

COUNCIL ACTION FORM

SUBJECT: APPROVAL OF 2011/12 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 2011-2012 Pay Plan reflects the negotiated wage settlements with the five bargaining units shown below, as well as a 2% increase in the salary ranges for non-union employee job classifications. Funding for the various salaries was previously approved in the 2011-2012 Budget.

The bargaining units' respective across-the-board settlements are 2.25% for IUOE-Blue Collar, 2.25% for IBEW-Electric Distribution, 2.25% for IUOE-Electric Production, 2.5% 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 2011-2012 Pay Plan.
2. Do not approve the 2011-2012 Pay Plan.

MANAGER'S RECOMMENDED ACTION:

The City's Pay Plan document formally establishes pay ranges for non-union positions and steps for union positions.

Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, thereby approving the 2011-2012 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	7	--	NE	Appr. Electric Meter Repair Worker	Union-H	10
4217	630	8	--	NE	Appr. Substation Electrician	Union-H	10
4214	628	7	--	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
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	60	2
1121	----	2	M	E	Civil Engineer II	62	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
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
2118	----	1	M	E	Deputy Fire Chief, Operations	63	2
2117	----	1	M	E	Deputy Fire Chief, Support Services	63	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

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
4117	709	3	--	NE	Environmental Instrument & Control Tech	Union-I	11
5309	----	2	P/T	E	Environmental Specialist	60	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	Groundswoker	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
1225	314	1	--	NE	Housing Inspector	Union-E	4
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
0213	----	5	P/T	NE	IT Operations Technician	57	2
0225	----	3	P/T	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	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
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
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
0163	----	7	P/T	NE	Printing Services Technician	56	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
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 Manager	62	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 Manager	61	2
2314	----	1	P/T	E	Sanitarian	60	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
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 I	61	2
1136	----	2	M	E	Traffic Engineer II	62	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	60	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/EEO Officer	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/Groundsworker	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
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 7/1/11

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
1116	Co-op	14.3786	16.1627	17.9467
1311	Transit Driver	11.0000	12.0000	13.0000
2206	Community Safety Officer Coord	16.0909		
2209	Community Safety Officer	15.3248		
2204	Public Safety Dispatcher	15.0754		
2310	Animal Control Attendant	11.3434	13.2298	15.1162
9403	Unclassified Labor	7.5429	11.4615	15.1162
9404	Unclassified Skilled Laborer	14.5253	20.4070	26.2889
9405	Office Worker	7.5429	11.4615	15.1162
9407	Technical Assistant	12.6829	15.1758	17.6687
9450	Temporary Manager	25.6134	37.5360	49.4586

C PAY PLAN
Effective 7/1/11

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual Hourly	26,518 12.7491	30,484 14.6558	34,449 16.5621
52	Annual Hourly	28,085 13.5025	32,593 15.6698	37,100 17.8366
53	Annual Hourly	29,864 14.3577	34,889 16.7736	39,913 19.1890
54	Annual Hourly	31,875 15.3246	37,517 18.0371	43,160 20.7500
55	Annual Hourly	34,117 16.4025	40,467 19.4553	46,819 22.5092
56	Annual Hourly	36,641 17.6159	43,793 21.0544	50,943 24.4919
57	Annual Hourly	39,503 18.9919	47,567 22.8688	55,631 26.7457
58	Annual Hourly	42,724 20.5404	51,832 24.9193	60,940 29.2981
59	Annual Hourly	46,357 22.2871	56,650 27.2356	66,943 32.1842
60	Annual Hourly	50,478 24.2683	62,138 29.8741	73,798 35.4799
61	Annual Hourly	55,140 26.5097	68,385 32.8775	81,628 39.2443
62	Annual Hourly	60,450 29.0625	75,498 36.2972	90,546 43.5318
62*	Annual Hourly	60,450 20.7590	75,498 25.9266	90,546 31.0941
63	Annual Hourly	66,480 31.9616	83,628 40.2058	100,775 48.4496
90	Annual Hourly	61,479 29.5573	74,133 35.6409	86,784 41.7231
91	Annual Hourly	67,161 32.2890	81,578 39.2202	95,992 46.1500
92	Annual Hourly	73,627 35.3976	90,051 43.2938	106,475 51.1900
93	Annual Hourly	80,968 38.9270	99,738 47.9510	118,507 56.9746
94	Annual Hourly	89,316 42.9404	110,809 53.2736	132,300 63.6058
95	Annual Hourly	98,856 47.5270	123,503 59.3765	148,148 71.2250

D PAY PLAN
Effective 7/1/2011

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	73,334	92,918	112,503
	Hourly	35.2568	44.6722	54.0880
65	Annual	81,164	103,571	125,977
	Hourly	39.0212	49.7938	60.5659
66	Annual	90,159	115,851	141,540
	Hourly	43.3457	55.6976	68.0481
96	Annual	109,807	138,126	166,446
	Hourly	52.7919	66.4068	80.0222

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/11

<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	36,004.80	17.31	40,872.00	19.65	48,089.60	23.12
302	0142	Senior Meter Reader	37,793.60	18.17	42,619.20	20.49	52,187.20	25.09
304	1110	Engineering Technician I	34,361.60	16.52	38,896.00	18.70	45,801.60	22.02
306	1111	Engineering Technician II	37,294.40	17.93	43,305.60	20.82	49,691.20	23.89
310	1222	Plumbing Inspector	46,633.60	22.42	52,728.00	25.35	61,734.40	29.68
312	1223	Electrical Inspector	46,633.60	22.42	52,728.00	25.35	61,734.40	29.68
313	1228	Neighborhoods Inspector	46,633.60	22.42	52,728.00	25.35	61,734.40	29.68
314	1225	Housing Inspector	46,633.60	22.42	52,728.00	25.35	61,734.40	29.68
315	1226	Building & Zoning Inspector	46,633.60	22.42	52,728.00	25.35	61,734.40	29.68
316	1311	Transit Driver (Full-time)*	31,366.40	15.08	37,024.00	17.80	44,470.40	21.38
318	1311	Transit Driver (PT 20 hrs)*		12.88		15.70		16.97
321	1307	Lead Lane Worker	28,142.40	13.53	34,320.00	16.50	37,065.60	17.82
320	1318	Lane Worker	26,790.40	12.88	32,656.00	15.70	35,297.60	16.97
364	1319	Service Worker	See page 5					
322	1322	Mechanic Assistant	37,481.60	18.02	42,577.60	20.47	50,065.60	24.07
323	1322	Mechanic Assistant (CyRide)	36,067.20	17.34	42,577.60	20.47	50,065.60	24.07
325	1323	Mechanic (CyRide)	43,180.80	20.76	47,632.00	22.90	56,014.40	26.93
327	1324	Lead Mechanic (CyRide)	45,323.20	21.79	50,065.60	24.07	58,739.20	28.24
370	1326	Fleet Technician	See page 6					
371	1328	Lead Fleet Technician	49,483.20	23.79	52,561.60	25.27	61,900.80	29.76
329	5111	Plant Maintenance Specialist	44,678.40	21.48	50,648.00	24.35	59,654.40	28.68
328	5112	Water Plant Operator	47,403.20	22.79	53,726.40	25.83	63,086.40	30.33
330	5130	Water Utility Locator	43,180.80	20.76	48,900.80	23.51	57,657.60	27.72
332	5131	Water Meter Repair Worker	40,955.20	19.69	46,467.20	22.34	54,620.80	26.26
334	5140	Water/PC Lab Technician	38,459.20	18.49	42,972.80	20.66	49,920.00	24.00
336	5141	Water/PC Lab Analyst	47,403.20	22.79	53,726.40	25.83	63,086.40	30.33
337	5212	WPC Plant Asst. Operator	see page 7					
338	5213	WPC Plant Operator	47,403.20	22.79	53,726.40	25.83	63,086.40	30.33
339	5220	Res. Rec. Lead Operator	44,636.80	21.46	50,606.40	24.33	59,446.40	28.58
340	5221	Res. Rec. Maint. Operator	42,556.80	20.46	48,256.00	23.20	56,555.20	27.19
342	5411	Plant Maintenance Operator	47,403.20	22.79	53,726.40	25.83	63,086.40	30.33

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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	41,579.20	19.99	47,132.80	22.66	55,369.60	26.62
348	6114	Parks Maintenance Specialist	42,140.80	20.26	44,532.80	21.41	52,062.40	25.03
350	6121	Building Maint. Specialist	40,955.20	19.69	46,467.20	22.34	54,620.80	26.26
352	6151	Truck Driver	32,198.40	15.48	36,420.80	17.51	42,868.80	20.61
354	6152	Senior Heavy Equipment Oper	43,721.60	21.02	46,467.20	22.34	54,620.80	26.26
356	6153	Heavy Equipment Operator	39,790.40	19.13	42,307.20	20.34	49,732.80	23.91
372	6154	Res Rec Equipment Operator	41,579.20	19.99	47,132.80	22.66	55,369.60	26.62

<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	34,091.20	16.39	40,248.00	19.35
362	6111	Laborer	32,136.00	15.45	37,772.80	18.16
366	6163	Custodian	30,888.00	14.85	36,316.80	17.46

<u>CLASS</u>			
<u>HTE</u>	<u>CODE</u>	<u>TITLE</u>	
358	6161	Parking Meter Repair Worker	<u>Annual</u> <u>Hourly</u>
		Step A (Start)	37,315.20 17.94
		Step B (12 months)	40,435.20 19.44
		Step C (24 months)	43,534.40 20.93
		Step D (48 months)	49,732.80 23.91
358	1135	Traffic Sign Technician	
		Step A (Start)	37,315.20 17.94
		Step B (12 months)	40,435.20 19.44
		Step C (24 months)	43,534.40 20.93
		Step D (48 months)	49,732.80 23.91
308	1131	Traffic Signal Technician	
		Step A (Start)	44,740.80 21.51
		Step B (12 months)	47,153.60 22.67
		Step C (24 months)	51,209.60 24.62
		Step D (48 months)	54,454.40 26.18

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309	1134	Traffic Signal Technician Lead		
		Step A (Start)	47,028.80	22.61
		Step B (12 months)	50,918.40	24.48
		Step C (24 months)	54,828.80	26.36
		Step D (48 months)	57,137.60	27.47
370	1326	Fleet Technician		
		Step A – 4 ASE tests	47,132.80	22.66
		Step B – 7 ASE tests (within 1 year)	51,022.40	24.53
		Step C –10 ASE tests (within 2 years)	54,932.80	26.41
		Step D – ASE certified (within 3 years)	59,009.60	28.37

<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	35,859.20	37,606.40	39,603.20	41,038.40	42,764.80	44,491.20	46,238.40
		Hourly	17.24	18.08	19.04	19.73	20.56	21.39	22.23
344	6112	Maintenance Worker							
		Annual	35,880.00		36,857.60		38,251.20		44,948.80
		Hourly	17.25		17.72		18.39		21.61
359	6117	W&PC Maintenance Technician I							
		Annual					41,891.20		48,609.60
		Hourly					20.14*		23.37*
360	6118	W&PC Maintenance Technician II							
		Annual							55,369.60
		Hourly							26.62*
724	6119	RRP Maintenance Tech. I							
		Annual					45,801.60	47,548.80	49,275.20
		Hourly					22.02*	22.86*	23.69*
726	6120	RRP Maintenance Tech. II							
		Annual						53,622.40	55,369.60
		Hourly						25.78*	26.62*

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

<u>HTE</u>	<u>CLASS</u> <u>CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
337	5212	WPC Plant Asst. Operator		
		Step A (Start)	41,579.20	19.99
		Step B (within 8 months) Grade I certificate	44,491.20	21.39
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment	47,403.20	22.79

F PAY PLAN
PPME - Police
Effective 7/1/11

<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	34,871 16.7649	41,813 20.1024	- -
402	0131	Parking Meter Attendant	31,269 15.0332	33,112 15.9193	39,742 19.1068
403	2207	Lead Police Records Clerk	36,613 17.6025	40,203 19.3284	47,908 23.0327
404	2208	Police Records Clerk	34,871 16.7649	38,287 18.4073	45,627 21.9361
416	2201	Public Safety Lead Dispatcher	40,486 19.4645	42,460 20.4135	48,943 23.5303
406	2202	Public Safety Dispatcher	37,863 18.2034	39,688 19.0808	45,874 22.0549
408	2212	Police Officer	45,715 22.0846	50,033 24.1707	59,671 28.8268
414	2215	Police Corporal	52,522 25.2510	62,608 30.1000	- -
412	2311	Animal Control Officer	33,115 15.9207	35,908 17.2635	44,505 21.3967

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 7/1/11**

<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	41,355 14.2016	45,308 15.5592	54,244 18.6278	59,300 20.3641
506	2112	Fire Lieutenant	65,724 22.5701	-----	-----	-----
508	2114	Fire Inspector	72,187 34.7053	-----	-----	-----

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 7/1/11**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	0171	Storekeeper	40,892.80	19.66
602	0711	Records and Materials Specialist	51,958.40	24.98
604	4209	Substation Electrician Assistant	58,177.60	27.97
606	4210	Underground Electric Serviceworker	55,432.00	26.65
608	4211	Groundswoker	50,980.80	24.51
610	4212	Truck Driver/Groundswoker	55,432.00	26.65
612	4213	Electric Serviceworker	59,550.40	28.63
614	4215	Electric Lineworker	68,619.20	32.99
616	4218	Substation Electrician	68,619.20	32.99
618	4221	Electric Line Foreman	72,696.00	34.95
620	4231	Electric Meter Repair Worker	59,155.20	28.44
622	4311	Electrical Engineering Assistant	56,659.20	27.24
624	4312	Electrical Engineering Technician	73,860.80	35.51
626	6126	Substation Foreman	72,696.00	34.95
628	4214	Apprentice Electric Lineworker	59,550.40	28.63
630	4217	Apprentice Substation Electrician		
	A.	0 - 1000 Hours (65%)	44,595.20	21.44
	B.	1000 - 2000 Hours (70%)	48,048.00	23.10
	C.	2000 - 3000 Hours (75%)	51,480.00	24.75
	D.	3000 - 4000 Hours (80%)	54,870.40	26.38
	E.	4000 - 5000 Hours (85%)	58,323.20	28.04
	F.	5000 - 6000 Hours (90%)	61,734.40	29.68
632	4230	Apprentice Electric Meter Repair Worker		
	A.	0 - 1000 Hours (75%)	44,324.80	21.31
	B.	1000 - 2000 Hours (80%)	47,257.60	22.72
	C.	2000 - 3000 Hours (85%)	50,252.80	24.16
	D.	3000 - 4000 Hours (90%)	53,206.40	25.58

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 7/1/11**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>ANNUAL</u>	<u>HOURLY</u>
700	4110	Lead Coal Handler	60,153.60	28.92
702	4111	Coal Handler		
		1st 6 months	42,910.40	20.63
		2nd 6 months	45,739.20	21.99
		3rd 6 months	51,500.80	24.76
		Thereafter	57,283.20	27.54
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	49,920.00	24.00
		2nd 6 months	53,060.80	25.51
		3rd 6 months	56,160.00	27.00
		4th 6 months	59,363.20	28.54
		Thereafter	62,483.20	30.04
706	4113	Power Plant Fireworker		
		5th 6 months	63,294.40	30.43
		6th 6 months	66,081.60	31.77
		Thereafter	68,140.80	32.76
708	4114	Power Plant Operator		
		7th 6 months	70,657.60	33.97
		Thereafter	72,883.20	35.04
709	4117	Environmental Instrument & Control Technician		
		1st 6 months	56,284.80	27.06
		2nd 6 months	60,091.20	28.89
		3rd 6 months	63,856.00	30.70
		4th 6 months	67,496.00	32.45
		5th 6 months	71,302.40	34.28
		6th 6 months	73,548.80	35.36
		Thereafter	75,212.80	36.16
709	4118	Instrument & Control Technician		
		1st 6 months	56,284.80	27.06
		2nd 6 months	60,091.20	28.89
		3rd 6 months	63,856.00	30.70
		4th 6 months	67,496.00	32.45
		5th 6 months	71,302.40	34.28
		6th 6 months	73,548.80	35.36
		Thereafter	75,212.80	36.16

**I PAY PLAN
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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	75,212.80	36.16
716	4124	Power Plant Maintenance Worker		
		1st 6 months	38,542.40	18.53
		2nd 6 months	41,225.60	19.82
		3rd 6 months	46,342.40	22.28
		Thereafter	52,395.20	25.19
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	51,833.60	24.92
		2nd 6 months	55,057.60	26.47
		3rd 6 months	58,344.00	28.05
		4th 6 months	61,547.20	29.59
		Thereafter	64,833.60	31.17
720	6123	Electrician		
		1st 6 months	49,587.20	23.84
		2nd 6 months	52,790.40	25.38
		3rd 6 months	56,160.00	27.00
		4th 6 months	59,446.40	28.58
		5th 6 months	62,753.60	30.17
		6th 6 months	64,833.60	31.17
		Thereafter	66,081.60	31.77
722	6163	Custodian		
		1st 6 months	32,136.00	15.45
		2nd 6 months	34,049.60	16.37
		Thereafter	37,606.40	18.08

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.