

**COUNCIL ACTION FORM**

**SUBJECT:**           **APPROVAL OF 2019-2020 PAY PLAN**

**BACKGROUND:**

Each year, the City Council approves a Pay Plan that specifies pay ranges and steps for the City's workforce. The attached 2019-2020 Pay Plan reflects negotiated wage settlements with the five bargaining units shown below, as well as a 3% 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 adopted FY 2019/20 Budget.

The bargaining units' respective across-the-board settlements are:

IUOE Blue Collar (E Pay Plan):	3%
IBEW-Electric Distribution (H Pay Plan):	3%
IUOE-Power Plant (I Pay Plan):	3%
IAFF-Fire (G Pay Plan):	3%
PPME-Police (F Pay Plan):	3%

Unclassified job categories are adjusted proportionally with merit or union employees or with the relevant labor market. The statutory minimum wage is included as the scale minimum for temporary workers.

**ALTERNATIVES:**

1. Approve the attached 2019-2020 Pay Plan.
2. Do not approve the 2019-2020 Pay Plan.

**CITY MANAGER'S RECOMMENDED ACTION:**

The Pay Plan document formally establishes pay ranges and steps for City positions. The rates of pay and salaries included within the Pay Plan reflect the budgeted pay increases and the collectively bargained wage rates for positions throughout the City.

Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, thereby approving the attached 2019-2020 Pay Plan.

# PAY PLAN

## CITY OF AMES



2019 - 2020

**UNCLASSIFIED POSITIONS**  
Effective 7/1/19

<b><u>CODE</u></b>	<b><u>CLASSIFICATION</u></b>	<b><u>MINIMUM</u></b>	<b><u>MIDPOINT</u></b>	<b><u>MAXIMUM</u></b>
1116	Co-op	17.4751	19.6434	21.8114
1311	Transit Driver	16.0700		
2206	Community Safety Officer Coordinator	19.5561		
2209	Community Safety Officer	18.6250		
2204	Public Safety Quality Assurance Coordinator	16.9744	19.8239	22.6735
2228	Property/Evidence Technician	16.9744	19.8239	22.6735
2229	Lead Property/Evidence Technician	18.5657	21.7130	24.7542
2310	Animal Control Attendant	13.4854	15.7255	17.9656
2311	Animal Control Officer	18.2120	21.6507	25.0891
3112	Library Custodial Assistant	7.2500	12.4557	17.4439
5142	Water/Wastewater Laboratory Aide	14.0178	16.1947	18.3714
9403	Unclassified Laborer	7.2500	12.4557	17.4439
9404	Unclassified Skilled Laborer	17.6531	24.8016	31.9502
9405	Office Worker	7.2500	12.4557	17.4439
9407	Technical Assistant	15.4142	18.4440	21.4737
9450	Temporary Manager	31.1293	45.6196	60.1095
9392	School Crossing Guards	26.92*		

\* Daily rate based on two shifts worked

**C PAY PLAN**  
**Effective 7/1/19**

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual Hourly	32,228 15.4947	37,048 17.8119	41,867 20.1287
52	Annual Hourly	34,133 16.4104	39,612 19.0444	45,089 21.6776
53	Annual Hourly	36,295 17.4497	42,402 20.3858	48,508 23.3214
54	Annual Hourly	38,739 18.6248	45,596 21.9213	52,454 25.2187
55	Annual Hourly	41,464 19.9348	49,181 23.6449	56,901 27.3566
56	Annual Hourly	44,531 21.4096	53,223 25.5884	61,913 29.7661
57	Annual Hourly	48,009 23.0817	57,810 27.7937	67,611 32.5053
58	Annual Hourly	51,924 24.9638	62,994 30.2858	74,063 35.6076
59	Annual Hourly	56,340 27.0867	68,849 33.1009	81,359 39.1152
60	Annual Hourly	61,348 29.4947	75,519 36.3075	89,690 43.1206
61	Annual Hourly	67,014 32.2187	83,112 39.9578	99,206 47.6955
62	Annual Hourly	73,467 35.3211	91,756 44.1139	110,045 52.9063
62*	Annual Hourly	73,468 25.2296	91,756 31.5099	110,045 37.7902
63	Annual Hourly	80,796 38.8446	101,637 48.8642	122,477 58.8832
90	Annual Hourly	74,718 35.9223	90,097 43.3162	115,473 50.7084
91	Annual Hourly	81,624 39.2425	99,145 47.6663	116,664 56.0885
92	Annual Hourly	89,483 43.0207	109,443 52.6172	129,404 62.2139
93	Annual Hourly	98,404 47.3100	121,216 58.2772	144,027 69.2442
94	Annual Hourly	108,550 52.1877	134,672 64.7462	160,791 77.3034
95	Annual Hourly	120,144 57.7619	150,099 72.1633	180,052 86.5635

**D PAY PLAN**  
**Effective 7/1/19**

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	89,126	112,927	136,731
	Hourly	42.8493	54.2923	65.7361
65	Annual	98,642	125,875	153,106
	Hourly	47.4244	60.5169	73.6088
66	Annual	109,574	140,799	172,020
	Hourly	52.6802	67.6922	82.7024
96	Annual	133,454	167,872	202,290
	Hourly	64.1607	80.7077	97.2550

**E PAY PLAN**  
**IUOE Blue Collar Unit**  
**Effective 7/1/19**

<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	44,012.80	21.16	49,920.00	24.00	58,697.60	28.22		
302	142	Senior Meter Reader	46,196.80	22.21	52,041.60	25.02	63,731.20	30.64		
304	1110	Engineering Technician I	41,995.20	20.19	47,528.00	22.85	55,952.00	26.90		
306	1111	Engineering Technician II	45,552.00	21.90	52,894.40	25.43	60,715.20	29.19		
308	1131	Traffic Signal Technician	See page 5							
309	1134	Traffic Signal Technician Lead	See page 5							
310	1222	Plumbing Inspector	56,950.40	27.38	64,396.80	30.96	75,379.20	36.24		
312	1223	Electrical Inspector	56,950.40	27.38	64,396.80	30.96	75,379.20	36.24		
313	1228	Community Codes Liaison	56,950.40	27.38	64,396.80	30.96	75,379.20	36.24		
314	1225	Housing Inspector	56,950.40	27.38	64,396.80	30.96	75,379.20	36.24		
315	1226	Building & Zoning Inspector	56,950.40	27.38	64,396.80	30.96	75,379.20	36.24		
316	1311	Transit Driver (Full-time)*	38,292.80	18.41	45,240.00	21.75	54,308.80	26.11		
318	1311	Transit Driver (PT 20 hrs)*		16.07		19.17		20.73		
320	1318	Lane Worker	33,425.60	16.07	39,873.60	19.17	43,118.40	20.73		
321	1307	Lead Lane Worker	34,382.40	16.53	41,953.60	20.17	45,281.60	21.77		
322	1322	Mechanic Assistant	45,739.20	21.99	52,000.00	25.00	61,131.20	29.39		
323	1322	Mechanic Assistant (CyRide)	45,739.20	21.99	52,000.00	25.00	61,131.20	29.39		
325	1323	Mechanic (CyRide)	See page 5							
327	1324	Lead Mechanic (CyRide)	60,444.80	29.06	64,209.60	30.87	75,608.00	36.35		
328	5112	Water Plant Operator	57,886.40	27.83	65,624.00	31.55	77,064.00	37.05		
329	5111	Plant Maintenance Specialist	54,537.60	26.22	61,859.20	29.74	72,841.60	35.02		
330	5130	Water Utility Locator	52,769.60	25.37	59,696.00	28.70	70,428.80	33.86		
332	5131	Water Meter Technician	50,003.20	24.04	56,742.40	27.28	66,726.40	32.08		
334	5140	Water/PC Lab Technician	46,945.60	22.57	52,457.60	25.22	60,964.80	29.31		
336	5141	Water/PC Lab Analyst	57,886.40	27.83	65,624.00	31.55	77,064.00	37.05		
337	5115	Water Plant Asst. Operator	See page 5							
337	5212	WPC Plant Asst. Operator	See page 5							
338	5213	WPC Plant Operator	57,886.40	27.83	65,624.00	31.55	77,064.00	37.05		
339	5220	Res. Rec. Lead Operator	54,475.20	26.19	61,817.60	29.72	72,633.60	34.92		
340	5221	Res. Rec. Maint. Operator	51,979.20	24.99	58,926.40	28.33	69,076.80	33.21		
342	5411	Plant Maintenance Operator	57,886.40	27.83	65,624.00	31.55	77,064.00	37.05		
343	5412	Process Maintenance Worker	See page 6							
344	6110	Treatment Plant Maint. Worker	See page 6							
344	6112	Maintenance Worker	See page 6							
346	6113	Senior Maintenance Worker	50,793.60	24.42	57,553.60	27.67	67,620.80	32.51		
348	6114	Parks Maintenance Specialist	51,500.80	24.76	54,371.20	26.14	63,564.80	30.56		
351	6115	Streets Maint Lead Worker	See page 6							
350	6121	Building Maint. Specialist	50,003.20	24.04	56,742.40	27.28	66,726.40	32.08		
352	6151	Truck Driver	39,312.00	18.90	44,449.60	21.37	52,312.00	25.15		
354	6152	Senior Heavy Equipment Oper.	53,393.60	25.67	56,742.40	27.28	66,726.40	32.08		
356	6153	Heavy Equipment Operator	48,588.80	23.36	51,688.00	24.85	60,756.80	29.21		
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	60,444.80	29.06	64,209.60	30.87	75,608.00	36.35		
372	6154	Res. Rec. Equipment Operator	50,793.60	24.42	57,553.60	27.67	67,620.80	32.51		
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 7/1/19**

<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	39,228.80	18.86	46,155.20	22.19
364	1319	Service Worker	41,620.80	20.01	49,150.40	22.19
366	6163	Custodian	37,752.00	18.15	44,345.60	21.32

<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)	54,600.00	26.25
		Step B (12 months)	57,574.40	27.68
		Step C (24 months)	62,545.60	30.07
		Step D (48 months)	66,476.80	31.96
309	1134	Traffic Signal Technician Lead		
		Step A (Start)	57,428.80	27.61
		Step B (12 months)	62,171.20	29.89
		Step C (24 months)	66,976.00	32.20
		Step D (48 months)	69,784.00	33.55
358	1137	Traffic Technician		
		Step A (Start)	45,572.80	21.91
		Step B (12 months)	49,400.00	23.75
		Step C (24 months)	53,144.00	25.55
		Step D (48 months)	60,756.80	29.21
337	5212	WPC Plant Assistant Operator		
		Step A (Start)	50,793.60	24.42
		Step B (within 8 months) Grade certificate	54,329.60	26.12
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment	57,886.40	27.83
337	5115	Water Plant Assistant Operator		
		Step A (Start)	50,793.60	24.42
		Step B (within 8 months) Grade I certificate	54,329.60	26.12
		Step C (within 24 months) 21 CEU's directly related to water treatment	57,886.40	27.83
370	1326	Fleet Technician		
		Step A - 4 ASE tests	57,553.60	27.67
		Step B - 7 ASE tests (within 1 year)	62,337.60	29.97
		Step C - 10 ASE tests (within 2 years)	67,080.00	32.25
		Step D - ASE certified (within 3 years)	72,072.00	34.65
325	1323	Mechanic (CyRide)		
		Step A (Start)	52,769.60	25.37
		Step B - 4 ASE tests or 18 months	58,219.20	27.99
		Step C - 7 ASE tests or 48 months	68,432.00	32.90
		Step D - Achieve Master Cert. and/or maintain certification after 5 years	72,072.00	34.65



**E PAY PLAN  
IUOE Blue Collar Unit  
Effective 7/1/18**

<u>HTE</u>	<u>CLASS</u> <u>CODE</u>	<u>TITLE</u>	<u>STEP A</u> <u>(START)</u>	<u>STEP B</u> <u>(6 MOS)</u>	<u>STEP C</u> <u>(12 MOS)</u>	<u>STEP D</u> <u>(18 MOS)</u>	<u>STEP E</u> <u>(24 MOS)</u>	<u>STEP F</u> <u>(36 MOS)</u>	<u>STEP G</u> <u>(48 MOS)</u>
343	5412	Process Maintenance Worker Annual Hourly	43,784.00 21.05	45,884.80 22.06	48,401.60 23.27	50,086.40 24.08	52,208.00 25.10	54,329.60 26.12	56,451.20 27.14
344	6110	Treatment Plant Maint. Worker Annual Hourly	43,846.40 21.08		45,032.00 21.65		46,716.80 22.46		54,932.80 26.41
344	6112	Maintenance Worker Annual Hourly	43,846.40 21.08		45,032.00 21.65		46,716.80 22.46		54,932.80 26.41
351	6115	Streets Maintenance Lead Worker Annual Hourly	54,475.20 26.19		62,940.80 30.26		70,054.40 33.68		72,633.60 34.92
359	6117	W&PC Maint. Tech. I Annual Hourly					51,147.20 24.59*		59,384.00 28.55
360	6118	W&PC Maint. Tech. II Annual Hourly							67,620.80 32.51
724	6119	RRP Maint. Tech. I Annual Hourly					55,952.00 26.90*	58,073.60 27.92*	60,174.40 28.93*
726	6120	RRP Maint. Tech. II Annual Hourly						65,499.20 31.49*	67,620.80 32.51*

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

**F PAY PLAN  
PPME - Police  
Effective 7/1/19**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>STEP A (START)</u>	<u>STEP B (18 MOS)</u>	<u>STEP C (36 MOS)</u>
400	2308	Animal Control Clerk	42,588 20.4750	51,067 24.5515	
402	131	Parking Meter Attendant	38,190 18.3606	40,440 19.4424	48,541 23.3371
403	2207	Lead Police Records Clerk	44,717 21.4986	49,101 23.6063	58,511 28.1303
404	2208	Police Records Clerk	42,588 20.4750	46,762 22.4818	55,725 26.7909
416	2201	Public Safety Lead Dispatcher	49,445 23.7717	51,857 24.9313	59,776 28.7385
406	2202	Public Safety Dispatcher	46,242 22.2318	48,472 23.3039	56,027 26.9361
412	2311	Animal Control Officer	40,443 19.4438	43,855 21.0842	54,356 26.1327

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>ANNUAL</u>	<u>HOURLY</u>
408	2212	Police Officer - 2016 or Prior		
	A.	0-18 months	54,881	26.5383
	B.	19-36 months	60,066	29.0455
	C.	37-120 months	71,638	34.6412
	D.	121-216 months	73,608	35.5939
	E.	216+ months	75,816	36.6616
410	2214	Police Officer - 2017 or Later		
	A.	0-12 months	54,881	26.5383
	B.	13-24 months	58,232	28.1587
	C.	25-48 months	61,584	29.7795
	D.	49-72 months	64,934	31.3995
	E.	73-96 months	68,286	33.0204
	F.	97-120 months	71,638	34.6412
	G.	121-216 months	73,608	35.5939
	H.	216+ months	75,816	36.6616

**G PAY PLAN  
IAFF - Fire  
Effective 7/1/19**

<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	50,507 17.3444	55,336 19.0027	66,249 22.7503	72,423 24.8705
506	2112	Fire Lieutenant	80,270 27.5652			
508	2114	Fire Inspector	88,163 42.3861			

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 7/1/19**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	171	Storekeeper	49,920.00	24.00
602	711	Records and Materials Specialist	63,440.00	30.50
604	4209	Substation Electrician Assistant	71,011.20	34.14
606	4210	Underground Electric Serviceworker	67,683.20	32.54
608	4211	Groundswoker	62,254.40	29.93
610	4212	Truck Driver/Groundswoker	67,683.20	32.54
612	4213	Electric Serviceworker	72,716.80	34.96
614	4215	Electric Lineworker	83,803.20	40.29
616	4218	Substation Electrician	83,803.20	40.29
618	4221	Electric Line Foreman	88,774.40	42.68
620	4231	Electric Meter & Relay Technician	72,259.20	34.74
622	4311	Electrical Engineering Assistant	69,180.80	33.26
624	4312	Electrical Engineering Technician	90,188.80	43.36
626	6126	Substation Foreman	88,744.40	42.68
628	4214	Apprentice Electric Lineworker		
		A. 1st twelve months/2000 hrs. (60%)	50,273.60	24.17
		B. 2nd twelve months/2000 hrs. (70%)	58,656.00	28.20
		C. 3rd twelve months/2000 hrs. (80%)	67,059.20	32.24
		D. 4th twelve months/1000 hrs. (90%)	75,420.80	36.26
630	4217	Apprentice Substation Electrician		
		A. 0 - 1000 hours (65%)	54,454.40	26.18
		B. 1000 - 2000 hours (70%)	58,656.00	28.20
		C. 2000 - 3000 hours (75%)	62,857.60	30.22
		D. 3000 - 4000 hours (80%)	67,059.20	32.24
		E. 4000 - 5000 hours (85%)	71,240.00	34.25
		F. 5000 - 6000 hours (90%)	75,420.80	36.26
632	4230	Apprentice Electric Meter Repair Worker		
		A. 0 - 1000 hours (75%)	54,204.80	26.06
		B. 1000 - 2000 hours (80%)	57,803.20	27.79
		C. 2000 - 3000 hours (84%)	60,715.20	29.19
		D. 3000 - 4000 hours (88%)	63,585.60	30.57
		E. 4000 - 5000 hours (92%)	66,476.80	31.96
		F. 5000 - 6000 hours (96%)	69,368.00	33.35

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 7/1/19**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
700	4110	Lead Coal Handler	73,382.40	35.28
702	4111	Coal Handler		
		1st 6 months	52,291.20	25.14
		2nd 6 months	55,806.40	26.83
		3rd 6 months	62,816.00	30.20
		Thereafter	69,888.00	33.60
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	60,902.40	29.28
		2nd 6 months	64,750.40	31.13
		3rd 6 months	68,494.40	32.93
		4th 6 months	72,384.00	34.80
		Thereafter	76,211.20	36.64
706	4113	Power Plant Fireworker		
		5th 6 months	77,209.60	37.12
		6th 6 months	80,641.60	38.77
		Thereafter	83,137.60	39.97
708	4114	Power Plant Operator		
		7th 6 months	86,216.00	41.45
		Thereafter	88,878.40	42.73
709	4117	Environmental Instrument & Control Technician		
		1st 6 months	68,619.20	32.99
		2nd 6 months	73,320.00	35.25
		3rd 6 months	77,875.20	37.44
		4th 6 months	82,326.40	39.58
		5th 6 months	86,964.80	41.81
		6th 6 months	89,731.20	43.14
		Thereafter	91,728.00	44.10
709	4118	Instrument & Control Technician		
		1st 6 months	68,619.20	32.99
		2nd 6 months	73,320.00	35.25
		3rd 6 months	77,875.20	37.44
		4th 6 months	82,326.40	39.58
		5th 6 months	86,964.80	41.81
		6th 6 months	89,731.20	43.14
		Thereafter	91,728.00	44.10

**I PAY PLAN  
IUOE - Power Plant  
Effective 7/1/19**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
714	4122	Power Plant Maintenance Foreman	91,728.00	44.10
716	4124	Power Plant Maintenance Worker		
		1st 6 months	47,008.00	22.60
		2nd 6 months	50,294.40	24.18
		3rd 6 months	56,534.40	27.18
		Thereafter	63,876.80	30.71
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	63,232.00	30.40
		2nd 6 months	67,163.20	32.29
		3rd 6 months	71,156.80	34.21
		4th 6 months	75,067.20	36.09
		Thereafter	79,102.40	38.03
720	6123	Electrician		
		1st 6 months	60,486.40	29.08
		2nd 6 months	64,979.20	31.24
		3rd 6 months	69,659.20	33.49
		4th 6 months	74,276.80	35.71
		5th 6 months	78,852.80	37.91
		6th 6 months	81,972.80	39.41
		Thereafter	84,115.20	40.44
722	6163	Custodian		
		1st 6 months	39,187.20	18.84
		2nd 6 months	41,516.80	19.96
		Thereafter	45,843.20	22.04

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
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
2311	----	3	NE	Animal Control Veterinary Technician	56	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
3202	----	5	E	Aquatics & Activities Manager	59	2
3211	----	2	E	Aquatics & Activities Supervisor	59	2
1227	----	2	E	Assistant Building Official	60	2
0411	----	2	E	Assistant City Attorney I	61	2
0412		2	E	Assistant City Attorney II	63	2
0612	----	1	E	Assistant City Manager	65	3
4331	----	1	E	Assistant Director Electric Services	94	2
0313	----	1	E	Assistant Director of Finance	62	2
5311	----	1	E	Assistant Director of Water and PC	63	2
4222	----	2	E	Assistant Electric Distribution Supt.	90	2
1214	----	2	E	Assistant Planner	58	2
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	63	2
3206	----	2	E	Aud., Bandshell, & Community Center Mgr	59	2
0308	----	2	E	Budget Officer	61	2
1226	315	1	NE	Building and Zoning Inspector	Union-E	4
6121	350	7	NE	Building Maintenance Specialist	Union-E	4
1224	----	1	E	Building Official	62	2
0132	----	6	NE	Cashier	56	2
2223	----	1	E	Chief of Police	65	3
6108	----	6	E	City Forester	59	2
1124	----	3	NE	Civil Design Technician	59	2
1120	----	2	E	Civil Engineer I	60	2
1121	----	2	E	Civil Engineer II	62	2
0218	----	2	E	Client Support Coordinator	60	2
0217	----	3	NE	Client Support Specialist I	56	2
0215	----	3	NE	Client Support Specialist II	57	2
1116	999	8	NE	Co-op	Temporary	1
4111	702	8	NE	Coal Handler	Union-I	10
1228	313	10	NE	Community Codes Liaison	Union-E	4
2209	----	4	NE	Community Safety Officer	Temporary	1
2206	----	4	NE	Community Safety Officer Coordinator	Temporary	1
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
0124	----	1	E	Customer Support Coordinator	59	2
2118	----	1	E	Deputy Fire Chief	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 & Relay Technician	Union-H	9
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
4319	----	2	E	Electrical Engineer I	60	2
4318	----	2	E	Electrical Engineer II	90	2
4311	622	5	NE	Electrical Engineering Assistant	Union-H	9
4322	----	2	E	Electrical Engineering Manager	92	2
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
2119	----	2	E	Fire Training Officer	61	2
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	9	NE	Housing Inspector	Union-E	4
0511	----	5	E	Human Resources Analyst	58	2
0516	----	6	NE	Human Resources Assistant	56	2
0510	----	2	E	Human Resources Officer I	60	2
0513	----	2	E	Human Resources Officer II	61	2
0515	----	6	NE	Human Resources Secretary I	57	2
3209	----	5	E	Ice Arena Manager	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
3116	----	6	NE	Library Cataloging Clerk	53	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
3112	999	8	NE	Library Custodial Assistant	Temporary	1
3129	----	2	E	Library Customer Account Services Manager	61	2
3123	----	1	E	Library Director	65	3
3133	----	6	NE	Library Marketing Assistant	56	2
3120	----	2	E	Library IT Systems Administrator	60	2
3131	----	2	E	Library Operations Coordinator	59	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
6117	359	8	NE	Maintenance Tech I	Union-E	6
6112	344	8	NE	Maintenance Worker	Union-E	6
0614	----	2	E	Management Analyst	58	2
4315	----	3	E	Manager of Energy Market Operations	91	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
0608	----	5	E	Media Production Services Coordinator	58	2
2230	----	4	E	Mental Health Advocate	59	2
0141	300	6	NE	Meter Reader	Union-E	4
1122	----	1	E	Municipal Engineer	63	2
0224	----	2	E	Network Administrator	60	2
0216	----	3	NE	Network Technician	57	2
9405	999	6	NE	Office Worker	Temporary	1
0117	----	6	NE	Paralegal	58	2
2231	----	6	E	Parking Enforcement Coordinator	58	2
3213	----	1	E	Parks and Facilities Superintendent	62	2

3210	----	5	E	Parks and Facilities Supervisor	59	2
6114	348	8	NE	Parks Maintenance Specialist	Union-E	4
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
2214	410	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	8	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 and Graphics Services Specialist	58	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
0714	----	6	E	Public Works Management Analyst	58	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 Manager	59	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
9392	----	8	NE	School Crossing Guard	Temporary	1
3200	----	8	NE	Seasonal Parks and Recreation	Temporary	1
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	----	4	E	Shift Commander	62*	2
0171	600	6	NE	Storekeeper	Union-H	9
1126	----	3	E	Stormwater Resource Analyst	59	2
1123	----	2	E	Stormwater Specialist	59	2
6211	----	7	NE	Streets Maintenance Foreman	59	2
6115	351	7	NE	Streets Maintenance Lead Worker	Union-E	6
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
4232	----	3	E	Technical Services Supervisor	90	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 Technician Lead Worker	Union-E	5
1132	----	3	E	Traffic Supervisor	61	2
1137	----	7	NE	Traffic Technician	Union-E	5
1311	316	8	NE	Transit Driver	Union-E	4
1311	----	8	NE	Transit Driver (< 20 hrs/week)	Temporary	1
1310	----	5	E	Transit Maintenance Coordinator	60	2
1313	----	6	NE	Transit Dispatcher	57	2
1314	----	5	E	Transit Operations Manager	60	2
1312	----	2	E	Transit Operations Supervisor	61	2
1305	----	2	E	Transit Planner/EEO Officer	60	2
1316	----	5	E	Transit Scheduler/Admin Analyst	60	2
1309	----	3	NE	Transit Technology Coordinator/Dispatcher	59	2
1320	----	5	E	Transit Trainer	59	2
1129	----	2	E	Transportation Planner	60	2
6110	344	8	NE	Treatment Plant Maintenance Worker	Union-E	6
6151	352	8	NE	Truck Driver	Union-E	4
4212	610	8	NE	Truck Driver/Groundworker	Union-H	9
3216	----	5	E	Turf Maintenance Supervisor	59	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
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

5132	-----	3	E	Water Meter Supervisor	60	2
5131	332	8	NE	Water Meter Technician	Union-E	4
5114	-----	2	E	Water Plant Assistant Superintendent	61	2
5115	337	7	NE	Water Plant Assistant Operator	Union-E	4
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	-----	3	NE	Water/Wastewater Laboratory Aide	Temporary	1
3208	-----	5	E	Wellness Program Manager	59	2
5212	337	7	NE	WPC Plant Assistant Operator	Union-E	5
5215	-----	2	E	WPC Plant Assistant Superintendent	61	2
5213	338	7	NE	WPC Plant Operator	Union-E	4
5214	-----	1	E	WPC Plant Superintendent	62	2