

COUNCIL ACTION FORM

SUBJECT: 2010-2011 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 2010-2011 Pay Plan (attached) reflects the negotiated wage settlements with the five bargaining units shown below, as well as a 2% increase for merit employee salary scales. Funding for the various salaries was approved in the 2010-2011 Budget.

The bargaining units' respective across-the-board settlements for 2010-11 are 3.5% for IUOE-Blue Collar, 2.5% for IBEW-Electric Distribution, 3.5% for IUOE-Electric Production, 3.5% for IAFF-Fire, and 2.5% 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.

ALTERNATIVES:

1. Approve the 2010-2011 Pay Plan.
2. Do not approve the 2010-2011 Pay Plan.

MANAGER'S RECOMMENDED ACTION:

Approval of a Pay Plan document is required each year to formally establish and authorize the 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 2010-2011 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	----	6	A	NE	Account Clerk	56	2
0307	----	2	P/T	NE	Accountant	59	2
2310	----	8	P/T	NE	Animal Control Attendant	Temporary	1
2308	400	6	--	NE	Animal Control Clerk	Union-F	8
2311	412	8	--	NE	Animal Control Officer	Union-F	8
2312	----	3	M	E	Animal Control Supervisor	60	2
4230	632	8	--	NE	Appr. Electric Meter Repair Worker	Union-H	10
4217	630	8	--	NE	Appr. Substation Electrician	Union-H	10
4214	628	8	--	NE	Apprentice Electric Lineworker	Union-H	10
0411	----	2	P/T	E	Assistant City Attorney	61	2
0612	----	1	M	E	Assistant City Manager	65	3
4331	----	1	M	E	Assistant Director Electric Services	94	2
5311	----	1	M	E	Assistant Director of Water and PC	63	2
313	----	1	M	E	Assistant Director of Finance	62	2
4222	----	2	M	E	Assistant Electric Distribution Supt.	90	2
4317	----	1	P/T	E	Assistant Engineer - Electric Services	59	2
3124	----	1	M	E	Assistant Library Director	63	2
0611	----	1	M	E	Assistant City Manager	65	3
1317	----	1	M	E	Assistant Transit Director-Fleet & Facilities	62	2
1321	----	1	M	E	Assistant Transit Director-Operations	62	2
1314	----	5	M	E	Assistant Transit Operations Supervisor	60	2
3206	----	2	M	E	Auditorium/Bandshell Manager	59	2
0308	----	2	P/T	E	Budget Officer	61	2
1227	----	2	M	E	Building Inspections Supervisor	60	2
6121	350	7	--	NE	Building Maintenance Specialist	Union-E	5
1224	----	1	M	E	Building Official	62	2
1226	315	1	--	NE	Building and Zoning Inspector	Union-E	4
0608	----	5	P/T	E	Cable Television Coordinator	58	2
0606	----	3	P/T	NE	Cable Television Writer/Producer	56	2
0132	----	6	A	NE	Cashier	56	2
2223	----	1	M	E	Chief of Police	65	3
1120	----	2	P/T	E	Civil Engineer I	58	2
1121	----	2	M	E	Civil Engineer II	62	2
1119	----	2	M	E	Civil Engineer/GIS Specialist	60	2
0218	----	2	P/T	E	Client Support Coordinator	60	2
0215	----	5	P/T	NE	Client Support Specialist	57	2
1116	999	8	--	NE	Co-op	Temporary	1
4111	702	8	--	NE	Coal Handler	Union-I	11
2209	----	5	P/T	NE	Community Safety Officer	Temporary	1
2206	----	5	P/T	NE	Community Safety Officer Coordinator	Temporary	1
0213	----	5	P/T	NE	Computer Operations Technician	57	2
1113	----	3	M	E	Construction Supervisor	61	2
5133	----	3	P/T	NE	Cross Connection Control Coordinator	59	2
6163	366	8	--	NE	Custodian	Union-E	5
6163	722	8	--	NE	Custodian	Union-I	12
6163	----	8	P/T	NE	Custodian	51	2
2118	----	1	M	E	Deputy Fire Chief, Operations	63	2
2117	----	1	M	E	Deputy Fire Chief, Support Services	63	2
1114	----	3	M	E	Design Drafting Supervisor	60	2
4332	----	1	M	E	Director of Electric Services	96	3
0314	----	1	M	E	Director of Finance	65	3
0174	----	1	M	E	Director of Fleet Services	65	3
0514	----	1	M	E	Director of Human Resources	65	3

3215	----	1	M	E	Director of Parks and Recreation	65	3
1232	----	1	M	E	Director of Planning and Housing	65	3
6232	----	1	M	E	Director of Public Works	65	3
1315	----	1	M	E	Director of Transit	65	3
5312	----	1	M	E	Director of Water and WPC	65	3
1208	----	2	P/T	E	Economic Development Coordinator	58	2
4221	618	7	--	NE	Electric Line Foreman	Union-H	10
4215	614	7	--	NE	Electric Lineworker	Union-H	10
4231	620	7	--	NE	Electric Meter Repair Worker	Union-H	10
4232	----	3	M	E	Electric Meter Supervisor	90	2
4213	612	7	--	NE	Electric Service Worker	Union-H	10
4130	----	2	M	E	Electric Services Maintenance Supt	90	2
4129	----	2	M	E	Electric Services Operations Supt	90	2
4318	----	2	P/T	E	Electrical Engineer	90	2
4224	----	1	M	E	Electrical Distribution Manager	91	2
4322	----	2	M	E	Electrical Engineering Manager	92	2
4311	622	5	--	NE	Electrical Engineering Assistant	Union-H	10
4312	624	3	--	NE	Electrical Engineering Technician	Union-H	10
1223	312	1	--	NE	Electrical Inspector	Union-E	4
6123	720	7	--	NE	Electrician	Union-I	12
2200	----	6	M	E	Emergency Communications Supervisor	60	2
4315	----	3	P/T	E	Energy Procurement Coordinator	60	2
4316	----	2	P/T	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	P/T	E	Environmental Engineer I	60	2
5306	----	2	P/T	E	Environmental Engineer II	61	2
5308	----	2	P/T	NE	Environmental Engineering Technician	59	2
4117	709	3	--	NE	Environmental Instrument & Control Tech	Union-I	11
5309	----	2	P/T	E	Environmental Specialist	60	2
0123	----	6	M	E	Executive Secretary/Office Manager	59	2
6227	----	3	M	E	Facilities Supervisor	59	2
2113	----	2	M	E	Fire Captain	*62	2
2116	----	1	M	E	Fire Chief	65	3
2114	508	1	--	NE	Fire Inspector	Union-G	9
2112	506	2	--	NE	Fire Lieutenant	Union-G	9
2111	504	4	--	NE	Firefighter	Union-G	9
6140	----	1	M	E	Fleet Support Manager	61	2
1326	370	7	--	NE	Fleet Technician	Union-E	6
1125	----	2	M	E	GIS Coordinator	61	2
1115	----	3	P/T	NE	GIS Specialist	59	2
3212	----	3	M	E	Golf Course Manager	58	2
6221	----	7	M	NE	Grounds Foreman	58	2
6222	----	3	M	E	Grounds Supervisor	60	2
4211	608	8	--	NE	Groundsworker	Union-H	10
0509	----	2	P/T	E	Health Promotion Coordinator	60	2
6153	356	7	--	NE	Heavy Equipment Operator	Union-E	5
0212	----	6	A	NE	Help Desk Specialist	56	2
1216	----	2	P/T	E	Housing Coordinator	61	2
1229	----	1	M	E	Housing Inspections Supervisor	60	2
1213	----	5	P/T	NE	Housing Specialist	58	2
0513	----	2	P/T	E	Human Resources Officer	61	2
0511	----	5	P/T	E	Human Resources Analyst	59	2
0222	----	1	M	E	Information Technology Manager	62	2
4118	709	3	--	NE	Instrument and Control Technician	Union-I	11
0312	----	2	P/T	E	Investment Officer	60	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	11
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	8
2229	-----	6	--	NE	Lead Property-Evidence Technician	57	2
0120	-----	5	P/T	E	Legal Services Administrative Assistant	59	2
0119	-----	6	A	NE	Legal Technician	57	2
3121	-----	2	P/T	E	Librarian	58	2
3117	-----	5	M	NE	Library Administrative Assistant	58	2
3113	-----	5	A	NE	Library Assistant	57	2
3110	-----	8	P/T	NE	Library Building Maintenance Supervisor	57	2
3129	-----	2	P/T	E	Library Circulation Supervisor	59	2
3105	-----	2	M	E	Library Collections Coordinator	61	2
3132	-----	5	P/T	E	Library Collections Tech	58	2
3114	-----	2	P/T	E	Library Community Relations Specialist	58	2
3123	-----	1	M	E	Library Director	65	3
3118	-----	2	M	E	Library Division Coordinator	62	2
3108	-----	1	M	E	Library Info Svs Coordinator	61	2
3120	-----	2	P/T	E	Library IT Systems Administrator	60	2
3131	-----	2	M	E	Library Outreach Supervisor	59	2
3111	-----	6	A	NE	Library Processing Clerk	53	2
3126	-----	2	P/T	E	Library Reference Specialist	59	2
3127	-----	2	P/T	NE	Library Virtual Services Specialist	59	2
3130	-----	2	P/T	E	Library Volunteer Coordinator	59	2
3128	-----	2	P/T	E	Library Youth Services Specialist	59	2
0166	-----	6	A	NE	Mail Clerk	55	2
6117	359	8	--	NE	Maintenance Technician I	Union-E	6
6118	360	8	--	NE	Maintenance Technician II	Union-E	6
6112	344	8	--	NE	Maintenance Worker	Union-E	6
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
0141	300	6	--	NE	Meter Reader	Union-E	4
1122	-----	1	M	E	Municipal Engineer	63	2
1228	313	1	--	NE	Neighborhoods Inspector	Union-E	4
0216	-----	3	P/T	NE	Network Technician	57	2
9405	999	6	A	NE	Office Worker	Temporary	1
0131	402	6	--	NE	Parking Meter Attendant	Union-F	8
6161	358	8	--	NE	Parking Meter Repair Worker	Union-E	5
6114	348	8	--	NE	Parks Maintenance Specialist	Union-E	5
3213	-----	1	M	E	Parks and Facilities Superintendent	62	2
3210	-----	5	M	E	Parks and Facilities Supervisor	59	2
0134	-----	6	A	NE	Payroll Clerk	57	2
1212	-----	2	P/T	E	Planner	60	2
1230	-----	5	P/T	E	Plans Examiner	60	2
5411	342	7	--	NE	Plant Maintenance Operator	Union-E	5
5111	329	7	--	NE	Plant Maintenance Specialist	Union-E	4
1222	310	1	--	NE	Plumbing Inspector	Union-E	4
2224	-----	1	M	E	Police Commander	63	2
2215	414	4	--	NE	Police Corporal	Union-F	8
2222	-----	2	M	E	Police Lieutenant	62	2
2212	408	4	--	NE	Police Officer	Union-F	8
2208	404	6	--	NE	Police Records Clerk	Union-F	8
2205	-----	6	M	E	Police Records Supervisor	59	2
2221	-----	3	M	E	Police Sergeant	61	2

2225	----	2	M	E	Police Support Services Manager	63	2
4112	704	7	--	NE	Power Plant Auxiliary Operator	Union-I	11
4323	----	2	P/T	E	Power Plant Engineer	90	2
4113	706	7	--	NE	Power Plant Fireworker	Union-I	11
4122	714	7	--	NE	Power Plant Maintenance Foreman	Union-I	12
4125	718	7	--	NE	Power Plant Maintenance Mechanic	Union-I	12
4124	716	8	--	NE	Power Plant Maintenance Worker	Union-I	12
4132	----	1	M	E	Power Plant Manager	92	2
4114	708	7	--	NE	Power Plant Operator	Union-I	11
0113	----	6	A	NE	Principal Clerk	56	2
0109	----	7	A	NE	Print Shop Clerk	51	2
0163	----	7	P/T	NE	Printing Services Technician	56	2
2203	----	5	P/T	NE	Process Server/Investigator	57	2
5412	343	8	--	NE	Process Maintenance Worker	Union-E	6
0175	----	5	P/T	NE	Procurement Specialist I	57	2
0172	----	5	P/T	NE	Procurement Specialist II	59	2
3204	----	2	P/T	E	Project Administrator	61	2
2228	----	6	P/T	NE	Property/Evidence Technician	56	2
0713	----	2	P/T	E	Public Relations Officer	61	2
2204	----	6	--	NE	Public Safety Dispatcher	Temporary	1
2202	406	6	--	NE	Public Safety Dispatcher	Union-F	8
2201	416	6	--	NE	Public Safety Lead Dispatcher	Union-F	8
0712	----	5	M	E	Public Works Administrative Assistant	60	2
6230	----	1	M	E	Public Works Operations Manager	62	2
6231	----	3	M	E	Public Works Operations Supervisor	61	2
0173	----	2	M	E	Purchasing Agent	61	2
0170	----	6	A	NE	Purchasing Services Clerk	55	2
0711	602	6	--	NE	Records and Materials Specialist	Union-H	10
9500	----	6	M	E	Records Manager/City Clerk	61	2
3201	----	5	M	E	Recreation Coordinator	57	2
3202	----	5	M	E	Recreation Coord - Aquatics & Activities	57	2
3207	----	2	M	E	Recreation Supervisor	60	2
5222	----	2	M	E	Resource Recovery Asst. Superintendent	61	2
6154	372	7	--	NE	Resource Recovery Equipment Operator	Union-E	5
5220	339	7	--	NE	Resource Recovery Lead Operator	Union-E	4
5221	340	7	--	NE	Resource Recovery Maint. Operator	Union-E	5
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	M	E	Resource Recovery Superintendent	62	2
0610	----	1	P/T	E	Risk & Benefits Manager	62	2
2314	----	1	P/T	E	Sanitarian	61	2
3200	----	8	--	NE	Seasonal Parks and Recreation	Temporary	
0121	----	6	A	NE	Secretary I	57	2
0122	----	6	A	NE	Secretary II	58	2
0112	----	6	A	NE	Senior Clerk	55	2
1112	----	3	M	NE	Senior Engineering Technician	59	2
6152	354	7	--	NE	Senior Heavy Equipment Operator	Union-E	5
3115	----	5	P/T	NE	Senior Library Assistant	58	2
6113	346	8	--	NE	Senior Maintenance Worker	Union-E	5
0142	302	6	--	NE	Senior Meter Reader	Union-E	4
1319	364	8	--	NE	Service Worker	Union-E	5
0171	600	6	--	NE	Storekeeper	Union-H	10
1123	----	2	P/T	E	Stormwater Specialist	59	2
6211	----	7	M	NE	Streets Maintenance Foreman	59	2
6213	----	3	M	E	Streets Operations Supervisor	61	2
4218	616	7	--	NE	Substation Electrician	Union-H	10
4209	604	8	--	NE	Substation Electrician Assistant	Union-H	10

6126	626	7	--	NE	Substation Foreman	Union-H	10
0221	----	2	P/T	E	Systems Analyst	60	2
9407	----	3	P/T	NE	Technical Assistant	Temporary	1
3116	----	6	A	NE	Technical Services Assistant	56	2
0224	----	2	M	E	Telecommunications/Network Specialist	60	2
9450	----	1	--	E	Temporary Manager	Temporary	1
1133	----	2	M	E	Traffic Engineer	61	2
1130	----	7	--	NE	Traffic Operations Foreman	57	2
1135	358	3	--	NE	Traffic Sign Technician	Union-E	5
1131	308	3	--	NE	Traffic Signal Technician	Union-E	5
1134	309	3	--	NE	Traffic Signal Tech Lead Worker	Union-E	6
1132	----	3	M	E	Traffic Supervisor	60	2
1316	----	5	P/T	E	Transit Coordinator	60	2
1311	----	8	--	NE	Transit Driver (< 20 hrs/week)	Temporary	1
1311	316	8	--	NE	Transit Driver	Union-E	4
1310	----	5	M	E	Transit Maintenance Coordinator	58	2
1313	----	6	M	NE	Transit Operations Assistant	57	2
1312	----	2	M	E	Transit Operations Supervisor	61	2
1305	----	2	P/T	E	Transit Planner	60	2
1320	----	5	M	E	Transit Trainer	59	2
1129	----	2	P/T	E	Transportation Planner	60	2
6151	352	8	--	NE	Truck Driver	Union-E	5
4212	610	8	--	NE	Truck Driver/Groundswoker	Union-H	10
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	10
0310	----	2	M	E	Utility Accounts Supervisor	61	2
0135	----	6	A	NE	Utility Accounts Technician	57	2
0136	----	6	A	NE	Utility Customer Services Clerk	56	2
4321	----	2	P/T	E	Utility Electrical Engineer	90	2
4320	----	2	P/T	E	Utility Engineer	90	2
5121	----	7	M	NE	Utility Maintenance Foreman	59	2
5131	332	8	--	NE	Water Meter Repair Worker	Union-E	4
5132	----	3	M	E	Water Meter Supervisor	60	2
5114	----	2	M	E	Water Plant Maintenance Supervisor	60	2
5112	328	7	--	NE	Water Plant Operator	Union-E	4
5113	----	1	M	E	Water Plant Superintendent	62	2
5130	330	8	--	NE	Water Utility Locator	Union-E	4
5141	336	3	--	NE	Water & PC Laboratory Analyst	Union-E	4
5143	----	1	M	E	Water & PC Laboratory Supervisor	60	2
5140	334	3	--	NE	Water& PC Laboratory Technician	Union-E	4
3208	----	5	M	E	Wellness Program Manager	59	2
5215	----	2	M	E	WPC Plant Maintenance Supervisor	60	2
5212	337	7	--	NE	WPC Plant Assistant Operator	Union-E	7
5213	338	7	--	NE	WPC Plant Operator	Union-E	4
5214	----	1	M	E	WPC Plant Superintendent	62	2
3125	----	2	P/T	E	Youth Librarian	58	2

SALARY RANGES FOR UNCLASSIFIED CLASSES

Effective 7/1/10

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
1116	Co-op	14.0967	15.8458	17.5948
1311	Transit Driver	10.8000	11.8000	12.8000
2206	Community Safety Officer Coord	15.7754		
2209	Community Safety Officer	15.0243		
2204	Public Safety Dispatcher	14.7798		
2310	Animal Control Attendant	11.1210	12.9704	14.8198
9403	Unclassified Labor	7.3950	11.2368	14.8198
9404	Unclassified Skilled Laborer	14.2405	20.0069	25.7734
9405	Office Worker	7.3950	11.2368	14.8198
9407	Technical Assistant	12.4342	14.8782	17.3223
9450	Temporary Manager	25.1112	36.8000	48.4888

C PAY PLAN
Effective 7/1/10

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual Hourly	25,998 12.4991	29,886 14.3683	33,774 16.2375
52	Annual Hourly	27,534 13.2375	31,954 15.3625	36,373 17.4871
53	Annual Hourly	29,278 14.0760	34,205 16.4448	39,130 18.8125
54	Annual Hourly	31,250 15.0241	36,781 17.6832	42,314 20.3433
55	Annual Hourly	33,448 16.0808	39,674 19.0741	45,901 22.0678
56	Annual Hourly	35,923 17.2707	42,934 20.6414	49,944 24.0116
57	Annual Hourly	38,728 18.6193	46,634 22.4202	54,540 26.2212
58	Annual Hourly	41,886 20.1375	50,816 24.4308	59,745 28.7236
59	Annual Hourly	45,448 21.8500	55,539 26.7015	65,630 31.5529
60	Annual Hourly	49,488 23.7924	60,920 29.2885	72,351 34.7842
61	Annual Hourly	54,059 25.9900	67,044 32.2327	80,027 38.4746
62	Annual Hourly	59,265 28.4928	74,018 35.5856	88,771 42.6784
62*	Annual Hourly	59,265 20.3520	74,018 25.4183	88,771 30.4846
63	Annual Hourly	65,176 31.3347	81,988 39.4174	98,799 47.4996
90	Annual Hourly	60,274 28.9779	72,679 34.9419	85,082 40.9049
91	Annual Hourly	65,844 31.6558	79,978 38.4510	94,110 45.2452
92	Annual Hourly	72,183 34.7034	88,285 42.4448	104,387 50.1861
93	Annual Hourly	79,380 38.1635	97,782 47.0106	116,183 55.8573
94	Annual Hourly	87,565 42.0986	108,636 52.2289	129,706 62.3587
95	Annual Hourly	96,918 46.5952	121,081 58.2121	145,243 69.8284

D PAY PLAN
Effective 7/1/2010

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	71,896	91,096	110,297
	Hourly	34.5654	43.7962	53.0275
65	Annual	79,573	101,540	123,507
	Hourly	38.2563	48.8174	59.3784
66	Annual	88,391	113,579	138,765
	Hourly	42.4957	54.6053	66.7140
96	Annual	107,654	135,418	163,182
	Hourly	51.7568	65.1049	78.4529

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/10

<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	35,214.40	16.93	39,977.60	19.22	47,028.80	22.61
302	0142	Senior Meter Reader	36,961.60	17.77	41,683.20	20.04	51,043.20	24.54
304	1110	Engineering Technician I	33,612.80	16.16	38,043.20	18.29	44,803.20	21.54
306	1111	Engineering Technician II	36,483.20	17.54	42,348.80	20.36	48,588.80	23.36
310	1222	Plumbing Inspector	45,614.40	21.93	51,563.20	24.79	60,382.40	29.03
312	1223	Electrical Inspector	45,614.40	21.93	51,563.20	24.79	60,382.40	29.03
313	1228	Neighborhoods Inspector	45,614.40	21.93	51,563.20	24.79	60,382.40	29.03
315	1226	Building & Zoning Inspector	45,614.40	21.93	51,563.20	24.79	60,382.40	29.03
316	1311	Transit Driver (Full-time)*	30,680.00	14.75	36,212.80	17.41	43,492.80	20.91
318	1311	Transit Driver (PT 20 hrs)*		12.60		15.35		16.60
321	1307	Lead Lane Worker	27,518.40	13.23	33,571.20	16.14	36,254.40	17.43
320	1318	Lane Worker	26,208.00	12.60	31,928.00	15.35	34,528.00	16.60
364	1319	Service Worker	See page 5					
322	1322	Mechanic Assistant	36,649.60	17.62	41,641.60	20.02	48,963.20	23.54
323	1322	Mechanic Assistant (CyRide)	35,276.80	16.96	41,641.60	20.02	48,963.20	23.54
325	1323	Mechanic (CyRide)	42,224.00	20.30	46,592.00	22.40	54,787.20	26.34
327	1324	Lead Mechanic (CyRide)	44,324.80	21.31	48,963.20	23.54	57,449.60	27.62
370	1326	Fleet Technician	See page 6					
371	1328	Lead Fleet Technician	48,401.60	23.27	51,396.80	24.71	60,548.80	29.11
329	5111	Plant Maintenance Specialist	43,700.80	21.01	49,524.80	23.81	58,344.00	28.05
328	5112	Water Plant Operator	46,363.20	22.29	52,540.80	25.26	61,692.80	29.66
330	5130	Water Utility Locator	42,224.00	20.30	47,819.20	22.99	56,388.80	27.11
332	5131	Water Meter Repair Worker	40,060.80	19.26	45,448.00	21.85	53,414.40	25.68
334	5140	Water/PC Lab Technician	37,606.40	18.08	42,036.80	20.21	48,817.60	23.47
336	5141	Water/PC Lab Analyst	46,363.20	22.29	52,540.80	25.26	61,692.80	29.66
337	5212	WPC Plant Asst. Operator	See page 7					
338	5213	WPC Plant Operator	46,363.20	22.29	52,540.80	25.26	61,692.80	29.66
339	5220	Res. Rec. Lead Operator	43,659.20	20.99	49,483.20	23.79	58,136.00	27.95
340	5221	Res. Rec. Maint. Operator	41,620.80	20.01	47,195.20	22.69	55,307.20	26.59
342	5411	Plant Maintenance Operator	46,363.20	22.29	52,540.80	25.26	61,692.80	29.66

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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	40,664.00	19.55	46,092.80	22.16	54,142.40	26.03
348	6114	Parks Maintenance Specialist	41,204.80	19.81	43,555.20	20.94	50,918.40	24.48
350	6121	Building Maint. Specialist	40,060.80	19.26	45,448.00	21.85	53,414.40	25.68
352	6151	Truck Driver	31,491.20	15.14	35,609.60	17.12	41,932.80	20.16
354	6152	Senior Heavy Equipment Oper	42,764.80	20.56	45,448.00	21.85	53,414.40	25.68
356	6153	Heavy Equipment Operator	38,916.80	18.71	41,371.20	19.89	48,630.40	23.38
372	6154	Res Rec Equipment Operator	40,664.00	19.55	46,092.80	22.16	54,142.40	26.03

<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	33,342.40	16.03	39,353.60	18.92
362	6111	Laborer	31,428.80	15.11	36,940.80	17.76
366	6163	Custodian	30,201.60	14.52	35,526.40	17.08

<u>HTE</u>	<u>CLASS</u>		<u>STEP A (START)</u>	
	<u>CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
358	6161	Parking Meter Repair Worker		
		Step A (Start)	36,504.00	17.55
		Step B (12 months)	39,540.80	19.01
		Step C (24 months)	42,577.60	20.47
		Step D (48 months)	48,630.40	23.38
358	1135	Traffic Sign Technician		
		Step A (Start)	36,504.00	17.55
		Step B (12 months)	39,540.80	19.01
		Step C (24 months)	42,577.60	20.47
		Step D (48 months)	48,630.40	23.38
308	1131	Traffic Signal Technician		
		Step A (Start)	43,763.20	21.04
		Step B (12 months)	46,113.60	22.17
		Step C (24 months)	50,086.40	24.08
		Step D (48 months)	53,248.00	25.60

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309	1134	Traffic Signal Technician Lead		
		Step A (Start)	45,988.80	22.11
		Step B (12 months)	49,795.20	23.94
		Step C (24 months)	53,622.40	25.78
		Step D (48 months)	55,889.60	26.87
370	1326	Fleet Technician		
		Step A – 4 ASE tests	46,092.80	22.16
		Step B – 7 ASE tests (within 1 year)	49,889.20	23.99
		Step C –10 ASE tests (within 2 years)	53,726.40	25.83
		Step D – ASE certified (within 3 years)	57,720.00	27.75

<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	35,068.80	36,774.40	38,729.60	40,144.00	41,828.80	43,513.60	45,219.20
		Hourly	16.86	17.68	18.62	19.30	20.11	20.92	21.74
344	6112	Maintenance Worker							
		Annual	35,089.60		36,046.40		37,419.20		43,950.40
		Hourly	16.87		17.33		17.99		21.13
359	6117	W&PC Maintenance Technician I							
		Annual					40,976.00		47,548.80
		Hourly					19.70*		22.86*
360	6118	W&PC Maintenance Technician II							
		Annual							54,142.40
		Hourly							26.03*
724	6119	RRP Maintenance Tech. I							
		Annual					44,803.20	46,508.80	48,193.60
		Hourly					21.54*	22.36*	23.17*
726	6120	RRP Maintenance Tech. II							
		Annual						52,436.80	54,142.40
		Hourly						25.21*	26.03*

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

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
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337	5212	WPC Plant Asst. Operator		
		Step A (Start)	40,666.39	19.55
		Step B (within 8 months) Grade I certificate	43,518.85	20.92
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment	46,371.31	22.29

**F PAY PLAN
PPME - Police
Effective 7/1/10**

<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	34,020 16.3558	40,793 19.6121	- -
402	0131	Parking Meter Attendant	30,506 14.6664	32,304 15.5308	38,773 18.6409
403	2207	Lead Police Records Clerk	35,720 17.1731	39,222 18.8568	46,739 22.4707
404	2208	Police Records Clerk	34,020 16.3558	37,353 17.9582	44,514 21.4010
416	2201	Public Safety Lead Dispatcher	39,498 18.9895	41,424 19.9154	47,749 22.9563
406	2202	Public Safety Dispatcher	36,939 17.7592	38,720 18.6154	44,755 21.5169
408	2212	Police Officer	44,600 21.5459	48,813 23.5812	58,216 28.1237
414	2215	Police Corporal	51,241 24.6351	61,081 29.3659	- -
412	2311	Animal Control Officer	32,307 15.5323	35,032 16.8424	43,419 20.8746

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 7/1/10**

<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	40,346 13.8551	44,203 15.1797	52,921 18.1735	57,853 19.8672
506	2112	Fire Lieutenant	64,121 22.0196	-----	-----	-----
508	2114	Fire Inspector	70,426 33.8587	-----	-----	-----

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 7/1/10**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	0171	Storekeeper	39,996.32	19.23
602	0711	Records and Materials Specialist	50,805.56	24.43
604	4209	Substation Electrician Assistant	56,881.76	27.35
606	4210	Underground Electric Serviceworker	54,195.44	26.06
608	4211	Groundswoker	49,867.48	23.97
610	4212	Truck Driver/Groundswoker	54,195.44	26.06
612	4213	Electric Serviceworker	58,246.24	28.00
614	4215	Electric Lineworker	67,094.04	32.26
616	4218	Substation Electrician	67,094.04	32.26
618	4221	Electric Line Foreman	71,102.20	34.18
620	4231	Electric Meter Repair Worker	57,841.16	27.81
622	4311	Electrical Engineering Assistant	55,410.68	26.64
624	4312	Electrical Engineering Technician	72,232.16	34.73
626	6126	Substation Foreman	71,102.20	34.18
628	4214	Apprentice Electric Lineworker		
		A. 0 - 1000 Hours (65%)	43,620.72	20.97
		B. 1000 - 2000 Hours (70%)	46,989.28	22.59
		C. 2000 - 3000 Hours (75%)	50,357.84	24.21
		D. 3000 - 4000 Hours (80%)	53,662.44	25.80
		E. 4000 - 5000 Hours (85%)	57,031.00	27.42
		F. 5000 - 6000 Hours (90%)	60,378.24	29.03
630	4217	Apprentice Substation Electrician		
		A. 0 - 1000 Hours (65%)	43,620.72	20.97
		B. 1000 - 2000 Hours (70%)	46,989.28	22.59
		C. 2000 - 3000 Hours (75%)	50,357.84	24.21
		D. 3000 - 4000 Hours (80%)	53,662.44	25.80
		E. 4000 - 5000 Hours (85%)	57,031.00	27.42
		F. 5000 - 6000 Hours (90%)	60,378.24	29.03
632	4230	Apprentice Electric Meter Repair Worker		
		A. 0 - 1000 Hours (75%)	43,343.56	20.84
		B. 1000 - 2000 Hours (80%)	46,221.76	22.22
		C. 2000 - 3000 Hours (85%)	49,142.60	23.63
		D. 3000 - 4000 Hours (90%)	52,042.12	25.02

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
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<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>ANNUAL</u>	<u>HOURLY</u>
700	4110	Lead Coal Handler	58,822.40	28.28
702	4111	Coal Handler		
		1st 6 months	41,974.40	20.18
		2nd 6 months	44,740.80	21.51
		3rd 6 months	50,377.60	24.22
		Thereafter	56,014.40	26.93
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	48,817.60	23.47
		2nd 6 months	51,896.00	24.95
		3rd 6 months	54,932.80	26.41
		4th 6 months	58,052.80	27.91
		Thereafter	61,110.40	29.38
706	4113	Power Plant Fireworker		
		5th 6 months	61,900.80	29.76
		6th 6 months	64,625.60	31.07
		Thereafter	66,643.20	32.04
708	4114	Power Plant Operator		
		7th 6 months	69,097.60	33.22
		Thereafter	71,281.60	34.27
709	4117	Environmental Instrument & Control Technician		
		1st 6 months	55,036.80	26.46
		2nd 6 months	58,760.00	28.25
		3rd 6 months	62,441.60	30.02
		4th 6 months	66,019.20	31.74
		5th 6 months	69,742.40	33.53
		6th 6 months	71,926.40	34.58
		Thereafter	73,548.80	35.36
709	4118	Instrument & Control Technician		
		1st 6 months	55,036.80	26.46
		2nd 6 months	58,760.00	28.25
		3rd 6 months	62,441.60	30.02
		4th 6 months	66,019.20	31.74
		5th 6 months	69,742.40	33.53
		6th 6 months	71,926.40	34.58
		Thereafter	73,548.80	35.36

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<u>HTE</u>	<u>CLASS</u> <u>CODE</u>	<u>TITLE</u>	<u>ANNUAL</u>	<u>HOURLY</u>
714	4122	Power Plant Maintenance Foreman	73,548.80	35.36
716	4124	Power Plant Maintenance Worker		
		1st 6 months	37,689.60	18.12
		2nd 6 months	40,310.40	19.38
		3rd 6 months	45,323.20	21.79
		Thereafter	51,251.20	24.64
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	50,689.60	24.37
		2nd 6 months	53,851.20	25.89
		3rd 6 months	57,054.40	27.43
		4th 6 months	60,195.20	28.94
		Thereafter	63,398.40	30.48
720	6123	Electrician		
		1st 6 months	48,505.60	23.32
		2nd 6 months	51,625.60	24.82
		3rd 6 months	54,932.80	26.41
		4th 6 months	58,136.00	27.95
		5th 6 months	61,380.80	29.51
		6th 6 months	63,398.40	30.48
		Thereafter	64,625.60	31.07
722	6163	Custodian		
		1st 6 months	31,428.80	15.11
		2nd 6 months	33,300.80	16.01
		Thereafter	36,774.40	17.68

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.