

CITY OF SOUTH SAN FRANCISCO PAY SCHEDULE
As of 7/3/2015

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				

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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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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							

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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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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	3-Jul-2015	IAFF	Hourly Rate	54.23	56.94	59.79	62.78	65.92			
				Bi-Weekly Rate	4338.40	4555.20	4783.20	5022.40	5273.60			
				Monthly	9399.87	9869.60	10363.60	10881.87	11426.13			
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			

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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 DATE	BARGAINING	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
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	3-Jul-2015	IAFF	Hourly Rate	32.20	33.81	35.50	37.28	39.14			
				FF 112 BW	3606.40	3786.72	3976.00	4175.36	4383.68			
				FF 112 Monthly	7813.87	8204.56	8614.67	9046.61	9497.97			
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	3-Jul-2015	IAFF	Hourly Rate	35.24	37.00	38.85	40.79	42.82			
				FF 112 BW	3946.88	4144.00	4351.20	4568.48	4795.84			
				FF 112 Monthly	8551.57	8978.67	9427.60	9898.37	10390.99			
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 DATE	BARGAINING	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
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	3-Jul-2015	IAFF	Hourly Rate	27.20	28.55	29.98	31.48	33.05	34.71		
				FF 112 BW	3046.40	3197.60	3357.76	3525.76	3701.60	3887.52		
				FF 112 Monthly	6600.53	6928.13	7275.15	7639.15	8020.13	8422.96		
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			

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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 DATE	BARGAINING	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
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			

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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							

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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			
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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	3-Jul-2015	IAFF	Hourly Rate	32.20	33.81	35.50	37.28	39.14			
				FF 112 BW	3606.40	3786.72	3976.00	4175.36	4383.68			
				FF 112 Monthly	7813.87	8204.56	8614.67	9046.61	9497.97			
PARAMEDIC FIREFIGHTER RECRUIT	B135	3-Jul-2015	IAFF	Hourly Rate	30.66							
				FF 112 BW	3433.92							
				FF 112 Monthly	7440.16							
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			

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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			

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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			

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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			

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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							

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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 DATE	BARGAINING	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
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 DATE	BARGAINING	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
SAFETY INSPECTOR I	B200	3-Jul-2015	IAFF	Hourly Rate	42.92	45.07	47.33	49.69	52.19			
				Bi-Weekly Rate	3433.60	3605.60	3786.40	3975.20	4175.20			
				Monthly	7439.47	7812.13	8203.87	8612.93	9046.27			
SAFETY INSPECTOR II	B195	3-Jul-2015	IAFF	Hourly Rate	47.21	49.56	52.05	54.64	57.37			
				Bi-Weekly Rate	3776.80	3964.80	4164.00	4371.20	4589.60			
				Monthly	8183.07	8590.40	9022.00	9470.93	9944.13			
SAFETY INSPECTOR III	B190	3-Jul-2015	IAFF	Hourly Rate	51.52	54.09	56.80	59.64	62.63			
				Bi-Weekly Rate	4121.60	4327.20	4544.00	4771.20	5010.40			
				Monthly	8930.13	9375.60	9845.33	10337.60	10855.87			
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			