

**COUNCIL ACTION FORM**

**SUBJECT:** APPROVAL OF 2020-2021 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 2020-2021 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 2020/2021 Adopted Budget.

The bargaining units' respective across-the-board settlements are:

IUOE Blue Collar (E Pay Plan):	2.75%
IBEW-Electric Distribution (H Pay Plan):	3%
IUOE-Power Plant (I Pay Plan):	3%
IAFF-Fire (G Pay Plan):	2.75%
PPME-Police (F Pay Plan):	3%

A 3% scale increase for merit employee job classifications is proposed. 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 workers.

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

**ALTERNATIVES:**

1. Approve the attached 2020-2021 Pay Plan.
2. Do not approve the 2020-2021 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, and approve the attached 2020-2021 Pay Plan.

# **PAY PLAN**

## **CITY OF AMES**



**2020 - 2021**

**UNCLASSIFIED POSITIONS**  
**Effective 7/1/2020**

<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	17.4751	19.6434	22.4657
1311	Transit Driver	16.5100		
2206	Community Safety Officer Coordinator	19.7517		
2209	Community Safety Officer	18.8113		
2204	Public Safety Quality Assurance Coordinator	17.4836	20.4186	23.3537
2228	Property/Evidence Technician	17.4836	20.4186	23.3637
2229	Lead Property/Evidence Technician	19.1227	22.3644	25.4968
2310	Animal Control Attendant	13.8900	16.1973	18.5046
2311	Animal Control Officer	18.7584	22.3002	25.8418
3112	Library Custodial Assistant	7.2500	12.4557	17.4439
5142	Water/Wastewater Laboratory Aide	14.0178	16.1947	18.3714
9403	Unclassified Laborer	7.4675	12.8294	17.9672
9404	Unclassified Skilled Laborer	18.1827	25.5456	32.9087
9405	Office Worker	7.2500	12.4557	17.4439
9407	Technical Assistant	15.8766	18.9973	22.1179
9450	Temporary Manager	31.1293	45.6196	60.1095
9392	School Crossing Guards	27.19*		

\* Daily rate based on two shifts worked

**C PAY PLAN**  
**Effective 7/1/2020**

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual Hourly	33,195 15.9595	38,160 18.3463	43,123 20.7326
52	Annual Hourly	35,157 16.9027	40,800 19.6157	46,442 22.3279
53	Annual Hourly	37,384 17.9732	43,674 20.9974	49,963 24.0210
54	Annual Hourly	39,901 19.1835	46,964 22.5789	54,028 25.9753
55	Annual Hourly	42,708 20.5328	50,656 24.3542	58,608 28.1773
56	Annual Hourly	45,867 22.0519	54,820 26.3561	63,770 30.6591
57	Annual Hourly	49,450 23.7742	59,545 28.6275	69,639 33.4805
58	Annual Hourly	53,482 25.7127	64,884 31.1944	76,285 36.6758
59	Annual Hourly	58,030 27.8993	70,915 34.0939	83,800 40.2887
60	Annual Hourly	63,189 30.3795	77,785 37.3967	92,381 44.4142
61	Annual Hourly	69,025 33.1853	85,605 41.1565	102,182 49.1264
62	Annual Hourly	75,671 36.3807	94,509 45.4373	113,346 54.4935
62*	Annual Hourly	75,671 25.9865	94,509 32.4552	113,346 38.9239
63	Annual Hourly	83,220 40.0099	104,686 50.3301	126,151 60.6497
90	Annual Hourly	76,959 37.0000	92,800 44.6157	108,637 52.2297
91	Annual Hourly	84,073 40.4198	102,120 49.0963	120,164 57.7712
92	Annual Hourly	92,167 44.3113	112,727 54.1957	133,287 64.0803
93	Annual Hourly	101,356 48.7293	124,853 60.0255	148,348 71.3215
94	Annual Hourly	111,806 53.7533	138,712 66.6886	165,614 79.6225
95	Annual Hourly	123,749 59.4948	154,602 74.3282	185,453 89.1604

**D PAY PLAN**  
**Effective 7/1/2020**

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	91,800	116,315	140,833
	Hourly	44.1348	55.9211	67.7082
65	Annual	101,601	129,651	157,699
	Hourly	48.8471	62.3324	75.8171
66	Annual	112,862	145,023	177,181
	Hourly	54.2606	69.7230	85.1835
96	Annual	137,457	172,908	208,359
	Hourly	66.0855	83.1289	100.1727

**E PAY PLAN**  
**IUOE Blue Collar Unit**  
**Effective 7/1/2020**

<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	45,219.20	21.74	51,292.80	24.66	60,320.00	29.00
302	142	Senior Meter Reader	47,465.60	22.82	53,476.80	25.71	65,478.40	31.48
304	1110	Engineering Technician I	43,160.00	20.75	48,838.40	23.48	57,491.20	27.64
306	1111	Engineering Technician II	46,800.00	22.50	54,350.40	26.13	62,379.20	29.99
308	1131	Traffic Signal Technician	See page 6					
358	1137	Traffic Technician	See page 6					
361	1139	Traffic Technician II	See page 6					
363	1141	Traffic Technician III	See page 6					
309	1134	Traffic Signal Technician Lead	See page 6					
310	1222	Plumbing Inspector	58,510.40	28.13	66,164.80	31.81	77,459.20	37.24
312	1223	Electrical Inspector	58,510.40	28.13	66,164.80	31.81	77,459.20	37.24
313	1228	Community Codes Liaison	58,510.40	28.13	66,164.80	31.81	77,459.20	37.24
314	1225	Housing Inspector	58,510.40	28.13	66,164.80	31.81	77,459.20	37.24
315	1226	Building & Zoning Inspector	58,510.40	28.13	66,164.80	31.81	77,459.20	37.24
316	1311	Transit Driver (Full-time)*	39,353.60	18.92	46,488.00	22.35	55,806.40	26.83
318	1311	Transit Driver (PT 20 hrs)*		16.51		19.70		21.30
320	1318	Lane Worker	34,340.80	16.51	40,976.00	19.70	44,304.00	21.30
321	1307	Lead Lane Worker	35,318.40	16.98	43,097.60	20.72	46,529.60	22.37
322	1322	Mechanic Assistant	46,987.20	22.59	53,435.20	25.69	62,816.00	30.20
323	1322	Mechanic Assistant (CyRide)	See page 5					
325	1323	Mechanic (CyRide)	See page 5					
327	1324	Lead Mechanic (CyRide)	62,108.80	29.86	65,977.60	31.72	77,688.00	37.35
328	5112	Water Plant Operator	59,488.00	28.60	67,433.60	32.42	79,185.60	38.07
329	5111	Plant Maintenance Specialist	56,035.20	26.94	63,564.80	30.56	74,838.40	35.98
330	5130	Water Utility Locator	54,225.60	26.07	61,339.20	29.49	72,363.20	34.79
332	5131	Water Meter Technician	51,376.00	24.70	58,302.40	28.03	68,556.80	32.96
334	5140	Water/PC Lab Technician	48,235.20	23.19	53,892.80	25.91	62,649.60	30.12
336	5141	Water/PC Lab Analyst	59,488.00	28.60	67,433.60	32.42	79,185.60	38.07
337	5115	Water Plant Asst. Operator	See page 5					
337	5212	WPC Plant Asst. Operator	See page 5					
338	5213	WPC Plant Operator	59,488.00	28.60	67,433.60	32.42	79,185.60	38.07
339	5220	Res. Rec. Lead Operator	55,972.80	26.91	63,523.20	30.54	74,630.40	35.88
340	5221	Res. Rec. Maint. Operator	53,414.40	25.68	60,548.80	29.11	70,969.60	34.12
342	5411	Plant Maintenance Operator	59,488.00	28.60	67,433.60	32.42	79,185.60	38.07
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	52,187.20	25.09	59,134.40	28.43	69,472.00	33.40
348	6114	Parks Maintenance Specialist	52,915.20	25.44	55,868.80	26.86	65,312.00	31.40
351	6115	Streets Maint Lead Worker	See page 6					
350	6121	Building Maint. Specialist	51,376.00	24.70	58,302.40	28.03	68,556.80	32.96
352	6151	Truck Driver	40,393.60	19.42	45,676.80	21.96	53,747.20	25.84
354	6152	Senior Heavy Equipment Oper.	54,870.40	26.38	58,302.40	28.03	68,556.80	32.96
356	6153	Heavy Equipment Operator	49,920.00	24.00	53,102.40	25.53	62,420.80	30.01
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	62,108.80	29.86	65,977.60	31.72	77,688.00	37.35
372	6154	Res. Rec. Equipment Operator	52,187.20	25.09	59,134.40	28.43	69,472.00	33.40
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 7/1/2020**

<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	40,310.40	19.38	47,424.00	22.80
364	1319	Service Worker	42,771.57	20.56	50,502.40	24.28
366	6163	Custodian	38,792.00	18.65	45,572.80	21.91

<u>HTE</u>	<u>CLASS</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
370	1326	Fleet Technician		
		Step A - 4 ASE tests	59,134.40	28.43
		Step B - 7 ASE tests (within 1 year)	64,043.20	30.79
		Step C - 10 ASE tests (within 2 years)	69,139.20	33.24
		Step D - ASE certified (within 3 years)	74,048.00	35.60
323	1322	Mechanic Assistant (CyRide)		
		Step A (Start)	46,987.20	22.59
		Step B - 4 ASE tests or 18 months	53,435.20	25.69
		Step C - 7 ASE tests or 48 months	62,816.00	30.20
325	1323	Mechanic (CyRide)		
		Step A (Start)	54,225.60	26.07
		Step B - 4 ASE tests or 18 months	59,820.80	28.76
		Step C - 7 ASE tests or 48 months	70,304.00	33.80
		Step D - Achieve Master Cert. and/or maintain certification after 5 years	74,048.00	35.60
337	5212	WPC Plant Operator		
		Step A (Start)	52,187.20	25.09
		Step B (within 8 months) Grade certificate	55,827.20	26.84
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment or possessing a Grade II Wastewater Treatment Operator Certificate	59,488.00	28.60
		Step D (within 38 months) Grade II Wastewater Treatment Operator Certificate and 18 months time in grade	67,433.60	32.42
		Step E (48 months and Grade II Certificate)	79,185.60	38.07
		Water Plant Operator		
		Step A (Start)	52,187.20	25.09
337	5115	Step B (within 8 months) Grade certificate	55,827.20	26.84
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment or possessing a Grade II Water Treatment Operator Certificate	59,488.00	28.60
		Step D (within 38 months) Grade II Water Treatment Operator Certificate and 18 months time in grade	67,433.60	32.42
		Step E (48 months and Grade II Certificate)	79,185.60	38.07



**E PAY PLAN**  
**IUOE Blue Collar Unit**  
**Effective 7/1/2020**

<u>HTE</u>	<u>CLASS</u>	<u>TITLE</u>	<u>STEP A</u>	<u>STEP B</u>	<u>STEP C</u>	<u>STEP D</u>	<u>STEP E</u>	<u>STEP F</u>	<u>STEP G</u>
	<u>CODE</u>		<u>(START)</u>	<u>(6 MOS)</u>	<u>(12 MOS)</u>	<u>(18 MOS)</u>	<u>(24 MOS)</u>	<u>(36 MOS)</u>	<u>(48 MOS)</u>
358	1137	Traffic Technician							
		Annual	46,820.80		50,752.00		54,600.00		62,420.80
		Hourly	22.51		24.40		26.25		30.01
361	1139	Traffic Technician II							
		Annual					62,545.60		66,476.80
		Hourly					30.07*		31.96
363	1141	Traffic Technician III							
		Annual							69,784.00
		Hourly							33.55*
308	1131	Traffic Signal Technician							
		Annual	56,097.60		59,155.20		64,272.00		68,307.20
		Hourly	26.97		28.44		30.90		32.84
309	1134	Traffic Signal Technician Lead							
		Annual	59,009.60		63,876.80		68,827.20		71,697.60
		Hourly	28.37		30.71		33.09		34.47
344	6110	Treatment Plant Maint. Worker							
		Annual	45,052.80		46,280.00		48,006.40		56,451.20
		Hourly	21.66		22.25		23.08		27.14
344	6112	Maintenance Worker							
		Annual	45,052.80		46,280.00		48,006.40		56,451.20
		Hourly	21.66		22.25		23.08		27.14
351	6115	Streets Maintenance Lead Worker							
		Annual	55,972.80		64,667.20		71,988.80		74,630.40
		Hourly	26.91		31.09		34.61		35.88
359	6117	W&PC Maint. Tech. I							
		Annual					52,561.60		61,027.20
		Hourly					25.27*		29.34*
360	6118	W&PC Maint. Tech. II							
		Annual							69,472.00
		Hourly							33.40
343	5412	Process Maintenance Worker							
		Annual	44,990.40	47,153.60	49,732.80	51,459.20	53,643.20	55,827.20	58,011.20
		Hourly	21.63	22.67	23.91	24.74	25.79	26.84	27.89
724	6119	RRP Maint. Tech. I							
		Annual					57,491.20	59,675.20	61,838.40
		Hourly					27.64*	28.69*	29.73*
726	6120	RRP Maint. Tech. II							
		Annual						67,308.80	69,472.00
		Hourly						32.36*	33.40*

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

**F PAY PLAN  
PPME - Police  
Effective 7/1/2020**

<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	43,866 21.0895	52,599 25.2880	
402	131	Parking Meter Attendant	39,336 18.9116	41,653 20.0255	49,997 24.0371
403	2207	Lead Police Records Clerk	46,059 22.1438	50,574 24.3145	60,266 28.9741
404	2208	Police Records Clerk	43,866 21.0895	48,165 23.1563	57,397 27.5948
416	2201	Public Safety Lead Dispatcher	50,928 24.4847	53,413 25.6794	61,569 29.6005
406	2202	Public Safety Dispatcher	47,629 22.8986	49,926 24.0029	57,708 27.7443
412	2311	Animal Control Officer	41,656 20.0269	45,171 21.7168	55,987 26.9168

<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	56,527	27.3342
	B.	19-36 months	61,868	29.9169
	C.	37-120 months	73,787	35.6804
	D.	121-216 months	75,816	36.6616
	E.	216+ months	78,090	37.7612
410	2214	Police Officer - 2017 or Later		
	A.	0-12 months	56,527	27.3342
	B.	13-24 months	59,979	29.0034
	C.	25-48 months	63,432	30.6732
	D.	49-72 months	66,882	32.3414
	E.	73-96 months	70,335	34.0112
	F.	97-120 months	73,787	35.6804
	G.	121-216 months	75,816	36.6616
	H.	216+ months	78,090	37.7612

**G PAY PLAN  
IAFF - Fire  
Effective 7/1/2020**

<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	51,896 17.8214	56,858 19.5254	68,071 23.3760	74,415 25.5546
506	2112	Fire Lieutenant	82,477 28.3233			
508	2114	Fire Inspector	90,587 43.5517			

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 7/1/2020**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	171	Storekeeper	51,417.60	24.72
602	711	Records and Materials Specialist	65,353.60	31.42
604	4209	Substation Electrician Assistant	73,132.80	35.16
606	4210	Underground Electric Serviceworker	69,721.60	33.52
608	4211	Groundswoker	64,126.40	30.83
610	4212	Truck Driver/Groundswoker	69,721.60	33.52
612	4213	Electric Serviceworker	74,900.80	36.01
614	4215	Electric Lineworker	86,320.00	41.50
616	4218	Substation Electrician	86,320.00	41.50
618	4221	Electric Line Crew Leader	91,436.80	43.96
620	4231	Electric Meter & Relay Technician	74,422.40	35.78
622	4311	Electrical Engineering Assistant	71,260.80	34.26
624	4312	Electrical Engineering Technician	92,892.80	44.66
626	6126	Substation Crew Leader	91,436.80	43.96
628	4214	Apprentice Electric Lineworker		
		A. 1st twelve months/2000 hrs. (60%)	51,792.00	24.90
		B. 2nd twelve months/2000 hrs. (70%)	60,424.00	29.05
		C. 3rd twelve months/2000 hrs. (80%)	69,076.80	33.21
		D. 4th twelve months/1000 hrs. (90%)	77,688.00	37.35
630	4217	Apprentice Substation Electrician		
		A. 0 - 1000 hours (65%)	56,097.60	26.97
		B. 1000 - 2000 hours (70%)	60,424.00	29.05
		C. 2000 - 3000 hours (75%)	64,750.40	31.13
		D. 3000 - 4000 hours (80%)	69,076.80	33.21
		E. 4000 - 5000 hours (85%)	73,382.40	35.28
		F. 5000 - 6000 hours (90%)	77,688.00	37.35
632	4230	Apprentice Electric Meter Repair Worker		
		A. 0 - 1000 hours (75%)	55,827.20	26.84
		B. 1000 - 2000 hours (80%)	59,529.60	28.62
		C. 2000 - 3000 hours (84%)	52,545.60	30.07
		D. 3000 - 4000 hours (88%)	65,499.20	31.49
		E. 4000 - 5000 hours (92%)	68,473.60	32.92
		F. 5000 - 6000 hours (96%)	71,448.00	34.35

The above listed wage rates for apprentices are based on percentages of journey-level 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 7/1/2020**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
700	4110	Lead Coal Handler	75,587.20	36.34
702	4111	Coal Handler		
		1st 6 months	53,851.20	25.89
		2nd 6 months	57,470.40	27.63
		3rd 6 months	64,688.00	31.10
		Thereafter	71,988.80	34.61
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	62,732.80	30.16
		2nd 6 months	66,684.80	32.06
		3rd 6 months	70,553.60	33.92
		4th 6 months	74,547.20	35.84
		Thereafter	78,499.20	37.74
706	4113	Power Plant Fireworker		
		5th 6 months	80,308.80	38.61
		6th 6 months	83,054.40	39.93
		Thereafter	85,633.60	41.17
708	4114	Power Plant Operator		
		7th 6 months	88,795.20	42.69
		Thereafter	91,540.80	44.01
709	4117	Environmental Instrument & Control Technician		
		1st 6 months	70,678.40	33.98
		2nd 6 months	75,524.80	36.31
		3rd 6 months	80,204.80	38.56
		4th 6 months	84,801.60	40.77
		5th 6 months	89,564.80	43.06
		6th 6 months	92,414.40	44.43
		Thereafter	94,473.60	45.42
709	4118	Instrument & Control Technician		
		1st 6 months	70,678.40	33.98
		2nd 6 months	75,524.80	36.31
		3rd 6 months	80,204.80	38.56
		4th 6 months	84,801.60	40.77
		5th 6 months	89,564.80	43.06
		6th 6 months	92,414.40	44.43
		Thereafter	94,473.60	45.42

**I PAY PLAN  
IUOE - Power Plant  
Effective 7/1/2020**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
714	4122	Power Plant Maintenance Foreman	94,473.60	45.42
716	4124	Power Plant Maintenance Worker		
		1st 6 months	48,422.40	23.28
		2nd 6 months	51,812.80	24.91
		3rd 6 months	58,240.00	28.00
		Thereafter	65,790.40	31.63
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	65,124.80	31.31
		2nd 6 months	69,180.80	33.26
		3rd 6 months	73,299.20	35.24
		4th 6 months	77,313.60	37.17
		Thereafter	81,473.60	39.17
720	6123	Electrician		
		1st 6 months	62,296.00	29.95
		2nd 6 months	66,934.40	32.18
		3rd 6 months	71,739.20	34.49
		4th 6 months	76,502.40	36.78
		5th 6 months	81,224.00	39.05
		6th 6 months	84,427.20	40.59
		Thereafter	86,632.00	41.65
722	6163	Custodian		
		1st 6 months	40,372.80	19.41
		2nd 6 months	42,764.80	20.56
		Thereafter	47,216.00	22.70

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
0313	----	1	E	Accounting & Reporting Manager	62	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
2311	----	3	NE	Animal Control Veterinary Technician	56	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
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
0306	----	2	NE	Budget Anaylst	59	2
0308	----	2	E	Budget Manager	62	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
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	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 Crew Leader	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
4319	----	2	E	Electrical Engineer I	60	2
4318	----	2	E	Electrical Engineer II	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
0516	----	6	NE	Human Resources Assistant	56	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
3112	999	8	NE	Library Custodial Assistant	Temporary	1
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	91	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
0608	----	5	E	Media Production Services Coordinator	58	2
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 Coordinator	58	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	8	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	----	4	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 Crew Leader	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	6
1134	309	3	NE	Traffic Signal Technician Lead Worker	Union-E	6
1132	----	3	E	Traffic Supervisor	61	2
1137	358	7	NE	Traffic Technician	Union-E	6
1139	361	7	NE	Traffic Technician II	Union-E	6
1141	363	7	NE	Traffic Technician III	Union-E	6
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
1309	----	3	NE	Transit Technology Coordinator/Dispatcher	59	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/Groundworker	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
5115	337	7	NE	Water Plant Assistant Operator	Union-E	4
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

## NUMERICAL LISTING

<u>CODE</u>	<u>HTE</u>	<u>EEO</u>	<u>FLSA</u>	<u>CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>PAGE</u>
0112	----	6	NE	Senior Clerk	55	2
0113	----	6	NE	Principal Clerk	56	2
0117	----	6	NE	Paralegal	58	2
0118	----	6	NE	Legal Secretary	57	2
0119	----	6	NE	Legal Technician	57	2
0120	----	5	E	Legal Services Administrative Assistant	59	2
0121	----	6	NE	Secretary I	57	2
0122	----	6	NE	Secretary II	58	2
0124	----	1	E	Customer Support Coordinator	59	2
0131	402	6	NE	Parking Meter Attendant	Union-F	7
0132	----	6	NE	Cashier	56	2
0133	----	6	NE	Account Clerk	56	2
0134	----	6	NE	Payroll Coordinator	58	2
0135	----	6	NE	Utility Accounts Technician	57	2
0136	----	6	NE	Utility Customer Services Clerk	56	2
0141	300	6	NE	Meter Reader	Union-E	4
0142	302	6	NE	Senior Meter Reader	Union-E	4
0163	----	7	NE	Printing and Graphics Services Specialist	58	2
0166	----	6	NE	Mail Clerk	55	2
0169	----	6	NE	Purchasing Clerk	56	2
0171	600	6	NE	Storekeeper	Union-H	9
0172	----	5	NE	Procurement Specialist II	59	2
0173	----	2	E	Purchasing Manager	62	2
0174	----	1	E	Director of Fleet Services	65	3
0175	----	5	NE	Procurement Specialist I	57	2
0212	----	6	NE	Help Desk Specialist	56	2
0213	----	5	NE	IT Operations Technician	57	2
0215	----	5	NE	Client Support Specialist II	57	2
0216	----	3	NE	Network Technician	57	2
0217	----	3	NE	Client Support Specialist I	56	2
0218	----	2	E	Client Support Coordinator	60	2
0221	----	2	E	Systems Analyst	60	2
0222	----	1	E	Information Technology Manager	62	2
0224	----	2	E	Network Administrator	60	2
0225	----	3	NE	IT Specialist - Public Safety	58	2
0306	----	2	NE	Budget Analyst	59	2
0307	----	2	NE	Accountant	59	2
0308	----	2	E	Budget Manager	62	2
0310	----	2	E	Utility Accounts Supervisor	61	2
0312	----	2	E	Investment Officer	60	2
0313	----	1	E	Accounting & Reporting Manager	62	2
0314	----	1	E	Director of Finance	65	3
0411	----	2	E	Assistant City Attorney I	61	2
0412	----	2	E	Assistant City Attorney II	63	2
0509	----	2	E	Health Promotion Coordinator	60	2
0510	----	2	E	Human Resources Officer I	60	2
0511	----	5	E	Human Resources Analyst	58	2
0513	----	2	E	Human Resources Officer II	61	2
0514	----	1	E	Director of Human Resources	65	3
0515	----	6	NE	Human Resources Secretary I	57	2
0608	----	3	E	Media Production Services Coordinator	58	2

0610	----	1	E	Risk Manager	61	2
0611	----	1	E	Assistant to the City Manager	64	3
0612	----	1	E	Assistant City Manager	65	3
0614	----	2	E	Management Analyst	58	2
0711	602	6	NE	Records and Materials Specialist	Union-H	9
0713	----	2	E	Public Relations Officer	61	2
0714	----	6	E	Public Works Management Analyst	58	2
1110	304	5	NE	Engineering Technician I	Union-E	4
1111	306	3	NE	Engineering Technician II	Union-E	4
1112	----	3	NE	Senior Engineering Technician	59	2
1115	----	3	NE	GIS Specialist	59	2
1116	999	8	NE	Co-op	Temporary	1
1120	----	2	E	Civil Engineer I	60	2
1121	----	2	E	Civil Engineer II	62	2
1122	----	1	E	Municipal Engineer	63	2
1123	----	2	E	Stormwater Specialist	59	2
1124	----	3	NE	Civil Design Technician	59	2
1125	----	2	E	GIS Coordinator	61	2
1126	----	3	E	Stormwater Resource Analyst	59	2
1129	----	2	E	Transportation Planner	60	2
1131	308	3	NE	Traffic Signal Technician	Union-E	6
1132	----	3	E	Traffic Supervisor	61	2
1133	----	2	E	Traffic Engineer I	61	2
1134	309	3	NE	Traffic Signal Technician Lead Worker	Union-E	6
1136	----	2	E	Traffic Engineer II	62	2
1137	358	7	NE	Traffic Technician	Union-E	6
1139	361	7	NE	Traffic Technician II	Union-E	6
1141	363	7	NE	Traffic Technician III	Union-E	6
1212	----	2	E	Planner	60	2
1214	----	2	E	Assistant Planner	58	2
1216	----	2	E	Housing Coordinator	61	2
1222	310	1	NE	Plumbing Inspector	Union-E	4
1223	312	1	NE	Electrical Inspector	Union-E	4
1224	----	1	E	Building Official	62	2
1225	314	9	NE	Housing Inspector	Union-E	4
1225	314	1	NE	Housing Inspector	Union-E	4
1226	315	1	NE	Building and Zoning Inspector	Union-E	4
1227	----	2	E	Assistant Building Official	60	2
1228	313	10	NE	Community Codes Liaison	Union-E	4
1228	313	1	NE	Community Codes Liaison	Union-E	4
1230	----	5	E	Plans Examiner	59	2
1232	----	1	E	Director of Planning and Housing	65	3
1305	----	2	E	Transit Planner/EEO Officer	60	2
1307	321	8	NE	Lead Lane Worker	Union-E	4
1309	----	3	NE	Transit Technology Coordinator/Dispatcher	59	2
1310	----	5	E	Transit Maintenance Coordinator	60	2
1311	316	8	NE	Transit Driver	Union-E	4
1311	----	8	NE	Transit Driver (< 20 hrs/week)	Temporary	1
1312	----	2	E	Transit Operations Supervisor	61	2
1313	----	6	NE	Transit Dispatcher	57	2
1314	----	5	E	Transit Operations Manager	60	2
1315	----	1	E	Director of Transit	65	3
1316	----	5	E	Transit Scheduler/Admin Analyst	60	2
1317	----	1	E	Assistant Transit Director-Fleet & Facilities	62	2
1318	320	8	NE	Laneworker	Union-E	4
1319	364	8	NE	Service Worker	Union-E	5

1320	----	5	E	Transit Trainer	59	2
1321	----	1	E	Assistant Transit Director-Operations	63	2
1322	322	8	NE	Mechanic Assistant	Union-E	4
1322	323	8	NE	Mechanic Assistant (CyRide)	Union-E	4
1323	325	7	NE	Mechanic (CyRide)	Union-E	4
1324	327	7	NE	Lead Mechanic (CyRide)	Union-E	4
1326	370	7	NE	Fleet Technician	Union-E	5
1328	371	7	NE	Lead Fleet Technician	Union-E	4
2111	504	4	NE	Firefighter	Union-G	8
2112	506	2	NE	Fire Lieutenant	Union-G	8
2113	----	4	E	Shift Commander	62*	2
2114	508	1	NE	Fire Inspector	Union-G	8
2116	----	1	E	Fire Chief	65	3
2117	----	1	E	Deputy Fire Chief	63	2
2119	----	2	E	Fire Training Officer	61	2
2200	----	6	E	Emergency Communications Supervisor	60	2
2201	416	6	NE	Public Safety Lead Dispatcher	Union-F	7
2202	406	6	NE	Public Safety Dispatcher	Union-F	7
2204	----	6	NE	Public Safety Quality Assurance Coordinator	Temporary	1
2205	----	6	E	Police Records Supervisor	59	2
2206	----	4	NE	Community Safety Officer Coordinator	Temporary	1
2207	403	6	NE	Lead Police Records Clerk	Union-F	7
2208	404	6	NE	Police Records Clerk	Union-F	7
2209	----	4	NE	Community Safety Officer	Temporary	1
2212	408	4	NE	Police Officer	Union-F	7
2214	410	4	NE	Police Officer	Union-F	7
2221	----	3	E	Police Sergeant	61	2
2222	----	2	E	Police Lieutenant	62	2
2223	----	1	E	Chief of Police	65	3
2224	----	1	E	Police Commander	63	2
2225	----	2	E	Police Support Services Manager	63	2
2228	----	6	NE	Property/Evidence Technician	56	2
2228	----	6	NE	Property/Evidence Technician	Temporary	1
2229	----	6	NE	Lead Property-Evidence Technician	57	2
2229	----	6	NE	Lead Property-Evidence Technician	Temporary	1
2230	----	4	E	Mental Health Advocate	59	2
2231	----	6	E	Parking Enforcement Coordinator	58	2
2305	----	3	NE	Animal Control Veterinary Technician	56	2
2308	400	6	NE	Animal Control Clerk	Union-F	7
2310	----	8	NE	Animal Control Attendant	Temporary	1
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
3105	----	2	E	Library Resource Services Manager	61	2
3106	----	6	NE	Library Clerk - Adult/Youth Services	53	2
3107	----	6	NE	Library Client Support Technician	57	2
3108	----	1	E	Library Adult Services Manager	61	2
3109	----	6	NE	Library Clerk - Customer Account Services	53	2
3110	----	8	NE	Library Building Maintenance Supervisor	57	2
3111	----	6	NE	Library Clerk - Resource Services	53	2
3112	999	8	NE	Library Custodial Assistant	Temporary	1
3113	----	5	NE	Library Assistant	57	2
3114	----	2	E	Library Community Relations Specialist	58	2
3116	----	6	NE	Technical Services Assistant	56	2
3116	----	6	NE	Library Cataloging Clerk	53	2
3117	----	5	NE	Library Administrative Assistant	58	2

3120	----	2	E	Library IT Systems Administrator	60	2
3121	----	2	E	Librarian	58	2
3123	----	1	E	Library Director	65	3
3126	----	2	E	Library Reference Specialist	59	2
3128	----	2	E	Library Youth Services Manager	61	2
3129	----	2	E	Library Customer Account Services Manager	61	2
3130	----	2	E	Library Volunteer Coordinator	59	2
3131	----	2	E	Library Operations Coordinator	59	2
3131	----	2	E	Library Operations Services Manager	61	2
3132	----	5	E	Library Resource Services Technician	57	2
3133	----	6	NE	Library Marketing Assistant	56	2
3200	----	8	NE	Seasonal Parks and Recreation	Temporary	1
3201	----	5	E	Recreation Manager	59	2
3202	----	5	E	Aquatics & Activities Manager	59	2
3206	----	2	E	Aud., Bandshell, & Community Center Mgr	59	2
3208	----	5	E	Wellness Program Manager	59	2
3209	----	5	E	Ice Arena Manager	59	2
3210	----	5	E	Parks and Facilities Supervisor	59	2
3211	----	2	E	Aquatics & Activities Supervisor	59	2
3213	----	1	E	Parks and Facilities Superintendent	62	2
3214	----	1	E	Recreation Superintendent	62	2
3215	----	1	E	Director of Parks and Recreation	65	3
3216	----	5	E	Turf Maintenance Coordinator	58	2
4110	700	8	NE	Lead Coal Handler	Union-I	10
4111	702	8	NE	Coal Handler	Union-I	10
4112	704	8	NE	Power Plant Auxiliary Operator	Union-I	10
4113	706	7	NE	Power Plant Fireworker	Union-I	10
4114	708	7	NE	Power Plant Operator	Union-I	10
4117	709	3	NE	Environmental Instrument & Control Tech	Union-I	10
4118	709	3	NE	Instrument and Control Technician	Union-I	10
4122	714	7	NE	Power Plant Maintenance Foreman	Union-I	11
4124	716	8	NE	Power Plant Maintenance Worker	Union-I	11
4125	718	7	NE	Power Plant Maintenance Mechanic	Union-I	11
4129	----	2	E	Electric Services Operations Supt	90	2
4130	----	2	E	Electric Services Maintenance Supt	90	2
4132	----	1	E	Power Plant Manager	92	2
4209	604	8	NE	Substation Electrician Assistant	Union-H	9
4210	606	7	NE	Underground Electric Serviceworker	Union-H	9
4211	608	8	NE	Groundswoker	Union-H	9
4212	610	8	NE	Truck Driver/Groundswoker	Union-H	9
4213	612	7	NE	Electric Service Worker	Union-H	9
4214	628	7	NE	Apprentice Electric Lineworker	Union-H	9
4215	614	7	NE	Electric Lineworker	Union-H	9
4217	630	8	NE	Appr. Substation Electrician	Union-H	9
4218	616	7	NE	Substation Electrician	Union-H	9
4221	618	7	NE	Electric Line Crew Leader	Union-H	9
4222	----	2	E	Assistant Electric Distribution Supt.	90	2
4224	----	1	E	Electric Distribution Manager	91	2
4230	632	7	NE	Appr. Electric Meter Repair Worker	Union-H	9
4231	620	7	NE	Electric Meter & Relay Technician	Union-H	9
4232	----	3	E	Technical Services Supervisor	90	2
4310	----	5	NE	Electric GIS Specialist	59	2
4311	622	5	NE	Electrical Engineering Assistant	Union-H	9
4312	624	3	NE	Electrical Engineering Technician	Union-H	9
4315	----	3	E	Manager of Energy Market Operations	91	2
4316	----	2	E	Energy Services Coordinator	60	2



4318	----	2	E	Electrical Engineer II	90	2
4319		2	E	Electrical Engineer I	60	2
4320	----	2	E	Utility Engineer	90	2
4322	----	2	E	Electrical Engineering Manager	92	2
4323	----	2	E	Power Plant Engineer	90	2
4331	----	1	E	Assistant Director Electric Services	94	2
4332	----	1	E	Director of Electric Services	96	3
5111	329	7	NE	Plant Maintenance Specialist	Union-E	4
5112	328	7	NE	Water Plant Operator	Union-E	4
5113	----	1	E	Water Plant Superintendent	62	2
5114	----	2	E	Water Plant Assistant Superintendent	61	2
5115	337	7	E	Water Plant Assistant Operator	60	2
5121	----	7	NE	Utility Maintenance Foreman	59	2
5130	330	8	NE	Water Utility Locator	Union-E	4
5131	332	8	NE	Water Meter Technician	Union-E	4
5132	----	3	E	Water Meter Supervisor	60	2
5133	----	3	NE	Cross Connection Control Coordinator	59	2
5140	334	3	NE	Water & PC Laboratory Technician	Union-E	4
5141	336	3	NE	Water & PC Laboratory Analyst	Union-E	4
5142	----		NE	Water/Wastewater Laboratory Aide	Temporary	1
5143	----	1	E	Water & PC Laboratory 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
5215	----	2	E	WPC Plant Assistant Superintendent	61	2
5220	339	7	NE	Resource Recovery Lead Operator	Union-E	4
5221	340	7	NE	Resource Recovery Maint. Operator	Union-E	4
5222	----	2	E	Resource Recovery Asst. Superintendent	61	2
5223	----	1	E	Resource Recovery Superintendent	62	2
5305	----	2	E	Environmental Engineer I	60	2
5306	----	2	E	Environmental Engineer II	61	2
5309	----	2	E	Environmental Specialist	60	2
5311	----	1	E	Assistant Director of Water and PC	63	2
5312	----	1	E	Director of Water and WPC	65	3
5411	342	7	NE	Plant Maintenance Operator	Union-E	4
5412	343	8	NE	Process Maintenance Worker	Union-E	6
6108	----	6	E	City Forester	59	2
6110	344	8	NE	Treatment plant Maintenance Worker	Union-E	6
6111	362	8	NE	Laborer	Union-E	5
6112	344	8	NE	Maintenance Worker	Union-E	6
6113	346	8	NE	Senior Maintenance Worker	Union-E	4
6114	348	8	NE	Parks Maintenance Specialist	Union-E	4
6115	351	7	NE	Streets Maintenance Lead Worker	Union-E	6
6117	359	8	NE	Maintenance Tech I	Union-E	6
6117	359	8	NE	Water & PC Maintenance Technician I	Union-E	6
6118	360	8	NE	Water & PC Maintenance Technician II	Union-E	6
6119	724	8	NE	Resource Recovery Maint. Tech. I	Union-E	6
6120	726	8	NE	Resource Recovery Maint. Tech. II	Union-E	6
6121	350	7	NE	Building Maintenance Specialist	Union-E	4
6123	720	7	NE	Electrician	Union-I	11
6126	626	7	NE	Substation Crew Leader	Union-H	9
6140	----	1	E	Fleet Support Manager	61	2
6151	352	8	NE	Truck Driver	Union-E	4
6152	354	7	NE	Senior Heavy Equipment Operator	Union-E	4
6153	356	7	NE	Heavy Equipment Operator	Union-E	4
6154	372	7	NE	Resource Recovery Equipment Operator	Union-E	4

6163	366	8	NE	Custodian	Union-E	5
6163	722	8	NE	Custodian	Union-I	11
6211	----	7	NE	Streets Maintenance Foreman	59	2
6213	----	3	E	Streets Operations Supervisor	61	2
6221	----	7	NE	Grounds Foreman	58	2
6222	----	3	E	Grounds Supervisor	60	2
6230	----	1	E	Public Works Operations Manager	62	2
6231	----	3	E	Public Works Operations Supervisor	61	2
6232	----	1	E	Director of Public Works	65	3
9403	999	8	NE	Unclassified Labor	Temporary	1
9404	999	8	NE	Unclassified Skilled Laborer	Temporary	1
9405	999	6	NE	Office Worker	Temporary	1
9407	----	3	NE	Technical Assistant	Temporary	1
9450	----	1	E	Temporary Manager	Temporary	1
9500	----	6	E	Records Manager/City Clerk	61	2