

**COUNCIL ACTION FORM**

**SUBJECT: APPROVAL OF 2012/13 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 2012/13 Pay Plan reflects the negotiated wage settlements with the five bargaining units shown below, as well as a 2% increase for merit employee job classifications. Funding for the various salaries was previously approved in the 2012/13 Budget.

The bargaining units' respective across-the-board settlements are 2% for IUOE-Blue Collar, 2% for IBEW-Electric Distribution, 2% for IUOE-Electric Production, 2% for IAFF-Fire, and 2.25% 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 2012/13 Pay Plan.
2. Do not approve the 2012/13 Pay Plan.

**MANAGER'S RECOMMENDED ACTION:**

The attached Pay Plan document will formally establish pay ranges and steps for all City positions.

Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, thereby approving the 2012/13 Pay Plan.

**UNCLASSIFIED CLASSES**  
Effective 7/1/12

<b><u>CODE</u></b>	<b><u>CLASSIFICATION</u></b>	<b><u>MINIMUM</u></b>	<b><u>MIDPOINT</u></b>	<b><u>MAXIMUM</u></b>
1116	Co-op	14.6662	16.4860	18.3056
1311	Transit Driver	11.2200	12.2400	13.2600
2206	Community Safety Officer Coord	16.4127		
2209	Community Safety Officer	15.6313		
2204	Public Safety Dispatcher	15.3769		
2310	Animal Control Attendant	11.5703	13.4944	15.4185
9403	Unclassified Labor	7.6938	11.6907	15.4185
9404	Unclassified Skilled Laborer	14.8158	20.8151	26.8147
9405	Office Worker	7.6938	11.6907	15.4185
9407	Technical Assistant	12.9366	15.4793	18.0221
9450	Temporary Manager	26.1257	38.2867	50.4478

**C PAY PLAN**  
**Effective 7/1/12**

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual Hourly	27,049 13.0041	31,094 14.9489	35,138 16.8933
52	Annual Hourly	28,647 13.7726	33,245 15.9832	37,842 18.1933
53	Annual Hourly	30,461 14.6449	35,587 17.1091	40,711 19.5728
54	Annual Hourly	32,513 15.6311	38,267 18.3978	44,023 21.1650
55	Annual Hourly	34,800 16.7306	41,276 19.8444	47,756 22.9594
56	Annual Hourly	37,374 17.9682	44,669 21.4755	51,962 24.9817
57	Annual Hourly	40,293 19.3717	48,518 23.3262	56,744 27.2806
58	Annual Hourly	43,578 20.9512	52,869 25.4177	62,159 29.8841
59	Annual Hourly	47,284 22.7328	57,783 27.7803	68,282 32.8279
60	Annual Hourly	51,488 24.7537	63,381 30.4716	75,274 36.1895
61	Annual Hourly	56,243 27.0400	69,753 33.5351	83,261 40.0292
62	Annual Hourly	61,659 29.6438	77,008 37.0231	92,357 44.4024
62*	Annual Hourly	61,659 21.1742	77,008 26.4451	92,357 31.7160
63	Annual Hourly	67,810 32.6008	85,301 41.0100	102,791 49.4186
90	Annual Hourly	62,709 30.1484	75,616 36.3537	88,520 42.5576
91	Annual Hourly	68,504 32.9348	83,210 40.0046	97,912 47.0730
92	Annual Hourly	75,100 36.1056	91,852 44.1597	108,605 52.2138
93	Annual Hourly	82,587 39.7055	101,733 48.9100	120,877 58.1141
94	Annual Hourly	91,102 43.7992	113,025 54.3391	134,946 64.8779
95	Annual Hourly	100,833 48.4775	125,973 60.5640	151,111 72.6495

**D PAY PLAN**  
**Effective 7/1/12**

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	74,801	94,776	114,753
	Hourly	35.9619	45.5656	55.1698
65	Annual	82,787	105,643	128,497
	Hourly	39.8016	50.7897	61.7772
66	Annual	91,962	118,168	144,371
	Hourly	44.2126	56.8116	69.4091
96	Annual	112,003	140,889	169,775
	Hourly	53.8477	67.7349	81.6226

**E PAY PLAN**  
**IUOE Blue Collar Unit**  
**Effective 7/1/12**

<u>HTE</u>	<u>CLASS</u>		<u>STEP A (START)</u>		<u>STEP B (18 MOS)</u>		<u>STEP C (48 MOS)</u>	
	<u>CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>	<u>Annual</u>	<u>Hourly</u>	<u>Annual</u>	<u>Hourly</u>
300	141	Meter Reader	36,732.80	17.66	41,683.20	20.04	49,046.40	23.58
302	142	Senior Meter Reader	38,542.40	18.53	43,472.00	20.90	53,227.20	25.59
304	1110	Engineering Technician I	35,048.00	16.85	39,665.60	19.07	46,716.80	22.46
306	1111	Engineering Technician II	38,043.20	18.29	44,179.20	21.24	50,689.60	24.37
308	1131	Traffic Signal Technician	See page 5					
309	1134	Traffic Signal Technician Lead	See page 5					
310	1222	Plumbing Inspector	47,569.60	22.87	53,788.80	25.86	62,961.60	30.27
312	1223	Electrical Inspector	47,569.60	22.87	53,788.80	25.86	62,961.60	30.27
313	1228	Neighborhoods Inspector	47,569.60	22.87	53,788.80	25.86	62,961.60	30.27
314	1225	Housing Inspector	47,569.60	22.87	53,788.80	25.86	62,961.60	30.27
315	1226	Building & Zoning Inspector	47,569.60	22.87	53,788.80	25.86	62,961.60	30.27
316	1311	Transit Driver (Full-time)*	31,990.40	15.38	37,772.80	18.16	45,364.80	21.81
318	1311	Transit Driver (PT 2 hrs)*		13.14		16.01		17.31
320	1318	Lane Worker	27,331.20	13.14	33,300.80	16.01	36,004.80	17.31
321	1307	Lead Lane Worker	28,704.00	13.80	35,006.40	16.83	37,814.40	18.18
322	1322	Mechanic Assistant	38,230.40	18.38	43,430.40	20.88	51,064.00	24.55
323	1322	Mechanic Assistant (CyRide)	36,795.20	17.69	43,430.40	20.88	51,064.00	24.55
325	1323	Mechanic (CyRide)	44,054.40	21.18	48,588.80	23.36	57,137.60	27.47
327	1324	Lead Mechanic (CyRide)	46,238.40	22.23	51,064.00	24.55	59,904.00	28.80
328	5112	Water Plant Operator	48,360.00	23.25	54,808.00	26.35	64,355.20	30.94
329	5111	Plant Maintenance Specialist	45,572.80	21.91	51,667.20	24.84	60,840.00	29.25
330	5130	Water Utility Locator	44,054.40	21.18	49,878.40	23.98	58,801.60	28.27
332	5131	Water Meter Repair Worker	41,766.40	20.08	47,403.20	22.79	55,723.20	26.79
334	5140	Water/PC Lab Technician	39,228.80	18.86	43,825.60	21.07	50,918.40	24.48
336	5141	Water/PC Lab Analyst	48,360.00	23.25	54,808.00	26.35	64,355.20	30.94
337	5115	Water Plant Asst. Operator	See page 5					
337	5212	WPC Plant Asst. Operator	See page 5					
338	5213	WPC Plant Operator	48,360.00	23.25	54,808.00	26.35	64,355.20	30.94
339	5220	Res. Rec. Lead Operator	45,531.20	21.89	51,625.60	24.82	60,632.00	29.15
340	5221	Res. Rec. Maint. Operator	43,409.60	20.87	49,212.80	23.66	57,678.40	27.73
342	5411	Plant Maintenance Operator	48,360.00	23.25	54,808.00	26.35	64,355.20	30.94
343	5412	Process Maintenance Worker	See page 6					
344	6112	Maintenance Worker	See page 6					
346	6113	Senior Maintenance Worker	42,411.20	20.39	48,068.80	23.11	56,472.00	27.15
348	6114	Parks Maintenance Specialist	42,993.60	20.67	45,427.20	21.84	53,102.40	25.53
350	6121	Building Maint. Specialist	41,766.40	20.08	47,403.20	22.79	55,723.20	26.79
352	6151	Truck Driver	32,843.20	15.79	37,148.80	17.86	43,721.60	21.02
354	6152	Senior Heavy Equipment Oper.	44,595.20	21.44	47,403.20	22.79	55,723.20	26.79
356	6153	Heavy Equipment Operator	40,580.80	19.51	43,160.00	20.75	50,731.20	24.39
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	50,481.60	24.27	53,622.40	25.78	63,148.80	30.36
372	6154	Res. Rec. Equipment Operator	42,411.20	20.39	48,068.80	23.11	56,472.00	27.15
724	6119	RRP Maint. Tech. I	See page 6					
726	6120	RRP Maint. Tech. II	See page 6					

**E PAY PLAN  
IUOE Blue Collar Unit  
Effective 7/1/12**

<u>HTE</u>	<u>CLASS</u>		<u>STEP A (START)</u>		<u>STEP B (30 MOS)</u>	
	<u>CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>	<u>Annual</u>	<u>Hourly</u>
362	6111	Laborer	32,780.80	15.76	38,521.60	18.52
364	1319	Service Worker	34,777.60	16.72	41,059.20	19.74
366	6163	Custodian	31,512.00	15.15	37,044.80	17.81

<u>HTE</u>	<u>CLASS</u>		<u>Annual</u>	<u>Hourly</u>
	<u>CODE</u>	<u>TITLE</u>		
308	1131	Traffic Signal Technician		
		Step A (Start)	45,635.20	21.94
		Step B (12 months)	48,089.60	23.12
		Step C (24 months)	52,228.80	25.11
		Step D (48 months)	55,536.00	26.70
309	1134	Traffic Signal Technician Lead		
		Step A (Start)	47,964.80	23.06
		Step B (12 months)	51,937.60	24.97
		Step C (24 months)	55,931.20	26.89
		Step D (48 months)	58,281.60	28.02
358	1137	Traffic Technician		
		Step A (Start)	38,064.00	18.30
		Step B (12 months)	41,246.40	19.83
		Step C (24 months)	44,408.00	21.35
		Step D (48 months)	50,731.20	24.39
337	5212	WPC Plant Assistant Operator		
		Step A (Start)	42,411.20	20.39
		Step B (within 8 months) Grade I certificate	45,385.60	21.82
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment	48,360.00	23.25
337	5115	Water Plant Assistant Operator		
		Step A (Start)	42,411.20	20.39
		Step B (within 8 months) Grade I certificate	45,385.60	21.82
		Step C (within 24 months) 21 CEU's directly related to water treatment	48,360.00	23.25
370	1326	Fleet Technician		
		Step A - 4 ASE tests	48,068.80	23.11
		Step B - 7 ASE tests (within 1 year)	52,041.60	25.02
		Step C - 10 ASE tests (within 2 years)	56,035.20	26.94
		Step D - ASE certified (within 3 years)	60,195.20	28.94

**E PAY PLAN  
IUOE Blue Collar Unit  
Effective 7/1/12**

<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 Hourly	36,566.40 17.58	38,355.20 18.44	40,393.60 19.42	41,849.60 20.12	43,617.60 20.97	45,385.60 21.82	47,153.60 22.67
344	6112	Maintenance Worker Annual Hourly	36,608.00 17.60		37,585.60 18.07		39,020.80 18.76		45,843.20 22.04
359	6117	W&PC Maint. Tech. I Annual Hourly					42,723.20 20.54*		49,587.20 23.84*
360	6118	W&PC Maint. Tech. II Annual Hourly							56,472.00 27.15*
724	6119	RRP Maint. Tech. I Annual Hourly					46,716.80 22.46*	48,505.60 23.32*	50,252.80 24.16*
726	6120	RRP Maint. Tech. II Annual Hourly						54,704.00 26.30*	56,472.00 27.15*

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

**F PAY PLAN  
PPME - Police  
Effective 7/1/12**

<u>HTE</u>	<u>CLASS</u> <u>CODE</u>	<u>TITLE</u>	<u>STEP A</u> <u>(START)</u>	<u>STEP B</u> <u>(18 MOS)</u>	<u>STEP C</u> <u>(36 MOS)</u>
400	2308	Animal Control Clerk	35,655 17.1419	42,754 20.5547	
402	131	Parking Meter Attendant	31,972 15.3713	33,857 16.2773	40,637 19.5368
403	2207	Lead Police Records Clerk	37,437 17.9985	41,107 19.7631	48,985 23.5507
404	2208	Police Records Clerk	35,655 17.1419	39,149 18.8214	46,654 22.4296
416	2201	Public Safety Lead Dispatcher	41,396 19.9021	43,415 20.8726	50,044 24.0596
406	2202	Public Safety Dispatcher	38,715 18.6128	40,581 19.5101	46,906 22.5510
408	2212	Police Officer	46,743 22.5814	51,159 24.7145	61,014 29.4754
414	2215	Police Corporal	53,704 25.8191	64,017 30.7773	
412	2311	Animal Control Officer	33,860 16.2788	36,716 17.6519	45,506 21.8779

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 7/1/12**

<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	42,182 14.4855	46,215 15.8704	55,329 19.0004	60,486 20.7712
506	2112	Fire Lieutenant	67,039 23.0215			
508	2114	Fire Inspector	73,631 35.3993			

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 7/1/12**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	171	Storekeeper	41,704.00	20.05
602	711	Records and Materials Specialist	52,998.40	25.48
604	4209	Substation Electrician Assistant	59,342.40	28.53
606	4210	Underground Electric Serviceworker	56,534.40	27.18
608	4211	Groundswoker	52,000.00	25.00
610	4212	Truck Driver/Groundswoker	56,534.40	27.18
612	4213	Electric Serviceworker	60,736.00	29.20
614	4215	Electric Lineworker	69,992.00	33.65
616	4218	Substation Electrician	69,992.00	33.65
618	4221	Electric Line Foreman	74,152.00	35.65
620	4231	Electric Meter Repair Worker	60,340.80	29.01
622	4311	Electrical Engineering Assistant	57,782.40	27.78
624	4312	Electrical Engineering Technician	75,337.60	36.22
626	6126	Substation Foreman	74,152.00	35.65
628	4214	Apprentice Electric Lineworker		
		A. 0 - 1000 hours (65%)	45,489.60	21.87
		B. 1000 - 2000 hours (70%)	49,004.80	23.56
		C. 2000 - 3000 hours (75%)	52,520.00	25.25
		D. 3000 - 4000 hours (80%)	55,972.80	26.91
		E. 4000 - 5000 hours (85%)	59,488.00	28.60
		F. 5000 - 6000 hours (90%)	62,961.60	30.27
630	4217	Apprentice Substation Electrician		
		A. 0 - 1000 hours (65%)	45,489.60	21.87
		B. 1000 - 2000 hours (70%)	49,004.80	23.56
		C. 2000 - 3000 hours (75%)	52,520.00	25.25
		D. 3000 - 4000 hours (80%)	55,972.80	26.91
		E. 4000 - 5000 hours (85%)	59,488.00	28.60
		F. 5000 - 6000 hours (90%)	62,961.60	30.27
632	4230	Apprentice Electric Meter Repair Worker		
		A. 0 - 1000 hours (75%)	45,219.20	21.74
		B. 1000 - 2000 hours (80%)	48,193.60	23.17
		C. 2000 - 3000 hours (85%)	51,251.20	24.64
		D. 3000 - 4000 hours (90%)	54,267.20	26.09

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

**I PAY PLAN  
IUOE - Power Plant  
Effective 7/1/12**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
700	4110	Lead Coal Handler	61,360.00	29.50
702	4111	Coal Handler		
		1st 6 months	43,763.20	21.04
		2nd 6 months	46,654.40	22.43
		3rd 6 months	52,540.80	25.26
		Thereafter	58,427.20	28.09
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	50,918.40	24.48
		2nd 6 months	54,121.60	26.02
		3rd 6 months	57,283.20	27.54
		4th 6 months	60,548.80	29.11
		Thereafter	63,731.20	30.64
706	4113	Power Plant Fireworker		
		5th 6 months	64,563.20	31.04
		6th 6 months	67,412.80	32.41
		Thereafter	69,513.60	33.42
708	4114	Power Plant Operator		
		7th 6 months	72,072.00	34.65
		Thereafter	74,339.20	35.74
709	4117	Environmental Instrument & Control Technician		
		1st 6 months	57,408.00	27.60
		2nd 6 months	61,297.60	29.47
		3rd 6 months	65,124.80	31.31
		4th 6 months	68,848.00	33.10
		5th 6 months	72,737.60	34.97
		6th 6 months	75,025.60	36.07
		Thereafter	76,710.40	36.88
709	4118	Instrument & Control Technician		
		1st 6 months	57,408.00	27.60
		2nd 6 months	61,297.60	29.47
		3rd 6 months	65,124.80	31.31
		4th 6 months	68,848.00	33.10
		5th 6 months	72,737.60	34.97
		6th 6 months	75,025.60	36.07
		Thereafter	76,710.40	36.88

**I PAY PLAN  
IUOE - Power Plant  
Effective 7/1/12**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
714	4122	Power Plant Maintenance Foreman	76,710.40	36.88
716	4124	Power Plant Maintenance Worker		
		1st 6 months	39,312.00	18.90
		2nd 6 months	42,057.60	20.22
		3rd 6 months	47,278.40	22.73
		Thereafter	53,435.20	25.69
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	52,873.60	25.42
		2nd 6 months	56,160.00	27.00
		3rd 6 months	59,508.80	28.61
		4th 6 months	62,774.40	30.18
		Thereafter	66,123.20	31.79
720	6123	Electrician		
		1st 6 months	50,585.60	24.32
		2nd 6 months	53,851.20	25.89
		3rd 6 months	57,283.20	27.54
		4th 6 months	60,632.00	29.15
		5th 6 months	64,001.60	30.77
		6th 6 months	66,123.20	31.79
		Thereafter	67,412.80	32.41
722	6163	Custodian		
		1st 6 months	32,780.80	15.76
		2nd 6 months	34,736.00	16.70
		Thereafter	38,355.20	18.44

Progression within the apprentice classification is contingent upon successful completion of outside course work and satisfactory progress during each step interval plus meeting the requirements set out in the apprenticeship agreement.

## ALPHABETICAL LISTING

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
0133	----	6	NE	Account Clerk	56	2
0307	----	2	NE	Accountant	59	2
2310	----	8	NE	Animal Control Attendant	Temporary	1
2308	400	6	NE	Animal Control Clerk	Union-F	7
2311	412	8	NE	Animal Control Officer	Union-F	7
2312	----	3	E	Animal Control Supervisor	60	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
0411	----	2	E	Assistant City Attorney	61	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
313	----	1	E	Assistant Director of Finance	62	2
4222	----	2	E	Assistant Electric Distribution Supt.	90	2
4317	----	1	E	Assistant Engineer - Electric Services	59	2
3124	----	1	E	Assistant Library Director	63	2
0611	----	1	E	Assistant City Manager	65	3
1317	----	1	E	Assistant Transit Director-Fleet & Facilities	62	2
1321	----	1	E	Assistant Transit Director-Operations	62	2
1314	----	5	E	Assistant Transit Operations Supervisor	60	2
3206	----	2	E	Auditorium/Bandshell Manager	59	2
0308	----	2	E	Budget Officer	61	2
1227	----	2	E	Building Inspections Supervisor	60	2
6121	350	7	NE	Building Maintenance Specialist	Union-E	4
1224	----	1	E	Building Official	62	2
1226	315	1	NE	Building and Zoning Inspector	Union-E	4
0606	----	3	NE	Cable Television Writer/Producer	56	2
0132	----	6	NE	Cashier	56	2
2223	----	1	E	Chief of Police	65	3
1120	----	2	E	Civil Engineer I	60	2
1121	----	2	E	Civil Engineer II	62	2
0218	----	2	E	Client Support Coordinator	60	2
0215	----	5	NE	Client Support Specialist	57	2
1116	999	8	NE	Co-op	Temporary	1
4111	702	8	NE	Coal Handler	Union-I	10
2209	----	5	NE	Community Safety Officer	Temporary	1
2206	----	5	NE	Community Safety Officer Coordinator	Temporary	1
1113	----	3	E	Construction Supervisor	61	2
5133	----	3	NE	Cross Connection Control Coordinator	59	2
6163	366	8	NE	Custodian	Union-E	5
6163	722	8	NE	Custodian	Union-I	11
2118	----	1	E	Deputy Fire Chief, Operations	63	2
2117	----	1	E	Deputy Fire Chief, Support Services	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
4221	618	7	NE	Electric Line Foreman	Union-H	9
4215	614	7	NE	Electric Lineworker	Union-H	9
4231	620	7	NE	Electric Meter Repair Worker	Union-H	9
4232	----	3	E	Electric Meter Supervisor	90	2
4213	612	7	NE	Electric Service Worker	Union-H	9
4130	----	2	E	Electric Services Maintenance Supt	90	2
4129	----	2	E	Electric Services Operations Supt	90	2
4318	----	2	E	Electrical Engineer	90	2
4224	----	1	E	Electrical Distribution Manager	91	2
4322	----	2	E	Electrical Engineering Manager	92	2
4311	622	5	NE	Electrical Engineering Assistant	Union-H	9
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
4315	----	3	E	Energy Procurement Coordinator	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
2113	----	2	E	Fire Captain	*62	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
2111	504	4	NE	Firefighter	Union-G	8
6140	----	1	E	Fleet Support Manager	61	2
1326	370	7	NE	Fleet Technician	Union-E	5
1125	----	2	E	GIS Coordinator	61	2
1115	----	3	NE	GIS Specialist	59	2
6221	----	7	NE	Grounds Foreman	58	2
6222	----	3	E	Grounds Supervisor	60	2
4211	608	8	NE	Groundswoker	Union-H	9
0509	----	2	E	Health Promotion Coordinator	60	2
6153	356	7	NE	Heavy Equipment Operator	Union-E	4
0212	----	6	NE	Help Desk Specialist	56	2
1216	----	2	E	Housing Coordinator	61	2
1229	----	1	E	Housing Inspections Supervisor	60	2
1225	314	1	NE	Housing Inspector	Union-E	4
0513	----	2	E	Human Resources Officer	61	2
0511	----	5	E	Human Resources Analyst	59	2
3121	----	2	E	Information Services Librarian	58	2
0222	----	1	E	Information Technology Manager	62	2
4118	709	3	NE	Instrument and Control Technician	Union-I	10
0312	----	2	E	Investment Officer	60	2
0213	----	5	NE	IT Operations Technician	57	2
0225	----	3	NE	IT Specialist - Public Safety	58	2
6111	362	8	NE	Laborer	Union-E	5
1318	320	8	NE	Laneworker	Union-E	4
4110	700	8	NE	Lead Coal Handler	Union-I	10
1328	371	7	NE	Lead Fleet Technician	Union-E	4
1307	321	8	NE	Lead Lane Worker	Union-E	4
1324	327	7	NE	Lead Mechanic (CyRide)	Union-E	4

2207	403	6	NE	Lead Police Records Clerk	Union-F	7
2229	----	6	NE	Lead Property-Evidence Technician	57	2
0118	----	6	NE	Legal Secretary	57	2
0120	----	5	E	Legal Services Administrative Assistant	59	2
0119	----	6	NE	Legal Technician	57	2
3117	----	5	NE	Library Administrative Assistant	58	2
3113	----	5	NE	Library Assistant	57	2
3110	----	8	NE	Library Building Maintenance Supervisor	57	2
3109	----	5	NE	Library Circulation Clerk	53	2
3129	----	2	E	Library Circulation Supervisor	59	2
3105	----	2	E	Library Collections Coordinator	61	2
3132	----	5	E	Library Collections - Acquisitions Tech	56	2
3114	----	2	E	Library Community Relations Specialist	58	2
3123	----	1	E	Library Director	65	3
3108	----	1	E	Library Info Svs Coordinator	61	2
3120	----	2	E	Library IT Systems Administrator	60	2
3131	----	2	E	Library Outreach Supervisor	59	2
3111	----	6	NE	Library Processing Clerk	53	2
3126	----	2	E	Library Reference Specialist	59	2
3130	----	2	E	Library Volunteer Coordinator	59	2
3128	----	2	E	Library Youth Services Specialist	59	2
0166	----	6	NE	Mail Clerk	55	2
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	E	Municipal Engineer	63	2
1228	313	1	NE	Neighborhoods Inspector	Union-E	4
0216	----	3	NE	Network Technician	57	2
9405	999	6	NE	Office Worker	Temporary	1
0131	402	6	NE	Parking Meter Attendant	Union-F	7
6114	348	8	NE	Parks Maintenance Specialist	Union-E	4
3213	----	1	E	Parks and Facilities Superintendent	62	2
3210	----	5	E	Parks and Facilities Supervisor	59	2
0134	----	6	NE	Payroll Clerk	57	2
1212	----	2	E	Planner	60	2
1230	----	5	E	Plans Examiner	60	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
2215	414	4	NE	Police Corporal	Union-F	7
2222	----	2	E	Police Lieutenant	62	2
2212	408	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	7	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 Services Technician	56	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
0713	----	2	E	Public Relations Officer	61	2
2204	----	6	NE	Public Safety Dispatcher	Temporary	1
2202	406	6	NE	Public Safety Dispatcher	Union-F	7
2201	416	6	NE	Public Safety Lead Dispatcher	Union-F	7
0712	----	5	E	Public Works Administrative Assistant	60	2
6230	----	1	E	Public Works Operations Manager	62	2
6231	----	3	E	Public Works Operations Supervisor	61	2
0173	----	2	E	Purchasing Manager	62	2
0711	602	6	NE	Records and Materials Specialist	Union-H	9
9500	----	6	E	Records Manager/City Clerk	61	2
3201	----	5	E	Recreation Coordinator	57	2
3202	----	5	E	Recreation Coord - Aquatics & Activities	57	2
3214	----	1	E	Recreation Superintendent	62	2
5222	----	2	E	Resource Recovery Asst. Superintendent	61	2
6154	372	7	NE	Resource Recovery Equipment Operator	Union-E	4
5220	339	7	NE	Resource Recovery Lead Operator	Union-E	4
5221	340	7	NE	Resource Recovery Maint. Operator	Union-E	4
6119	724	8	NE	Resource Recovery Maint. Tech. I	Union-E	6
6120	726	8	NE	Resource Recovery Maint. Tech. II	Union-E	6
5223	----	1	E	Resource Recovery Superintendent	62	2
0610	----	1	E	Risk Manager	61	2
3200	----	8	NE	Seasonal Parks and Recreation	Temporary	
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
0171	600	6	NE	Storekeeper	Union-H	9
1123	----	2	E	Stormwater Specialist	59	2
6211	----	7	NE	Streets Maintenance Foreman	59	2
6213	----	3	E	Streets Operations Supervisor	61	2
4218	616	7	NE	Substation Electrician	Union-H	9
4209	604	8	NE	Substation Electrician Assistant	Union-H	9
6126	626	7	NE	Substation Foreman	Union-H	9
0221	----	2	E	Systems Analyst	60	2
9407	----	3	NE	Technical Assistant	Temporary	1
3116	----	6	NE	Technical Services Assistant	56	2
0224	----	2	E	Telecommunications/Network Specialist	60	2
9450	----	1	E	Temporary Manager	Temporary	1
1133	----	2	E	Traffic Engineer I	61	2
1136	----	2	E	Traffic Engineer II	62	2
1131	308	3	NE	Traffic Signal Technician	Union-E	5
1134	309	3	NE	Traffic Signal Tech Lead Worker	Union-E	5
1132	----	3	E	Traffic Supervisor	60	2
1137	----	7	NE	Traffic Technician	Union-E	5
1316	----	5	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	E	Transit Maintenance Coordinator	60	2
1313	----	6	NE	Transit Operations Assistant	57	2
1312	----	2	E	Transit Operations Supervisor	61	2
1305	----	2	E	Transit Planner/EEO Officer	60	2
1320	----	5	E	Transit Trainer	59	2
1129	----	2	E	Transportation Planner	60	2
6151	352	8	NE	Truck Driver	Union-E	4
4212	610	8	NE	Truck Driver/Groundworker	Union-H	9
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
5131	332	8	NE	Water Meter Repair Worker	Union-E	4
5132	----	3	E	Water Meter Supervisor	60	2
5115	337	7	NE	Water Plant Assistant Operator	Union-E	5
5114	----	2	E	Water Plant Maintenance Supervisor	60	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
5141	336	3	NE	Water & PC Laboratory Analyst	Union-E	4
5143	----	1	E	Water & PC Laboratory Supervisor	60	2
5140	334	3	NE	Water& PC Laboratory Technician	Union-E	4
6117	359	8	NE	Water & PC Maintenance Technician I	Union-E	6
6118	360	8	NE	Water & PC Maintenance Technician II	Union-E	6
3208	----	5	E	Wellness Program Manager	59	2
5215	----	2	E	WPC Plant Maintenance Supervisor	60	2
5212	337	7	NE	WPC Plant Assistant Operator	Union-E	5
5213	338	7	NE	WPC Plant Operator	Union-E	4
5214	----	1	E	WPC Plant Superintendent	62	2
3125	----	2	E	Youth Librarian	58	2