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OAKLAND  
2015 OCT -8 PM 1:02

# AGENDA REPORT

**TO:** Sabrina B. Landreth  
City Administrator

**FROM:** Renée Mayne  
Employee Relations  
Director

**SUBJECT:** MOU Approval between the City of  
Oakland and IFPTE and Salary  
Ordinance Amendment

**DATE:** September 28, 2015

City Administrator Approval

Date:

10/6/15

## RECOMMENDATION

**Staff recommends that the City Council Adopt:**

**A Resolution Approving the Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers Representing Employees in Representation Units TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, And U41 Covering the Period from July 1, 2015 to June 30, 2017; And Amending Salary Schedule of Ordinance 12187 C.M.S. (The Salary Ordinance) to Increase Salaries by Amounts Pursuant to the Memorandum of Understanding.**

## EXECUTIVE SUMMARY

The City of Oakland has reached a tentative agreement on wages and other terms and conditions of employment with the International Federation of Professional and Technical Engineers (IFPTE), Local 21. The term of the agreement is from July 1, 2015 through June 30, 2017. The proposed amendment to the Salary Ordinance has been prepared to provide a 4% Cost of Living Adjustment (COLA) increasing the salaries of the City's members in IFPTE retroactive to July 1, 2015 and 4% COLA increase in January 14, 2017. Additionally, members will be able to receive a one-time revenue sharing payment of up to one thousand one hundred dollars (\$1,100).

## BACKGROUND / LEGISLATIVE HISTORY

The current Memorandum of Understanding (MOU) between the City of Oakland and the International Federation of Professional and Technical Engineers (IFPTE), Local 21 expired on June 30, 2015. Since February 2015, the City and IFPTE negotiation teams have met regularly and have signed comprehensive Tentative Agreements on fifteen (15) MOU Articles.

Item: \_\_\_\_\_  
City Council  
October 20, 2015

## **ANALYSIS AND POLICY ALTERNATIVES**

Approval of the proposed Resolution is necessary to adopt the MOU between the City and IFPTE. The Union's ratification date was Thursday, September 24, 2015. The report, ordinance and resolution are being prepared for Council approval and authorization following Union ratification. Salary Ordinance amendment requires two readings, so it will be presented for its first reading October 20, 2015, for consideration and approval, and second reading on November 3, 2015. If for any reason the MOU is not finalized or approved, the Salary Ordinance amendment could be canceled or delayed if required. The following is a summary of the key provision of the tentative agreements:

### *Article 3: City Rights*

Management rights are now detailed on the contract for easy reference.

### *Article 4: Union Rights*

All requests for information will go directly to the Employee Relations Department. Detailed release time for steward and or Union officer.

### *Article 5: Compensation*

The City agrees to provide Local 21 members with the following COLA increases:

- July 1, 2015 – 4.0 percent salary increase
- January 14, 2017 – 4.0 percent salary increase

Additionally, there could be a one-time Revenue Sharing Payment of up to one thousand one hundred dollars (\$1,100) or one percent (1%) of a member's gross salary as of July 1, 2015, whichever is higher. The payment shall be issued in the second (2<sup>nd</sup>) pay period of February 2016 or February 2017, dependent upon available funds. The Revenue Sharing Payment will be identified as part of the FY 2014-2015 Fourth Quarter Revenue and Expenditure Report and made payable after the completion of the Comprehensive Annual Financial Report (CAFR).

The City shall increase the base salary of OPD and OFD Dispatch Supervisors by four percent (4%) effective the first full pay period following full ratification of this Agreement.

The City shall increase the base salary of OFD Senior Dispatcher by four percent (4%) effective the first full pay period following full ratification of this Agreement.

The City shall increase base salary of the Police Service Manager assigned to Communications Dispatch by one percent (1%) after full ratification of this Agreement.

The City and IFPTE agreed to increase the number of hours of accrual maximum of compensatory leave from fifty-six (56) hours to seventy-two (72) hours.

The City and the Union agreed to increase the meal allowance from eleven dollars (\$11.00) to eighteen dollars (\$18.00).

The City added the following classifications to the uniform allowance eligibility list: Criminalist II and III; Fire Marshall, Non-Sworn; Fire Marshall Assistant, Non-Sworn; Neighborhood Services Coordinator; and Neighborhood Services Coordinator, Supervisor – (Program Analyst III). Additionally, uniform allowances were increased for the initial allowance and for the annual replacement for some classifications as following:

Classification	Initial Allowance	Annual Replacement
Animal Control Officer, Senior	\$507.00	\$346.00
Criminalists II and III	\$375.00	\$200.00
Emergency Medical Services Coordinator	\$524.00	\$278.00
Parking Enforcement Supervisor I	\$497.00	\$387.00
Fire Communications Dispatcher, Senior	\$524.00	\$278.00
Fire Communications Supervisor	\$524.00	\$278.00
Fire Marshall, Non-Sworn	\$524.00	\$278.00
Fire Marshall Assistant, Non-Sworn	\$524.00	\$278.00
Neighborhood Services Coordinator	\$375.00	\$200.00
Neighborhood Services Coordinator, Supervisor - (Program Analyst III)	\$375.00	\$200.00
Parking Meter Collector Supervisor	\$486.00	\$359.00
Police Communications Dispatch, Supervisor	\$524.00	\$178.00

*Article 6: Professional Development Provisions*

The City and the Union agreed to discontinue use of professional development for “job-related tools” in accordance with the Internal Revenue Service (IRS) tax law and increase the reimbursement amount as follows:

- Employees in units TA1, TW1 and UH1 increased from two hundred fifty dollars (\$250) to four hundred fifty dollars (\$450).
- Employees in units UM1 and UM2 increased from three hundred fifty dollars (\$350) to five hundred fifty dollars (\$550).
- Employees in units TM2 and TF1 increased from four hundred twenty five dollars (\$425) to six hundred twenty five dollars (\$625).
- Employees in unit TM1 increased from one thousand dollars (\$1,000) to one thousand two hundred dollars (\$1,200).
- Employees in unit U41 increased from one thousand three hundred dollars (\$1,300) to one thousand five hundred dollars (\$1,500).

The City and Union agreed to increase the Tuition Reimbursement from eight hundred dollars (\$800) to eight hundred twenty dollars (\$820) if an employee receives a grade of A or B; if the employee receives a grade of C the increase is from four hundred dollars (\$400) to four hundred

ten dollars (\$410). In the event the course is graded on a pass/fail basis, reimbursement will be increased from six hundred dollars (\$600) to six hundred fifteen dollars (\$615).

*Article 7: Retirement*

This entire article was revised to comply with the Public Employee Pension Reform Act ("PEPRA") to list the third tier retirement plan.

*Article 8: Insurance Programs*

The City will now automatically enroll new employees to the Kaiser (medical plan) if they do not enroll themselves. The new employee will have an opportunity to change plans if requested within a timeframe.

*Article 9: Leaves of Absence*

It is the intent of this section to provide Local 21 members with unpaid leave under the same terms as Paid Family Leave, as administered by State Disability Insurance (SDI).

An employee is entitled to use up to six (6) weeks of Unpaid Family leave (UFL) to:

- Care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner;
- Bond with a child;
- Bond with a child in connection with the adoption or foster care placement of that child.

An employee may use accrued leave balances while on UFL.

An employee who is eligible for Family Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA) must take UFL concurrently with leaves taken under those acts.

The City and Union agreed to update the family illness provision to include step parents and foster children, including to persons for whom the represented employee has durable power of attorney for health care. Additionally, the definition of immediate family was updated to add step parent and to person who have Durable Power of Attorney for health care.

The City proposed and IFPTE agreed to update the family death leave entitlement within the MOU to match the Oakland Civil Service Rules. The current MOU contract provides five (5) days while the Civil Service Rules provides up to eight (8) days if the employee must travel a distance one way of more than 600 miles.

*Article 10: Vacation Leave*

The City and Union agreed to increase the amount of personal leave an employee shall be allowed to take from two and one half (2 ½) days to four (4) days per year of accrued vacation leave or comp time.

*Article 12: Permanent Part-Time Benefits*

The City has increased the employer contribution towards medical benefits for permanent part time members from sixty-five percent (65%) to seventy-five percent (75%).

*Article 13: Working Conditions*

The City and IFPTE agreed to add the classification of Supervisor Civil Engineers to the provision of Hours of Work. Additionally, on the Shifts and Schedules provision the language was updated to include that for the purposes of “changes in work schedules” is for a permanent change in the employee’s ongoing regular shift and does not apply to acting or interim assignments.

*Article 14: Personnel Provisions*

The City shall post job announcements for IFPTE represented classifications for a minimum of ten (10) working days. For management employees (UM1) the City shall post the vacant position for ten (10) business days.

The City and the Union agreed on a new policy related to Child Safety and Endangerment and zero tolerance for child endangerment. Employees who work or interact with minors or children as part of the job duties, any instance of observed, reported, or reasonably suspected mistreatment or maltreatment of a child or minor will result in the employee being placed on paid administrative leave and subject to an investigation.

*Article 15: Grievance and Dispute Resolution Procedure*

The City and IFPTE updated some of the grievance procedures, such as making sure that the Employee Relations Department gets a copy of all grievances at all steps of the process. The City and IFPTE agreed to add a settlement conference to the grievance procedure, which would be used for those grievances scheduled for an arbitrator hearing. The parties would hold a good faith settlement conference at least forty-five (45) days prior to the hearing. At least twenty (20) days prior to the hearing, the parties shall attempt to prepare a submission to the arbitrator, signed by both parties setting forth the issue(s) and specific provision number(s) in dispute. Should the parties fail to agree upon a submission, the arbitrator shall determine the issue(s).

*Merged Attorney Contracts*

The City and the Union agree to continue to meet and confer in good faith, with the intention of merging the DCA I\_IV and DCA V/Special Counsel contracts with IFPTE Local 21 master

agreement by November 30, 2015, and the parties commit to concluding the negotiation during the term of the MOU; the parties agree that any agreement on a merged contract shall not change terms and conditions of employment unless previously agreed to by both parties in writing during the 2015 contract negotiations or subsequent merged contract negotiations; and the parties agreed that the subject of negotiating a merged contract is covered by Meyers-Milias-Brown Act, and not subject to the grievance or arbitration procedure.

#### *Alternative Work Schedules*

The City and Union agreed to extend the provision in Article 13.3 to agree to complete an Administrative Instruction that will govern Alternative Work Schedules no later than nine (9) months after ratification of the MOU.

#### *Compensation Survey*

The Union and the City agree to jointly form a committee to conduct a compensation survey with an equal number of members from both the City and the Union. By mutual agreement, the committee will select representative classifications and agree to evaluation criteria. The survey shall be completed by March 1, 2017.

#### *Electronic Job Related Tools Policy Committee*

The City of Oakland will establish a committee to develop an Electronic Job Related Tools Policy. The purpose of the committee is to define the operational and budgetary parameters for issuing electronic job related tools to City of Oakland employees.

*Holiday Pay for OPD Dispatcher Supervisors Regularly Assigned a 4/10 Workweek Schedule*

The parties agreed that OPD Dispatch Supervisors regularly assigned a 4/10 workweek schedule as their regular work scheduled shall be paid ten (10) hours of Holiday Pay for each City paid holiday listed in the MOU Article 11.1 – Designated Holidays.

*Labor Management Sub-Committee at Oakland Police Department*

The parties agree to establish a subcommittee of the Joint-Labor Management Committee that meets at Oakland Police Department (OPD). The parties shall meet at dates and times that are mutually agreed upon by the parties, and establish agendas for each meeting.

*Prompt Payment Remedy*

The City agrees to develop an administrative prompt payment remedy within the process for employee reimbursements – for completion of Spring of 2016.

*Time Accounting – For Attorneys*

Attorneys shall keep track of their hours of work and record hours worked on a timely basis; in addition, attorneys shall record their leave hours in the time accounting system; attorneys shall record work time to specific projects, matters or cases if the work on that matter exceeds ten (10) hours. Attorneys shall complete time recording for each month no later than the 15<sup>th</sup> day of the following month. The Office of the City Attorney will assist individual attorneys with establishing the “tickler” system for their calendars, upon request, to provide a reminder of the deadline for submitting time entries.

*Transit Pass Pilot Project*

The City agrees to enter into an agreement with AC Transit to participate in its EasyPass Employer program for a period of one (1) year beginning July 1, 2016 through June 30, 2017.

**FISCAL IMPACT**

The FY 2015-2017 Adopted Budget appropriated \$22.6 million for outstanding labor contract negotiations. Of this amount, \$5.1 million (\$2.3 million in FY 2015-2016 and \$2.8 million in FY 2016-2017) is allocated for IFPTE compensation package over the term of the MOU. Total costs associated with the contract include the salary increases and other economic provisions that would be absorbed by existing department budgets. Funds for the one-time Revenue Share Payment will be identified as part of the FY 2014-2015 Fourth Quarter Revenue & Expenditure Report and made payable after the completion of the Comprehensive Annual Financial Report (CAFR).

**PUBLIC OUTREACH / INTEREST**

No public outreach was required.

**COORDINATION**

The Employee Relations Department coordinated the collection, compilation, and reporting of data with the Budget Office, Department Heads, Human Resources Department and Central Payroll.

**SUSTAINABLE OPPORTUNITIES**

***Economic:*** There are no economic opportunities associated with this report.

***Environmental:*** There are no environmental opportunities associated with this report.

***Social Equity:*** There are no social equity opportunities associated with this report.



**ACTION REQUESTED OF THE CITY COUNCIL**

Staff recommends that the City Council Adopt A Resolution Approving the Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers Representing Employees in Representation Units TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, And U41 Covering the Period from July 1, 2015 to June 30, 2017; And Amending Salary Schedule of Ordinance 12187 C.M.S. (The Salary Ordinance) to Increase Salaries by Amounts Pursuant to the Memorandum of Understanding.

For questions regarding this report, please contact Renée Mayne, Employee Relations Director, at (510) 238-6466.

Respectfully submitted,



RENÉE MAYNE  
Director, Employee Relations Department

Reviewed by: City Bargaining Team

Prepared by:  
Sonia Lara, Principal Employee Relations  
Analyst  
CAO/Employee Relations Department

Attachments:

1. Draft Resolution
2. Draft Ordinance
3. Estimated Cost of Living Adjustment Increases

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND  
2015 OCT -8 PM 4:14

ATTACHMENT 1

Approved as to Form and Legality



City Attorney

# OAKLAND CITY COUNCIL

RESOLUTION No. \_\_\_\_\_ C.M.S.

**RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS, LOCAL 21, REPRESENTING EMPLOYEES IN REPRESENTATION UNITS TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, AND U41, COVERING THE PERIOD FROM OF JULY 1, 2015 THROUGH JUNE 30, 2017**

**WHEREAS**, the Memorandum of Understanding to be entered into between the City of Oakland and the International Federation of Professional and Technical Engineers, Local 21 has been presented to the City Council for determination pursuant to Section 3505.1 of the Government Code of the State of California: and

**WHEREAS**, the key provisions of the Memorandum of Understanding are described in the Report from the City Administrator dated September 28, 2015; and

**WHEREAS**, the terms and conditions contained in said Memorandum of Understanding are in the best interests of the City; now, therefore, be it

**RESOLVED:** That said agreement be, and is, hereby approved; and be it

**FURTHER RESOLVED:** That the provisions of said Memorandum of Understanding are effective as of July 1, 2015.

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_

**PASSED BY THE FOLLOWING VOTE:**

AYES - BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and PRESIDENT GIBSON MCELHANEY

NOES -

ABSENT -

ABSTENTION -

ATTEST: \_\_\_\_\_  
LaTonda Simmons  
City Clerk and Clerk of the Council  
of the City of Oakland, California

DATE OF ATTESTATION: \_\_\_\_\_



FILED  
OFFICE OF THE CITY CLERK  
INTRODUCED BY COUNCIL MEMBER

CITY ATTORNEY

2015 OCT -8 PM 4:14

# OAKLAND CITY COUNCIL

ORDINANCE No. \_\_\_\_\_ C.M.S.

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE COST OF LIVING ADJUSTMENTS TO THE SALARIES OF CERTAIN MISCELLANEOUS EMPLOYEES PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS LOCAL 21; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; AND INCREASE OF 4% EFFECTIVE JANUARY 14, 2017**

**WHEREAS**, the Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers, Local 21 has been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California; and

**WHEREAS**, said agreements are approved and included increases to salaries of 4% for July 1, 2015 and 4% for January 14, 2017 for employees represented by International Federation of Professional and Technical Engineers Local 21; and

**WHEREAS**, Oakland City Charter Section 207 requires that the Council shall fix the compensation of all City employees; now, therefore

## **THE COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:**

**Section 1.** Effective July 1, 2015, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers, Local 21 are increased by 4%.

**Section 2.** Effective January 14, 2017, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers, Local 21 are increased by 4%.

**Section 3.** Severability. If any section, subsection, sentence, clause or phrase of this Ordinance is for any reason held to be invalid or unconstitutional by decision of any court of competent jurisdiction, such decision shall not affect the validity of the remaining portions of this Chapter. The City Council hereby declares that it would have passed this Ordinance and each section, subsection, clause or phrase thereof irrespective of the fact that one or more others section, subsection, clauses or phrases may be declared invalid or unconstitutional.

**Section 4. Effective Date.** This ordinance shall become effective immediately on final adoption if it receives six or more affirmative votes; otherwise it shall become effective upon the seventh day after final adoption.

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_, 2015

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and PRESIDENT GIBSON  
MCELHANEY

NOES-

ABSENT-

ABSTENTION-

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

LaTonda Simmons  
City Clerk and Clerk of the Council  
of the City of Oakland, California

DATE OF ATTESTATION: \_\_\_\_\_

EMPLOYEE NUMBER	POSITION	RANGE	MINIMUM	MAXIMUM	GRADE	
UM2	EM100	Administrative Services Manager II	UM2.75.019	8,648.43	10,619.51	75
UM2	MA148	Assistant Fire Marshal-Non Sworn	UM2.75.019	8,648.43	10,619.51	75
UM1	EM118	Assistant to the Director	UM1.75.019	8,648.44	10,619.50	75
UM1	EM119	Assistant to the Director, PPT	UM1.75.019	8,648.44	10,619.50	75
UM1	EM241	Associate Director, Library Services	UM1.75.024	11,038.24	13,553.55	75
UM2	AP433	Business Analyst IV	UM2.75.019	8,648.43	10,619.51	75
UM1	MA106	Cable TV Station Manager	UM1.75.022	10,011.83	12,293.08	75
UM2	EM235	Chief Conservator	UM2.75.019	8,648.43	10,619.51	75
UM1	EM115	City Auditor, Assistant	UM1.75.020	9,081.27	11,149.63	75
TA1	SS114	City Council PSE 14	TA1.75.035	1,990.63	6,704.90	75
TA1	SS112	City Council PSE 14, PPT	TA1.75.034	1,990.63	6,704.90	75
TA1	AP138	City Council PSE-51	TA1.75.037	3,308.74	7,546.53	75
UM2	MA145	Community Action Agency Manager	UM2.75.019	8,648.43	10,619.51	75
UM2	EM232	Community Housing Services Manager	UM2.75.019	8,648.43	10,619.51	75
UM2	EM217	Controllor, Assistant	UM2.75.021	9,535.27	11,707.96	75
UM1	EM129	Curator of Art, Chief	UM1.75.019	8,648.44	10,619.50	75
UM1	EM130	Curator of Education, Chief	UM1.75.019	8,648.44	10,619.50	75
UM1	EM131	Curator of History, Chief	UM1.75.019	8,648.44	10,619.50	75
UM1	EM132	Curator of Natural Science, Chief	UM1.75.019	8,648.44	10,619.50	75
UM2	AP174	Database Administrator	UM2.75.019	8,648.43	10,619.51	75
TM1	AL021	Deputy City Attorney II	TM1.75.019	8,648.44	10,619.50	75
TM1	AL022	Deputy City Attorney II, PPT	TM1.75.019	8,648.44	10,619.50	75
TM1	AL030	Deputy City Attorney III	TM1.75.021	9,535.27	11,707.96	75
TM1	AL031	Deputy City Attorney III, PPT	TM1.75.021	9,535.27	11,707.96	75
TM1	MA117	Deputy City Attorney IV	TM1.75.023	10,513.75	12,907.80	75
TM1	AL040	Deputy City Attorney IV, PPT	TM1.75.023	10,513.75	12,907.80	75
U41	EM136	Deputy City Attorney V	U41.75.025	11,590.95	14,230.30	75
UM1	EM139	Deputy Director, Econ Dev & Employ	UM1.75.022	10,011.83	12,293.08	75
UM1	EM140	Deputy Director, Housing	UM1.75.024	11,038.24	13,553.55	75
UM1	AP177	Deputy Director, Prg Planning & Dev	UM1.75.022	10,011.83	12,293.08	75
UM1	EM143	Deputy Director/Building Official	UM1.75.024	11,038.24	13,553.55	75
UM1	EM144	Deputy Director/City Planner	UM1.75.024	11,038.24	13,553.55	75
UM2	EM233	Development/Redevelopment Pgrm MGR	UM2.75.019	8,648.43	10,619.51	75
UM1	ET117	Engineer, Civil Principal	UM1.75.040	10,719.94	13,163.58	75
UM2	AF041	Financial Analyst, Principal	UM2.75.019	8,648.43	10,619.51	75
UM1	EM225	Fire Division Manager	UM1.75.039	10,113.94	12,418.46	75
UM1	MA157	Fire Marshal (Non-Sworn)	UM1.75.039	10,113.94	12,418.46	75
UM2	MA128	Information System Administrator	UM2.75.019	8,648.43	10,619.51	75
UM2	EM188	Inspection Services Manager	UM2.75.021	9,535.27	11,707.96	75
UM2	MA129	Librarian, Administrative	UM2.75.021	9,535.27	11,707.96	75
UM1	EM171	Manager, Agency Administrative	UM1.75.022	10,011.83	12,293.08	75
UM1	EM173	Manager, Building Services	UM1.75.022	10,011.83	12,293.08	75
UM1	MA107	Manager, Capital Improvement Pgrm	UM1.75.022	10,011.83	12,293.08	75
UM1	EM177	Manager, Contact & Employ Svcs	UM1.75.022	10,011.83	12,293.08	75
UM1	EM178	Manager, Crime Laboratory	UM1.75.021	9,535.27	11,707.96	75
UM1	EM180	Manager, Electrical Services	UM1.75.023	10,513.75	12,907.80	75
UM1	EM181	Manager, Emergency Services	UM1.75.023	10,513.75	12,907.80	75
UM1	EM182	Manager, Environmental Services	UM1.75.022	10,011.83	12,293.08	75
UM1	EM183	Manager, Equipment Services	UM1.75.022	10,011.83	12,293.08	75
UM1	EM254	Manager, Human Services	UM1.75.021	9,535.27	11,707.96	75
UM1	EM187	Manager, Information Systems	UM1.75.022	10,011.83	12,293.08	75
UM1	EM189	Manager, Legal Admin Services	UM1.75.020	9,081.27	11,149.63	75
UM2	EM190	Manager, Marketing Pgm	UM2.75.019	8,648.43	10,619.51	75
UM1	EM193	Manager, Museum Operations	UM1.75.020	9,081.27	11,149.63	75
UM1	EM194	Manager, Museum Services	UM1.75.019	8,648.44	10,619.50	75
UM2	EM255	Manager, Oracle Operations	UM2.75.022	10,011.82	12,293.08	75
UM1	EM196	Manager, Park Services	UM1.75.022	10,011.83	12,293.08	75
UM1	EM197	Manager, Parks & Recreation Zone	UM1.75.022	10,011.83	12,293.08	75
UM1	EM198	Manager, Planning & Building Oper	UM1.75.021	9,535.27	11,707.96	75
UM1	EM202	Manager, Recreation Services	UM1.75.021	9,535.27	11,707.96	75
UM2	EM256	Manager, Rent Adjustment Pgm	UM2.75.022	10,011.82	12,293.08	75
UM1	EM205	Manager, Senior Services	UM1.75.019	8,648.44	10,619.50	75

## Salaries by Ranges

## ATTACHMENT 3

RF	CLASS NUM	TITLE	RATE	TYPE	MINIMUM	MAXIMUM	STEP
UM1	MA140	Manager, Support Services	UM1.75.019	M	8,648.44	10,619.50	75
UM2	EM253	Manager, Sustainability Pgm	UM2.75.019	M	8,648.43	10,619.51	75
UM2	EM257	Manager, Technology Pgm	UM2.75.022	M	10,011.82	12,293.08	75
UM1	EM207	Manager, Youth Services	UM1.75.021	M	9,535.27	11,707.96	75
UM2	EM208	Manager, Zoning	UM2.75.021	M	9,535.27	11,707.96	75
TW1	SS143	Mayor's PSE 14	TW1.75.035	M	1,990.63	6,705.57	75
TA1	SS194	Mayor's PSE 14, PPT	TA1.75.034	M	1,990.63	6,704.90	75
UM2	AP383	Network Architect	UM2.75.021	M	9,535.27	11,707.96	75
UM1	MA152	Police Services Manager I	UM1.75.019	M	8,648.44	10,619.50	75
UM1	MA151	Police Services Manager II	UM1.75.023	M	10,513.75	12,907.80	75
UM2	EM216	Project Manager	UM2.75.019	M	8,648.43	10,619.51	75
UM2	EM226	Project Manager (PPT)	UM2.75.019	M	8,648.43	10,619.51	75
UM2	EM211	Project Manager II	UM2.75.022	M	10,011.82	12,293.08	75
UM1	EM227	Project Manager II (PPT)	UM1.75.022	M	10,011.83	12,293.08	75
UM1	EM212	Project Manager III	UM1.75.025	M	11,590.93	14,230.30	75
UM1	EM213	Project Manager III, PPT	UM1.75.025	M	11,590.93	14,230.30	75
UM1	MA137	Public Works Operations Manager	UM1.75.022	M	10,011.83	12,293.08	75
UM2	EM201	Real Estate Services Manager	UM2.75.022	M	10,011.82	12,293.08	75
UM2	AF059	Revenue Analyst, Principal	UM2.75.019	M	8,648.43	10,619.51	75
UH1	SC248	Senior Hearing Officer	UH1.75.019	M	8,645.62	10,615.27	75
UM2	MA150	Senior Services Admin PPT	UM2.75.019	M	8,648.43	10,619.51	75
UM2	MA141	Senior Services Administrator	UM2.75.019	M	8,648.43	10,619.51	75
UM2	AP326	Spatial Data Administrator	UM2.75.019	M	8,648.43	10,619.51	75
TA1	MA102	Special Assistant to the Mayor I	TA1.75.038	M	5,275.38	9,135.36	75
TA1	MA154	Special Assistant to the Mayor I, PPT	TA1.75.038	M	5,275.38	9,135.36	75
UM1	EM215	Special Assistant to the Mayor II	UM1.75.037	M	6,457.43	10,520.80	75
UM1	EM251	Special Assistant to the Mayor II, PPT	UM1.75.037	M	6,457.43	10,520.80	75
U41	MA147	Special Counsel	U41.75.026	M	12,170.46	14,942.13	75
UH1	SC249	Sr. Hearing Officer, PPT	UH1.75.019	M	8,645.62	10,615.27	75
UM2	MA140	Support Services Administrator	UM2.75.024	M	11,038.24	13,553.54	75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	S.D. #
TW1	AP382	ADA Projects Coordinator	1	7,471.15	M	TW1.75.016	75
TW1	AP382	ADA Projects Coordinator	2	7,864.52	M	TW1.75.016	75
TW1	AP382	ADA Projects Coordinator	3	8,279.04	M	TW1.75.016	75
TW1	AP382	ADA Projects Coordinator	4	8,714.71	M	TW1.75.016	75
TW1	AP382	ADA Projects Coordinator	5	9,172.92	M	TW1.75.016	75
UH1	AF030	Account Clerk III	1	3,960.11	M	UH1.75.002	75
UH1	AF030	Account Clerk III	2	4,168.84	M	UH1.75.002	75
UH1	AF030	Account Clerk III	3	4,387.95	M	UH1.75.002	75
UH1	AF030	Account Clerk III	4	4,618.89	M	UH1.75.002	75
UH1	AF030	Account Clerk III	5	4,861.69	M	UH1.75.002	75
UH1	AF031	Accountant III	1	5,956.48	M	UH1.75.021	75
UH1	AF031	Accountant III	2	6,270.81	M	UH1.75.021	75
UH1	AF031	Accountant III	3	6,600.93	M	UH1.75.021	75
UH1	AF031	Accountant III	4	6,948.27	M	UH1.75.021	75
UH1	AF031	Accountant III	5	7,314.28	M	UH1.75.021	75
UH1	SC101	Accounting Supervisor	1	6,774.67	M	UH1.75.014	75
UH1	SC101	Accounting Supervisor	2	7,129.95	M	UH1.75.014	75
UH1	SC101	Accounting Supervisor	3	7,506.40	M	UH1.75.014	75
UH1	SC101	Accounting Supervisor	4	7,901.18	M	UH1.75.014	75
UH1	SC101	Accounting Supervisor	5	8,317.10	M	UH1.75.014	75
TW1	AP102	Admin Analyst II, PPT	1	5,309.74	M	TW1.75.009	75
TW1	AP102	Admin Analyst II, PPT	2	5,588.92	M	TW1.75.009	75
TW1	AP102	Admin Analyst II, PPT	3	5,883.59	M	TW1.75.009	75
TW1	AP102	Admin Analyst II, PPT	4	6,192.37	M	TW1.75.009	75
TW1	AP102	Admin Analyst II, PPT	5	6,519.47	M	TW1.75.009	75
TA1	AP107	Admin Analyst II, PPT (CONF)	1	5,309.74	M	TA1.75.009	75
TA1	AP107	Admin Analyst II, PPT (CONF)	2	5,588.92	M	TA1.75.009	75
TA1	AP107	Admin Analyst II, PPT (CONF)	3	5,883.59	M	TA1.75.009	75
TA1	AP107	Admin Analyst II, PPT (CONF)	4	6,192.37	M	TA1.75.009	75
TA1	AP107	Admin Analyst II, PPT (CONF)	5	6,519.47	M	TA1.75.009	75
TW1	SS176	Admin Asst to City Administrator	1	3,772.94	M	TW1.75.002	75
TW1	SS176	Admin Asst to City Administrator	2	3,971.74	M	TW1.75.002	75
TW1	SS176	Admin Asst to City Administrator	3	4,180.41	M	TW1.75.002	75
TW1	SS176	Admin Asst to City Administrator	4	4,400.36	M	TW1.75.002	75
TW1	SS176	Admin Asst to City Administrator	5	4,632.99	M	TW1.75.002	75
TW1	AP103	Administrative Analyst I	1	4,586.46	M	TW1.75.006	75
TW1	AP103	Administrative Analyst I	2	4,827.56	M	TW1.75.006	75
TW1	AP103	Administrative Analyst I	3	5,081.35	M	TW1.75.006	75
TW1	AP103	Administrative Analyst I	4	5,349.23	M	TW1.75.006	75
TW1	AP103	Administrative Analyst I	5	5,631.22	M	TW1.75.006	75
TW1	AP104	Administrative Analyst I, PPT	1	4,586.46	M	TW1.75.006	75
TW1	AP104	Administrative Analyst I, PPT	2	4,827.56	M	TW1.75.006	75
TW1	AP104	Administrative Analyst I, PPT	3	5,081.35	M	TW1.75.006	75
TW1	AP104	Administrative Analyst I, PPT	4	5,349.23	M	TW1.75.006	75
TW1	AP104	Administrative Analyst I, PPT	5	5,631.22	M	TW1.75.006	75
TW1	AP106	Administrative Analyst II	1	5,309.74	M	TW1.75.009	75
TW1	AP106	Administrative Analyst II	2	5,588.92	M	TW1.75.009	75
TW1	AP106	Administrative Analyst II	3	5,883.59	M	TW1.75.009	75
TW1	AP106	Administrative Analyst II	4	6,192.37	M	TW1.75.009	75
TW1	AP106	Administrative Analyst II	5	6,519.47	M	TW1.75.009	75
TW1	SS104	Administrative Assistant II	1	4,080.71	M	TW1.75.003	75
TW1	SS104	Administrative Assistant II	2	4,295.65	M	TW1.75.003	75
TW1	SS104	Administrative Assistant II	3	4,522.21	M	TW1.75.003	75
TW1	SS104	Administrative Assistant II	4	4,760.37	M	TW1.75.003	75
TW1	SS104	Administrative Assistant II	5	5,010.15	M	TW1.75.003	75

SALARIES BY STEP INCREASES

ATTACHMENT 3

EMP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRAN	STEP IN
TA1	SS106	Administrative Assistant II (CONF)	1	4,120.34	M	TA1.75.014	75
TA1	SS106	Administrative Assistant II (CONF)	2	4,337.36	M	TA1.75.014	75
TA1	SS106	Administrative Assistant II (CONF)	3	4,566.10	M	TA1.75.014	75
TA1	SS106	Administrative Assistant II (CONF)	4	4,806.58	M	TA1.75.014	75
TA1	SS106	Administrative Assistant II (CONF)	5	5,058.79	M	TA1.75.014	75
TW1	SS105	Administrative Assistant II, PPT	1	4,080.71	M	TW1.75.003	75
TW1	SS105	Administrative Assistant II, PPT	2	4,295.65	M	TW1.75.003	75
TW1	SS105	Administrative Assistant II, PPT	3	4,522.21	M	TW1.75.003	75
TW1	SS105	Administrative Assistant II, PPT	4	4,760.37	M	TW1.75.003	75
TW1	SS105	Administrative Assistant II, PPT	5	5,010.15	M	TW1.75.003	75
UM2	MA103	Administrative Services Manager I	1	7,471.16	M	UM2.75.016	75
UM2	MA103	Administrative Services Manager I	2	7,864.52	M	UM2.75.016	75
UM2	MA103	Administrative Services Manager I	3	8,279.04	M	UM2.75.016	75
UM2	MA103	Administrative Services Manager I	4	8,714.71	M	UM2.75.016	75
UM2	MA103	Administrative Services Manager I	5	9,172.93	M	UM2.75.016	75
UH1	SC102	Animal Control & Shelter Manager	1	6,516.29	M	UH1.75.013	75
UH1	SC102	Animal Control & Shelter Manager	2	6,859.49	M	UH1.75.013	75
UH1	SC102	Animal Control & Shelter Manager	3	7,219.77	M	UH1.75.013	75
UH1	SC102	Animal Control & Shelter Manager	4	7,599.97	M	UH1.75.013	75
UH1	SC102	Animal Control & Shelter Manager	5	8,000.14	M	UH1.75.013	75
UH1	SC103	Animal Control Supervisor	1	4,653.83	M	UH1.80.022	80
UH1	SC103	Animal Control Supervisor	2	4,898.14	M	UH1.80.022	80
UH1	SC103	Animal Control Supervisor	3	5,156.14	M	UH1.80.022	80
UH1	SC103	Animal Control Supervisor	4	5,428.04	M	UH1.80.022	80
UH1	SC103	Animal Control Supervisor	5	5,712.82	M	UH1.80.022	80
TW1	SC104	Aquatics Program Coordinator	1	4,816.28	M	TW1.75.007	75
TW1	SC104	Aquatics Program Coordinator	2	5,068.66	M	TW1.75.007	75
TW1	SC104	Aquatics Program Coordinator	3	5,336.54	M	TW1.75.007	75
TW1	SC104	Aquatics Program Coordinator	4	5,617.11	M	TW1.75.007	75
TW1	SC104	Aquatics Program Coordinator	5	5,913.19	M	TW1.75.007	75
UH1	AP100	Arboricultural Inspector	1	5,852.08	M	UH1.80.024	80
UH1	AP100	Arboricultural Inspector	2	6,160.01	M	UH1.80.024	80
UH1	AP100	Arboricultural Inspector	3	6,484.21	M	UH1.80.024	80
UH1	AP100	Arboricultural Inspector	4	6,824.69	M	UH1.80.024	80
UH1	AP100	Arboricultural Inspector	5	7,184.45	M	UH1.80.024	80
TF1	ET100	Architect	1	7,103.12	M	TF1.75.012	75
TF1	ET100	Architect	2	7,477.70	M	TF1.75.012	75
TF1	ET100	Architect	3	7,870.94	M	TF1.75.012	75
TF1	ET100	Architect	4	8,284.39	M	TF1.75.012	75
TF1	ET100	Architect	5	8,721.14	M	TF1.75.012	75
TF1	ET102	Architectural Assistant (Field)	1	5,259.73	M	TF1.80.001	80
TF1	ET102	Architectural Assistant (Field)	2	5,536.39	M	TF1.80.001	80
TF1	ET102	Architectural Assistant (Field)	3	5,827.05	M	TF1.80.001	80
TF1	ET102	Architectural Assistant (Field)	4	6,133.25	M	TF1.80.001	80
TF1	ET102	Architectural Assistant (Field)	5	6,456.52	M	TF1.80.001	80
TF1	ET105	Architectural Assistant (Office)	1	5,259.73	M	TF1.75.006	75
TF1	ET105	Architectural Assistant (Office)	2	5,536.39	M	TF1.75.006	75
TF1	ET105	Architectural Assistant (Office)	3	5,827.05	M	TF1.75.006	75
TF1	ET105	Architectural Assistant (Office)	4	6,133.25	M	TF1.75.006	75
TF1	ET105	Architectural Assistant (Office)	5	6,456.52	M	TF1.75.006	75
TF1	ET103	Architectural Assistant, PPT	1	5,259.73	M	TF1.75.006	75
TF1	ET103	Architectural Assistant, PPT	2	5,536.39	M	TF1.75.006	75
TF1	ET103	Architectural Assistant, PPT	3	5,827.05	M	TF1.75.006	75
TF1	ET103	Architectural Assistant, PPT	4	6,133.25	M	TF1.75.006	75
TF1	ET103	Architectural Assistant, PPT	5	6,456.52	M	TF1.75.006	75



## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS	NUM	TITLE	STEP	RATE	TYPE	GRADE	STD HR
TF1	ET104		Architectural Associate (Field)	1	6,102.14	M	TF1.75.016	75
TF1	ET104		Architectural Associate (Field)	2	6,423.89	M	TF1.75.016	75
TF1	ET104		Architectural Associate (Field)	3	6,761.17	M	TF1.75.016	75
TF1	ET104		Architectural Associate (Field)	4	7,117.11	M	TF1.75.016	75
TF1	ET104		Architectural Associate (Field)	5	7,491.70	M	TF1.75.016	75
TW1	SC256		Archivist	1	5,309.74	M	TW1.75.009	75
TW1	SC256		Archivist	2	5,588.92	M	TW1.75.009	75
TW1	SC256		Archivist	3	5,883.59	M	TW1.75.009	75
TW1	SC256		Archivist	4	6,192.37	M	TW1.75.009	75
TW1	SC256		Archivist	5	6,519.47	M	TW1.75.009	75
TW1	AF055		Assistant Budget Analyst	1	4,586.46	M	TW1.75.006	75
TW1	AF055		Assistant Budget Analyst	2	4,827.56	M	TW1.75.006	75
TW1	AF055		Assistant Budget Analyst	3	5,081.35	M	TW1.75.006	75
TW1	AF055		Assistant Budget Analyst	4	5,349.23	M	TW1.75.006	75
TW1	AF055		Assistant Budget Analyst	5	5,631.22	M	TW1.75.006	75
UH1	SC105		Auto Body Repair Supervisor	1	5,573.40	M	UH1.80.010	80
UH1	SC105		Auto Body Repair Supervisor	2	5,866.67	M	UH1.80.010	80
UH1	SC105		Auto Body Repair Supervisor	3	6,175.44	M	UH1.80.010	80
UH1	SC105		Auto Body Repair Supervisor	4	6,499.73	M	UH1.80.010	80
UH1	SC105		Auto Body Repair Supervisor	5	6,842.33	M	UH1.80.010	80
TW1	AP111		Benefits Analyst	1	5,309.74	M	TW1.75.009	75
TW1	AP111		Benefits Analyst	2	5,588.92	M	TW1.75.009	75
TW1	AP111		Benefits Analyst	3	5,883.59	M	TW1.75.009	75
TW1	AP111		Benefits Analyst	4	6,192.37	M	TW1.75.009	75
TW1	AP111		Benefits Analyst	5	6,519.47	M	TW1.75.009	75
UM2	SC258		Benefits Coordinator	1	6,145.83	M	UM2.75.012	75
UM2	SC258		Benefits Coordinator	2	6,470.11	M	UM2.75.012	75
UM2	SC258		Benefits Coordinator	3	6,809.90	M	UM2.75.012	75
UM2	SC258		Benefits Coordinator	4	7,169.43	M	UM2.75.012	75
UM2	SC258		Benefits Coordinator	5	7,545.88	M	UM2.75.012	75
TW1	AP112		Benefits Representative	1	4,586.46	M	TW1.75.006	75
TW1	AP112		Benefits Representative	2	4,827.56	M	TW1.75.006	75
TW1	AP112		Benefits Representative	3	5,081.35	M	TW1.75.006	75
TW1	AP112		Benefits Representative	4	5,349.23	M	TW1.75.006	75
TW1	AP112		Benefits Representative	5	5,631.22	M	TW1.75.006	75
TW1	AP113		Benefits Representative, PPT	1	4,586.46	M	TW1.75.006	75
TW1	AP113		Benefits Representative, PPT	2	4,827.56	M	TW1.75.006	75
TW1	AP113		Benefits Representative, PPT	3	5,081.35	M	TW1.75.006	75
TW1	AP113		Benefits Representative, PPT	4	5,349.23	M	TW1.75.006	75
TW1	AP113		Benefits Representative, PPT	5	5,631.22	M	TW1.75.006	75
TW1	AP115		Benefits Technician	1	3,772.94	M	TW1.75.002	75
TW1	AP115		Benefits Technician	2	3,971.74	M	TW1.75.002	75
TW1	AP115		Benefits Technician	3	4,180.41	M	TW1.75.002	75
TW1	AP115		Benefits Technician	4	4,400.36	M	TW1.75.002	75
TW1	AP115		Benefits Technician	5	4,632.99	M	TW1.75.002	75
TW1	AF040		Budget & Grants Administrator	1	6,776.07	M	TW1.75.014	75
TW1	AF040		Budget & Grants Administrator	2	7,132.78	M	TW1.75.014	75
TW1	AF040		Budget & Grants Administrator	3	7,509.22	M	TW1.75.014	75
TW1	AF040		Budget & Grants Administrator	4	7,904.00	M	TW1.75.014	75
TW1	AF040		Budget & Grants Administrator	5	8,319.93	M	TW1.75.014	75
TW1	AF056		Budget & Grants Administrator, PPT	1	6,776.07	M	TW1.75.014	75
TW1	AF056		Budget & Grants Administrator, PPT	2	7,132.78	M	TW1.75.014	75
TW1	AF056		Budget & Grants Administrator, PPT	3	7,509.22	M	TW1.75.014	75
TW1	AF056		Budget & Grants Administrator, PPT	4	7,904.00	M	TW1.75.014	75
TW1	AF056		Budget & Grants Administrator, PPT	5	8,319.93	M	TW1.75.014	75

SALARIES BY STEP INCREASES

ATTACHMENT 3

REP	CLASS	NUM	TITLE	STEP	RATE	TYPE	GRADE	STD	HR
UM2	AF047		Budget & Operations Analyst III	1	6,776.07	M	UM2.75.014	75	
UM2	AF047		Budget & Operations Analyst III	2	7,132.79	M	UM2.75.014	75	
UM2	AF047		Budget & Operations Analyst III	3	7,509.23	M	UM2.75.014	75	
UM2	AF047		Budget & Operations Analyst III	4	7,904.00	M	UM2.75.014	75	
UM2	AF047		Budget & Operations Analyst III	5	8,319.93	M	UM2.75.014	75	
TW1	AP116		Business Analyst I	1	4,816.28	M	TW1.75.007	75	
TW1	AP116		Business Analyst I	2	5,068.66	M	TW1.75.007	75	
TW1	AP116		Business Analyst I	3	5,336.54	M	TW1.75.007	75	
TW1	AP116		Business Analyst I	4	5,617.11	M	TW1.75.007	75	
TW1	AP116		Business Analyst I	5	5,913.19	M	TW1.75.007	75	
TW1	AP117		Business Analyst II	1	5,853.98	M	TW1.75.011	75	
TW1	AP117		Business Analyst II	2	6,161.35	M	TW1.75.011	75	
TW1	AP117		Business Analyst II	3	6,485.61	M	TW1.75.011	75	
TW1	AP117		Business Analyst II	4	6,828.24	M	TW1.75.011	75	
TW1	AP117		Business Analyst II	5	7,187.77	M	TW1.75.011	75	
TW1	AP118		Business Analyst III	1	7,115.85	M	TW1.75.015	75	
TW1	AP118		Business Analyst III	2	7,489.48	M	TW1.75.015	75	
TW1	AP118		Business Analyst III	3	7,884.25	M	TW1.75.015	75	
TW1	AP118		Business Analyst III	4	8,298.78	M	TW1.75.015	75	
TW1	AP118		Business Analyst III	5	8,735.85	M	TW1.75.015	75	
TW1	SS193		Buyer	1	5,309.74	M	TW1.75.009	75	
TW1	SS193		Buyer	2	5,588.92	M	TW1.75.009	75	
TW1	SS193		Buyer	3	5,883.59	M	TW1.75.009	75	
TW1	SS193		Buyer	4	6,192.37	M	TW1.75.009	75	
TW1	SS193		Buyer	5	6,519.47	M	TW1.75.009	75	
UM2	AP400		CPRB Policy Analyst	1	7,844.78	M	UM2.75.017	75	
UM2	AP400		CPRB Policy Analyst	2	8,257.89	M	UM2.75.017	75	
UM2	AP400		CPRB Policy Analyst	3	8,692.14	M	UM2.75.017	75	
UM2	AP400		CPRB Policy Analyst	4	9,150.37	M	UM2.75.017	75	
UM2	AP400		CPRB Policy Analyst	5	9,631.14	M	UM2.75.017	75	
TW1	TC101		Cable Operations Technician	1	6,145.83	M	TW1.75.012	75	
TW1	TC101		Cable Operations Technician	2	6,470.12	M	TW1.75.012	75	
TW1	TC101		Cable Operations Technician	3	6,809.90	M	TW1.75.012	75	
TW1	TC101		Cable Operations Technician	4	7,169.43	M	TW1.75.012	75	
TW1	TC101		Cable Operations Technician	5	7,545.89	M	TW1.75.012	75	
TW1	AP120		Cable TV Assistant Producer, PPT	1	4,160.66	M	TW1.75.004	75	
TW1	AP120		Cable TV Assistant Producer, PPT	2	4,379.21	M	TW1.75.004	75	
TW1	AP120		Cable TV Assistant Producer, PPT	3	4,609.02	M	TW1.75.004	75	
TW1	AP120		Cable TV Assistant Producer, PPT	4	4,851.53	M	TW1.75.004	75	
TW1	AP120		Cable TV Assistant Producer, PPT	5	5,108.13	M	TW1.75.004	75	
TW1	TC137		Cable TV Operations Chief Engineer	1	6,776.07	M	TW1.75.014	75	
TW1	TC137		Cable TV Operations Chief Engineer	2	7,132.78	M	TW1.75.014	75	
TW1	TC137		Cable TV Operations Chief Engineer	3	7,509.22	M	TW1.75.014	75	
TW1	TC137		Cable TV Operations Chief Engineer	4	7,904.00	M	TW1.75.014	75	
TW1	TC137		Cable TV Operations Chief Engineer	5	8,319.93	M	TW1.75.014	75	
TW1	TC136		Cable TV Operations Coordinator	1	5,055.96	M	TW1.75.008	75	
TW1	TC136		Cable TV Operations Coordinator	2	5,322.45	M	TW1.75.008	75	
TW1	TC136		Cable TV Operations Coordinator	3	5,603.01	M	TW1.75.008	75	
TW1	TC136		Cable TV Operations Coordinator	4	5,897.68	M	TW1.75.008	75	
TW1	TC136		Cable TV Operations Coordinator	5	6,207.86	M	TW1.75.008	75	
TW1	TC102		Cable TV Producer	1	6,145.83	M	TW1.75.012	75	
TW1	TC102		Cable TV Producer	2	6,470.12	M	TW1.75.012	75	
TW1	TC102		Cable TV Producer	3	6,809.90	M	TW1.75.012	75	
TW1	TC102		Cable TV Producer	4	7,169.43	M	TW1.75.012	75	
TW1	TC102		Cable TV Producer	5	7,545.89	M	TW1.75.012	75	

SALARIES BY STEP INCREASES

ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STD. IR
UH1	SC111	Camp Supervisor, PPT	1	5,573.40	M	UH1.80.010	80
UH1	SC111	Camp Supervisor, PPT	2	5,866.67	M	UH1.80.010	80
UH1	SC111	Camp Supervisor, PPT	3	6,175.44	M	UH1.80.010	80
UH1	SC111	Camp Supervisor, PPT	4	6,499.73	M	UH1.80.010	80
UH1	SC111	Camp Supervisor, PPT	5	6,842.33	M	UH1.80.010	80
UM2	SC112	Capital Improvement Project Coor	1	7,844.78	M	UM2.75.017	75
UM2	SC112	Capital Improvement Project Coor	2	8,257.89	M	UM2.75.017	75
UM2	SC112	Capital Improvement Project Coor	3	8,692.14	M	UM2.75.017	75
UM2	SC112	Capital Improvement Project Coor	4	9,150.37	M	UM2.75.017	75
UM2	SC112	Capital Improvement Project Coor	5	9,631.14	M	UM2.75.017	75
TW1	AP126	Case Manager I	1	4,367.92	M	TW1.75.005	75
TW1	AP126	Case Manager I	2	4,597.74	M	TW1.75.005	75
TW1	AP126	Case Manager I	3	4,840.25	M	TW1.75.005	75
TW1	AP126	Case Manager I	4	5,094.03	M	TW1.75.005	75
TW1	AP126	Case Manager I	5	5,363.32	M	TW1.75.005	75
TW1	AP406	Case Manager I, PPT	1	4,367.92	M	TW1.75.005	75
TW1	AP406	Case Manager I, PPT	2	4,597.74	M	TW1.75.005	75
TW1	AP406	Case Manager I, PPT	3	4,840.25	M	TW1.75.005	75
TW1	AP406	Case Manager I, PPT	4	5,094.03	M	TW1.75.005	75
TW1	AP406	Case Manager I, PPT	5	5,363.32	M	TW1.75.005	75
TW1	AP127	Case Manager II	1	5,055.96	M	TW1.75.008	75
TW1	AP127	Case Manager II	2	5,322.45	M	TW1.75.008	75
TW1	AP127	Case Manager II	3	5,603.01	M	TW1.75.008	75
TW1	AP127	Case Manager II	4	5,897.68	M	TW1.75.008	75
TW1	AP127	Case Manager II	5	6,207.86	M	TW1.75.008	75
TW1	AP411	Case Manager II, PPT	1	5,055.96	M	TW1.75.008	75
TW1	AP411	Case Manager II, PPT	2	5,322.45	M	TW1.75.008	75
TW1	AP411	Case Manager II, PPT	3	5,603.01	M	TW1.75.008	75
TW1	AP411	Case Manager II, PPT	4	5,897.68	M	TW1.75.008	75
TW1	AP411	Case Manager II, PPT	5	6,207.86	M	TW1.75.008	75
UH1	SC113	Case Manager, Supervising	1	5,573.40	M	UH1.75.010	75
UH1	SC113	Case Manager, Supervising	2	5,866.67	M	UH1.75.010	75
UH1	SC113	Case Manager, Supervising	3	6,175.44	M	UH1.75.010	75
UH1	SC113	Case Manager, Supervising	4	6,499.73	M	UH1.75.010	75
UH1	SC113	Case Manager, Supervising	5	6,842.33	M	UH1.75.010	75
UH1	AP414	Case Manager, Supervising, PPT	1	5,573.40	M	UH1.75.010	75
UH1	AP414	Case Manager, Supervising, PPT	2	5,866.67	M	UH1.75.010	75
UH1	AP414	Case Manager, Supervising, PPT	3	6,175.44	M	UH1.75.010	75
UH1	AP414	Case Manager, Supervising, PPT	4	6,499.73	M	UH1.75.010	75
UH1	AP414	Case Manager, Supervising, PPT	5	6,842.33	M	UH1.75.010	75
UH1	TR114	Chief of Party	1	5,956.48	M	UH1.80.011	80
UH1	TR114	Chief of Party	2	6,270.80	M	UH1.80.011	80
UH1	TR114	Chief of Party	3	6,600.93	M	UH1.80.011	80
UH1	TR114	Chief of Party	4	6,948.27	M	UH1.80.011	80
UH1	TR114	Chief of Party	5	7,314.28	M	UH1.80.011	80
UH1	TR114	Chief of Party	6	7,325.94	M	UH1.80.011	80
UH1	PP108	Child Education Coordinator	1	4,366.51	M	UH1.75.005	75
UH1	PP108	Child Education Coordinator	2	4,596.33	M	UH1.75.005	75
UH1	PP108	Child Education Coordinator	3	4,837.43	M	UH1.75.005	75
UH1	PP108	Child Education Coordinator	4	5,092.63	M	UH1.75.005	75
UH1	PP108	Child Education Coordinator	5	5,360.50	M	UH1.75.005	75
UM2	ET107	City Architect, Assistant	1	8,730.95	M	UM2.75.029	75
UM2	ET107	City Architect, Assistant	2	9,191.27	M	UM2.75.029	75
UM2	ET107	City Architect, Assistant	3	9,673.98	M	UM2.75.029	75
UM2	ET107	City Architect, Assistant	4	10,183.61	M	UM2.75.029	75

SALARIES BY STEP INCREASES

ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID
UM2	ET107	City Architect, Assistant	5	10,720.14	M	UM2.75.029	75
UM1	EM127	City Clerk, Assistant	1	7,471.15	M	UM1.75.016	75
UM1	EM127	City Clerk, Assistant	2	7,864.52	M	UM1.75.016	75
UM1	EM127	City Clerk, Assistant	3	8,279.04	M	UM1.75.016	75
UM1	EM127	City Clerk, Assistant	4	8,714.70	M	UM1.75.016	75
UM1	EM127	City Clerk, Assistant	5	9,172.92	M	UM1.75.016	75
TW1	AP132	City Cncl Constituent Liaison PPT	1	4,586.46	M	TW1.75.006	75
TW1	AP132	City Cncl Constituent Liaison PPT	2	4,827.56	M	TW1.75.006	75
TW1	AP132	City Cncl Constituent Liaison PPT	3	5,081.35	M	TW1.75.006	75
TW1	AP132	City Cncl Constituent Liaison PPT	4	5,349.23	M	TW1.75.006	75
TW1	AP132	City Cncl Constituent Liaison PPT	5	5,631.22	M	TW1.75.006	75
TA1	SS110	City Council Admin Assistant	1	3,961.87	M	TA1.75.003	75
TA1	SS110	City Council Admin Assistant	2	4,170.54	M	TA1.75.003	75
TA1	SS110	City Council Admin Assistant	3	4,390.48	M	TA1.75.003	75
TA1	SS110	City Council Admin Assistant	4	4,621.71	M	TA1.75.003	75
TA1	SS110	City Council Admin Assistant	5	4,864.21	M	TA1.75.003	75
TW1	AP131	City Council Constituent Liaison	1	4,586.46	M	TW1.75.006	75
TW1	AP131	City Council Constituent Liaison	2	4,827.56	M	TW1.75.006	75
TW1	AP131	City Council Constituent Liaison	3	5,081.35	M	TW1.75.006	75
TW1	AP131	City Council Constituent Liaison	4	5,349.23	M	TW1.75.006	75
TW1	AP131	City Council Constituent Liaison	5	5,631.22	M	TW1.75.006	75
TW1	AP134	City Council Intern	1	4,160.66	M	TW1.75.004	75
TW1	AP134	City Council Intern	2	4,379.21	M	TW1.75.004	75
TW1	AP134	City Council Intern	3	4,609.02	M	TW1.75.004	75
TW1	AP134	City Council Intern	4	4,851.53	M	TW1.75.004	75
TW1	AP134	City Council Intern	5	5,108.13	M	TW1.75.004	75
TW1	AP135	City Council Intern, PPT	1	4,160.66	M	TW1.75.004	75
TW1	AP135	City Council Intern, PPT	2	4,379.21	M	TW1.75.004	75
TW1	AP135	City Council Intern, PPT	3	4,609.02	M	TW1.75.004	75
TW1	AP135	City Council Intern, PPT	4	4,851.53	M	TW1.75.004	75
TW1	AP135	City Council Intern, PPT	5	5,108.13	M	TW1.75.004	75
UM2	MA108	City Council Office Administrator	1	5,574.82	M	UM2.75.010	75
UM2	MA108	City Council Office Administrator	2	5,868.07	M	UM2.75.010	75
UM2	MA108	City Council Office Administrator	3	6,176.85	M	UM2.75.010	75
UM2	MA108	City Council Office Administrator	4	6,502.54	M	UM2.75.010	75
UM2	MA108	City Council Office Administrator	5	6,845.16	M	UM2.75.010	75
TW1	AP130	City Council Policy Analyst	1	6,145.83	M	TW1.75.012	75
TW1	AP130	City Council Policy Analyst	2	6,470.12	M	TW1.75.012	75
TW1	AP130	City Council Policy Analyst	3	6,809.90	M	TW1.75.012	75
TW1	AP130	City Council Policy Analyst	4	7,169.43	M	TW1.75.012	75
TW1	AP130	City Council Policy Analyst	5	7,545.89	M	TW1.75.012	75
TW1	AP136	City Council Policy Analyst, PPT	1	6,145.83	M	TW1.75.012	75
TW1	AP136	City Council Policy Analyst, PPT	2	6,470.12	M	TW1.75.012	75
TW1	AP136	City Council Policy Analyst, PPT	3	6,809.90	M	TW1.75.012	75
TW1	AP136	City Council Policy Analyst, PPT	4	7,169.43	M	TW1.75.012	75
TW1	AP136	City Council Policy Analyst, PPT	5	7,545.89	M	TW1.75.012	75
TA1	AP139	City Councilmember's Assistant	1	6,145.83	M	TA1.75.012	75
TA1	AP139	City Councilmember's Assistant	2	6,470.12	M	TA1.75.012	75
TA1	AP139	City Councilmember's Assistant	3	6,809.90	M	TA1.75.012	75
TA1	AP139	City Councilmember's Assistant	4	7,169.43	M	TA1.75.012	75
TA1	AP139	City Councilmember's Assistant	5	7,545.89	M	TA1.75.012	75
TA1	AP140	City Councilmember's Assistant, PPT	1	6,145.83	M	TA1.75.012	75
TA1	AP140	City Councilmember's Assistant, PPT	2	6,470.12	M	TA1.75.012	75
TA1	AP140	City Councilmember's Assistant, PPT	3	6,809.90	M	TA1.75.012	75
TA1	AP140	City Councilmember's Assistant, PPT	4	7,169.43	M	TA1.75.012	75

SALARIES BY STEP INCREASES

ATTACHMENT 3

REP	CLASS_NUM	TITLE	STEP	RATE	PRE	GRADE	SID	MIN
TA1	AP140	City Councilmember's Assistant, PPT	5	7,545.89	M	TA1.75.012		75
UM2	TR115	City Land Surveyor	1	7,844.78	M	UM2.80.017		80
UM2	TR115	City Land Surveyor	2	8,257.89	M	UM2.80.017		80
UM2	TR115	City Land Surveyor	3	8,692.14	M	UM2.80.017		80
UM2	TR115	City Land Surveyor	4	9,150.37	M	UM2.80.017		80
UM2	TR115	City Land Surveyor	5	9,631.14	M	UM2.80.017		80
UM1	SC239	Citywide Records Manager	1	6,776.07	M	UM1.75.014		75
UM1	SC239	Citywide Records Manager	2	7,132.77	M	UM1.75.014		75
UM1	SC239	Citywide Records Manager	3	7,509.23	M	UM1.75.014		75
UM1	SC239	Citywide Records Manager	4	7,904.01	M	UM1.75.014		75
UM1	SC239	Citywide Records Manager	5	8,319.93	M	UM1.75.014		75
TW1	AL020	Claims Investigator II	1	5,574.81	M	TW1.75.010		75
TW1	AL020	Claims Investigator II	2	5,868.08	M	TW1.75.010		75
TW1	AL020	Claims Investigator II	3	6,176.85	M	TW1.75.010		75
TW1	AL020	Claims Investigator II	4	6,502.55	M	TW1.75.010		75
TW1	AL020	Claims Investigator II	5	6,845.15	M	TW1.75.010		75
UH1	IS103	Claims Investigator III	1	6,516.29	M	UH1.75.013		75
UH1	IS103	Claims Investigator III	2	6,859.49	M	UH1.75.013		75
UH1	IS103	Claims Investigator III	3	7,219.77	M	UH1.75.013		75
UH1	IS103	Claims Investigator III	4	7,599.97	M	UH1.75.013		75
UH1	IS103	Claims Investigator III	5	8,000.14	M	UH1.75.013		75
TW1	PP111	Clean City Specialist, Senior	1	5,309.74	M	TW1.75.009		75
TW1	PP111	Clean City Specialist, Senior	2	5,588.92	M	TW1.75.009		75
TW1	PP111	Clean City Specialist, Senior	3	5,883.59	M	TW1.75.009		75
TW1	PP111	Clean City Specialist, Senior	4	6,192.37	M	TW1.75.009		75
TW1	PP111	Clean City Specialist, Senior	5	6,519.47	M	TW1.75.009		75
TW1	PP112	Clean Community Specialist	1	4,367.92	M	TW1.75.005		75
TW1	PP112	Clean Community Specialist	2	4,597.74	M	TW1.75.005		75
TW1	PP112	Clean Community Specialist	3	4,840.25	M	TW1.75.005		75
TW1	PP112	Clean Community Specialist	4	5,094.03	M	TW1.75.005		75
TW1	PP112	Clean Community Specialist	5	5,363.32	M	TW1.75.005		75
UH1	SC116	Clean Community Supervisor	1	6,144.42	M	UH1.75.012		75
UH1	SC116	Clean Community Supervisor	2	6,467.29	M	UH1.75.012		75
UH1	SC116	Clean Community Supervisor	3	6,808.49	M	UH1.75.012		75
UH1	SC116	Clean Community Supervisor	4	7,166.62	M	UH1.75.012		75
UH1	SC116	Clean Community Supervisor	5	7,543.05	M	UH1.75.012		75
UM2	SC118	Comm Rest Emer Planning Coor	1	6,453.19	M	UM2.75.013		75
UM2	SC118	Comm Rest Emer Planning Coor	2	6,792.99	M	UM2.75.013		75
UM2	SC118	Comm Rest Emer Planning Coor	3	7,151.10	M	UM2.75.013		75
UM2	SC118	Comm Rest Emer Planning Coor	4	7,527.54	M	UM2.75.013		75
UM2	SC118	Comm Rest Emer Planning Coor	5	7,923.75	M	UM2.75.013		75
TW1	SC119	Community Dev District Coordinator	1	5,853.98	M	TW1.75.011		75
TW1	SC119	Community Dev District Coordinator	2	6,161.35	M	TW1.75.011		75
TW1	SC119	Community Dev District Coordinator	3	6,485.61	M	TW1.75.011		75
TW1	SC119	Community Dev District Coordinator	4	6,828.24	M	TW1.75.011		75
TW1	SC119	Community Dev District Coordinator	5	7,187.77	M	TW1.75.011		75
UH1	SC120	Community Dev Prg Supervisor	1	5,306.93	M	UH1.75.009		75
UH1	SC120	Community Dev Prg Supervisor	2	5,587.50	M	UH1.75.009		75
UH1	SC120	Community Dev Prg Supervisor	3	5,880.76	M	UH1.75.009		75
UH1	SC120	Community Dev Prg Supervisor	4	6,190.95	M	UH1.75.009		75
UH1	SC120	Community Dev Prg Supervisor	5	6,516.64	M	UH1.75.009		75
TW1	SC121	Community Dev Prgm Coordinator	1	6,776.07	M	TW1.75.014		75
TW1	SC121	Community Dev Prgm Coordinator	2	7,132.78	M	TW1.75.014		75
TW1	SC121	Community Dev Prgm Coordinator	3	7,509.22	M	TW1.75.014		75
TW1	SC121	Community Dev Prgm Coordinator	4	7,904.00	M	TW1.75.014		75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	S.D. IN
TW1	SC121	Community Dev Prgm Coordinator	5	8,319.93	M	TW1.75.014	75
TW1	AP143	Community Liaison	1	6,145.83	M	TW1.75.012	75
TW1	AP143	Community Liaison	2	6,470.12	M	TW1.75.012	75
TW1	AP143	Community Liaison	3	6,809.90	M	TW1.75.012	75
TW1	AP143	Community Liaison	4	7,169.43	M	TW1.75.012	75
TW1	AP143	Community Liaison	5	7,545.89	M	TW1.75.012	75
TW1	AP146	Complaint Investigator II	1	6,145.83	M	TW1.75.012	75
TW1	AP146	Complaint Investigator II	2	6,470.12	M	TW1.75.012	75
TW1	AP146	Complaint Investigator II	3	6,809.90	M	TW1.75.012	75
TW1	AP146	Complaint Investigator II	4	7,169.43	M	TW1.75.012	75
TW1	AP146	Complaint Investigator II	5	7,545.89	M	TW1.75.012	75
TW1	AP144	Complaint Investigator III	1	7,115.85	M	TW1.75.015	75
TW1	AP144	Complaint Investigator III	2	7,489.48	M	TW1.75.015	75
TW1	AP144	Complaint Investigator III	3	7,884.25	M	TW1.75.015	75
TW1	AP144	Complaint Investigator III	4	8,298.78	M	TW1.75.015	75
TW1	AP144	Complaint Investigator III	5	8,735.85	M	TW1.75.015	75
TW1	AP145	Complaint Investigator III, PPT	1	7,115.85	M	TW1.75.015	75
TW1	AP145	Complaint Investigator III, PPT	2	7,489.48	M	TW1.75.015	75
TW1	AP145	Complaint Investigator III, PPT	3	7,884.25	M	TW1.75.015	75
TW1	AP145	Complaint Investigator III, PPT	4	8,298.78	M	TW1.75.015	75
TW1	AP145	Complaint Investigator III, PPT	5	8,735.85	M	TW1.75.015	75
UM2	SC123	Computer Operations Supervisor	1	6,453.19	M	UM2.75.013	75
UM2	SC123	Computer Operations Supervisor	2	6,792.99	M	UM2.75.013	75
UM2	SC123	Computer Operations Supervisor	3	7,151.10	M	UM2.75.013	75
UM2	SC123	Computer Operations Supervisor	4	7,527.54	M	UM2.75.013	75
UM2	SC123	Computer Operations Supervisor	5	7,923.75	M	UM2.75.013	75
TF1	AP151	Conservator, Senior	1	5,590.33	M	TF1.75.010	75
TF1	AP151	Conservator, Senior	2	5,885.00	M	TF1.75.010	75
TF1	AP151	Conservator, Senior	3	6,195.18	M	TF1.75.010	75
TF1	AP151	Conservator, Senior	4	6,520.88	M	TF1.75.010	75
TF1	AP151	Conservator, Senior	5	6,863.48	M	TF1.75.010	75
UH1	MA111	Construction & Maint Superintendent	1	8,233.93	M	UH1.80.018	80
UH1	MA111	Construction & Maint Superintendent	2	8,666.77	M	UH1.80.018	80
UH1	MA111	Construction & Maint Superintendent	3	9,123.57	M	UH1.80.018	80
UH1	MA111	Construction & Maint Superintendent	4	9,604.36	M	UH1.80.018	80
UH1	MA111	Construction & Maint Superintendent	5	10,109.11	M	UH1.80.018	80
UH1	SC124	Construction & Maintenance Supv I	1	6,451.78	M	UH1.80.013	80
UH1	SC124	Construction & Maintenance Supv I	2	6,791.57	M	UH1.80.013	80
UH1	SC124	Construction & Maintenance Supv I	3	7,148.28	M	UH1.80.013	80
UH1	SC124	Construction & Maintenance Supv I	4	7,524.73	M	UH1.80.013	80
UH1	SC124	Construction & Maintenance Supv I	5	7,920.92	M	UH1.80.013	80
UH1	MA112	Construction & Maintenance Supv II	1	7,841.95	M	UH1.80.017	80
UH1	MA112	Construction & Maintenance Supv II	2	8,255.08	M	UH1.80.017	80
UH1	MA112	Construction & Maintenance Supv II	3	8,689.32	M	UH1.80.017	80
UH1	MA112	Construction & Maintenance Supv II	4	9,146.14	M	UH1.80.017	80
UH1	MA112	Construction & Maintenance Supv II	5	9,628.32	M	UH1.80.017	80
TF1	SC251	Construction Coordinator	1	6,102.14	M	TF1.80.002	80
TF1	SC251	Construction Coordinator	2	6,423.89	M	TF1.80.002	80
TF1	SC251	Construction Coordinator	3	6,761.17	M	TF1.80.002	80
TF1	SC251	Construction Coordinator	4	7,117.11	M	TF1.80.002	80
TF1	SC251	Construction Coordinator	5	7,491.70	M	TF1.80.002	80
UH1	SC125	Construction Inspector Sup (Field)	1	6,516.29	M	UH1.80.019	80
UH1	SC125	Construction Inspector Sup (Field)	2	6,859.49	M	UH1.80.019	80
UH1	SC125	Construction Inspector Sup (Field)	3	7,219.77	M	UH1.80.019	80
UH1	SC125	Construction Inspector Sup (Field)	4	7,599.97	M	UH1.80.019	80

SALARIES BY STEP INCREASES

ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	IR
UH1	SC125	Construction Inspector Sup (Field)	5	8,000.14	M	UH1.80.019		80
UH1	SC244	Construction Inspector, Sup II	1	7,841.95	M	UH1.80.017		80
UH1	SC244	Construction Inspector, Sup II	2	8,255.08	M	UH1.80.017		80
UH1	SC244	Construction Inspector, Sup II	3	8,689.32	M	UH1.80.017		80
UH1	SC244	Construction Inspector, Sup II	4	9,146.14	M	UH1.80.017		80
UH1	SC244	Construction Inspector, Sup II	5	9,628.32	M	UH1.80.017		80
TW1	AP152	Contract Compliance Office Asst	1	4,816.28	M	TW1.75.007		75
TW1	AP152	Contract Compliance Office Asst	2	5,068.66	M	TW1.75.007		75
TW1	AP152	Contract Compliance Office Asst	3	5,336.54	M	TW1.75.007		75
TW1	AP152	Contract Compliance Office Asst	4	5,617.11	M	TW1.75.007		75
TW1	AP152	Contract Compliance Office Asst	5	5,913.19	M	TW1.75.007		75
TW1	AP153	Contract Compliance Officer	1	6,029.60	M	TW1.75.042		75
TW1	AP153	Contract Compliance Officer	2	6,346.19	M	TW1.75.042		75
TW1	AP153	Contract Compliance Officer	3	6,680.20	M	TW1.75.042		75
TW1	AP153	Contract Compliance Officer	4	7,033.08	M	TW1.75.042		75
TW1	AP153	Contract Compliance Officer	5	7,403.40	M	TW1.75.042		75
TW1	AP410	Contract Compliance Officer, PPT	1	6,029.60	M	TW1.75.042		75
TW1	AP410	Contract Compliance Officer, PPT	2	6,346.19	M	TW1.75.042		75
TW1	AP410	Contract Compliance Officer, PPT	3	6,680.20	M	TW1.75.042		75
TW1	AP410	Contract Compliance Officer, PPT	4	7,033.08	M	TW1.75.042		75
TW1	AP410	Contract Compliance Officer, PPT	5	7,403.40	M	TW1.75.042		75
TW1	AP369	Contract Compliance Officer, Sr.	1	6,776.07	M	TW1.75.014		75
TW1	AP369	Contract Compliance Officer, Sr.	2	7,132.78	M	TW1.75.014		75
TW1	AP369	Contract Compliance Officer, Sr.	3	7,509.22	M	TW1.75.014		75
TW1	AP369	Contract Compliance Officer, Sr.	4	7,904.00	M	TW1.75.014		75
TW1	AP369	Contract Compliance Officer, Sr.	5	8,319.93	M	TW1.75.014		75
UH1	SC128	Contract Compliance Supervisor	1	7,113.04	M	UH1.75.015		75
UH1	SC128	Contract Compliance Supervisor	2	7,486.67	M	UH1.75.015		75
UH1	SC128	Contract Compliance Supervisor	3	7,881.44	M	UH1.75.015		75
UH1	SC128	Contract Compliance Supervisor	4	8,295.95	M	UH1.75.015		75
UH1	SC128	Contract Compliance Supervisor	5	8,733.04	M	UH1.75.015		75
UH1	SC129	Cook III	1	3,960.46	M	UH1.80.003		80
UH1	SC129	Cook III	2	4,169.13	M	UH1.80.003		80
UH1	SC129	Cook III	3	4,387.66	M	UH1.80.003		80
UH1	SC129	Cook III	4	4,618.89	M	UH1.80.003		80
UH1	SC129	Cook III	5	4,862.81	M	UH1.80.003		80
UH1	PS148	Correctional Officer Supervisor	1	5,610.55	M	UH1.80.036		80
UH1	PS148	Correctional Officer Supervisor	2	5,906.35	M	UH1.80.036		80
UH1	PS148	Correctional Officer Supervisor	3	6,216.22	M	UH1.80.036		80
UH1	PS148	Correctional Officer Supervisor	4	6,544.87	M	UH1.80.036		80
UH1	PS148	Correctional Officer Supervisor	5	6,889.18	M	UH1.80.036		80
TW1	PS112	Criminalist II	1	6,453.19	M	TW1.75.013		75
TW1	PS112	Criminalist II	2	6,792.98	M	TW1.75.013		75
TW1	PS112	Criminalist II	3	7,151.10	M	TW1.75.013		75
TW1	PS112	Criminalist II	4	7,527.55	M	TW1.75.013		75
TW1	PS112	Criminalist II	5	7,923.74	M	TW1.75.013		75
UH1	PS113	Criminalist III	1	7,468.33	M	UH1.75.016		75
UH1	PS113	Criminalist III	2	7,861.70	M	UH1.75.016		75
UH1	PS113	Criminalist III	3	8,274.80	M	UH1.75.016		75
UH1	PS113	Criminalist III	4	8,710.47	M	UH1.75.016		75
UH1	PS113	Criminalist III	5	9,168.69	M	UH1.75.016		75
TW1	AP154	Cultural Arts Specialist	1	5,309.74	M	TW1.75.009		75
TW1	AP154	Cultural Arts Specialist	2	5,588.92	M	TW1.75.009		75
TW1	AP154	Cultural Arts Specialist	3	5,883.59	M	TW1.75.009		75
TW1	AP154	Cultural Arts Specialist	4	6,192.37	M	TW1.75.009		75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS	NUM	TITLE	STEP	RATE	TYPE	GRADE	STD HR
TW1	AP154		Cultural Arts Specialist	5	6,519.47	M	TW1.75.009	75
TF1	AP156		Curator of Aquatic Biology, Assoc	1	4,434.20	M	TF1.75.005	75
TF1	AP156		Curator of Aquatic Biology, Assoc	2	4,668.24	M	TF1.75.005	75
TF1	AP156		Curator of Aquatic Biology, Assoc	3	4,913.55	M	TF1.75.005	75
TF1	AP156		Curator of Aquatic Biology, Assoc	4	5,171.58	M	TF1.75.005	75
TF1	AP156		Curator of Aquatic Biology, Assoc	5	5,443.70	M	TF1.75.005	75
TF1	AP157		Curator of Art, Associate	1	4,434.20	M	TF1.75.005	75
TF1	AP157		Curator of Art, Associate	2	4,668.24	M	TF1.75.005	75
TF1	AP157		Curator of Art, Associate	3	4,913.55	M	TF1.75.005	75
TF1	AP157		Curator of Art, Associate	4	5,171.58	M	TF1.75.005	75
TF1	AP157		Curator of Art, Associate	5	5,443.70	M	TF1.75.005	75
TF1	AP159		Curator of Art, Senior	1	5,274.50	M	TF1.75.008	75
TF1	AP159		Curator of Art, Senior	2	5,552.25	M	TF1.75.008	75
TF1	AP159		Curator of Art, Senior	3	5,844.11	M	TF1.75.008	75
TF1	AP159		Curator of Art, Senior	4	6,151.48	M	TF1.75.008	75
TF1	AP159		Curator of Art, Senior	5	6,475.75	M	TF1.75.008	75
TF1	AP160		Curator of Art, Senior, PPT	1	5,274.50	M	TF1.75.008	75
TF1	AP160		Curator of Art, Senior, PPT	2	5,552.25	M	TF1.75.008	75
TF1	AP160		Curator of Art, Senior, PPT	3	5,844.11	M	TF1.75.008	75
TF1	AP160		Curator of Art, Senior, PPT	4	6,151.48	M	TF1.75.008	75
TF1	AP160		Curator of Art, Senior, PPT	5	6,475.75	M	TF1.75.008	75
TF1	AP161		Curator of History, Associate	1	4,434.20	M	TF1.75.005	75
TF1	AP161		Curator of History, Associate	2	4,668.24	M	TF1.75.005	75
TF1	AP161		Curator of History, Associate	3	4,913.55	M	TF1.75.005	75
TF1	AP161		Curator of History, Associate	4	5,171.58	M	TF1.75.005	75
TF1	AP161		Curator of History, Associate	5	5,443.70	M	TF1.75.005	75
TF1	AP162		Curator of History, Senior	1	5,274.50	M	TF1.75.008	75
TF1	AP162		Curator of History, Senior	2	5,552.25	M	TF1.75.008	75
TF1	AP162		Curator of History, Senior	3	5,844.11	M	TF1.75.008	75
TF1	AP162		Curator of History, Senior	4	6,151.48	M	TF1.75.008	75
TF1	AP162		Curator of History, Senior	5	6,475.75	M	TF1.75.008	75
TF1	AP163		Curator of Natural Science, Assoc	1	4,434.20	M	TF1.75.005	75
TF1	AP163		Curator of Natural Science, Assoc	2	4,668.24	M	TF1.75.005	75
TF1	AP163		Curator of Natural Science, Assoc	3	4,913.55	M	TF1.75.005	75
TF1	AP163		Curator of Natural Science, Assoc	4	5,171.58	M	TF1.75.005	75
TF1	AP163		Curator of Natural Science, Assoc	5	5,443.70	M	TF1.75.005	75
TF1	AP164		Curator of Natural Science, Senior	1	5,274.50	M	TF1.75.008	75
TF1	AP164		Curator of Natural Science, Senior	2	5,552.25	M	TF1.75.008	75
TF1	AP164		Curator of Natural Science, Senior	3	5,844.11	M	TF1.75.008	75
TF1	AP164		Curator of Natural Science, Senior	4	6,151.48	M	TF1.75.008	75
TF1	AP164		Curator of Natural Science, Senior	5	6,475.75	M	TF1.75.008	75
TF1	AP166		Curator of Photography, Associate	1	4,434.20	M	TF1.75.005	75
TF1	AP166		Curator of Photography, Associate	2	4,668.24	M	TF1.75.005	75
TF1	AP166		Curator of Photography, Associate	3	4,913.55	M	TF1.75.005	75
TF1	AP166		Curator of Photography, Associate	4	5,171.58	M	TF1.75.005	75
TF1	AP166		Curator of Photography, Associate	5	5,443.70	M	TF1.75.005	75
TF1	AP394		Curator of Special Projects	1	7,115.86	M	TF1.75.017	75
TF1	AP394		Curator of Special Projects	2	7,489.48	M	TF1.75.017	75
TF1	AP394		Curator of Special Projects	3	7,884.26	M	TF1.75.017	75
TF1	AP394		Curator of Special Projects	4	8,298.78	M	TF1.75.017	75
TF1	AP394		Curator of Special Projects	5	8,735.85	M	TF1.75.017	75
TF1	AP395		Curator of Special Projects, PPT	1	7,115.86	M	TF1.75.017	75
TF1	AP395		Curator of Special Projects, PPT	2	7,489.48	M	TF1.75.017	75
TF1	AP395		Curator of Special Projects, PPT	3	7,884.26	M	TF1.75.017	75
TF1	AP395		Curator of Special Projects, PPT	4	8,298.78	M	TF1.75.017	75



SALARIES BY STEP INCREASES

ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	HR
TF1	AP395	Curator of Special Projects, PPT	5	8,735.85	M	TF1.75.017		75
UH1	SC130	Custodial Services Supervisor I	1	4,585.05	M	UH1.80.006		80
UH1	SC130	Custodial Services Supervisor I	2	4,826.15	M	UH1.80.006		80
UH1	SC130	Custodial Services Supervisor I	3	5,079.93	M	UH1.80.006		80
UH1	SC130	Custodial Services Supervisor I	4	5,347.83	M	UH1.80.006		80
UH1	SC130	Custodial Services Supervisor I	5	5,628.39	M	UH1.80.006		80
UH1	SC131	Custodial Services Supervisor II	1	5,306.93	M	UH1.80.009		80
UH1	SC131	Custodial Services Supervisor II	2	5,587.50	M	UH1.80.009		80
UH1	SC131	Custodial Services Supervisor II	3	5,880.76	M	UH1.80.009		80
UH1	SC131	Custodial Services Supervisor II	4	6,190.95	M	UH1.80.009		80
UH1	SC131	Custodial Services Supervisor II	5	6,516.64	M	UH1.80.009		80
UH1	SC132	Custodian Supervisor	1	3,771.53	M	UH1.80.002		80
UH1	SC132	Custodian Supervisor	2	3,970.33	M	UH1.80.002		80
UH1	SC132	Custodian Supervisor	3	4,179.00	M	UH1.80.002		80
UH1	SC132	Custodian Supervisor	4	4,398.94	M	UH1.80.002		80
UH1	SC132	Custodian Supervisor	5	4,630.16	M	UH1.80.002		80
TW1	AP171	Data Analyst II	1	6,145.83	M	TW1.75.012		75
TW1	AP171	Data Analyst II	2	6,470.12	M	TW1.75.012		75
TW1	AP171	Data Analyst II	3	6,809.90	M	TW1.75.012		75
TW1	AP171	Data Analyst II	4	7,169.43	M	TW1.75.012		75
TW1	AP171	Data Analyst II	5	7,545.89	M	TW1.75.012		75
TW1	AP172	Data Analyst III	1	7,471.15	M	TW1.75.016		75
TW1	AP172	Data Analyst III	2	7,864.52	M	TW1.75.016		75
TW1	AP172	Data Analyst III	3	8,279.04	M	TW1.75.016		75
TW1	AP172	Data Analyst III	4	8,714.71	M	TW1.75.016		75
TW1	AP172	Data Analyst III	5	9,172.92	M	TW1.75.016		75
TW1	AP175	Database Analyst II	1	6,145.83	M	TW1.75.012		75
TW1	AP175	Database Analyst II	2	6,470.12	M	TW1.75.012		75
TW1	AP175	Database Analyst II	3	6,809.90	M	TW1.75.012		75
TW1	AP175	Database Analyst II	4	7,169.43	M	TW1.75.012		75
TW1	AP175	Database Analyst II	5	7,545.89	M	TW1.75.012		75
TW1	AP176	Database Analyst III	1	7,471.15	M	TW1.75.016		75
TW1	AP176	Database Analyst III	2	7,864.52	M	TW1.75.016		75
TW1	AP176	Database Analyst III	3	8,279.04	M	TW1.75.016		75
TW1	AP176	Database Analyst III	4	8,714.71	M	TW1.75.016		75
TW1	AP176	Database Analyst III	5	9,172.92	M	TW1.75.016		75
TM1	AL010	Deputy City Attorney I	1	6,453.19	M	TM1.75.001		75
TM1	AL010	Deputy City Attorney I	2	6,792.98	M	TM1.75.001		75
TM1	AL010	Deputy City Attorney I	3	7,151.10	M	TM1.75.001		75
TM1	AL010	Deputy City Attorney I	4	7,527.55	M	TM1.75.001		75
TM1	AL010	Deputy City Attorney I	5	7,923.74	M	TM1.75.001		75
UM2	MA118	Deputy City Clerk	1	6,145.83	M	UM2.75.012		75
UM2	MA118	Deputy City Clerk	2	6,470.11	M	UM2.75.012		75
UM2	MA118	Deputy City Clerk	3	6,809.90	M	UM2.75.012		75
UM2	MA118	Deputy City Clerk	4	7,169.43	M	UM2.75.012		75
UM2	MA118	Deputy City Clerk	5	7,545.88	M	UM2.75.012		75
TW1	SC241	Development Project & Program Coord	1	7,115.85	M	TW1.75.015		75
TW1	SC241	Development Project & Program Coord	2	7,489.48	M	TW1.75.015		75
TW1	SC241	Development Project & Program Coord	3	7,884.25	M	TW1.75.015		75
TW1	SC241	Development Project & Program Coord	4	8,298.78	M	TW1.75.015		75
TW1	SC241	Development Project & Program Coord	5	8,735.85	M	TW1.75.015		75
TW1	AP252	Development Specialist III	1	6,145.83	M	TW1.75.012		75
TW1	AP252	Development Specialist III	2	6,470.12	M	TW1.75.012		75
TW1	AP252	Development Specialist III	3	6,809.90	M	TW1.75.012		75
TW1	AP252	Development Specialist III	4	7,169.43	M	TW1.75.012		75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STD HR
TW1	AP252	Development Specialist III	5	7,545.89	M	TW1.75.012	75
TW1	SC221	Disabilities Coordinator	1	4,367.92	M	TW1.75.005	75
TW1	SC221	Disabilities Coordinator	2	4,597.74	M	TW1.75.005	75
TW1	SC221	Disabilities Coordinator	3	4,840.25	M	TW1.75.005	75
TW1	SC221	Disabilities Coordinator	4	5,094.03	M	TW1.75.005	75
TW1	SC221	Disabilities Coordinator	5	5,363.32	M	TW1.75.005	75
UM2	SC106	Disability Benefits Coordinator	1	6,145.83	M	UM2.75.012	75
UM2	SC106	Disability Benefits Coordinator	2	6,470.11	M	UM2.75.012	75
UM2	SC106	Disability Benefits Coordinator	3	6,809.90	M	UM2.75.012	75
UM2	SC106	Disability Benefits Coordinator	4	7,169.43	M	UM2.75.012	75
UM2	SC106	Disability Benefits Coordinator	5	7,545.88	M	UM2.75.012	75
TF1	TR124	Electrical Const & Maint Planner	1	6,453.20	M	TF1.80.004	80
TF1	TR124	Electrical Const & Maint Planner	2	6,792.98	M	TF1.80.004	80
TF1	TR124	Electrical Const & Maint Planner	3	7,151.10	M	TF1.80.004	80
TF1	TR124	Electrical Const & Maint Planner	4	7,527.56	M	TF1.80.004	80
TF1	TR124	Electrical Const & Maint Planner	5	7,923.74	M	TF1.80.004	80
TF1	TR125	Electrical Engineer II	1	7,182.63	M	TF1.75.014	75
TF1	TR125	Electrical Engineer II	2	7,560.75	M	TF1.75.014	75
TF1	TR125	Electrical Engineer II	3	7,959.78	M	TF1.75.014	75
TF1	TR125	Electrical Engineer II	4	8,378.25	M	TF1.75.014	75
TF1	TR125	Electrical Engineer II	5	8,819.13	M	TF1.75.014	75
TF1	TR126	Electrical Engineer III	1	8,315.48	M	TF1.75.015	75
TF1	TR126	Electrical Engineer III	2	8,753.36	M	TF1.75.015	75
TF1	TR126	Electrical Engineer III	3	9,213.68	M	TF1.75.015	75
TF1	TR126	Electrical Engineer III	4	9,699.39	M	TF1.75.015	75
TF1	TR126	Electrical Engineer III	5	10,209.01	M	TF1.75.015	75
UH1	SC135	Electrical Supervisor	1	6,451.78	M	UH1.72.001	72
UH1	SC135	Electrical Supervisor	2	6,791.57	M	UH1.72.001	72
UH1	SC135	Electrical Supervisor	3	7,148.28	M	UH1.72.001	72
UH1	SC135	Electrical Supervisor	4	7,524.73	M	UH1.72.001	72
UH1	SC135	Electrical Supervisor	5	7,920.92	M	UH1.72.001	72
UH1	SC136	Electronics Supervisor	1	6,492.56	M	UH1.80.038	80
UH1	SC136	Electronics Supervisor	2	6,835.19	M	UH1.80.038	80
UH1	SC136	Electronics Supervisor	3	7,195.02	M	UH1.80.038	80
UH1	SC136	Electronics Supervisor	4	7,573.61	M	UH1.80.038	80
UH1	SC136	Electronics Supervisor	5	7,972.56	M	UH1.80.038	80
UH1	SC136	Electronics Supervisor	6	7,985.27	M	UH1.80.038	80
UM2	AP179	Emer Medical Svcs Coordinator	1	7,471.16	M	UM2.75.016	75
UM2	AP179	Emer Medical Svcs Coordinator	2	7,864.52	M	UM2.75.016	75
UM2	AP179	Emer Medical Svcs Coordinator	3	8,279.04	M	UM2.75.016	75
UM2	AP179	Emer Medical Svcs Coordinator	4	8,714.71	M	UM2.75.016	75
UM2	AP179	Emer Medical Svcs Coordinator	5	9,172.93	M	UM2.75.016	75
UM2	MA120	Emer Serv Manager, Assistant	1	7,471.16	M	UM2.75.016	75
UM2	MA120	Emer Serv Manager, Assistant	2	7,864.52	M	UM2.75.016	75
UM2	MA120	Emer Serv Manager, Assistant	3	8,279.04	M	UM2.75.016	75
UM2	MA120	Emer Serv Manager, Assistant	4	8,714.71	M	UM2.75.016	75
UM2	MA120	Emer Serv Manager, Assistant	5	9,172.93	M	UM2.75.016	75
TW1	SC137	Emergency Food Program Coordinator	1	6,145.83	M	TW1.75.012	75
TW1	SC137	Emergency Food Program Coordinator	2	6,470.12	M	TW1.75.012	75
TW1	SC137	Emergency Food Program Coordinator	3	6,809.90	M	TW1.75.012	75
TW1	SC137	Emergency Food Program Coordinator	4	7,169.43	M	TW1.75.012	75
TW1	SC137	Emergency Food Program Coordinator	5	7,545.89	M	TW1.75.012	75
TW1	PP116	Emergency Food Program, PPT	1	6,145.83	M	TW1.75.012	75
TW1	PP116	Emergency Food Program, PPT	2	6,470.12	M	TW1.75.012	75
TW1	PP116	Emergency Food Program, PPT	3	6,809.90	M	TW1.75.012	75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	IR
TW1	PP116	Emergency Food Program, PPT	4	7,169.43	M	TW1.75.012	75	
TW1	PP116	Emergency Food Program, PPT	5	7,545.89	M	TW1.75.012	75	
TW1	AP180	Emergency Medical Svcs Instructor	1	5,309.74	M	TW1.75.009	75	
TW1	AP180	Emergency Medical Svcs Instructor	2	5,588.92	M	TW1.75.009	75	
TW1	AP180	Emergency Medical Svcs Instructor	3	5,883.59	M	TW1.75.009	75	
TW1	AP180	Emergency Medical Svcs Instructor	4	6,192.37	M	TW1.75.009	75	
TW1	AP180	Emergency Medical Svcs Instructor	5	6,519.47	M	TW1.75.009	75	
TW1	SC138	Emergency Planning Coordinator	1	5,574.81	M	TW1.75.010	75	
TW1	SC138	Emergency Planning Coordinator	2	5,868.08	M	TW1.75.010	75	
TW1	SC138	Emergency Planning Coordinator	3	6,176.85	M	TW1.75.010	75	
TW1	SC138	Emergency Planning Coordinator	4	6,502.55	M	TW1.75.010	75	
TW1	SC138	Emergency Planning Coordinator	5	6,845.15	M	TW1.75.010	75	
TW1	SC139	Emergency Planning Coordinator, PPT	1	5,574.81	M	TW1.75.010	75	
TW1	SC139	Emergency Planning Coordinator, PPT	2	5,868.08	M	TW1.75.010	75	
TW1	SC139	Emergency Planning Coordinator, PPT	3	6,176.85	M	TW1.75.010	75	
TW1	SC139	Emergency Planning Coordinator, PPT	4	6,502.55	M	TW1.75.010	75	
TW1	SC139	Emergency Planning Coordinator, PPT	5	6,845.15	M	TW1.75.010	75	
TW1	SC140	Emergency Planning Coordinator, Sr	1	6,453.19	M	TW1.75.013	75	
TW1	SC140	Emergency Planning Coordinator, Sr	2	6,792.98	M	TW1.75.013	75	
TW1	SC140	Emergency Planning Coordinator, Sr	3	7,151.10	M	TW1.75.013	75	
TW1	SC140	Emergency Planning Coordinator, Sr	4	7,527.55	M	TW1.75.013	75	
TW1	SC140	Emergency Planning Coordinator, Sr	5	7,923.74	M	TW1.75.013	75	
TW1	AP181	Employee Assist Counselor	1	5,574.81	M	TW1.75.010	75	
TW1	AP181	Employee Assist Counselor	2	5,868.08	M	TW1.75.010	75	
TW1	AP181	Employee Assist Counselor	3	6,176.85	M	TW1.75.010	75	
TW1	AP181	Employee Assist Counselor	4	6,502.55	M	TW1.75.010	75	
TW1	AP181	Employee Assist Counselor	5	6,845.15	M	TW1.75.010	75	
TW1	AP182	Employee Assist Counselor, PPT	1	5,574.81	M	TW1.75.010	75	
TW1	AP182	Employee Assist Counselor, PPT	2	5,868.08	M	TW1.75.010	75	
TW1	AP182	Employee Assist Counselor, PPT	3	6,176.85	M	TW1.75.010	75	
TW1	AP182	Employee Assist Counselor, PPT	4	6,502.55	M	TW1.75.010	75	
TW1	AP182	Employee Assist Counselor, PPT	5	6,845.15	M	TW1.75.010	75	
UM2	SC141	Employee Assist Svcs Coordinator	1	7,844.78	M	UM2.75.017	75	
UM2	SC141	Employee Assist Svcs Coordinator	2	8,257.89	M	UM2.75.017	75	
UM2	SC141	Employee Assist Svcs Coordinator	3	8,692.14	M	UM2.75.017	75	
UM2	SC141	Employee Assist Svcs Coordinator	4	9,150.37	M	UM2.75.017	75	
UM2	SC141	Employee Assist Svcs Coordinator	5	9,631.14	M	UM2.75.017	75	
UM2	SC240	Employee Fleet & Safety Coordinator	1	6,776.07	M	UM2.75.014	75	
UM2	SC240	Employee Fleet & Safety Coordinator	2	7,132.79	M	UM2.75.014	75	
UM2	SC240	Employee Fleet & Safety Coordinator	3	7,509.23	M	UM2.75.014	75	
UM2	SC240	Employee Fleet & Safety Coordinator	4	7,904.00	M	UM2.75.014	75	
UM2	SC240	Employee Fleet & Safety Coordinator	5	8,319.93	M	UM2.75.014	75	
TW1	PP117	Employment Services Representative	1	4,367.92	M	TW1.75.005	75	
TW1	PP117	Employment Services Representative	2	4,597.74	M	TW1.75.005	75	
TW1	PP117	Employment Services Representative	3	4,840.25	M	TW1.75.005	75	
TW1	PP117	Employment Services Representative	4	5,094.03	M	TW1.75.005	75	
TW1	PP117	Employment Services Representative	5	5,363.32	M	TW1.75.005	75	
UH1	PP118	Employment Services Supervisor	1	6,144.42	M	UH1.75.012	75	
UH1	PP118	Employment Services Supervisor	2	6,467.29	M	UH1.75.012	75	
UH1	PP118	Employment Services Supervisor	3	6,808.49	M	UH1.75.012	75	
UH1	PP118	Employment Services Supervisor	4	7,166.62	M	UH1.75.012	75	
UH1	PP118	Employment Services Supervisor	5	7,543.05	M	UH1.75.012	75	
TF1	TR133	Energy Engineer III	1	8,730.92	M	TF1.75.013	75	
TF1	TR133	Energy Engineer III	2	9,191.26	M	TF1.75.013	75	
TF1	TR133	Energy Engineer III	3	9,673.99	M	TF1.75.013	75	

## SALARIES BY STEP INCREASES

ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STD. HN
TF1	TR133	Energy Engineer III	4	10,183.62	M	TF1.75.013	75
TF1	TR133	Energy Engineer III	5	10,720.15	M	TF1.75.013	75
TF1	ET114	Engineer, Assistant I (Field)	1	5,259.73	M	TF1.75.006	75
TF1	ET114	Engineer, Assistant I (Field)	2	5,536.39	M	TF1.75.006	75
TF1	ET114	Engineer, Assistant I (Field)	3	5,827.05	M	TF1.75.006	75
TF1	ET114	Engineer, Assistant I (Field)	4	6,133.25	M	TF1.75.006	75
TF1	ET114	Engineer, Assistant I (Field)	5	6,456.52	M	TF1.75.006	75
TF1	ET111	Engineer, Assistant I (Office)	1	5,259.73	M	TF1.75.006	75
TF1	ET111	Engineer, Assistant I (Office)	2	5,536.39	M	TF1.75.006	75
TF1	ET111	Engineer, Assistant I (Office)	3	5,827.05	M	TF1.75.006	75
TF1	ET111	Engineer, Assistant I (Office)	4	6,133.25	M	TF1.75.006	75
TF1	ET111	Engineer, Assistant I (Office)	5	6,456.52	M	TF1.75.006	75
TF1	ET112	Engineer, Assistant II (Field)	1	6,102.14	M	TF1.75.016	75
TF1	ET112	Engineer, Assistant II (Field)	2	6,423.89	M	TF1.75.016	75
TF1	ET112	Engineer, Assistant II (Field)	3	6,761.17	M	TF1.75.016	75
TF1	ET112	Engineer, Assistant II (Field)	4	7,117.11	M	TF1.75.016	75
TF1	ET112	Engineer, Assistant II (Field)	5	7,491.70	M	TF1.75.016	75
TF1	ET113	Engineer, Assistant II (Office)	1	6,102.14	M	TF1.75.016	75
TF1	ET113	Engineer, Assistant II (Office)	2	6,423.89	M	TF1.75.016	75
TF1	ET113	Engineer, Assistant II (Office)	3	6,761.17	M	TF1.75.016	75
TF1	ET113	Engineer, Assistant II (Office)	4	7,117.11	M	TF1.75.016	75
TF1	ET113	Engineer, Assistant II (Office)	5	7,491.70	M	TF1.75.016	75
TF1	ET115	Engineer, Civil (Field)	1	7,103.12	M	TF1.75.003	75
TF1	ET115	Engineer, Civil (Field)	2	7,484.93	M	TF1.75.003	75
TF1	ET115	Engineer, Civil (Field)	3	7,545.45	M	TF1.75.003	75
TF1	ET115	Engineer, Civil (Field)	4	8,283.78	M	TF1.75.003	75
TF1	ET115	Engineer, Civil (Field)	5	8,721.14	M	TF1.75.003	75
TF1	ET116	Engineer, Civil (Office)	1	7,103.12	M	TF1.75.012	75
TF1	ET116	Engineer, Civil (Office)	2	7,477.70	M	TF1.75.012	75
TF1	ET116	Engineer, Civil (Office)	3	7,870.94	M	TF1.75.012	75
TF1	ET116	Engineer, Civil (Office)	4	8,284.39	M	TF1.75.012	75
TF1	ET116	Engineer, Civil (Office)	5	8,721.14	M	TF1.75.012	75
TM2	ET118	Engineer, Civil Supervising (Field)	1	8,730.95	M	TM2.80.001	80
TM2	ET118	Engineer, Civil Supervising (Field)	2	9,191.26	M	TM2.80.001	80
TM2	ET118	Engineer, Civil Supervising (Field)	3	9,673.98	M	TM2.80.001	80
TM2	ET118	Engineer, Civil Supervising (Field)	4	10,183.61	M	TM2.80.001	80
TM2	ET118	Engineer, Civil Supervising (Field)	5	10,720.15	M	TM2.80.001	80
TM2	ET119	Engineer, Civil Supv (Office)	1	8,730.95	M	TM2.75.001	75
TM2	ET119	Engineer, Civil Supv (Office)	2	9,191.26	M	TM2.75.001	75
TM2	ET119	Engineer, Civil Supv (Office)	3	9,673.98	M	TM2.75.001	75
TM2	ET119	Engineer, Civil Supv (Office)	4	10,183.61	M	TM2.75.001	75
TM2	ET119	Engineer, Civil Supv (Office)	5	10,720.15	M	TM2.75.001	75
TF1	ET122	Engineer, Transportation	1	7,103.12	M	TF1.75.012	75
TF1	ET122	Engineer, Transportation	2	7,477.70	M	TF1.75.012	75
TF1	ET122	Engineer, Transportation	3	7,870.94	M	TF1.75.012	75
TF1	ET122	Engineer, Transportation	4	8,284.39	M	TF1.75.012	75
TF1	ET122	Engineer, Transportation	5	8,721.14	M	TF1.75.012	75
TF1	ET120	Engineer, Transportation Assistant	1	6,102.14	M	TF1.75.016	75
TF1	ET120	Engineer, Transportation Assistant	2	6,423.89	M	TF1.75.016	75
TF1	ET120	Engineer, Transportation Assistant	3	6,761.17	M	TF1.75.016	75
TF1	ET120	Engineer, Transportation Assistant	4	7,117.11	M	TF1.75.016	75
TF1	ET120	Engineer, Transportation Assistant	5	7,491.70	M	TF1.75.016	75
TM2	ET121	Engineer, Transportation Supv	1	8,730.95	M	TM2.75.001	75
TM2	ET121	Engineer, Transportation Supv	2	9,191.26	M	TM2.75.001	75
TM2	ET121	Engineer, Transportation Supv	3	9,673.98	M	TM2.75.001	75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STD. IN
TM2	ET121	Engineer, Transportation Supv	4	10,183.61	M	TM2.75.001	75
TM2	ET121	Engineer, Transportation Supv	5	10,720.15	M	TM2.75.001	75
TW1	SC143	Environmental Education Specialist	1	5,853.98	M	TW1.75.011	75
TW1	SC143	Environmental Education Specialist	2	6,161.35	M	TW1.75.011	75
TW1	SC143	Environmental Education Specialist	3	6,485.61	M	TW1.75.011	75
TW1	SC143	Environmental Education Specialist	4	6,828.24	M	TW1.75.011	75
TW1	SC143	Environmental Education Specialist	5	7,187.77	M	TW1.75.011	75
TF1	PP122	Environmental Program Specialist	1	5,756.75	M	TF1.75.009	75
TF1	PP122	Environmental Program Specialist	2	6,060.28	M	TF1.75.009	75
TF1	PP122	Environmental Program Specialist	3	6,378.46	M	TF1.75.009	75
TF1	PP122	Environmental Program Specialist	4	6,714.25	M	TF1.75.009	75
TF1	PP122	Environmental Program Specialist	5	7,067.64	M	TF1.75.009	75
UM2	SC144	Environmental Program Supervisor	1	8,236.74	M	UM2.75.018	75
UM2	SC144	Environmental Program Supervisor	2	8,670.99	M	UM2.75.018	75
UM2	SC144	Environmental Program Supervisor	3	9,126.40	M	UM2.75.018	75
UM2	SC144	Environmental Program Supervisor	4	9,607.19	M	UM2.75.018	75
UM2	SC144	Environmental Program Supervisor	5	10,113.34	M	UM2.75.018	75
TW1	PP121	Environmental Services Intern	1	4,160.66	M	TW1.75.004	75
TW1	PP121	Environmental Services Intern	2	4,379.21	M	TW1.75.004	75
TW1	PP121	Environmental Services Intern	3	4,609.02	M	TW1.75.004	75
TW1	PP121	Environmental Services Intern	4	4,851.53	M	TW1.75.004	75
TW1	PP121	Environmental Services Intern	5	5,108.13	M	TW1.75.004	75
UM2	AP187	Equal Opportunity Specialist	1	6,145.83	M	UM2.75.012	75
UM2	AP187	Equal Opportunity Specialist	2	6,470.11	M	UM2.75.012	75
UM2	AP187	Equal Opportunity Specialist	3	6,809.90	M	UM2.75.012	75
UM2	AP187	Equal Opportunity Specialist	4	7,169.43	M	UM2.75.012	75
UM2	AP187	Equal Opportunity Specialist	5	7,545.88	M	UM2.75.012	75
UH1	MA121	Equipment Services Superintendent	1	7,468.33	M	UH1.80.016	80
UH1	MA121	Equipment Services Superintendent	2	7,861.70	M	UH1.80.016	80
UH1	MA121	Equipment Services Superintendent	3	8,274.80	M	UH1.80.016	80
UH1	MA121	Equipment Services Superintendent	4	8,710.47	M	UH1.80.016	80
UH1	MA121	Equipment Services Superintendent	5	9,168.69	M	UH1.80.016	80
UH1	SC146	Equipment Supervisor	1	6,130.75	M	UH1.80.037	80
UH1	SC146	Equipment Supervisor	2	6,453.33	M	UH1.80.037	80
UH1	SC146	Equipment Supervisor	3	6,792.98	M	UH1.80.037	80
UH1	SC146	Equipment Supervisor	4	7,150.12	M	UH1.80.037	80
UH1	SC146	Equipment Supervisor	5	7,526.57	M	UH1.80.037	80
TW1	AP444	Ethics Analyst I	1	4,586.46	M	TW1.75.006	75
TW1	AP444	Ethics Analyst I	2	4,827.56	M	TW1.75.006	75
TW1	AP444	Ethics Analyst I	3	5,081.35	M	TW1.75.006	75
TW1	AP444	Ethics Analyst I	4	5,349.23	M	TW1.75.006	75
TW1	AP444	Ethics Analyst I	5	5,631.22	M	TW1.75.006	75
TW1	AP445	Ethics Analyst II	1	5,309.74	M	TW1.75.009	75
TW1	AP445	Ethics Analyst II	2	5,588.92	M	TW1.75.009	75
TW1	AP445	Ethics Analyst II	3	5,883.59	M	TW1.75.009	75
TW1	AP445	Ethics Analyst II	4	6,192.37	M	TW1.75.009	75
TW1	AP445	Ethics Analyst II	5	6,519.47	M	TW1.75.009	75
UM2	MA159	Ethics Investigator	1	6,145.83	M	UM2.75.012	75
UM2	MA159	Ethics Investigator	2	6,470.11	M	UM2.75.012	75
UM2	MA159	Ethics Investigator	3	6,809.90	M	UM2.75.012	75
UM2	MA159	Ethics Investigator	4	7,169.43	M	UM2.75.012	75
UM2	MA159	Ethics Investigator	5	7,545.88	M	UM2.75.012	75
UM1	SS120	Exec Asst to Asst City Attorney	1	5,309.74	M	UM1.75.009	75
UM1	SS120	Exec Asst to Asst City Attorney	2	5,588.92	M	UM1.75.009	75
UM1	SS120	Exec Asst to Asst City Attorney	3	5,883.58	M	UM1.75.009	75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STD IN
UM1	SS120	Exec Asst to Asst City Attorney	4	6,192.36	M	UM1.75.009	75
UM1	SS120	Exec Asst to Asst City Attorney	5	6,519.47	M	UM1.75.009	75
UM1	SS124	Exec Asst to the Director	1	5,055.97	M	UM1.75.008	75
UM1	SS124	Exec Asst to the Director	2	5,322.45	M	UM1.75.008	75
UM1	SS124	Exec Asst to the Director	3	5,603.02	M	UM1.75.008	75
UM1	SS124	Exec Asst to the Director	4	5,897.69	M	UM1.75.008	75
UM1	SS124	Exec Asst to the Director	5	6,207.86	M	UM1.75.008	75
UM1	SS127	Executive Assistant	1	4,816.29	M	UM1.75.007	75
UM1	SS127	Executive Assistant	2	5,068.65	M	UM1.75.007	75
UM1	SS127	Executive Assistant	3	5,336.53	M	UM1.75.007	75
UM1	SS127	Executive Assistant	4	5,617.12	M	UM1.75.007	75
UM1	SS127	Executive Assistant	5	5,913.20	M	UM1.75.007	75
UM2	MA110	Facilities Complex Manager	1	7,844.78	M	UM2.75.017	75
UM2	MA110	Facilities Complex Manager	2	8,257.89	M	UM2.75.017	75
UM2	MA110	Facilities Complex Manager	3	8,692.14	M	UM2.75.017	75
UM2	MA110	Facilities Complex Manager	4	9,150.37	M	UM2.75.017	75
UM2	MA110	Facilities Complex Manager	5	9,631.14	M	UM2.75.017	75
UH1	SC100	Facilities Complex Mgr, Asst	1	5,573.40	M	UH1.75.010	75
UH1	SC100	Facilities Complex Mgr, Asst	2	5,866.67	M	UH1.75.010	75
UH1	SC100	Facilities Complex Mgr, Asst	3	6,175.44	M	UH1.75.010	75
UH1	SC100	Facilities Complex Mgr, Asst	4	6,499.73	M	UH1.75.010	75
UH1	SC100	Facilities Complex Mgr, Asst	5	6,842.33	M	UH1.75.010	75
UM2	MA142	Facility Manager	1	6,145.83	M	UM2.75.012	75
UM2	MA142	Facility Manager	2	6,470.11	M	UM2.75.012	75
UM2	MA142	Facility Manager	3	6,809.90	M	UM2.75.012	75
UM2	MA142	Facility Manager	4	7,169.43	M	UM2.75.012	75
UM2	MA142	Facility Manager	5	7,545.88	M	UM2.75.012	75
TW1	SC147	Family Child Care Coordinator	1	5,309.74	M	TW1.75.009	75
TW1	SC147	Family Child Care Coordinator	2	5,588.92	M	TW1.75.009	75
TW1	SC147	Family Child Care Coordinator	3	5,883.59	M	TW1.75.009	75
TW1	SC147	Family Child Care Coordinator	4	6,192.37	M	TW1.75.009	75
TW1	SC147	Family Child Care Coordinator	5	6,519.47	M	TW1.75.009	75
TW1	AP189	Film Coordinator	1	5,309.74	M	TW1.75.009	75
TW1	AP189	Film Coordinator	2	5,588.92	M	TW1.75.009	75
TW1	AP189	Film Coordinator	3	5,883.59	M	TW1.75.009	75
TW1	AP189	Film Coordinator	4	6,192.37	M	TW1.75.009	75
TW1	AP189	Film Coordinator	5	6,519.47	M	TW1.75.009	75
UM2	AF033	Financial Analyst	1	7,471.16	M	UM2.75.016	75
UM2	AF033	Financial Analyst	2	7,864.52	M	UM2.75.016	75
UM2	AF033	Financial Analyst	3	8,279.04	M	UM2.75.016	75
UM2	AF033	Financial Analyst	4	8,714.71	M	UM2.75.016	75
UM2	AF033	Financial Analyst	5	9,172.93	M	UM2.75.016	75
UM2	AF054	Financial Analyst, PPT	1	7,471.16	M	UM2.75.016	75
UM2	AF054	Financial Analyst, PPT	2	7,864.52	M	UM2.75.016	75
UM2	AF054	Financial Analyst, PPT	3	8,279.04	M	UM2.75.016	75
UM2	AF054	Financial Analyst, PPT	4	8,714.71	M	UM2.75.016	75
UM2	AF054	Financial Analyst, PPT	5	9,172.93	M	UM2.75.016	75
UH1	PS124	Fire Communications Dispatcher, Sr	1	5,731.87	M	UH1.80.023	80
UH1	PS124	Fire Communications Dispatcher, Sr	2	6,034.06	M	UH1.80.023	80
UH1	PS124	Fire Communications Dispatcher, Sr	3	6,350.63	M	UH1.80.023	80
UH1	PS124	Fire Communications Dispatcher, Sr	4	6,686.39	M	UH1.80.023	80
UH1	PS124	Fire Communications Dispatcher, Sr	5	7,038.13	M	UH1.80.023	80
UH1	SC148	Fire Communications Supervisor	1	6,635.22	M	UH1.80.021	80
UH1	SC148	Fire Communications Supervisor	2	6,985.35	M	UH1.80.021	80
UH1	SC148	Fire Communications Supervisor	3	7,353.10	M	UH1.80.021	80

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STEP
UH1	SC148	Fire Communications Supervisor	4	7,740.03	M	UH1.80.021	80
UH1	SC148	Fire Communications Supervisor	5	8,147.73	M	UH1.80.021	80
UH1	SC148	Fire Communications Supervisor	6	8,307.62	M	UH1.80.021	80
UH1	SC245	Fire Personnel Operations Spec	1	6,144.42	M	UH1.75.012	75
UH1	SC245	Fire Personnel Operations Spec	2	6,467.29	M	UH1.75.012	75
UH1	SC245	Fire Personnel Operations Spec	3	6,808.49	M	UH1.75.012	75
UH1	SC245	Fire Personnel Operations Spec	4	7,166.62	M	UH1.75.012	75
UH1	SC245	Fire Personnel Operations Spec	5	7,543.05	M	UH1.75.012	75
TW1	PS143	Fire Protection Engineer	1	6,453.19	M	TW1.80.013	80
TW1	PS143	Fire Protection Engineer	2	6,792.98	M	TW1.80.013	80
TW1	PS143	Fire Protection Engineer	3	7,151.10	M	TW1.80.013	80
TW1	PS143	Fire Protection Engineer	4	7,527.55	M	TW1.80.013	80
TW1	PS143	Fire Protection Engineer	5	7,923.74	M	TW1.80.013	80
TW1	PS144	Fire Safety Education Coordinator	1	5,574.81	M	TW1.75.010	75
TW1	PS144	Fire Safety Education Coordinator	2	5,868.08	M	TW1.75.010	75
TW1	PS144	Fire Safety Education Coordinator	3	6,176.85	M	TW1.75.010	75
TW1	PS144	Fire Safety Education Coordinator	4	6,502.55	M	TW1.75.010	75
TW1	PS144	Fire Safety Education Coordinator	5	6,845.15	M	TW1.75.010	75
UH1	SC149	Fiscal Operations Supervisor	1	5,054.56	M	UH1.75.008	75
UH1	SC149	Fiscal Operations Supervisor	2	5,321.04	M	UH1.75.008	75
UH1	SC149	Fiscal Operations Supervisor	3	5,600.20	M	UH1.75.008	75
UH1	SC149	Fiscal Operations Supervisor	4	5,896.28	M	UH1.75.008	75
UH1	SC149	Fiscal Operations Supervisor	5	6,206.46	M	UH1.75.008	75
UM2	SC257	Fleet Compliance Coordinator	1	6,776.07	M	UM2.75.014	75
UM2	SC257	Fleet Compliance Coordinator	2	7,132.79	M	UM2.75.014	75
UM2	SC257	Fleet Compliance Coordinator	3	7,509.23	M	UM2.75.014	75
UM2	SC257	Fleet Compliance Coordinator	4	7,904.00	M	UM2.75.014	75
UM2	SC257	Fleet Compliance Coordinator	5	8,319.93	M	UM2.75.014	75
UH1	SC150	Fleet Maintenance Supervisor	1	5,573.40	M	UH1.80.010	80
UH1	SC150	Fleet Maintenance Supervisor	2	5,866.67	M	UH1.80.010	80
UH1	SC150	Fleet Maintenance Supervisor	3	6,175.44	M	UH1.80.010	80
UH1	SC150	Fleet Maintenance Supervisor	4	6,499.73	M	UH1.80.010	80
UH1	SC150	Fleet Maintenance Supervisor	5	6,842.33	M	UH1.80.010	80
TW1	AP190	Fleet Specialist	1	6,145.83	M	TW1.80.012	80
TW1	AP190	Fleet Specialist	2	6,470.12	M	TW1.80.012	80
TW1	AP190	Fleet Specialist	3	6,809.90	M	TW1.80.012	80
TW1	AP190	Fleet Specialist	4	7,169.43	M	TW1.80.012	80
TW1	AP190	Fleet Specialist	5	7,545.89	M	TW1.80.012	80
UH1	SC157	Graffiti Abatement Supervisor	1	6,774.67	M	UH1.80.014	80
UH1	SC157	Graffiti Abatement Supervisor	2	7,129.95	M	UH1.80.014	80
UH1	SC157	Graffiti Abatement Supervisor	3	7,506.40	M	UH1.80.014	80
UH1	SC157	Graffiti Abatement Supervisor	4	7,901.18	M	UH1.80.014	80
UH1	SC157	Graffiti Abatement Supervisor	5	8,317.10	M	UH1.80.014	80
TW1	PP127	Graffiti Specialist	1	4,586.46	M	TW1.75.006	75
TW1	PP127	Graffiti Specialist	2	4,827.56	M	TW1.75.006	75
TW1	PP127	Graffiti Specialist	3	5,081.35	M	TW1.75.006	75
TW1	PP127	Graffiti Specialist	4	5,349.23	M	TW1.75.006	75
TW1	PP127	Graffiti Specialist	5	5,631.22	M	TW1.75.006	75
UM2	AP405	Grants Coordinator	1	7,471.16	M	UM2.75.016	75
UM2	AP405	Grants Coordinator	2	7,864.52	M	UM2.75.016	75
UM2	AP405	Grants Coordinator	3	8,279.04	M	UM2.75.016	75
UM2	AP405	Grants Coordinator	4	8,714.71	M	UM2.75.016	75
UM2	AP405	Grants Coordinator	5	9,172.93	M	UM2.75.016	75
TW1	AP191	Graphic Design Specialist	1	5,055.96	M	TW1.75.008	75
TW1	AP191	Graphic Design Specialist	2	5,322.45	M	TW1.75.008	75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	IR
TW1	AP191	Graphic Design Specialist	3	5,603.01	M	TW1.75.008	75	
TW1	AP191	Graphic Design Specialist	4	5,897.68	M	TW1.75.008	75	
TW1	AP191	Graphic Design Specialist	5	6,207.86	M	TW1.75.008	75	
TW1	AP192	Graphics Design Coordinator	1	5,309.74	M	TW1.75.009	75	
TW1	AP192	Graphics Design Coordinator	2	5,588.92	M	TW1.75.009	75	
TW1	AP192	Graphics Design Coordinator	3	5,883.59	M	TW1.75.009	75	
TW1	AP192	Graphics Design Coordinator	4	6,192.37	M	TW1.75.009	75	
TW1	AP192	Graphics Design Coordinator	5	6,519.47	M	TW1.75.009	75	
TW1	AP194	Graphics Design Coordinator, PPT	1	5,309.74	M	TW1.75.009	75	
TW1	AP194	Graphics Design Coordinator, PPT	2	5,588.92	M	TW1.75.009	75	
TW1	AP194	Graphics Design Coordinator, PPT	3	5,883.59	M	TW1.75.009	75	
TW1	AP194	Graphics Design Coordinator, PPT	4	6,192.37	M	TW1.75.009	75	
TW1	AP194	Graphics Design Coordinator, PPT	5	6,519.47	M	TW1.75.009	75	
UH1	SC158	Hazardous Materials Prg Supervisor	1	6,774.67	M	UH1.75.014	75	
UH1	SC158	Hazardous Materials Prg Supervisor	2	7,129.95	M	UH1.75.014	75	
UH1	SC158	Hazardous Materials Prg Supervisor	3	7,506.40	M	UH1.75.014	75	
UH1	SC158	Hazardous Materials Prg Supervisor	4	7,901.18	M	UH1.75.014	75	
UH1	SC158	Hazardous Materials Prg Supervisor	5	8,317.10	M	UH1.75.014	75	
TW1	SC250	Head Start Facilities Coordinator	1	3,772.94	M	TW1.75.002	75	
TW1	SC250	Head Start Facilities Coordinator	2	3,971.74	M	TW1.75.002	75	
TW1	SC250	Head Start Facilities Coordinator	3	4,180.41	M	TW1.75.002	75	
TW1	SC250	Head Start Facilities Coordinator	4	4,400.36	M	TW1.75.002	75	
TW1	SC250	Head Start Facilities Coordinator	5	4,632.99	M	TW1.75.002	75	
TW1	SC159	Head Start Nutrition Coordinator	1	4,367.92	M	TW1.75.005	75	
TW1	SC159	Head Start Nutrition Coordinator	2	4,597.74	M	TW1.75.005	75	
TW1	SC159	Head Start Nutrition Coordinator	3	4,840.25	M	TW1.75.005	75	
TW1	SC159	Head Start Nutrition Coordinator	4	5,094.03	M	TW1.75.005	75	
TW1	SC159	Head Start Nutrition Coordinator	5	5,363.32	M	TW1.75.005	75	
TW1	AP195	Head Start Prgm Planner Monitor	1	6,145.83	M	TW1.75.012	75	
TW1	AP195	Head Start Prgm Planner Monitor	2	6,470.12	M	TW1.75.012	75	
TW1	AP195	Head Start Prgm Planner Monitor	3	6,809.90	M	TW1.75.012	75	
TW1	AP195	Head Start Prgm Planner Monitor	4	7,169.43	M	TW1.75.012	75	
TW1	AP195	Head Start Prgm Planner Monitor	5	7,545.89	M	TW1.75.012	75	
UH1	SC160	Head Start Supervisor	1	6,144.42	M	UH1.75.012	75	
UH1	SC160	Head Start Supervisor	2	6,467.29	M	UH1.75.012	75	
UH1	SC160	Head Start Supervisor	3	6,808.49	M	UH1.75.012	75	
UH1	SC160	Head Start Supervisor	4	7,166.62	M	UH1.75.012	75	
UH1	SC160	Head Start Supervisor	5	7,543.05	M	UH1.75.012	75	
TW1	PP128	Headstart Program Coordinator	1	4,367.92	M	TW1.75.005	75	
TW1	PP128	Headstart Program Coordinator	2	4,597.74	M	TW1.75.005	75	
TW1	PP128	Headstart Program Coordinator	3	4,840.25	M	TW1.75.005	75	
TW1	PP128	Headstart Program Coordinator	4	5,094.03	M	TW1.75.005	75	
TW1	PP128	Headstart Program Coordinator	5	5,363.32	M	TW1.75.005	75	
UM2	AP196	Health & Human Svcs Prgm Planner	1	6,145.83	M	UM2.75.012	75	
UM2	AP196	Health & Human Svcs Prgm Planner	2	6,470.11	M	UM2.75.012	75	
UM2	AP196	Health & Human Svcs Prgm Planner	3	6,809.90	M	UM2.75.012	75	
UM2	AP196	Health & Human Svcs Prgm Planner	4	7,169.43	M	UM2.75.012	75	
UM2	AP196	Health & Human Svcs Prgm Planner	5	7,545.88	M	UM2.75.012	75	
TW1	AP396	Hearing Officer	1	7,844.79	M	TW1.75.017	75	
TW1	AP396	Hearing Officer	2	8,257.89	M	TW1.75.017	75	
TW1	AP396	Hearing Officer	3	8,692.14	M	TW1.75.017	75	
TW1	AP396	Hearing Officer	4	9,150.37	M	TW1.75.017	75	
TW1	AP396	Hearing Officer	5	9,631.14	M	TW1.75.017	75	
TW1	AP397	Hearing Officer, PPT	1	7,844.79	M	TW1.75.017	75	
TW1	AP397	Hearing Officer, PPT	2	8,257.89	M	TW1.75.017	75	



## SALARIES BY STEP INCREASES

ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	IR
TW1	AP397	Hearing Officer, PPT	3	8,692.14	M	TW1.75.017	75	
TW1	AP397	Hearing Officer, PPT	4	9,150.37	M	TW1.75.017	75	
TW1	AP397	Hearing Officer, PPT	5	9,631.14	M	TW1.75.017	75	
UH1	SC162	Heavy Equipment Supervisor	1	6,758.86	M	UH1.80.039	80	
UH1	SC162	Heavy Equipment Supervisor	2	7,114.03	M	UH1.80.039	80	
UH1	SC162	Heavy Equipment Supervisor	3	7,489.35	M	UH1.80.039	80	
UH1	SC162	Heavy Equipment Supervisor	4	7,883.27	M	UH1.80.039	80	
UH1	SC162	Heavy Equipment Supervisor	5	8,297.36	M	UH1.80.039	80	
TW1	AP197	Home Management Counselor II	1	4,586.46	M	TW1.75.006	75	
TW1	AP197	Home Management Counselor II	2	4,827.56	M	TW1.75.006	75	
TW1	AP197	Home Management Counselor II	3	5,081.35	M	TW1.75.006	75	
TW1	AP197	Home Management Counselor II	4	5,349.23	M	TW1.75.006	75	
TW1	AP197	Home Management Counselor II	5	5,631.22	M	TW1.75.006	75	
TW1	AP198	Home Management Counselor III	1	5,574.81	M	TW1.75.010	75	
TW1	AP198	Home Management Counselor III	2	5,868.08	M	TW1.75.010	75	
TW1	AP198	Home Management Counselor III	3	6,176.85	M	TW1.75.010	75	
TW1	AP198	Home Management Counselor III	4	6,502.55	M	TW1.75.010	75	
TW1	AP198	Home Management Counselor III	5	6,845.15	M	TW1.75.010	75	
TW1	SC165	Homeless Program Supervisor	1	6,145.83	M	TW1.75.012	75	
TW1	SC165	Homeless Program Supervisor	2	6,470.12	M	TW1.75.012	75	
TW1	SC165	Homeless Program Supervisor	3	6,809.90	M	TW1.75.012	75	
TW1	SC165	Homeless Program Supervisor	4	7,169.43	M	TW1.75.012	75	
TW1	SC165	Homeless Program Supervisor	5	7,545.89	M	TW1.75.012	75	
TW1	AP199	Housing Development Coordinator III	1	5,853.98	M	TW1.75.011	75	
TW1	AP199	Housing Development Coordinator III	2	6,161.35	M	TW1.75.011	75	
TW1	AP199	Housing Development Coordinator III	3	6,485.61	M	TW1.75.011	75	
TW1	AP199	Housing Development Coordinator III	4	6,828.24	M	TW1.75.011	75	
TW1	AP199	Housing Development Coordinator III	5	7,187.77	M	TW1.75.011	75	
TW1	AP200	Housing Development Coordinator IV	1	7,115.85	M	TW1.75.015	75	
TW1	AP200	Housing Development Coordinator IV	2	7,489.48	M	TW1.75.015	75	
TW1	AP200	Housing Development Coordinator IV	3	7,884.25	M	TW1.75.015	75	
TW1	AP200	Housing Development Coordinator IV	4	8,298.78	M	TW1.75.015	75	
TW1	AP200	Housing Development Coordinator IV	5	8,735.85	M	TW1.75.015	75	
TW1	TC114	Human Res Operations Tech, Senior	1	4,586.46	M	TW1.75.006	75	
TW1	TC114	Human Res Operations Tech, Senior	2	4,827.56	M	TW1.75.006	75	
TW1	TC114	Human Res Operations Tech, Senior	3	5,081.35	M	TW1.75.006	75	
TW1	TC114	Human Res Operations Tech, Senior	4	5,349.23	M	TW1.75.006	75	
TW1	TC114	Human Res Operations Tech, Senior	5	5,631.22	M	TW1.75.006	75	
TW1	TC115	Human Res Operations Technician	1	3,961.87	M	TW1.75.019	75	
TW1	TC115	Human Res Operations Technician	2	4,170.54	M	TW1.75.019	75	
TW1	TC115	Human Res Operations Technician	3	4,390.49	M	TW1.75.019	75	
TW1	TC115	Human Res Operations Technician	4	4,621.71	M	TW1.75.019	75	
TW1	TC115	Human Res Operations Technician	5	4,864.21	M	TW1.75.019	75	
TA1	AP202	Human Res Systems Analyst, Senior	1	7,115.86	M	TA1.75.015	75	
TA1	AP202	Human Res Systems Analyst, Senior	2	7,489.48	M	TA1.75.015	75	
TA1	AP202	Human Res Systems Analyst, Senior	3	7,884.25	M	TA1.75.015	75	
TA1	AP202	Human Res Systems Analyst, Senior	4	8,298.79	M	TA1.75.015	75	
TA1	AP202	Human Res Systems Analyst, Senior	5	8,735.85	M	TA1.75.015	75	
TW1	TC116	Human Res Technician, Senior, PPT	1	4,586.46	M	TW1.75.006	75	
TW1	TC116	Human Res Technician, Senior, PPT	2	4,827.56	M	TW1.75.006	75	
TW1	TC116	Human Res Technician, Senior, PPT	3	5,081.35	M	TW1.75.006	75	
TW1	TC116	Human Res Technician, Senior, PPT	4	5,349.23	M	TW1.75.006	75	
TW1	TC116	Human Res Technician, Senior, PPT	5	5,631.22	M	TW1.75.006	75	
TW1	AP203	Human Resource Analyst	1	5,309.74	M	TW1.75.009	75	
TW1	AP203	Human Resource Analyst	2	5,588.92	M	TW1.75.009	75	

SALARIES BY STEP INCREASES

ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	PK
TW1	AP203	Human Resource Analyst	3	5,883.59	M	TW1.75.009	75	
TW1	AP203	Human Resource Analyst	4	6,192.37	M	TW1.75.009	75	
TW1	AP203	Human Resource Analyst	5	6,519.47	M	TW1.75.009	75	
TA1	AP204	Human Resource Analyst (CONF)	1	5,309.74	M	TA1.75.009	75	
TA1	AP204	Human Resource Analyst (CONF)	2	5,588.92	M	TA1.75.009	75	
TA1	AP204	Human Resource Analyst (CONF)	3	5,883.59	M	TA1.75.009	75	
TA1	AP204	Human Resource Analyst (CONF)	4	6,192.37	M	TA1.75.009	75	
TA1	AP204	Human Resource Analyst (CONF)	5	6,519.47	M	TA1.75.009	75	
TW1	AP205	Human Resource Analyst, Assistant	1	4,586.46	M	TW1.75.006	75	
TW1	AP205	Human Resource Analyst, Assistant	2	4,827.56	M	TW1.75.006	75	
TW1	AP205	Human Resource Analyst, Assistant	3	5,081.35	M	TW1.75.006	75	
TW1	AP205	Human Resource Analyst, Assistant	4	5,349.23	M	TW1.75.006	75	
TW1	AP205	Human Resource Analyst, Assistant	5	5,631.22	M	TW1.75.006	75	
TA1	AP367	Human Resource Analyst, PPT	1	5,309.74	M	TA1.75.009	75	
TA1	AP367	Human Resource Analyst, PPT	2	5,588.92	M	TA1.75.009	75	
TA1	AP367	Human Resource Analyst, PPT	3	5,883.59	M	TA1.75.009	75	
TA1	AP367	Human Resource Analyst, PPT	4	6,192.37	M	TA1.75.009	75	
TA1	AP367	Human Resource Analyst, PPT	5	6,519.47	M	TA1.75.009	75	
UM2	AP206	Human Resource Analyst, Senior	1	6,145.83	M	UM2.75.012	75	
UM2	AP206	Human Resource Analyst, Senior	2	6,470.11	M	UM2.75.012	75	
UM2	AP206	Human Resource Analyst, Senior	3	6,809.90	M	UM2.75.012	75	
UM2	AP206	Human Resource Analyst, Senior	4	7,169.43	M	UM2.75.012	75	
UM2	AP206	Human Resource Analyst, Senior	5	7,545.88	M	UM2.75.012	75	
TA1	SS129	Human Resource Clerk	1	3,593.87	M	TA1.75.001	75	
TA1	SS129	Human Resource Clerk	2	3,782.81	M	TA1.75.001	75	
TA1	SS129	Human Resource Clerk	3	3,981.61	M	TA1.75.001	75	
TA1	SS129	Human Resource Clerk	4	4,191.69	M	TA1.75.001	75	
TA1	SS129	Human Resource Clerk	5	4,411.63	M	TA1.75.001	75	
UH1	SC167	Human Resource Oper Supervisor	1	6,774.67	M	UH1.75.014	75	
UH1	SC167	Human Resource Oper Supervisor	2	7,129.95	M	UH1.75.014	75	
UH1	SC167	Human Resource Oper Supervisor	3	7,506.40	M	UH1.75.014	75	
UH1	SC167	Human Resource Oper Supervisor	4	7,901.18	M	UH1.75.014	75	
UH1	SC167	Human Resource Oper Supervisor	5	8,317.10	M	UH1.75.014	75	
TA1	AP207	Human Resource Systems Analyst	1	5,309.74	M	TA1.75.009	75	
TA1	AP207	Human Resource Systems Analyst	2	5,588.92	M	TA1.75.009	75	
TA1	AP207	Human Resource Systems Analyst	3	5,883.59	M	TA1.75.009	75	
TA1	AP207	Human Resource Systems Analyst	4	6,192.37	M	TA1.75.009	75	
TA1	AP207	Human Resource Systems Analyst	5	6,519.47	M	TA1.75.009	75	
TW1	TC117	Human Resource Technician	1	3,961.87	M	TW1.75.019	75	
TW1	TC117	Human Resource Technician	2	4,170.54	M	TW1.75.019	75	
TW1	TC117	Human Resource Technician	3	4,390.49	M	TW1.75.019	75	
TW1	TC117	Human Resource Technician	4	4,621.71	M	TW1.75.019	75	
TW1	TC117	Human Resource Technician	5	4,864.21	M	TW1.75.019	75	
TW1	TC118	Human Resource Technician, PPT	1	3,961.87	M	TW1.75.019	75	
TW1	TC118	Human Resource Technician, PPT	2	4,170.54	M	TW1.75.019	75	
TW1	TC118	Human Resource Technician, PPT	3	4,390.49	M	TW1.75.019	75	
TW1	TC118	Human Resource Technician, PPT	4	4,621.71	M	TW1.75.019	75	
TW1	TC118	Human Resource Technician, PPT	5	4,864.21	M	TW1.75.019	75	
TW1	TC119	Human Resource Technician, Senior	1	4,586.46	M	TW1.75.006	75	
TW1	TC119	Human Resource Technician, Senior	2	4,827.56	M	TW1.75.006	75	
TW1	TC119	Human Resource Technician, Senior	3	5,081.35	M	TW1.75.006	75	
TW1	TC119	Human Resource Technician, Senior	4	5,349.23	M	TW1.75.006	75	
TW1	TC119	Human Resource Technician, Senior	5	5,631.22	M	TW1.75.006	75	
UH1	SC168	Human Resource Technician, Supv	1	5,306.93	M	UH1.75.009	75	
UH1	SC168	Human Resource Technician, Supv	2	5,587.50	M	UH1.75.009	75	

SALARIES BY STEP INCREASES

ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STD HR
UH1	SC168	Human Resource Technician, Supv	3	5,880.76	M	UH1.75.009	75
UH1	SC168	Human Resource Technician, Supv	4	6,190.95	M	UH1.75.009	75
UH1	SC168	Human Resource Technician, Supv	5	6,516.64	M	UH1.75.009	75
UH1	SC237	Hunger & Homeless Program Supv	1	6,774.67	M	UH1.75.014	75
UH1	SC237	Hunger & Homeless Program Supv	2	7,129.95	M	UH1.75.014	75
UH1	SC237	Hunger & Homeless Program Supv	3	7,506.40	M	UH1.75.014	75
UH1	SC237	Hunger & Homeless Program Supv	4	7,901.18	M	UH1.75.014	75
UH1	SC237	Hunger & Homeless Program Supv	5	8,317.10	M	UH1.75.014	75
TW1	AP208	Info & Referral Specialist, PPT	1	3,593.87	M	TW1.75.001	75
TW1	AP208	Info & Referral Specialist, PPT	2	3,782.81	M	TW1.75.001	75
TW1	AP208	Info & Referral Specialist, PPT	3	3,981.61	M	TW1.75.001	75
TW1	AP208	Info & Referral Specialist, PPT	4	4,191.69	M	TW1.75.001	75
TW1	AP208	Info & Referral Specialist, PPT	5	4,411.63	M	TW1.75.001	75
TW1	AP404	Information Referral Specialist	1	3,593.87	M	TW1.75.001	75
TW1	AP404	Information Referral Specialist	2	3,782.81	M	TW1.75.001	75
TW1	AP404	Information Referral Specialist	3	3,981.61	M	TW1.75.001	75
TW1	AP404	Information Referral Specialist	4	4,191.69	M	TW1.75.001	75
TW1	AP404	Information Referral Specialist	5	4,411.63	M	TW1.75.001	75
TW1	AP209	Information Representative	1	4,510.33	M	TW1.75.039	75
TW1	AP209	Information Representative	2	4,624.53	M	TW1.75.039	75
TW1	AP209	Information Representative	3	4,741.56	M	TW1.75.039	75
TW1	AP209	Information Representative	4	4,855.77	M	TW1.75.039	75
TW1	AP209	Information Representative	5	4,982.64	M	TW1.75.039	75
UM2	SC169	Information Systems Supervisor	1	8,236.74	M	UM2.75.018	75
UM2	SC169	Information Systems Supervisor	2	8,670.99	M	UM2.75.018	75
UM2	SC169	Information Systems Supervisor	3	9,126.40	M	UM2.75.018	75
UM2	SC169	Information Systems Supervisor	4	9,607.19	M	UM2.75.018	75
UM2	SC169	Information Systems Supervisor	5	10,113.34	M	UM2.75.018	75
TW1	AP434	Intake Technician	1	4,586.46	M	TW1.75.006	75
TW1	AP434	Intake Technician	2	4,827.56	M	TW1.75.006	75
TW1	AP434	Intake Technician	3	5,081.35	M	TW1.75.006	75
TW1	AP434	Intake Technician	4	5,349.23	M	TW1.75.006	75
TW1	AP434	Intake Technician	5	5,631.22	M	TW1.75.006	75
TW1	AP210	Internal Auditor III	1	6,145.83	M	TW1.75.012	75
TW1	AP210	Internal Auditor III	2	6,470.12	M	TW1.75.012	75
TW1	AP210	Internal Auditor III	3	6,809.90	M	TW1.75.012	75
TW1	AP210	Internal Auditor III	4	7,169.43	M	TW1.75.012	75
TW1	AP210	Internal Auditor III	5	7,545.89	M	TW1.75.012	75
UM2	AF042	Investment Officer	1	7,844.78	M	UM2.75.017	75
UM2	AF042	Investment Officer	2	8,257.89	M	UM2.75.017	75
UM2	AF042	Investment Officer	3	8,692.14	M	UM2.75.017	75
UM2	AF042	Investment Officer	4	9,150.37	M	UM2.75.017	75
UM2	AF042	Investment Officer	5	9,631.14	M	UM2.75.017	75
TW1	AP211	Job Developer	1	3,593.87	M	TW1.75.001	75
TW1	AP211	Job Developer	2	3,782.81	M	TW1.75.001	75
TW1	AP211	Job Developer	3	3,981.61	M	TW1.75.001	75
TW1	AP211	Job Developer	4	4,191.69	M	TW1.75.001	75
TW1	AP211	Job Developer	5	4,411.63	M	TW1.75.001	75
TW1	PS187	Latent Print Examiner II	1	6,145.83	M	TW1.75.012	75
TW1	PS187	Latent Print Examiner II	2	6,470.12	M	TW1.75.012	75
TW1	PS187	Latent Print Examiner II	3	6,809.90	M	TW1.75.012	75
TW1	PS187	Latent Print Examiner II	4	7,169.43	M	TW1.75.012	75
TW1	PS187	Latent Print Examiner II	5	7,545.89	M	TW1.75.012	75
UH1	PS188	Latent Print Examiner III	1	7,113.04	M	UH1.75.015	75
UH1	PS188	Latent Print Examiner III	2	7,486.67	M	UH1.75.015	75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	IN
UH1	PS188	Latent Print Examiner III	3	7,881.44	M	UH1.75.015	75	
UH1	PS188	Latent Print Examiner III	4	8,295.95	M	UH1.75.015	75	
UH1	PS188	Latent Print Examiner III	5	8,733.04	M	UH1.75.015	75	
UH1	SS137	Legal Admin Assistant, Supervising	1	5,560.01	M	UH1.75.023	75	
UH1	SS137	Legal Admin Assistant, Supervising	2	5,853.13	M	UH1.75.023	75	
UH1	SS137	Legal Admin Assistant, Supervising	3	6,160.23	M	UH1.75.023	75	
UH1	SS137	Legal Admin Assistant, Supervising	4	6,485.89	M	UH1.75.023	75	
UH1	SS137	Legal Admin Assistant, Supervising	5	6,827.10	M	UH1.75.023	75	
TA1	SS135	Legal Admin. Assistant (Conf)	1	4,804.71	M	TA1.75.005	75	
TA1	SS135	Legal Admin. Assistant (Conf)	2	5,057.51	M	TA1.75.005	75	
TA1	SS135	Legal Admin. Assistant (Conf)	3	5,324.27	M	TA1.75.005	75	
TA1	SS135	Legal Admin. Assistant (Conf)	4	5,603.42	M	TA1.75.005	75	
TA1	SS135	Legal Admin. Assistant (Conf)	5	5,899.67	M	TA1.75.005	75	
TW1	SS133	Legal Administrative Assistant	1	4,804.75	M	TW1.75.041	75	
TW1	SS133	Legal Administrative Assistant	2	5,057.52	M	TW1.75.041	75	
TW1	SS133	Legal Administrative Assistant	3	5,324.28	M	TW1.75.041	75	
TW1	SS133	Legal Administrative Assistant	4	5,603.43	M	TW1.75.041	75	
TW1	SS133	Legal Administrative Assistant	5	5,899.67	M	TW1.75.041	75	
UM1	MA146	Legal Communications Officer	1	7,115.86	M	UM1.75.015	75	
UM1	MA146	Legal Communications Officer	2	7,489.48	M	UM1.75.015	75	
UM1	MA146	Legal Communications Officer	3	7,884.25	M	UM1.75.015	75	
UM1	MA146	Legal Communications Officer	4	8,298.78	M	UM1.75.015	75	
UM1	MA146	Legal Communications Officer	5	8,735.85	M	UM1.75.015	75	
UH1	SC170	Legal Support Supervisor	1	6,516.29	M	UH1.75.013	75	
UH1	SC170	Legal Support Supervisor	2	6,859.49	M	UH1.75.013	75	
UH1	SC170	Legal Support Supervisor	3	7,219.77	M	UH1.75.013	75	
UH1	SC170	Legal Support Supervisor	4	7,599.97	M	UH1.75.013	75	
UH1	SC170	Legal Support Supervisor	5	8,000.14	M	UH1.75.013	75	
TA1	AP213	Legislative Recorder	1	4,586.46	M	TA1.75.006	75	
TA1	AP213	Legislative Recorder	2	4,827.56	M	TA1.75.006	75	
TA1	AP213	Legislative Recorder	3	5,081.35	M	TA1.75.006	75	
TA1	AP213	Legislative Recorder	4	5,349.23	M	TA1.75.006	75	
TA1	AP213	Legislative Recorder	5	5,599.08	M	TA1.75.006	75	
UH1	SC172	Librarian, Supervising	1	6,774.67	M	UH1.75.014	75	
UH1	SC172	Librarian, Supervising	2	7,129.95	M	UH1.75.014	75	
UH1	SC172	Librarian, Supervising	3	7,506.40	M	UH1.75.014	75	
UH1	SC172	Librarian, Supervising	4	7,901.18	M	UH1.75.014	75	
UH1	SC172	Librarian, Supervising	5	8,317.10	M	UH1.75.014	75	
UH1	SC173	Librarian, Supervising PPT	1	6,774.67	M	UH1.75.014	75	
UH1	SC173	Librarian, Supervising PPT	2	7,129.95	M	UH1.75.014	75	
UH1	SC173	Librarian, Supervising PPT	3	7,506.40	M	UH1.75.014	75	
UH1	SC173	Librarian, Supervising PPT	4	7,901.18	M	UH1.75.014	75	
UH1	SC173	Librarian, Supervising PPT	5	8,317.10	M	UH1.75.014	75	
UM2	SC174	Library Automation Supervisor	1	7,115.86	M	UM2.75.015	75	
UM2	SC174	Library Automation Supervisor	2	7,489.48	M	UM2.75.015	75	
UM2	SC174	Library Automation Supervisor	3	7,884.25	M	UM2.75.015	75	
UM2	SC174	Library Automation Supervisor	4	8,298.78	M	UM2.75.015	75	
UM2	SC174	Library Automation Supervisor	5	8,735.85	M	UM2.75.015	75	
TW1	SC176	Loan Servicing Administrator	1	6,776.07	M	TW1.75.014	75	
TW1	SC176	Loan Servicing Administrator	2	7,132.78	M	TW1.75.014	75	
TW1	SC176	Loan Servicing Administrator	3	7,509.22	M	TW1.75.014	75	
TW1	SC176	Loan Servicing Administrator	4	7,904.00	M	TW1.75.014	75	
TW1	SC176	Loan Servicing Administrator	5	8,319.93	M	TW1.75.014	75	
TW1	AP234	Loan Servicing Specialist	1	5,055.96	M	TW1.75.008	75	
TW1	AP234	Loan Servicing Specialist	2	5,322.45	M	TW1.75.008	75	

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS_NUM	TITLE	STEP	RATE	TYPE	GRADE	S.D. #
TW1	AP234	Loan Servicing Specialist	3	5,603.01	M	TW1.75.008	75
TW1	AP234	Loan Servicing Specialist	4	5,897.68	M	TW1.75.008	75
TW1	AP234	Loan Servicing Specialist	5	6,207.86	M	TW1.75.008	75
UM2	AP235	Management Assistant	1	6,145.83	M	UM2.75.012	75
UM2	AP235	Management Assistant	2	6,470.11	M	UM2.75.012	75
UM2	AP235	Management Assistant	3	6,809.90	M	UM2.75.012	75
UM2	AP235	Management Assistant	4	7,169.43	M	UM2.75.012	75
UM2	AP235	Management Assistant	5	7,545.88	M	UM2.75.012	75
UM2	MA130	Management Assistant, PPT	1	6,145.83	M	UM2.75.012	75
UM2	MA130	Management Assistant, PPT	2	6,470.11	M	UM2.75.012	75
UM2	MA130	Management Assistant, PPT	3	6,809.90	M	UM2.75.012	75
UM2	MA130	Management Assistant, PPT	4	7,169.43	M	UM2.75.012	75
UM2	MA130	Management Assistant, PPT	5	7,545.88	M	UM2.75.012	75
TA1	SS142	Management Intern	1	4,160.66	M	TA1.75.004	75
TA1	SS142	Management Intern	2	4,379.21	M	TA1.75.004	75
TA1	SS142	Management Intern	3	4,609.02	M	TA1.75.004	75
TA1	SS142	Management Intern	4	4,851.53	M	TA1.75.004	75
TA1	SS142	Management Intern	5	5,108.13	M	TA1.75.004	75
TW1	MA132	Management Intern, PPT	1	4,160.66	M	TW1.75.004	75
TW1	MA132	Management Intern, PPT	2	4,379.21	M	TW1.75.004	75
TW1	MA132	Management Intern, PPT	3	4,609.02	M	TW1.75.004	75
TW1	MA132	Management Intern, PPT	4	4,851.53	M	TW1.75.004	75
TW1	MA132	Management Intern, PPT	5	5,108.13	M	TW1.75.004	75
UH1	SC247	Marine & Aquatics Pgrm Supervisor	1	6,144.42	M	UH1.75.012	75
UH1	SC247	Marine & Aquatics Pgrm Supervisor	2	6,467.29	M	UH1.75.012	75
UH1	SC247	Marine & Aquatics Pgrm Supervisor	3	6,808.49	M	UH1.75.012	75
UH1	SC247	Marine & Aquatics Pgrm Supervisor	4	7,166.62	M	UH1.75.012	75
UH1	SC247	Marine & Aquatics Pgrm Supervisor	5	7,543.05	M	UH1.75.012	75
TW1	SC177	Marine Sports Program Coordinator	1	4,816.28	M	TW1.75.007	75
TW1	SC177	Marine Sports Program Coordinator	2	5,068.66	M	TW1.75.007	75
TW1	SC177	Marine Sports Program Coordinator	3	5,336.54	M	TW1.75.007	75
TW1	SC177	Marine Sports Program Coordinator	4	5,617.11	M	TW1.75.007	75
TW1	SC177	Marine Sports Program Coordinator	5	5,913.19	M	TW1.75.007	75
TW1	AP237	Marketing Specialist	1	7,115.85	M	TW1.75.015	75
TW1	AP237	Marketing Specialist	2	7,489.48	M	TW1.75.015	75
TW1	AP237	Marketing Specialist	3	7,884.25	M	TW1.75.015	75
TW1	AP237	Marketing Specialist	4	8,298.78	M	TW1.75.015	75
TW1	AP237	Marketing Specialist	5	8,735.85	M	TW1.75.015	75
UH1	SC178	Mechanical Inspection Supervisor	1	6,516.29	M	UH1.75.013	75
UH1	SC178	Mechanical Inspection Supervisor	2	6,859.49	M	UH1.75.013	75
UH1	SC178	Mechanical Inspection Supervisor	3	7,219.77	M	UH1.75.013	75
UH1	SC178	Mechanical Inspection Supervisor	4	7,599.97	M	UH1.75.013	75
UH1	SC178	Mechanical Inspection Supervisor	5	8,000.14	M	UH1.75.013	75
TW1	AP390	Microcomputer Systems Spec II PPT	1	5,853.98	M	TW1.75.011	75
TW1	AP390	Microcomputer Systems Spec II PPT	2	6,161.35	M	TW1.75.011	75
TW1	AP390	Microcomputer Systems Spec II PPT	3	6,485.61	M	TW1.75.011	75
TW1	AP390	Microcomputer Systems Spec II PPT	4	6,828.24	M	TW1.75.011	75
TW1	AP390	Microcomputer Systems Spec II PPT	5	7,187.77	M	TW1.75.011	75
TW1	AP241	Microcomputer Systems Spec III	1	7,115.85	M	TW1.75.015	75
TW1	AP241	Microcomputer Systems Spec III	2	7,489.48	M	TW1.75.015	75
TW1	AP241	Microcomputer Systems Spec III	3	7,884.25	M	TW1.75.015	75
TW1	AP241	Microcomputer Systems Spec III	4	8,298.78	M	TW1.75.015	75
TW1	AP241	Microcomputer Systems Spec III	5	8,735.85	M	TW1.75.015	75
TW1	AP242	Microcomputer Systems Specialist I	1	4,816.28	M	TW1.75.007	75
TW1	AP242	Microcomputer Systems Specialist I	2	5,068.66	M	TW1.75.007	75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	IN
TW1	AP242	Microcomputer Systems Specialist I	3	5,336.54	M	TW1.75.007		75
TW1	AP242	Microcomputer Systems Specialist I	4	5,617.11	M	TW1.75.007		75
TW1	AP242	Microcomputer Systems Specialist I	5	5,913.19	M	TW1.75.007		75
TW1	AP243	Microcomputer Systems Specialist II	1	5,853.98	M	TW1.75.011		75
TW1	AP243	Microcomputer Systems Specialist II	2	6,161.35	M	TW1.75.011		75
TW1	AP243	Microcomputer Systems Specialist II	3	6,485.61	M	TW1.75.011		75
TW1	AP243	Microcomputer Systems Specialist II	4	6,828.24	M	TW1.75.011		75
TW1	AP243	Microcomputer Systems Specialist II	5	7,187.77	M	TW1.75.011		75
UM2	SC179	Monitoring & Evaluation Supervisor	1	7,471.16	M	UM2.75.016		75
UM2	SC179	Monitoring & Evaluation Supervisor	2	7,864.52	M	UM2.75.016		75
UM2	SC179	Monitoring & Evaluation Supervisor	3	8,279.04	M	UM2.75.016		75
UM2	SC179	Monitoring & Evaluation Supervisor	4	8,714.71	M	UM2.75.016		75
UM2	SC179	Monitoring & Evaluation Supervisor	5	9,172.93	M	UM2.75.016		75
TW1	AP244	Mortgage Advisor	1	4,816.28	M	TW1.75.007		75
TW1	AP244	Mortgage Advisor	2	5,068.66	M	TW1.75.007		75
TW1	AP244	Mortgage Advisor	3	5,336.54	M	TW1.75.007		75
TW1	AP244	Mortgage Advisor	4	5,617.11	M	TW1.75.007		75
TW1	AP244	Mortgage Advisor	5	5,913.19	M	TW1.75.007		75
UH1	SC180	Mortgage Loan Supervisor	1	6,144.42	M	UH1.75.012		75
UH1	SC180	Mortgage Loan Supervisor	2	6,467.29	M	UH1.75.012		75
UH1	SC180	Mortgage Loan Supervisor	3	6,808.49	M	UH1.75.012		75
UH1	SC180	Mortgage Loan Supervisor	4	7,166.62	M	UH1.75.012		75
UH1	SC180	Mortgage Loan Supervisor	5	7,543.05	M	UH1.75.012		75
TW1	SC181	Museum Collections Coordinator	1	5,309.74	M	TW1.75.009		75
TW1	SC181	Museum Collections Coordinator	2	5,588.92	M	TW1.75.009		75
TW1	SC181	Museum Collections Coordinator	3	5,883.59	M	TW1.75.009		75
TW1	SC181	Museum Collections Coordinator	4	6,192.37	M	TW1.75.009		75
TW1	SC181	Museum Collections Coordinator	5	6,519.47	M	TW1.75.009		75
TW1	SC182	Museum Docent Coordinator	1	5,309.74	M	TW1.75.009		75
TW1	SC182	Museum Docent Coordinator	2	5,588.92	M	TW1.75.009		75
TW1	SC182	Museum Docent Coordinator	3	5,883.59	M	TW1.75.009		75
TW1	SC182	Museum Docent Coordinator	4	6,192.37	M	TW1.75.009		75
TW1	SC182	Museum Docent Coordinator	5	6,519.47	M	TW1.75.009		75
TW1	SC184	Museum Education Coordinator, PPT	1	6,145.83	M	TW1.75.012		75
TW1	SC184	Museum Education Coordinator, PPT	2	6,470.12	M	TW1.75.012		75
TW1	SC184	Museum Education Coordinator, PPT	3	6,809.90	M	TW1.75.012		75
TW1	SC184	Museum Education Coordinator, PPT	4	7,169.43	M	TW1.75.012		75
TW1	SC184	Museum Education Coordinator, PPT	5	7,545.89	M	TW1.75.012		75
TW1	AP258	Museum Interp Spec, Nat Sc	1	5,309.74	M	TW1.75.009		75
TW1	AP258	Museum Interp Spec, Nat Sc	2	5,588.92	M	TW1.75.009		75
TW1	AP258	Museum Interp Spec, Nat Sc	3	5,883.59	M	TW1.75.009		75
TW1	AP258	Museum Interp Spec, Nat Sc	4	6,192.37	M	TW1.75.009		75
TW1	AP258	Museum Interp Spec, Nat Sc	5	6,519.47	M	TW1.75.009		75
TW1	AP257	Museum Interpretive Spec, History	1	5,309.74	M	TW1.75.009		75
TW1	AP257	Museum Interpretive Spec, History	2	5,588.92	M	TW1.75.009		75
TW1	AP257	Museum Interpretive Spec, History	3	5,883.59	M	TW1.75.009		75
TW1	AP257	Museum Interpretive Spec, History	4	6,192.37	M	TW1.75.009		75
TW1	AP257	Museum Interpretive Spec, History	5	6,519.47	M	TW1.75.009		75
TW1	AP256	Museum Interpretive Specialist, Art	1	5,309.74	M	TW1.75.009		75
TW1	AP256	Museum Interpretive Specialist, Art	2	5,588.92	M	TW1.75.009		75
TW1	AP256	Museum Interpretive Specialist, Art	3	5,883.59	M	TW1.75.009		75
TW1	AP256	Museum Interpretive Specialist, Art	4	6,192.37	M	TW1.75.009		75
TW1	AP256	Museum Interpretive Specialist, Art	5	6,519.47	M	TW1.75.009		75
TW1	SC186	Museum Project Coordinator	1	5,309.74	M	TW1.75.009		75
TW1	SC186	Museum Project Coordinator	2	5,588.92	M	TW1.75.009		75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STD. IR
TW1	SC186	Museum Project Coordinator	3	5,883.59	M	TW1.75.009	75
TW1	SC186	Museum Project Coordinator	4	6,192.37	M	TW1.75.009	75
TW1	SC186	Museum Project Coordinator	5	6,519.47	M	TW1.75.009	75
UH1	PS160	Museum Security Guard IV	1	5,054.56	M	UH1.80.008	80
UH1	PS160	Museum Security Guard IV	2	5,321.04	M	UH1.80.008	80
UH1	PS160	Museum Security Guard IV	3	5,600.20	M	UH1.80.008	80
UH1	PS160	Museum Security Guard IV	4	5,896.28	M	UH1.80.008	80
UH1	PS160	Museum Security Guard IV	5	6,206.46	M	UH1.80.008	80
UH1	SC189	Naturalist, Supervising	1	4,813.45	M	UH1.80.007	80
UH1	SC189	Naturalist, Supervising	2	5,067.23	M	UH1.80.007	80
UH1	SC189	Naturalist, Supervising	3	5,333.72	M	UH1.80.007	80
UH1	SC189	Naturalist, Supervising	4	5,614.28	M	UH1.80.007	80
UH1	SC189	Naturalist, Supervising	5	5,910.38	M	UH1.80.007	80
TM1	AL041	Neighborhood Law Corps Attorney	1	3,605.70	M	TM1.75.002	75
TW1	SC190	Neighborhood Services Coordinator	1	4,586.46	M	TW1.75.006	75
TW1	SC190	Neighborhood Services Coordinator	2	4,827.56	M	TW1.75.006	75
TW1	SC190	Neighborhood Services Coordinator	3	5,081.35	M	TW1.75.006	75
TW1	SC190	Neighborhood Services Coordinator	4	5,349.23	M	TW1.75.006	75
TW1	SC190	Neighborhood Services Coordinator	5	5,631.22	M	TW1.75.006	75
TW1	AP263	Nurse Case Manager	1	5,055.96	M	TW1.75.008	75
TW1	AP263	Nurse Case Manager	2	5,322.45	M	TW1.75.008	75
TW1	AP263	Nurse Case Manager	3	5,603.01	M	TW1.75.008	75
TW1	AP263	Nurse Case Manager	4	5,897.68	M	TW1.75.008	75
TW1	AP263	Nurse Case Manager	5	6,207.86	M	TW1.75.008	75
TW1	AP264	Nurse Case Manager, PPT	1	5,055.96	M	TW1.75.008	75
TW1	AP264	Nurse Case Manager, PPT	2	5,322.45	M	TW1.75.008	75
TW1	AP264	Nurse Case Manager, PPT	3	5,603.01	M	TW1.75.008	75
TW1	AP264	Nurse Case Manager, PPT	4	5,897.68	M	TW1.75.008	75
TW1	AP264	Nurse Case Manager, PPT	5	6,207.86	M	TW1.75.008	75
UM2	SS156	Office Manager	1	4,816.29	M	UM2.75.007	75
UM2	SS156	Office Manager	2	5,068.66	M	UM2.75.007	75
UM2	SS156	Office Manager	3	5,336.53	M	UM2.75.007	75
UM2	SS156	Office Manager	4	5,617.11	M	UM2.75.007	75
UM2	SS156	Office Manager	5	5,913.19	M	UM2.75.007	75
UM2	SC246	Open Government Coordinator	1	6,145.83	M	UM2.75.012	75
UM2	SC246	Open Government Coordinator	2	6,470.11	M	UM2.75.012	75
UM2	SC246	Open Government Coordinator	3	6,809.90	M	UM2.75.012	75
UM2	SC246	Open Government Coordinator	4	7,169.43	M	UM2.75.012	75
UM2	SC246	Open Government Coordinator	5	7,545.88	M	UM2.75.012	75
UH1	SC192	Operations Shift Supervisor	1	4,813.45	M	UH1.75.007	75
UH1	SC192	Operations Shift Supervisor	2	5,067.23	M	UH1.75.007	75
UH1	SC192	Operations Shift Supervisor	3	5,333.72	M	UH1.75.007	75
UH1	SC192	Operations Shift Supervisor	4	5,614.28	M	UH1.75.007	75
UH1	SC192	Operations Shift Supervisor	5	5,910.38	M	UH1.75.007	75
TW1	PP165	Outreach Developer	1	5,055.96	M	TW1.75.008	75
TW1	PP165	Outreach Developer	2	5,322.45	M	TW1.75.008	75
TW1	PP165	Outreach Developer	3	5,603.01	M	TW1.75.008	75
TW1	PP165	Outreach Developer	4	5,897.68	M	TW1.75.008	75
TW1	PP165	Outreach Developer	5	6,207.86	M	TW1.75.008	75
TW1	PP129	Outreach Developer, Ppt	1	5,055.96	M	TW1.75.008	75
TW1	PP129	Outreach Developer, Ppt	2	5,322.45	M	TW1.75.008	75
TW1	PP129	Outreach Developer, Ppt	3	5,603.01	M	TW1.75.008	75
TW1	PP129	Outreach Developer, Ppt	4	5,897.68	M	TW1.75.008	75
TW1	PP129	Outreach Developer, Ppt	5	6,207.86	M	TW1.75.008	75
TW1	AP212	Paralegal	1	5,055.96	M	TW1.75.008	75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STDB	HR
TW1	AP212	Paralegal	2	5,322.45	M	TW1.75.008	75	
TW1	AP212	Paralegal	3	5,603.01	M	TW1.75.008	75	
TW1	AP212	Paralegal	4	5,897.68	M	TW1.75.008	75	
TW1	AP212	Paralegal	5	6,207.86	M	TW1.75.008	75	
TW1	AL012	Paralegal, PPT	1	4,367.92	M	TW1.75.005	75	
TW1	AL012	Paralegal, PPT	2	4,597.74	M	TW1.75.005	75	
TW1	AL012	Paralegal, PPT	3	4,840.25	M	TW1.75.005	75	
TW1	AL012	Paralegal, PPT	4	5,094.03	M	TW1.75.005	75	
TW1	AL012	Paralegal, PPT	5	5,363.32	M	TW1.75.005	75	
UH1	SC193	Park Supervisor I	1	5,573.40	M	UH1.80.010	80	
UH1	SC193	Park Supervisor I	2	5,866.67	M	UH1.80.010	80	
UH1	SC193	Park Supervisor I	3	6,175.44	M	UH1.80.010	80	
UH1	SC193	Park Supervisor I	4	6,499.73	M	UH1.80.010	80	
UH1	SC193	Park Supervisor I	5	6,842.33	M	UH1.80.010	80	
UH1	SC194	Park Supervisor II	1	6,451.78	M	UH1.80.013	80	
UH1	SC194	Park Supervisor II	2	6,791.57	M	UH1.80.013	80	
UH1	SC194	Park Supervisor II	3	7,148.28	M	UH1.80.013	80	
UH1	SC194	Park Supervisor II	4	7,524.73	M	UH1.80.013	80	
UH1	SC194	Park Supervisor II	5	7,920.92	M	UH1.80.013	80	
UH1	TR165	Parking Enforcement Supervisor I	1	4,585.05	M	UH1.80.006	80	
UH1	TR165	Parking Enforcement Supervisor I	2	4,826.15	M	UH1.80.006	80	
UH1	TR165	Parking Enforcement Supervisor I	3	5,079.93	M	UH1.80.006	80	
UH1	TR165	Parking Enforcement Supervisor I	4	5,347.83	M	UH1.80.006	80	
UH1	TR165	Parking Enforcement Supervisor I	5	5,628.39	M	UH1.80.006	80	
UH1	TR166	Parking Enforcement Supervisor II	1	6,144.42	M	UH1.80.012	80	
UH1	TR166	Parking Enforcement Supervisor II	2	6,467.29	M	UH1.80.012	80	
UH1	TR166	Parking Enforcement Supervisor II	3	6,808.49	M	UH1.80.012	80	
UH1	TR166	Parking Enforcement Supervisor II	4	7,166.62	M	UH1.80.012	80	
UH1	TR166	Parking Enforcement Supervisor II	5	7,543.05	M	UH1.80.012	80	
UH1	SC195	Parking Meter Collector Supervisor	1	5,306.93	M	UH1.75.009	75	
UH1	SC195	Parking Meter Collector Supervisor	2	5,587.50	M	UH1.75.009	75	
UH1	SC195	Parking Meter Collector Supervisor	3	5,880.76	M	UH1.75.009	75	
UH1	SC195	Parking Meter Collector Supervisor	4	6,190.95	M	UH1.75.009	75	
UH1	SC195	Parking Meter Collector Supervisor	5	6,516.64	M	UH1.75.009	75	
UM2	SC196	Parking Supervisor	1	6,145.83	M	UM2.75.012	75	
UM2	SC196	Parking Supervisor	2	6,470.11	M	UM2.75.012	75	
UM2	SC196	Parking Supervisor	3	6,809.90	M	UM2.75.012	75	
UM2	SC196	Parking Supervisor	4	7,169.43	M	UM2.75.012	75	
UM2	SC196	Parking Supervisor	5	7,545.88	M	UM2.75.012	75	
UH1	SC197	Parkland Resources Supervisor	1	5,573.40	M	UH1.80.010	80	
UH1	SC197	Parkland Resources Supervisor	2	5,866.67	M	UH1.80.010	80	
UH1	SC197	Parkland Resources Supervisor	3	6,175.44	M	UH1.80.010	80	
UH1	SC197	Parkland Resources Supervisor	4	6,499.73	M	UH1.80.010	80	
UH1	SC197	Parkland Resources Supervisor	5	6,842.33	M	UH1.80.010	80	
TW1	AP266	Parks & Rec Training Specialist	1	5,309.74	M	TW1.75.009	75	
TW1	AP266	Parks & Rec Training Specialist	2	5,588.92	M	TW1.75.009	75	
TW1	AP266	Parks & Rec Training Specialist	3	5,883.59	M	TW1.75.009	75	
TW1	AP266	Parks & Rec Training Specialist	4	6,192.37	M	TW1.75.009	75	
TW1	AP266	Parks & Rec Training Specialist	5	6,519.47	M	TW1.75.009	75	
UH1	TR171	Pavement Management Supervisor	1	6,144.42	M	UH1.75.012	75	
UH1	TR171	Pavement Management Supervisor	2	6,467.29	M	UH1.75.012	75	
UH1	TR171	Pavement Management Supervisor	3	6,808.49	M	UH1.75.012	75	
UH1	TR171	Pavement Management Supervisor	4	7,166.62	M	UH1.75.012	75	
UH1	TR171	Pavement Management Supervisor	5	7,543.05	M	UH1.75.012	75	
UH1	SS158	Payroll Control Specialist	1	5,853.98	M	UH1.75.024	75	



## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STD. HR
UH1	SS158	Payroll Control Specialist	2	6,161.35	M	UH1.75.024	75
UH1	SS158	Payroll Control Specialist	3	6,485.61	M	UH1.75.024	75
UH1	SS158	Payroll Control Specialist	4	6,828.24	M	UH1.75.024	75
UH1	SS158	Payroll Control Specialist	5	7,187.77	M	UH1.75.024	75
UH1	SS163	Payroll Personnel Clerk III	1	3,960.11	M	UH1.75.002	75
UH1	SS163	Payroll Personnel Clerk III	2	4,168.84	M	UH1.75.002	75
UH1	SS163	Payroll Personnel Clerk III	3	4,387.95	M	UH1.75.002	75
UH1	SS163	Payroll Personnel Clerk III	4	4,618.89	M	UH1.75.002	75
UH1	SS163	Payroll Personnel Clerk III	5	4,861.69	M	UH1.75.002	75
UM1	AP393	Performance Audit Manager	1	7,844.79	M	UM1.75.017	75
UM1	AP393	Performance Audit Manager	2	8,257.89	M	UM1.75.017	75
UM1	AP393	Performance Audit Manager	3	8,692.14	M	UM1.75.017	75
UM1	AP393	Performance Audit Manager	4	9,150.37	M	UM1.75.017	75
UM1	AP393	Performance Audit Manager	5	9,631.15	M	UM1.75.017	75
TW1	AP391	Performance Auditor	1	4,816.28	M	TW1.75.007	75
TW1	AP391	Performance Auditor	2	5,068.66	M	TW1.75.007	75
TW1	AP391	Performance Auditor	3	5,336.54	M	TW1.75.007	75
TW1	AP391	Performance Auditor	4	5,617.11	M	TW1.75.007	75
TW1	AP391	Performance Auditor	5	5,913.19	M	TW1.75.007	75
TW1	AP392	Performance Auditor, Sr.	1	6,145.83	M	TW1.75.012	75
TW1	AP392	Performance Auditor, Sr.	2	6,470.12	M	TW1.75.012	75
TW1	AP392	Performance Auditor, Sr.	3	6,809.90	M	TW1.75.012	75
TW1	AP392	Performance Auditor, Sr.	4	7,169.43	M	TW1.75.012	75
TW1	AP392	Performance Auditor, Sr.	5	7,545.89	M	TW1.75.012	75
TW1	AP269	Planner I	1	4,367.92	M	TW1.75.005	75
TW1	AP269	Planner I	2	4,597.74	M	TW1.75.005	75
TW1	AP269	Planner I	3	4,840.25	M	TW1.75.005	75
TW1	AP269	Planner I	4	5,094.03	M	TW1.75.005	75
TW1	AP269	Planner I	5	5,363.32	M	TW1.75.005	75
TW1	AP272	Planner II	1	5,055.96	M	TW1.75.008	75
TW1	AP272	Planner II	2	5,322.45	M	TW1.75.008	75
TW1	AP272	Planner II	3	5,603.01	M	TW1.75.008	75
TW1	AP272	Planner II	4	5,897.68	M	TW1.75.008	75
TW1	AP272	Planner II	5	6,207.86	M	TW1.75.008	75
TW1	AP273	Planner II, Design Review	1	5,055.96	M	TW1.75.008	75
TW1	AP273	Planner II, Design Review	2	5,322.45	M	TW1.75.008	75
TW1	AP273	Planner II, Design Review	3	5,603.01	M	TW1.75.008	75
TW1	AP273	Planner II, Design Review	4	5,897.68	M	TW1.75.008	75
TW1	AP273	Planner II, Design Review	5	6,207.86	M	TW1.75.008	75
TW1	AP274	Planner III	1	5,853.98	M	TW1.75.011	75
TW1	AP274	Planner III	2	6,161.35	M	TW1.75.011	75
TW1	AP274	Planner III	3	6,485.61	M	TW1.75.011	75
TW1	AP274	Planner III	4	6,828.24	M	TW1.75.011	75
TW1	AP274	Planner III	5	7,187.77	M	TW1.75.011	75
TW1	AP275	Planner III, Design Review	1	5,853.98	M	TW1.75.011	75
TW1	AP275	Planner III, Design Review	2	6,161.35	M	TW1.75.011	75
TW1	AP275	Planner III, Design Review	3	6,485.61	M	TW1.75.011	75
TW1	AP275	Planner III, Design Review	4	6,828.24	M	TW1.75.011	75
TW1	AP275	Planner III, Design Review	5	7,187.77	M	TW1.75.011	75
TW1	AP380	Planner III, Historic Preservation	1	5,853.98	M	TW1.75.011	75
TW1	AP380	Planner III, Historic Preservation	2	6,161.35	M	TW1.75.011	75
TW1	AP380	Planner III, Historic Preservation	3	6,485.61	M	TW1.75.011	75
TW1	AP380	Planner III, Historic Preservation	4	6,828.24	M	TW1.75.011	75
TW1	AP380	Planner III, Historic Preservation	5	7,187.77	M	TW1.75.011	75
TW1	AP276	Planner III, Historical Pres, PPT	1	5,853.98	M	TW1.75.011	75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS_NUM	TITLE	STEP	RATE	TYPE	GRADE	STD_HR
TW1	AP276	Planner III, Historical Pres, PPT	2	6,161.35	M	TW1.75.011	75
TW1	AP276	Planner III, Historical Pres, PPT	3	6,485.61	M	TW1.75.011	75
TW1	AP276	Planner III, Historical Pres, PPT	4	6,828.24	M	TW1.75.011	75
TW1	AP276	Planner III, Historical Pres, PPT	5	7,187.77	M	TW1.75.011	75
TW1	AP370	Planner III, PPT	1	5,853.98	M	TW1.75.011	75
TW1	AP370	Planner III, PPT	2	6,161.35	M	TW1.75.011	75
TW1	AP370	Planner III, PPT	3	6,485.61	M	TW1.75.011	75
TW1	AP370	Planner III, PPT	4	6,828.24	M	TW1.75.011	75
TW1	AP370	Planner III, PPT	5	7,187.77	M	TW1.75.011	75
TW1	AP277	Planner IV	1	7,115.85	M	TW1.75.015	75
TW1	AP403	Planner IV	1	7,115.85	M	TW1.75.015	75
TW1	AP277	Planner IV	2	7,489.48	M	TW1.75.015	75
TW1	AP403	Planner IV	2	7,489.48	M	TW1.75.015	75
TW1	AP277	Planner IV	3	7,884.25	M	TW1.75.015	75
TW1	AP403	Planner IV	3	7,884.25	M	TW1.75.015	75
TW1	AP277	Planner IV	4	8,298.78	M	TW1.75.015	75
TW1	AP403	Planner IV	4	8,298.78	M	TW1.75.015	75
TW1	AP277	Planner IV	5	8,735.85	M	TW1.75.015	75
TW1	AP403	Planner IV	5	8,735.85	M	TW1.75.015	75
TW1	AP278	Planner IV, Design Review	1	7,115.85	M	TW1.75.015	75
TW1	AP278	Planner IV, Design Review	2	7,489.48	M	TW1.75.015	75
TW1	AP278	Planner IV, Design Review	3	7,884.25	M	TW1.75.015	75
TW1	AP278	Planner IV, Design Review	4	8,298.78	M	TW1.75.015	75
TW1	AP278	Planner IV, Design Review	5	8,735.85	M	TW1.75.015	75
TW1	AP279	Planner V	1	8,236.74	M	TW1.75.018	75
TW1	AP279	Planner V	2	8,670.99	M	TW1.75.018	75
TW1	AP279	Planner V	3	9,126.41	M	TW1.75.018	75
TW1	AP279	Planner V	4	9,607.17	M	TW1.75.018	75
TW1	AP279	Planner V	5	10,113.34	M	TW1.75.018	75
UH1	PS164	Police Communications Supervisor	1	6,492.56	M	UH1.80.038	80
UH1	PS164	Police Communications Supervisor	2	6,835.19	M	UH1.80.038	80
UH1	PS164	Police Communications Supervisor	3	7,195.02	M	UH1.80.038	80
UH1	PS164	Police Communications Supervisor	4	7,573.61	M	UH1.80.038	80
UH1	PS164	Police Communications Supervisor	5	7,972.56	M	UH1.80.038	80
UH1	PS164	Police Communications Supervisor	6	7,985.27	M	UH1.80.038	80
TA1	SC200	Police Drug Abatement Prg Coord	1	5,309.74	M	TA1.75.009	75
TA1	SC200	Police Drug Abatement Prg Coord	2	5,588.92	M	TA1.75.009	75
TA1	SC200	Police Drug Abatement Prg Coord	3	5,883.59	M	TA1.75.009	75
TA1	SC200	Police Drug Abatement Prg Coord	4	6,192.37	M	TA1.75.009	75
TA1	SC200	Police Drug Abatement Prg Coord	5	6,519.47	M	TA1.75.009	75
UH1	PS166	Police Identification Section Sup	1	5,956.48	M	UH1.80.011	80
UH1	PS166	Police Identification Section Sup	2	6,270.80	M	UH1.80.011	80
UH1	PS166	Police Identification Section Sup	3	6,600.93	M	UH1.80.011	80
UH1	PS166	Police Identification Section Sup	4	6,948.27	M	UH1.80.011	80
UH1	PS166	Police Identification Section Sup	5	7,314.28	M	UH1.80.011	80
UH1	PS166	Police Identification Section Sup	6	7,325.94	M	UH1.80.011	80
UH1	AP284	Police Personnel Oper Specialist	1	6,144.42	M	UH1.75.012	75
UH1	AP284	Police Personnel Oper Specialist	2	6,467.29	M	UH1.75.012	75
UH1	AP284	Police Personnel Oper Specialist	3	6,808.49	M	UH1.75.012	75
UH1	AP284	Police Personnel Oper Specialist	4	7,166.62	M	UH1.75.012	75
UH1	AP284	Police Personnel Oper Specialist	5	7,543.05	M	UH1.75.012	75
UM2	AP291	Police Pgrm & Performance Auditor	1	7,844.78	M	UM2.75.017	75
UM2	AP291	Police Pgrm & Performance Auditor	2	8,257.89	M	UM2.75.017	75
UM2	AP291	Police Pgrm & Performance Auditor	3	8,692.14	M	UM2.75.017	75
UM2	AP291	Police Pgrm & Performance Auditor	4	9,150.37	M	UM2.75.017	75

## SALARIES BY STEP INCREASES

ATTACHMENT 3

REF	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STD HR
UM2	AP291	Police Pgrm & Performance Auditor	5	9,631.14	M	UM2.75.017	75
UH1	PS182	Police Property Supervisor	1	5,054.56	M	UH1.80.008	80
UH1	PS182	Police Property Supervisor	2	5,321.04	M	UH1.80.008	80
UH1	PS182	Police Property Supervisor	3	5,600.20	M	UH1.80.008	80
UH1	PS182	Police Property Supervisor	4	5,896.28	M	UH1.80.008	80
UH1	PS182	Police Property Supervisor	5	6,206.46	M	UH1.80.008	80
UH1	PS171	Police Records Supervisor	1	5,206.19	M	UH1.75.022	75
UH1	PS171	Police Records Supervisor	2	5,480.66	M	UH1.75.022	75
UH1	PS171	Police Records Supervisor	3	5,768.20	M	UH1.75.022	75
UH1	PS171	Police Records Supervisor	4	6,073.17	M	UH1.75.022	75
UH1	PS171	Police Records Supervisor	5	6,392.65	M	UH1.75.022	75
TW1	AP285	Police Technical Writer	1	5,309.74	M	TW1.75.009	75
TW1	AP285	Police Technical Writer	2	5,588.92	M	TW1.75.009	75
TW1	AP285	Police Technical Writer	3	5,883.59	M	TW1.75.009	75
TW1	AP285	Police Technical Writer	4	6,192.37	M	TW1.75.009	75
TW1	AP285	Police Technical Writer	5	6,519.47	M	TW1.75.009	75
UH1	IS122	Principal Inspection Supv	1	7,468.33	M	UH1.75.016	75
UH1	IS122	Principal Inspection Supv	2	7,861.70	M	UH1.75.016	75
UH1	IS122	Principal Inspection Supv	3	8,274.80	M	UH1.75.016	75
UH1	IS122	Principal Inspection Supv	4	8,710.47	M	UH1.75.016	75
UH1	IS122	Principal Inspection Supv	5	9,168.69	M	UH1.75.016	75
TW1	SC202	Process Coordinator III	1	6,145.83	M	TW1.75.012	75
TW1	SC202	Process Coordinator III	2	6,470.12	M	TW1.75.012	75
TW1	SC202	Process Coordinator III	3	6,809.90	M	TW1.75.012	75
TW1	SC202	Process Coordinator III	4	7,169.43	M	TW1.75.012	75
TW1	SC202	Process Coordinator III	5	7,545.89	M	TW1.75.012	75
UM2	SC203	Production Control Supervisor	1	5,574.82	M	UM2.75.010	75
UM2	SC203	Production Control Supervisor	2	5,868.07	M	UM2.75.010	75
UM2	SC203	Production Control Supervisor	3	6,176.85	M	UM2.75.010	75
UM2	SC203	Production Control Supervisor	4	6,502.54	M	UM2.75.010	75
UM2	SC203	Production Control Supervisor	5	6,845.16	M	UM2.75.010	75
TW1	AP292	Program Analyst I	1	4,586.46	M	TW1.75.006	75
TW1	AP292	Program Analyst I	2	4,827.56	M	TW1.75.006	75
TW1	AP292	Program Analyst I	3	5,081.35	M	TW1.75.006	75
TW1	AP292	Program Analyst I	4	5,349.23	M	TW1.75.006	75
TW1	AP292	Program Analyst I	5	5,631.22	M	TW1.75.006	75
TW1	AP357	Program Analyst I, PPT	1	4,586.46	M	TW1.75.006	75
TW1	AP357	Program Analyst I, PPT	2	4,827.56	M	TW1.75.006	75
TW1	AP357	Program Analyst I, PPT	3	5,081.35	M	TW1.75.006	75
TW1	AP357	Program Analyst I, PPT	4	5,349.23	M	TW1.75.006	75
TW1	AP357	Program Analyst I, PPT	5	5,631.22	M	TW1.75.006	75
TW1	AP293	Program Analyst II	1	5,309.74	M	TW1.75.009	75
TW1	AP293	Program Analyst II	2	5,588.92	M	TW1.75.009	75
TW1	AP293	Program Analyst II	3	5,883.59	M	TW1.75.009	75
TW1	AP293	Program Analyst II	4	6,192.37	M	TW1.75.009	75
TW1	AP293	Program Analyst II	5	6,519.47	M	TW1.75.009	75
TW1	AP358	Program Analyst II, PPT	1	5,309.74	M	TW1.75.009	75
TW1	AP358	Program Analyst II, PPT	2	5,588.92	M	TW1.75.009	75
TW1	AP358	Program Analyst II, PPT	3	5,883.59	M	TW1.75.009	75
TW1	AP358	Program Analyst II, PPT	4	6,192.37	M	TW1.75.009	75
TW1	AP358	Program Analyst II, PPT	5	6,519.47	M	TW1.75.009	75
UM2	SC204	Program Analyst III	1	6,145.83	M	UM2.75.012	75
UM2	SC204	Program Analyst III	2	6,470.11	M	UM2.75.012	75
UM2	SC204	Program Analyst III	3	6,809.90	M	UM2.75.012	75
UM2	SC204	Program Analyst III	4	7,169.43	M	UM2.75.012	75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	S.D.#
UM2	SC204	Program Analyst III	5	7,545.88	M	UM2.75.012	75
TW1	AP360	Program Analyst III, PPT	1	6,145.83	M	TW1.75.012	75
TW1	AP360	Program Analyst III, PPT	2	6,470.12	M	TW1.75.012	75
TW1	AP360	Program Analyst III, PPT	3	6,809.90	M	TW1.75.012	75
TW1	AP360	Program Analyst III, PPT	4	7,169.43	M	TW1.75.012	75
TW1	AP360	Program Analyst III, PPT	5	7,545.89	M	TW1.75.012	75
TW1	AP297	Programmer Analyst III, PPT	1	7,115.85	M	TW1.75.015	75
TW1	AP297	Programmer Analyst III, PPT	2	7,489.48	M	TW1.75.015	75
TW1	AP297	Programmer Analyst III, PPT	3	7,884.25	M	TW1.75.015	75
TW1	AP297	Programmer Analyst III, PPT	4	8,298.78	M	TW1.75.015	75
TW1	AP297	Programmer Analyst III, PPT	5	8,735.85	M	TW1.75.015	75
TW1	AP298	Public Information Officer I	1	5,055.96	M	TW1.75.008	75
TW1	AP298	Public Information Officer I	2	5,322.45	M	TW1.75.008	75
TW1	AP298	Public Information Officer I	3	5,603.01	M	TW1.75.008	75
TW1	AP298	Public Information Officer I	4	5,897.68	M	TW1.75.008	75
TW1	AP298	Public Information Officer I	5	6,207.86	M	TW1.75.008	75
TW1	AP299	Public Information Officer II	1	6,145.83	M	TW1.75.012	75
TW1	AP299	Public Information Officer II	2	6,470.12	M	TW1.75.012	75
TW1	AP299	Public Information Officer II	3	6,809.90	M	TW1.75.012	75
TW1	AP299	Public Information Officer II	4	7,169.43	M	TW1.75.012	75
TW1	AP299	Public Information Officer II	5	7,545.89	M	TW1.75.012	75
TW1	AP300	Public Information Officer II, PPT	1	6,145.83	M	TW1.75.012	75
TW1	AP300	Public Information Officer II, PPT	2	6,470.12	M	TW1.75.012	75
TW1	AP300	Public Information Officer II, PPT	3	6,809.90	M	TW1.75.012	75
TW1	AP300	Public Information Officer II, PPT	4	7,169.43	M	TW1.75.012	75
TW1	AP300	Public Information Officer II, PPT	5	7,545.89	M	TW1.75.012	75
TW1	AP302	Public Information Officer III	1	7,115.85	M	TW1.75.015	75
TW1	AP302	Public Information Officer III	2	7,489.48	M	TW1.75.015	75
TW1	AP302	Public Information Officer III	3	7,884.25	M	TW1.75.015	75
TW1	AP302	Public Information Officer III	4	8,298.78	M	TW1.75.015	75
TW1	AP302	Public Information Officer III	5	8,735.85	M	TW1.75.015	75
TW1	PP155	Public Service Rep, Sr	1	4,160.66	M	TW1.75.004	75
TW1	PP155	Public Service Rep, Sr	2	4,379.21	M	TW1.75.004	75
TW1	PP155	Public Service Rep, Sr	3	4,609.02	M	TW1.75.004	75
TW1	PP155	Public Service Rep, Sr	4	4,851.53	M	TW1.75.004	75
TW1	PP155	Public Service Rep, Sr	5	5,108.13	M	TW1.75.004	75
UM2	MA138	Public Works Personnel Coordinator	1	6,776.07	M	UM2.75.014	75
UM2	MA138	Public Works Personnel Coordinator	2	7,132.79	M	UM2.75.014	75
UM2	MA138	Public Works Personnel Coordinator	3	7,509.23	M	UM2.75.014	75
UM2	MA138	Public Works Personnel Coordinator	4	7,904.00	M	UM2.75.014	75
UM2	MA138	Public Works Personnel Coordinator	5	8,319.93	M	UM2.75.014	75
UH1	SC206	Public Works Supervisor I	1	5,573.40	M	UH1.80.010	80
UH1	SC206	Public Works Supervisor I	2	5,866.67	M	UH1.80.010	80
UH1	SC206	Public Works Supervisor I	3	6,175.44	M	UH1.80.010	80
UH1	SC206	Public Works Supervisor I	4	6,499.73	M	UH1.80.010	80
UH1	SC206	Public Works Supervisor I	5	6,842.33	M	UH1.80.010	80
UH1	SC207	Public Works Supervisor II	1	6,451.78	M	UH1.80.013	80
UH1	SC207	Public Works Supervisor II	2	6,791.57	M	UH1.80.013	80
UH1	SC207	Public Works Supervisor II	3	7,148.28	M	UH1.80.013	80
UH1	SC207	Public Works Supervisor II	4	7,524.73	M	UH1.80.013	80
UH1	SC207	Public Works Supervisor II	5	7,920.92	M	UH1.80.013	80
UH1	AF053	Purchasing Supervisor	1	6,774.67	M	UH1.75.014	75
UH1	AF053	Purchasing Supervisor	2	7,129.95	M	UH1.75.014	75
UH1	AF053	Purchasing Supervisor	3	7,506.40	M	UH1.75.014	75
UH1	AF053	Purchasing Supervisor	4	7,901.18	M	UH1.75.014	75

SALARIES BY STEP INCREASES

ATTACHMENT 3

REP	CLASS	NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	HR
UH1	AF053		Purchasing Supervisor	5	8,317.10	M	UH1.75.014		75
TF1	AP308		Real Estate Agent	1	6,299.71	M	TF1.75.011		75
TF1	AP308		Real Estate Agent	2	6,630.81	M	TF1.75.011		75
TF1	AP308		Real Estate Agent	3	6,979.34	M	TF1.75.011		75
TF1	AP308		Real Estate Agent	4	7,346.77	M	TF1.75.011		75
TF1	AP308		Real Estate Agent	5	7,733.04	M	TF1.75.011		75
UM2	AP309		Real Estate Agent, Supervising	1	7,844.78	M	UM2.75.017		75
UM2	AP309		Real Estate Agent, Supervising	2	8,257.89	M	UM2.75.017		75
UM2	AP309		Real Estate Agent, Supervising	3	8,692.14	M	UM2.75.017		75
UM2	AP309		Real Estate Agent, Supervising	4	9,150.37	M	UM2.75.017		75
UM2	AP309		Real Estate Agent, Supervising	5	9,631.14	M	UM2.75.017		75
TW1	SS171		Receptionist to the City Attorney	1	3,772.94	M	TW1.75.002		75
TW1	SS171		Receptionist to the City Attorney	2	3,971.74	M	TW1.75.002		75
TW1	SS171		Receptionist to the City Attorney	3	4,180.41	M	TW1.75.002		75
TW1	SS171		Receptionist to the City Attorney	4	4,400.36	M	TW1.75.002		75
TW1	SS171		Receptionist to the City Attorney	5	4,632.99	M	TW1.75.002		75
TW1	SS197		Receptionist to the City Auditor	1	3,772.94	M	TW1.75.002		75
TW1	SS197		Receptionist to the City Auditor	2	3,971.74	M	TW1.75.002		75
TW1	SS197		Receptionist to the City Auditor	3	4,180.41	M	TW1.75.002		75
TW1	SS197		Receptionist to the City Auditor	4	4,400.36	M	TW1.75.002		75
TW1	SS197		Receptionist to the City Auditor	5	4,632.99	M	TW1.75.002		75
TW1	SS204		Receptionist to the City Auditor, PPT	1	3,772.94	M	TW1.75.002		75
TW1	SS204		Receptionist to the City Auditor, PPT	2	3,971.74	M	TW1.75.002		75
TW1	SS204		Receptionist to the City Auditor, PPT	3	4,180.41	M	TW1.75.002		75
TW1	SS204		Receptionist to the City Auditor, PPT	4	4,400.36	M	TW1.75.002		75
TW1	SS204		Receptionist to the City Auditor, PPT	5	4,632.99	M	TW1.75.002		75
TW1	SS172		Receptionist to the City Clerk	1	3,772.94	M	TW1.75.002		75
TW1	SS172		Receptionist to the City Clerk	2	3,971.74	M	TW1.75.002		75
TW1	SS172		Receptionist to the City Clerk	3	4,180.41	M	TW1.75.002		75
TW1	SS172		Receptionist to the City Clerk	4	4,400.36	M	TW1.75.002		75
TW1	SS172		Receptionist to the City Clerk	5	4,632.99	M	TW1.75.002		75
UM2	MA139		Recreation General Supervisor	1	6,145.83	M	UM2.75.012		75
UM2	MA139		Recreation General Supervisor	2	6,470.11	M	UM2.75.012		75
UM2	MA139		Recreation General Supervisor	3	6,809.90	M	UM2.75.012		75
UM2	MA139		Recreation General Supervisor	4	7,169.43	M	UM2.75.012		75
UM2	MA139		Recreation General Supervisor	5	7,545.88	M	UM2.75.012		75
UH1	SC209		Recreation Supervisor	1	5,306.93	M	UH1.75.009		75
UH1	SC209		Recreation Supervisor	2	5,587.50	M	UH1.75.009		75
UH1	SC209		Recreation Supervisor	3	5,880.76	M	UH1.75.009		75
UH1	SC209		Recreation Supervisor	4	6,190.95	M	UH1.75.009		75
UH1	SC209		Recreation Supervisor	5	6,516.64	M	UH1.75.009		75
UM2	EM111		Recreation Svcs Manager, Assistant to	1	7,115.86	M	UM2.75.015		75
UM2	EM111		Recreation Svcs Manager, Assistant to	2	7,489.48	M	UM2.75.015		75
UM2	EM111		Recreation Svcs Manager, Assistant to	3	7,884.25	M	UM2.75.015		75
UM2	EM111		Recreation Svcs Manager, Assistant to	4	8,298.78	M	UM2.75.015		75
UM2	EM111		Recreation Svcs Manager, Assistant to	5	8,735.85	M	UM2.75.015		75
TW1	PP140		Recycling Specialist	1	5,309.74	M	TW1.75.009		75
TW1	PP140		Recycling Specialist	2	5,588.92	M	TW1.75.009		75
TW1	PP140		Recycling Specialist	3	5,883.59	M	TW1.75.009		75
TW1	PP140		Recycling Specialist	4	6,192.37	M	TW1.75.009		75
TW1	PP140		Recycling Specialist	5	6,519.47	M	TW1.75.009		75
UH1	PP141		Recycling Specialist, Senior	1	6,144.42	M	UH1.75.012		75
UH1	PP141		Recycling Specialist, Senior	2	6,467.29	M	UH1.75.012		75
UH1	PP141		Recycling Specialist, Senior	3	6,808.49	M	UH1.75.012		75
UH1	PP141		Recycling Specialist, Senior	4	7,166.62	M	UH1.75.012		75

SALARIES BY STEP INCREASES

ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	LR
UH1	PP141	Recycling Specialist, Senior	5	7,543.05	M	UH1.75.012		75
UM2	SC210	Recycling Supervisor	1	7,115.86	M	UM2.75.015		75
UM2	SC210	Recycling Supervisor	2	7,489.48	M	UM2.75.015		75
UM2	SC210	Recycling Supervisor	3	7,884.25	M	UM2.75.015		75
UM2	SC210	Recycling Supervisor	4	8,298.78	M	UM2.75.015		75
UM2	SC210	Recycling Supervisor	5	8,735.85	M	UM2.75.015		75
TF1	AP310	Registrar	1	4,434.20	M	TF1.75.005		75
TF1	AP310	Registrar	2	4,668.24	M	TF1.75.005		75
TF1	AP310	Registrar	3	4,913.55	M	TF1.75.005		75
TF1	AP310	Registrar	4	5,171.58	M	TF1.75.005		75
TF1	AP310	Registrar	5	5,443.70	M	TF1.75.005		75
TF1	AP311	Registrar, PPT	1	4,434.20	M	TF1.75.005		75
TF1	AP311	Registrar, PPT	2	4,668.24	M	TF1.75.005		75
TF1	AP311	Registrar, PPT	3	4,913.55	M	TF1.75.005		75
TF1	AP311	Registrar, PPT	4	5,171.58	M	TF1.75.005		75
TF1	AP311	Registrar, PPT	5	5,443.70	M	TF1.75.005		75
TW1	AP312	Rehabilitation Advisor I	1	4,367.92	M	TW1.75.005		75
TW1	AP312	Rehabilitation Advisor I	2	4,597.74	M	TW1.75.005		75
TW1	AP312	Rehabilitation Advisor I	3	4,840.25	M	TW1.75.005		75
TW1	AP312	Rehabilitation Advisor I	4	5,094.03	M	TW1.75.005		75
TW1	AP312	Rehabilitation Advisor I	5	5,363.32	M	TW1.75.005		75
TW1	AP313	Rehabilitation Advisor II	1	4,816.28	M	TW1.75.007		75
TW1	AP313	Rehabilitation Advisor II	2	5,068.66	M	TW1.75.007		75
TW1	AP313	Rehabilitation Advisor II	3	5,336.54	M	TW1.75.007		75
TW1	AP313	Rehabilitation Advisor II	4	5,617.11	M	TW1.75.007		75
TW1	AP313	Rehabilitation Advisor II	5	5,913.19	M	TW1.75.007		75
TW1	AP314	Rehabilitation Advisor III	1	5,574.81	M	TW1.75.010		75
TW1	AP314	Rehabilitation Advisor III	2	5,868.08	M	TW1.75.010		75
TW1	AP314	Rehabilitation Advisor III	3	6,176.85	M	TW1.75.010		75
TW1	AP314	Rehabilitation Advisor III	4	6,502.55	M	TW1.75.010		75
TW1	AP314	Rehabilitation Advisor III	5	6,845.15	M	TW1.75.010		75
UH1	SC211	Rehabilitation Supervisor I	1	6,516.29	M	UH1.75.013		75
UH1	SC211	Rehabilitation Supervisor I	2	6,859.49	M	UH1.75.013		75
UH1	SC211	Rehabilitation Supervisor I	3	7,219.77	M	UH1.75.013		75
UH1	SC211	Rehabilitation Supervisor I	4	7,599.97	M	UH1.75.013		75
UH1	SC211	Rehabilitation Supervisor I	5	8,000.14	M	UH1.75.013		75
UH1	AP316	Rehabilitation Supervisor II	1	7,468.33	M	UH1.75.016		75
UH1	AP316	Rehabilitation Supervisor II	2	7,861.70	M	UH1.75.016		75
UH1	AP316	Rehabilitation Supervisor II	3	8,274.80	M	UH1.75.016		75
UH1	AP316	Rehabilitation Supervisor II	4	8,710.47	M	UH1.75.016		75
UH1	AP316	Rehabilitation Supervisor II	5	9,168.69	M	UH1.75.016		75
TW1	SS181	Reproduction Offset Supervisor	1	4,367.92	M	TW1.75.005		75
TW1	SS181	Reproduction Offset Supervisor	2	4,597.74	M	TW1.75.005		75
TW1	SS181	Reproduction Offset Supervisor	3	4,840.25	M	TW1.75.005		75
TW1	SS181	Reproduction Offset Supervisor	4	5,094.03	M	TW1.75.005		75
TW1	SS181	Reproduction Offset Supervisor	5	5,363.32	M	TW1.75.005		75
UH1	SC212	Reprograhpic Shop Supervisor	1	5,054.56	M	UH1.75.008		75
UH1	SC212	Reprograhpic Shop Supervisor	2	5,321.04	M	UH1.75.008		75
UH1	SC212	Reprograhpic Shop Supervisor	3	5,600.20	M	UH1.75.008		75
UH1	SC212	Reprograhpic Shop Supervisor	4	5,896.28	M	UH1.75.008		75
UH1	SC212	Reprograhpic Shop Supervisor	5	6,206.46	M	UH1.75.008		75
TW1	AP319	Retirement Benefits Representative	1	4,080.71	M	TW1.75.003		75
TW1	AP319	Retirement Benefits Representative	2	4,295.65	M	TW1.75.003		75
TW1	AP319	Retirement Benefits Representative	3	4,522.21	M	TW1.75.003		75
TW1	AP319	Retirement Benefits Representative	4	4,760.37	M	TW1.75.003		75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STD. JB
TW1	AP319	Retirement Benefits Representative	5	5,010.15	M	TW1.75.003	75
UM2	AP384	Retirement Systems Accountant	1	6,776.07	M	UM2.75.014	75
UM2	AP384	Retirement Systems Accountant	2	7,132.79	M	UM2.75.014	75
UM2	AP384	Retirement Systems Accountant	3	7,509.23	M	UM2.75.014	75
UM2	AP384	Retirement Systems Accountant	4	7,904.00	M	UM2.75.014	75
UM2	AP384	Retirement Systems Accountant	5	8,319.93	M	UM2.75.014	75
UM2	AP320	Revenue Analyst	1	6,145.83	M	UM2.75.012	75
UM2	AP320	Revenue Analyst	2	6,470.11	M	UM2.75.012	75
UM2	AP320	Revenue Analyst	3	6,809.90	M	UM2.75.012	75
UM2	AP320	Revenue Analyst	4	7,169.43	M	UM2.75.012	75
UM2	AP320	Revenue Analyst	5	7,545.88	M	UM2.75.012	75
UH1	SC213	Revenue Operations Supervisor	1	6,774.67	M	UH1.75.014	75
UH1	SC213	Revenue Operations Supervisor	2	7,129.95	M	UH1.75.014	75
UH1	SC213	Revenue Operations Supervisor	3	7,506.40	M	UH1.75.014	75
UH1	SC213	Revenue Operations Supervisor	4	7,901.18	M	UH1.75.014	75
UH1	SC213	Revenue Operations Supervisor	5	8,317.10	M	UH1.75.014	75
TW1	AP323	Safety & Loss Control Spec, Asst	1	4,586.46	M	TW1.75.006	75
TW1	AP323	Safety & Loss Control Spec, Asst	2	4,827.56	M	TW1.75.006	75
TW1	AP323	Safety & Loss Control Spec, Asst	3	5,081.35	M	TW1.75.006	75
TW1	AP323	Safety & Loss Control Spec, Asst	4	5,349.23	M	TW1.75.006	75
TW1	AP323	Safety & Loss Control Spec, Asst	5	5,631.22	M	TW1.75.006	75
TW1	AP322	Safety & Loss Control Specialist	1	5,309.74	M	TW1.75.009	75
TW1	AP322	Safety & Loss Control Specialist	2	5,588.92	M	TW1.75.009	75
TW1	AP322	Safety & Loss Control Specialist	3	5,883.59	M	TW1.75.009	75
TW1	AP322	Safety & Loss Control Specialist	4	6,192.37	M	TW1.75.009	75
TW1	AP322	Safety & Loss Control Specialist	5	6,519.47	M	TW1.75.009	75
UH1	PP143	Senior Center Director	1	4,366.51	M	UH1.80.005	80
UH1	PP143	Senior Center Director	2	4,596.33	M	UH1.80.005	80
UH1	PP143	Senior Center Director	3	4,837.43	M	UH1.80.005	80
UH1	PP143	Senior Center Director	4	5,092.63	M	UH1.80.005	80
UH1	PP143	Senior Center Director	5	5,360.50	M	UH1.80.005	80
UH1	SC218	Senior Center Director, PPT	1	4,366.51	M	UH1.75.005	75
UH1	SC218	Senior Center Director, PPT	2	4,596.33	M	UH1.75.005	75
UH1	SC218	Senior Center Director, PPT	3	4,837.43	M	UH1.75.005	75
UH1	SC218	Senior Center Director, PPT	4	5,092.63	M	UH1.75.005	75
UH1	SC218	Senior Center Director, PPT	5	5,360.50	M	UH1.75.005	75
TW1	AP387	Senior Council Policy Analyst	1	6,776.07	M	TW1.75.014	75
TW1	AP387	Senior Council Policy Analyst	2	7,132.78	M	TW1.75.014	75
TW1	AP387	Senior Council Policy Analyst	3	7,509.22	M	TW1.75.014	75
TW1	AP387	Senior Council Policy Analyst	4	7,904.00	M	TW1.75.014	75
TW1	AP387	Senior Council Policy Analyst	5	8,319.93	M	TW1.75.014	75
TW1	AP388	Senior Council Policy Analyst, PPT	1	6,776.07	M	TW1.75.014	75
TW1	AP388	Senior Council Policy Analyst, PPT	2	7,132.78	M	TW1.75.014	75
TW1	AP388	Senior Council Policy Analyst, PPT	3	7,509.22	M	TW1.75.014	75
TW1	AP388	Senior Council Policy Analyst, PPT	4	7,904.00	M	TW1.75.014	75
TW1	AP388	Senior Council Policy Analyst, PPT	5	8,319.93	M	TW1.75.014	75
TW1	SC219	Senior Employment Coordinator	1	5,309.74	M	TW1.75.009	75
TW1	SC219	Senior Employment Coordinator	2	5,588.92	M	TW1.75.009	75
TW1	SC219	Senior Employment Coordinator	3	5,883.59	M	TW1.75.009	75
TW1	SC219	Senior Employment Coordinator	4	6,192.37	M	TW1.75.009	75
TW1	SC219	Senior Employment Coordinator	5	6,519.47	M	TW1.75.009	75
TW1	PP144	Senior Services Prgm Assistant	1	4,160.66	M	TW1.75.004	75
TW1	PP144	Senior Services Prgm Assistant	2	4,379.21	M	TW1.75.004	75
TW1	PP144	Senior Services Prgm Assistant	3	4,609.02	M	TW1.75.004	75
TW1	PP144	Senior Services Prgm Assistant	4	4,851.53	M	TW1.75.004	75

## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	IR
TW1	PP144	Senior Services Prgm Assistant	5	5,108.13	M	TW1.75.004	75	
TW1	PP145	Senior Services Prgm Assistant, PPT	1	4,160.66	M	TW1.75.004	75	
TW1	PP145	Senior Services Prgm Assistant, PPT	2	4,379.21	M	TW1.75.004	75	
TW1	PP145	Senior Services Prgm Assistant, PPT	3	4,609.02	M	TW1.75.004	75	
TW1	PP145	Senior Services Prgm Assistant, PPT	4	4,851.53	M	TW1.75.004	75	
TW1	PP145	Senior Services Prgm Assistant, PPT	5	5,108.13	M	TW1.75.004	75	
UH1	SC220	Senior Services Supervisor	1	5,956.48	M	UH1.75.011	75	
UH1	SC220	Senior Services Supervisor	2	6,270.81	M	UH1.75.011	75	
UH1	SC220	Senior Services Supervisor	3	6,600.93	M	UH1.75.011	75	
UH1	SC220	Senior Services Supervisor	4	6,948.27	M	UH1.75.011	75	
UH1	SC220	Senior Services Supervisor	5	7,314.28	M	UH1.75.011	75	
TW1	TR206	Sewer Maintenance Planner	1	6,453.19	M	TW1.75.013	75	
TW1	TR206	Sewer Maintenance Planner	2	6,792.98	M	TW1.75.013	75	
TW1	TR206	Sewer Maintenance Planner	3	7,151.10	M	TW1.75.013	75	
TW1	TR206	Sewer Maintenance Planner	4	7,527.55	M	TW1.75.013	75	
TW1	TR206	Sewer Maintenance Planner	5	7,923.74	M	TW1.75.013	75	
UM2	PP146	Solid Waste/Recycling Prog Sup	1	7,844.78	M	UM2.75.017	75	
UM2	PP146	Solid Waste/Recycling Prog Sup	2	8,257.89	M	UM2.75.017	75	
UM2	PP146	Solid Waste/Recycling Prog Sup	3	8,692.14	M	UM2.75.017	75	
UM2	PP146	Solid Waste/Recycling Prog Sup	4	9,150.37	M	UM2.75.017	75	
UM2	PP146	Solid Waste/Recycling Prog Sup	5	9,631.14	M	UM2.75.017	75	
TW1	AP327	Spatial Data Analyst III	1	7,471.15	M	TW1.75.016	75	
TW1	AP327	Spatial Data Analyst III	2	7,864.52	M	TW1.75.016	75	
TW1	AP327	Spatial Data Analyst III	3	8,279.04	M	TW1.75.016	75	
TW1	AP327	Spatial Data Analyst III	4	8,714.71	M	TW1.75.016	75	
TW1	AP327	Spatial Data Analyst III	5	9,172.92	M	TW1.75.016	75	
TW1	AP325	Spatial Database Analyst III	1	7,471.15	M	TW1.75.016	75	
TW1	AP325	Spatial Database Analyst III	2	7,864.52	M	TW1.75.016	75	
TW1	AP325	Spatial Database Analyst III	3	8,279.04	M	TW1.75.016	75	
TW1	AP325	Spatial Database Analyst III	4	8,714.71	M	TW1.75.016	75	
TW1	AP325	Spatial Database Analyst III	5	9,172.92	M	TW1.75.016	75	
TW1	AP328	Special Clerkship, PPT	1	3,104.64	M	TW1.75.036	75	
TW1	AP328	Special Clerkship, PPT	2	3,266.77	M	TW1.75.036	75	
TW1	AP328	Special Clerkship, PPT	3	3,438.79	M	TW1.75.036	75	
TW1	AP328	Special Clerkship, PPT	4	3,620.67	M	TW1.75.036	75	
TW1	AP328	Special Clerkship, PPT	5	3,809.60	M	TW1.75.036	75	
TW1	AP330	Special Events Coordinator	1	6,145.83	M	TW1.75.012	75	
TW1	AP330	Special Events Coordinator	2	6,470.12	M	TW1.75.012	75	
TW1	AP330	Special Events Coordinator	3	6,809.90	M	TW1.75.012	75	
TW1	AP330	Special Events Coordinator	4	7,169.43	M	TW1.75.012	75	
TW1	AP330	Special Events Coordinator	5	7,545.89	M	TW1.75.012	75	
TW1	SC236	Sports Program Coordinator	1	4,816.28	M	TW1.75.007	75	
TW1	SC236	Sports Program Coordinator	2	5,068.66	M	TW1.75.007	75	
TW1	SC236	Sports Program Coordinator	3	5,336.54	M	TW1.75.007	75	
TW1	SC236	Sports Program Coordinator	4	5,617.11	M	TW1.75.007	75	
TW1	SC236	Sports Program Coordinator	5	5,913.19	M	TW1.75.007	75	
UH1	SC223	Stationary Engineer, Chief	1	6,774.67	M	UH1.80.014	80	
UH1	SC223	Stationary Engineer, Chief	2	7,129.95	M	UH1.80.014	80	
UH1	SC223	Stationary Engineer, Chief	3	7,506.40	M	UH1.80.014	80	
UH1	SC223	Stationary Engineer, Chief	4	7,901.18	M	UH1.80.014	80	
UH1	SC223	Stationary Engineer, Chief	5	8,317.10	M	UH1.80.014	80	
UH1	SS187	Storekeeper II	1	4,157.85	M	UH1.80.004	80	
UH1	SS187	Storekeeper II	2	4,377.79	M	UH1.80.004	80	
UH1	SS187	Storekeeper II	3	4,607.61	M	UH1.80.004	80	
UH1	SS187	Storekeeper II	4	4,850.11	M	UH1.80.004	80	



## SALARIES BY STEP INCREASES

## ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STD	LR
UH1	SS187	Storekeeper II	5	5,105.31	M	UH1.80.004		80
UH1	SS188	Storekeeper III	1	4,813.45	M	UH1.80.007		80
UH1	SS188	Storekeeper III	2	5,067.23	M	UH1.80.007		80
UH1	SS188	Storekeeper III	3	5,333.72	M	UH1.80.007		80
UH1	SS188	Storekeeper III	4	5,614.28	M	UH1.80.007		80
UH1	SS188	Storekeeper III	5	5,910.38	M	UH1.80.007		80
UM2	SC225	Support Services Supervisor	1	7,471.16	M	UM2.75.016		75
UM2	SC225	Support Services Supervisor	2	7,864.52	M	UM2.75.016		75
UM2	SC225	Support Services Supervisor	3	8,279.04	M	UM2.75.016		75
UM2	SC225	Support Services Supervisor	4	8,714.71	M	UM2.75.016		75
UM2	SC225	Support Services Supervisor	5	9,172.93	M	UM2.75.016		75
TW1	AF045	Systems Accountant III	1	7,115.85	M	TW1.75.015		75
TW1	AF045	Systems Accountant III	2	7,489.48	M	TW1.75.015		75
TW1	AF045	Systems Accountant III	3	7,884.25	M	TW1.75.015		75
TW1	AF045	Systems Accountant III	4	8,298.78	M	TW1.75.015		75
TW1	AF045	Systems Accountant III	5	8,735.85	M	TW1.75.015		75
TW1	AP332	Systems Analyst I	1	4,816.28	M	TW1.75.007		75
TW1	AP332	Systems Analyst I	2	5,068.66	M	TW1.75.007		75
TW1	AP332	Systems Analyst I	3	5,336.54	M	TW1.75.007		75
TW1	AP332	Systems Analyst I	4	5,617.11	M	TW1.75.007		75
TW1	AP332	Systems Analyst I	5	5,913.19	M	TW1.75.007		75
TW1	AP333	Systems Analyst II	1	5,853.98	M	TW1.75.011		75
TW1	AP333	Systems Analyst II	2	6,161.35	M	TW1.75.011		75
TW1	AP333	Systems Analyst II	3	6,485.61	M	TW1.75.011		75
TW1	AP333	Systems Analyst II	4	6,828.24	M	TW1.75.011		75
TW1	AP333	Systems Analyst II	5	7,187.77	M	TW1.75.011		75
TW1	AP399	Systems Analyst II, PPT	1	5,853.98	M	TW1.75.011		75
TW1	AP399	Systems Analyst II, PPT	2	6,161.35	M	TW1.75.011		75
TW1	AP399	Systems Analyst II, PPT	3	6,485.61	M	TW1.75.011		75
TW1	AP399	Systems Analyst II, PPT	4	6,828.24	M	TW1.75.011		75
TW1	AP399	Systems Analyst II, PPT	5	7,187.77	M	TW1.75.011		75
TW1	AP334	Systems Analyst III	1	7,115.85	M	TW1.75.015		75
TW1	AP334	Systems Analyst III	2	7,489.48	M	TW1.75.015		75
TW1	AP334	Systems Analyst III	3	7,884.25	M	TW1.75.015		75
TW1	AP334	Systems Analyst III	4	8,298.78	M	TW1.75.015		75
TW1	AP334	Systems Analyst III	5	8,735.85	M	TW1.75.015		75
TW1	AP335	Systems Programmer II	1	6,145.83	M	TW1.75.012		75
TW1	AP335	Systems Programmer II	2	6,470.12	M	TW1.75.012		75
TW1	AP335	Systems Programmer II	3	6,809.90	M	TW1.75.012		75
TW1	AP335	Systems Programmer II	4	7,169.43	M	TW1.75.012		75
TW1	AP335	Systems Programmer II	5	7,545.89	M	TW1.75.012		75
TW1	AP336	Systems Programmer III	1	7,471.15	M	TW1.75.016		75
TW1	AP336	Systems Programmer III	2	7,864.52	M	TW1.75.016		75
TW1	AP336	Systems Programmer III	3	8,279.04	M	TW1.75.016		75
TW1	AP336	Systems Programmer III	4	8,714.71	M	TW1.75.016		75
TW1	AP336	Systems Programmer III	5	9,172.92	M	TW1.75.016		75
UH1	AF051	Tax Auditor III	1	5,956.48	M	UH1.75.011		75
UH1	AF051	Tax Auditor III	2	6,270.81	M	UH1.75.011		75
UH1	AF051	Tax Auditor III	3	6,600.93	M	UH1.75.011		75
UH1	AF051	Tax Auditor III	4	6,948.27	M	UH1.75.011		75
UH1	AF051	Tax Auditor III	5	7,314.28	M	UH1.75.011		75
UH1	AF052	Tax Enforcement Officer III	1	5,956.48	M	UH1.75.011		75
UH1	AF052	Tax Enforcement Officer III	2	6,270.81	M	UH1.75.011		75
UH1	AF052	Tax Enforcement Officer III	3	6,600.93	M	UH1.75.011		75
UH1	AF052	Tax Enforcement Officer III	4	6,948.27	M	UH1.75.011		75

SALARIES BY STEP INCREASES

ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	LR
UH1	AF052	Tax Enforcement Officer III	5	7,314.28	M	UH1.75.011		75
TW1	AP338	Technical Communications Specialist	1	6,145.83	M	TW1.75.012		75
TW1	AP338	Technical Communications Specialist	2	6,470.12	M	TW1.75.012		75
TW1	AP338	Technical Communications Specialist	3	6,809.90	M	TW1.75.012		75
TW1	AP338	Technical Communications Specialist	4	7,169.43	M	TW1.75.012		75
TW1	AP338	Technical Communications Specialist	5	7,545.89	M	TW1.75.012		75
TW1	AP339	Telecommunication Systems Engineer	1	7,115.85	M	TW1.75.015		75
TW1	AP339	Telecommunication Systems Engineer	2	7,489.48	M	TW1.75.015		75
TW1	AP339	Telecommunication Systems Engineer	3	7,884.25	M	TW1.75.015		75
TW1	AP339	Telecommunication Systems Engineer	4	8,298.78	M	TW1.75.015		75
TW1	AP339	Telecommunication Systems Engineer	5	8,735.85	M	TW1.75.015		75
UH1	SC227	Telecommunications Supervisor	1	6,451.78	M	UH1.75.001		75
UH1	SC227	Telecommunications Supervisor	2	6,791.57	M	UH1.75.001		75
UH1	SC227	Telecommunications Supervisor	3	7,148.28	M	UH1.75.001		75
UH1	SC227	Telecommunications Supervisor	4	7,524.73	M	UH1.75.001		75
UH1	SC227	Telecommunications Supervisor	5	7,920.92	M	UH1.75.001		75
UM2	AP343	Training & Public Svcs Admin	1	6,145.83	M	UM2.75.012		75
UM2	AP343	Training & Public Svcs Admin	2	6,470.11	M	UM2.75.012		75
UM2	AP343	Training & Public Svcs Admin	3	6,809.90	M	UM2.75.012		75
UM2	AP343	Training & Public Svcs Admin	4	7,169.43	M	UM2.75.012		75
UM2	AP343	Training & Public Svcs Admin	5	7,545.88	M	UM2.75.012		75
UM2	AP435	Training Coordinator	1	6,145.83	M	UM2.75.012		75
UM2	AP435	Training Coordinator	2	6,470.11	M	UM2.75.012		75
UM2	AP435	Training Coordinator	3	6,809.90	M	UM2.75.012		75
UM2	AP435	Training Coordinator	4	7,169.43	M	UM2.75.012		75
UM2	AP435	Training Coordinator	5	7,545.88	M	UM2.75.012		75
UM2	TR187	Transportation Planner, Senior	1	8,236.74	M	UM2.75.018		75
UM2	TR187	Transportation Planner, Senior	2	8,670.99	M	UM2.75.018		75
UM2	TR187	Transportation Planner, Senior	3	9,126.40	M	UM2.75.018		75
UM2	TR187	Transportation Planner, Senior	4	9,607.19	M	UM2.75.018		75
UM2	TR187	Transportation Planner, Senior	5	10,113.34	M	UM2.75.018		75
UM1	AP344	Transportation Planner, Senior, PPT	1	8,236.74	M	UM1.75.018		75
UM1	AP344	Transportation Planner, Senior, PPT	2	8,670.99	M	UM1.75.018		75
UM1	AP344	Transportation Planner, Senior, PPT	3	9,126.40	M	UM1.75.018		75
UM1	AP344	Transportation Planner, Senior, PPT	4	9,607.17	M	UM1.75.018		75
UM1	AP344	Transportation Planner, Senior, PPT	5	10,113.34	M	UM1.75.018		75
TW1	AF057	Treasury Analyst I	1	4,586.46	M	TW1.75.006		75
TW1	AF057	Treasury Analyst I	2	4,827.56	M	TW1.75.006		75
TW1	AF057	Treasury Analyst I	3	5,081.35	M	TW1.75.006		75
TW1	AF057	Treasury Analyst I	4	5,349.23	M	TW1.75.006		75
TW1	AF057	Treasury Analyst I	5	5,631.22	M	TW1.75.006		75
TW1	AF058	Treasury Analyst II	1	5,309.74	M	TW1.75.009		75
TW1	AF058	Treasury Analyst II	2	5,588.92	M	TW1.75.009		75
TW1	AF058	Treasury Analyst II	3	5,883.59	M	TW1.75.009		75
TW1	AF058	Treasury Analyst II	4	6,192.37	M	TW1.75.009		75
TW1	AF058	Treasury Analyst II	5	6,519.47	M	TW1.75.009		75
UH1	AF035	Treasury Analyst III	1	6,516.29	M	UH1.75.013		75
UH1	AF035	Treasury Analyst III	2	6,859.49	M	UH1.75.013		75
UH1	AF035	Treasury Analyst III	3	7,219.77	M	UH1.75.013		75
UH1	AF035	Treasury Analyst III	4	7,599.97	M	UH1.75.013		75
UH1	AF035	Treasury Analyst III	5	8,000.14	M	UH1.75.013		75
UH1	SC229	Tree Supervisor I	1	5,573.40	M	UH1.80.010		80
UH1	SC229	Tree Supervisor I	2	5,866.67	M	UH1.80.010		80
UH1	SC229	Tree Supervisor I	3	6,175.44	M	UH1.80.010		80
UH1	SC229	Tree Supervisor I	4	6,499.73	M	UH1.80.010		80

SALARIES BY STEP INCREASES

ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	SID	HR
UH1	SC229	Tree Supervisor I	5	6,842.33	M	UH1.80.010		80
UH1	SC230	Tree Supervisor II	1	6,451.78	M	UH1.80.013		80
UH1	SC230	Tree Supervisor II	2	6,791.57	M	UH1.80.013		80
UH1	SC230	Tree Supervisor II	3	7,148.28	M	UH1.80.013		80
UH1	SC230	Tree Supervisor II	4	7,524.73	M	UH1.80.013		80
UH1	SC230	Tree Supervisor II	5	7,920.92	M	UH1.80.013		80
TW1	AP345	Urban Economic Analyst I	1	4,367.92	M	TW1.75.005		75
TW1	AP345	Urban Economic Analyst I	2	4,597.74	M	TW1.75.005		75
TW1	AP345	Urban Economic Analyst I	3	4,840.25	M	TW1.75.005		75
TW1	AP345	Urban Economic Analyst I	4	5,094.03	M	TW1.75.005		75
TW1	AP345	Urban Economic Analyst I	5	5,363.32	M	TW1.75.005		75
TW1	AP346	Urban Economic Analyst II	1	5,055.96	M	TW1.75.008		75
TW1	AP346	Urban Economic Analyst II	2	5,322.45	M	TW1.75.008		75
TW1	AP346	Urban Economic Analyst II	3	5,603.01	M	TW1.75.008		75
TW1	AP346	Urban Economic Analyst II	4	5,897.68	M	TW1.75.008		75
TW1	AP346	Urban Economic Analyst II	5	6,207.86	M	TW1.75.008		75
TW1	AP347	Urban Economic Analyst II, PPT	1	5,055.96	M	TW1.75.008		75
TW1	AP347	Urban Economic Analyst II, PPT	2	5,322.45	M	TW1.75.008		75
TW1	AP347	Urban Economic Analyst II, PPT	3	5,603.01	M	TW1.75.008		75
TW1	AP347	Urban Economic Analyst II, PPT	4	5,897.68	M	TW1.75.008		75
TW1	AP347	Urban Economic Analyst II, PPT	5	6,207.86	M	TW1.75.008		75
TW1	AP348	Urban Economic Analyst III	1	5,853.98	M	TW1.75.011		75
TW1	AP348	Urban Economic Analyst III	2	6,161.35	M	TW1.75.011		75
TW1	AP348	Urban Economic Analyst III	3	6,485.61	M	TW1.75.011		75
TW1	AP348	Urban Economic Analyst III	4	6,828.24	M	TW1.75.011		75
TW1	AP348	Urban Economic Analyst III	5	7,187.77	M	TW1.75.011		75
TW1	AP368	Urban Economic Analyst III (PPT)	1	5,853.98	M	TW1.75.011		75
TW1	AP368	Urban Economic Analyst III (PPT)	2	6,161.35	M	TW1.75.011		75
TW1	AP368	Urban Economic Analyst III (PPT)	3	6,485.61	M	TW1.75.011		75
TW1	AP368	Urban Economic Analyst III (PPT)	4	6,828.24	M	TW1.75.011		75
TW1	AP368	Urban Economic Analyst III (PPT)	5	7,187.77	M	TW1.75.011		75
TW1	AP349	Urban Economic Analyst IV, Bus Svcs	1	7,115.85	M	TW1.75.015		75
TW1	AP349	Urban Economic Analyst IV, Bus Svcs	2	7,489.48	M	TW1.75.015		75
TW1	AP349	Urban Economic Analyst IV, Bus Svcs	3	7,884.25	M	TW1.75.015		75
TW1	AP349	Urban Economic Analyst IV, Bus Svcs	4	8,298.78	M	TW1.75.015		75
TW1	AP349	Urban Economic Analyst IV, Bus Svcs	5	8,735.85	M	TW1.75.015		75
TW1	AP350	Urban Economic Analyst IV, Projects	1	7,115.85	M	TW1.75.015		75
TW1	AP350	Urban Economic Analyst IV, Projects	2	7,489.48	M	TW1.75.015		75
TW1	AP350	Urban Economic Analyst IV, Projects	3	7,884.25	M	TW1.75.015		75
TW1	AP350	Urban Economic Analyst IV, Projects	4	8,298.78	M	TW1.75.015		75
TW1	AP350	Urban Economic Analyst IV, Projects	5	8,735.85	M	TW1.75.015		75
UM2	SC231	Urban Economic Coordinator	1	7,844.78	M	UM2.75.017		75
UM2	SC231	Urban Economic Coordinator	2	8,257.89	M	UM2.75.017		75
UM2	SC231	Urban Economic Coordinator	3	8,692.14	M	UM2.75.017		75
UM2	SC231	Urban Economic Coordinator	4	9,150.37	M	UM2.75.017		75
UM2	SC231	Urban Economic Coordinator	5	9,631.14	M	UM2.75.017		75
UH1	SC232	Vegetation Management Supervisor	1	6,144.42	M	UH1.75.012		75
UH1	SC232	Vegetation Management Supervisor	2	6,467.29	M	UH1.75.012		75
UH1	SC232	Vegetation Management Supervisor	3	6,808.49	M	UH1.75.012		75
UH1	SC232	Vegetation Management Supervisor	4	7,166.62	M	UH1.75.012		75
UH1	SC232	Vegetation Management Supervisor	5	7,543.05	M	UH1.75.012		75
UM2	AP401	Veterinarian	1	6,776.07	M	UM2.75.014		75
UM2	AP402	Veterinarian	1	6,776.07	M	UM2.75.014		75
UM2	AP401	Veterinarian	2	7,132.79	M	UM2.75.014		75
UM2	AP402	Veterinarian	2	7,132.79	M	UM2.75.014		75

SALARIES BY STEP INCREASES

ATTACHMENT 3

REP	CLASS NUM	TITLE	STEP	RATE	TYPE	GRADE	STD HR
UM2	AP401	Veterinarian	3	7,509.23	M	UM2.75.014	75
UM2	AP402	Veterinarian	3	7,509.23	M	UM2.75.014	75
UM2	AP401	Veterinarian	4	7,904.00	M	UM2.75.014	75
UM2	AP402	Veterinarian	4	7,904.00	M	UM2.75.014	75
UM2	AP401	Veterinarian	5	8,319.93	M	UM2.75.014	75
UM2	AP402	Veterinarian	5	8,319.93	M	UM2.75.014	75
UM2	SC233	Volunteer Program Coor, Supervising	1	7,844.78	M	UM2.75.017	75
UM2	SC233	Volunteer Program Coor, Supervising	2	8,257.89	M	UM2.75.017	75
UM2	SC233	Volunteer Program Coor, Supervising	3	8,692.14	M	UM2.75.017	75
UM2	SC233	Volunteer Program Coor, Supervising	4	9,150.37	M	UM2.75.017	75
UM2	SC233	Volunteer Program Coor, Supervising	5	9,631.14	M	UM2.75.017	75
TW1	AP351	Volunteer Program Specialist	1	4,367.92	M	TW1.75.005	75
TW1	AP351	Volunteer Program Specialist	2	4,597.74	M	TW1.75.005	75
TW1	AP351	Volunteer Program Specialist	3	4,840.25	M	TW1.75.005	75
TW1	AP351	Volunteer Program Specialist	4	5,094.03	M	TW1.75.005	75
TW1	AP351	Volunteer Program Specialist	5	5,363.32	M	TW1.75.005	75
TW1	AP352	Volunteer Program Specialist I, PPT	1	4,367.92	M	TW1.75.005	75
TW1	AP352	Volunteer Program Specialist I, PPT	2	4,597.74	M	TW1.75.005	75
TW1	AP352	Volunteer Program Specialist I, PPT	3	4,840.25	M	TW1.75.005	75
TW1	AP352	Volunteer Program Specialist I, PPT	4	5,094.03	M	TW1.75.005	75
TW1	AP352	Volunteer Program Specialist I, PPT	5	5,363.32	M	TW1.75.005	75
TW1	AP353	Volunteer Program Specialist II	1	5,309.74	M	TW1.75.009	75
TW1	AP353	Volunteer Program Specialist II	2	5,588.92	M	TW1.75.009	75
TW1	AP353	Volunteer Program Specialist II	3	5,883.59	M	TW1.75.009	75
TW1	AP353	Volunteer Program Specialist II	4	6,192.37	M	TW1.75.009	75
TW1	AP353	Volunteer Program Specialist II	5	6,519.47	M	TW1.75.009	75
UM2	SC243	Watershed Program Supervisor	1	7,115.86	M	UM2.75.015	75
UM2	SC243	Watershed Program Supervisor	2	7,489.48	M	UM2.75.015	75
UM2	SC243	Watershed Program Supervisor	3	7,884.25	M	UM2.75.015	75
UM2	SC243	Watershed Program Supervisor	4	8,298.78	M	UM2.75.015	75
UM2	SC243	Watershed Program Supervisor	5	8,735.85	M	UM2.75.015	75
TW1	AP364	Web Master	1	7,115.85	M	TW1.75.015	75
TW1	AP364	Web Master	2	7,489.48	M	TW1.75.015	75
TW1	AP364	Web Master	3	7,884.25	M	TW1.75.015	75
TW1	AP364	Web Master	4	8,298.78	M	TW1.75.015	75
TW1	AP364	Web Master	5	8,735.85	M	TW1.75.015	75
TW1	AP398	Web Specialist	1	4,586.46	M	TW1.75.006	75
TW1	AP398	Web Specialist	2	4,827.56	M	TW1.75.006	75
TW1	AP398	Web Specialist	3	5,081.35	M	TW1.75.006	75
TW1	AP398	Web Specialist	4	5,349.23	M	TW1.75.006	75
TW1	AP398	Web Specialist	5	5,631.22	M	TW1.75.006	75
UH1	TR194	Zoo Keeper III	1	3,960.46	M	UH1.80.003	80
UH1	TR194	Zoo Keeper III	2	4,169.13	M	UH1.80.003	80
UH1	TR194	Zoo Keeper III	3	4,387.66	M	UH1.80.003	80
UH1	TR194	Zoo Keeper III	4	4,618.89	M	UH1.80.003	80
UH1	TR194	Zoo Keeper III	5	4,862.81	M	UH1.80.003	80