

COUNCIL ACTION FORM

SUBJECT: **APPROVAL OF 2018-19 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 2018-2019 Pay Plan reflects negotiated wage settlements with the five bargaining units shown below, as well as a 3% 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 2018/19 Adopted Budget.

The bargaining units' respective across-the-board settlements are 3% for IUOE-Blue Collar (E Pay Plan), 2.75% for IBEW-Electric Distribution (H Pay Plan), 3% for IUOE-Electric Production (I Pay Plan), 3% for IAFF-Fire (G Pay Plan), and 2.75% for PPME-Police (F Pay Plan). A 3% scale increase for merit employee job classifications. The unclassified job categories are adjusted proportionally with merit or union employees or with 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 2018-2019 Pay Plan.
2. Do not approve the 2018-2019 Pay Plan.

CITY MANAGER'S RECOMMENDED ACTION:

This 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 as stated above.

PAY PLAN

CITY OF AMES



2018 - 2019

UNCLASSIFIED POSITIONS
Effective 7/1/18

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
1116	Co-op	16.9662	19.0713	21.1762
1311	Transit Driver	15.6000		
2206	Community Safety Officer Coordinator	18.9866		
2209	Community Safety Officer	18.0826		
2204	Public Safety Quality Assurance Coordinator	16.4800	19.2466	22.0132
2228	Property/Evidence Technician	16.4800	19.2466	22.0132
2229	Lead Property/Evidence Technician	18.0250	21.0806	24.7542
2310	Animal Control Attendant	13.0927	15.2675	17.4424
2311	Animal Control Officer	17.6816	21.0201	24.3584
5142	Water/Wastewater Laboratory Aide	13.6096	15.7231	17.8364
9403	Unclassified Laborer	7.2500	12.4557	17.4439
9404	Unclassified Skilled Laborer	17.1390	24.0793	31.0197
9405	Office Worker	7.2500	12.4557	17.4439
9407	Technical Assistant	14.9653	17.9068	20.8483
9450	Temporary Manager	30.2227	44.2909	58.3588
9392	School Crossing Guards	26.3900*		

* Daily rate based on two shifts worked

C PAY PLAN
Effective 7/1/18

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual Hourly	31,290 15.0434	35,969 17.2932	40,648 19.5425
52	Annual Hourly	33,139 15.9325	38,458 18.4898	43,776 21.0463
53	Annual Hourly	35,238 16.9415	41,167 19.7921	47,095 22.6422
54	Annual Hourly	37,611 18.0824	44,268 21.2829	50,927 24.4842
55	Annual Hourly	40,257 19.3542	47,749 22.9563	55,244 26.5599
56	Annual Hourly	43,235 20.7861	51,673 24.8432	60,110 28.8992
57	Annual Hourly	46,611 22.4095	56,127 26.9842	65,641 31.5586
58	Annual Hourly	50,412 24.2367	61,159 29.4037	71,906 34.5705
59	Annual Hourly	54,699 26.2978	66,844 32.1368	78,990 37.9760
60	Annual Hourly	59,562 28.6357	73,320 35.2500	87,078 41.8647
61	Annual Hourly	65,063 31.2803	80,691 38.7940	96,317 46.3064
62	Annual Hourly	71,328 34.2924	89,084 42.8291	106,840 51.3654
62*	Annual Hourly	71,328 24.4948	89,084 30.5922	106,840 36.6896
63	Annual Hourly	78,443 37.7133	98,677 47.4410	118,909 57.1682
90	Annual Hourly	72,542 34.8761	87,473 42.0546	102,401 49.2315
91	Annual Hourly	79,247 38.0996	96,258 46.2780	113,266 54.4549
92	Annual Hourly	86,876 41.7677	106,256 51.0847	125,635 60.4019
93	Annual Hourly	95,538 45.9321	117,686 56.5799	139,832 67.2274
94	Annual Hourly	105,388 50.6677	130,749 62.8604	156,107 75.0519
95	Annual Hourly	116,645 56.0796	145,727 70.0615	174,808 84.0423

D PAY PLAN
Effective 7/1/18

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	86,531	109,638	132,748
	Hourly	41.6013	52.7110	63.8215
65	Annual	95,769	122,208	148,646
	Hourly	46.0432	58.7543	71.4649
66	Annual	106,383	136,698	167,010
	Hourly	51.1459	65.7206	80.2936
96	Annual	129,567	162,982	196,398
	Hourly	62.2920	78.3570	94.4224

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/18

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	42,723.20	20.54	48,464.00	23.30	56,992.00	27.40
302	142	Senior Meter Reader	44,844.80	21.56	50,523.20	24.29	61,880.00	29.75
304	1110	Engineering Technician I	40,768.00	19.60	46,134.40	22.18	54,329.60	26.12
306	1111	Engineering Technician II	44,220.80	21.26	51,355.20	24.69	58,947.20	28.34
308	1131	Traffic Signal Technician	See page 5					
309	1134	Traffic Signal Technician Lead	See page 5					
310	1222	Plumbing Inspector	55,286.40	26.58	62,524.80	30.06	73,174.40	35.18
312	1223	Electrical Inspector	55,286.40	26.58	62,524.80	30.06	73,174.40	35.18
313	1228	Community Codes Liaison	55,286.40	26.58	62,524.80	30.06	73,174.40	35.18
314	1225	Housing Inspector	55,286.40	26.58	62,524.80	30.06	73,174.40	35.18
315	1226	Building & Zoning Inspector	55,286.40	26.58	62,524.80	30.06	73,174.4	35.18
316	1311	Transit Driver (Full-time)*	37,169.60	17.87	43,929.60	21.12	52,728.00	25.35
318	1311	Transit Driver (PT 20 hrs)*		15.60		18.61		20.13
320	1318	Lane Worker	33,384.00	16.05	40,726.40	19.58	43,971.20	21.14
321	1307	Lead Lane Worker	31,803.20	15.29	38,708.80	18.61	41,870.40	20.13
322	1322	Mechanic Assistant	44,408.00	21.35	50,481.60	24.27	59,342.40	28.53
323	1322	Mechanic Assistant (CyRide)	42,785.60	20.57	50,481.60	24.27	59,342.40	28.53
325	1323	Mechanic (CyRide)	51,230.40	24.63	56,513.60	27.17	66,435.20	31.94
327	1324	Lead Mechanic (CyRide)	53,726.40	25.83	59,342.40	28.53	69,659.20	33.49
328	5112	Water Plant Operator	56,201.60	27.02	63,710.40	30.63	74,817.60	35.97
329	5111	Plant Maintenance Specialist	52,956.80	25.46	60,049.60	28.87	70,720.00	34.00
330	5130	Water Utility Locator	51,230.40	24.63	57,948.80	27.86	68,369.60	32.87
332	5131	Water Meter Technician	48,547.20	23.34	55,099.20	26.49	64,792.00	31.15
334	5140	Water/PC Lab Technician	45,572.80	21.91	50,939.20	24.49	59,196.80	28.46
336	5141	Water/PC Lab Analyst	56,201.60	27.02	63,710.40	30.63	74,817.60	35.97
337	5115	Water Plant Asst. Operator	See page 5					
337	5212	WPC Plant Asst. Operator	See page 5					
338	5213	WPC Plant Operator	56,201.60	27.02	63,710.40	30.63	74,817.60	35.97
339	5220	Res. Rec. Lead Operator	52,894.40	25.43	60,008.00	28.85	70,512.00	33.90
340	5221	Res. Rec. Maint. Operator	50,460.80	24.26	57,200.00	27.50	67,059.20	32.24
342	5411	Plant Maintenance Operator	56,201.60	27.02	63,710.40	30.63	74,817.60	35.97
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	49,316.80	23.71	55,868.80	26.86	65,644.80	31.56
348	6114	Parks Maintenance Specialist	50,003.20	24.04	52,790.40	25.38	61,713.60	29.67
351	6115	Streets Maint Lead Worker	See page 6					
350	6121	Building Maint. Specialist	48,547.20	23.34	55,099.20	26.49	64,792.00	31.15
352	6151	Truck Driver	38,168.00	18.35	43,160.00	20.75	50,793.60	24.42
354	6152	Senior Heavy Equipment Oper.	51,833.60	24.92	55,099.20	26.49	64,792.00	31.15
356	6153	Heavy Equipment Operator	47,174.40	22.68	50,190.40	24.13	58,988.80	28.36
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	58,676.80	28.21	62,337.60	29.97	73,403.20	35.29
372	6154	Res. Rec. Equipment Operator	49,316.80	23.71	55,868.80	26.86	65,644.80	31.56
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 7/1/18**

<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	38,084.80	18.31	44,803.20	21.54
364	1319	Service Worker	40,414.40	19.43	47,715.20	22.94
366	6163	Custodian	36,649.60	17.62	43,056.00	20.70

<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)	53,019.20	25.49
			Step B (12 months)	55,889.60	26.87
			Step C (24 months)	60,715.20	29.19
			Step D (48 months)	64,542.40	31.03
309	1134		Traffic Signal Technician Lead		
			Step A (Start)	55,764.80	26.81
			Step B (12 months)	60,361.60	29.02
			Step C (24 months)	65,020.80	31.26
			Step D (48 months)	67,745.60	32.57
358	1137		Traffic Technician		
			Step A (Start)	44,241.60	21.27
			Step B (12 months)	47,964.80	23.06
			Step C (24 months)	51,604.80	24.81
			Step D (48 months)	58,988.80	28.36
337	5212		WPC Plant Assistant Operator		
			Step A (Start)	49,316.80	23.71
			Step B (within 8 months) Grade I certificate	52,748.80	25.36
			Step C (within 24 months) 21 CEU's directly related to wastewater treatment	56,201.60	27.02
337	5115		Water Plant Assistant Operator		
			Step A (Start)	49,316.80	23.71
			Step B (within 8 months) Grade I certificate	52,748.80	25.36
			Step C (within 24 months) 21 CEU's directly related to water treatment	56,920.160	27.02
370	1326		Fleet Technician		
			Step A - 4 ASE tests	55,868.80	26.86
			Step B - 7 ASE tests (within 1 year)	60,528.00	29.10
			Step C - 10 ASE tests (within 2 years)	65,124.80	31.31
			Step D - ASE certified (within 3 years)	69,971.20	33.64

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/18

<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	42,515.20 20.44	44,553.60 21.42	46,987.20 22.59	48,630.40 23.38	50,689.60 24.37	52,748.80 25.36	54,808.00 26.35
344	6110	Treatment Plant Maint. Worker Annual Hourly	42,577.60 20.47		43,721.60 21.02		45,364.80 21.81		53,331.20 25.64
344	6112	Maintenance Worker Annual Hourly	42,577.60 20.47		43,721.60 21.02		45,364.80 21.81		53,331.20 25.64
351	6115	Streets Maintenance Lead Worker Annual Hourly	52,894.40 25.43		61,110.40 29.38		68,016.00 32.70		70,512.00 33.90
359	6117	W&PC Maint. Tech. I Annual Hourly					49,649.60 23.87*		57,657.60 27.72
360	6118	W&PC Maint. Tech. II Annual Hourly							65,644.80 31.56
724	6119	RRP Maint. Tech. I Annual Hourly					54,329.60 26.12*	56,388.80 27.11*	58,427.20 28.09*
726	6120	RRP Maint. Tech. II Annual Hourly						63,585.60 30.57*	65,644.80 31.56*

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

**F PAY PLAN
PPME - Police
Effective 7/1/18**

<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	41,347 19.8784	49,580 23.8366	
402	131	Parking Meter Attendant	37,078 17.8260	39,262 18.8760	47,127 22.6573
403	2207	Lead Police Records Clerk	43,415 20.8726	47,671 22.9188	56,807 27.3111
404	2208	Police Records Clerk	41,347 19.8784	45,400 21.8270	54,102 26.0106
416	2201	Public Safety Lead Dispatcher	48,005 23.0794	50,347 24.2053	58,035 27.9015
406	2202	Public Safety Dispatcher	44,895 21.5842	47,060 22.6250	54,395 26.1515
412	2311	Animal Control Officer	39,266 18.8779	42,578 20.4702	52,772 25.3712

<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	53,283	25.7655
	B.	19-36 months	58,316	28.1993
	C.	37-120 months	69,551	33.6321
	D.	121-216 months	71,464	34.5571
	E.	216+ months	73,608	35.5939
410	2214	Police Officer - 2017 or Later		
	A.	0-12 months	53,283	25.7655
	B.	13-24 months	56,536	27.3385
	C.	25-48 months	59,790	28.9120
	D.	49-72 months	63,043	30.4850
	E.	73-96 months	66,297	32.0586
	F.	97-120 months	69,551	33.6321
	G.	121-216 months	71,464	34.5571
	H.	216+ months	73,608	35.5939

**G PAY PLAN
IAFF - Fire
Effective 7/1/18**

<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	49,036 16.8395	53,724 18.4493	64,319 22.0878	70,314 24.1464
506	2112	Fire Lieutenant	77,932 26.7624			
508	2114	Fire Inspector	85,595 41.1515			

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 7/1/18**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	171	Storekeeper	48,464.00	23.30
602	711	Records and Materials Specialist	61,588.80	29.61
604	4209	Substation Electrician Assistant	68,952.00	33.15
606	4210	Underground Electric Serviceworker	65,707.20	31.59
608	4211	Groundswoker	60,444.80	29.06
610	4212	Truck Driver/Groundswoker	65,707.20	31.59
612	4213	Electric Serviceworker	70,595.20	33.94
614	4215	Electric Lineworker	81,369.60	39.12
616	4218	Substation Electrician	81,369.60	39.12
618	4221	Electric Line Foreman	86,195.20	41.44
620	4231	Electric Meter & Relay Technician	70,158.40	33.73
622	4311	Electrical Engineering Assistant	67,163.20	32.29
624	4312	Electrical Engineering Technician	87,568.00	42.10
626	6126	Substation Foreman	86,195.20	41.44
628	4214	Apprentice Electric Lineworker		
		A. 1st twelve months/2000 hrs. (60%)	48,817.60	23.47
		B. 2nd twelve months/2000 hrs. (70%)	56,950.40	27.38
		C. 3rd twelve months/2000 hrs. (80%)	65,104.00	31.30
		D. 4th twelve months/1000 hrs. (90%)	73,216.00	35.20
630	4217	Apprentice Substation Electrician		
		A. 0 - 1000 hours (65%)	52,873.60	25.42
		B. 1000 - 2000 hours (70%)	56,950.40	27.38
		C. 2000 - 3000 hours (75%)	61,027.20	29.34
		D. 3000 - 4000 hours (80%)	65,104.00	31.30
		E. 4000 - 5000 hours (85%)	69,160.00	33.25
		F. 5000 - 6000 hours (90%)	73,216.00	35.20
632	4230	Apprentice Electric Meter Repair Worker		
		A. 0 - 1000 hours (75%)	52,624.00	25.30
		B. 1000 - 2000 hours (80%)	56,118.40	26.98
		C. 2000 - 3000 hours (84%)	58,947.20	28.34
		D. 3000 - 4000 hours (88%)	61,734.40	29.68
		E. 4000 - 5000 hours (92%)	64,542.40	31.02
		F. 5000 - 6000 hours (96%)	67,350.40	32.38

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 7/1/18**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
700	4110	Lead Coal Handler	71,240.00	34.25
702	4111	Coal Handler		
		1st 6 months	50,772.80	24.41
		2nd 6 months	54,184.00	26.05
		3rd 6 months	60,985.60	29.32
		Thereafter	67,849.60	32.62
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	59,134.40	28.43
		2nd 6 months	62,857.60	30.22
		3rd 6 months	66,497.60	31.97
		4th 6 months	70,283.20	33.79
		Thereafter	73,985.60	35.57
706	4113	Power Plant Fireworker		
		5th 6 months	74,963.20	36.04
		6th 6 months	78,291.20	37.64
		Thereafter	80,724.80	38.81
708	4114	Power Plant Operator		
		7th 6 months	83,699.20	40.24
		Thereafter	86,299.20	41.49
709	4117	Environmental Instrument & Control Technician		
		1st 6 months	66,622.40	32.02
		2nd 6 months	71,177.60	34.22
		3rd 6 months	75,608.00	36.35
		4th 6 months	79,934.40	38.43
		5th 6 months	84,427.20	40.59
		6th 6 months	87,110.40	41.88
		Thereafter	89,065.60	42.82
709	4118	Instrument & Control Technician		
		1st 6 months	66,622.40	32.03
		2nd 6 months	71,177.60	34.22
		3rd 6 months	75,608.00	36.35
		4th 6 months	79,934.40	38.43
		5th 6 months	84,427.20	40.59
		6th 6 months	87,110.40	41.88
		Thereafter	89,065.60	42.82

**I PAY PLAN
IUOE - Power Plant
Effective 7/1/18**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
714	4122	Power Plant Maintenance Foreman	89,065.60	42.82
716	4124	Power Plant Maintenance Worker		
		1st 6 months	45,635.20	21.94
		2nd 6 months	48,838.40	23.48
		3rd 6 months	54,891.20	26.39
		Thereafter	62,025.60	29.82
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	61,380.80	29.51
		2nd 6 months	65,208.00	31.35
		3rd 6 months	69,076.80	33.21
		4th 6 months	72,883.20	35.04
		Thereafter	76,793.60	36.92
720	6123	Electrician		
		1st 6 months	58,718.40	28.23
		2nd 6 months	63,086.40	30.33
		3rd 6 months	67,620.80	32.51
		4th 6 months	72,113.60	34.67
		5th 6 months	76,564.80	36.81
		6th 6 months	79,580.80	38.26
		Thereafter	81,660.80	39.26
722	6163	Custodian		
		1st 6 months	38,043.20	18.29
		2nd 6 months	40,310.40	19.38
		Thereafter	44,512.00	21.40

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	63	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	----	5	E	Cable Television Coordinator	58	2
0132	----	6	NE	Cashier	56	2
2223	----	1	E	Chief of Police	65	3
6108	----	6	E	City Forester	59	2
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
0217	----	3	NE	Client Support Specialist I	56	2
0215	----	3	NE	Client Support Specialist II	57	2
1116	999	8	NE	Co-op	Temporary	1
4111	702	8	NE	Coal Handler	Union-I	10
1228	313	10	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	9	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
3116	----	6	NE	Library Cataloging Clerk	53	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
3133	----	6	NE	Library Marketing Assistant	56	2
3120	----	2	E	Library IT Systems Administrator	60	2
3131	----	2	E	Library Operations Coordinator	59	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
2231	----	6	E	Parking Enforcement Coordinator	58	2
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 and Graphics Services Specialist	58	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
9392	----	8	NE	School Crossing Guard	Temporary	1
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
1126	-----	3	E	Stormwater Resource Analyst	59	2
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
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	61	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 Dispatcher	57	2
1314	-----	5	E	Transit Operations Manager	60	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/Groundsworke	Union-H	9
3216	-----	5	E	Turf Maintenance Supervisor	59	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	61	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	-----	3	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	61	2
5213	338	7	NE	WPC Plant Operator	Union-E	4
5214	-----	1	E	WPC Plant Superintendent	62	2