

COUNCIL ACTION FORM

SUBJECT: APPROVAL OF 2009-2010 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 2009-2010 Pay Plan reflects the negotiated wage settlements with the five bargaining units shown below, as well as a 3.5% scale increase for merit employee job classifications. Funding for the various salaries was previously approved in the 2009-2010 Budget.

The bargaining units' respective across-the-board settlements are 3.5% for IUOE-Blue Collar, 3.5% for IBEW-Electric Distribution, 3.5% for IUOE-Electric Production, 3.5% for IAFF-Fire, and 3.8% for PPME-Police. Unclassified job categories are adjusted proportionally with merit or union employees or the relevant labor market. The statutory minimum wage is retained as the scale minimum for temporary Unclassified Laborers and Office Workers.

Actual salaries paid to union employees are determined based upon time in grade in the respective positions. Actual salaries paid to merit employees are based upon performance appraisals.

A copy of the Pay Plan is attached.

ALTERNATIVES:

1. Approve the 2009-2010 Pay Plan.
2. Do not approve the 2009-2010 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 2009-2010 Pay Plan.

ALPHABETICAL LISTING

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>PAM</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
0133	----	F	A	NE	Account Clerk	56	2
0307	----	E	P/T	NE	Accountant	58	2
2310	----	H	P/T	NE	Animal Control Attendant	Temporary	1
2308	400	F	--	NE	Animal Control Clerk	Union-F	7
2311	412	H	--	NE	Animal Control Officer	Union-F	7
2312	----	C	M	E	Animal Control Supervisor	60	2
4230	632	H	--	NE	Appr. Electric Meter Repair Worker	Union-H	9
4217	630	H	--	NE	Appr. Substation Electrician	Union-H	9
4214	628	H	--	NE	Apprentice Electric Lineworker	Union-H	9
0411	----	B	P/T	E	Assistant City Attorney	61	2
0612	----	A	M	E	Assistant City Manager	65	3
4331	----	A	M	E	Assistant Director Electric Services	93	2
5311	----	A	M	E	Assistant Director of Water and PC	63	2
313	----	A	M	E	Assistant Director of Finance	62	2
4222	----	B	M	E	Assistant Electric Distribution Supt.	90	2
3124	----	A	M	E	Assistant Library Director	63	2
0611	----	A	M	E	Assistant to the City Manager	64	3
1317	----	C	M	E	Assistant Transit Director-Fleet & Facilities	62	2
1321	----	A	M	E	Assistant Transit Director-Operations	62	2
1314	----	E	M	E	Assistant Transit Operations Supervisor	60	2
3206	----	B	M	E	Auditorium/Bandshell Manager	59	2
0308	----	B	P/T	E	Budget Officer	61	2
1227	----	B	M	E	Building Inspections Supervisor	60	2
6121	350	G	--	NE	Building Maintenance Specialist	Union-E	5
1224	----	A	M	E	Building Official	62	2
1226	315	C	--	NE	Building and Zoning Inspector	Union-E	4
0608	----	E	P/T	E	Cable Television Coordinator	58	2
0606	----	C	P/T	NE	Cable Television Writer/Producer	56	2
0132	----	F	A	NE	Cashier	56	2
2223	----	A	M	E	Chief of Police	65	3
1120	----	B	P/T	E	Civil Engineer I	58	2
1121	----	B	M	E	Civil Engineer II	62	2
1119	----	B	M	E	Civil Engineer/GIS Specialist	60	2
0218	----	E	P/T	E	Client Support Coordinator	60	2
0215	----	E	P/T	NE	Client Support Specialist	57	2
1116	999	--	--	NE	Co-op	Temporary	1
4111	702	H	--	NE	Coal Handler	Union-I	10
2209	----	E	P/T	NE	Community Safety Officer	Temporary	1
2206	----	E	P/T	NE	Community Safety Officer Coordinator	Temporary	1
0213	----	E	P/T	NE	Computer Operations Technician	57	2
1113	----	C	M	E	Construction Supervisor	61	2
5133	----	C	P/T	NE	Cross Connection Control Coordinator	59	2
6163	366	H	--	NE	Custodian	Union-E	5
6163	722	H	--	NE	Custodian	Union-I	11
6163	----	H	P/T	NE	Custodian	51	2
2118	----	A	M	E	Deputy Fire Chief, Operations	63	2
2117	----	A	M	E	Deputy Fire Chief, Support Services	63	2
1114	----	C	M	E	Design Drafting Supervisor	60	2
4332	----	A	M	E	Director of Electric Services	96	3
0314	----	A	M	E	Director of Finance	65	3
0174	----	A	M	E	Director of Fleet Services	65	3

0514	----	A	M	E	Director of Human Resources	65	3
3215	----	A	M	E	Director of Parks and Recreation	65	3
1232	----	A	M	E	Director of Planning and Housing	65	3
6232	----	A	M	E	Director of Public Works	65	3
1315	----	A	M	E	Director of Transit	65	3
5312	----	A	M	E	Director of Water and WPC	65	3
1208	----	B	P/T	E	Economic Development Coordinator	58	2
4221	618	G	--	NE	Electric Line Foreman	Union-H	9
4215	614	G	--	NE	Electric Lineworker	Union-H	9
4231	620	G	--	NE	Electric Meter Repair Worker	Union-H	9
4232	----	C	M	E	Electric Meter Supervisor	90	2
4213	612	G	--	NE	Electric Service Worker	Union-H	9
4130	----	P	M	E	Electric Services Maintenance Supt	90	2
4129	----	P	M	E	Electric Services Operations Supt	90	2
4318	----	B	P/T	E	Electrical Distribution Engineer	90	2
4223	----	A	M	E	Electrical Distribution Superintendent	92	2
4322	----	B	P/T	E	Electrical Engineer-Trans. & Distr.	92	2
4311	622	E	--	NE	Electrical Engineering Assistant	Union-H	9
4312	624	C	--	NE	Electrical Engineering Technician	Union-H	9
1223	312	C	--	NE	Electrical Inspector	Union-E	4
6123	720	G	--	NE	Electrician	Union-I	11
2200	----	F	M	E	Emergency Communications Supervisor	60	2
4315	----	C	P/T	E	Energy Procurement Coordinator	60	2
4316	----	B	P/T	E	Energy Services Coordinator	60	2
1110	304	E	--	NE	Engineering Technician I	Union-E	4
1111	306	C	--	NE	Engineering Technician II	Union-E	4
5305	----	B	P/T	E	Environmental Engineer I	60	2
5306	----	B	P/T	E	Environmental Engineer II	61	2
5308	----	B	P/T	NE	Environmental Engineering Technician	59	2
5309	----	B	P/T	E	Environmental Specialist	60	2
0123	----	F	M	E	Executive Secretary/Office Manager	59	2
6227	----	C	M	E	Facilities Supervisor	59	2
2113	----	B	M	E	Fire Captain	*62	2
2116	----	A	M	E	Fire Chief	65	3
2114	508	C	--	NE	Fire Inspector	Union-G	8
2112	506	B	--	NE	Fire Lieutenant	Union-G	8
2111	504	D	--	NE	Firefighter	Union-G	8
6144	----	A	M	E	Fleet Maintenance Supervisor	61	2
1326	370	G	--	NE	Fleet Technician	Union-E	6
1115	----	B	M	E	GIS Specialist	60	2
3212	----	C	M	E	Golf Course Maintenance Supervisor	58	2
6221	----	G	M	NE	Grounds Foreman	58	2
6222	----	C	M	E	Grounds Supervisor	60	2
4211	608	H	--	NE	Groundswoker	Union-H	9
0509	----	B	P/T	E	Health Promotion Coordinator	60	2
6153	356	G	--	NE	Heavy Equipment Operator	Union-E	5
0212	----	F	A	NE	Help Desk Specialist	56	2
1216	----	B	P/T	E	Housing Coordinator	61	2
1229	----	B	M	E	Housing Inspections Supervisor	60	2
1209	----	E	P/T	NE	Housing Specialist I	57	2
1210	----	E	P/T	NE	Housing Specialist II	59	2
0513	----	B	P/T	E	Human Resources Officer	61	2
0511	----	E	P/T	NE	Human Resources Technician	59	2
3209	----	A	M	E	Ice Arena Manager	59	2
0222	----	A	M	E	Information Services Manager	62	2

4118	709	C	--	NE	Instrument and Control Technician	Union-I	10
0312	----	B	P/T	E	Investment Officer	60	2
6111	362	H	--	NE	Laborer	Union-E	5
1318	320	H	--	NE	Laneworker	Union-E	4
4110	700	H	--	NE	Lead Coal Handler	Union-I	10
1328	371	G	--	NE	Lead Fleet Technician	Union-E	4
1307	321	G	--	NE	Lead Lane Worker	Union-E	4
1324	327	G	--	NE	Lead Mechanic (CyRide)	Union-E	4
2207	403	F	--	NE	Lead Police Records Clerk	Union-F	7
2229	----	F	--	NE	Lead Property-Evidence Technician	57	2
0120	----	E	P/T	NE	Legal Services Administrative Assistant	59	2
0119	----	F	A	NE	Legal Technician	57	2
3121	----	B	P/T	E	Librarian	58	2
3117	----	B	M	NE	Library Administrative Assistant	58	2
3113	----	E	A	NE	Library Assistant	57	2
3110	----	H	P/T	NE	Library Building Maintenance Supervisor	57	2
3129	----	B	P/T	E	Library Circulation Supervisor	59	2
3132	----	E	P/T	E	Library Collections Tech	58	2
3114	----	B	P/T	E	Library Community Relations Specialist	58	2
3123	----	A	M	E	Library Director	65	3
3118	----	B	M	E	Library Division Coordinator	62	2
3120	----	B	P/T	E	Library IT Systems Administrator	60	2
3111	----	F	A	NE	Library Processing Clerk	53	2
3126	----	B	P/T	E	Library Reference Specialist	59	2
3127	----	B	P/T	NE	Library Virtual Services Specialist	59	2
3130	----	B	P/T	E	Library Volunteer Coordinator	59	2
3128	----	B	P/T	E	Library Youth Services Specialist	59	2
0166	----	F	A	NE	Mail Clerk	55	2
6117	359	H	--	NE	Maintenance Technician I	Union-E	6
6118	360	H	--	NE	Maintenance Technician II	Union-E	6
6112	344	H	--	NE	Maintenance Worker	Union-E	6
1323	325	G	--	NE	Mechanic (CyRide)	Union-E	4
1322	322	H	--	NE	Mechanic Assistant	Union-E	4
1322	323	H	--	NE	Mechanic Assistant (CyRide)	Union-E	4
0141	300	F	--	NE	Meter Reader	Union-E	4
1122	----	A	M	E	Municipal Engineer	63	2
1228	313	C	--	NE	Neighborhoods Inspector	Union-E	4
0216	----	C	P/T	NE	Network Technician	57	2
9405	999	F	A	NE	Office Worker	Temporary	1
0131	402	F	--	NE	Parking Meter Attendant	Union-F	7
6161	358	H	--	NE	Parking Meter Repair Worker	Union-E	5
6114	348	H	--	NE	Parks Maintenance Specialist	Union-E	5
3213	----	A	M	E	Parks and Facilities Superintendent	62	2
3210	----	G	M	E	Parks and Facilities Supervisor	59	2
0134	----	F	A	NE	Payroll Clerk	57	2
1212	----	B	P/T	E	Planner	60	2
1211	----	B	P/T	E	Planner/GIS Coordinator	60	2
1230	----	E	P/T	E	Plans Examiner	60	2
5411	342	G	--	NE	Plant Maintenance Operator	Union-E	5
5111	329	G	--	NE	Plant Maintenance Specialist	Union-E	4
1222	310	C	--	NE	Plumbing Inspector	Union-E	4
2224	----	A	M	E	Police Commander	63	2
2215	414	D	--	NE	Police Corporal	Union-F	7
2211	406	F	--	NE	Police Dispatcher	Union-F	7
2204	----	F	--	NE	Police Dispatcher	Temporary	1

2210	416	F	--	NE	Police Lead Dispatcher	Union-F	7
2222	----	B	M	E	Police Lieutenant	62	2
2212	408	D	--	NE	Police Officer	Union-F	7
2208	404	F	--	NE	Police Records Clerk	Union-F	7
2205	----	F	M	E	Police Records Supervisor	59	2
2221	----	C	M	E	Police Sergeant	61	2
2225	----	B	M	E	Police Support Services Manager	63	2
4112	704	G	--	NE	Power Plant Auxiliary Operator	Union-I	10
4323	----	B	P/T	E	Power Plant Engineer	90	2
4113	706	G	--	NE	Power Plant Fireworker	Union-I	10
4122	714	G	--	NE	Power Plant Maintenance Foreman	Union-I	10
4125	718	G	--	NE	Power Plant Maintenance Mechanic	Union-I	11
4124	716	H	--	NE	Power Plant Maintenance Worker	Union-I	10
4132	----	A	M	E	Power Plant Manager	92	2
4114	708	G	--	NE	Power Plant Operator	Union-I	10
0113	----	F	A	NE	Principal Clerk	56	2
0109	----	H	A	NE	Print Shop Clerk	51	2
0163	----	G	P/T	NE	Printing Services Technician	56	2
2203	----	E	P/T	NE	Process Server/Investigator	57	2
5412	343	H	--	NE	Process Maintenance Worker	Union-E	6
0175	----	E	P/T	NE	Procurement Specialist I	57	2
0172	----	E	P/T	NE	Procurement Specialist II	59	2
3204	----	P	P/T	E	Project Administrator	61	2
2228	----	F	P/T	NE	Property/Evidence Technician	56	2
0713	----	B	P/T	E	Public Relations Officer	61	2
0712	----	E	M	E	Public Works Administrative Assistant	60	2
6230	----	A	M	E	Public Works Operations Superintendent	62	2
6231	----	C	M	E	Public Works Operations Supervisor	61	2
0173	----	B	M	E	Purchasing Agent	61	2
0170	----	F	A	NE	Purchasing Services Clerk	55	2
0711	602	F	--	NE	Records and Materials Specialist	Union-H	9
9500	----	F	M	E	Records Manager/City Clerk	61	2
3202	----	E	M	E	Recreation Coord - Aquatics & Activities	57	2
3203	----	E	M	E	Recreation Coord - Adult/Youth Sports	57	2
3205	----	C	M	E	Recreation Coord - Ice and Golf	57	2
3207	----	B	M	E	Recreation Supervisor	60	2
5222	----	B	M	E	Resource Recovery Asst. Superintendent	61	2
6154	372	G	--	NE	Resource Recovery Equipment Operator	Union-E	5
5220	339	G	--	NE	Resource Recovery Lead Operator	Union-E	4
5221	340	H	--	NE	Resource Recovery Maint. Operator	Union-E	5
5223	----	A	M	E	Resource Recovery Superintendent	62	2
0610	----	A	P/T	E	Risk & Benefits Manager	62	2
2314	----	C	P/T	E	Sanitarian	61	2
3200	----	--	--	NE	Seasonal Parks and Recreation	Temporary	
0121	----	F	A	NE	Secretary I	57	2
0122	----	F	A	NE	Secretary II	58	2
0112	----	F	A	NE	Senior Clerk	55	2
1112	----	C	M	NE	Senior Engineering Technician	59	2
6152	354	G	--	NE	Senior Heavy Equipment Operator	Union-E	5
3115	----	E	P/T	NE	Senior Library Assistant	58	2
6113	346	H	--	NE	Senior Maintenance Worker	Union-E	5
0142	302	F	--	NE	Senior Meter Reader	Union-E	4
1319	364	H	--	NE	Service Worker	Union-E	5
0171	600	F	--	NE	Storekeeper	Union-H	9
0171	----	F	P/T	NE	Storekeeper	55	2

1123	----	B	P/T	E	Stormwater Specialist	59	2
6211	----	G	M	NE	Streets Maintenance Foreman	59	2
6213	----	C	M	E	Streets Operations Supervisor	61	2
4218	616	G	--	NE	Substation Electrician	Union-H	9
4209	604	H	--	NE	Substation Electrician Assistant	Union-H	9
6126	626	G	--	NE	Substation Foreman	Union-H	9
0221	----	B	P/T	E	Systems Analyst	60	2
9407	----	C	P/T	NE	Technical Assistant	Temporary	1
3116	----	F	A	NE	Technical Services Assistant	56	2
0224	----	B	M	E	Telecommunications/Network Specialist	60	2
9450	----	A	--	E	Temporary Manager	Temporary	1
1133	----	B	M	E	Traffic Engineer	61	2
1130	----	G	--	NE	Traffic Operations Foreman	57	2
1135	358	C	--	NE	Traffic Sign Technician	Union-E	5
1131	308	C	--	NE	Traffic Signal Technician	Union-E	5
1134	309	C	--	NE	Traffic Signal Tech Lead Worker	Union-E	6
1132	----	C	M	E	Traffic Supervisor	60	2
1316	----	E	P/T	E	Transit Coordinator	60	2
1311	----	H	--	NE	Transit Driver (< 20 hrs/week)	Temporary	1
1311	316	H	--	NE	Transit Driver	Union-E	4
1310	----	E	M	E	Transit Maintenance Coordinator	58	2
1313	----	F	M	NE	Transit Operations Assistant	57	2
1312	----	B	M	E	Transit Operations Supervisor	61	2
1305	----	B	P/T	E	Transit Planner	60	2
1320	----	E	M	E	Transit Trainer	59	2
6151	352	H	--	NE	Truck Driver	Union-E	5
4212	610	H	--	NE	Truck Driver/Groundswoker	Union-H	9
9403	999	H	--	NE	Unclassified Labor	Temporary	1
9404	999	H	--	NE	Unclassified Skilled Laborer	Temporary	1
4210	606	G	--	NE	Underground Electric Service Worker	Union-H	9
0310	----	B	M	E	Utility Accounts Supervisor	61	2
0135	----	F	A	NE	Utility Accounts Technician	57	2
0136	----	F	A	NE	Utility Customer Services Clerk	56	2
4321	----	B	P/T	E	Utility Electrical Engineer	90	2
4320	----	B	P/T	E	Utility Engineer	90	2
5121	----	G	M	NE	Utility Maintenance Foreman	59	2
5131	332	H	--	NE	Water Meter Repair Worker	Union-E	4
5132	----	C	M	E	Water Meter Supervisor	60	2
5114	----	B	M	E	Water Plant Maintenance Supervisor	60	2
5112	328	G	--	NE	Water Plant Operator	Union-E	4
5113	----	A	M	E	Water Plant Superintendent	62	2
5130	330	G	--	NE	Water Utility Locator	Union-E	4
5140	334	C	--	NE	Water & WPC Laboratory Technician	Union-E	4
5141	336	C	--	NE	Water & WPC Laboratory Analyst	Union-E	4
3208	----	E	M	E	Wellness Program Manager	59	2
5215	----	B	M	E	WPC Plant Maintenance Supervisor	60	2
5213	338	G	--	NE	WPC Plant Operator	Union-E	4
5214	----	A	M	E	WPC Plant Superintendent	62	2
5143	----	A	M	E	Water & WPC Laboratory Supervisor	60	2

SALARY RANGES FOR UNCLASSIFIED CLASSES

Effective 7/1/09

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
1116	Co-op	13.8203	15.5351	17.2498
1311	Transit Driver	10.4949	11.5299	12.5649
2206	Community Safety Officer Coord	15.4661		
2209	Community Safety Officer	14.7297		
2204	Police Dispatcher	14.4900		
2310	Animal Control Attendant	10.9029	12.7161	14.5292
9403	Unclassified Labor	7.2500	11.0165	14.5292
9404	Unclassified Skilled Laborer	13.9613	19.6146	25.2680
9405	Office Worker	7.2500	11.0165	14.5292
9407	Technical Assistant	12.1904	14.5865	16.9826
9450	Temporary Manager	24.6188	36.0784	47.5380

C PAY PLAN
Effective 7/1/09

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual	25,488	29,300	33,112
	Hourly	12.2539	14.0866	15.9193
52	Annual	26,994	31,327	35,660
	Hourly	12.9779	15.0612	17.1443
53	Annual	28,704	33,534	38,363
	Hourly	13.8000	16.1222	18.4439
54	Annual	30,637	36,060	41,484
	Hourly	14.7294	17.3368	19.9443
55	Annual	32,792	38,896	45,001
	Hourly	15.7654	18.7002	21.6351
56	Annual	35,219	42,092	48,965
	Hourly	16.9323	20.2367	23.5409
57	Annual	37,969	45,720	53,471
	Hourly	18.2544	21.9808	25.7073
58	Annual	41,065	49,820	58,574
	Hourly	19.7428	23.9520	28.1606
59	Annual	44,557	54,450	64,343
	Hourly	21.4217	26.1779	30.9342
60	Annual	48,518	59,725	70,932
	Hourly	23.3260	28.7140	34.1020
61	Annual	52,999	65,729	78,458
	Hourly	25.4803	31.6005	37.7202
62	Annual	58,103	72,567	87,030
	Hourly	27.9342	34.8880	41.8414
62*	Annual	58,103	72,567	87,030
	Hourly	19.9530	24.9200	29.8867
63	Annual	63,898	80,380	96,862
	Hourly	30.7202	38.6443	46.5683
90	Annual	59,092	71,254	83,414
	Hourly	28.4097	34.2563	40.1029
91	Annual	64,553	78,410	92,265
	Hourly	31.0351	37.6967	44.3582
92	Annual	70,768	86,554	102,340
	Hourly	34.0231	41.6125	49.2020
93	Annual	77,824	95,865	113,905
	Hourly	37.4154	46.0890	54.7621
94	Annual	85,848	106,506	127,163
	Hourly	41.2731	51.2049	61.1361
95	Annual	95,018	118,707	142,395
	Hourly	45.6818	57.0707	68.4592

D PAY PLAN
Effective 7/1/09

<u>PAY</u> <u>GRADE</u>	<u>PAY</u> <u>PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	70,486	89,310	108,134
	Hourly	33.8875	42.9375	51.9875
65	Annual	78,013	99,549	121,085
	Hourly	37.5063	47.8601	58.2140
66	Annual	86,658	111,352	136,044
	Hourly	41.6625	53.5342	65.4058
96	Annual	105,543	132,763	159,982
	Hourly	50.7419	63.8284	76.9145

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/09

<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	0141	Meter Reader	34,028.80	16.36	38,625.60	18.57	45,448.00	21.85
302	0142	Senior Meter Reader	35,713.60	17.17	40,268.80	19.36	49,316.80	23.71
304	1110	Engineering Technician I	32,468.80	15.61	36,753.60	17.67	43,284.80	20.81
306	1111	Engineering Technician II	35,256.00	16.95	40,913.60	19.67	46,945.60	22.57
310	1222	Plumbing Inspector	44,075.20	21.19	49,816.00	23.95	58,344.00	28.05
312	1223	Electrical Inspector	44,075.20	21.19	49,816.00	23.95	58,344.00	28.05
313	1228	Neighborhoods Inspector	44,075.20	21.19	49,816.00	23.95	58,344.00	28.05
314	1225	Housing Inspector	44,075.20	21.19	49,816.00	23.95	58,344.00	28.05
315	1226	Building & Zoning Inspector	44,075.20	21.19	49,816.00	23.95	58,344.00	28.05
316	1311	Transit Driver (Full-time)*	29,640.00	14.25	34,985.60	16.82	42,016.00	20.20
318	1311	Transit Driver (PT 20 hrs)*		12.17		14.83		16.04
321	1307	Lead Lane Worker	26,582.40	12.78	32,427.20	15.59	35,027.20	16.84
320	1318	Lane Worker	25,313.60	12.17	30,846.40	14.83	33,363.20	16.04
364	1319	Service Worker	See page 5					
322	1322	Mechanic Assistant	35,401.60	17.02	40,227.20	19.34	47,299.20	22.74
323	1322	Mechanic Assistant (CyRide)	34,091.20	16.39	40,227.20	19.34	47,299.20	22.74
325	1323	Mechanic (CyRide)	40,788.80	19.61	45,011.20	21.64	52,936.00	25.45
327	1324	Lead Mechanic (CyRide)	42,827.20	20.59	47,299.20	22.74	55,515.20	26.69
370	1326	Fleet Technician	See page 6					
371	1328	Lead Fleet Technician	46,758.40	22.48	49,649.60	23.87	58,510.40	28.13
329	5111	Plant Maintenance Specialist	42,224.00	20.30	47,840.00	23.00	56,368.00	27.10
328	5112	Water Plant Operator	44,803.20	21.54	50,772.80	24.41	59,612.80	28.66
330	5130	Water Utility Locator	40,788.80	19.61	46,196.80	22.21	54,475.20	26.19
332	5131	Water Meter Repair Worker	38,708.80	18.61	43,908.80	21.11	51,604.80	24.81
334	5140	Water/PC Lab Technician	36,337.60	17.47	40,622.40	19.53	47,174.40	22.68
336	5141	Water/PC Lab Analyst	44,803.20	21.54	50,772.80	24.41	59,612.80	28.66
338	5213	WPC Plant Operator	44,803.20	21.54	50,772.80	24.41	59,612.80	28.66
339	5220	Res. Rec. Lead Operator	42,182.40	20.28	47,819.20	22.99	56,160.00	27.00
340	5221	Res. Rec. Maint. Operator	40,206.40	19.33	45,593.60	21.92	53,435.20	25.69
342	5411	Plant Maintenance Operator	44,803.20	21.54	50,772.80	24.41	59,612.80	28.66

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<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>
343	5412	Process Maintenance Worker	See page 6					
362	6111	Laborer	See below					
344	6112	Maintenance Worker	See page 6					
346	6113	Senior Maintenance Worker	39,291.20	18.89	44,532.80	21.41	52,312.00	25.15
348	6114	Parks Maintenance Specialist	39,811.20	19.14	42,078.40	20.23	49,192.00	23.65
350	6121	Building Maint. Specialist	38,708.80	18.61	43,908.80	21.11	51,604.80	24.81
352	6151	Truck Driver	30,430.40	14.63	34,403.20	16.54	40,518.40	19.48
354	6152	Senior Heavy Equipment Oper	41,308.80	19.86	43,908.80	21.11	51,604.80	24.81
356	6153	Heavy Equipment Operator	37,606.40	18.08	39,977.60	19.22	46,987.20	22.59
372	6154	Res Rec Equipment Operator	39,291.20	18.89	44,532.80	21.41	52,312.00	25.15

<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>
364	1319	Service Worker	32,219.20	15.49	38,022.40	18.28
362	6111	Laborer	30,368.00	14.60	35,692.80	17.16
366	6163	Custodian	29,182.40	14.03	34,320.00	16.50

<u>HTE</u>	<u>CLASS</u>		<u>Annual</u>	<u>Hourly</u>
	<u>CODE</u>	<u>TITLE</u>		
358	6161	Parking Meter Repair Worker		
		Step A (Start)	35,276.80	16.96
		Step B (12 months)	38,209.60	18.37
		Step C (24 months)	41,142.40	19.78
		Step D (48 months)	46,987.20	22.59
358	1135	Traffic Sign Technician		
		Step A (Start)	35,276.80	16.96
		Step B (12 months)	38,209.60	18.37
		Step C (24 months)	41,142.40	19.78
		Step D (48 months)	46,987.20	22.59
308	1131	Traffic Signal Technician		
		Step A (Start)	42,286.40	20.33
		Step B (12 months)	44,553.60	21.42
		Step C (24 months)	48,401.60	23.27
		Step D (48 months)	51,438.40	24.73

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309	1134	Traffic Signal Technician Lead		
		Step A (Start)	44,428.80	21.36
		Step B (12 months)	48,110.40	23.13
		Step C (24 months)	51,812.80	24.91
		Step D (48 months)	53,996.80	25.96
370	1326	Fleet Technician		
		Step A – 4 ASE tests	44,532.80	21.41
		Step B – 7 ASE tests (within 1 year)	48,214.40	23.18
		Step C –10 ASE tests (within 2 years)	51,916.80	24.96
		Step D – ASE certified (within 3 years)	55,764.80	26.81

<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	33,883.20	35,526.40	37,419.20	38,792.00	40,414.40	42,036.80	43,680.00
		Hourly	16.29	17.08	17.99	18.65	19.43	20.21	21.00
344	6112	Maintenance Worker							
		Annual	33,904.00		34,819.20		36,150.40		42,473.60
		Hourly	16.30		16.74		17.38		20.42
359	6117	W&PC Maintenance Technician I							
		Annual					39,582.40		45,947.20
		Hourly					19.03*		22.09*
360	6118	W&PC Maintenance Technician II							
		Annual							52,312.00
		Hourly							25.15*
724	6119	RRP Maintenance Tech. I							
		Annual					43,284.80	44,928.00	46,571.20
		Hourly					20.81*	21.60*	22.39*
726	6120	RRP Maintenance Tech. II							
		Annual						50,668.80	52,312.00
		Hourly						24.36*	25.15*

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

**F PAY PLAN
PPME - Police
Effective 7/1/09**

<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	33,190 15.9568	39,798 19.1337	- -
402	0131	Parking Meter Attendant	29,762 14.3087	31,516 15.1520	37,827 18.1861
403	2207	Lead Police Records Clerk	34,849 16.7544	38,265 18.3967	45,599 21.9228
404	2208	Police Records Clerk	33,190 15.9568	36,442 17.5203	43,428 20.8789
416	2210	Police Lead Dispatcher	37,779 18.1630	39,621 19.0487	45,671 21.9573
406	2211	Police Dispatcher	36,038 17.3262	37,776 18.1616	43,663 20.9920
408	2212	Police Officer	43,512 21.0203	47,622 23.0060	56,796 27.4379
414	2215	Police Corporal	49,991 24.0343	59,591 28.6496	- -
412	2311	Animal Control Officer	31,519 15.1534	34,178 16.4319	42,360 20.3654

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 7/1/09**

<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	38,981 13.3865	42,708 14.6663	51,132 17.5591	55,897 19.1954
506	2112	Fire Lieutenant	61,953 21.2751	-----	-----	-----
508	2114	Fire Inspector	68,044 32.7135	-----	-----	-----

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 7/1/09**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	0171	Storekeeper	39,020.80	18.76
602	0711	Records and Materials Specialist	49,566.40	23.83
604	4209	Substation Electrician Assistant	55,494.40	26.68
606	4210	Underground Electric Serviceworker	52,873.60	25.42
608	4211	Groundswoker	48,651.20	23.39
610	4212	Truck Driver/Groundswoker	52,873.60	25.42
612	4213	Electric Serviceworker	56,825.60	27.32
614	4215	Electric Lineworker	65,457.60	31.47
616	4218	Substation Electrician	65,457.60	31.47
618	4221	Electric Line Foreman	69,368.00	33.35
620	4231	Electric Meter Repair Worker	56,430.40	27.13
622	4311	Electrical Engineering Assistant	54,059.20	25.99
624	4312	Electrical Engineering Technician	70,470.40	33.88
626	6126	Substation Foreman	69,368.00	33.35
628	4214	Apprentice Electric Lineworker		
630	4217	Apprentice Substation Electrician		
		A. 0 - 1000 Hours (65%)	42,556.80	20.46
		B. 1000 - 2000 Hours (70%)	45,843.20	22.04
		C. 2000 - 3000 Hours (75%)	49,129.60	23.62
		D. 3000 - 4000 Hours (80%)	52,353.60	25.17
		E. 4000 - 5000 Hours (85%)	55,640.00	26.75
		F. 5000 - 6000 Hours (90%)	58,905.60	28.32
632	4230	Apprentice Electric Meter Repair Worker		
		A. 0 - 1000 Hours (75%)	42,286.40	20.33
		B. 1000 - 2000 Hours (80%)	45,094.40	20.95
		C. 2000 - 3000 Hours (85%)	47,944.00	23.05
		D. 3000 - 4000 Hours (90%)	50,772.80	24.41

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

**I PAY PLAN
IUOE - Power Plant
Effective 7/1/09**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>ANNUAL</u>	<u>HOURLY</u>
700	4110	Lead Coal Handler	56,825.60	27.32
702	4111	Coal Handler		
		1st 6 months	40,560.00	19.50
		2nd 6 months	43,222.40	20.78
		3rd 6 months	48,672.00	23.40
		Thereafter	54,121.60	26.02
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	47,174.40	22.68
		2nd 6 months	50,148.80	24.11
		3rd 6 months	53,081.60	25.52
		4th 6 months	56,097.60	26.97
		Thereafter	59,051.20	28.39
706	4113	Power Plant Fireworker		
		5th 6 months	59,800.00	28.75
		6th 6 months	62,441.60	30.02
		Thereafter	64,396.80	30.96
708	4114	Power Plant Operator		
		7th 6 months	66,768.00	32.10
		Thereafter	68,868.80	33.11
709	4118	Instrument & Control Technician		
		1st 6 months	53,185.60	25.57
		2nd 6 months	56,763.20	27.29
		3rd 6 months	60,320.00	29.00
		4th 6 months	63,793.60	30.67
		5th 6 months	67,392.00	32.40
		6th 6 months	69,492.80	33.41
		Thereafter	71,052.80	34.16
714	4122	Power Plant Maintenance Foreman	71,052.80	34.16
716	4124	Power Plant Maintenance Worker		
		1st 6 months	36,420.80	17.51
		2nd 6 months	38,937.60	18.72
		3rd 6 months	43,784.00	21.05
		Thereafter	49,524.80	23.81

I PAY PLAN
IUOE - Power Plant
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<u>HTE</u>	<u>CLASS</u> <u>CODE</u>	<u>TITLE</u>	<u>ANNUAL</u>	<u>HOURLY</u>
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	48,984.00	23.55
		2nd 6 months	52,020.80	25.01
		3rd 6 months	55,120.00	26.50
		4th 6 months	58,156.80	27.96
		Thereafter	61,256.00	29.45
720	6123	Electrician		
		1st 6 months	46,862.40	22.53
		2nd 6 months	49,878.40	23.98
		3rd 6 months	53,081.60	25.52
		4th 6 months	56,160.00	27.00
		5th 6 months	59,300.80	28.51
		6th 6 months	61,256.00	29.45
		Thereafter	62,441.60	30.02
722	6163	Custodian		
		1st 6 months	30,368.00	14.60
		2nd 6 months	32,177.60	15.47
		Thereafter	35,526.40	17.08

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.