

ITEM #: 11
DATE: 06-27-23
DEPT: HR

COUNCIL ACTION FORM

SUBJECT: APPROVAL OF 2023-24 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 FY 2023/24 Pay Plan reflects negotiated wage settlements with the four bargaining units shown below, as well as a 3.5% 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. The bargaining unit pay increases are not based on performance, but are adjustments to each classification and step:

The Pay Plan’s salary range adjustments are as follows:

IUOE-Blue Collar (E Pay Plan)	3.25%
IUOE-Electric Production (I Pay Plan)	3.25%
IAFF-Fire (G Pay Plan)	3.25%
PPME-Police (F Pay Plan)	3.50%
Merit Pay Plan (C & D Pay Plan)	3.50%

A short list of unclassified job categories are contained in the Pay Plan. The pay ranges for these positions are adjusted proportionately with merit or union employees or with the relevant labor market. The statutory minimum wage is included as the scale minimum for temporary workers.

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

ALTERNATIVES:

1. Approve the attached 2023-2024 Pay Plan.
2. Do not approve the 2023-2024 Pay Plan and direct staff to present an acceptable alternative.

CITY MANAGER'S RECOMMENDED ACTION:

This Pay Plan document formally establishes pay ranges and steps for City positions in FY 2023/24, not the individual employee's actual wage. Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, as described above.

UNCLASSIFIED POSITIONS
Effective 7/1/2023

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
1116	Co-op	18.0867	21.4073	24.7279
1311	Transit Driver	20.7900		
2206	Community Safety Officer Coordinator	21.5829		
2209	Community Safety Officer	20.4993		
2204	Public Safety Quality Assurance Coordinator	18.4584	21.9886	25.5188
2228	Property/Evidence Technician	18.4584	21.9886	25.5188
2229	Lead Property/Evidence Technician	20.1889	24.0247	27.8605
2310	Animal Control Attendant	15.1778	17.6990	20.2202
2311	Animal Control Officer	20.4975	24.3675	28.2375
3112	Library Custodial Assistant	7.2500	13.2252	19.2004
5142	Water/Wastewater Laboratory Aide	15.4293	17.8253	20.2213
9403	Unclassified Laborer	7.2500	13.5148	19.7796
9404	Unclassified Skilled Laborer	19.3369	27.7797	36.2225
9405	Office Worker	7.2500	13.2247	19.1993
9407	Technical Assistant	16.8844	20.6148	24.3451
9450	Temporary Manager/Paraprofessional	31.1293	45.6196	62.2133
9392	School Crossing Guards*	29.71		

* Daily rate based on two shifts worked

C PAY PLAN
Effective 7/1/2023

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual Hourly	36,538 17.5665	42,002 20.1934	47,466 22.8203
52	Annual Hourly	38,697 18.6047	44,908 21.5905	51,118 24.5762
53	Annual Hourly	41,148 19.7831	48,071 23.1115	54,994 26.4398
54	Annual Hourly	43,919 21.1152	51,694 24.8531	59,469 28.5909
55	Annual Hourly	47,008 22.6004	55,759 26.8075	64,510 31.0146
56	Annual Hourly	50,486 24.2725	60,339 29.0095	70,192 33.7464
57	Annual Hourly	54,429 26.1681	65,541 31.5101	76,652 36.8520
58	Annual Hourly	58,867 28.3019	71,417 34.3354	83,967 40.3689
59	Annual Hourly	63,874 30.7087	78,056 37.5272	92,239 44.3457
60	Annual Hourly	69,552 33.4387	85,618 41.1627	101,684 48.8866
61	Annual Hourly	75,976 36.5270	94,224 45.3002	112,472 54.0733
62	Annual Hourly	83,291 40.0440	104,025 50.0124	124,760 59.9808
62*	Annual Hourly	83,291 28.6027	104,025 35.7231	124,760 42.8435
63	Annual Hourly	91,600 44.0387	115,227 55.3978	138,854 66.7569
90	Annual Hourly	84,709 40.7258	102,143 49.1075	119,577 57.4891
91	Annual Hourly	92,539 44.4900	112,401 54.0393	132,264 63.5885
92	Annual Hourly	101,448 48.7732	124,078 59.6531	146,708 70.5330
93	Annual Hourly	111,563 53.6362	137,425 66.0698	163,286 78.5033
94	Annual Hourly	123,065 59.1661	152,678 73.4032	182,291 87.6403
95	Annual Hourly	136,210 65.4857	170,169 81.8121	204,128 98.1385

D PAY PLAN
Effective 7/1/2023

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	101,044	128,029	155,014
	Hourly	48.5790	61.5526	74.5261
65	Annual	111,833	142,706	173,579
	Hourly	53.7659	68.6088	83.4516
66	Annual	124,226	159,625	195,023
	Hourly	59.7245	76.7429	93.7612
96	Annual	151,299	190,320	229,340
	Hourly	72.7401	91.5000	110.2598

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/2023

HTE	CLASS		STEP A (START)		STEP B (18 MOS)		STEP C (48 MOS)			
	CODE	TITLE	Annual	Hourly	Annual	Hourly	Annual	Hourly		
300	141	Meter Reader	49,545.60	23.82	56,180.80	27.01	66,081.60	31.77		
302	142	Senior Meter Reader	52,000.00	25.00	58,593.60	28.17	71,739.20	34.49		
304	1110	Engineering Technician I	47,278.40	22.73	53,497.60	25.72	62,961.60	30.27		
306	1111	Engineering Technician II	51,272.00	24.65	59,529.60	28.62	68,307.20	32.84		
308	1131	Traffic Signal Technician	See page 6							
358	1137	Traffic Technician	See page 6							
361	1139	Traffic Technician II	See page 6							
363	1141	Traffic Technician III	See page 6							
309	1134	Traffic Signal Technician Lead	See page 6							
310	1222	Plumbing Inspector	64,084.80	30.81	72,467.20	34.84	84,822.40	40.78		
312	1223	Electrical Inspector	64,084.80	30.81	72,467.20	34.84	84,822.40	40.78		
313	1228	Community Codes Liaison	64,084.80	30.81	72,467.20	34.84	84,822.40	40.78		
314	1225	Housing Inspector	64,084.80	30.81	72,467.20	34.84	84,822.40	40.78		
315	1226	Building & Zoning Inspector	64,084.80	30.81	72,467.20	34.84	84,822.40	40.78		
316	1311	Transit Driver (Full-time)*	43,097.60	20.72	50,918.40	24.48	61,152.00	29.40		
318	1311	Transit Driver (PT 20 hrs)*		20.79		24.82		26.83		
320	1318	Lane Worker	43,243.20	20.79	51,625.60	24.82	55,806.40	26.83		
321	1307	Lead Lane Worker	43,097.60	20.72	50,918.40	24.48	61,152.00	29.40		
322	1322	Mechanic Assistant	51,459.20	24.74	58,552.00	28.15	68,806.40	33.08		
323	1322	Mechanic Assistant (CyRide)	See page 5							
325	1323	Mechanic (CyRide)	See page 5							
327	1324	Lead Mechanic (CyRide)	68,036.80	32.71	72,259.20	34.74	85,113.60	40.92		
329	5111	Plant Maintenance Specialist	61,380.80	29.51	69,617.60	33.47	81,972.80	39.41		
330	5130	Water Utility Locator	59,404.80	28.56	67,184.00	32.30	79,268.80	38.11		
332	5131	Water Meter Technician	56,264.00	27.05	63,876.80	30.71	75,108.80	36.11		
334	5140	Water/PC Lab Technician	52,832.00	25.40	59,030.40	28.38	68,640.00	33.00		
336	5141	Water/PC Lab Analyst	65,187.20	31.34	73,860.80	35.51	86,736.00	41.70		
338	5112	Water Plant Operator	See page 5							
328	5213	WPC Plant Operator	See page 5							
339	5220	Res. Rec. Lead Operator	61,318.40	29.48	69,576.00	33.45	81,764.80	39.31		
340	5221	Res. Rec. Maint. Operator	58,531.20	28.14	66,310.40	31.88	77,750.40	37.38		
342	5411	Plant Maintenance Operator	65,187.20	31.34	73,860.80	35.51	86,736.00	41.70		
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	57,179.20	27.49	64,771.20	31.14	76,107.20	36.59		
348	6114	Parks Maintenance Specialist	57,969.60	27.87	61,214.40	29.43	71,531.20	34.39		
351	6115	Streets Maint. Lead Worker	See page 6							
350	6121	Building Maint. Specialist	56,264.00	27.05	63,876.80	30.71	75,108.80	36.11		
352	6151	Truck Driver	44,241.60	21.27	50,024.00	24.05	58,864.00	28.30		
354	6152	Senior Heavy Equipment Oper.	60,112.00	28.90	63,876.80	30.71	75,108.80	36.11		
356	6153	Heavy Equipment Operator	54,683.20	26.29	58,156.80	27.96	68,369.60	32.87		
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	68,036.80	32.71	72,259.20	34.74	85,113.60	40.92		
372	6154	Res. Rec. Equipment Operator	57,179.20	27.49	64,771.20	31.14	76,107.20	36.59		
724	6119	RRP Maint. Tech. I	See page 6							
726	6120	RRP Maint. Tech. II	See page 6							

* Transit Driver Trainees will be paid in accordance with Section 26.1. Time-in-grade credit for step advancement for part-time Transit Drivers and Lane Workers is to be based upon hours actually worked. A part-time employee advances to Step B at 3120 hours and Step C at 8320 hours.

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/2023

<u>HTE</u>	<u>CLASS</u> <u>CODE</u>	<u>TITLE</u>	<u>STEP A (START)</u>		<u>STEP B (30 MOS)</u>	
			<u>Annual</u>	<u>Hourly</u>	<u>Annual</u>	<u>Hourly</u>
362	6111	Laborer	44,158.40	21.23	51,958.40	24.98
364	1319	Service Worker	46,862.40	22.53	55,328.00	26.60
366	6163	Custodian	42,473.60	20.42	49,920.00	24.00

<u>HTE</u>	<u>CLASS</u> <u>CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
370	1326	Fleet Technician		
		Step A - 4 ASE tests	64,771.20	31.14
		Step B - 7 ASE tests (within 1 year)	70,158.40	33.73
		Step C - 10 ASE tests (within 2 years)	75,732.80	36.41
		Step D - ASE certified (within 3 years)	81,120.00	39.00
323	1322	Mechanic Assistant (CyRide)		
		Step A (Start)	51,459.20	24.74
		Step B - 4 ASE tests or 18 months	58,552.00	28.15
		Step C - 7 ASE tests or 48 months	68,806.40	33.08
325	1323	Mechanic (CyRide)		
		Step A (Start)	59,404.80	28.56
		Step B - 4 ASE tests or 18 months	65,520.00	31.50
		Step C - 7 ASE tests or 48 months	77,022.40	37.03
		Step D - Achieve Master Cert. and/or maintain certification after 5 years	81,120.00	39.00
338	5213	WPC Plant Operator		
		Step A (Start)	57,179.20	27.49
		Step B (within 8 months) Grade certificate	61,172.80	29.41
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment or possessing a Grade II Wastewater Treatment Operator Certificate	65,187.20	31.34
		Step D (within 38 months) Grade II Wastewater Treatment Operator Certificate and 18 months time in grade	73,860.80	35.51
		Step E (48 months and Grade II Certificate)	86,736.00	41.70
328	5112	Water Plant Operator		
		Step A (Start)	57,179.20	27.49
		Step B (within 8 months) Grade certificate	61,172.80	29.41
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment or possessing a Grade II Water Treatment Operator Certificate	65,187.20	31.34
		Step D (within 38 months) Grade II Water Treatment Operator Certificate and 18 months time in grade	73,860.80	35.51
		Step E (48 months and Grade II Certificate)	86,736.00	41.70

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/2023

<u>HTE</u>	<u>CLASS</u>	<u>TITLE</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>	<u>STEP G</u>
	<u>CODE</u>		<u>(START)</u>	<u>(6 MOS)</u>	<u>(12 MOS)</u>	<u>(18 MOS)</u>	<u>(24 MOS)</u>	<u>(36 MOS)</u>	<u>(48 MOS)</u>
358	1137	Traffic Technician							
		Annual	51,292.80		55,577.60		59,820.80		68,369.60
		Hourly	24.66		26.72		28.76		32.87
361	1139	Traffic Technician II							
		Annual					70,408.00		74,817.60
		Hourly					33.85 *		35.97
363	1141	Traffic Technician III							
		Annual							78,540.80
		Hourly							37.76 *
308	1131	Traffic Signal Technician							
		Annual	61,443.20		64,792.00		70,408.00		74,817.60
		Hourly	29.54		31.15		33.85		35.97
309	1134	Traffic Signal Technician Lead							
		Annual	64,646.40		69,971.20		75,400.00		78,540.80
		Hourly	31.08		33.64		36.25		37.76
344	6110	Treatment Plant Maint. Worker							
		Annual	49,358.40		50,689.60		52,582.40		61,859.20
		Hourly	23.73		24.37		25.28		29.74
344	6112	Maintenance Worker							
		Annual	49,358.40		50,689.60		52,582.40		61,859.20
		Hourly	23.73		24.37		25.28		29.74
351	6115	Streets Maintenance Lead Worker							
		Annual	61,318.40		70,824.00		78,852.80		81,764.80
		Hourly	29.48		34.05		37.91		39.31
359	6117	W&PC Maint. Tech. I							
		Annual					57,553.60		66,851.20
		Hourly					27.67 *		32.14
360	6118	W&PC Maint. Tech. II							
		Annual							76,107.20
		Hourly							36.59
343	5412	Process Maintenance Worker							
		Annual	49,275.20	51,646.40	54,475.20	56,368.00	58,760.00	61,172.80	63,544.00
		Hourly	23.69	24.83	26.19	27.10	28.25	29.41	30.55
724	6119	RRP Maint. Tech. I							
		Annual					62,961.60	65,374.40	67,745.60
		Hourly					30.27 *	31.43 *	32.57 *
726	6120	RRP Maint. Tech. II							
		Annual						73,736.00	76,107.20
		Hourly						35.45 *	36.59 *

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

**F PAY PLAN
PPME - Police
Effective 7/1/2023**

<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	47,932 23.0443	57,476 27.6327	
402	131	Parking Meter Attendant	42,983 20.6650	45,515 21.8823	54,632 26.2654
403	2207	Lead Police Records Clerk	50,329 24.1967	55,263 26.5688	65,854 31.6606
404	2208	Police Records Clerk	47,932 23.0443	52,630 25.3029	62,718 30.1529
416	2201	Public Safety Lead Dispatcher	55,650 26.7549	58,365 28.0601	67,277 32.3448
406	2202	Public Safety Dispatcher	52,045 25.0217	54,555 26.2284	63,057 30.3159
412	2311	Animal Control Officer	45,518 21.8837	49,358 23.7299	61,177 29.4121

<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	61,768	29.8685
		B. 19-36 months	67,604	32.6906
		C. 37-120 months	80,628	38.9884
		D. 121-216 months	82,845	40.0605
		E. 216+ months	85,331	41.2626
410	2214	Police Officer - 2017 or Later		
		A. 0-12 months	61,768	29.8685
		B. 13-24 months	65,539	31.6920
		C. 25-48 months	69,312	33.5165
		D. 49-72 months	73,082	35.3395
		E. 73-96 months	76,855	37.1640
		F. 97-120 months	80,628	38.9884
		G. 121-216 months	82,845	40.0605
		H. 216+ months	85,331	41.2626

**G PAY PLAN
IAFF - Fire
Effective 7/1/2023**

<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	56,845 19.5211	62,280 21.3877	74,563 25.6055	(EMR Certified) 81,512 27.9919
						(EMT Certified) 81,788 28.0866
506	2112	Fire Lieutenant	(EMR Certified) 90,343 31.0244			
			(EMT Certified) 90,649 31.1295			
508	2114	Fire Inspector	99,226 47.7050			

Step A = 0 through 18 months
 Step B = 19 months
 Step C = 37 months
 Step D = 60 months (see also Section 15.3)

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

Effective upon certification by the State of Iowa as a Conditional EMT Service, the City will combine incentive pay (Emergency Medical Technician - 1.05%, Instructor I - .7% and approved fire classes - 1.7% for a total of 3.45%) and add to Firefighter Step D, Fire Lieutenant, and Fire Inspector pay scale.

**H PAY PLAN
ELECTRIC DISTRIBUTION
Effective 7/1/2023**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	171	Storekeeper	56,326.40	27.08
602	711	Records and Materials Specialist	71,572.80	34.41
604	4209	Substation Electrician Assistant	80,100.80	38.51
606	4210	Underground Electric Serviceworker	76,377.60	36.72
608	4211	Groundswoker	70,220.80	33.76
610	4212	Truck Driver/Groundswoker	76,377.60	36.72
612	4213	Electric Serviceworker	82,035.20	39.44
614	4215	Electric Lineworker	94,577.60	45.47
616	4218	Substation Electrician	94,577.60	45.47
618	4221	Electric Line Crew Leader	100,172.80	48.16
620	4231	Electric Meter & Relay Technician	81,515.20	39.19
622	4311	Electrical Engineering Assistant	78,062.40	37.53
624	4312	Electrical Engineering Technician	101,753.60	48.92
626	6126	Substation Crew Leader	100,172.80	48.16
628	4214	Apprentice Electric Lineworker		
		A. 1st twelve months/2000 hrs. (60%)	56,742.40	27.28
		B. 2nd twelve months/2000 hrs. (70%)	66,185.60	31.82
		C. 3rd twelve months/2000 hrs. (80%)	75,670.40	36.38
		D. 4th sixth months/1000 hrs. (90%)	85,092.80	40.91
630	4217	Apprentice Substation Electrician		
		A. 0 - 1000 hours (65%)	61,443.20	29.54
		B. 1000 - 2000 hours (70%)	66,185.60	31.82
		C. 2000 - 3000 hours (75%)	70,907.20	34.09
		D. 3000 - 4000 hours (80%)	75,670.40	36.38
		E. 4000 - 5000 hours (85%)	80,392.00	38.65
		F. 5000 - 6000 hours (90%)	85,092.80	40.91
632	4230	Apprentice Electric Meter Repair Worker		
		A. 0 - 1000 hours (75%)	61,152.00	29.40
		B. 1000 - 2000 hours (80%)	65,208.00	31.35
		C. 2000 - 3000 hours (84%)	68,494.40	32.93
		D. 3000 - 4000 hours (88%)	71,739.20	34.49
		E. 4000 - 5000 hours (92%)	75,004.80	36.06
		F. 5000 - 6000 hours (96%)	78,249.60	37.62

The above listed wage rates for apprentices are based on percentages of journey-level 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 7/1/2023**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
700	4110	Lead Coal Handler	83,012.80	39.91
702	4111	Coal Handler		
		1st 6 months	59,155.20	28.44
		2nd 6 months	63,086.40	30.33
		3rd 6 months	71,011.20	34.14
		Thereafter	79,060.80	38.01
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	68,868.80	33.11
		2nd 6 months	73,216.00	35.20
		3rd 6 months	77,480.00	37.25
		4th 6 months	81,868.80	39.36
		Thereafter	86,174.40	41.43
706	4113	Power Plant Fireworker		
		5th 6 months	88,171.20	42.39
		6th 6 months	91,208.00	43.85
		Thereafter	94,036.80	45.21
708	4114	Power Plant Operator		
		7th 6 months	97,510.40	46.88
		Thereafter	100,505.60	48.32
709	4117	Environmental Instrument & Control Technician		
		1st 6 months	77,604.80	37.31
		2nd 6 months	82,950.40	39.88
		3rd 6 months	88,067.20	42.34
		4th 6 months	93,100.80	44.76
		5th 6 months	98,342.40	47.28
		6th 6 months	101,483.20	48.79
		Thereafter	103,729.60	49.87
709	4118	Instrument & Control Technician		
		1st 6 months	77,604.80	37.31
		2nd 6 months	82,950.40	39.88
		3rd 6 months	88,067.20	42.34
		4th 6 months	93,100.80	44.76
		5th 6 months	98,342.40	47.28
		6th 6 months	101,483.20	48.79
		Thereafter	103,729.60	49.87

**I PAY PLAN
IUOE - Power Plant
Effective 7/1/2023**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
714	4122	Power Plant Maintenance Foreman	103,729.60	49.87
716	4124	Power Plant Maintenance Worker		
		1st 6 months	53,164.80	25.56
		2nd 6 months	56,888.00	27.35
		3rd 6 months	63,960.00	30.75
		Thereafter	72,238.40	34.73
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	71,510.40	34.38
		2nd 6 months	75,961.60	36.52
		3rd 6 months	80,496.00	38.70
		4th 6 months	84,884.80	40.81
		Thereafter	89,460.80	43.01
720	6123	Electrician		
		1st 6 months	68,411.20	32.89
		2nd 6 months	73,507.20	35.34
		3rd 6 months	78,748.80	37.86
		4th 6 months	83,990.40	40.38
		5th 6 months	89,190.40	42.88
		6th 6 months	92,705.60	44.57
		Thereafter	95,118.40	45.73
722	6163	Custodian		
		1st 6 months	44,324.80	21.31
		2nd 6 months	46,966.40	22.58
		Thereafter	51,833.60	24.92

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.

Any Power Plant Operator who voluntarily goes through training and obtains and maintains NERC certification as a transmission operator will receive a \$1.50 per hour increase to their current hourly rate.

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
0313	----	1	E	Accounting & Reporting Manager	62	2
0124	----	1	E	Administrative Services Coordinator	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
0905	----	6	NE	Appraisal Clerk	56	2
0910	----	6	NE	Appraisal Technician	57	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
0901	----	1	E	Assessor	65	3
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
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	63	2
1321	----	1	E	Assistant Transit Director-Operations	63	2
3206	----	2	E	Aud., Bandshell, & Community Center Mgr.	59	2
0306	----	2	NE	Budget Analyst	59	2
0308	----	2	E	Budget Manager	62	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

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
6163	722	8	NE	Custodian	Union-I	11
0920	----	2	E	Database Manager	59	2
0615	----	1	E	DEI Coordinator	60	2
0902	----	1	E	Deputy Assessor	63	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 Crew Leader	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.	91	2
4129	----	2	E	Electric Services Operations Supt.	91	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
1216	----	2	E	Housing Coordinator	61	2
1225	314	9	NE	Housing Inspector	Union-E	4

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
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
0212	----	6	NE	IT Clerk	56	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

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
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	59	2
0214	----	3	NE	Network Technician I	57	2
0216	----	3	NE	Network Technician II	58	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 Coordinator	58	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

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
9500	----	6	E	Records Manager/City Clerk	61	2
3217	----	5	NE	Recreation Coordinator	56	2
3201	----	5	E	Recreation Manager	59	2
3214	----	1	E	Recreation Superintendent	62	2
0912	----	1	NE	Residential Appraiser II	59	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 Crew Leader	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	6
1134	309	3	NE	Traffic Signal Technician Lead Worker	Union-E	6
1132	----	3	E	Traffic Supervisor	61	2
1137	358	7	NE	Traffic Technician	Union-E	6
1139	361	7	NE	Traffic Technician II	Union-E	6
1141	363	7	NE	Traffic Technician III	Union-E	6
1306	----	2	E	Transit Chief Safety Officer	60	2
1313	----	6	NE	Transit Dispatcher	57	2
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
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

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
1316	----	5	E	Transit Scheduler/Admin Analyst	60	2
1309	----	3	NE	Transit Technology Coordinator	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/Groundswoker	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
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
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
5304	----	3	NE	WPC Control Systems Specialist	60	2
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