

**CITY OF OAKLAND  
COUNCIL AGENDA REPORT**

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

2004 MAR 11 PM 5:14

TO: Office of the City Manager  
ATTN: Deborah Edgerly, City Manager  
FROM: Finance and Management Agency  
DATE: March 16, 2004  
RE: SUPPLEMENTAL REPORT REGARDING AN ORDINANCE  
AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187  
C.M.S. (THE SALARY ORDINANCE) TO INCREASE THE SALARIES  
OF UNREPRESENTED EMPLOYEE JOB CLASSIFICATIONS IN  
UNITS UK1, U31, UN1 AND UR1.

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**SUMMARY**

This is a supplemental report providing the additional information requested by the Finance and Management Committee for the ordinance that has been prepared for consideration by the City Council that amends the Salary Schedule of Ordinance No. 12187 C.M.S. to increase the salaries of unrepresented employee job classifications. The ordinance amendment would increase salaries of unrepresented job classifications in Units UK1 (Executive Management), U31 (Confidential Employees), UN1 (Agency Director, Police Services) and UR1 (Agency Director, Fire Services) by three percent effective June 21, 2003; additionally, unrepresented job classifications in Units U31 only will increase by one percent effective July 3, 2004, four percent effective July 2, 2005, four percent effective July 1, 2006, and four percent effective June 30, 2007 consistent with the increases for represented employees. The amounts of the increases were adopted by City Council on December 16, 2003 and January 20, 2004. The three percent general increase for U31 employees is comparable to increases provided to represented non-sworn employees who will also be required to contribute three percent of their salary to retirement. Future Executive Management (UK1, UR1, and UN1) increases will be based upon new criteria approved by the Council that will be presented in a separate ordinance establishing the fifty percent range structure, the use of the Consumer Price Index, market study data, and performance objectives.

**FISCAL IMPACT**

There are sufficient appropriations to cover the cost of unrepresented employee increases in the FY2003 - 2005 budget. Increases in non-General funds will need to be accommodated by those respective funds. Increases in subsequent years will be included in each department's Proposed Budget.

**BACKGROUND**

Ordinance No. 12187 C.M.S. establishes salaries and other terms and conditions of City employment, including the classifications of positions of employment. Amendments to the Ordinance, including changes to the salary schedule, are required periodically to keep the Salary Ordinance current. This proposed ordinance would amend the salary schedule of Ordinance No. 12187 to revise the salaries needed.

Item # **S-10.29CC**  
March 16, 2004  
City Council

**KEY ISSUES AND IMPACTS**

At the direction of the City Council the City contracted with a consulting firm in the Fall of 2002 to conduct a salary and benefits survey for executive and management level classes. In mid-July the Public Sector Personnel Consultants (PSPC) presented a report to this Committee entitled "Salary and Benefits Survey and Recommended Salary Plan for Executive, Management, and Unrepresented Positions". Following that report, the Finance and Management Committee directed staff to develop additional information and recommendations for a salary plan for executive management and unrepresented positions in the City's classification system. The recommendations were presented and approved by the City Council on December 16, 2003 and January 20, 2004. This report and salary schedule amendment reflect the adopted changes to provide a general increase to unrepresented employees including a corresponding 3% retirement contribution, and provides the mechanism for implementing the approved increase.

**SUSTAINABLE OPPORTUNITIES**

There are no sustainable opportunities or impacts associated with approval of this ordinance.

**DISABILITY AND SENIOR CITIZEN ACCESS**

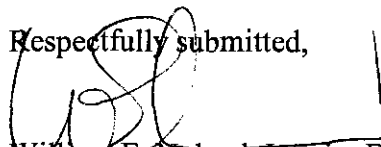
There is no impact on residents with disabilities and/or senior citizens relative to accessibility.

**RECOMMENDATION AND RATIONALE**

Staff recommends that the City Council approve the ordinance providing general increases to unrepresented job classifications in Units UK1 (Executive Management), U31 (Confidential Employees), UN1 (Agency Director, Police Services) and UR1 (Agency Director, Fire Services) by three percent effective June 21, 2003; and, unrepresented job classifications in Units U31 by one percent effective July 3, 2004, four percent effective July 2, 2005, four percent effective July 1, 2006, and four percent effective June 30, 2007.

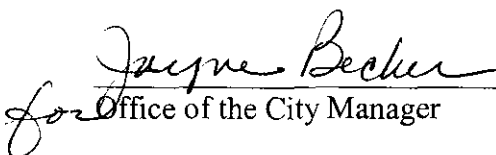
**ACTION REQUESTED OF THE CITY COUNCIL**

Approval of the Ordinance is requested.

Respectfully submitted,  
  
William E. Noland, Interim Director  
Finance & Management Agency

Prepared by:  
Robin Young, Sr. Human Resource Analyst  
Office of Personnel

APPROVED AND FORWARDED TO  
THE CITY COUNCIL:

  
for Office of the City Manager

Item # **S-10.29CE**  
March 16, 2004  
City Council

INTRODUCED BY COUNCILMEMBER \_\_\_\_\_

APPROVED AS TO FORM AND LEGALITY  
*Greg Chavis*  
CITY CLERK  
CITY ATTORNEY  
2003 FEB 26 PM 2:28

**ORDINANCE NO. \_\_\_\_\_ C.M.S.**

**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. (THE SALARY ORDINANCE) TO INCREASE THE SALARIES OF UNREPRESENTED EMPLOYEE JOB CLASSIFICATIONS IN UNITS UK1, U31, UN1 AND UR1.**

The Council of the City of Oakland does hereby ordain that the salary schedule of Ordinance No. 12187 C.M.S. shall be amended as follows:

Salaries for Miscellaneous Job Classifications in pay grade table Units UK1 (Executive Management), U31 (Confidential Employees), UN1 (Agency Director, Police Services) and UR1 (Agency Director, Fire Services) will be increased by three percent effective June 21, 2003; and, unrepresented job classifications in Units U31 by one percent effective July 3, 2004, four percent effective July 2, 2005, four percent effective July 1, 2006, and four percent effective June 30, 2007 as set forth in Exhibits A through D (Mass Update Report on Salary for Next Five Years) attached hereto and incorporated herein:

Exhibits	Pay Grade Table Units
A	U31
B	UK1
C	UN1
D	UR1

AYES- BRUNNER, BROOKS, CHANG, NADEL, QUAN, REID, WAN  
AND PRESIDENT DE LA FUENTE

NOES-

ABSENT-

ABSTENTION-

ATTEST: \_\_\_\_\_

CEDA FLOYD  
City Clerk and Clerk of the Council  
of the City of Oakland, California

**S-10.29CC**  
**ORA/COUNCIL**  
**MAR 16 2004**

**4**  
**FINANCE & MANAGEMENT CMTE.**  
**MAR 9 2004**

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AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. (THE SALARY ORDINANCE) TO INCREASE THE SALARIES OF UNREPRESENTED EMPLOYEE JOB CLASSIFICATIONS IN UNITS UK1, U31, UN1 AND UR1.

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FINANCE & MANAGEMENT CMTE.  
MAR 9 2004

**Digest**

This ordinance amends the salary schedule of ordinance no. 12187 c.m.s. (the salary ordinance) to increase salaries of unrepresented job classifications in Units UK1 (Executive Management), U31 (Confidential Employees), UN1 (Agency Director, Police Services) and UR1 (Agency Director, Fire Services) by three percent effective June 21, 2003; and, unrepresented job classifications in Units U31 by one percent effective July 3, 2004, four percent effective July 2, 2005, four percent effective July 1, 2006, and four percent effective June 30, 2007. The amounts of the increases were adopted by City Council on December 16, 2003 and January 20, 2004.

S-10-29CC  
CITY COUNCIL  
MAR 16 2004

Mass Update Report on Salary for Next Five Years (Exhibit A)

Report Parameters

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Rep Unit: U31

	Effective Date	% Increase
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Year1:	21-JUN-2003	3
Year2:	03-JUL-2004	1
Year3:	02-JUL-2005	4
Year4:	01-JUL-2006	4
Year5:	30-JUN-2007	4

Rep Unit: U31

Job	Class	Job Class Title	Hrs	Csb Status	Normal
	AF041	Financial Analyst, Principal	75	CU	
Grade Name Type Eff. Date					
	U31.75.019	M	06-JUL-2002		
			Eff. Rate	Min	Max
			(06/03) 3%	7173.93	8808.95
			(07/04) 1%	7389.15	9073.22
			(07/05) 4%	7463.04	9163.95
			(07/06) 4%	7761.57	9530.51
			(06/07) 4%	8072.03	9911.73
				8394.91	10308.20

Job	Class	Job Class Title	Hrs	Csb Status	Normal
	U31.75.018	M	Rep U31 75 Hour		
Grade Name Type Pay Scale					
			Step Point	Eff. Date	Eff. Rate
			1	06-JUL-2002	6832.43
			2	06-JUL-2002	7192.65
			3	06-JUL-2002	7570.41
			4	06-JUL-2002	7969.22
			5	06-JUL-2002	8389.09
			6	06-JUL-2002	8765.67
				(06/03) 3%	7037.40
				(07/04) 1%	7107.78
				(07/05) 4%	7392.09
				(07/06) 4%	7687.77
				(06/07) 4%	7995.28
					8093.08
					8416.81
					8518.14
					8858.86
					9325.55
					9439.30
					9816.87
					9863.03
					10257.55

Job	Class	Job Class Title	Hrs	Csb Status	Normal
	U31.75.024	M	06-JUL-2002		
Grade Name Type Eff. Date					
			Eff. Rate	Min	Max
			(06/03) 3%	9156.29	11242.76
			(07/04) 1%	9430.98	11580.04
			(07/05) 4%	9525.29	11695.84
			(07/06) 4%	9906.30	12163.67
			(06/07) 4%	10302.56	12650.22
				10714.66	13156.23



Rep Unit: U31

Job Class	Job Class Title	Normal Hrs	Csb Status
EM171	Manager, Agency Administrative	75	
Grade Name Type Eff. Date			
U31.75.022 M	06-JUL-2002		
	Eff. Rate		
	(06/03) 3%	8304.87	10197.18
	(07/04) 1%	8554.02	10503.10
	(07/05) 4%	8639.56	10608.13
	(07/06) 4%	8985.14	11032.45
	(06/07) 4%	9344.55	11473.75
		9718.33	11932.70

Job Class	Job Class Title	Normal Hrs	Csb Status
EM172	Budget Director	75	
Grade Name Type Eff. Date			
U31.75.026 M	06-JUL-2002		
	Eff. Rate		
	(06/03) 3%	10095.48	12394.81
	(07/04) 1%	10398.35	12766.66
	(07/05) 4%	10502.33	12894.32
	(07/06) 4%	10922.42	13410.10
	(06/07) 4%	11359.32	13946.50
		11813.69	14504.36

Job Class	Job Class Title	Normal Hrs	Csb Status
EM186	Manager, Human Resources	75	
Grade Name Type Eff. Date			
U31.75.023 M	06-JUL-2002		
	Eff. Rate		
	(06/03) 3%	8721.56	10707.50
	(07/04) 1%	8983.21	11028.73
	(07/05) 4%	9073.04	11139.01
	(07/06) 4%	9435.96	11584.57
	(06/07) 4%	9813.40	12047.96
		10205.94	12529.87



Rep Unit: U31

Job	Class	Job Class Title	Normal Hrs	Csb Status
U31.75.019 M	06-JUL-2002	EMI89 Manager, Legal Admin Services	75	
		Grade Name Type Eff. Date	Min	Max
		Eff. Rate		
		(06/03) 3%	7173.93	8808.95
		(07/04) 1%	7389.15	9073.22
		(07/05) 4%	7463.04	9163.95
		(07/06) 4%	7761.57	9530.51
		(06/07) 4%	8072.03	9911.73
			8394.91	10308.20

Job	Class	Job Class Title	Normal Hrs	Csb Status
U31.75.023 M	06-JUL-2002	EM204 Manager, Revenue	75	
		Grade Name Type Eff. Date	Min	Max
		Eff. Rate		
		(06/03) 3%	8721.56	10707.50
		(07/04) 1%	8983.21	11028.73
		(07/05) 4%	9073.04	11139.01
		(07/06) 4%	9435.96	11584.57
		(06/07) 4%	9813.40	12047.96
			10205.94	12529.87

Job	Class	Job Class Title	Normal Hrs	Csb Status
U31.75.026 M	06-JUL-2002	EM206 Manager, Treasury	75	
		Grade Name Type Eff. Date	Min	Max
		Eff. Rate		
		(06/03) 3%	10095.48	12394.81
		(07/04) 1%	10398.35	12766.66
		(07/05) 4%	10502.33	12894.32
		(07/06) 4%	10922.42	13410.10
		(06/07) 4%	11359.32	13946.50
			11813.69	14504.36

Rep Unit: U31

Job  
 Class Job Class Title  
 EM212 Project Manager III  
 Grade Name Type Eff. Date

Normal  
 Hrs  
 75  
 Csb Status  
 CU  
 Min Max

Job Class Title	Grade Name	Type	Eff. Date	Eff. Rate	Csb Status	CU	Min	Max
U31.75.025 M	06-JUL-2002			9614.76	11804.13			
				9903.20	12158.25			
				10002.24	12279.83			
				10402.33	12771.03			
				10818.42	13281.87			
				11251.16	13813.14			

Job  
 Class Job Class Title  
 MA102 Admin Assistant to the Mayor  
 Grade Name Type Eff. Date

Normal  
 Hrs  
 75  
 Csb Status  
 CU  
 Min Max

Job Class Title	Grade Name	Type	Eff. Date	Eff. Rate	Csb Status	CU	Min	Max
U31.75.036 M	06-JUL-2002			4376.40	7578.60			
				4507.70	7805.96			
				4552.77	7884.02			
				4734.88	8199.38			
				4924.28	8527.35			
				5121.25	8868.45			

Job  
 Class Job Class Title  
 MA109 City Manager Analyst  
 Grade Name Type Eff. Date

Normal  
 Hrs  
 75  
 Csb Status  
 CU  
 Min Max

Job Class Title	Grade Name	Type	Eff. Date	Eff. Rate	Csb Status	CU	Min	Max
U31.75.035 M	06-JUL-2002			4306.23	6459.35			
				4435.42	6653.13			
				4479.78	6719.66			
				4658.97	6988.45			
				4845.32	7267.99			
				5039.14	7558.71			

Rep Unit: U31

Job: U31.75.026 M 06-JUL-2002  
 Class: MA13 Controller  
 Grade Name: Type Eff. Date  
 Normal Hrs: 75  
 Csb Status: Min Max

Eff. Rate	Eff. Date	Eff. Rate
10095.48	06-JUL-2002	12394.81
10398.35	06/03)	12766.66
10502.33	107/04)	12894.32
10922.42	407/05)	13410.10
11359.32	407/06)	13946.50
11813.69	406/07)	14504.36

Job: MA12  
 Class: Fire Department Personnel Officer  
 Grade Name: Type Eff. Date  
 Normal Hrs: 75  
 Csb Status: CC

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	(06/03)	(07/04)	(07/05)	(07/06)	(06/07)
U31.75.017	M	Rep U31 75 Hour	1	161	06-JUL-2002	6507.30	6702.52	6769.55	7040.33	7321.94	7614.82
			2	162	06-JUL-2002	6849.98	7055.47	7126.03	7411.07	7707.51	8015.81
			3	163	06-JUL-2002	7210.19	7426.50	7500.76	7800.79	8112.83	8437.34
			4	164	06-JUL-2002	7590.29	7818.00	7896.18	8212.03	8540.51	8882.13
			5	165	06-JUL-2002	7989.10	8228.78	8311.07	8643.51	8989.25	9348.82

Rep Unit: U31  
 Job MA124 Human Res Analyst, Principal, PPR  
 Normal Hrs 75 Csb Status S

Grade Name	Type	Ray Scale	Step	Point	Eff. Date	Eff. Rate	(06/03)	(07/04)	(07/05)	(07/06)	(06/07)
U31.75.017	M	Rep U31 75 Hour	1	161	06-JUL-2002	6507.30	6702.52	6769.55	7040.33	7321.94	7614.82
			2	162	06-JUL-2002	6849.98	7055.47	7126.03	7411.07	7707.51	8015.81
			3	163	06-JUL-2002	7210.19	7426.50	7500.76	7800.79	8112.83	8437.34
			4	164	06-JUL-2002	7590.29	7818.00	7896.18	8212.03	8540.51	8882.13
			5	165	06-JUL-2002	7989.10	8228.78	8311.07	8643.51	8989.25	9348.82

Job MA125 Human Res Analyst, SR Supervising  
 Normal Hrs 75 Csb Status  
 Grade Name Type Eff. Date  
 U31.75.019 M 06-JUL-2002

Eff. Rate	Min	Max
(06/03) 3%	7173.93	8808.95
(07/04) 1%	7389.15	9073.22
(07/05) 4%	7463.04	9163.95
(07/06) 4%	7761.57	9530.51
(06/07) 4%	8072.03	9911.73
	8394.91	10308.20

Job Rep Unit: U31  
 Class Job Class Title  
 MA127 Human Resource Analyst, Principal

Normal  
 Hrs 75  
 Csb Status CC

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	(06/03)	(07/04)	(07/05)	(07/06)	(06/07)
U31.75.017	M	Rep U31 75 Hour	1	161	06-JUL-2002	6507.30	6702.52	6769.55	7040.33	7321.94	7614.82
			2	162	06-JUL-2002	6849.98	7055.47	7126.03	7411.07	7707.51	8015.81
			3	163	06-JUL-2002	7210.19	7426.50	7500.76	7800.79	8112.83	8437.34
			4	164	06-JUL-2002	7590.29	7818.00	7896.18	8212.03	8540.51	8882.13
			5	165	06-JUL-2002	7989.10	8228.78	8311.07	8643.51	8989.25	9348.82

Job Class Title  
 Class SCI66 Human Res Systems Analyst, Supv  
 Normal  
 Hrs 75  
 Csb Status CC

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	(06/03)	(07/04)	(07/05)	(07/06)	(06/07)
U31.75.018	M	Rep U31 75 Hour	1	171	06-JUL-2002	6832.43	7037.40	7107.78	7392.09	7687.77	7995.28
			2	172	06-JUL-2002	7192.65	7408.43	7482.51	7781.81	8093.08	8416.81
			3	173	06-JUL-2002	7570.41	7797.52	7875.50	8190.52	8518.14	8858.86
			4	174	06-JUL-2002	7969.42	8208.30	8290.38	8622.00	8966.88	9325.55
			5	175	06-JUL-2002	8389.09	8640.76	8727.17	9076.25	9439.30	9816.87
			6	176	06-JUL-2002	8765.67	9028.64	9118.93	9483.68	9863.03	10257.55

Rep Unit: U31  
 Job Class Job Class Title  
 SC246 Open Government Coordinator

Normal  
 Hrs 75  
 Csb Status CU

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	(06/03)	(07/04)	(07/05)	(07/06)	(06/07)
U31.75.014	M	Rep U31 75 Hour	1	131	06-JUL-2002	5098.01	5250.95	5303.46	5515.59	5736.22	5965.67
			2	132	06-JUL-2002	5367.00	5528.01	5583.29	5806.62	6038.89	6280.45
			3	133	06-JUL-2002	5648.86	5818.32	5876.51	6111.57	6356.03	6610.27
			4	134	06-JUL-2002	5947.09	6125.50	6186.76	6434.23	6691.59	6959.26
			5	135	06-JUL-2002	6259.35	6447.13	6511.60	6772.07	7042.95	7324.67

Job Class Job Class Title  
 SS120 Exec Assist to Asst City Attorney

Normal  
 Hrs 75  
 Csb Status BU

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	(06/03)	(07/04)	(07/05)	(07/06)	(06/07)
U31.75.009	M	Rep U31 75 Hour	1	81	06-JUL-2002	4404.47	4536.61	4581.97	4765.25	4955.86	5154.10
			2	82	06-JUL-2002	4636.04	4775.13	4822.88	5015.79	5216.42	5425.08
			3	83	06-JUL-2002	4880.48	5026.89	5077.16	5280.25	5491.46	5711.11
			4	84	06-JUL-2002	5136.60	5290.70	5343.61	5557.35	5779.65	6010.83
			5	85	06-JUL-2002	5407.94	5570.17	5625.88	5850.91	6084.95	6328.35

Rep Unit: U31

Job  
 Class Job Class Title  
 SSI21 Exec Assist to Asst City Manager

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	(06/03)	(07/04)	(07/05)	(07/06)	(06/07)
U31.75.009	M	Rep U31 75 Hour	1	81	06-JUL-2002	4404.47	4536.61	4581.97	4765.25	4955.86	5154.10
			2	82	06-JUL-2002	4636.04	4775.13	4822.88	5015.79	5216.42	5425.08
			3	83	06-JUL-2002	4880.48	5026.89	5077.16	5280.25	5491.46	5711.11
			4	84	06-JUL-2002	5136.60	5290.70	5343.61	5557.35	5779.65	6010.83
			5	85	06-JUL-2002	5407.94	5570.17	5625.88	5850.91	6084.95	6328.35

Job  
 Class Job Class Title  
 SSI22 Exec Assist to the City Attorney

Grade Name	Type	Pay Scale	Step	Point	Eff. Date	Eff. Rate	(06/03)	(07/04)	(07/05)	(07/06)	(06/07)
U31.75.010	M	Rep U31 75 Hour	1	91	06-JUL-2002	4624.34	4763.07	4810.70	5003.13	5203.25	5411.39
			2	92	06-JUL-2002	4867.60	5013.63	5063.77	5266.32	5476.97	5696.05
			3	93	06-JUL-2002	5123.74	5277.45	5330.23	5543.44	5765.17	5995.78
			4	94	06-JUL-2002	5393.90	5555.71	5611.27	5835.72	6069.15	6311.92
			5	95	06-JUL-2002	5678.10	5848.45	5906.93	6143.21	6388.94	6644.49





Mass Update Report on Salary for Next Five Years (Exhibit B)

Report Parameters

Rep Unit: UK1

Ordinance No: 10606

Effective Date & Increase

Year1: 21 JUN-2003 3

Ordinance Number: 10606

Rep Unit: UK1

Job	Normal	CU	Max
Class	Agency Director, Admin Services	CU	
EM102			
Grade Name	Type	Eff. Date	
UK1.75.029	M	06-JUL-2002	
EFF. Rate	3%	11687.17	14347.87
		12037.79	14778.31

Job	Normal	CU	Max
Class	Agency Director, Financial	CU	
EM103			
Grade Name	Type	Eff. Date	
UK1.75.030	M	06-JUL-2002	
EFF. Rate	3%	12270.77	15065.96
		12638.90	15517.94

Job	Normal	CU	Max
Class	Agency Director, Econ & Comm Dev	CU	
EM104			
Grade Name	Type	Eff. Date	
UK1.75.030	M	06-JUL-2002	
EFF. Rate	3%	12270.77	15065.96
		12638.90	15517.94

Ordinance Number: 10606

Job	Rep Unit	UK1	Normal	Csb Status
Class	Job Class Title		Hrs	CU
EM106	Agency Director, Life Enrichment		75	Min
Grade Name	Type	Eff. Date		Max
UK1 75.030 M	06-JUL-2002			
	EFF. Rate		12270.77	15065.96
	(06/03)	3%	12638.90	15517.94

Job	Class	Job Class Title	Normal	Csb Status
EM108	Agency Director, Public Works		Hrs	CU
Grade Name	Type	Eff. Date		Min
UK1 75.030 M	06-JUL-2002			Max
	EFF. Rate		12270.77	15065.96
	(06/03)	3%	12638.90	15517.94

Job	Class	Job Class Title	Normal	Csb Status
EM123	City Attorney		Hrs	CU
Grade Name	Type	Eff. Date		Min
UK1 75.032 M	06-JUL-2002			Max
	EFF. Rate		13529.19	16609.75
	(06/03)	3%	13935.07	17108.05

Rep Unit: UK1 Ordinance Number: 10606

Job	Class	Job Class Title	Normal	Csb Status
			Hrs	CU
			75	Min
				Max

UK1 75 027 M	06-JUL-2002	EFF. Rate	10600.69	13014.60
		(06/03) 3%	10919.70	13405.04

Normal

Job	Class	Job Class Title	Normal	Csb Status
			Hrs	CU
			75	Min
				Max

UK1 75 025 M	06-JUL-2002	EFF. Rate	9614.76	11804.13
		(06/03) 3%	9903.20	12158.25

Normal

Job	Class	Job Class Title	Normal	Csb Status
			Hrs	CU
			75	Min
				Max

UK1 75 031 M	06-JUL-2002	EFF. Rate	12884.78	16926.48
		(06/03) 3%	13271.32	17434.28

Ordinance Number: 10606

Job	Rep Unit	UKI	Normal	CU	Min	Max
Class	Job Class Title		Hrs	Cdb Status		
EM145	Director of Building & Planning		75	CU		
Grade Name	Type Eff. Date					
UK1.75.020 M	06-JUL-2002					
		EFF. Rate			11130.48	13664.86
		(06/03)	3%		11464.39	14074.81

Job	Rep Unit	UKI	Normal	CU	Min	Max
Class	Job Class Title		Hrs	Cdb Status		
EM146	Director of Corporate Info		75	CU		
Grade Name	Type Eff. Date					
UK1.75.027 M	06-JUL-2002					
		EFF. Rate			10600.68	13014.60
		(06/03)	3%		10918.70	13405.04

Job	Rep Unit	UKI	Normal	CU	Min	Max
Class	Job Class Title		Hrs	Cdb Status		
EM149	Director of Finance		75	CU		
Grade Name	Type Eff. Date					
UK1.75.027 M	06-JUL-2002					
		EFF. Rate			10600.68	13014.60
		(06/03)	3%		10918.70	13405.04

Ordinance Number: 10606

Job Rep Unit: UK1

Class	Job Class Title	Normal	Hrs	Csb Status
EM151	Director AMHS	Normal	75	CU
	Grade Name Type Eff. Date		Min	Max
UK1.75.026 M	06-JUL-2002		10095.44	12394.74
		(06/03)	10398.30	12766.59

Class	Job Class Title	Normal	Hrs	Csb Status
EM154	Director of Housing & Comm Dev	Normal	75	CU
	Grade Name Type Eff. Date		Min	Max
UK1.75.026 M	06-JUL-2002		10095.44	12394.74
		(06/03)	10398.30	12766.59

Class	Job Class Title	Normal	Hrs	Csb Status
EM155	Director of Library Services	Normal	75	CU
	Grade Name Type Eff. Date		Min	Max
UK1.75.026 M	06-JUL-2002		10095.44	12394.74
		(06/03)	10398.30	12766.59

Rep Unit: UK1 Ordinance Number: 10606

Job	Job Class Title	Normal Hrs	CU	Min	Max
UK1.75.027 M	Director of Museum Services	75			
	Grade Name Type Eff. Date				
	UK1.75.027 M	06-JUL-2002			
	EFF. Rate	3%	10600.68	13014.60	
			10918.70	13405.04	

Job	Job Class Title	Normal Hrs	CU	Min	Max
UK1.75.026 M	Director of Parks & Recreation	75			
	Grade Name Type Eff. Date				
	UK1.75.026 M	06-JUL-2002			
	EFF. Rate	3%	10095.44	12394.74	
			10398.30	12766.59	

Job	Job Class Title	Normal Hrs	CU	Min	Max
UK1.75.027 M	Director of Personnel Res Mgmt	75			
	Grade Name Type Eff. Date				
	UK1.75.027 M	06-JUL-2002			
	EFF. Rate	3%	10600.68	13014.60	
			10918.70	13405.04	

Rep Unit: UK1 Ordinance Number: 10606

Job Class	Job Class Title	Normal Hrs	Csb Status	
EM163	Director of Public Works	75	CU	
Grade Name	Type	Eff. Date	Min	Max
UK1.75.028	M	06-JUL-2002	11130.48	13664.86
		(06/03)	3%	14674.81

Job Class	Job Class Title	Normal Hrs	Csb Status	
EM164	Director of Retirement Services	75	CU	
Grade Name	Type	Eff. Date	Min	Max
UK1.75.025	M	06-JUL-2002	9614.76	11804.13
		(06/03)	3%	12158.25

Job Class	Job Class Title	Normal Hrs	Csb Status	
EM165	Director, City Planning	75	CU	
Grade Name	Type	Eff. Date	Min	Max
UK1.75.026	M	06-JUL-2002	10095.44	12394.74
		(06/03)	3%	12766.59



Rep Unit: UK1 Ordinance Number: 10606

Job Class	Job Class Title	Normal Hrs	Cab Status	
EM220	Deputy Director, Comm & Econ Dev	75	CU	
Grade Name	Type	Eff. Date	Min	Max
UK1.75.029	M	06 JUL-2002	11687.17	14347.87
			12037.79	14778.31

Job Class	Job Class Title	Normal Hrs	Cab Status	
EM221	Director of Craft & Cultural Arts	75	CU	
Grade Name	Type	Eff. Date	Min	Max
UK1.75.026	M	06 JUL-2002	10095.44	12394.74
			10398.30	12766.59

Job Class	Job Class Title	Normal Hrs	Cab Status	
EM228	Director of Building	75	CU	
Grade Name	Type	Eff. Date	Min	Max
UK1.75.026	M	06 JUL-2002	10095.44	12394.74
			10398.30	12766.59

Rep Unit: UKL

Ordinance Number: 10606

Job	Job Class	Title	Normal	Hrs	Csb Status	
Class	City Manager		75		CJ	
ET108	City Manager					
Grade	Haue	Type	Eff. Date	Min	Max	
UKL	75	033	M	06	JUL	2002
				EFF. Rate		
				(06/03)	3%	
				15661.57	20574.05	
				16131.41	21191.27	

\*\*\* End of Report \*\*\*

Mass Update Report on Salary for Next Five Years

(Exhibit C)

Report Parameters

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Rep Unit: UMI  
Ordinance No: 10606  
Effective Date & Increase  
-----  
Year1: 21-JUN-2003 3

Ordinance Number: 10606

Job Unit: UNI  
 Class Job Class Title Normal  
 EM107 Agency Director, Police Services 80 Csb Status  
 Grade Name Type Eff. Date  
 -----  
 UNI 80.030 M 06-JUL-2002 Eff. Rate 11914.06 14827.39  
 (06/03) 3% 12271.49 15066.21

Job Unit: UNI  
 Class Job Class Title Normal  
 EM122 Chief of Police 80 Csb Status  
 Grade Name Type Eff. Date  
 -----  
 UNI 80.002 M 06-JUL-2002 Eff. Rate 14480.53 17783.21  
 (06/03) 3% 14914.95 18316.70

Job Unit: UNI  
 Class Job Class Title Normal  
 EM160 Director of Police Services (P&F) 80 Csb Status  
 Grade Name Type Eff. Date  
 -----  
 UNI 80.001 M 06-JUL-2002 Eff. Rate 12031.46 14770.22  
 (06/03) 3% 12392.41 15213.33

Job Unit: UNI Ordinance Number: 10606

Normal  
Class Job Class Title Hrs Csb Status  
EM161 Director of Police Services (PEPS) 80 CU  
Grade Name Type Eff. Date Min Max

UNI 80 030 M 06-JUL-2002 Eff. Rate 11914.06 14627.39  
(06/03) 3% 12271.49 15066.21

Job Unit: UNI  
Class Job Class Title Normal Hrs Csb Status  
EM219 Chief, Police Services Agency 80 CU  
Grade Name Type Eff. Date Min Max

UNI 80 030 M 06-JUL-2002 Eff. Rate 11914.06 14627.39  
(06/03) 3% 12271.49 15066.21

\*\*\* End of Report \*\*\*

- Mass Update Report on Salary for Next Five Years

(Exhibit D)

Report Parameters

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Rep Unit: URI

Ordinance No: 10606

Effective Date & Increase

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Year 1: 21-JUN-2003

3

Rep Unit: UR1

Ordinance Number: 10606

Job Class Title	Normal Hrs	Cab Status	Min	Max
EM105 Agency Director, Fire Services	80	CJ	13371.95	16416.29
Grade Name Type Eff. Date			13773.11	16908.78
URI: 80.00J M 06-JUL-2002	Eff. Rate (06/03) 3%			

\*\*\* End of Report \*\*\*

5-10-29CC

ORA/COUNCIL

MAR 16 2004

~~Handwritten signature~~

FINANCE & MANAGEMENT CMTE.

MAR 9 2004