

Attachment A

EXECUTIVE MANAGEMENT SALARY SCHEDULE

December 12, 2018 Council Meeting

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JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	MINIMUM	CONTROL POINT	MAXIMUM
ACM / CHIEF SUSTAINABILITY OFFICER	N100	29-Jun-18	EXEC	Hourly Rate	104.99	115.49	127.04
ASSISTANT TO THE CITY MANAGER	N180	29-Jun-18	EXEC	Hourly Rate	61.10	67.21	73.93
INFORMATION TECHNOLOGY DIRECTOR	N165	28-Dec-18	EXEC	Hourly Rate	89.03	97.93	107.73
CITY MANAGER	N115	11-Apr-18	EXEC	Hourly Rate		135.33	
COMMUNICATIONS DIRECTOR	N190	29-Jun-18	EXEC	Hourly Rate	89.03	97.93	107.73
ECONOMIC & COMMUNITY DEVELOPMENT DIRECTOR	N140	29-Jun-18	EXEC	Hourly Rate	91.01	100.12	110.13
FINANCE DIRECTOR	N145	29-Jun-18	EXEC	Hourly Rate	91.01	100.12	110.13
FIRE CHIEF	N150	29-Jun-18	EXEC	Hourly Rate	101.58	111.73	122.91
HUMAN RESOURCES DIRECTOR	N130	29-Jun-18	EXEC	Hourly Rate	89.03	97.93	107.73
LIBRARY DIRECTOR	N110	29-Jun-18	EXEC	Hourly Rate	89.03	97.93	107.73
PARKS & RECREATION DIRECTOR	N175	29-Jun-18	EXEC	Hourly Rate	89.13	98.05	107.85
POLICE CHIEF	N155	29-Jun-18	EXEC	Hourly Rate	100.35	110.39	121.42
PUBLIC WORKS DIRECTOR	N160	29-Jun-18	EXEC	Hourly Rate	90.42	99.47	109.41

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
ACCOUNTANT I	M100	29-Jun-2018	MID MGMT	Hourly Rate	36.73	38.56	40.49	42.51	44.64			
ACCOUNTANT II	M620	29-Jun-2018	MID MGMT	Hourly Rate	40.39	42.41	44.53	46.75	49.09			
ACCOUNTANT, SENIOR	M625	29-Jun-2018	MID MGMT	Hourly Rate	44.41	46.63	48.96	51.41	53.98			
ACCOUNTING ASSISTANT I	A480	29-Jun-2018	AFSCME	Hourly Rate	23.49	24.66	25.90	27.19	28.55			
ACCOUNTING ASSISTANT II	A225	29-Jun-2018	AFSCME	Hourly Rate	25.81	27.10	28.46	29.88	31.37			
ACCOUNTING ASSISTANT II - HOURLY	X100	29-Jun-2018	HOURLY	Hourly Rate	25.81	27.10	28.46	29.88	31.37			
ADMINISTRATIVE ASSISTANT I	O315	29-Jun-2018	CONFID	Hourly Rate	28.68	30.12	31.62	33.21	34.87			
ADMINISTRATIVE ASSISTANT I - HOURLY	X110	29-Jun-2018	HOURLY	Hourly Rate	28.68	30.12	31.62	33.21	34.87			
ADMINISTRATIVE ASSISTANT II	O310	29-Jun-2018	CONFID	Hourly Rate	30.22	31.73	33.32	34.98	36.73			
ADMINISTRATIVE ASSISTANT II - HOURLY	X130	29-Jun-2018	HOURLY	Hourly Rate	30.22	31.73	33.32	34.98	36.73			
ADMINISTRATIVE ASSISTANT, SENIOR	O340	29-Jun-2018	CONFID	Hourly Rate	31.73	33.32	34.99	36.74	38.57			
BUILDING INSPECTOR	A135	29-Jun-2018	AFSCME	Hourly Rate	40.23	42.25	44.36	46.58	48.90			
BUILDING INSPECTOR - HOURLY	X595	29-Jun-2018	HOURLY	Hourly Rate	40.23	42.25	44.36	46.58	48.90			
BUILDING INSPECTOR, SENIOR	A400	29-Jun-2018	AFSCME	Hourly Rate	43.94	46.13	48.44	50.86	53.41			
BUILDING MAINTENANCE CRAFTSWORKER	A465	29-Jun-2018	AFSCME	Hourly Rate	31.08	32.64	34.27	35.98	37.78			
BUILDING MAINTENANCE CUSTODIAN	A140	29-Jun-2018	AFSCME	Hourly Rate	22.82	23.96	25.16	26.42	27.74			
BUILDING MAINTENANCE CUSTODIAN - HOURLY	X185	29-Jun-2018	HOURLY	Hourly Rate	22.82	23.96	25.16	26.42	27.74			
BUILDING MAINTENANCE CUSTODIAN, LEAD	A190	29-Jun-2018	AFSCME	Hourly Rate	28.90	30.34	31.86	33.45	35.12			
BUILDING MAINTENANCE CUSTODIAN, SENIOR	A320	29-Jun-2018	AFSCME	Hourly Rate	25.13	26.39	27.71	29.10	30.55			
BUILDING OFFICIAL	M210	29-Jun-2018	MID MGMT	Hourly Rate	62.10	65.20	68.46	71.88	75.48			
BUILDING OFFICIAL, ASSISTANT	M215	29-Jun-2018	MID MGMT	Hourly Rate	53.29	55.96	58.75	61.69	64.78			
BUILDING PLAN REVIEWER	A690	29-Jun-2018	AFSCME	Hourly Rate	42.14	44.25	46.46	48.78	51.22			
BUSINESS MANAGER	M825	28-Dec-2018	MID MGMT	Hourly Rate	50.80	53.34	56.01	58.81	61.75			
CHILDCARE ASSISTANT SUPERVISOR	M800	29-Jun-2018	MID MGMT	Hourly Rate	31.20	32.76	34.40	36.12	37.92			
CITY CLERK	E100	01-JUL-2016	ELECT	Hourly Rate	49.47	51.95	54.55	57.28	60.14			
CITY CLERK RECORDS TECHNICIAN	O415	29-Jun-2018	CONFID	Hourly Rate	30.22	31.73	33.32	34.98	36.73			
CITY COUNCIL MEMBER	E110	11-Dec-2018	ELECT	Hourly Rate	92.31							
CITY PLANNER	M155	29-Jun-2018	MID MGMT	Hourly Rate	61.04	64.09	67.29	70.66	74.19			
CITY TREASURER	E105	29-Jun-2018	ELECT	Hourly Rate	7.72							
CODE ENFORCEMENT OFFICER	A145	29-Jun-2018	AFSCME	Hourly Rate	34.45	36.17	37.98	39.88	41.87			
COMMUNICATIONS DISPATCHER	A150	29-Jun-2018	AFSCME	Hourly Rate	33.73	35.41	37.18	39.04	40.99			
COMMUNICATIONS DISPATCHER - HOURLY	X445	29-Jun-2018	HOURLY	Hourly Rate	43.59							
COMMUNICATIONS DISPATCHER, SUPERVISING	A365	29-Jun-2018	AFSCME	Hourly Rate	39.78	41.77	43.86	46.06	48.36			
COMMUNITY DEVELOPMENT COORDINATOR	M725	29-Jun-2018	MID MGMT	Hourly Rate	39.58	41.56	43.64	45.82	48.11			
COMMUNITY DEVELOPMENT SPECIALIST	A660	29-Jun-2018	AFSCME	Hourly Rate	37.73	39.62	41.60	43.68	45.87			
COMMUNITY SERVICES SITE COORDINATOR	A640	29-Jun-2018	AFSCME	Hourly Rate	22.86	24.01	25.21	26.47	27.79			
COMMUNITY SERVICES SITE COORDINATOR - HOURLY	X660	29-Jun-2018	HOURLY	Hourly Rate	22.86	24.01	25.21	26.47	27.79			
COMPUTER SERVICES TECHNICIAN	O525	29-Jun-2018	CONFID	Hourly Rate	38.49	40.41	42.43	44.55	46.78			

JOB TITLE	JOB CODE	EFFECTIVE DATE	UNIT	PAY RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
COMPUTER SERVICES TECHNICIAN, SENIOR	O530	29-Jun-2018	CONFID	Hourly Rate	40.42	42.44	44.56	46.79	49.13			
CONSULTANT - HOURLY	X570	28-Dec-2018	HOURLY	Hourly Rate	12.00				135.00			
CRIME ANALYST	C210	29-Jun-2018	PO NONSWORN	Hourly Rate	40.55	42.57	44.70	46.94	49.29			
CULTURAL ARTS SPECIALIST	A650	29-Jun-2018	AFSCME	Hourly Rate	31.17	32.73	34.36	36.08	37.88			
CULTURAL ARTS SPECIALIST - HOURLY	X650	29-Jun-2018	HOURLY	Hourly Rate	31.17	32.73	34.36	36.08	37.88			
DATABASE BUSINESS SYSTEMS SPECIALIST	O405	29-Jun-2018	CONFID	Hourly Rate	30.22	31.73	33.32	34.98	36.73			
DEPUTY CITY CLERK	O320	29-Jun-2018	CONFID	Hourly Rate	33.23	34.90	36.64	38.47	40.40			
DEPUTY DIRECTOR OF ECD	M145	29-Jun-2018	MID MGMT	Hourly Rate	67.14	70.50	74.02	77.72	81.61			
ECONOMIC DEVELOPMENT COORDINATOR	M185	29-Jun-2018	MID MGMT	Hourly Rate	52.67	55.31	58.07	60.98	64.02			
ELECTRICAL TECHNICIAN	A160	29-Jun-2018	AFSCME	Hourly Rate	37.91	39.81	41.80	43.89	46.08			
ELECTRICAL TECHNICIAN, ASSISTANT	A120	29-Jun-2018	AFSCME	Hourly Rate	27.97	29.37	30.84	32.38	34.00			
ELECTRICAL TECHNICIAN, LEAD	A335	29-Jun-2018	AFSCME	Hourly Rate	46.77	49.11	51.56	54.14	56.85			
ELECTRICAL TECHNICIAN, SENIOR	A500	29-Jun-2018	AFSCME	Hourly Rate	41.59	43.67	45.85	48.15	50.55			
EMERGENCY MEDICAL TECHNICIAN - HOURLY	X281	29-Jun-2018	HOURLY	Hourly Rate	17.46	18.33	19.25	20.21	21.22			
EMERGENCY SERVICES MANAGER	M780	29-Jun-2018	MID MGMT	Hourly Rate	41.73	43.82	46.01	48.31	50.73			
EMS BATTALION CHIEF	M420	29-Jun-2018	PSM FIRE 80	Hourly Rate	71.89	75.49	79.26	83.22	87.39			
ENGINEER, ASSOCIATE	M115	29-Jun-2018	MID MGMT	Hourly Rate	50.00	52.50	55.13	57.89	60.78			
ENGINEER, PRINCIPAL	M760	29-Jun-2018	MID MGMT	Hourly Rate	65.15	68.40	71.82	75.42	79.19			
ENGINEER, SENIOR	M340	29-Jun-2018	MID MGMT	Hourly Rate	59.50	62.48	65.60	68.88	72.33			
ENGINEERING TECHNICIAN	A167	29-Jun-2018	AFSCME	Hourly Rate	31.31	32.88	34.52	36.25	38.06			
ENGINEERING TECHNICIAN, SENIOR	A168	29-Jun-2018	AFSCME	Hourly Rate	34.44	36.17	37.97	39.87	41.87			
ENVIRONMENTAL COMPLIANCE INSPECTOR - HOURLY	X465	29-Jun-2018	HOURLY	Hourly Rate	37.94	39.83	41.83	43.92	46.11			
ENVIRONMENTAL COMPLIANCE INSPECTOR I	D210	29-Jun-2018	WQCP OP ENG	Hourly Rate	37.94	39.83	41.83	43.92	46.11			
ENVIRONMENTAL COMPLIANCE INSPECTOR II	D155	29-Jun-2018	WQCP OP ENG	Hourly Rate	41.73	43.81	46.00	48.30	50.72			
ENVIRONMENTAL COMPLIANCE INSPECTOR, SENIOR	D160	29-Jun-2018	WQCP OP ENG	Hourly Rate	47.06	49.41	51.88	54.47	57.20			
ENVIRONMENTAL COMPLIANCE SUPERVISOR	M450	29-Jun-2018	MID MGMT	Hourly Rate	62.49	65.61	68.89	72.34	75.95			
EQUIPMENT MECHANIC	A170	29-Jun-2018	AFSCME	Hourly Rate	32.32	33.94	35.63	37.41	39.28			
EQUIPMENT MECHANIC - HOURLY	X510	29-Jun-2018	HOURLY	Hourly Rate	32.32	33.94	35.63	37.41	39.28			
EQUIPMENT MECHANIC, LEAD	A345	29-Jun-2018	AFSCME	Hourly Rate	35.00	36.75	38.58	40.51	42.54			
EQUIPMENT OPERATOR	A175	29-Jun-2018	AFSCME	Hourly Rate	32.40	34.02	35.72	37.50	39.38			
EXECUTIVE ASSISTANT TO THE CITY MANAGER	O410	29-Jun-2018	CONFID	Hourly Rate	37.14	39.00	40.95	43.00	45.14			
FINANCIAL ANALYST I	M600	29-Jun-2018	MID MGMT	Hourly Rate	36.73	38.56	40.49	42.51	44.64			
FINANCIAL ANALYST II	M610	29-Jun-2018	MID MGMT	Hourly Rate	40.39	42.41	44.53	46.75	49.09			
FINANCIAL ANALYST, SENIOR	M615	29-Jun-2018	MID MGMT	Hourly Rate	44.41	46.63	48.96	51.41	53.98			
FINANCIAL SERVICES MANAGER	M770	29-Jun-2018	MID MGMT	Hourly Rate	57.11	59.96	62.96	66.11	69.41			
FIRE APPARATUS ENGINEER	B120	29-Jun-2018	IAFF	Hourly Rate	36.06	37.87	39.76	41.75	43.84			
FIRE APPARATUS ENGINEER (40 HOURS)	B121	29-Jun-2018	IAFF	Hourly Rate	50.49	53.02	55.67	58.45	61.37			
FIRE BATTALION CHIEF (40 HOURS)	M205	29-Jun-2018	PSM FIRE 80	Hourly Rate	71.89	75.49	79.26	83.22	87.39			

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FIRE BATTALION CHIEF (56 HOURS)	M390	29-Jun-2018	PSM FIRE 112	Hourly Rate	51.34	53.91	56.61	59.44	62.41			
FIRE CAPTAIN	B100	29-Jun-2018	IAFF	Hourly Rate	39.46	41.44	43.51	45.68	47.97			
FIRE CAPTAIN (40 HOURS)	B101	29-Jun-2018	IAFF	Hourly Rate	55.25	58.01	60.91	63.96	67.15			
FIRE CHIEF, DEPUTY	M110	29-Jun-2018	PSM FIRE 80	Hourly Rate	83.67	87.85	92.25	96.86	101.70			
FIRE COURIER - HOURLY	X540	29-Jun-2018	HOURLY	Hourly Rate	18.93	19.88	20.87	21.91	23.01			
FIRE MARSHAL	M410	29-Jun-2018	PSM FIRE 80	Hourly Rate	71.89	75.49	79.26	83.22	87.39			
GROUNDSPERSON	A505	29-Jun-2018	AFSCME	Hourly Rate	29.50	30.97	32.52	34.15	35.85			
HUMAN RESOURCES ANALYST I	M700	29-Jun-2018	MID MGMT	Hourly Rate	36.64	38.47	40.40	42.42	44.54			
HUMAN RESOURCES ANALYST II	M270	29-Jun-2018	MID MGMT	Hourly Rate	40.28	42.29	44.40	46.62	48.96			
HUMAN RESOURCES ANALYST, SENIOR	M271	29-Jun-2018	MID MGMT	Hourly Rate	44.33	46.54	48.87	51.31	53.88			
HUMAN RESOURCES CLERK - HOURLY	X310	29-Jun-2018	HOURLY	Hourly Rate	28.68	30.12	31.62	33.21	34.87			
HUMAN RESOURCES MANAGER	M775	29-Jun-2018	MID MGMT	Hourly Rate	57.22	60.08	63.08	66.23	69.55			
HUMAN RESOURCES TECHNICIAN	Q265	29-Jun-2018	CONFID	Hourly Rate	30.22	31.73	33.32	34.98	36.73			
HUMAN RESOURCES TECHNICIAN - HOURLY	X265	29-Jun-2018	HOURLY	Hourly Rate	30.22	31.73	33.32	34.98	36.73			
INFORMATION SYSTEMS ADMINISTRATOR	M650	29-Jun-2018	MID MGMT	Hourly Rate	52.71	55.34	58.11	61.02	64.07			
INFORMATION SYSTEMS ADMINISTRATOR, SENIOR	M790	29-Jun-2018	MID MGMT	Hourly Rate	55.34	58.11	61.02	64.07	67.27			
INFORMATION TECHNOLOGY MANAGER	M805	29-Jun-2018	MID MGMT	Hourly Rate	58.24	61.15	64.21	67.42	70.79			
LABORATORY CHEMIST	D120	29-Jun-2018	WQCP OP ENG	Hourly Rate	41.95	44.05	46.25	48.57	51.00			
LABORATORY CHEMIST - HOURLY	X545	29-Jun-2018	HOURLY	Hourly Rate	41.95	44.05	46.25	48.57	51.00			
LABORATORY CHEMIST, SENIOR	D170	29-Jun-2018	WQCP OP ENG	Hourly Rate	48.47	50.89	53.44	56.11	58.92			
LABORATORY SUPERVISOR	M220	29-Jun-2018	MID MGMT	Hourly Rate	52.20	54.81	57.55	60.43	63.45			
LANDSCAPE ARCHITECT	M815	29-Jun-2018	MID MGMT	Hourly Rate	53.95	56.65	59.48	62.46	65.58			
LIBRARIAN I	A210	29-Jun-2018	AFSCME	Hourly Rate	30.03	31.53	33.11	34.76	36.50			
LIBRARIAN I - HOURLY	X210	29-Jun-2018	HOURLY	Hourly Rate	30.03	31.53	33.11	34.76	36.50			
LIBRARIAN II	A240	29-Jun-2018	AFSCME	Hourly Rate	33.05	34.70	36.44	38.26	40.17			
LIBRARIAN II - HOURLY	X670	29-Jun-2018	HOURLY	Hourly Rate	33.05	34.70	36.44	38.26	40.17			
LIBRARY ASSISTANT I	A220	29-Jun-2018	AFSCME	Hourly Rate	23.58	24.76	26.00	27.30	28.66			
LIBRARY ASSISTANT I - HOURLY	X220	29-Jun-2018	HOURLY	Hourly Rate	23.58	24.76	26.00	27.30	28.66			
LIBRARY ASSISTANT II	A215	29-Jun-2018	AFSCME	Hourly Rate	26.05	27.35	28.72	30.15	31.66			
LIBRARY ASSISTANT II - HOURLY	X225	29-Jun-2018	HOURLY	Hourly Rate	26.05	27.35	28.72	30.15	31.66			
LIBRARY CLERK - HOURLY	X235	29-Jun-2018	HOURLY	Hourly Rate	14.62	15.35	16.12	16.92	17.77			
LIBRARY DIRECTOR, ASSISTANT	M640	29-Jun-2018	MID MGMT	Hourly Rate	56.69	59.52	62.50	65.63	68.91			
LIBRARY PAGE - HOURLY	X250	28-Dec-2018	HOURLY	Hourly Rate	12.00	12.60	13.23	13.90	14.59			
LIBRARY PROGRAM MANAGER	M235	29-Jun-2018	MID MGMT	Hourly Rate	44.95	47.20	49.56	52.04	54.64			
LIBRARY SPECIALIST, SUPERVISING	A670	29-Jun-2018	AFSCME	Hourly Rate	30.84	32.38	34.00	35.70	37.48			
LITERACY PROGRAM MANAGER	M500	29-Jun-2018	MID MGMT	Hourly Rate	44.95	47.20	49.56	52.04	54.64			
LITERACY SERVICES ASSISTANT COORDINATOR - HOURLY	X655	29-Jun-2018	HOURLY	Hourly Rate	26.05	27.35	28.72	30.15	31.66			
LITERACY SERVICES ASSISTANT I - HOURLY	X665	29-Jun-2018	HOURLY	Hourly Rate	23.58	24.76	26.00	27.30	28.66			

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LITERACY SERVICES COORDINATOR	A445	29-Jun-2018	AFSCME	Hourly Rate	33.93	35.63	37.41	39.28	41.24			
MAINTENANCE CRAFTSWORKER	A280	29-Jun-2018	AFSCME	Hourly Rate	31.08	32.64	34.27	35.98	37.78			
MAINTENANCE SUPERVISOR	M255	29-Jun-2018	MID MGMT	Hourly Rate	41.20	43.26	45.42	47.69	50.08			
MANAGEMENT ANALYST I	M570	29-Jun-2018	MID MGMT	Hourly Rate	39.45	41.43	43.50	45.67	47.96			
MANAGEMENT ANALYST II	M560	29-Jun-2018	MID MGMT	Hourly Rate	43.39	45.56	47.83	50.22	52.74			
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							
MISCELLANEOUS HOURLY	X280	28-Dec-2018	HOURLY	Hourly Rate	12.00				85.00			
OFFICE ASSISTANT - HOURLY	X440	29-Jun-2018	HOURLY	Hourly Rate	22.13	23.23	24.39	25.61	26.89			
OFFICE SPECIALIST	A295	29-Jun-2018	AFSCME	Hourly Rate	24.34	25.55	26.83	28.17	29.58			
OFFICE SPECIALIST - HOURLY	X415	29-Jun-2018	HOURLY	Hourly Rate	24.34	25.55	26.83	28.17	29.58			
PARAMEDIC FIREFIGHTER	B130	29-Jun-2018	IAFF	Hourly Rate	36.06	37.87	39.76	41.75	43.84			
PARAMEDIC FIREFIGHTER (40 HOURS)	B131	29-Jun-2018	IAFF	Hourly Rate	50.49	53.02	55.67	58.45	61.37			
PARAMEDIC/FIREFIGHTER RECRUIT (40 hours)	B135	29-Jun-2018	IAFF	Hourly Rate	48.08							
PARK MAINTENANCE WORKER	A250	29-Jun-2018	AFSCME	Hourly Rate	26.27	27.58	28.96	30.41	31.93			
PARK MAINTENANCE WORKER - HOURLY	X300	29-Jun-2018	HOURLY	Hourly Rate	26.27	27.58	28.96	30.41	31.93			
PARK MAINTENANCE WORKER, LEAD	A195	29-Jun-2018	AFSCME	Hourly Rate	31.26	32.82	34.46	36.19	38.00			
PARK MAINTENANCE WORKER, SENIOR	A350	29-Jun-2018	AFSCME	Hourly Rate	28.14	29.55	31.03	32.58	34.21			
PARKING ENFORCEMENT OFFICER	C175	29-Jun-2018	PO NONSWORN	Hourly Rate	24.14	25.35	26.62	27.95	29.34			
PARKING ENFORCEMENT OFFICER - HOURLY	X180	29-Jun-2018	HOURLY	Hourly Rate	24.14	25.35	26.62	27.95	29.34			
PARKING SYSTEM TECHNICIAN	A245	29-Jun-2018	AFSCME	Hourly Rate	31.26	32.82	34.46	36.19	38.00			
PAYROLL ADMINISTRATOR	M785	28-Dec-2018	MID MGMT	Hourly Rate	40.39	42.41	44.53	46.75	49.09			
PERMIT TECHNICIAN	A460	29-Jun-2018	AFSCME	Hourly Rate	35.56	37.33	39.20	41.16	43.22			
PERMIT TECHNICIAN, SENIOR	A700	29-Jun-2018	AFSCME	Hourly Rate	37.83	39.72	41.70	43.79	45.98			
PLANNER, ASSOCIATE	M125	29-Jun-2018	MID MGMT	Hourly Rate	39.58	41.56	43.64	45.82	48.11			
PLANNER, ASSOCIATE - HOURLY	X125	29-Jun-2018	HOURLY	Hourly Rate	39.58	41.56	43.64	45.82	48.11			
PLANNER, PRINCIPAL	M590	29-Jun-2018	MID MGMT	Hourly Rate	52.67	55.31	58.07	60.98	64.02			
PLANNER, SENIOR	M335	29-Jun-2018	MID MGMT	Hourly Rate	49.01	51.46	54.04	56.74	59.58			
PLANNER, SENIOR - HOURLY	X335	29-Jun-2018	HOURLY	Hourly Rate	49.01	51.46	54.04	56.74	59.58			
PLANNING TECHNICIAN	A462	29-Jun-2018	AFSCME	Hourly Rate	35.55	37.33	39.19	41.15	43.21			
PLANT ELECTRICIAN I	D105	29-Jun-2018	WQCP OP ENG	Hourly Rate	36.73	38.57	40.50	42.52	44.65			

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PLANT ELECTRICIAN I - HOURLY	X500	29-Jun-2018	HOURLY	Hourly Rate	36.73	38.57	40.50	42.52	44.65			
PLANT ELECTRICIAN II	D140	29-Jun-2018	WQCP OP ENG	Hourly Rate	40.41	42.43	44.55	46.78	49.12			
PLANT MAINTENANCE SUPERVISOR	M745	29-Jun-2018	MID MGMT	Hourly Rate	51.75	54.34	57.05	59.91	62.90			
PLANT MECHANIC - HOURLY	X355	29-Jun-2018	HOURLY	Hourly Rate	33.78	35.47	37.24	39.10	41.06			
PLANT MECHANIC I	D130	29-Jun-2018	WQCP OP ENG	Hourly Rate	33.78	35.47	37.24	39.10	41.06			
PLANT MECHANIC II	D135	29-Jun-2018	WQCP OP ENG	Hourly Rate	37.17	39.02	40.98	43.02	45.18			
PLANT MECHANIC, APPRENTICE	D220	29-Jun-2018	WQCP OP ENG	Hourly Rate	29.37	31.63	33.89	36.14	38.40	40.66	42.92	45.18
PLANT MECHANIC, ASSISTANT - HOURLY	X135	29-Jun-2018	HOURLY	Hourly Rate	30.40	31.92	33.51	35.19	36.95			
PLANT MECHANIC, LEAD	D180	29-Jun-2018	WQCP OP ENG	Hourly Rate	41.90	44.00	46.20	48.51	50.93			
PLANT OPERATOR I	D145	29-Jun-2018	WQCP OP ENG	Hourly Rate	32.35	33.97	35.67	37.45	39.33			
PLANT OPERATOR I - CONTRACT FT	X145	29-Jun-2018	HOURLY	Hourly Rate	32.35	33.97	35.67	37.45	39.33			
PLANT OPERATOR I - HOURLY	X140	29-Jun-2018	HOURLY	Hourly Rate	32.35	33.97	35.67	37.45	39.33			
PLANT OPERATOR II	D150	29-Jun-2018	WQCP OP ENG	Hourly Rate	35.60	37.38	39.25	41.21	43.27			
PLANT OPERATOR II - HOURLY	X530	29-Jun-2018	HOURLY	Hourly Rate	35.60	37.38	39.25	41.21	43.27			
PLANT OPERATOR III	D200	29-Jun-2018	WQCP OP ENG	Hourly Rate	37.38	39.25	41.21	43.27	45.43			
PLANT OPERATOR, APPRENTICE	D100	29-Jun-2018	WQCP OP ENG	Hourly Rate	28.13	30.29	32.45	34.62	36.78	38.94	41.11	43.27
PLANT OPERATOR, LEAD	D190	29-Jun-2018	WQCP OP ENG	Hourly Rate	41.12	43.17	45.33	47.60	49.98			
PLANT SUPERINTENDENT	M355	29-Jun-2018	MID MGMT	Hourly Rate	67.05	70.41	73.93	77.62	81.50			
PLANT SUPERINTENDENT, ASSISTANT	M465	29-Jun-2018	MID MGMT	Hourly Rate	54.72	57.45	60.32	63.34	66.51			
PLANT UTILITY WORKER	D125	29-Jun-2018	WQCP OP ENG	Hourly Rate	29.62	31.10	32.65	34.28	36.00			
PLANT UTILITY WORKER - HOURLY	X490	29-Jun-2018	HOURLY	Hourly Rate	29.62	31.10	32.65	34.28	36.00			
POLICE CAPTAIN	M280	29-Jun-2018	PSM POLICE	Hourly Rate	79.32	83.29	87.45	91.83	96.42			
POLICE CHIEF, DEPUTY	M765	29-Jun-2018	PSM POLICE	Hourly Rate	83.22	87.38	91.75	96.34	101.16			
POLICE COMMUNICATIONS & RECORDS MANAGER	M285	29-Jun-2018	MID MGMT	Hourly Rate	53.81	56.50	59.32	62.29	65.41			
POLICE CORPORAL	C100	29-Jun-2018	PO SWORN	Hourly Rate	55.13	56.51	57.92	59.37				
POLICE COURT LIAISON - HOURLY	X193	29-Jun-2018	HOURLY	Hourly Rate	25.88	27.17	28.53	29.96	31.46			
POLICE LIEUTENANT	M275	29-Jun-2018	PSM POLICE	Hourly Rate	69.60	73.08	76.74	80.58	84.60			
POLICE MEDIA TECHNICIAN	C220	29-Jun-2018	PO NONSWORN	Hourly Rate	28.68	30.12	31.62	33.21	34.87			
POLICE OFFICER	C115	29-Jun-2018	PO SWORN	Hourly Rate	41.17	44.06	47.14	50.44	53.97			
POLICE PROPERTY/ EVIDENCE SPECIALIST	C110	29-Jun-2018	PO NONSWORN	Hourly Rate	28.01	29.41	30.88	32.42	34.04			
POLICE PROPERTY/EVIDENCE ASSISTANT - HOURLY	X190	29-Jun-2018	HOURLY	Hourly Rate	25.88	27.17	28.53	29.96	31.46			
POLICE RECORDS SPECIALIST	C105	29-Jun-2018	PO NONSWORN	Hourly Rate	25.88	27.17	28.53	29.96	31.46			
POLICE RECORDS SPECIALIST - HOURLY	X191	29-Jun-2018	HOURLY	Hourly Rate	25.88	27.17	28.53	29.96	31.46			
POLICE RECORDS SPECIALIST, SENIOR	C180	29-Jun-2018	PO NONSWORN	Hourly Rate	27.26	28.62	30.05	31.56	33.14			
POLICE RECORDS SPECIALIST, SUPERVISING	C200	29-Jun-2018	PO NONSWORN	Hourly Rate	29.76	31.25	32.81	34.45	36.17			
POLICE RECRUIT	C190	29-Jun-2018	PO NONSWORN	Hourly Rate	40.37							
POLICE RESERVE OFFICER - HOURLY	X325	29-Jun-2018	HOURLY	Hourly Rate	44.30							
POLICE SERGEANT	C165	29-Jun-2018	PO SWORN	Hourly Rate	59.16	60.64	62.16	63.71	65.30			

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POLICE SERVICE TECHNICIAN	C125	29-Jun-2018	PO NONSWORN	Hourly Rate	26.64	27.97	29.37	30.84	32.38			
POLICE SERVICE TECHNICIAN - HOURLY	X192	29-Jun-2018	HOURLY	Hourly Rate	26.64	27.97	29.37	30.84	32.38			
PRESCHOOL TEACHER I	A495	29-Jun-2018	AFSCME	Hourly Rate	20.82	21.86	22.95	24.10	25.31			
PRESCHOOL TEACHER I - HOURLY	X690	29-Jun-2018	HOURLY	Hourly Rate	20.82	21.86	22.95	24.10	25.31			
PRESCHOOL TEACHER II	A680	29-Jun-2018	AFSCME	Hourly Rate	22.90	24.05	25.25	26.52	27.84			
PRESCHOOL TEACHER II - HOURLY	X680	29-Jun-2018	HOURLY	Hourly Rate	22.90	24.05	25.25	26.52	27.84			
PROGRAM MANAGER	M750	29-Jun-2018	MID MGMT	Hourly Rate	51.60	54.18	56.89	59.73	62.72			
PUBLIC WORKS ADMINISTRATOR	M795	29-Jun-2018	MID MGMT	Hourly Rate	50.80	53.34	56.01	58.81	61.75			
PUBLIC WORKS ASSISTANT DIRECTOR/CITY ENGINEER	M755	29-Jun-2018	MID MGMT	Hourly Rate	74.85	78.59	82.52	86.65	90.98			
PUBLIC WORKS DEPUTY DIRECTOR	M820	29-Jun-2018	MID MGMT	Hourly Rate	64.24	67.45	70.82	74.36	78.08			
PUBLIC WORKS INSPECTOR	A310	29-Jun-2018	AFSCME	Hourly Rate	40.23	42.25	44.36	46.58	48.90			
PUBLIC WORKS MAINTENANCE WORKER	A275	29-Jun-2018	AFSCME	Hourly Rate	26.27	27.58	28.96	30.41	31.93			
PUBLIC WORKS MAINTENANCE WORKER - HOURLY	X345	29-Jun-2018	HOURLY	Hourly Rate	26.27	27.58	28.96	30.41	31.93			
PUBLIC WORKS MAINTENANCE WORKER, LEAD	A200	29-Jun-2018	AFSCME	Hourly Rate	31.26	32.82	34.46	36.19	38.00			
PUBLIC WORKS MAINTENANCE WORKER, SENIOR	A360	29-Jun-2018	AFSCME	Hourly Rate	28.14	29.55	31.03	32.58	34.21			
RECREATION & COMMUNITY SERVICES PROG COOR - HOURLY	X700	29-Jun-2018	HOURLY	Hourly Rate	28.85	30.30	31.81	33.40	35.07			
RECREATION & COMMUNITY SERVICES PROGRAM COORD	M530	29-Jun-2018	MID MGMT	Hourly Rate	28.85	30.30	31.81	33.40	35.07			
RECREATION & COMMUNITY SERVICES SUPERVISOR	M295	29-Jun-2018	MID MGMT	Hourly Rate	41.20	43.26	45.42	47.69	50.08			
RECREATION INSTRUCTOR - HOURLY	X350	28-Dec-2018	HOURLY	Hourly Rate	12.00				38.00			
RECREATION LEADER I - HOURLY	X360	28-Dec-2018	HOURLY	Hourly Rate	12.00	12.60	13.23	13.90	14.59			
RECREATION LEADER II	A610	28-Dec-2018	AFSCME	Hourly Rate	13.20	13.86	14.55	15.28	16.04			
RECREATION LEADER II - HOURLY	X365	28-Dec-2018	HOURLY	Hourly Rate	13.20	13.86	14.55	15.28	16.04			
RECREATION LEADER III	A620	29-Jun-2018	AFSCME	Hourly Rate	14.57	15.29	16.06	16.86	17.71			
RECREATION LEADER III - HOURLY	X370	29-Jun-2018	HOURLY	Hourly Rate	14.57	15.29	16.06	16.86	17.71			
RECREATION LEADER IV	A515	29-Jun-2018	AFSCME	Hourly Rate	18.93	19.88	20.87	21.91	23.01			
RECREATION LEADER IV - HOURLY	X375	29-Jun-2018	HOURLY	Hourly Rate	18.93	19.88	20.87	21.91	23.01			
SAFETY INSPECTOR - HOURLY	X181	8-Sep-2017	HOURLY	Hourly Rate	27.80	29.19	30.65	32.19	33.79			
SAFETY INSPECTOR I	B200	29-Jun-2018	IAFF	Hourly Rate	48.08	50.48	53.01	55.66	58.44			
SAFETY INSPECTOR II	B195	29-Jun-2018	IAFF	Hourly Rate	52.86	55.50	58.28	61.19	64.25			
SAFETY INSPECTOR III	B190	29-Jun-2018	IAFF	Hourly Rate	57.72	60.60	63.63	66.81	70.15			
SWEEPER OPERATOR	A370	29-Jun-2018	AFSCME	Hourly Rate	30.58	32.11	33.72	35.40	37.17			
TECHNICAL SERVICES SUPERVISOR	M735	29-Jun-2018	MID MGMT	Hourly Rate	51.36	53.93	56.62	59.46	62.43			
TREE TRIMMER	A375	29-Jun-2018	AFSCME	Hourly Rate	31.50	33.07	34.73	36.46	38.29			
VAN DRIVER	A510	29-Jun-2018	AFSCME	Hourly Rate	16.08	16.89	17.73	18.62	19.55			
VAN DRIVER - HOURLY	X555	29-Jun-2018	HOURLY	Hourly Rate	16.08	16.89	17.73	18.62	19.55			