



**SALARY AND
STAFFING
ORDINANCE**

**SALARY SCHEDULES
- AMENDED**

FISCAL YEAR 2015-2016

ATTACHMENT A

Schedule A

(Amended October, 2015)

**SALARY SCHEDULE C
FOP
FISCAL YEAR 2015-16**

-PENDING CONTRACT NEGOTIATIONS-

<u>POSITION CLASSIFICATION</u>	<u>PAY GRADE</u>		<u>HOURLY</u>	<u>ANNUAL</u>
Probationary Police Officer	C-05	0-15 months	\$ 26.4669	\$ 55,051.20
Police Officer	C-15	16-36 months	\$ 28.8154	\$ 59,936.01
	C-20	37-59 months	\$ 31.1605	\$ 64,813.90
Assigned Police Officer	C-22		\$ 32.1322	\$ 66,834.99
Senior Police Officer	C-30	5-9 years	\$ 33.2129	\$ 69,082.85
		10-14 years	\$ 34.5256	\$ 71,813.34
		15-19 years	\$ 36.2013	\$ 75,298.66
		20+ years	\$ 37.5560	\$ 78,116.40
Assigned Senior Police Officer	C-35	5-9 years	\$ 34.2102	\$ 71,157.21
		10-14 years	\$ 35.5625	\$ 73,969.98
		15-19 years	\$ 37.2883	\$ 77,559.67
		20+ years	\$ 38.6836	\$ 80,461.93
Police Sergeant	C-40	16-59 months	\$ 38.4487	\$ 79,973.38
		5-9 years	\$ 39.4100	\$ 81,972.72
		10-14 years	\$ 40.9678	\$ 85,213.00
		15-18 years	\$ 42.5600	\$ 88,524.83
		18-19 years	\$ 43.1441	\$ 89,739.81
		20+ years	\$ 44.3682	\$ 92,285.81

**SALARY SCHEDULE C
FOP
FISCAL YEAR 2015-16**

-PENDING CONTRACT NEGOTIATIONS-

<u>POSITION CLASSIFICATION</u>	<u>PAY GRADE</u>		<u>HOURLY</u>	<u>ANNUAL</u>
Assigned Police Sergeant	C-45	16-59 months	\$ 39.4100	\$ 81,972.72
		5-9 years	\$ 40.3952	\$ 84,022.04
		10-14 years	\$ 41.9920	\$ 87,343.32
		15-18 years	\$ 43.6240	\$ 90,737.95
		18-19 years	\$ 44.2227	\$ 91,983.23
		20+ years	\$ 45.4775	\$ 94,593.13

**SALARY SCHEDULE D
IAFF
FISCAL YEAR 2015-16**

-PENDING CONTRACT NEGOTIATIONS-

<u>POSITION CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>STEP</u>	<u>24 HOURS</u>		<u>PAY</u>		<u>40 HOURS</u>	
			<u>HOURLY</u>	<u>ANNUAL</u>	<u>GRADE</u>	<u>STEP</u>	<u>HOURLY</u>	<u>ANNUAL</u>
Probationary Fire Fighter	D-05		\$20.4945	\$55,417	D-16		\$25.5220	\$53,086
Fire Fighter	D-21	1	\$21.5423	\$58,250	D-25	1	\$26.7981	\$55,740
		2	\$22.5901	\$61,084		2	\$28.0742	\$58,394
		3	\$23.6378	\$63,917		3	\$29.3503	\$61,049
		4	\$24.6858	\$66,750		4	\$30.6743	\$63,802
Fire Fighter (10 years)			\$24.8092	\$67,084			\$30.8276	\$64,121
Fire Engineer	D-30		\$26.3686	\$71,301	D-35		\$32.7624	\$68,146
Fire Lieutenant	D-40		\$29.5070	\$79,787	D-45		\$36.6716	\$76,277
Fire Captain	D-50		\$34.8168	\$94,145	D-55		\$43.2531	\$89,966
Deputy Fire Marshal					D-37	A	\$31.2153	\$64,928
						B	\$32.6514	\$67,915
						C	\$34.1651	\$71,064
						D	\$35.7446	\$74,349

SALARY SCHEDULE E
AFSCME
FISCAL YEAR 2015-16
2.75%

POSITION CLASSIFICATION	PAY GRADE	MERIT STEP	EMPLOYMENT SENIORITY				
			(0) 0-5	(.025) 6-10	(.050) 11-15	(.075) 16-20	(.10) Over 20
Special Services Worker	20	A	16.8791	17.3010	17.7230	18.1450	18.5670
		B	17.7223	18.1654	18.6084	19.0515	19.4946
		C	18.6240	19.0896	19.5551	20.0207	20.4863
		D	19.5481	20.0368	20.5255	21.0142	21.5029
		E	20.5357	21.0491	21.5625	22.0759	22.5893
	21	A	17.5358	17.9742	18.4126	18.8510	19.2894
		B	18.4099	18.8702	19.3304	19.7907	20.2509
		C	19.3244	19.8075	20.2906	20.7737	21.2568
		D	20.2989	20.8064	21.3138	21.8213	22.3288
		E	21.3221	21.8551	22.3882	22.9212	23.4543
Office Worker I Account Clerk I Parking Enforcement Officer I Data Entry Clerk	22	A	18.2104	18.6656	19.1209	19.5762	20.0314
		B	19.1200	19.5980	20.0760	20.5540	21.0320
		C	20.0752	20.5771	21.0790	21.5808	22.0827
		D	21.0789	21.6058	22.1328	22.6598	23.1867
		E	22.1540	22.7079	23.2617	23.8156	24.3694
	23	A	18.9139	19.3868	19.8596	20.3325	20.8053
		B	19.8579	20.3543	20.8508	21.3472	21.8437
		C	20.8649	21.3866	21.9082	22.4298	22.9514
		D	21.9108	22.4586	23.0064	23.5541	24.1019
		E	23.0248	23.6005	24.1761	24.7517	25.3273
Office Worker II Account Clerk II Police Service Representative I Customer Services Representative Parking Enforcement Officer II Police Information Resource Specialist	24	A	19.6584	20.1499	20.6414	21.1328	21.6243
		B	20.6428	21.1589	21.6749	22.1910	22.7071
		C	21.6854	22.2275	22.7697	23.3118	23.8539
		D	22.7751	23.3444	23.9138	24.4832	25.0526
		E	23.9379	24.5363	25.1348	25.7332	26.3317
Police Account Clerk Telecommunicator I	25	A	20.4464	20.9576	21.4687	21.9799	22.4911
		B	21.4680	22.0047	22.5414	23.0781	23.6148
		C	22.5351	23.0985	23.6619	24.2253	24.7886
		D	23.6930	24.2853	24.8777	25.4700	26.0623
		E	24.8993	25.5218	26.1443	26.7668	27.3892

SALARY SCHEDULE E
AFSCME
FISCAL YEAR 2015-16
2.75%

POSITION CLASSIFICATION	PAY GRADE	MERIT STEP	EMPLOYMENT SENIORITY				
			(0) 0-5	(.025) 6-10	(.050) 11-15	(.075) 16-20	(.10) Over 20
Account Clerk III	26	A	21.4422	21.9782	22.5143	23.0503	23.5864
Asphalt Maintenance Worker I		B	22.5140	23.0768	23.6397	24.2025	24.7654
Concrete Maintenance Worker I		C	23.6441	24.2352	24.8263	25.4174	26.0085
Police Services Representative II		D	24.8361	25.4570	26.0779	26.6988	27.3197
Special Services Maintenance Worker I		E	26.1090	26.7617	27.4144	28.0672	28.7199
Meter Collector/Meter Repair Worker I							
Sewer Maintenance Worker I							
Sign Maintenance Worker I							
Street Maintenance Worker I							
Utility Locating Maintenance Worker I							
Maintenance Worker I							
Telecommunicator II -- Lead Worker	27	A	22.2918	22.8491	23.4064	23.9637	24.5210
		B	23.4075	23.9927	24.5779	25.1630	25.7482
		C	24.6041	25.2192	25.8343	26.4494	27.0645
		D	25.8414	26.4875	27.1335	27.7795	28.4256
		E	27.1582	27.8371	28.5161	29.1950	29.8740
Asphalt Maintenance Worker II	28	A	23.1983	23.7782	24.3582	24.9381	25.5181
Concrete Maintenance Worker II		B	24.3594	24.9683	25.5773	26.1863	26.7953
Sewer Maintenance Worker II		C	25.5934	26.2332	26.8731	27.5129	28.1527
Street Maintenance Worker II		D	26.8907	27.5630	28.2352	28.9075	29.5798
Sign Maintenance Worker II		E	28.2577	28.9641	29.6706	30.3770	31.0835
Meter Collector/Meter Repair Worker II							
Facility Specialist							
Arborist	29	A	24.3156	24.9235	25.5314	26.1393	26.7471
Traffic Services Officer		B	25.5317	26.1700	26.8083	27.4466	28.0849
		C	26.8404	27.5114	28.1824	28.8534	29.5244
		D	28.2057	28.9108	29.6160	30.3211	31.0263
		E	29.6457	30.3869	31.1280	31.8692	32.6103
Mechanic	30	A	25.3225	25.9556	26.5887	27.2217	27.8548
Electrical Technician		B	26.5875	27.2522	27.9169	28.5815	29.2462
Lead Maintenance Worker		C	27.9414	28.6400	29.3385	30.0370	30.7356
		D	29.3669	30.1010	30.8352	31.5694	32.3036

SALARY SCHEDULE E
AFSCME
FISCAL YEAR 2015-16
2.75%

POSITION CLASSIFICATION	PAY GRADE	MERIT STEP	EMPLOYMENT SENIORITY				
			(0) 0-5	(.025) 6-10	(.050) 11-15	(.075) 16-20	(.10) Over 20
Master Mechanic	31	E	30.8700	31.6418	32.4135	33.1853	33.9570
		A	26.3548	27.0136	27.6725	28.3314	28.9902
		B	27.6723	28.3641	29.0559	29.7477	30.4396
		C	29.0557	29.7821	30.5085	31.2349	31.9613
		D	30.5086	31.2713	32.0341	32.7968	33.5595
		E	32.0342	32.8350	33.6359	34.4367	35.2376
Lead Mechanic	32	A	27.3868	28.0714	28.7561	29.4408	30.1255
Traffic & Lighting Technician		B	28.7572	29.4761	30.1950	30.9139	31.6329
Facility Specialist		C	30.1939	30.9488	31.7036	32.4585	33.2133
		D	31.7148	32.5077	33.3006	34.0934	34.8863
		E	33.3899	34.2247	35.0594	35.8942	36.7289
Master Lead Mechanic	33	A	28.4823	29.1944	29.9064	30.6185	31.3305
		B	29.9074	30.6551	31.4028	32.1505	32.8982
		C	31.4016	32.1867	32.9717	33.7568	34.5418
		D	32.9834	33.8080	34.6325	35.4571	36.2817
		E	34.7256	35.5937	36.4619	37.3300	38.1982

**SALARY SCHEDULE F
PLUMBERS AND PIPEFITTERS
FISCAL YEAR 2015-16**

-PENDING CONTRACT NEGOTIATIONS-

<u>POSITION CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>MERIT STEP</u>	<u>HOURLY</u>	<u>ANNUAL SALARY</u>
Clerk Typist	F-21	A	\$ 19.3121	\$40,169
		B	\$ 20.1887	\$41,992
		C	\$ 21.1243	\$43,939
		D	\$ 22.0749	\$45,916
Environmental Inspector	F-24	A	\$ 21.6072	\$44,943
		B	\$ 22.5796	\$46,966
		C	\$ 23.5957	\$49,079
		D	\$ 24.6574	\$51,287
Engineering Technician	F-27	A	\$ 23.9040	\$49,720
		B	\$ 24.9766	\$51,951
		C	\$ 26.1147	\$54,319
		D	\$ 27.2936	\$56,771
Engineering Technician I	F-29	A	\$ 26.1147	\$54,319
		B	\$ 27.2936	\$56,771
		C	\$ 28.5367	\$59,356
		D	\$ 29.8471	\$62,082
Engineering Technician II	F-31	A	\$ 28.5367	\$59,356
		B	\$ 29.8471	\$62,082
		C	\$ 31.2051	\$64,907
		D	\$ 32.6407	\$67,893
Building Safety Inspector	F-33	A	\$ 31.2051	\$64,907
Property Maintenance Inspector		B	\$ 32.6407	\$67,893
Engineering Technician III		C	\$ 34.1539	\$71,040
Electrical Inspector		D	\$ 35.7328	\$74,324
Plumbing and Mechanical Systems Inspector				
Plan Reviewer	F-34	A	\$ 32.6407	\$67,893
		B	\$ 34.1539	\$71,040
		C	\$ 35.7328	\$74,324
		D	\$ 37.3930	\$77,777

**NON-EXEMPT
SALARY SCHEDULE G
NON-BARGAINING UNIT EMPLOYEES
FISCAL YEAR 2015-16
2.50%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>		
	G-8	\$24,756	---	\$31,609
	G-9	\$25,988	---	\$33,185
	G-10	\$27,289	---	\$34,842
	G-11	\$28,648	---	\$36,582
	G-12	\$30,108	---	\$38,440
Coop Engineering Technician	G-13	\$31,574	---	\$40,307
	G-14	\$33,193	---	\$42,368
Clerk Typist I	G-15	\$34,813	---	\$44,449
Clerk Typist II	G-17	\$38,416	---	\$49,053
Secretary I	G-18	\$40,308	---	\$51,468
GIS Technician	G-19	\$42,387	---	\$54,117
Legal Secretary Secretary II Property Evidence Technician Purchasing Technician Administrative Assistant Multimedia Producer	G-20	\$44,465	---	\$56,774
Planner I Paralegal Environmental Sustainability Specialist	G-22	\$48,995	---	\$62,547
Finance Technician	G-23	\$51,241	---	\$65,882

**NON-EXEMPT
SALARY SCHEDULE G
NON-BARGAINING UNIT EMPLOYEES
FISCAL YEAR 2015-16
2.50%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>		
Rehabilitation Technician Buyer/Procurement Specialist Civil Engineer Apprentice	G-24	\$54,019	---	\$68,971
Network Technician Telecommunications/A-V Technician Webmaster	G-25	\$56,761	---	\$72,475

**EXEMPT
SALARY SCHEDULE G
NON-BARGAINING UNIT EMPLOYEES
FISCAL YEAR 2015-16
2.50%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>		
	G-17	\$36,939	---	\$47,166
	G-22	\$48,995	---	\$62,547
	G-23	\$51,241	---	\$65,882
Police Records Supervisor Telecommunicator Supervisor Associate Planner	G-24	\$54,019	---	\$68,971
Community Development Specialist Human Resources Specialist Records Manager Police Network Administrator METCAD Network Administrator METCAD Database Administrator METCAD Communicaton Systems Specialist	G-25	\$56,761	---	\$72,474
Accountant Administrative Services Supervisor Financial Analyst Assistant to the City Manager Management Analyst	G-26	\$59,565	---	\$76,056
Senior Planner Zoning Administrator IS Network Administrator Civil Engineer Database Administrator GIS Administrator	G-27	\$62,536	---	\$79,845
Engineer I Building and Grounds Supervisor	G-28	\$65,665	---	\$83,842

**EXEMPT
SALARY SCHEDULE G
NON-BARGAINING UNIT EMPLOYEES
FISCAL YEAR 2015-16
2.50%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>		
Fleet Services Supervisor	G-29	\$68,961	---	\$88,045
Operations Supervisor				
Parking Operations Supervisor				
Special Projects Manager				
Network Engineer				
Assistant to the Police Chief for Community Services				
Neighborhood Coordinator				
Forestry Supervisor				
Code Compliance Manager	G-30	\$72,417	---	\$92,464
Neighborhood Programs Manager				
Building Safety Supervisor				
Hazardous Materials & Environmental Officer				
Engineer II				
METCAD Deputy Director				
Community Relations Manager and Compliance Officer				
Communications Manager				
Assistant Human Resources Director	G-31	\$76,029	---	\$97,083
Assistant Planning and Development Director				
Traffic & Lighting Supervisor				
Risk Manager				
Engineer III				
Assistant City Attorney	G-32	\$79,945	---	\$101,968
Assistant City Engineer				
Financial Services Manager/Budget Officer				
Operations Manager (PW)				
Financial Services Manager/City Accountant				
Administrative Services Manager				
Police Lieutenant	G-33	\$83,857	---	\$107,065
Fire Marshal	G-34	\$88,051	---	\$112,419

**EXEMPT
SALARY SCHEDULE G
NON-BARGAINING UNIT EMPLOYEES
FISCAL YEAR 2015-16
2.50%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>		
	G-35	\$92,430	---	\$118,020
City Engineer	G-36	\$97,074	---	\$123,944
Deputy Chief of Police				
Deputy Fire Chief				
Information Technologies Director	G-39	\$107,638	---	\$145,312
Human Resources Director				
Planning and Development Director				
Neighborhood Services Director				
METCAD Director				
City Attorney	G-40	\$120,058	---	\$162,080
Police Chief				
Fire Chief				
Public Works Director				
Finance Director				
Deputy City Manager				

SALARY SCHEDULE G
TEMPORARY POSITION CLASSIFICATIONS
FISCAL YEAR 2015-16
2.50%

<u>POSITION CLASSIFICATION</u>	<u>HOURLY</u>
Laborer	\$ 9.25
Data Entry Clerk I	\$ 12.37
Field Survey Worker A-V Technician	\$ 11.69
Adult Crossing Guard Police Service Aide	\$ 13.42
Intern (Level 1)	\$ 8.25 *
Intern (Level 2)	\$ 10.00 *
Law Clerk	\$ 12.00 *
Project Administrator Development Inspector	\$ 17.90
Data Entry Clerk II Laborer II Research Assistant	\$ 14.58
Temporary Account Clerk	\$ 17.43
Temporary Clerical	\$ 13.52
Temporary Secretary	\$ 17.43
Substitute Telecommunicator	\$ 19.20
Project Specialist	\$ 20.40
A/V Operator	\$ 21.54

**SALARY SCHEDULE G
TEMPORARY POSITION CLASSIFICATIONS
FISCAL YEAR 2015-16
2.50%**

<u>POSITION CLASSIFICATION</u>	<u>HOURLY</u>
Programmer I Project Specialist II	\$ 24.13
Programmer II	\$ 29.13

*No fiscal year increase applied to these rates