



**SALARY AND
STAFFING
ORDINANCE**

SALARY SCHEDULES

FISCAL YEAR 2016-2017

ATTACHMENT A

Schedule A

**SALARY SCHEDULE C
FOP
FISCAL YEAR 2016-17**

3.25%

<u>POSITION</u>	<u>PAY GRADE</u>		<u>HOURLY</u>	<u>ANNUAL</u>
Probationary Police Officer	C-05	0-15 months	\$ 28.0785	\$ 58,403.28
Police Officer	C-15	16-36 months	\$ 30.5701	\$ 63,585.81
	C-20	37-59 months	\$ 33.0580	\$ 68,760.64
Assigned Police Officer	C-22		\$ 34.0888	\$ 70,904.70
Senior Police Officer	C-30	5-9 years	\$ 35.2354	\$ 73,289.63
		10-14 years	\$ 36.6280	\$ 76,186.24
		15-19 years	\$ 38.4057	\$ 79,883.86
		20+ years	\$ 39.8429	\$ 82,873.23
Assigned Senior Police Officer	C-35	5-9 years	\$ 36.2934	\$ 75,490.27
		10-14 years	\$ 37.7281	\$ 78,474.45
		15-19 years	\$ 39.5589	\$ 82,282.51
		20+ years	\$ 41.0392	\$ 85,361.54
Police Sergeant	C-40	16-59 months	\$ 40.7899	\$ 84,842.99
		5-9 years	\$ 41.8098	\$ 86,964.38
		10-14 years	\$ 43.4625	\$ 90,402.00
		15-18 years	\$ 45.1516	\$ 93,915.33
		18-19 years	\$ 45.7713	\$ 95,204.30
		20+ years	\$ 47.0699	\$ 97,905.39

**SALARY SCHEDULE C
FOP
FISCAL YEAR 2016-17**

3.25%

<u>POSITION</u>	<u>PAY GRADE</u>		<u>HOURLY</u>	<u>ANNUAL</u>
Assigned Police Sergeant	C-45	16-59 months	\$ 41.8098	\$ 86,964.38
		5-9 years	\$ 42.8550	\$ 89,138.40
		10-14 years	\$ 44.5491	\$ 92,662.13
		15-18 years	\$ 46.2805	\$ 96,263.44
		18-19 years	\$ 46.9156	\$ 97,584.45
		20+ years	\$ 48.2468	\$ 100,353.34

SALARY SCHEDULE D
IAFF
FISCAL YEAR 2016-2017
2.50%
Effective July 1, 2016

<u>POSITION CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>24 HOURS</u>		<u>PAY GRADE</u>	<u>40 HOURS</u>	
		<u>STEP</u>	<u>HOURLY</u> <u>ANNUAL</u>		<u>STEP</u>	<u>HOURLY</u> <u>ANNUAL</u>
Probationary Fire Fighter	D-05		\$21.5321 \$58,223	D-16		\$26.8141 \$55,773
Fire Fighter	D-21	1	\$22.6329 \$61,199	D-25	1	\$28.1548 \$58,562
		2	\$23.7338 \$64,176		2	\$29.4955 \$61,351
		3	\$24.8344 \$67,152		3	\$30.8362 \$64,139
		4	\$25.9355 \$70,130		4	\$32.2272 \$67,033
Fire Fighter (10 years)			\$26.0651 \$70,480			\$32.3883 \$67,368
Fire Lieutenant	D-40		\$31.0008 \$83,826	D-45		\$38.5281 \$80,138
Fire Captain	D-50		\$36.5794 \$98,911	D-55		\$45.4428 \$94,521
Deputy Fire Marshal				D-37	A	\$32.7956 \$68,215
				B	\$34.3044 \$71,353	
				C	\$35.8947 \$74,661	
				D	\$37.5542 \$78,113	

SALARY SCHEDULE E
AFSCME
FISCAL YEAR 2016-17
-Pending Contract Negotiations-

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 Parking Enforcement Officer I Data Entry Clerk	22	A	18.2104	18.6656	19.1209	19.5762	20.0314
		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 2016-17
-Pending Contract Negotiations-

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	27	A	22.2918	22.8491	23.4064	23.9637	24.5210
Worker		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
		E	30.8700	31.6418	32.4135	33.1853	33.9570

SALARY SCHEDULE E
AFSCME
FISCAL YEAR 2016-17
-Pending Contract Negotiations-

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	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 Traffic & Lighting Technician Facility Specialist	32	A	27.3868	28.0714	28.7561	29.4408	30.1255
		B	28.7572	29.4761	30.1950	30.9139	31.6329
		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 2016-17**

0.00%

<u>POSITION CLASSIFICATION</u>	<u>PAY GRADE</u>	<u>MERIT STEP</u>	<u>HOURLY</u>	<u>ANNUAL SALARY</u>
Permit Clerk	F-21	A	\$ 19.8432	\$41,274
		B	\$ 20.7439	\$43,147
		C	\$ 21.7052	\$45,147
		D	\$ 22.6820	\$47,179
		E	\$ 23.7027	\$49,302
Environmental Inspector	F-24	A	\$ 22.2014	\$46,179
		B	\$ 23.2005	\$48,257
		C	\$ 24.2446	\$50,429
		D	\$ 25.3355	\$52,698
		E	\$ 26.4756	\$55,069
Engineering Technician	F-27	A	\$ 24.5614	\$51,088
		C	\$ 26.8329	\$55,812
		D	\$ 28.0442	\$58,332
		E	\$ 29.3062	\$60,957
Engineering Technician I	F-29	A	\$ 26.8329	\$55,812
		B	\$ 28.0442	\$58,332
		C	\$ 29.3215	\$60,989
		D	\$ 30.6679	\$63,789
		E	\$ 32.0480	\$66,660
Engineering Technician II	F-31	A	\$ 29.3215	\$60,989
		B	\$ 30.6679	\$63,789
		C	\$ 32.0632	\$66,691
		D	\$ 33.5383	\$69,760
		E	\$ 35.0475	\$72,899
Building Safety Inspector	F-33	A	\$ 32.0632	\$66,691
Property Maintenance Inspector		B	\$ 33.5383	\$69,760
Engineering Technician III		C	\$ 35.0931	\$72,994
Electrical Inspector		D	\$ 36.7155	\$76,368
Plumbing and Mechanical Systems Inspector		E	\$ 38.3677	\$79,805
Plan Reviewer	F-34	A	\$ 33.5383	\$69,760
		B	\$ 35.0931	\$72,994
		C	\$ 36.7155	\$76,368
		D	\$ 38.4213	\$79,916
		E	\$ 40.1503	\$83,513

**NON-EXEMPT
SALARY SCHEDULE G
NON-BARGAINING UNIT EMPLOYEES
FISCAL YEAR 2016-17
2.50%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>		
	G-8	\$25,375	---	\$32,399
	G-9	\$26,638	---	\$34,015
	G-10	\$27,971	---	\$35,713
	G-11	\$29,364	---	\$37,497
	G-12	\$30,861	---	\$39,401
Coop Engineering Technician	G-13	\$32,363	---	\$41,315
	G-14	\$34,023	---	\$43,427
Clerk Typist II	G-17	\$39,376	---	\$50,279
Secretary I	G-18	\$41,316	---	\$52,755
GIS Technician	G-19	\$43,447	---	\$55,470
Secretary II	G-20	\$45,577	---	\$58,193
Property Evidence Technician				
Purchasing Technician				
Administrative Assistant				
Multimedia Producer	G-21	\$47,855	---	\$61,103
Legal Assistant				
Planner I	G-22	\$50,220	---	\$64,111
Environmental Sustainability Specialist				
Lead Legal Assistant				
Finance Technician	G-23	\$52,522	---	\$67,529
Rehabilitation Technician	G-24	\$55,370	---	\$70,695
Buyer/Procurement Specialist				
Civil Engineer Apprentice				

**NON-EXEMPT
 SALARY SCHEDULE G
 NON-BARGAINING UNIT EMPLOYEES
 FISCAL YEAR 2016-17
 2.50%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>		
Network Technician	G-25	\$58,180	---	\$74,287
Telecommunications/A-V Technician				
Webmaster				
Paralegal				

**EXEMPT
SALARY SCHEDULE G
NON-BARGAINING UNIT EMPLOYEES
FISCAL YEAR 2016-17
2.50%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>		
	G-17	\$37,862	---	\$48,345
	G-22	\$50,220	---	\$64,111
	G-23	\$52,522	---	\$67,529
Police Records Supervisor Telecommunicator Supervisor Associate Planner	G-24	\$55,370	---	\$70,695
Community Development Specialist Human Resources Specialist Records Manager Police Network Administrator METCAD Database Administrator METCAD Communicaton Systems Specialist	G-25	\$58,180	---	\$74,286
Accountant Administrative Services Supervisor Financial Analyst Assistant to the City Manager Management Analyst	G-26	\$61,054	---	\$77,957
Senior Planner Zoning Administrator IS Network Administrator Civil Engineer Database Administrator GIS Administrator	G-27	\$64,099	---	\$81,841
Engineer I Building and Grounds Supervisor	G-28	\$67,307	---	\$85,938

**EXEMPT
SALARY SCHEDULE G
NON-BARGAINING UNIT EMPLOYEES
FISCAL YEAR 2016-17
2.50%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>		
Fleet Services Supervisor	G-29	\$70,685	---	\$90,246
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	\$74,228	---	\$94,775
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	\$77,930	---	\$99,510
Assistant Planning and Development Director				
Traffic & Lighting Supervisor				
Risk Manager				
Engineer III				
Assistant City Attorney	G-32	\$81,944	---	\$104,517
Assistant City Engineer				
Financial Services Manager/Budget Officer				
Operations Manager (PW)				
Financial Services Manager/City Accountant				
Administrative Services Manager				
	G-33	\$85,954	---	\$109,742
Fire Marshal	G-34	\$90,252	---	\$115,230
Police Lieutenant				
	G-35	\$94,741	---	\$120,971

**EXEMPT
SALARY SCHEDULE G
NON-BARGAINING UNIT EMPLOYEES
FISCAL YEAR 2016-17
2.50%**

<u>POSITION CLASSIFICATION</u>	<u>GRADE</u>	<u>SALARY RANGE</u>		
City Engineer Deputy Chief of Police Deputy Fire Chief	G-36	\$99,501	---	\$127,043
Information Technologies Director Human Resources Director Planning and Development Director Neighborhood Services Director METCAD Director	G-39	\$110,329	---	\$148,945
City Attorney Police Chief Fire Chief Public Works Director Finance Director Deputy City Manager	G-40	\$123,059	---	\$166,132

**SALARY SCHEDULE G
 TEMPORARY POSITION CLASSIFICATIONS
 FISCAL YEAR 2016-17
 2.50%**

<u>POSITION CLASSIFICATION</u>	<u>HOURLY</u>
Laborer	\$ 9.48
Data Entry Clerk I	\$ 12.68
Field Survey Worker A-V Technician	\$ 11.98
Adult Crossing Guard Police Service Aide	\$ 13.76
Intern (Level 1)	\$ 8.25 *
Intern (Level 2)	\$ 10.00 *
Law Clerk	\$ 12.00 *
Project Administrator Development Inspector	\$ 18.35
Data Entry Clerk II Laborer II Research Assistant	\$ 14.94
Temporary Account Clerk	\$ 17.87
Temporary Clerical	\$ 13.86
Temporary Secretary	\$ 17.87
Substitute Telecommunicator	\$ 19.68
Project Specialist	\$ 20.91
A/V Operator	\$ 22.08
Programmer I Project Specialist II	\$ 24.73
Programmer II	\$ 29.86

*No fiscal year increase applied to these rates