

COUNCIL ACTION FORM

SUBJECT: APPROVAL OF 2015-16 PAY PLAN

BACKGROUND:

Each year the City Council approves a Pay Plan that specifies pay ranges and steps for the City's work force. The attached 2015-2016 Pay Plan reflects negotiated wage settlements with the five bargaining units shown below, as well as a 2.25% scale increase for merit employee job classifications. Actual salary increases for merit employees are performance based and are established by two factors – each individual's performance rating, and positioning within the salary ranges for each grade. Each merit job grade has a minimum, midpoint and maximum within the pay plan. These are shown on both an annual and hourly basis. Funding for the various salaries was previously approved by Council in the 2015/16 Adopted Budget.

The bargaining units' respective across-the-board settlements are 2.25% for IUOE-Blue Collar (E Pay Plan), 2.5% for IBEW-Electric Distribution (H Pay Plan), 2.25% for IUOE-Electric Production (I Pay Plan), 2.25% for IAFF-Fire (G Pay Plan), and 2.5% for PPME-Police (F Pay Plan). Unclassified job categories are adjusted proportionally with merit or union employees or the relevant labor market. The statutory minimum wage is included as the scale minimum for temporary Unclassified Laborers and Office Workers.

Also included in the Pay Plan is an alphabetical listing of every approved classification in the City of Ames. This listing includes the unique code for each position, the EEO (Equal Employment Opportunity) code, the FLSA (Fair Labor Standards Act) exemption code, and the pay grade. Pay grades for merit employees range from grade 51 to 96.

ALTERNATIVES:

1. Approve the attached 2015-2016 Pay Plan.
2. Do not approve the 2015-2016 Pay Plan.

MANAGER'S RECOMMENDED ACTION:

The Pay Plan document formally establishes pay ranges and steps for City positions.

Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, thereby approving the 2015-2016 Pay Plan.

PAY PLAN

CITY OF AMES



2015 - 2016

UNCLASSIFIED CLASSES
Effective 7/1/15

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
1116	Co-op	15.6020	17.5379	19.4736
1311	Transit Driver	11.9600	12.9900	14.0100
2206	Community Safety Officer Coordinator	17.4600		
2209	Community Safety Officer	16.6287		
2204	Public Safety Quality Assurance Coordinator	16.0000	18.4000	20.8000
2228	Property/Evidence Technician	16.0000	18.4000	20.8000
2229	Lead Property/Evidence Technician	17.5000	20.4450	23.3900
2230	Mental Health Advocate	16.2600	20.5800	24.9000
2310	Animal Control Attendant	12.0400	14.0400	16.0400
2311	Animal Control Officer	16.2600	19.3300	22.4000
5142	Water/Wastewater Laboratory Aide	12.5154	14.4589	16.4023
9403	Unclassified Laborer	7.2500	11.6457	16.0414
9404	Unclassified Skilled Laborer	15.7611	22.1433	28.5257
9405	Office Worker	7.2500	11.6457	16.0414
9407	Technical Assistant	13.7620	16.4671	19.1721
9450	Temporary Manager	27.7928	40.7298	53.6668

C PAY PLAN
Effective 7/1/15

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual Hourly	28,774 13.8339	33,077 15.9028	37,380 17.9713
52	Annual Hourly	30,475 14.6515	35,366 17.0032	40,256 19.3542
53	Annual Hourly	32,405 15.5794	37,857 18.2008	43,309 20.8218
54	Annual Hourly	34,587 16.6285	40,709 19.5718	46,832 22.5156
55	Annual Hourly	37,020 17.7981	43,910 21.1106	50,803 24.4245
56	Annual Hourly	39,758 19.1148	47,519 22.8458	55,277 26.5757
57	Annual Hourly	42,864 20.6078	51,614 24.8146	60,364 29.0213
58	Annual Hourly	46,359 22.2880	56,242 27.0396	66,125 31.7910
59	Annual Hourly	50,301 24.1835	61,470 29.5529	72,639 34.9227
60	Annual Hourly	54,773 26.3333	67,425 32.4159	80,077 38.4988
61	Annual Hourly	59,832 28.7654	74,203 35.6749	88,573 42.5834
62	Annual Hourly	65,593 31.5353	81,922 39.3856	98,250 47.2356
62*	Annual Hourly	65,594 22.5254	81,922 28.1326	98,250 33.7397
63	Annual Hourly	72,136 34.6811	90,743 43.6268	109,349 52.5719
90	Annual Hourly	66,710 32.0721	80,440 38.6734	94,168 45.2732
91	Annual Hourly	72,875 35.0364	88,519 42.5573	104,159 50.0767
92	Annual Hourly	79,891 38.4095	97,713 46.9775	115,534 55.5456
93	Annual Hourly	87,857 42.2391	108,224 52.0309	128,590 61.8223
94	Annual Hourly	96,915 46.5940	120,237 57.8064	143,556 69.0177
95	Annual Hourly	107,267 51.5708	134,011 64.4285	160,753 77.2853

D PAY PLAN
Effective 7/1/15

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	79,573	100,823	122,075
	Hourly	38.2565	48.4730	58.6902
65	Annual	88,069	112,383	136,695
	Hourly	42.3413	54.0305	65.7191
66	Annual	97,830	125,708	153,583
	Hourly	47.0338	60.4367	73.8380
96	Annual	119,150	149,878	180,608
	Hourly	57.2837	72.0570	86.8309

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/15

<u>HTE</u>	<u>CLASS</u>		<u>STEP A (START)</u>		<u>STEP B (18 MOS)</u>		<u>STEP C (48 MOS)</u>	
	<u>CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>	<u>Annual</u>	<u>Hourly</u>	<u>Annual</u>	<u>Hourly</u>
300	141	Meter Reader	39,291.20	18.89	44,553.60	21.42	52,416.00	25.20
302	142	Senior Meter Reader	41,225.60	19.82	46,467.20	22.34	56,908.80	27.36
304	1110	Engineering Technician I	37,481.60	18.02	42,411.20	20.39	49,961.60	24.02
306	1111	Engineering Technician II	40,664.00	19.55	47,236.80	22.71	54,184.00	26.05
308	1131	Traffic Signal Technician	See page 5					
309	1134	Traffic Signal Technician Lead	See page 5					
310	1222	Plumbing Inspector	50,856.00	24.45	57,491.20	27.64	67,308.80	32.36
312	1223	Electrical Inspector	50,856.00	24.45	57,491.20	27.64	67,308.80	32.36
313	1228	Community Codes Liaison	50,856.00	24.45	57,491.20	27.64	67,308.80	32.36
314	1225	Housing Inspector	50,856.00	24.45	57,491.20	27.64	67,308.80	32.36
315	1226	Building & Zoning Inspector	50,856.00	24.45	57,491.20	27.64	67,308.80	32.36
316	1311	Transit Driver (Full-time)*	34,195.20	16.44	40,393.60	19.42	48,484.80	23.31
318	1311	Transit Driver (PT 20 hrs)*		14.05		17.12		18.51
320	1318	Lane Worker	29,224.00	14.05	35,609.60	17.12	38,500.80	18.51
321	1307	Lead Lane Worker	30,680.00	14.75	37,440.00	18.00	40,435.20	19.44
322	1322	Mechanic Assistant	40,851.20	19.64	46,425.60	22.32	54,579.20	26.24
323	1322	Mechanic Assistant (CyRide)	39,353.60	18.92	46,425.60	22.32	54,579.20	26.24
325	1323	Mechanic (CyRide)	47,112.00	22.65	51,958.40	24.98	61,089.60	29.37
327	1324	Lead Mechanic (CyRide)	49,420.80	23.76	54,579.20	26.24	64,043.20	30.79
328	5112	Water Plant Operator	51,688.00	24.85	58,593.60	28.17	68,806.40	33.08
329	5111	Plant Maintenance Specialist	48,713.60	23.42	55,224.00	26.55	65,041.60	31.27
330	5130	Water Utility Locator	47,112.00	22.65	53,310.40	25.63	62,878.40	30.23
332	5131	Water Meter Repair Worker	44,636.80	21.46	50,668.80	24.36	59,571.20	28.64
334	5140	Water/PC Lab Technician	41,912.00	20.15	46,841.60	22.52	54,433.60	26.17
336	5141	Water/PC Lab Analyst	51,688.00	24.85	58,593.60	28.17	68,806.40	33.08
337	5115	Water Plant Asst. Operator	See page 5					
337	5212	WPC Plant Asst. Operator	See page 5					
338	5213	WPC Plant Operator	51,688.00	24.85	58,593.60	28.17	68,806.40	33.08
339	5220	Res. Rec. Lead Operator	48,651.20	23.39	55,182.40	26.53	64,833.60	31.17
340	5221	Res. Rec. Maint. Operator	46,404.80	22.31	52,603.20	25.29	61,651.20	29.64
342	5411	Plant Maintenance Operator	51,688.00	24.85	58,593.60	28.17	68,806.40	33.08
343	5412	Process Maintenance Worker	See page 6					
344	6112	Maintenance Worker	See page 6					
346	6113	Senior Maintenance Worker	45,344.00	21.80	51,376.00	24.70	60,361.60	29.02
348	6114	Parks Maintenance Specialist	45,988.80	22.11	48,547.20	23.34	56,763.20	27.29
350	6121	Building Maint. Specialist	44,636.80	21.46	50,668.80	24.36	59,571.20	28.64
352	6151	Truck Driver	35,110.40	16.88	39,707.20	19.09	46,716.80	22.46
354	6152	Senior Heavy Equipment Oper.	47,652.80	22.91	50,668.80	24.36	59,571.20	28.64
356	6153	Heavy Equipment Operator	43,388.80	20.86	46,155.20	22.19	54,225.60	26.07
358	1137	Traffic Technician	See page 5					
359	6117	W&PC Maint. Tech. I	See page 6					
360	6118	W&PC Maint. Tech. II	See page 6					
362	6111	Laborer	See page 5					
364	1319	Service Worker	See page 5					
366	6163	Custodian	See page 5					
370	1326	Fleet Technician	See page 5					
371	1328	Lead Fleet Technician	53,976.00	25.95	57,324.80	27.56	67,496.00	32.45
372	6154	Res. Rec. Equipment Operator	45,344.00	21.80	51,376.00	24.70	60,361.60	29.02
724	6119	RRP Maint. Tech. I	See page 6					
726	6120	RRP Maint. Tech. II	See page 6					

**E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/15**

<u>HTE</u>	<u>CLASS</u>		<u>STEP A (START)</u>		<u>STEP B (30 MOS)</u>	
	<u>CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>	<u>Annual</u>	<u>Hourly</u>
362	6111	Laborer	35,027.20	16.84	41,204.80	19.81
364	1319	Service Worker	37,169.60	17.87	43,867.20	21.09
366	6163	Custodian	33,696.00	16.20	39,603.20	19.04

<u>HTE</u>	<u>CLASS</u>		<u>Annual</u>	<u>Hourly</u>
	<u>CODE</u>	<u>TITLE</u>		
308	1131	Traffic Signal Technician		
		Step A (Start)	48,776.00	23.45
		Step B (12 months)	51,396.80	24.71
		Step C (24 months)	55,827.20	26.84
		Step D (48 months)	59,363.20	28.54
309	1134	Traffic Signal Technician Lead		
		Step A (Start)	51,272.00	24.65
		Step B (12 months)	55,515.20	26.69
		Step C (24 months)	59,800.00	28.75
		Step D (48 months)	62,296.00	29.95
358	1137	Traffic Technician		
		Step A (Start)	40,684.80	19.56
		Step B (12 months)	44,116.80	21.21
		Step C (24 months)	47,465.60	22.82
		Step D (48 months)	54,225.60	26.07
337	5212	WPC Plant Assistant Operator		
		Step A (Start)	45,344.00	21.80
		Step B (within 8 months) Grade I certificate	48,505.60	23.32
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment	51,688.00	24.85
337	5115	Water Plant Assistant Operator		
		Step A (Start)	45,344.00	21.80
		Step B (within 8 months) Grade I certificate	48,505.60	23.32
		Step C (within 24 months) 21 CEU's directly related to water treatment	51,688.00	24.85
370	1326	Fleet Technician		
		Step A - 4 ASE tests	51,376.00	24.70
		Step B - 7 ASE tests (within 1 year)	55,640.00	26.75
		Step C - 10 ASE tests (within 2 years)	59,904.00	28.80
		Step D - ASE certified (within 3 years)	64,335.20	30.94

**E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/15**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>STEP A (START)</u>	<u>STEP B (6 MOS)</u>	<u>STEP C (12 MOS)</u>	<u>STEP D (18 MOS)</u>	<u>STEP E (24 MOS)</u>	<u>STEP F (36 MOS)</u>	<u>STEP G (48 MOS)</u>	
343	5412	Process Maintenance Worker Annual Hourly	39,083.20 18.79	40,976.00 19.70	43,201.60 20.77	44,720.00 21.50	46,612.80 22.41	48,505.60 23.32	50,398.40 24.23	
344	6112	Maintenance Worker Annual Hourly	39,145.60 18.82		40,206.40 19.33		41,704.00 20.05		49,025.60 23.57	
359	6117	W&PC Maint. Tech. I Annual Hourly						45,656.00 21.95*		53,019.20 25.49
360	6118	W&PC Maint. Tech. II Annual Hourly								60,361.60 29.02
724	6119	RRP Maint. Tech. I Annual Hourly						49,961.60 24.02*	51,854.40 24.93*	53,726.40 25.83*
726	6120	RRP Maint. Tech. II Annual Hourly							58,489.60 28.12*	60,361.60 29.02*

*must also have successfully completed required skill block to be eligible for this rate

**F PAY PLAN
PPME - Police
Effective 7/1/15**

<u>HTE</u>	<u>CLASS</u> <u>CODE</u>	<u>TITLE</u>	<u>STEP A</u> <u>(START)</u>	<u>STEP B</u> <u>(18 MOS)</u>	<u>STEP C</u> <u>(36 MOS)</u>
400	2308	Animal Control Clerk	38,116 18.3250	45,705 21.9735	
402	131	Parking Meter Attendant	34,180 16.4327	36,194 17.4010	43,443 20.8861
403	2207	Lead Police Records Clerk	40,021 19.2409	43,945 21.1274	52,367 25.1764
404	2208	Police Records Clerk	38,116 18.3250	41,851 20.1207	49,874 23.9779
416	2201	Public Safety Lead Dispatcher	44,254 21.2760	46,412 22.3135	53,499 25.7207
406	2202	Public Safety Dispatcher	41,387 19.8976	43,382 20.8567	50,144 24.1077
408	2212	Police Officer	49,970 24.1401	54,690 26.4203	65,226 31.5101
412	2311	Animal Control Officer	36,197 17.4024	39,250 18.8702	48,648 23.3885

Step A = 0 through 18 months
 Step B = 19 through 36 months, or 19 months plus
 Step C = 37 months plus

**G PAY PLAN
IAFF - Fire
Effective 7/1/15**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>
504	2111	Firefighter	45,094 15.4855	49,404 16.9659	59,148 20.3120	64,661 22.2051
506	2112	Fire Lieutenant	71,666 24.6107			
508	2114	Fire Inspector	78,713 37.8429			

Step A = 0 through 18 months
 Step B = 19 months
 Step C = 37 months
 Step D = 60 months (see also Section 16.3)

Effective July 1, 2004, the City will combine incentive pay (First Responder - .7%, Instructor I - .7%, and DMACC classes - 1.7% for a total of 3.1%) and add to Firefighter Step D, Fire Lieutenant, and Fire Inspector pay scale.

**H PAY PLAN
IBEW
Effective 7/1/15**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	171	Storekeeper	44,574.40	21.43
602	711	Records and Materials Specialist	56,638.40	27.23
604	4209	Substation Electrician Assistant	63,419.20	30.49
606	4210	Underground Electric Serviceworker	60,424.00	29.05
608	4211	Groundswoker	55,577.60	26.72
610	4212	Truck Driver/Groundswoker	60,424.00	29.05
612	4213	Electric Serviceworker	64,916.80	31.21
614	4215	Electric Lineworker	74,817.60	35.97
616	4218	Substation Electrician	74,817.60	35.97
618	4221	Electric Line Foreman	79,268.80	38.11
620	4231	Electric Meter Repair Worker	64,521.60	31.02
622	4311	Electrical Engineering Assistant	61,776.00	29.70
624	4312	Electrical Engineering Technician	80,516.80	38.71
626	6126	Substation Foreman	79,268.80	38.11
628	4214	Apprentice Electric Lineworker		
		A. 1st twelve months/2000 hrs. (60%)	44,886.40	21.58
		B. 2nd twelve months/2000 hrs. (70%)	52,374.40	25.18
		C. 3rd twelve months/2000 hrs. (80%)	59,862.40	28.78
		D. 4th twelve months/1000 hrs. (90%)	67,329.60	32.37
630	4217	Apprentice Substation Electrician		
		A. 0 - 1000 hours (65%)	48,630.40	23.38
		B. 1000 - 2000 hours (70%)	52,374.40	25.18
		C. 2000 - 3000 hours (75%)	56,118.40	26.98
		D. 3000 - 4000 hours (80%)	59,862.40	28.78
		E. 4000 - 5000 hours (85%)	63,585.60	30.57
		F. 5000 - 6000 hours (90%)	67,329.60	32.37
632	4230	Apprentice Electric Meter Repair Worker		
		A. 0 - 1000 hours (75%)	48,401.60	23.27
		B. 1000 - 2000 hours (80%)	51,625.60	24.82
		C. 2000 - 3000 hours (85%)	54,849.60	26.37
		D. 3000 - 4000 hours (90%)	58,073.60	27.92

The above listed wage rates for apprentices are based on percentages of journeymen rates as set out in the respective apprentice agreements. Progression within the apprentice classifications is contingent upon training and outside coursework plus meeting the requirements set out in the apprenticeship agreement.

**I PAY PLAN
IUOE - Power Plant
Effective 7/1/15**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
700	4110	Lead Coal Handler	65,582.40	31.53
702	4111	Coal Handler		
		1st 6 months	46,758.40	22.48
		2nd 6 months	49,878.40	23.98
		3rd 6 months	56,160.00	27.00
		Thereafter	62,462.40	30.03
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	54,433.60	26.17
		2nd 6 months	57,865.60	27.82
		3rd 6 months	61,235.20	29.44
		4th 6 months	64,708.80	31.11
		Thereafter	68,120.00	32.75
706	4113	Power Plant Fireworker		
		5th 6 months	69,014.40	33.18
		6th 6 months	72,072.00	34.65
		Thereafter	74,318.40	35.73
708	4114	Power Plant Operator		
		7th 6 months	77,064.00	37.05
		Thereafter	79,456.00	38.20
709	4117	Environmental Instrument & Control Technician		
		1st 6 months	61,360.00	29.50
		2nd 6 months	65,520.00	31.50
		3rd 6 months	69,617.60	33.47
		4th 6 months	73,590.40	35.38
		5th 6 months	77,750.40	37.38
		6th 6 months	80,204.80	38.56
		Thereafter	82,014.40	39.43
709	4118	Instrument & Control Technician		
		1st 6 months	61,360.00	29.50
		2nd 6 months	65,520.00	31.50
		3rd 6 months	69,617.60	33.47
		4th 6 months	73,590.40	35.38
		5th 6 months	77,750.40	37.38
		6th 6 months	80,204.80	38.56
		Thereafter	82,014.40	39.43

**I PAY PLAN
IUOE - Power Plant
Effective 7/1/15**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
714	4122	Power Plant Maintenance Foreman	82,014.40	39.43
716	4124	Power Plant Maintenance Worker		
		1st 6 months	42,016.00	20.20
		2nd 6 months	44,969.60	21.62
		3rd 6 months	50,523.20	24.29
		Thereafter	57,116.80	27.46
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	56,513.60	27.17
		2nd 6 months	60,049.60	28.87
		3rd 6 months	63,606.40	30.58
		4th 6 months	67,100.80	32.26
		Thereafter	70,699.20	33.99
720	6123	Electrician		
		1st 6 months	54,080.00	26.00
		2nd 6 months	57,574.40	27.68
		3rd 6 months	61,235.20	29.44
		4th 6 months	64,833.60	31.17
		5th 6 months	68,411.20	32.89
		6th 6 months	70,699.20	33.99
		Thereafter	72,072.00	34.65
722	6163	Custodian		
		1st 6 months	35,027.20	16.84
		2nd 6 months	37,128.00	17.85
		Thereafter	40,976.00	19.70

Progression within the apprentice classification is contingent upon successful completion of outside course work and satisfactory progress during each step interval plus meeting the requirements set out in the apprenticeship agreement.

ALPHABETICAL LISTING

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
0133	----	6	NE	Account Clerk	56	2
0307	----	2	NE	Accountant	59	2
0124	----	1	E	Administrative Services Coordinator	60	2
2310	----	8	NE	Animal Control Attendant	Temporary	1
2308	400	6	NE	Animal Control Clerk	Union-F	7
2311	412	8	NE	Animal Control Officer	Union-F	7
2311	----	8	NE	Animal Control Officer	Temporary	1
2312	----	3	E	Animal Control Supervisor	61	2
4230	632	7	NE	Appr. Electric Meter Repair Worker	Union-H	9
4217	630	8	NE	Appr. Substation Electrician	Union-H	9
4214	628	7	NE	Apprentice Electric Lineworker	Union-H	9
1227	----	2	E	Assistant Building Official	60	2
0411	----	2	E	Assistant City Attorney	61	2
0612	----	1	E	Assistant City Manager	65	3
4331	----	1	E	Assistant Director Electric Services	94	2
5311	----	1	E	Assistant Director of Water and PC	63	2
313	----	1	E	Assistant Director of Finance	62	2
4222	----	2	E	Assistant Electric Distribution Supt.	90	2
0612	----	1	E	Assistant City Manager	65	3
0611	----	1	E	Assistant to the City Manager	64	3
1317	----	1	E	Assistant Transit Director-Fleet & Facilities	62	2
1321	----	1	E	Assistant Transit Director-Operations	62	2
1314	----	5	E	Assistant Transit Operations Supervisor	60	2
3206	----	2	E	Auditorium/Bandshell Manager	59	2
0308	----	2	E	Budget Officer	61	2
6121	350	7	NE	Building Maintenance Specialist	Union-E	4
1224	----	1	E	Building Official	62	2
1226	315	1	NE	Building and Zoning Inspector	Union-E	4
0608	----	3	NE	Cable Television Coordinator	57	2
0132	----	6	NE	Cashier	56	2
2223	----	1	E	Chief of Police	65	3
1120	----	2	E	Civil Engineer I	60	2
1121	----	2	E	Civil Engineer II	62	2
0218	----	2	E	Client Support Coordinator	60	2
0215	----	5	NE	Client Support Specialist	57	2
1116	999	8	NE	Co-op	Temporary	1
4111	702	8	NE	Coal Handler	Union-I	10
1228	313	1	NE	Community Codes Liaison	Union-E	4
2209	----	4	NE	Community Safety Officer	Temporary	1
2206	----	4	NE	Community Safety Officer Coordinator	Temporary	1
1113	----	3	E	Construction Supervisor	61	2
5133	----	3	NE	Cross Connection Control Coordinator	59	2
6163	366	8	NE	Custodian	Union-E	5
6163	722	8	NE	Custodian	Union-I	11
2118	----	1	E	Deputy Fire Chief, Operations	63	2
2117	----	1	E	Deputy Fire Chief, Support Services	63	2
4332	----	1	E	Director of Electric Services	96	3
0314	----	1	E	Director of Finance	65	3
0174	----	1	E	Director of Fleet Services	65	3
0514	----	1	E	Director of Human Resources	65	3

3215	----	1	E	Director of Parks and Recreation	65	3
1232	----	1	E	Director of Planning and Housing	65	3
6232	----	1	E	Director of Public Works	65	3
1315	----	1	E	Director of Transit	65	3
5312	----	1	E	Director of Water and WPC	65	3
4224	----	1	E	Electric Distribution Manager	91	2
4310	----	5	NE	Electric GIS Specialist	59	2
4221	618	7	NE	Electric Line Foreman	Union-H	9
4215	614	7	NE	Electric Lineworker	Union-H	9
4231	620	7	NE	Electric Meter Repair Worker	Union-H	9
4232	----	3	E	Electric Meter Supervisor	90	2
4213	612	7	NE	Electric Service Worker	Union-H	9
4130	----	2	E	Electric Services Maintenance Supt	90	2
4129	----	2	E	Electric Services Operations Supt	90	2
4318	----	2	E	Electrical Engineer	90	2
4322	----	2	E	Electrical Engineering Manager	92	2
4311	622	5	NE	Electrical Engineering Assistant	Union-H	9
4312	624	3	NE	Electrical Engineering Technician	Union-H	9
1223	312	1	NE	Electrical Inspector	Union-E	4
6123	720	7	NE	Electrician	Union-I	11
2200	----	6	E	Emergency Communications Supervisor	60	2
4316	----	2	E	Energy Services Coordinator	60	2
1110	304	5	NE	Engineering Technician I	Union-E	4
1111	306	3	NE	Engineering Technician II	Union-E	4
5305	----	2	E	Environmental Engineer I	60	2
5306	----	2	E	Environmental Engineer II	61	2
4117	709	3	NE	Environmental Instrument & Control Tech	Union-I	10
5309	----	2	E	Environmental Specialist	60	2
2116	----	1	E	Fire Chief	65	3
2114	508	1	NE	Fire Inspector	Union-G	8
2112	506	2	NE	Fire Lieutenant	Union-G	8
2111	504	4	NE	Firefighter	Union-G	8
6140	----	1	E	Fleet Support Manager	61	2
1326	370	7	NE	Fleet Technician	Union-E	5
1125	----	2	E	GIS Coordinator	61	2
1115	----	3	NE	GIS Specialist	59	2
6221	----	7	NE	Grounds Foreman	58	2
6222	----	3	E	Grounds Supervisor	60	2
4211	608	8	NE	Groundswoker	Union-H	9
0509	----	2	E	Health Promotion Coordinator	60	2
6153	356	7	NE	Heavy Equipment Operator	Union-E	4
0212	----	6	NE	Help Desk Specialist	56	2
1216	----	2	E	Housing Coordinator	61	2
1225	314	1	NE	Housing Inspector	Union-E	4
0513	----	2	E	Human Resources Officer	61	2
0511	----	5	E	Human Resources Analyst	59	2
0222	----	1	E	Information Technology Manager	62	2
4118	709	3	NE	Instrument and Control Technician	Union-I	10
0312	----	2	E	Investment Officer	60	2
0213	----	5	NE	IT Operations Technician	57	2
0225	----	3	NE	IT Specialist - Public Safety	58	2
6111	362	8	NE	Laborer	Union-E	5
1318	320	8	NE	Laneworker	Union-E	4
4110	700	8	NE	Lead Coal Handler	Union-I	10

1328	371	7	NE	Lead Fleet Technician	Union-E	4
1307	321	8	NE	Lead Lane Worker	Union-E	4
1324	327	7	NE	Lead Mechanic (CyRide)	Union-E	4
2207	403	6	NE	Lead Police Records Clerk	Union-F	7
2229	----	6	NE	Lead Property-Evidence Technician	57	2
2229	----	6	NE	Lead Property-Evidence Technician	Temporary	1
0118	----	6	NE	Legal Secretary	57	2
0120	----	5	E	Legal Services Administrative Assistant	59	2
0119	----	6	NE	Legal Technician	57	2
3121	----	2	E	Librarian	58	2
3117	----	5	NE	Library Administrative Assistant	58	2
3108	----	1	E	Library Adult Services Manager	61	2
3113	----	5	NE	Library Assistant	57	2
3110	----	8	NE	Library Building Maintenance Supervisor	57	2
3106	----	6	NE	Library Clerk - Adult/Youth Services	53	2
3109	----	6	NE	Library Clerk - Customer Account Services	53	2
3111	----	6	NE	Library Clerk - Resource Services	53	2
3107	----	6	NE	Library Client Support Technician	57	2
3114	----	2	E	Library Community Relations Specialist	58	2
3129	----	2	E	Library Customer Account Services Manager	61	2
3123	----	1	E	Library Director	65	3
3120	----	2	E	Library IT Systems Administrator	60	2
3131	----	2	E	Library Operations Services Manager	61	2
3126	----	2	E	Library Reference Specialist	59	2
3105	----	2	E	Library Resource Services Manager	61	2
3132	----	5	E	Library Resource Services Technician	57	2
3130	----	2	E	Library Volunteer Coordinator	59	2
3128	----	2	E	Library Youth Services Manager	61	2
0166	----	6	NE	Mail Clerk	55	2
6112	344	8	NE	Maintenance Worker	Union-E	6
0614	----	2	E	Management Analyst	58	2
4315	----	3	E	Manager of Energy Market Operations	90	2
1323	325	7	NE	Mechanic (CyRide)	Union-E	4
1322	322	8	NE	Mechanic Assistant	Union-E	4
1322	323	8	NE	Mechanic Assistant (CyRide)	Union-E	4
2230	----	4	NE	Mental Health Advocate	Temporary	1
0141	300	6	NE	Meter Reader	Union-E	4
1122	----	1	E	Municipal Engineer	63	2
0216	----	3	NE	Network Technician	57	2
9405	999	6	NE	Office Worker	Temporary	1
0131	402	6	NE	Parking Meter Attendant	Union-F	7
6114	348	8	NE	Parks Maintenance Specialist	Union-E	4
3213	----	1	E	Parks and Facilities Superintendent	62	2
3210	----	5	E	Parks and Facilities Supervisor	59	2
0134	----	6	NE	Payroll Clerk	57	2
1212	----	2	E	Planner	60	2
1230	----	5	E	Plans Examiner	59	2
5411	342	7	NE	Plant Maintenance Operator	Union-E	4
5111	329	7	NE	Plant Maintenance Specialist	Union-E	4
1222	310	1	NE	Plumbing Inspector	Union-E	4
2224	----	1	E	Police Commander	63	2
2222	----	2	E	Police Lieutenant	62	2
2212	408	4	NE	Police Officer	Union-F	7
2208	404	6	NE	Police Records Clerk	Union-F	7

2205	----	6	E	Police Records Supervisor	59	2
2221	----	3	E	Police Sergeant	61	2
2225	----	2	E	Police Support Services Manager	63	2
4112	704	7	NE	Power Plant Auxiliary Operator	Union-I	10
4323	----	2	E	Power Plant Engineer	90	2
4113	706	7	NE	Power Plant Fireworker	Union-I	10
4122	714	7	NE	Power Plant Maintenance Foreman	Union-I	11
4125	718	7	NE	Power Plant Maintenance Mechanic	Union-I	11
4124	716	8	NE	Power Plant Maintenance Worker	Union-I	11
4132	----	1	E	Power Plant Manager	92	2
4114	708	7	NE	Power Plant Operator	Union-I	10
0113	----	6	NE	Principal Clerk	56	2
0163	----	7	NE	Printing Services Technician	56	2
5412	343	8	NE	Process Maintenance Worker	Union-E	6
0175	----	5	NE	Procurement Specialist I	57	2
0172	----	5	NE	Procurement Specialist II	59	2
2228	----	6	NE	Property/Evidence Technician	56	2
2228	----	6	NE	Property/Evidence Technician	Temporary	1
0713	----	2	E	Public Relations Officer	61	2
2202	406	6	NE	Public Safety Dispatcher	Union-F	7
2201	416	6	NE	Public Safety Lead Dispatcher	Union-F	7
2204	----	6	NE	Public Safety Quality Assurance Coordinator	Temporary	1
0712	----	5	E	Public Works Administrative Assistant	60	2
6230	----	1	E	Public Works Operations Manager	62	2
6231	----	3	E	Public Works Operations Supervisor	61	2
0169	----	6	NE	Purchasing Clerk	56	2
0173	----	2	E	Purchasing Manager	62	2
0711	602	6	NE	Records and Materials Specialist	Union-H	9
9500	----	6	E	Records Manager/City Clerk	61	2
3201	----	5	E	Recreation Coordinator	57	2
3202	----	5	E	Recreation Coord - Aquatics & Activities	57	2
3214	---	1	E	Recreation Superintendent	62	2
5222	----	2	E	Resource Recovery Asst. Superintendent	61	2
6154	372	7	NE	Resource Recovery Equipment Operator	Union-E	4
5220	339	7	NE	Resource Recovery Lead Operator	Union-E	4
5221	340	7	NE	Resource Recovery Maint. Operator	Union-E	4
6119	724	8	NE	Resource Recovery Maint. Tech. I	Union-E	6
6120	726	8	NE	Resource Recovery Maint. Tech. II	Union-E	6
5223	----	1	E	Resource Recovery Superintendent	62	2
0610	----	1	E	Risk Manager	61	2
3200	----	8	NE	Seasonal Parks and Recreation	Temporary	
0121	----	6	NE	Secretary I	57	2
0122	----	6	NE	Secretary II	58	2
0112	----	6	NE	Senior Clerk	55	2
1112	----	3	NE	Senior Engineering Technician	59	2
6152	354	7	NE	Senior Heavy Equipment Operator	Union-E	4
6113	346	8	NE	Senior Maintenance Worker	Union-E	4
0142	302	6	NE	Senior Meter Reader	Union-E	4
1319	364	8	NE	Service Worker	Union-E	5
2113	----	2	E	Shift Commander	62*	2
0171	600	6	NE	Storekeeper	Union-H	9
1123	----	2	E	Stormwater Specialist	59	2
6211	----	7	NE	Streets Maintenance Foreman	59	2
6213	----	3	E	Streets Operations Supervisor	61	2

4218	616	7	NE	Substation Electrician	Union-H	9
4209	604	8	NE	Substation Electrician Assistant	Union-H	9
6126	626	7	NE	Substation Foreman	Union-H	9
0221	----	2	E	Systems Analyst	60	2
9407	----	3	NE	Technical Assistant	Temporary	1
3116	----	6	NE	Technical Services Assistant	56	2
0224	----	2	E	Telecommunications/Network Specialist	60	2
9450	----	1	E	Temporary Manager	Temporary	1
1133	----	2	E	Traffic Engineer I	61	2
1136	----	2	E	Traffic Engineer II	62	2
1131	308	3	NE	Traffic Signal Technician	Union-E	5
1134	309	3	NE	Traffic Signal Tech Lead Worker	Union-E	5
1132	----	3	E	Traffic Supervisor	60	2
1137	----	7	NE	Traffic Technician	Union-E	5
1316	----	5	E	Transit Scheduler/Admin Analyst	60	2
1311	----	8	NE	Transit Driver (< 20 hrs/week)	Temporary	1
1311	316	8	NE	Transit Driver	Union-E	4
1310	----	5	E	Transit Maintenance Coordinator	60	2
1313	----	6	NE	Transit Operations Assistant	57	2
1312	----	2	E	Transit Operations Supervisor	61	2
1305	----	2	E	Transit Planner/EEO Officer	60	2
1320	----	5	E	Transit Trainer	59	2
1129	----	2	E	Transportation Planner	60	2
6151	352	8	NE	Truck Driver	Union-E	4
4212	610	8	NE	Truck Driver/Groundworker	Union-H	9
3216	----	5	E	Turf Maintenance Coordinator	58	2
9403	999	8	NE	Unclassified Labor	Temporary	1
9404	999	8	NE	Unclassified Skilled Laborer	Temporary	1
4210	606	7	NE	Underground Electric Serviceworker	Union-H	9
0310	----	2	E	Utility Accounts Supervisor	61	2
0135	----	6	NE	Utility Accounts Technician	57	2
0136	----	6	NE	Utility Customer Services Clerk	56	2
4320	----	2	E	Utility Engineer	90	2
5121	----	7	NE	Utility Maintenance Foreman	59	2
5131	332	8	NE	Water Meter Technician	Union-E	4
5132	----	3	E	Water Meter Supervisor	60	2
5141	336	3	NE	Water & PC Laboratory Analyst	Union-E	4
5143	----	1	E	Water & PC Laboratory Supervisor	60	2
5140	334	3	NE	Water & PC Laboratory Technician	Union-E	4
6117	359	8	NE	Water & PC Maintenance Technician I	Union-E	6
6118	360	8	NE	Water & PC Maintenance Technician II	Union-E	6
5114	----	2	E	Water Plant Assistant Superintendent	60	2
5112	328	7	NE	Water Plant Operator	Union-E	4
5113	----	1	E	Water Plant Superintendent	62	2
5130	330	8	NE	Water Utility Locator	Union-E	4
5142	----		NE	Water/Wastewater Laboratory Aide	Temporary	1
3208	----	5	E	Wellness Program Manager	59	2
5215	----	2	E	WPC Plant Assistant Superintendent	60	2
5212	337	7	NE	WPC Plant Assistant Operator	Union-E	5
5213	338	7	NE	WPC Plant Operator	Union-E	4
5214	----	1	E	WPC Plant Superintendent	62	2