

COUNCIL ACTION FORM

SUBJECT: **APPROVAL OF 2017-18 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 attached 2017-2018 Pay Plan reflects negotiated wage settlements with the five bargaining units shown below, as well as a 2.75% scale increase for merit employee job classifications. Actual salary increases for merit employees are performance based and are established by two factors – each individual's performance rating, and positioning within the salary ranges for each grade. Each merit job grade has a minimum, midpoint and maximum within the pay plan. These are shown on both an annual and hourly basis. Funding for the various salaries was previously approved by Council in the 2017/18 Adopted Budget.

The bargaining units' respective across-the-board settlements are 2.75% for IUOE-Blue Collar (E Pay Plan), 2.75% for IBEW-Electric Distribution (H Pay Plan), 2.75% for IUOE-Electric Production (I Pay Plan), 2.75% for IAFF-Fire (G Pay Plan), and 2.75% 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 included 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 96.

ALTERNATIVES:

1. Approve the attached 2017-2018 Pay Plan.
2. Do not approve the 2017-2018 Pay Plan.

MANAGER'S RECOMMENDED ACTION:

The Pay Plan document formally establishes pay ranges and steps for City positions.

Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1 approving the 2017-2018 Pay Plan.

PAY PLAN

CITY OF AMES



2017 - 2018

UNCLASSIFIED CLASSES
Effective 7/1/17

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
1116	Co-op	16.4720	18.5158	20.5594
1311	Transit Driver	12.6280	13.7069	14.7960
2206	Community Safety Officer Coordinator	18.4336		
2209	Community Safety Officer	17.5559		
2204	Public Safety Quality Assurance Coordinator	16.0000	18.6860	21.3720
2228	Property/Evidence Technician	16.0000	18.6860	21.3720
2229	Lead Property/Evidence Technician	17.5000	20.7666	24.0332
2310	Animal Control Attendant	12.7113	14.8228	16.9343
2311	Animal Control Officer	17.1666	20.4078	23.6489
5142	Water/Wastewater Laboratory Aide	13.2132	15.2651	17.3169
9403	Unclassified Laborer	7.2500	12.0929	16.9358
9404	Unclassified Skilled Laborer	16.6398	23.3779	30.1162
9405	Office Worker	7.2500	12.0929	16.9358
9407	Technical Assistant	14.5294	17.3852	20.2410
9450	Temporary Manager	29.3424	43.0008	56.6590

C PAY PLAN
Effective 7/1/17

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual Hourly	30,378 14.6052	34,922 16.7895	39,464 18.9733
52	Annual Hourly	32,174 15.4684	37,338 17.9512	42,501 20.4333
53	Annual Hourly	34,211 16.4480	39,968 19.2156	45,724 21.9827
54	Annual Hourly	36,515 17.5557	42,979 20.6630	49,443 23.7710
55	Annual Hourly	39,084 18.7904	46,358 22.2876	53,635 25.7863
56	Annual Hourly	41,975 20.1806	50,168 24.1196	58,359 28.0574
57	Annual Hourly	45,254 21.7568	54,492 26.1982	63,729 30.6394
58	Annual Hourly	48,943 23.5307	59,378 28.5472	69,812 33.5636
59	Annual Hourly	53,106 25.5318	64,897 31.2007	76,689 36.8699
60	Annual Hourly	57,827 27.8016	71,184 34.2233	84,542 40.6453
61	Annual Hourly	63,167 30.3692	78,341 37.6640	93,511 44.9576
62	Annual Hourly	69,251 33.2936	86,489 41.5816	103,728 49.8693
62*	Annual Hourly	69,251 23.7813	86,489 29.7011	103,728 35.6209
63	Annual Hourly	76,158 36.6148	95,803 46.0592	115,446 55.5031
90	Annual Hourly	70,429 33.8603	84,925 40.8297	99,418 47.7975
91	Annual Hourly	76,938 36.9899	93,454 44.9301	109,967 52.8688
92	Annual Hourly	84,346 40.5511	103,161 49.5968	121,976 58.6426
93	Annual Hourly	92,755 44.5942	114,258 54.9319	135,760 65.2693
94	Annual Hourly	102,319 49.1919	126,941 61.0295	151,561 72.8659
95	Annual Hourly	113,248 54.4462	141,483 68.0208	169,716 81.5944

D PAY PLAN
Effective 7/1/17

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	84,010	106,445	128,882
	Hourly	40.3896	51.1757	61.9626
65	Annual	92,980	118,649	144,317
	Hourly	44.7021	57.0430	69.3834
66	Annual	103,284	132,717	162,146
	Hourly	49.6562	63.8064	77.9549
96	Annual	125,793	158,235	190,678
	Hourly	60.4776	76.0747	91.6722

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/17

HTE	CLASS		STEP A (START)		STEP B (18 MOS)		STEP C (48 MOS)	
	CODE	TITLE	Annual	Hourly	Annual	Hourly	Annual	Hourly
300	141	Meter Reader	41,475.20	19.94	47,049.60	22.62	55,328.00	26.60
302	142	Senior Meter Reader	43,534.40	20.93	49,046.40	23.58	60,070.40	28.88
304	1110	Engineering Technician I	39,582.40	19.03	44,782.40	21.53	52,748.80	25.36
306	1111	Engineering Technician II	42,931.20	20.64	49,857.60	23.97	57,220.80	27.51
308	1131	Traffic Signal Technician	See page 5					
309	1134	Traffic Signal Technician Lead	See page 5					
310	1222	Plumbing Inspector	53,684.80	25.81	60,694.40	29.18	71,052.80	34.16
312	1223	Electrical Inspector	53,684.80	25.81	60,694.40	29.18	71,052.80	34.16
313	1228	Community Codes Liaison	53,684.80	25.81	60,694.40	29.18	71,052.80	34.16
314	1225	Housing Inspector	53,684.80	25.81	60,694.40	29.18	71,052.80	34.16
315	1226	Building & Zoning Inspector	53,684.80	25.81	60,694.40	29.18	71,052.80	34.16
316	1311	Transit Driver (Full-time)*	36,088.00	17.35	42,640.00	20.50	51,188.80	24.61
318	1311	Transit Driver (PT 20 hrs)*		14.84		18.07		19.54
320	1318	Lane Worker	30,867.20	14.84	37,585.60	18.07	40,643.20	19.54
321	1307	Lead Lane Worker	32,406.40	15.58	39,540.80	19.01	42,681.60	20.52
322	1322	Mechanic Assistant	43,118.40	20.73	49,004.80	23.56	57,616.00	27.70
323	1322	Mechanic Assistant (CyRide)	41,537.60	19.97	49,004.80	23.56	57,616.00	27.70
325	1323	Mechanic (CyRide)	49,732.80	23.91	54,870.40	26.38	64,500.80	31.01
327	1324	Lead Mechanic (CyRide)	52,166.40	25.08	57,616.00	27.70	67,620.80	32.51
328	5112	Water Plant Operator	54,558.40	26.23	61,859.20	29.74	72,633.60	34.92
329	5111	Plant Maintenance Specialist	51,417.60	24.72	58,302.40	28.03	68,660.80	33.01
330	5130	Water Utility Locator	49,732.80	23.91	56,264.00	27.05	66,372.80	31.91
332	5131	Water Meter Technician	47,132.80	22.66	53,497.60	25.72	62,899.20	30.24
334	5140	Water/PC Lab Technician	44,241.60	21.27	49,462.40	23.78	57,470.40	27.63
336	5141	Water/PC Lab Analyst	54,558.40	26.23	61,859.20	29.74	72,633.60	34.92
337	5115	Water Plant Asst. Operator	See page 5					
337	5212	WPC Plant Asst. Operator	See page 5					
338	5213	WPC Plant Operator	54,558.40	26.23	61,859.20	29.74	72,633.60	34.92
339	5220	Res. Rec. Lead Operator	51,355.20	24.69	58,260.80	28.01	68,452.80	32.91
340	5221	Res. Rec. Maint. Operator	48,984.00	23.55	55,536.00	26.70	65,104.00	31.30
342	5411	Plant Maintenance Operator	54,558.40	26.23	61,859.20	29.74	72,633.60	34.92
343	5412	Process Maintenance Worker	See page 6					
344	6110	Treatment Plant Maint. Worker	See page 6					
344	6112	Maintenance Worker	See page 6					
346	6113	Senior Maintenance Worker	47,881.60	23.02	54,246.40	26.08	63,731.20	30.64
348	6114	Parks Maintenance Specialist	48,547.20	23.34	51,251.20	24.64	59,924.80	28.81
351	6115	Streets Maint Lead Worker	See page 6					
350	6121	Building Maint. Specialist	47,132.80	22.66	53,497.60	25.72	62,899.20	30.24
352	6151	Truck Driver	37,065.60	17.82	41,912.00	20.15	49,316.80	23.71
354	6152	Senior Heavy Equipment Oper.	50,315.20	24.19	53,497.60	25.72	62,899.20	30.24
356	6153	Heavy Equipment Operator	45,801.60	22.02	48,734.40	23.43	57,262.40	27.53
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	56,971.20	27.39	60,528.00	29.10	71,260.80	34.26
372	6154	Res. Rec. Equipment Operator	47,881.60	23.02	54,246.40	26.08	63,731.20	30.64
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 7/1/17

<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	36,982.40	17.78	43,492.80	20.91
364	1319	Service Worker	39,228.80	18.86	46,321.60	22.27
366	6163	Custodian	35,588.80	17.11	41,808.00	20.10

<u>HTE</u>	<u>CLASS</u>	<u>CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
308	1131		Traffic Signal Technician		
			Step A (Start)	51,480.00	24.75
			Step B (12 months)	54,267.20	26.09
			Step C (24 months)	58,947.20	28.34
			Step D (48 months)	62,670.40	30.13
309	1134		Traffic Signal Technician Lead		
			Step A (Start)	54,142.40	26.03
			Step B (12 months)	58,593.60	28.17
			Step C (24 months)	63,128.00	30.35
			Step D (48 months)	65,769.60	31.62
358	1137		Traffic Technician		
			Step A (Start)	42,952.00	20.65
			Step B (12 months)	46,571.20	22.39
			Step C (24 months)	50,107.20	24.09
			Step D (48 months)	57,262.40	27.53
337	5212		WPC Plant Assistant Operator		
			Step A (Start)	47,881.60	23.02
			Step B (within 8 months) Grade I certificate	51,209.60	24.62
			Step C (within 24 months) 21 CEU's directly related to wastewater treatment	54,558.40	26.23
337	5115		Water Plant Assistant Operator		
			Step A (Start)	47,881.60	23.02
			Step B (within 8 months) Grade I certificate	51,209.60	24.62
			Step C (within 24 months) 21 CEU's directly related to water treatment	54,558.40	26.23
370	1326		Fleet Technician		
			Step A - 4 ASE tests	54,246.40	26.08
			Step B - 7 ASE tests (within 1 year)	58,760.00	28.25
			Step C - 10 ASE tests (within 2 years)	63,232.00	30.40
			Step D - ASE certified (within 3 years)	67,932.80	32.66

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/17

<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	41,267.20 19.84	43,264.00 20.80	45,614.40 21.93	47,216.00 22.70	49,212.80 23.66	51,209.60 24.62	53,206.40 25.58
344	6110	Treatment Plant Maint. Worker Annual Hourly	41,329.60 19.87		42,452.80 20.41		44,033.60 21.17		51,771.20 24.89
344	6112	Maintenance Worker Annual Hourly	41,329.60 19.87		42,452.80 20.41		44,033.60 21.17		51,771.20 24.89
351	6115	Streets Maintenance Lead Worker Annual Hourly	51,355.20 24.69		59,321.60 28.52		66,040.00 31.75		68,452.80 32.91
359	6117	W&PC Maint. Tech. I Annual Hourly					48,193.60 23.17*		55,972.80 26.91
360	6118	W&PC Maint. Tech. II Annual Hourly							63,731.20 30.64
724	6119	RRP Maint. Tech. I Annual Hourly					52,748.80 25.36*	54,745.60 26.32*	56,721.60 27.27*
726	6120	RRP Maint. Tech. II Annual Hourly						61,734.40 29.68*	63,731.20 30.64*

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

**F PAY PLAN
PPME - Police
Effective 7/1/17**

<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	40,241 19.3467	48,253 23.1987	
402	131	Parking Meter Attendant	36,086 17.3489	38,212 18.3712	45,866 22.0510
403	2207	Lead Police Records Clerk	42,253 20.3140	46,395 22.3054	55,287 26.5802
404	2208	Police Records Clerk	40,241 19.3467	44,185 21.2428	52,655 25.3148
416	2201	Public Safety Lead Dispatcher	46,721 22.4620	48,999 23.5572	56,482 27.1548
406	2202	Public Safety Dispatcher	43,694 21.0068	45,801 22.0196	52,940 25.4519
412	2311	Animal Control Officer	38,215 18.3727	41,438 19.9223	51,361 24.6926

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>ANNUAL</u>	<u>HOURLY</u>
408	2212	Police Officer - 2016 or Prior		
	A.	0-18 months	51,857	25.0760
	B.	19-36 months	56,756	27.4449
	C.	37-120 months	67,690	32.7322
	D.	121-216 months	69,552	33.6325
	E.	216+ months	71,638	34.6412
410	2214	Police Officer - 2017 or Later		
	A.	0-12 months	51,857	25.0760
	B.	13-24 months	55,023	26.6069
	C.	25-48 months	58,190	28.1383
	D.	49-72 months	61,356	29.6693
	E.	73-96 months	64,523	31.2007
	F.	97-120 months	67,690	32.7322
	G.	121-216 months	69,552	33.6325
	H.	216+ months	71,638	34.6412

**G PAY PLAN
IAFF - Fire
Effective 7/1/17**

<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	47,608 16.3490	52,159 17.9119	62,446 21.4445	68,266 23.4431
506	2112	Fire Lieutenant	75,662 25.9829			
508	2114	Fire Inspector	83,102 39.9529			

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 7/1/17**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	171	Storekeeper	47,174.40	22.68
602	711	Records and Materials Specialist	59,945.60	28.82
604	4209	Substation Electrician Assistant	67,100.80	32.26
606	4210	Underground Electric Serviceworker	63,939.20	30.74
608	4211	Groundswoker	58,822.40	28.28
610	4212	Truck Driver/Groundswoker	63,939.20	30.74
612	4213	Electric Serviceworker	68,702.40	33.03
614	4215	Electric Lineworker	79,185.60	38.07
616	4218	Substation Electrician	79,185.60	38.07
618	4221	Electric Line Foreman	83,886.40	40.33
620	4231	Electric Meter & Relay Technician	68,286.40	32.83
622	4311	Electrical Engineering Assistant	65,374.40	31.43
624	4312	Electrical Engineering Technician	85,217.60	40.97
626	6126	Substation Foreman	83,886.40	40.33
628	4214	Apprentice Electric Lineworker		
		A. 1st twelve months/2000 hrs. (60%)	47,507.20	22.84
		B. 2nd twelve months/2000 hrs. (70%)	55,432.00	26.65
		C. 3rd twelve months/2000 hrs. (80%)	63,356.80	30.46
		D. 4th twelve months/1000 hrs. (90%)	71,260.80	34.26
630	4217	Apprentice Substation Electrician		
		A. 0 - 1000 hours (65%)	51,459.20	24.74
		B. 1000 - 2000 hours (70%)	55,432.00	26.65
		C. 2000 - 3000 hours (75%)	59,384.00	28.55
		D. 3000 - 4000 hours (80%)	63,356.80	30.46
		E. 4000 - 5000 hours (85%)	67,308.80	32.36
		F. 5000 - 6000 hours (90%)	71,260.80	34.26
632	4230	Apprentice Electric Meter Repair Worker		
		A. 0 - 1000 hours (75%)	51,209.60	24.62
		B. 1000 - 2000 hours (80%)	54,620.80	26.26
		C. 2000 - 3000 hours (84%)	57,366.40	27.58
		D. 3000 - 4000 hours (88%)	60,091.20	28.89
		E. 4000 - 5000 hours (92%)	62,816.00	30.20
		F. 5000 - 6000 hours (96%)	65,540.80	31.51

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 7/1/17**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
700	4110	Lead Coal Handler	69,160.00	33.25
702	4111	Coal Handler		
		1st 6 months	49,296.00	23.70
		2nd 6 months	52,603.20	25.29
		3rd 6 months	59,217.60	28.47
		Thereafter	65,873.60	31.67
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	57,408.00	27.60
		2nd 6 months	61,027.20	29.34
		3rd 6 months	64,563.20	31.04
		4th 6 months	68,244.80	32.81
		Thereafter	71,822.40	34.53
706	4113	Power Plant Fireworker		
		5th 6 months	72,779.20	34.99
		6th 6 months	76,003.20	36.54
		Thereafter	78,374.40	37.68
708	4114	Power Plant Operator		
		7th 6 months	81,265.60	39.07
		Thereafter	83,782.40	40.28
709	4117	Environmental Instrument & Control Technician		
		1st 6 months	64,688.00	31.10
		2nd 6 months	69,097.60	33.22
		3rd 6 months	73,403.20	35.29
		4th 6 months	77,604.80	37.31
		5th 6 months	81,972.80	39.41
		6th 6 months	84,572.80	40.66
		Thereafter	86,465.60	41.57
709	4118	Instrument & Control Technician		
		1st 6 months	64,688.00	31.10
		2nd 6 months	69,097.60	33.22
		3rd 6 months	73,403.20	35.29
		4th 6 months	77,604.80	37.31
		5th 6 months	81,972.80	39.41
		6th 6 months	84,572.80	40.66
		Thereafter	86,465.60	41.57

**I PAY PLAN
IUOE - Power Plant
Effective 7/1/17**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
714	4122	Power Plant Maintenance Foreman	86,465.60	41.57
716	4124	Power Plant Maintenance Worker		
		1st 6 months	44,304.00	21.30
		2nd 6 months	47,424.00	22.80
		3rd 6 months	53,289.60	25.62
		Thereafter	60,216.00	28.95
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	59,592.00	28.65
		2nd 6 months	63,315.20	30.44
		3rd 6 months	67,059.20	32.24
		4th 6 months	70,761.60	34.02
		Thereafter	74,547.20	35.84
720	6123	Electrician		
		1st 6 months	57,012.80	27.41
		2nd 6 months	61,256.00	29.45
		3rd 6 months	65,644.80	31.56
		4th 6 months	70,012.80	33.66
		5th 6 months	74,339.20	35.74
		6th 6 months	77,272.00	37.15
		Thereafter	79,289.60	38.12
722	6163	Custodian		
		1st 6 months	36,940.80	17.76
		2nd 6 months	39,145.60	18.82
		Thereafter	43,222.40	20.78

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
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
3202	----	5	E	Aquatics & Activities Manager	59	2
3211	----	2	E	Aquatics & Activities Supervisor	59	2
1227	----	2	E	Assistant Building Official	60	2
0411	----	2	E	Assistant City Attorney I	61	2
0412	----	2	E	Assistant City Attorney II	63	2
0612	----	1	E	Assistant City Manager	65	3
4331	----	1	E	Assistant Director Electric Services	94	2
0313	----	1	E	Assistant Director of Finance	62	2
5311	----	1	E	Assistant Director of Water and PC	63	2
4222	----	2	E	Assistant Electric Distribution Supt.	90	2
1214	----	2	E	Assistant Planner	58	2
0611	----	1	E	Assistant to the City Manager	64	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	Aud., Bandshell, & Community Center Mgr	59	2
0308	----	2	E	Budget Officer	61	2
1226	315	1	NE	Building and Zoning Inspector	Union-E	4
6121	350	7	NE	Building Maintenance Specialist	Union-E	4
1224	----	1	E	Building Official	62	2
0608	----	3	E	Cable Television Coordinator	57	2
0132	----	6	NE	Cashier	56	2
2223	----	1	E	Chief of Police	65	3
1124	----	3	NE	Civil Design Technician	59	2
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	----	4	NE	Community Safety Officer	Temporary	1
2206	----	4	NE	Community Safety Officer Coordinator	Temporary	1
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
0124	----	1	E	Customer Support Coordinator	59	2
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 & Relay Technician	Union-H	9
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
4311	622	5	NE	Electrical Engineering Assistant	Union-H	9
4322	----	2	E	Electrical Engineering Manager	92	2
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
2119	----	2	E	Fire Training Officer	61	2
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
0511	----	5	E	Human Resources Analyst	58	2
0510	----	2	E	Human Resources Officer I	60	2
0513	----	2	E	Human Resources Officer II	61	2
0515	----	6	NE	Human Resources Secretary I	57	2
3209	----	5	E	Ice Arena Manager	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
2229	----	6	NE	Lead Property-Evidence Technician	Temporary	1
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
6117	359	8	NE	Maintenance Tech I	Union-E	6
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
2230	----	4	E	Mental Health Advocate	59	2
0141	300	6	NE	Meter Reader	Union-E	4
1122	----	1	E	Municipal Engineer	63	2
0224	----	2	E	Network Administrator	60	2
0216	----	3	NE	Network Technician	57	2
9405	999	6	NE	Office Worker	Temporary	1
0117	----	6	NE	Paralegal	58	2
0131	402	6	NE	Parking Meter Attendant	Union-F	7
3213	----	1	E	Parks and Facilities Superintendent	62	2

3210	----	5	E	Parks and Facilities Supervisor	59	2
6114	348	8	NE	Parks Maintenance Specialist	Union-E	4
0134	----	6	NE	Payroll Clerk	57	2
1212	----	2	E	Planner	60	2
1230	----	5	E	Plans Examiner	59	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
2214	410	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
2228	----	6	NE	Property/Evidence Technician	Temporary	1
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
0714	----	6	E	Public Works Management Analyst	58	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 Manager	59	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	1

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
6115	351	7	NE	Streets Maintenance Lead Worker	Union-E	6
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
4232	----	3	E	Technical Services Supervisor	90	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 Technician Lead Worker	Union-E	5
1132	----	3	E	Traffic Supervisor	60	2
1137	----	7	NE	Traffic Technician	Union-E	5
1311	316	8	NE	Transit Driver	Union-E	4
1311	----	8	NE	Transit Driver (< 20 hrs/week)	Temporary	1
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
1316	----	5	E	Transit Scheduler/Admin Analyst	60	2
1320	----	5	E	Transit Trainer	59	2
1129	----	2	E	Transportation Planner	60	2
6110	344	8	NE	Treatment plant Maintenance Worker	Union-E	6
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
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
5132	----	3	E	Water Meter Supervisor	60	2
5131	332	8	NE	Water Meter Technician	Union-E	4
5114	----	2	E	Water Plant Assistant Superintendent	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
5142	----		NE	Water/Wastewater Laboratory Aide	Temporary	1
3208	----	5	E	Wellness Program Manager	59	2
5212	337	7	NE	WPC Plant Assistant Operator	Union-E	5
5215	----	2	E	WPC Plant Assistant Superintendent	60	2
5213	338	7	NE	WPC Plant Operator	Union-E	4
5214	----	1	E	WPC Plant Superintendent	62	2