

COUNCIL ACTION FORM

SUBJECT: APPROVAL OF 2014-15 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 2014-15 Pay Plan reflects the wage settlements that were negotiated with the five bargaining units shown below, as well as a 2% scale increase for merit employee job classifications. Actual salary increases for merit employees are "performance based" and are calculated using two factors. These are employees' performance ratings, and positioning with the salary ranges for each pay grade. Each merit job grade has a minimum, midpoint and maximum within the pay plan. Merit employees are included in the C and D Pay Plans.

All pay levels in the attached document are shown on both an annual and hourly basis. Funding for the various salaries was previously approved in the 2014/15 Budget.

The collective bargaining units' respective across-the-board settlements for 2014/15 are 2.25% for IUOE-Blue Collar (E Pay Plan), 2.25% for IBEW-Electric Distribution (H Pay Plan), 2.25% for IUOE-Electric Production (I Pay Plan), 2.25% for IAFF-Fire (G Pay Plan), and 2.25% for PPME-Police (F Pay Plan). 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.

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

ALTERNATIVES:

1. Approve the 2014-15 Pay Plan.
2. Do not approve the 2014-15 Pay Plan.

MANAGER'S RECOMMENDED ACTION:

The Pay Plan document formally establishes pay ranges and steps for City positions and authorizes the Finance Department to issue payroll checks in accordance with this

Pay Plan. Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, thereby approving the 2014-15 Pay Plan.

UNCLASSIFIED CLASSES
Effective 7/1/14

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
1116	Co-op	15.2587	17.1520	19.0451
1311	Transit Driver	11.7000	12.7000	13.7000
2206	Community Safety Officer Coord	17.0758		
2209	Community Safety Officer	16.2628		
2204	Public Safety Quality Assurance Coordinator	15.9981		
2310	Animal Control Attendant	12.0377	14.0396	16.0414
2311	Animal Control Officer	16.9779		
5142	Water/Wastewater Laboratory Aide	12.2400		
9403	Unclassified Labor	8.0047	12.1630	16.0414
9404	Unclassified Skilled Laborer	15.4143	21.6560	27.8980
9405	Office Worker	8.0047	12.1630	16.0414
9407	Technical Assistant	13.4592	16.1047	18.7502
9450	Temporary Manager	27.1812	39.8334	52.4859

C PAY PLAN
Effective 7/1/14

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual Hourly	28,141 13.5295	32,350 15.5529	36,558 17.5758
52	Annual Hourly	29,805 14.3291	34,588 16.6290	39,371 18.9283
53	Annual Hourly	31,692 15.2366	37,025 17.8003	42,356 20.3636
54	Annual Hourly	33,826 16.2626	39,813 19.1411	45,802 22.0201
55	Annual Hourly	36,206 17.4065	42,944 20.6461	49,685 23.8870
56	Annual Hourly	38,884 18.6942	46,474 22.3431	54,061 25.9909
57	Annual Hourly	41,921 20.1543	50,479 24.2686	59,036 28.3827
58	Annual Hourly	45,339 21.7976	55,005 26.4446	64,670 31.0914
59	Annual Hourly	49,195 23.6513	60,117 28.9026	71,041 34.1542
60	Annual Hourly	53,568 25.7538	65,941 31.7026	78,315 37.6516
61	Annual Hourly	58,515 28.1324	72,571 34.8899	86,625 41.6464
62	Annual Hourly	64,150 30.8414	80,119 38.5189	96,088 46.1962
62*	Annual Hourly	64,150 22.0297	80,119 27.5135	96,088 32.9973
63	Annual Hourly	70,549 33.9179	88,747 42.6668	106,943 51.4151
90	Annual Hourly	65,242 31.3664	78,671 37.8224	92,096 44.2770
91	Annual Hourly	71,272 34.2654	86,571 41.6208	101,868 48.9748
92	Annual Hourly	78,134 37.5643	95,563 45.9438	112,992 54.3233
93	Annual Hourly	85,924 41.3096	105,843 50.8860	125,761 60.4619
94	Annual Hourly	94,783 45.5687	117,592 56.5344	140,398 67.4990
95	Annual Hourly	104,907 50.4360	131,062 63.0108	157,216 75.5846

D PAY PLAN
Effective 7/1/14

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	77,823	98,605	119,389
	Hourly	37.4147	47.4064	57.3987
65	Annual	86,132	109,911	133,688
	Hourly	41.4096	52.8416	64.2730
66	Annual	95,678	122,942	150,203
	Hourly	45.9988	59.1068	72.2132
96	Annual	116,528	146,581	176,634
	Hourly	56.0232	70.4714	84.9202

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/14

<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	38,417.60	18.47	43,576.00	20.95	51,272.00	24.65
302	142	Senior Meter Reader	40,310.40	19.38	45,448.00	21.85	55,660.80	26.76
304	1110	Engineering Technician I	36,649.60	17.62	41,475.20	19.94	48,859.20	23.49
306	1111	Engineering Technician II	39,769.60	19.12	46,196.80	22.21	52,998.40	25.48
308	1131	Traffic Signal Technician	See page 5					
309	1134	Traffic Signal Technician Lead	See page 5					
310	1222	Plumbing Inspector	49,732.80	23.91	56,222.40	27.03	65,832.00	31.65
312	1223	Electrical Inspector	49,732.80	23.91	56,222.40	27.03	65,832.00	31.65
313	1228	Community Codes Liaison	49,732.80	23.91	56,222.40	27.03	65,832.00	31.65
314	1225	Housing Inspector	49,732.80	23.91	56,222.40	27.03	65,832.00	31.65
315	1226	Building & Zoning Inspector	49,732.80	23.91	56,222.40	27.03	65,832.00	31.65
316	1311	Transit Driver (Full-time)*	33,446.40	16.08	39,499.20	18.99	47,424.00	22.80
318	1311	Transit Driver (PT 20 hrs)*		13.74		16.74		18.10
320	1318	Lane Worker	28,579.20	13.74	34,819.20	16.74	37,648.00	18.10
321	1307	Lead Lane Worker	30,014.40	14.43	36,608.00	17.60	39,540.80	19.01
322	1322	Mechanic Assistant	39,956.80	19.21	45,406.40	21.83	53,372.80	25.66
323	1322	Mechanic Assistant (CyRide)	38,480.00	18.50	45,406.40	21.83	53,372.80	25.66
325	1323	Mechanic (CyRide)	46,072.00	22.15	50,814.40	24.43	59,737.60	28.72
327	1324	Lead Mechanic (CyRide)	48,339.20	23.24	53,372.80	25.66	62,628.80	30.11
328	5112	Water Plant Operator	50,544.00	24.30	57,304.00	27.55	67,288.00	32.35
329	5111	Plant Maintenance Specialist	47,632.00	22.90	54,017.60	25.97	63,606.40	30.58
330	5130	Water Utility Locator	46,072.00	22.15	52,145.60	25.07	61,484.80	29.56
332	5131	Water Meter Repair Worker	43,659.20	20.99	49,545.60	23.82	58,260.80	28.01
334	5140	Water/PC Lab Technician	40,996.80	19.71	45,801.60	22.02	53,227.20	25.59
336	5141	Water/PC Lab Analyst	50,544.00	24.30	57,304.00	27.55	67,288.00	32.35
337	5115	Water Plant Asst. Operator	See page 5					
337	5212	WPC Plant Asst. Operator	See page 5					
338	5213	WPC Plant Operator	50,544.00	24.30	57,304.00	27.55	67,288.00	32.35
339	5220	Res. Rec. Lead Operator	47,590.40	22.88	53,976.00	25.95	63,398.40	30.48
340	5221	Res. Rec. Maint. Operator	45,385.60	21.82	51,438.40	24.73	60,299.20	28.99
342	5411	Plant Maintenance Operator	50,544.00	24.30	57,304.00	27.55	67,288.00	32.35
343	5412	Process Maintenance Worker	See page 6					
344	6112	Maintenance Worker	See page 6					
346	6113	Senior Maintenance Worker	44,345.60	21.32	50,252.80	24.16	59,030.40	28.38
348	6114	Parks Maintenance Specialist	44,969.60	21.62	47,486.40	22.83	55,515.20	26.69
350	6121	Building Maint. Specialist	43,659.20	20.99	49,545.60	23.82	58,260.80	28.01
352	6151	Truck Driver	34,340.80	16.51	38,833.60	18.67	45,697.60	21.97
354	6152	Senior Heavy Equipment Oper.	46,612.80	22.41	49,545.60	23.82	58,260.80	28.01
356	6153	Heavy Equipment Operator	42,432.00	20.40	45,136.00	21.70	53,040.00	25.50
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	52,790.40	25.38	56,056.00	26.95	66,019.20	31.74
372	6154	Res. Rec. Equipment Operator	44,345.60	21.32	50,252.80	24.16	59,030.40	28.38
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 7/1/14**

<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	34,257.60	16.47	40,289.60	19.37
364	1319	Service Worker	36,358.40	17.48	42,910.40	20.63
366	6163	Custodian	32,947.20	15.84	38,729.60	18.62

<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)	47,694.40	22.93
		Step B (12 months)	50,273.60	24.17
		Step C (24 months)	54,600.00	26.25
		Step D (48 months)	58,052.80	27.91
309	1134	Traffic Signal Technician Lead		
		Step A (Start)	50,148.80	24.11
		Step B (12 months)	54,288.00	26.10
		Step C (24 months)	58,489.60	28.12
		Step D (48 months)	60,923.20	29.29
358	1137	Traffic Technician		
		Step A (Start)	39,790.40	19.13
		Step B (12 months)	43,139.20	20.74
		Step C (24 months)	46,425.60	22.32
		Step D (48 months)	53,040.00	25.50
337	5212	WPC Plant Assistant Operator		
		Step A (Start)	44,345.60	21.32
		Step B (within 8 months) Grade I certificate	47,444.80	22.81
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment	50,544.00	24.30
337	5115	Water Plant Assistant Operator		
		Step A (Start)	44,345.60	21.32
		Step B (within 8 months) Grade I certificate	47,444.80	22.81
		Step C (within 24 months) 21 CEU's directly related to water treatment	50,544.00	24.30
370	1326	Fleet Technician		
		Step A - 4 ASE tests	50,252.80	24.16
		Step B - 7 ASE tests (within 1 year)	54,412.80	26.16
		Step C - 10 ASE tests (within 2 years)	58,593.60	28.17
		Step D - ASE certified (within 3 years)	62,940.80	30.26

**E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/14**

<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 Hourly	38,230.40 18.38	40,081.60 19.27	42,244.80 20.31	43,742.40 21.03	45,593.60 21.92	47,444.80 22.81	49,296.00 23.70
344	6112	Maintenance Worker Annual Hourly	38,292.80 18.41		39,312.00 18.90		40,788.80 19.61		47,944.00 23.05
359	6117	W&PC Maint. Tech. I Annual Hourly					44,657.60 21.47*		51,854.40 24.93
360	6118	W&PC Maint. Tech. II Annual Hourly							59,030.40 28.38*
724	6119	RRP Maint. Tech. I Annual Hourly					48,859.20 23.49*	50,710.40 24.38*	52,540.80 25.26*
726	6120	RRP Maint. Tech. II Annual Hourly						57,200.00 27.50*	59,030.40 28.38*

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

**F PAY PLAN
PPME - Police
Effective 7/1/14**

<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	37,186 17.8779	44,590 21.4375	
402	131	Parking Meter Attendant	33,346 16.0317	35,311 16.9764	42,383 20.3764
403	2207	Lead Police Records Clerk	39,045 18.7716	42,873 20.6120	51,089 24.5620
404	2208	Police Records Clerk	37,186 17.8779	40,830 19.6298	48,658 23.3933
416	2201	Public Safety Lead Dispatcher	43,174 20.7567	45,280 21.7692	52,194 25.0933
406	2202	Public Safety Dispatcher	40,378 19.4125	42,324 20.3481	48,921 23.5197
408	2212	Police Officer	48,751 23.5512	53,356 25.7758	63,635 30.7415
412	2311	Animal Control Officer	35,314 16.9779	38,293 18.4101	47,461 22.8178

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 7/1/14**

<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	44,101 15.1447	48,317 16.5926	57,846 19.8650	63,238 21.7165
506	2112	Fire Lieutenant	70,089 24.0691			
508	2114	Fire Inspector	76,981 37.0102			

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 7/1/14**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	171	Storekeeper	43,492.80	20.91
602	711	Records and Materials Specialist	55,265.60	26.57
604	4209	Substation Electrician Assistant	61,880.00	29.75
606	4210	Underground Electric Serviceworker	58,947.20	28.34
608	4211	Groundswoker	54,225.60	26.07
610	4212	Truck Driver/Groundswoker	58,947.20	28.34
612	4213	Electric Serviceworker	63,336.00	30.45
614	4215	Electric Lineworker	72,987.20	35.09
616	4218	Substation Electrician	72,987.20	35.09
618	4221	Electric Line Foreman	77,334.40	37.18
620	4231	Electric Meter Repair Worker	62,940.80	30.26
622	4311	Electrical Engineering Assistant	60,278.40	28.98
624	4312	Electrical Engineering Technician	78,561.60	37.77
626	6126	Substation Foreman	77,334.40	37.18
628	4214	Apprentice Electric Lineworker		
		A. 1st twelve months/2000 hrs. (60%)	43,784.00	21.05
		B. 2nd twelve months/2000 hrs. (70%)	51,084.80	24.56
		C. 3rd twelve months/2000 hrs. (80%)	58,406.40	28.07
		D. 4th twelve months/1000 hrs. (90%)	65,707.20	31.58
630	4217	Apprentice Substation Electrician		
		A. 0 - 1000 hours (65%)	47,444.80	22.81
		B. 1000 - 2000 hours (70%)	51,105.60	24.56
		C. 2000 - 3000 hours (75%)	54,787.20	26.32
		D. 3000 - 4000 hours (80%)	58,385.60	28.07
		E. 4000 - 5000 hours (85%)	62,046.40	29.83
		F. 5000 - 6000 hours (90%)	65,665.60	31.58
632	4230	Apprentice Electric Meter Repair Worker		
		A. 0 - 1000 hours (75%)	47,153.60	22.70
		B. 1000 - 2000 hours (80%)	50,252.80	24.21
		C. 2000 - 3000 hours (85%)	53,456.00	25.72
		D. 3000 - 4000 hours (90%)	56,596.80	27.23

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 7/1/14**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
700	4110	Lead Coal Handler	64,147.20	30.84
702	4111	Coal Handler		
		1st 6 months	45,739.20	21.99
		2nd 6 months	48,776.00	23.45
		3rd 6 months	54,932.80	26.41
		Thereafter	61,089.60	29.37
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	53,227.20	25.59
		2nd 6 months	56,596.80	27.21
		3rd 6 months	59,883.20	28.79
		4th 6 months	63,294.40	30.43
		Thereafter	66,622.40	32.03
706	4113	Power Plant Fireworker		
		5th 6 months	67,496.00	32.45
		6th 6 months	70,491.20	33.89
		Thereafter	72,675.20	34.94
708	4114	Power Plant Operator		
		7th 6 months	75,358.40	36.23
		Thereafter	77,708.80	37.36
709	4117	Environmental Instrument & Control Technician		
		1st 6 months	60,008.00	28.85
		2nd 6 months	64,084.80	30.81
		3rd 6 months	68,078.40	32.73
		4th 6 months	71,968.00	34.60
		5th 6 months	76,044.80	36.56
		6th 6 months	78,436.80	37.71
		Thereafter	80,204.80	38.56
709	4118	Instrument & Control Technician		
		1st 6 months	60,008.00	28.85
		2nd 6 months	64,084.80	30.81
		3rd 6 months	68,078.40	32.73
		4th 6 months	71,968.00	34.60
		5th 6 months	76,044.80	36.56
		6th 6 months	78,436.80	37.71
		Thereafter	80,204.80	38.56

**I PAY PLAN
IUOE - Power Plant
Effective 7/1/14**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
714	4122	Power Plant Maintenance Foreman	80,204.80	38.56
716	4124	Power Plant Maintenance Worker		
		1st 6 months	41,100.80	19.76
		2nd 6 months	43,971.20	21.14
		3rd 6 months	49,420.80	23.76
		Thereafter	55,868.80	26.86
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	55,265.60	26.57
		2nd 6 months	58,718.40	28.23
		3rd 6 months	62,212.80	29.91
		4th 6 months	65,624.00	31.55
		Thereafter	69,139.20	33.24
720	6123	Electrician		
		1st 6 months	52,894.40	25.43
		2nd 6 months	56,305.60	27.07
		3rd 6 months	59,883.20	28.79
		4th 6 months	63,398.40	30.48
		5th 6 months	66,913.60	32.17
		6th 6 months	69,139.20	33.24
		Thereafter	70,491.20	33.89
722	6163	Custodian		
		1st 6 months	34,257.60	16.47
		2nd 6 months	36,316.80	17.46
		Thereafter	40,081.60	19.27

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
0124	----	1	E	Administrative Services Coordinator	60	2
2310	----	8	NE	Animal Control Attendant	Temporary	1
2308	400	6	NE	Animal Control Clerk	Union-F	7
2311	412	8	NE	Animal Control Officer	Union-F	7
2311	----	8	NE	Animal Control Officer	Temporary	1
2312	----	3	E	Animal Control Supervisor	61	2
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
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
0608	----	3	NE	Cable Television Coordinator	57	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
1228	313	1	NE	Community Codes Liaison	Union-E	4
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
4224	----	1	E	Electric Distribution Manager	91	2
4310	----	5	NE	Electric GIS Specialist	59	2
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
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
4316	----	2	E	Energy Services Coordinator	60	2
1110	304	5	NE	Engineering Technician I	Union-E	4
1111	306	3	NE	Engineering Technician II	Union-E	4
5305	----	2	E	Environmental Engineer I	60	2
5306	----	2	E	Environmental Engineer II	61	2
4117	709	3	NE	Environmental Instrument & Control Tech	Union-I	10
5309	----	2	E	Environmental Specialist	60	2
2116	----	1	E	Fire Chief	65	3
2114	508	1	NE	Fire Inspector	Union-G	8
2112	506	2	NE	Fire Lieutenant	Union-G	8
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
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
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
3121	----	2	E	Librarian	58	2
3117	----	5	NE	Library Administrative Assistant	58	2
3108	----	1	E	Library Adult Services Manager	61	2
3113	----	5	NE	Library Assistant	57	2
3110	----	8	NE	Library Building Maintenance Supervisor	57	2
3106	----	6	NE	Library Clerk - Adult/Youth Services	53	2
3109	----	6	NE	Library Clerk - Customer Account Services	53	2
3111	----	6	NE	Library Clerk - Resource Services	53	2
3107	----	6	NE	Library Client Support Technician	57	2
3114	----	2	E	Library Community Relations Specialist	58	2
3129	----	2	E	Library Customer Account Services Manager	61	2
3123	----	1	E	Library Director	65	3
3120	----	2	E	Library IT Systems Administrator	60	2
3131	----	2	E	Library Operations Services Manager	61	2
3126	----	2	E	Library Reference Specialist	59	2
3105	----	2	E	Library Resource Services Manager	61	2
3132	----	5	E	Library Resource Services Technician	57	2
3130	----	2	E	Library Volunteer Coordinator	59	2
3128	----	2	E	Library Youth Services Manager	61	2
0166	----	6	NE	Mail Clerk	55	2
6112	344	8	NE	Maintenance Worker	Union-E	6
0614	----	2	E	Management Analyst	58	2
4315	----	3	E	Manager of Energy Market Operations	90	2
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
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
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
2202	406	6	NE	Public Safety Dispatcher	Union-F	7
2201	416	6	NE	Public Safety Lead Dispatcher	Union-F	7
2204	----	6	NE	Public Safety Quality Assurance Coordinator	Temporary	1
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
0169	----	6	NE	Purchasing Clerk	56	2
0173	----	2	E	Purchasing Manager	62	2
0711	602	6	NE	Records and Materials Specialist	Union-H	9
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
2113	----	2	E	Shift Commander	62*	2
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/Groundswoker	Union-H	9
3216	----	5	E	Turf Maintenance Coordinator	58	2
9403	999	8	NE	Unclassified Labor	Temporary	1
9404	999	8	NE	Unclassified Skilled Laborer	Temporary	1
4210	606	7	NE	Underground Electric Serviceworker	Union-H	9
0310	----	2	E	Utility Accounts Supervisor	61	2
0135	----	6	NE	Utility Accounts Technician	57	2
0136	----	6	NE	Utility Customer Services Clerk	56	2
4320	----	2	E	Utility Engineer	90	2
5121	----	7	NE	Utility Maintenance Foreman	59	2
5131	332	8	NE	Water Meter Technician	Union-E	4
5132	----	3	E	Water Meter Supervisor	60	2
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
5112	328	7	NE	Water Plant Operator	Union-E	4
5113	----	1	E	Water Plant Superintendent	62	2
5130	330	8	NE	Water Utility Locator	Union-E	4
5142	----		NE	Water/Wastewater Laboratory Aide	Temporary	1
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