7618.00	8151.87			
POLICE PROPERTY/ EVIDENCE SPECIALIST	C110	25-JUN-2010	PO NONSWORN	Hourly Rate	24.47	25.69	26.97	28.32	29.74			
				Bi-Weekly Rate	1957.60	2055.20	2157.60	2265.60	2379.20			
				Monthly	4241.47	4452.93	4674.80	4908.80	5154.93			
POLICE PROPERTY/EVIDENCE ASSISTANT - HOURLY	X190	24-APR-2015	HOURLY	Hourly Rate	22.66	23.79	24.98	26.23	27.54			
				Bi-Weekly Rate	1812.80	1903.20	1998.40	2098.40	2203.20			
				Monthly	3927.73	4123.60	4329.87	4546.53	4773.60			
POLICE RECORDS SPECIALIST	C105	25-JUN-2010	PO NONSWORN	Hourly Rate	22.66	23.79	24.98	26.23	27.54			
				Bi-Weekly Rate	1812.80	1903.20	1998.40	2098.40	2203.20			
				Monthly	3927.73	4123.60	4329.87	4546.53	4773.60			
POLICE RECORDS SPECIALIST - HOURLY	X191	27-FEB-2015	HOURLY	Hourly Rate	22.66	23.79	24.98	26.23	27.54			
				Bi-Weekly Rate	1812.80	1903.20	1998.40	2098.40	2203.20			
				Monthly	3927.73	4123.60	4329.87	4546.53	4773.60			
POLICE RECORDS SPECIALIST, SENIOR	C180	25-JUN-2010	PO NONSWORN	Hourly Rate	23.86	25.05	26.30	27.62	29.00			
				Bi-Weekly Rate	1908.80	2004.00	2104.00	2209.60	2320.00			
				Monthly	4135.73	4342.00	4558.67	4787.47	5026.67			
POLICE RECORDS SPECIALIST, SUPERVISING	C200	14-MAY-2014	PO NONSWORN	Hourly Rate	26.06	27.36	28.73	30.16	31.67			
				Bi-Weekly Rate	2084.80	2188.80	2298.40	2412.80	2533.60			
				Monthly	4517.07	4742.40	4979.87	5227.73	5489.47			
POLICE RECRUIT	C190	04-JUL-2014	PO NONSWORN	Hourly Rate	32.61							
				Bi-Weekly Rate	2608.80							
				Monthly	5652.40							
POLICE RESERVE OFFICER - HOURLY	X325	25-JUN-2010	HOURLY	Hourly Rate	41.76							
				Bi-Weekly Rate	3340.80							
				Monthly	7238.40							
POLICE SERGEANT	C165	04-JUL-2014	PO SWORN	Hourly Rate	51.55	52.84	54.16	55.51	56.90			
				Bi-Weekly Rate	4124.00	4227.20	4332.80	4440.80	4552.00			
				Monthly	8935.33	9158.93	9387.73	9621.73	9862.67			

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POLICE SERVICE TECHNICIAN	C125	25-JUN-2010	PO NONSWORN	Hourly Rate	23.31	24.48	25.70	26.99	28.34			
				Bi-Weekly Rate	1864.80	1958.40	2056.00	2159.20	2267.20			
				Monthly	4040.40	4243.20	4454.67	4678.27	4912.27			
POLICE SERVICE TECHNICIAN - HOURLY	X192	27-FEB-2015	HOURLY	Hourly Rate	23.31	24.48	25.70	26.99	28.34			
				Bi-Weekly Rate	1864.80	1958.40	2056.00	2159.20	2267.20			
				Monthly	4040.40	4243.20	4454.67	4678.27	4912.27			
PRESCHOOL TEACHER	A495	24-APR-2015	AFSCME	Hourly Rate	15.68	16.46	17.28	18.14	19.05			
				Bi-Weekly Rate	1254.40	1316.80	1382.40	1451.20	1524.00			
				Monthly	2717.87	2853.07	2995.20	3144.27	3302.00			
PUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER	M755	28-SEP-2011	MID MGMT	Hourly Rate	65.52	68.80	72.24	75.85	79.64			
				Bi-Weekly Rate	5241.60	5504.00	5779.20	6068.00	6371.20			
				Monthly	11356.80	11925.33	12521.60	13147.33	13804.27			
PUBLIC WORKS DIRECTOR	N160	24-APR-2015	EXEC	Hourly Rate	73.06	76.71	80.55	84.58	88.81			
				Bi-Weekly Rate	5844.80	6136.80	6444.00	6766.40	7104.80			
				Monthly	12663.73	13296.40	13962.00	14660.53	15393.73			
PUBLIC WORKS INSPECTOR	A310	24-APR-2015	AFSCME	Hourly Rate	35.92	37.72	39.61	41.59	43.67			
				Bi-Weekly Rate	2873.60	3017.60	3168.80	3327.20	3493.60			
				Monthly	6226.13	6538.13	6865.73	7208.93	7569.47			
PUBLIC WORKS MAINTENANCE WORKER	A275	24-APR-2015	AFSCME	Hourly Rate	22.75	23.89	25.08	26.33	27.65			
				Bi-Weekly Rate	1820.00	1911.20	2006.40	2106.40	2212.00			
				Monthly	3943.33	4140.93	4347.20	4563.87	4792.67			
PUBLIC WORKS MAINTENANCE WORKER - HOURLY	X345	27-FEB-2015	HOURLY	Hourly Rate	22.30	23.42	24.59	25.82	27.11			
				Bi-Weekly Rate	1784.00	1873.60	1967.20	2065.60	2168.80			
				Monthly	3865.33	4059.47	4262.27	4475.47	4699.07			
PUBLIC WORKS MAINTENANCE WORKER, LEAD	A200	24-APR-2015	AFSCME	Hourly Rate	26.71	28.05	29.45	30.92	32.47			
				Bi-Weekly Rate	2136.80	2244.00	2356.00	2473.60	2597.60			
				Monthly	4629.73	4862.00	5104.67	5359.47	5628.13			
PUBLIC WORKS MAINTENANCE WORKER, SENIOR	A360	24-APR-2015	AFSCME	Hourly Rate	24.37	25.59	26.87	28.21	29.62			
				Bi-Weekly Rate	1949.60	2047.20	2149.60	2256.80	2369.60			
				Monthly	4224.13	4435.60	4657.47	4889.73	5134.13			
RECREATION & COMMUNITY SERVICES MANAGER	M715	27-FEB-2015	MID MGMT	Hourly Rate	44.39	46.61	48.94	51.39	53.96			
				Bi-Weekly Rate	3551.20	3728.80	3915.20	4111.20	4316.80			
				Monthly	7694.27	8079.07	8482.93	8907.60	9353.07			
RECREATION & COMMUNITY SERVICES PROGRAM COORD	M530	25-JUN-2010	MID MGMT	Hourly Rate	24.83	26.07	27.37	28.74	30.18			
				Bi-Weekly Rate	1986.40	2085.60	2189.60	2299.20	2414.40			
				Monthly	4303.87	4518.80	4744.13	4981.60	5231.20			

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RECREATION & COMMUNITY SERVICES SUPERVISOR	M295	25-JUN-2010	MID MGMT	Hourly Rate	35.46	37.23	39.09	41.04	43.09			
				Bi-Weekly Rate	2836.80	2978.40	3127.20	3283.20	3447.20			
				Monthly	6146.40	6453.20	6775.60	7113.60	7468.93			
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	24-APR-2015	AFSCME	Hourly Rate	10.44	10.96	11.51	12.09	12.69			
				Bi-Weekly Rate	835.20	876.80	920.80	967.20	1015.20			
				Monthly	1809.60	1899.73	1995.07	2095.60	2199.60			
RECREATION LEADER II - HOURLY	X365	25-JUN-2010	HOURLY	Hourly Rate	10.24	10.75	11.29	11.85	12.44			
				Bi-Weekly Rate	819.20	860.00	903.20	948.00	995.20			
				Monthly	1774.93	1863.33	1956.93	2054.00	2156.27			
RECREATION LEADER III	A620	24-APR-2015	AFSCME	Hourly Rate	12.20	12.81	13.45	14.12	14.83			
				Bi-Weekly Rate	976.00	1024.80	1076.00	1129.60	1186.40			
				Monthly	2114.67	2220.40	2331.33	2447.47	2570.53			
RECREATION LEADER III - HOURLY	X370	25-JUN-2010	HOURLY	Hourly Rate	11.96	12.56	13.19	13.85	14.54			
				Bi-Weekly Rate	956.80	1004.80	1055.20	1108.00	1163.20			
				Monthly	2073.07	2177.07	2286.27	2400.67	2520.27			
RECREATION LEADER IV	A515	24-APR-2015	AFSCME	Hourly Rate	15.87	16.66	17.49	18.36	19.28			
				Bi-Weekly Rate	1269.60	1332.80	1399.20	1468.80	1542.40			
				Monthly	2750.80	2887.73	3031.60	3182.40	3341.87			
RECREATION LEADER IV - HOURLY	X375	27-FEB-2015	HOURLY	Hourly Rate	15.56	16.34	17.16	18.02	18.92			
				Bi-Weekly Rate	1244.80	1307.20	1372.80	1441.60	1513.60			
				Monthly	2697.07	2832.27	2974.40	3123.47	3279.47			
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			
SAFETY INSPECTOR I	B200	25-JUN-2010	IAFF	Hourly Rate	38.97	40.92	42.97	45.12	47.38			
				Bi-Weekly Rate	3117.60	3273.60	3437.60	3609.60	3790.40			
				Monthly	6754.80	7092.80	7448.13	7820.80	8212.53			
SAFETY INSPECTOR II	B195	25-JUN-2010	IAFF	Hourly Rate	42.86	45.00	47.25	49.61	52.09			
				Bi-Weekly Rate	3428.80	3600.00	3780.00	3968.80	4167.20			
				Monthly	7429.07	7800.00	8190.00	8599.07	9028.93			

JOB TITLE	JOB CODE	EFFECTIVE DATE	BARGAINING UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SAFETY INSPECTOR III	B190	25-JUN-2010	IAFF	Hourly Rate	46.77	49.11	51.57	54.15	56.86			
				Bi-Weekly Rate	3741.60	3928.80	4125.60	4332.00	4548.80			
				Monthly	8106.80	8512.40	8938.80	9386.00	9855.73			
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	24-APR-2015	AFSCME	Hourly Rate	26.49	27.81	29.20	30.66	32.19			
				Bi-Weekly Rate	2119.20	2224.80	2336.00	2452.80	2575.20			
				Monthly	4591.60	4820.40	5061.33	5314.40	5579.60			
TECHNICAL SERVICES SUPERVISOR	M735	25-JUN-2010	MID MGMT	Hourly Rate	44.95	47.20	49.56	52.04	54.64			
				Bi-Weekly Rate	3596.00	3776.00	3964.80	4163.20	4371.20			
				Monthly	7791.33	8181.33	8590.40	9020.27	9470.93			
TREE TRIMMER	A375	24-APR-2015	AFSCME	Hourly Rate	26.92	28.27	29.68	31.16	32.72			
				Bi-Weekly Rate	2153.60	2261.60	2374.40	2492.80	2617.60			
				Monthly	4666.13	4900.13	5144.53	5401.07	5671.47			
VAN DRIVER	A510	24-APR-2015	AFSCME	Hourly Rate	13.48	14.15	14.86	15.60	16.38			
				Bi-Weekly Rate	1078.40	1132.00	1188.80	1248.00	1310.40			
				Monthly	2336.53	2452.67	2575.73	2704.00	2839.20			
VAN DRIVER - HOURLY	X555	27-FEB-2015	HOURLY	Hourly Rate	13.22	13.88	14.57	15.30	16.07			
				Bi-Weekly Rate	1057.60	1110.40	1165.60	1224.00	1285.60			
				Monthly	2291.47	2405.87	2525.47	2652.00	2785.47			