

COUNCIL ACTION FORM

SUBJECT: **APPROVAL OF 2022-2023 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 FY 2022-2023 Pay Plan scale adjustments reflect the negotiated wage settlements with the five bargaining units as well as a 3.25% scale increase for merit employee (non-union) 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.

The Pay Plan’s salary range adjustments are as follows:

IUOE Blue Collar (E Pay Plan):	3.25%
IBEW-Electric Distribution (H Pay Plan):	2.75%
IUOE-Power Plant (I Pay Plan):	3.25%
IAFF-Fire (G Pay Plan):	3.25%
PPME-Police (F Pay Plan):	2.75%
Merit Pay Plan (C & D Pay Plan)	3.25%

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 2022-2023 Pay Plan.
2. Do not approve the 2022-2023 Pay Plan

CITY MANAGER’S RECOMMENDED ACTION:

This Pay Plan document formally establishes pay ranges and steps for City positions in FY 2022/23, not the individual employee’s actual salary. Therefore, it is the recommendation of the City Manager that the City Council adopt Alternative No. 1, and approve the attached FY 2022-2023 Pay Plan.

UNCLASSIFIED POSITIONS
Effective 7/1/2022

<u>CODE</u>	<u>CLASSIFICATION</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
1116	Co-op	17.4751	20.6834	23.8917
1311	Transit Driver	17.5100		
2206	Community Safety Officer Coordinator	20.8530		
2209	Community Safety Officer	19.8061		
2204	Public Safety Quality Assurance Coordinator	18.4584	21.5571	24.6558
2228	Property/Evidence Technician	18.4584	21.5571	24.6558
2229	Lead Property/Evidence Technician	20.1889	23.5537	26.9184
2310	Animal Control Attendant	14.6645	17.1005	19.5364
2311	Animal Control Officer	19.8043	23.5435	27.2826
3112	Library Custodial Assistant	7.2500	12.9006	18.5511
5142	Water/Wastewater Laboratory Aide	14.9075	17.2225	19.5375
9403	Unclassified Laborer	7.2500	13.1789	19.1077
9404	Unclassified Skilled Laborer	19.3369	27.1673	34.9976
9405	Office Worker	7.2500	12.9006	18.5511
9407	Technical Assistant	16.8844	20.2031	23.5218
9450	Temporary Manager/Paraprofessional	31.1293	45.6196	60.1095
9392	School Crossing Guards	28.71*		

* Daily rate based on two shifts worked

C PAY PLAN
Effective 7/1/2022

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
51	Annual Hourly	35,302 16.9725	40,582 19.5106	45,861 22.0486
52	Annual Hourly	37,389 17.9756	43,389 20.8604	49,389 23.7451
53	Annual Hourly	39,757 19.1141	46,446 22.3299	53,135 25.5457
54	Annual Hourly	42,434 20.4012	49,946 24.0126	57,458 27.6241
55	Annual Hourly	45,419 21.8361	53,874 25.9010	62,328 29.9658
56	Annual Hourly	48,779 23.4517	58,299 28.0285	67,818 32.6052
57	Annual Hourly	52,589 25.2832	63,324 30.4444	74,060 35.6057
58	Annual Hourly	56,877 27.3448	69,002 33.1743	81,127 39.0038
59	Annual Hourly	61,714 29.6702	75,416 36.2581	89,119 42.8461
60	Annual Hourly	67,200 32.3079	82,722 39.7706	98,245 47.2334
61	Annual Hourly	73,406 35.2918	91,037 43.7682	108,668 52.2447
62	Annual Hourly	80,474 38.6899	100,508 48.3212	120,541 57.9525
62*	Annual Hourly	80,474 27.6355	100,508 34.5152	120,541 41.3946
63	Annual Hourly	88,502 42.5495	111,330 53.5245	134,158 64.4994
90	Annual Hourly	81,845 39.3486	98,689 47.4468	115,533 55.5450
91	Annual Hourly	89,409 42.9855	108,600 52.2118	127,791 61.4382
92	Annual Hourly	98,017 47.1239	119,882 57.6359	141,747 68.1478
93	Annual Hourly	107,790 51.8224	132,777 63.8355	157,765 75.8486
94	Annual Hourly	118,903 57.1653	147,515 70.9209	176,127 84.6766
95	Annual Hourly	131,604 63.2712	164,414 79.0455	197,225 94.8198

D PAY PLAN
Effective 7/1/2022

<u>PAY GRADE</u>	<u>PAY PERIOD</u>	<u>MINIMUM</u>	<u>MIDPOINT</u>	<u>MAXIMUM</u>
64	Annual	97,627	123,699	149,772
	Hourly	46.9362	59.4711	72.0059
65	Annual	108,051	137,880	167,709
	Hourly	51.9477	66.2886	80.6296
66	Annual	120,025	154,227	188,428
	Hourly	57.7048	74.1476	90.5905
96	Annual	146,183	183,883	221,584
	Hourly	70.2803	88.4057	106.5312

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/2022

<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	47,985.66	23.07	54,412.80	26.16	64,001.60	30.77
302	142	Senior Meter Reader	50,356.80	24.21	56,742.40	27.28	69,472.00	33.40
304	1110	Engineering Technician I	45,780.80	22.01	51,812.80	24.91	60,985.60	29.32
306	1111	Engineering Technician II	49,649.60	23.87	57,657.60	27.72	66,164.80	31.81
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	62,067.20	29.84	70,179.20	33.74	82,160.00	39.50
312	1223	Electrical Inspector	62,067.20	29.84	70,179.20	33.74	82,160.00	39.50
313	1228	Community Codes Liaison	62,067.20	29.84	70,179.20	33.74	82,160.00	39.50
314	1225	Housing Inspector	62,067.20	29.84	70,179.20	33.74	82,160.00	39.50
315	1226	Building & Zoning Inspector	62,067.20	29.84	70,179.20	33.74	82,160.00	39.50
316	1311	Transit Driver (Full-time)*	41,745.60	20.07	49,316.80	23.71	59,217.60	28.47
318	1311	Transit Driver (PT 20 hrs)*		17.51		20.90		22.60
320	1318	Lane Worker	36,420.80	17.51	43,472.00	20.90	47,008.00	22.60
321	1307	Lead Lane Worker	41,745.60	20.07	49,316.80	23.71	59,217.60	28.47
322	1322	Mechanic Assistant	49,836.80	23.96	56,700.80	27.26	66,643.20	32.04
323	1322	Mechanic Assistant (CyRide)	See page 5					
325	1323	Mechanic (CyRide)	See page 5					
327	1324	Lead Mechanic (CyRide)	65,894.40	31.68	69,992.00	33.65	82,430.40	39.63
329	5111	Plant Maintenance Specialist	59,446.40	28.58	67,433.60	32.42	79,393.60	38.17
330	5130	Water Utility Locator	57,532.80	27.66	65,062.40	31.28	76,772.80	36.91
332	5131	Water Meter Technician	54,496.00	26.20	61,859.20	29.74	72,737.60	34.97
334	5140	Water/PC Lab Technician	51,168.00	24.60	57,179.20	27.49	66,476.80	31.96
336	5141	Water/PC Lab Analyst	63,128.00	30.35	71,531.20	34.39	84,011.20	40.39
338	5112	Water Plant Operator	See page 5					
328	5213	WPC Plant Operator	See page 5					
339	5220	Res. Rec. Lead Operator	59,384.00	28.55	67,392.00	32.40	79,185.60	38.07
340	5221	Res. Rec. Maint. Operator	56,680.00	27.25	64,230.40	30.88	75,296.00	36.20
342	5411	Plant Maintenance Operator	63,128.00	30.35	71,531.20	34.39	84,011.20	40.39
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	55,369.60	26.62	62,732.80	30.16	73,715.20	35.44
348	6114	Parks Maintenance Specialist	56,139.20	26.99	59,280.00	28.50	69,284.80	33.31
351	6115	Streets Maint Lead Worker	See page 6					
350	6121	Building Maint. Specialist	54,496.00	26.20	61,859.20	29.74	72,737.60	34.97
352	6151	Truck Driver	42,848.00	20.60	48,443.20	23.29	57,012.80	27.41
354	6152	Senior Heavy Equipment Oper.	58,219.20	27.99	61,859.20	29.74	72,737.60	34.97
356	6153	Heavy Equipment Operator	52,956.80	25.46	56,326.40	27.08	66,227.20	31.84
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	65,894.40	31.68	69,992.00	33.65	82,430.40	39.63
372	6154	Res. Rec. Equipment Operator	55,369.60	26.62	62,732.80	30.16	73,715.20	35.44
724	6119	RRP Maint. Tech. I	See page 6					
726	6120	RRP Maint. Tech. II	See page 6					

* Transit Driver Trainees will be paid in accordance with Section 26.1. Time-in-grade credit for step advancement for part-time Transit Drivers and Lane Workers is to be based upon hours actually worked. A part-time employee advances to Step B at 3120 hours and Step C at 8320 hours.

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/2022

<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	42,764.80	20.56	50,315.20	24.19
364	1319	Service Worker	45,385.60	21.82	53,580.80	25.76
366	6163	Custodian	41,142.40	19.78	48,339.20	23.24

<u>HTE</u>	<u>CLASS</u>		<u>Annual</u>	<u>Hourly</u>
<u>CODE</u>	<u>TITLE</u>			
370	1326	Fleet Technician		
		Step A - 4 ASE tests	62,732.80	30.16
		Step B - 7 ASE tests (within 1 year)	67,953.60	32.67
		Step C - 10 ASE tests (within 2 years)	73,340.80	35.26
		Step D - ASE certified (within 3 years)	78,561.60	37.77
323	1322	Mechanic Assistant (CyRide)		
		Step A (Start)	49,836.80	23.96
		Step B - 4 ASE tests or 18 months	56,700.80	27.26
		Step C - 7 ASE tests or 48 months	66,643.20	32.04
325	1323	Mechanic (CyRide)		
		Step A (Start)	57,532.80	27.66
		Step B - 4 ASE tests or 18 months	63,460.80	30.51
		Step C - 7 ASE tests or 48 months	74,588.80	35.86
		Step D - Achieve Master Cert. and/or maintain certification after 5 years	78,561.60	37.77
338	5213	WPC Plant Operator		
		Step A (Start)	55,369.60	26.62
		Step B (within 8 months) Grade certificate	59,238.40	28.48
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment or possessing a Grade II Wastewater Treatment Operator Certificate	63,128.00	30.35
		Step D (within 38 months) Grade II Wastewater Treatment Operator Certificate and 18 months time in grade	71,531.20	34.39
		Step E (48 months and Grade II Certificate)	84,011.20	40.39
328	5112	Water Plant Operator		
		Step A (Start)	55,369.60	26.62
		Step B (within 8 months) Grade certificate	59,238.40	28.48
		Step C (within 24 months) 21 CEU's directly related to wastewater treatment or possessing a Grade II Water Treatment Operator Certificate	63,128.00	30.35
		Step D (within 38 months) Grade II Water Treatment Operator Certificate and 18 months time in grade	71,531.20	34.39
		Step E (48 months and Grade II Certificate)	84,011.20	40.39

E PAY PLAN
IUOE Blue Collar Unit
Effective 7/1/2022

<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 Hourly	49,670.40 23.88		53,830.40 25.88		57,928.00 27.85		66,227.20 31.84
361	1139	Traffic Technician II Annual Hourly					68,182.40 32.78 *		72,467.20 34.84
363	1141	Traffic Technician III Annual Hourly							76,065.60 36.57 *
308	1131	Traffic Signal Technician Annual Hourly	59,508.80 28.61		62,753.60 30.17		68,182.40 32.78		72,467.20 34.84
309	1134	Traffic Signal Technician Lead Annual Hourly	62,608.00 30.10		67,766.40 32.58		73,028.80 35.11		76,065.60 36.57
344	6110	Treatment Plant Maint. Worker Annual Hourly	47,798.40 22.98		49,088.00 23.60		50,918.40 24.48		59,904.00 28.80
344	6112	Maintenance Worker Annual Hourly	47,798.40 22.98		49,088.00 23.60		50,918.40 24.48		59,904.00 28.80
351	6115	Streets Maintenance Lead Worker Annual Hourly	59,384.00 28.55		68,598.40 32.98		76,377.60 36.72		79,185.60 38.07
359	6117	W&PC Maint. Tech. I Annual Hourly					55,744.00 26.80 *		64,750.40 31.13
360	6118	W&PC Maint. Tech. II Annual Hourly							73,715.20 35.44
343	5412	Process Maintenance Worker Annual Hourly	47,715.20 22.94	50,024.00 24.05	52,769.60 25.37	54,600.00 26.25	56,908.80 27.36	59,238.40 28.48	61,547.20 29.59
724	6119	RRP Maint. Tech. I Annual Hourly					60,985.60 29.32 *	63,315.20 30.44 *	65,603.20 31.54 *
726	6120	RRP Maint. Tech. II Annual Hourly						71,406.40 34.33 *	73,715.20 35.44 *

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

**F PAY PLAN
PPME - Police
Effective 7/1/2022**

<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	46,311 22.2650	55,532 26.6981	
402	131	Parking Meter Attendant	41,529 19.9659	43,976 21.1424	52,785 25.3775
403	2207	Lead Police Records Clerk	48,627 23.3784	53,394 25.6702	63,627 30.5900
404	2208	Police Records Clerk	46,311 22.2650	50,850 24.4472	60,597 29.1332
416	2201	Public Safety Lead Dispatcher	53,768 25.8500	56,391 27.1111	65,002 31.2510
406	2202	Public Safety Dispatcher	50,285 24.1755	52,710 25.3414	60,925 29.2909
412	2311	Animal Control Officer	43,979 21.1438	47,689 22.9275	59,108 28.4174

<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	59,679	28.8584
		B. 19-36 months	65,318	31.5852
		C. 37-120 months	77,901	37.6698
		D. 121-216 months	80,043	38.7056
		E. 216+ months	82,445	39.8671
410	2214	Police Officer - 2017 or Later		
		A. 0-12 months	59,679	28.8584
		B. 13-24 months	63,323	30.6205
		C. 25-48 months	66,968	32.3830
		D. 49-72 months	70,611	34.1446
		E. 73-96 months	74,256	35.9072
		F. 97-120 months	77,901	37.6698
		G. 121-216 months	80,043	38.7056
		H. 216+ months	82,445	39.8671

**G PAY PLAN
IAFF - Fire
Effective 7/1/2022**

<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	55,056 18.9066	60,320 20.7145	72,216 24.7995	(EMR Certified) 78,946 27.1108
						(EMT Certified) 79,213 27.2025
506	2112	Fire Lieutenant	(EMR Certified) 87,499 30.0478			
			(EMT Certified) 87,795 30.1496			
508	2114	Fire Inspector	96,103 46.2034			

Step A = 0 through 18 months
 Step B = 19 months
 Step C = 37 months
 Step D = 60 months (see also Section 15.3)

Effective July 1, 2004, the City will combine incentive pay (Emergency Medical Responder - .7%, Instructor I - .7%, and approved fire classes - 1.7% for a total of 3.1%) and add to Firefighter Step D, Fire Lieutenant, and Fire Inspector pay scale.

Effective upon certification by the State of Iowa as a Conditional EMT Service, the City will combine incentive pay (Emergency Medical Technician - 1.05%, Instructor I - .7% and approved fire classes - 1.7% for a total of 3.45%) and add to Firefighter Step D, Fire Lieutenant, and Fire Inspector pay scale.

**H PAY PLAN
IBEW
Effective 7/1/2022**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
600	171	Storekeeper	54,412.80	26.16
602	711	Records and Materials Specialist	69,160.00	33.25
604	4209	Substation Electrician Assistant	77,396.80	37.21
606	4210	Underground Electric Serviceworker	73,798.40	35.48
608	4211	Groundswoker	67,849.60	32.62
610	4212	Truck Driver/Groundswoker	73,798.40	35.48
612	4213	Electric Serviceworker	79,268.80	38.11
614	4215	Electric Lineworker	91,374.40	43.93
616	4218	Substation Electrician	91,374.40	43.93
618	4221	Electric Line Crew Leader	96,782.40	46.53
620	4231	Electric Meter & Relay Technician	78,748.80	37.86
622	4311	Electrical Engineering Assistant	75,420.80	36.26
624	4312	Electrical Engineering Technician	98,321.60	47.27
626	6126	Substation Crew Leader	96,782.40	46.53
628	4214	Apprentice Electric Lineworker		
		A. 1st twelve months/2000 hrs. (60%)	54,828.80	26.36
		B. 2nd twelve months/2000 hrs. (70%)	63,939.20	30.74
		C. 3rd twelve months/2000 hrs. (80%)	73,112.00	35.15
		D. 4th sixth months/1000 hrs. (90%)	82,222.40	39.53
630	4217	Apprentice Substation Electrician		
		A. 0 - 1000 hours (65%)	59,363.20	28.54
		B. 1000 - 2000 hours (70%)	63,939.20	30.74
		C. 2000 - 3000 hours (75%)	68,515.20	32.94
		D. 3000 - 4000 hours (80%)	73,112.00	35.15
		E. 4000 - 5000 hours (85%)	77,667.20	37.34
		F. 5000 - 6000 hours (90%)	82,222.40	39.53
632	4230	Apprentice Electric Meter Repair Worker		
		A. 0 - 1000 hours (75%)	59,092.80	28.41
		B. 1000 - 2000 hours (80%)	63,003.20	30.29
		C. 2000 - 3000 hours (84%)	66,185.60	31.82
		D. 3000 - 4000 hours (88%)	69,305.60	33.32
		E. 4000 - 5000 hours (92%)	72,467.20	34.84
		F. 5000 - 6000 hours (96%)	75,608.00	36.35

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 7/1/2022**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
700	4110	Lead Coal Handler	80,392.00	38.65
702	4111	Coal Handler		
		1st 6 months	57,283.20	27.54
		2nd 6 months	61,110.40	29.38
		3rd 6 months	68,785.60	33.07
		Thereafter	76,564.80	36.81
704	4112	Power Plant Auxiliary Operator		
		1st 6 months	66,705.60	32.07
		2nd 6 months	70,907.20	34.09
		3rd 6 months	75,046.40	36.08
		4th 6 months	79,289.60	38.12
		Thereafter	83,470.40	40.13
706	4113	Power Plant Fireworker		
		5th 6 months	85,404.80	41.06
		6th 6 months	88,337.60	42.47
		Thereafter	91,083.20	43.79
708	4114	Power Plant Operator		
		7th 6 months	94,432.00	45.40
		Thereafter	97,344.00	46.80
709	4117	Environmental Instrument & Control Technician		
		1st 6 months	75,171.20	36.14
		2nd 6 months	80,329.60	38.62
		3rd 6 months	85,300.80	41.01
		4th 6 months	90,168.00	43.35
		5th 6 months	95,243.20	45.79
		6th 6 months	98,280.00	47.25
		Thereafter	100,464.00	48.30
709	4118	Instrument & Control Technician		
		1st 6 months	75,171.20	36.14
		2nd 6 months	80,329.60	38.62
		3rd 6 months	85,300.80	41.01
		4th 6 months	90,168.00	43.35
		5th 6 months	95,243.20	45.79
		6th 6 months	98,280.00	47.25
		Thereafter	100,464.00	48.30

**I PAY PLAN
IUOE - Power Plant
Effective 7/1/2022**

<u>HTE</u>	<u>CLASS CODE</u>	<u>TITLE</u>	<u>Annual</u>	<u>Hourly</u>
714	4122	Power Plant Maintenance Foreman	100,464.00	48.30
716	4124	Power Plant Maintenance Worker		
		1st 6 months	51,500.80	24.76
		2nd 6 months	55,099.20	26.49
		3rd 6 months	61,942.40	29.78
		Thereafter	69,971.20	33.64
718	4125	Power Plant Maintenance Mechanic		
		1st 6 months	69,264.00	33.30
		2nd 6 months	73,569.60	35.37
		3rd 6 months	77,958.40	37.48
		4th 6 months	82,222.40	39.53
		Thereafter	86,652.80	41.66
720	6123	Electrician		
		1st 6 months	66,248.00	31.85
		2nd 6 months	71,198.40	34.23
		3rd 6 months	76,273.60	36.67
		4th 6 months	81,348.80	39.11
		5th 6 months	86,382.40	41.53
		6th 6 months	89,793.60	43.17
		Thereafter	92,123.20	44.29
722	6163	Custodian		
		1st 6 months	42,931.20	20.64
		2nd 6 months	45,489.60	21.87
		Thereafter	50,211.20	24.14

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.

Any Power Plant Operator who voluntarily goes through training and obtains and maintains NERC certification as a transmission operator will receive a \$1.50 per hour increase to their current hourly rate.

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
0124	----	2	E	Administrative Services Coordinator	59	2
2310	----	8	NE	Animal Control Attendant	Temporary	1
2308	400	6	NE	Animal Control Clerk	Union-F	7
2311	412	4	NE	Animal Control Officer	Union-F	7
2311	----	4	NE	Animal Control Officer	Temporary	1
2312	----	4	E	Animal Control Supervisor	61	2
2305	----	3	NE	Animal Control Veterinary Technician	56	2
0910	----	6	NE	Appraisal Technician	57	2
4230	632	8	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
0901	----	1	E	Assessor	65	3
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	63	2
1321	----	1	E	Assistant Transit Director-Operations	63	2
3206	----	5	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	----	3	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	5	NE	Co-op	Temporary	1
4111	702	8	NE	Coal Handler	Union-I	10
1228	313	5	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

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0920	----	2	E	Database Manager	59	2
0902	----	1	E	Deputy Assessor	63	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	----	2	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	91	2
4129	----	2	E	Electric Services Operations Supt	91	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	----	3	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	----	3	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
1216	----	2	E	Housing Coordinator	61	2
1225	314	1	NE	Housing Inspector	Union-E	4
0511	----	2	E	Human Resources Analyst	58	2
0516	----	6	NE	Human Resources Assistant	56	2

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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	----	2	E	Ice Arena Manager	59	2
0222	----	2	E	Information Technology Manager	62	2
4118	709	3	NE	Instrument and Control Technician	Union-I	10
0312	----	2	E	Investment Officer	60	2
0212	----	6	NE	IT Clerk	56	2
0213	----	3	NE	IT Operations Technician	57	2
0225	----	2	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	----	3	NE	Lead Property-Evidence Technician	57	2
2229	----	3	NE	Lead Property-Evidence Technician	Temporary	1
0118	----	6	NE	Legal Secretary	57	2
0120	----	6	E	Legal Services Administrative Assistant	59	2
0119	----	5	NE	Legal Technician	57	2
3121	----	2	E	Librarian	58	2
3117	----	6	NE	Library Administrative Assistant	58	2
3108	----	2	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	----	3	E	Media Production Services Coordinator	58	2

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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	59	2
0214	----	3	NE	Network Technician I	57	2
0216	----	3	NE	Network Technician II	58	2
9405	999	6	NE	Office Worker	Temporary	1
0117	----	5	NE	Paralegal	58	2
2231	----	6	E	Parking Enforcement Coordinator	58	2
0131	402	6	NE	Parking Meter Attendent	Union-F	7
3213	----	2	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	----	3	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	----	2	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	----	1	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	----	2	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	----	3	NE	Property/Evidence Technician	56	2
2228	----	3	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	----	2	E	Public Works Management Analyst	58	2
6230	----	2	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	----	2	E	Records Manager/City Clerk	61	2

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3217	----	5	NE	Recreation Coordinator	56	2
3201	----	5	E	Recreation Manager	59	2
3214	----	2	E	Recreation Superintendent	62	2
0912	----	1	NE	Residential Appraiser II	59	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	----	2	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	----	3	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	----	5	E	Temporary Manager/Paraprofessional	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
1306	----	2	E	Transit Chief Safety Officer	60	2
1313	----	6	NE	Transit Dispatcher	57	2
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
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

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1309	----	6	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/Groundswoker	Union-H	9
3216	----	5	E	Turf Maintenance Supervisor	59	2
9403	999	8	NE	Unclassified Labor	Temporary	1
9404	999	3	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	----	2	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	----	2	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
5215	----	2	E	WPC Plant Assistant Superintendent	61	2
5213	338	7	NE	WPC Plant Operator	Union-E	4
5214	----	2	E	WPC Plant Superintendent	62	2