

FILED  
 OFFICE OF THE CITY CLERK  
 INTRODUCED BY COUNCIL MEMBER  
 FILED  
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 OAKLAND

  
 CITY ATTORNEY

2017 MAR -9 PM 2:29

**OAKLAND CITY COUNCIL**  
**ORDINANCE NO. 13433 C.M.S.**

**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF  
 ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE")  
 EFFECTIVE JANUARY 14, 2017**

**WHEREAS**, Oakland City Charter section 207 charges the City Council with fixing the compensation of all City employees, officers and officials unless otherwise provided by the Charter; and

**WHEREAS**, Ordinance No. 12187 C.M.S., the "Salary Ordinance," sets forth a salary schedule reflecting all classifications of employment within the City including those of city employees and city officers; and the City Administrator, or other appointing authority, authorizes individual positions in classifications in accordance with budgetary appropriations made by the City Council; and persons holding respective positions and offices in the classifications set forth in the salary schedule shall receive as salary in full for their respective services that amount set forth in the salary schedule specified for such office; and

**WHEREAS**, the California Code of Regulations (CCR) 570.5 as contained in the California Public Employees' Retirement Law (PERL) requires the City of Oakland, as a California Public Employment Retirement System (CalPERS) agency to make its Salary Schedule publicly available as amended from time to time; now therefore,

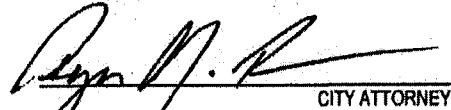
**THE COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:**

**Section 1.** Between July 1, 2016 and January 14, 2017, the Salary Schedule of the Salary Ordinance was amended by the following:

- 1.01 Ordinance No. 13243 C.M.S.
- 1.02 Ordinance No. 13329 C.M.S.
- 1.03 Ordinance No. 13330 C.M.S.
- 1.04 Ordinance No. 13333 C.M.S.
- 1.05 Ordinance No. 13338 C.M.S.
- 1.06 Ordinance No. 13340 C.M.S.
- 1.07 Ordinance No. 13341 C.M.S.
- 1.08 Ordinance No. 13395 C.M.S.
- 1.09 Ordinance No. 13396 C.M.S.
- 1.10 Ordinance No. 13405 C.M.S.
- 1.11 Ordinance No. 13406 C.M.S.

**Section 2.** As amended, the Salary Schedule of the Salary Ordinance is set forth below:

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CITY ATTORNEY

2014 JUN 19 PM 3:51

**OAKLAND CITY COUNCIL**  
**ORDINANCE NO. 13243 C.M.S.**

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADJUST THE SALARIES OF EMPLOYEES IN THE JOB CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55 AND PROVIDING THE SAME SALARY ADJUSTMENTS FOR UNREPRESENTED SWORN CLASSIFICATIONS**

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

**Section 1.** Ordinance No. 12187 C.M.S. "The Salary Ordinance" is hereby amended as set forth below. Additions are indicated by underscoring and deletions are indicated by ~~strike-through type~~; portions of ordinances not cited or not shown in underscoring or strike-through type are not changed.

**Section 2.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.017 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Battalion Chief	PS102	Step 1	13130.46	July 1, 2014
		Step 1	13261.76	July 1, 2015
		Step 1	13393.07	Nov. 1, 2015
		Step 1	13524.37	March 1, 2016
		Step 1	13794.86	July 1, 2016

**Section 3.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.017 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Battalion Chief	PS180	Step 1	13130.46	July 1, 2014
		Step 1	13261.76	July 1, 2015
		Step 1	13393.07	Nov. 1, 2015
		Step 1	13524.37	March 1, 2016
		Step 1	13794.86	July 1, 2016

**Section 4.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.014 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Step</b>	<b>Salary</b>	<b>Effective Dates</b>
Captain of Fire Department	PS103	Step 1	10916.76	July 1, 2014
		Step 1	11025.92	July 1, 2015
		Step 1	11135.09	Nov. 1, 2015
		Step 1	11244.26	March 1, 2016
		Step 1	11469.14	July 1, 2016

**Section 5.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.014 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Step</b>	<b>Salary</b>	<b>Effective Dates</b>
Captain of Fire Department	PS104	Step 1	10916.76	July 1, 2014
		Step 1	11025.92	July 1, 2015
		Step 1	11135.09	Nov. 1, 2015
		Step 1	11244.26	March 1, 2016
		Step 1	11469.14	July 1, 2016

**Section 6.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.005 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Step</b>	<b>Salary</b>	<b>Effective Dates</b>
Engineer of Fire Department	PS118	Step 1	9438.30	July 1, 2014
		Step 1	9532.69	July 1, 2015
		Step 1	9627.07	Nov. 1, 2015
		Step 1	9721.45	March 1, 2016
		Step 1	9915.88	July 1, 2016

**Section 7.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.005 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Step</b>	<b>Salary</b>	<b>Effective Dates</b>
Engineer of Fire Department	PS119	Step 1	9438.30	July 1, 2014
		Step 1	9532.69	July 1, 2015
		Step 1	9627.07	Nov. 1, 2015
		Step 1	9721.45	March 1, 2016
		Step 1	9915.88	July 1, 2016

**Section 8.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.001 Pay Grade Table to read as follows:

<b>Classification Title</b>		<b>Class No.</b>					
Fire Fighter		PS125					
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Effective Dates
6587.37	7020.62	7444.37	7853.93	8129.04	8410.52	8668.24	July 1, 2014
6653.24	7090.83	7518.82	7932.47	8210.34	8494.62	8754.92	July 1, 2015
6719.11	7161.03	7593.26	8011.01	8291.63	8578.73	8841.60	Nov. 1, 2015
6784.99	7231.24	7667.71	8089.55	8372.92	8662.83	8928.29	March 1, 2016
6920.69	7375.87	7821.06	8251.34	8540.37	8836.09	9106.85	July 1, 2016

**Section 9.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.001 Pay Grade Table to read as follows:

<b>Classification Title</b>		<b>Class No.</b>					
Fire Fighter		PS128					
Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Effective Dates
6587.37	7020.62	7444.37	7853.93	8129.04	8410.52	8668.24	July 1, 2014
6653.24	7090.83	7518.82	7932.47	8210.34	8494.62	8754.92	July 1, 2015
6719.11	7161.03	7593.26	8011.01	8291.63	8578.73	8841.60	Nov. 1, 2015
6784.99	7231.24	7667.71	8089.55	8372.92	8662.83	8928.29	March 1, 2016
6920.69	7375.87	7821.06	8251.34	8540.37	8836.09	9106.85	July 1, 2016

**Section 10.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.004 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Step</b>	<b>Salary</b>	<b>Effective Dates</b>
Fire Fighter, Relief	PS133	Step 1	8668.24	July 1, 2014
		Step 1	8754.92	July 1, 2015
		Step 1	8841.60	Nov. 1, 2015
		Step 1	8928.29	March 1, 2016
		Step 1	9106.85	July 1, 2016

**Section 11.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.008 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Step</b>	<b>Salary</b>	<b>Effective Dates</b>
Fire Fighter/Fire Boat Engineer	PS134	Step 1	10097.67	July 1, 2014
		Step 1	10198.65	July 1, 2015
		Step 1	10299.63	Nov. 1, 2015
		Step 1	10400.60	March 1, 2016
		Step 1	10608.61	July 1, 2016

**Section 12.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Fighter/Fire Boat Engineer	PS135	Step 1	10097.67	July 1, 2014
		Step 1	10198.65	July 1, 2015
		Step 1	10299.63	Nov. 1, 2015
		Step 1	10400.60	March 1, 2016
		Step 1	10608.61	July 1, 2016

**Section 13.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.011 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Investigation Coordinator	PS138	Step 1	10553.08	July 1, 2014
		Step 1	10658.61	July 1, 2015
		Step 1	10764.14	Nov. 1, 2015
		Step 1	10869.67	March 1, 2016
		Step 1	11087.06	July 1, 2016

**Section 14.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.007 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Investigator	PS139	Step 1	9942.70	July 1, 2014
		Step 1	10042.13	July 1, 2015
		Step 1	10141.56	Nov. 1, 2015
		Step 1	10240.98	March 1, 2016
		Step 1	10445.80	July 1, 2016

**Section 15.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.021 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Investigator	PS181	Step 1	9942.70	July 1, 2014
		Step 1	10042.13	July 1, 2015
		Step 1	10141.56	Nov. 1, 2015
		Step 1	10240.98	March 1, 2016
		Step 1	10445.80	July 1, 2016

**Section 16.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.016 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Marshall, Assistant	PS140	Step 1	11764.28	July 1, 2014
		Step 1	11881.93	July 1, 2015
		Step 1	11999.57	Nov. 1, 2015
		Step 1	12117.21	March 1, 2016
		Step 1	12359.56	July 1, 2016

**Section 17.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.006 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Inspector, Fire Prevention Bureau	PS146	Step 1	9654.94	July 1, 2014
		Step 1	9751.49	July 1, 2015
		Step 1	9848.04	Nov. 1, 2015
		Step 1	9944.58	March 1, 2016
		Step 1	10143.48	July 1, 2016

**Section 18.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.006 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Inspector, Fire Prevention Bureau	PS147	Step 1	9654.94	July 1, 2014
		Step 1	9751.49	July 1, 2015
		Step 1	9848.04	Nov. 1, 2015
		Step 1	9944.58	March 1, 2016
		Step 1	10143.48	July 1, 2016

**Section 19.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Lieutenant of Fire Department	PS149	Step 1	10097.67	July 1, 2014
		Step 1	10198.65	July 1, 2015
		Step 1	10299.63	Nov. 1, 2015
		Step 1	10400.60	March 1, 2016
		Step 1	10608.61	July 1, 2016

**Section 20.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Lieutenant of Fire Department	PS150	Step 1	10097.67	July 1, 2014
		Step 1	10198.65	July 1, 2015
		Step 1	10299.63	Nov. 1, 2015
		Step 1	10400.60	March 1, 2016
		Step 1	10608.61	July 1, 2016

**Section 21.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.011 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Lieutenant, Fire Prevention Bureau	PS153	Step 1	10553.08	July 1, 2014
		Step 1	10658.61	July 1, 2015
		Step 1	10764.14	Nov. 1, 2015
		Step 1	10869.67	March 1, 2016
		Step 1	11087.06	July 1, 2016

**Section 22.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.011 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Lieutenant, Fire Prevention Bureau	PS154	Step 1	10553.08	July 1, 2014
		Step 1	10658.61	July 1, 2015
		Step 1	10764.14	Nov. 1, 2015
		Step 1	10869.67	March 1, 2016
		Step 1	11087.06	July 1, 2016

**Section 23.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.022 Pay Grade Table to read as follows:

**Classification Title**  
Firefighter Paramedic

**Class No.**  
PS183

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Effective Dates
7889.34	8312.24	8722.13	8996.39	9279.37	9534.36	July 1, 2014
7968.23	8395.36	8809.35	9086.36	9372.16	9629.71	July 1, 2015
8047.12	8478.49	8896.57	9176.32	9464.96	9725.05	Nov. 1, 2015
8126.02	8561.61	8983.79	9266.28	9557.75	9820.40	March 1, 2016
8288.54	8732.84	9163.47	9451.61	9748.90	10016.80	July 1, 2016

**Section 24.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.022 Pay Grade Table to read as follows:

**Classification Title**                      **Class No.**  
 Firefighter Paramedic                      PS184

Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Effective Dates
7889.34	8312.24	8722.13	8996.39	9279.37	9534.36	July 1, 2014
7968.23	8395.36	8809.35	9086.36	9372.16	9629.71	July 1, 2015
8047.12	8478.49	8896.57	9176.32	9464.96	9725.05	Nov. 1, 2015
8126.02	8561.61	8983.79	9266.28	9557.75	9820.40	March 1, 2016
8288.54	8732.84	9163.47	9451.61	9748.90	10016.80	July 1, 2016

**Section 25.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.104.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Fighter/Fire Boat Operator	PS136	Step 1	10097.67	July 1, 2014
		Step 1	10198.65	July 1, 2015
		Step 1	10299.63	Nov. 1, 2015
		Step 1	10400.60	March 1, 2016
		Step 1	10608.61	July 1, 2016

**Section 26.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit FQ1.80.008 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Fighter/Fire Boat Operator	PS137	Step 1	10097.67	July 1, 2014
		Step 1	10198.65	July 1, 2015
		Step 1	10299.63	Nov. 1, 2015
		Step 1	10400.60	March 1, 2016
		Step 1	10608.61	July 1, 2016

**Section 27.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit UU1.80.005~~FQ1.80.018~~ Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Marshall	EM168	Step 1	14028.60	July 1, 2014
		Step 1	14168.89	July 1, 2015
		Step 1	14309.17	Nov. 1, 2015
		Step 1	14449.46	March 1, 2016
		Step 1	14738.45	July 1, 2016



**Section 28.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit UU1.104.005~~FQ1.104.018~~ Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Marshall	EM169	Step 1	14028.60	July 1, 2014
		Step 1	14168.89	July 1, 2015
		Step 1	14309.17	Nov. 1, 2015
		Step 1	14449.46	March 1, 2016
		Step 1	14738.45	July 1, 2016

**Section 29.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit UU1.80.001 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Assistant Chief of Fire Department	EM113	Step 1	15601.34	July 1, 2014
		Step 1	15757.35	July 1, 2015
		Step 1	15913.37	Nov. 1, 2015
		Step 1	16069.38	March 1, 2016
		Step 1	16390.77	July 1, 2016

**Section 30.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit UU1.80.003 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Deputy Chief of Fire Department	PS117	Step 1	16546.24	July 1, 2014
		Step 1	16711.71	July 1, 2015
		Step 1	16877.17	Nov. 1, 2015
		Step 1	17042.63	March 1, 2016
		Step 1	17383.48	July 1, 2016

**Section 31.** Effective as set forth below, the following classification is created in Ordinance No. 12187 C.M.S. in the Unit UU1.80.004 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary	Effective Dates
Fire Division Chief	EM224	Step 1	14208.48	July 1, 2014
		Step 1	14350.56	July 1, 2015
		Step 1	14492.65	Nov. 1, 2015
		Step 1	14634.73	March 1, 2016
		Step 1	14927.43	July 1, 2016

**JUL 15 2014**

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_, 2014  
PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, GALLO, GIBSON MCELHANEY, KALB, KAPLAN, REID, SCHAAF and PRESIDENT KERNIGHAN - 8

NOES- 0

ABSENT- 0

ABSTENTION- 0

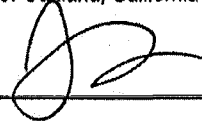
ATTEST: \_\_\_\_\_ for

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

Introduction Date

**JUL 1 2014**

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



**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADJUST THE SALARIES OF EMPLOYEES IN THE JOB CLASSIFICATIONS REPRESENTED BY THE INTERNATIONAL ASSOCIATION OF FIREFIGHTERS, LOCAL 55 AND PROVIDING THE SAME SALARY ADJUSTMENTS FOR UNREPRESENTED SWORN FIRE CLASSIFICATIONS**

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

2014 JUN 19 PM 3:51

**DIGEST**

Ordinance Amending the Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to adjust the salaries of employees in the job classifications represented by the International Association of Firefighters, Local 55 and providing the same salary adjustments for unrepresented sworn Fire classifications

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 INTRODUCED BY COUNCIL MEMBER \_\_\_\_\_

  
 CITY ATTORNEY

2015 SEP 17 PM 1:01

**OAKLAND CITY COUNCIL**  
**ORDINANCE NO. 13329 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 BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1245; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE OF 1% EFFECTIVE OCTOBER 1, 2016; AND INCREASE OF 3% EFFECTIVE APRIL 1, 2017**

**WHEREAS**, the Memorandum of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers, Local 1245 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, 1% for October 1, 2016 and 3% for April 1, 2017 for employees represented by International Brotherhood of Electrical Workers, Local 1245; 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 Brotherhood of Electrical Workers, Local 1245 are increased by 4%.

**Section 2.** Effective October 1, 2016, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers, Local 1245 are increased by 1%.

**Section 3.** Effective April 1, 2017, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers, Local 1245 are increased by 3%.

**Section 4. 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.

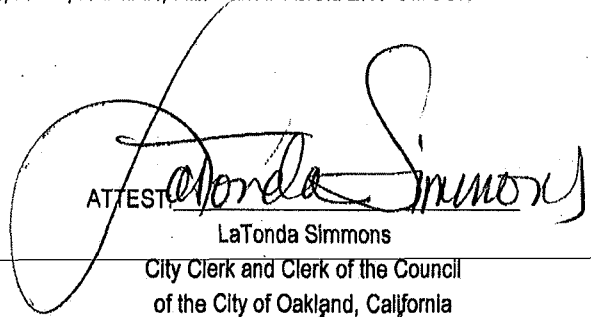
**Section 3. Effective Date.** This ordinance shall become effective immediately on final adoption if it receives six or more affirmative votes; otherwise it shall become effective upon the seventh day after final adoption.

IN COUNCIL, OAKLAND, CALIFORNIA, OCT 06 2015, 2015

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and PRESIDENT GIBSON  
MCELHANEY - 8

NOES- 0  
ABSENT- 0  
ABSTENTION- 0

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

Introduction Date

SEP 21 2015

DATE OF ATTESTATION:

10/7/15

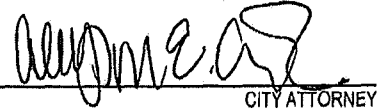
ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE COST OF LIVING ADJUSTMENTS TO THE SALARIES OF CERTAIN MISCELLANEOUS EMPLOYEES PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS LOCAL 1245; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE OF 1% EFFECTIVE OCTOBER 1, 2016; AND INCREASE OF 3% EFFECTIVE APRIL 1, 2017

**FILED**  
**OFFICE OF THE CITY CLERK**  
**OAKLAND**  
**2015 SEP 28 PM 12:30**

**DIGEST**

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Adjust The Salary Rates For All Classifications Represented by the International Brotherhood of Electrical Workers; the Cost of Living Adjustments Shall Be As Follows: 4% Increase Effective July 1, 2015; 1% Increase Effective October 1, 2016; and 3% Increase Effective April 1, 2017.

FILED  
OFFICE OF THE CITY CLERK  
INTRODUCED BY COUNCIL MEMBERS

  
CITY ATTORNEY

2015 SEP 18 PM 12:17

**OAKLAND CITY COUNCIL**  
**ORDINANCE NO. 13330 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 SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE OF 1% EFFECTIVE OCTOBER 1, 2016; AND INCREASE OF 3% EFFECTIVE APRIL 1, 2017**

**WHEREAS**, the Memorandum of Understanding between the City of Oakland and Service Employees International Union, Local 1021 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, 1% for October 1, 2016 and 3% for April 1, 2017 for employees represented by Service Employees International Union, Local 1021; 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 Service Employees International Union, Local 1021 are increased by 4%.

**Section 2.** Effective October 1, 2016, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Service Employees International Union, Local 1021 are increased by 1%.

**Section 3.** Effective April 1, 2017, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Service Employees International Union, Local 1021 are increased by 3%.

**Section 4. 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 3. 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, OCT 06 2015, 2015

PASSED BY THE FOLLOWING VOTE:

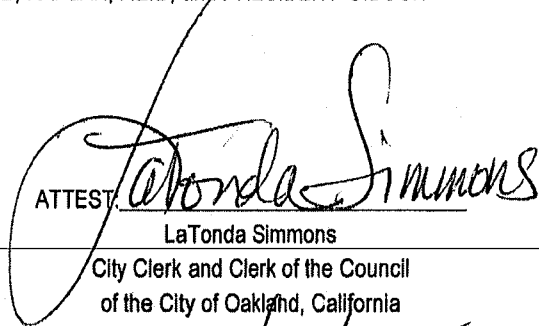
AYES- BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID, and PRESIDENT GIBSON  
MCELHANEY - 8

NOES- 0

ABSENT- 0

ABSTENTION- 0

ATTEST



LaTonda Simmons

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

Introduction Date  
SEP 21 2015

DATE OF ATTESTATION:

10/7/15



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 SERVICE EMPLOYEES INTERNATIONAL UNION LOCAL 1021; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE OF 1% EFFECTIVE OCTOBER 1, 2016; AND INCREASE OF 3% EFFECTIVE APRIL 1, 2017

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

2015 SEP 28 PM 12:33

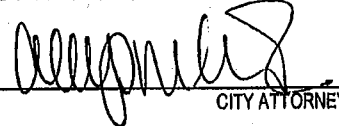
DIGEST

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Adjust The Salary Rates For All Classifications Represented by the Service Employees International Union; the Cost of Living Adjustments Shall Be As Follows: 4% Increase Effective July 1, 2015; 1% Increase Effective October 1, 2016; and 3% Increase Effective April 1, 2017.

**FILED**  
OFFICE OF THE CITY CLERK  
INTRODUCED BY COUNCIL MEMBER \_\_\_\_\_  
**2015 SEP 25 AM 9:00**

ATTACHMENT 2

APPROVED AS TO FORM AND LEGALITY

  
CITY ATTORNEY

**OAKLAND CITY COUNCIL**  
**ORDINANCE NO. 13333 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 CONFIDENTIAL MANAGEMENT EMPLOYEES ASSOCIATION; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE OF 2% EFFECTIVE NOVEMBER 1, 2016; AND INCREASE OF 2% EFFECTIVE MAY 1, 2017**

**WHEREAS**, the Memorandum of Understanding between the City of Oakland and the Confidential Management Employees Association 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, 2% for November 1, 2016 and 2% for May 1, 2017 for employees represented by Confidential Management Employees Association; 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 Confidential Management Employees Association are increased by 4%.

**Section 2.** Effective November 1, 2016, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Confidential Management Employees Association are increased by 2%.

**Section 3.** Effective May 1, 2017, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Confidential Management Employees Association are increased by 2%.

**Section 4. 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 3. 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, OCT 20 2015, 2015

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and PRESIDENT GIBSON  
MCELHANEY 8

NOES- 0

ABSENT- 0

ABSTENTION- 0

ATTEST

*LaTonda Simmons*  
LaTonda Simmons

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

Introduction Date

OCT 06 2015

DATE OF ATTESTATION: 10/22/15

**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 CONFIDENTIAL MANAGEMENT EMPLOYEES ASSOCIATION; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE OF 2% EFFECTIVE NOVEMBER 1, 2016; AND INCREASE OF 2% EFFECTIVE MAY 1, 2017**

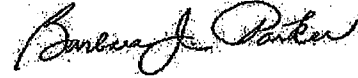
**FILED  
OFFICE OF THE CITY CLERK  
OAKLAND**

**2015 OCT 14 PM 3:48**

**DIGEST**

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Adjust The Salary Rates For All Classifications Represented by the Confidential Management Employee Association; the Cost of Living Adjustments Shall Be As Follows: 4% Increase Effective July 1, 2015; 2% Increase Effective November 1, 2016; and 2% Increase Effective May 1, 2017.

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FILED  
OFFICE OF THE CITY CLERK  
INTRODUCED BY COUNCIL MEMBER

CITY ATTORNEY

OCT -8 PM 4:11

**OAKLAND CITY COUNCIL**  
**ORDINANCE NO. 13338 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, NOV 03 2015, 2015

PASSED BY THE FOLLOWING VOTE:

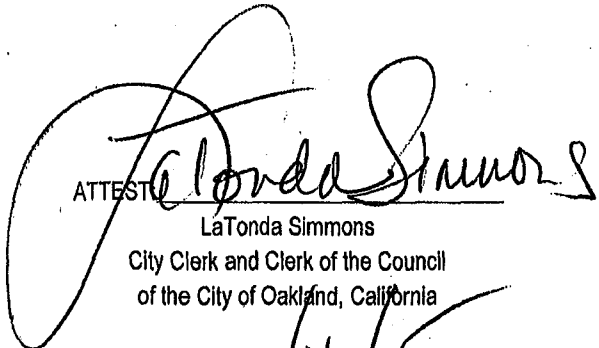
AYES- ~~6~~ 7 BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and PRESIDENT GIBSON  
MCELHANEY - 7

NOES- 0

ABSENT- Brooks - 1

ABSTENTION- 0

ATTEST



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

Introduction Date  
OCT 20 2015

DATE OF ATTESTATION:

11/4/15

## Salaries by Ranges

## ATTACHMENT 3

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

## Salaries by Ranges

## ATTACHMENT 3

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

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

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

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

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

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	6,800.93	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

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 Admn Assistant	1	3,961.87	M	TA1.75.003	75
TA1	SS110	City Council Admn Assistant	2	4,170.54	M	TA1.75.003	75
TA1	SS110	City Council Admn Assistant	3	4,390.48	M	TA1.75.003	75
TA1	SS110	City Council Admn Assistant	4	4,621.71	M	TA1.75.003	75
TA1	SS110	City Council Admn 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

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

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

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

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

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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

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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

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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

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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

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

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

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

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	7,168.62	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

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	7,489.46	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

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

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

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

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

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

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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

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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

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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

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TW1	AP276	Planner III, Historical Pres, PPT	2	6,161.35	M	TW1.75.011	75
TW1	AP276	Planner III, Historical Pres, PPT	3	6,485.81	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	6,485.81	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 Coor	1	5,309.74	M	TA1.75.009	75
TA1	SC200	Police Drug Abatement Prg Coor	2	5,588.92	M	TA1.75.009	75
TA1	SC200	Police Drug Abatement Prg Coor	3	5,883.59	M	TA1.75.009	75
TA1	SC200	Police Drug Abatement Prg Coor	4	6,192.37	M	TA1.75.009	75
TA1	SC200	Police Drug Abatement Prg Coor	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

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	9,188.69	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

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

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	5,880.78	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

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

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

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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	TR208	Sewer Maintenance Planner	1	6,453.19	M	TW1.75.013	75
TW1	TR208	Sewer Maintenance Planner	2	6,792.98	M	TW1.75.013	75
TW1	TR208	Sewer Maintenance Planner	3	7,151.10	M	TW1.75.013	75
TW1	TR208	Sewer Maintenance Planner	4	7,527.55	M	TW1.75.013	75
TW1	TR208	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	3,809.80	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

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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

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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	4,827.66	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

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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

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

**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; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; AND INCREASE OF 4% EFFECTIVE JANUARY 14, 2017**

**FILED  
OFFICE OF THE CITY CLERK  
OAKLAND  
OCT 14 PM 1:16**

**DIGEST**

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Adjust The Salary Rates For All Classifications Represented by the International Federation of Professional and Technical Engineers; the Cost of Living Adjustments Shall Be As Follows: 4% Increase Effective July 1, 2015; 4% Increase Effective January 14, 2017.

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FILED  
OFFICE OF THE CITY CLERK  
INTRODUCED BY COUNCIL MEMBER

2015 NOV -5 PM 4:30

  
CITY ATTORNEY

**OAKLAND CITY COUNCIL**  
ORDINANCE No. 13340 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 SWORN EMPLOYEES PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE OAKLAND POLICE MANAGEMENT ASSOCIATION AND THE UNREPRESENTED ASSISTANT CHIEF OF POLICE, AND THE UNREPRESENTED SALARY RANGE OF THE CLASSIFICATION CHIEF OF POLICE; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE OF 4% EFFECTIVE MAY 1, 2017, INCREASE OF 2.5% EFFECTIVE JANUARY 1, 2018, AND INCREASE OF 2.5% EFFECTIVE JANUARY 1, 2019 INCLUDING EQUITY ADJUSTMENTS OF 2.5% EFFECTIVE JANUARY 1, 2016, EQUITY ADJUSTMENTS OF 1.0% EFFECTIVE JANUARY 1, 2017, EQUITY ADJUSTMENTS OF 1.0% EFFECTIVE JANUARY 1, 2018, AND EQUITY ADJUSTMENTS OF 2.0% EFFECTIVE JULY 1, 2018**

**WHEREAS**, the Memorandum of Understanding between the City of Oakland and the Oakland Police Management Association has been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California; and

**WHEREAS**, said agreement is approved and includes increases to salaries of 4 percent on July 1, 2015, 4% on May 1, 2017, 2.5% on January 1, 2018 and 2.5% on January 1, 2019 and equity adjustments of 2.5% on January 1, 2016, 1.0% on January 1, 2017, 1.0% on January 1, 2018 and 2.0% on July 1, 2018 for employees represented by Oakland Police Management Association and the unrepresented Assistant Chief of Police, and the salary range of the unrepresented classification of Chief of Police; 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 Oakland Police Management Association, and the unrepresented Assistant Chief of Police, and the unrepresented salary range of the classification of Chief of Police are increased by 4%;

**Section 2.** Effective January 1, 2016, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police



Management Association, and the unrepresented Assistant Chief of Police, and the unrepresented salary range of the classification of Chief of Police, are receiving an equity adjustment salary increase of 2.5%;

**Section 3.** Effective January 1, 2017, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Management Association, and the unrepresented Assistant Chief of Police, and the unrepresented salary range of the classification of Chief of Police, are receiving an equity adjustment salary increase of 1.0%.

**Section 4.** Effective May 1, 2017, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Management Association, and the unrepresented Assistant Chief of Police, and the unrepresented salary range of the classification of Chief of Police, are increased by 4%.

**Section 5.** Effective January 1, 2018, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Management Association, and the unrepresented Assistant Chief of Police, and the unrepresented salary range of the classification of Chief of Police, are increased by 2.5%, and an equity adjustment salary increase of 1.0%.

**Section 6.** Effective July 1, 2018, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Management Association, and the unrepresented Assistant Chief of Police, and the unrepresented salary range of the classification of Chief of Police, are receiving an equity adjustment salary increase of 2.0%.

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**Section 7.** Effective January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Management Association, and the unrepresented Assistant Chief of Police, and the unrepresented salary range of the classification of Chief of Police, are increased by 2.5%.

**Section 8. 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 9. 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, DEC - 8 2015, 2015

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and PRESIDENT GIBSON  
MCELHANEY - 8

NOES- 0

ABSENT- 0

ABSTENTION- 0

ATTEST: 

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

DATE OF ATTESTATION: 12/11/15

Introduction Date

NOV 17 2015

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ATTACHMENT 3

LIST OF CLASSIFICATIONS		
REP	CLASS NUMBER	TITLE
UN1	EM122	Chief of Police
UN1	EM237	Chief of Police, Assistant
UN2	PS106	Captain of Police
UN2	PS107	Captain of Police (PERS)
UN2	EM134	Deputy Chief of Police
UN2	EM135	Deputy Chief of Police (PERS)

**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 SWORN EMPLOYEES PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE OAKLAND POLICE MANAGEMENT ASSOCIATION AND ASSISTANT CHIEF OF POLICE; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE 4% EFFECTIVE MAY 1, 2017; INCREASE 2.5% EFFECTIVE JANUARY 1, 2018; AND INCREASE OF 2.5% EFFECTIVE JANUARY 1, 2019 INCLUDING EQUITY ADJUSTMENTS OF 2.5% EFFECTIVE JANUARY 1, 2016, EQUITY ADJUSTMENTS OF 1.0% EFFECTIVE JANUARY 1, 2017, EQUITY ADJUSTMENTS OF 1.0% EFFECTIVE JANUARY 1, 2018, AND EQUITY ADJUSTMENTS OF 2.0% EFFECTIVE JULY 1, 2018**

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**DIGEST**

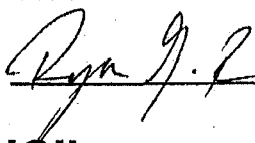
Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Adjust The Salary Rates For All Classifications Represented by the Oakland Police Management Association and Assistant Chief of Police; the Cost of Living Adjustments Shall Be As Follows: 4% Increase Effective July 1, 2015; 4% Increase Effective May 1, 2017; 2.5% Increase Effective January 1, 2018; and 2.5% Increase Effective January 1, 2019 Including Equity Adjustments Of 2.5% Effective January 1, 2016, Equity Adjustments Of 1.0% Effective January 1, 2017, Equity Adjustments Of 1.0% Effective January 1, 2018, And Equity Adjustments Of 2.0% Effective July 1, 2018.

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FILED  
OFFICE OF THE CITY CLERK  
OAKLAND  
INTRODUCED BY COUNCILMEMBER  
2018 NOV -5 PM 4:33

ATTACHMENT 2

APPROVED AS TO FORM AND LEGALITY

  
CITY ATTORNEY

**OAKLAND CITY COUNCIL**  
**ORDINANCE NO. 13341 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 SWORN EMPLOYEES PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE OAKLAND POLICE OFFICERS ASSOCIATION; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE OF 4% EFFECTIVE MAY 1, 2017, INCREASE OF 2.5% EFFECTIVE JANUARY 1, 2018, AND INCREASE OF 2.5% EFFECTIVE JANUARY 1, 2019 INCLUDING EQUITY ADJUSTMENTS OF 2.5% EFFECTIVE JANUARY 1, 2016, EQUITY ADJUSTMENTS OF 1.0% EFFECTIVE JANUARY 1, 2017, EQUITY ADJUSTMENTS OF 1.0% EFFECTIVE JANUARY 1, 2018, AND EQUITY ADJUSTMENTS OF 2.0% EFFECTIVE JULY 1, 2018**

**WHEREAS**, the Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association has been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California; and

**WHEREAS**, said agreement is approved and includes increases to salaries of 4 percent on July 1, 2015, 4% on May 1, 2017, 2.5% on January 1, 2018 and 2.5% on January 1, 2019 and equity adjustments of 2.5% on January 1, 2016, 1.0% on January 1, 2017, 1.0% on January 1, 2018 and 2.0% on July 1, 2018 for employees represented by Oakland Police Officers Association; 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 Oakland Police Officers Association are increased by 4%.

**Section 2.** Effective January 1, 2016, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are receiving an equity adjustment salary increase of 2.5%.

**Section 3.** Effective January 1, 2017, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are receiving an equity adjustment salary increase of 1.0%.

**Section 4.** Effective May 1, 2017, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are increased by 4%.

**Section 5.** Effective January 1, 2018, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are increased by 2.5%, and an equity adjustment salary increase of 1.0%.

**Section 6.** Effective July 1, 2018, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are receiving an equity adjustment salary increase of 2.0%.

**Section 7.** Effective January 1, 2019, the classifications and associated salaries listed in the current Memorandum of Understanding between the City of Oakland and the Oakland Police Officers Association are increased by 2.5%.

**Section 8. 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 9. 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.

DEC - 8 2015

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

PASSED BY THE FOLLOWING VOTE:

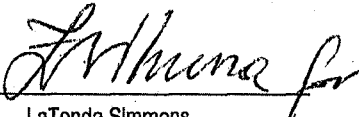
AYES- BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and PRESIDENT GIBSON  
MCELHANEY - 8

NOES- 0

ABSENT- 0

ABSTENTION- 0

ATTEST:

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

Introduction Date  
NOV 17 2015

DATE OF ATTESTATION: 12/11/15

## ATTACHMENT 3

LIST OF CLASSIFICATIONS		
REP	CLASS NUM	TITLE
PP1	PS151	Lieutenant of Police
PP1	PS152	Lieutenant of Police (PERS)
PP1	PS167	Police Officer
PP1	PS168	Police Officer (PERS)
PP1	PS178	Sergeant Of Police
PP1	PS179	Sergeant of Police (PERS)
PP1	PS189	Police Officer
PP1	PS190	Police Officer (PERS)
PP1	PS191	Sergeant of Police
PP1	PS192	Sergeant of Police (PERS)
PP1	PS193	Lieutenant of Police
PP1	PS194	Lieutenant of Police (PERS)
PT1	PS169	Police Officer Trainee

**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 SWORN EMPLOYEES PURSUANT TO THE MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE OAKLAND POLICE OFFICERS' ASSOCIATION; THE COST OF LIVING ADJUSTMENTS SHALL BE AS FOLLOWS: INCREASE OF 4% EFFECTIVE JULY 1, 2015; INCREASE 4% EFFECTIVE MAY 1, 2017; INCREASE 2.5% EFFECTIVE JANUARY 1, 2018; AND INCREASE OF 2.5% EFFECTIVE JANUARY 1, 2019 INCLUDING EQUITY ADJUSTMENTS OF 2.5% EFFECTIVE JANUARY 1, 2016, EQUITY ADJUSTMENTS OF 1.0% EFFECTIVE JANUARY 1, 2017, EQUITY ADJUSTMENTS OF 1.0% EFFECTIVE JANUARY 1, 2018, AND EQUITY ADJUSTMENTS OF 2.0% EFFECTIVE JULY 1, 2018**

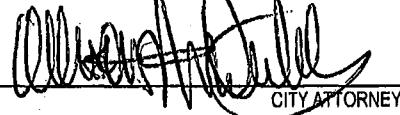
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**DIGEST**

Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Adjust The Salary Rates For All Classifications Represented by the Oakland Police Officers' Association; the Cost of Living Adjustments Shall Be As Follows: 4% Increase Effective July 1, 2015; 4% Increase Effective May 1, 2017; 2.5% Increase Effective January 1, 2018; and 2.5% Increase Effective January 1, 2019 Including Equity Adjustments Of 2.5% Effective January 1, 2016, Equity Adjustments Of 1.0% Effective January 1, 2017, Equity Adjustments Of 1.0% Effective January 1, 2018, And Equity Adjustments Of 2.0% Effective July 1, 2018.

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CITY ATTORNEY

INTRODUCED BY COUNCIL MEMBER  
 OFFICE OF THE CITY CLERK  
 OAKLAND

**2016 SEP 15 PM 1 OAKLAND CITY COUNCIL**  
**ORDINANCE NO. ~~12187~~ 13395 C.M.S.**

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO CHANGE THE TITLES OF INFORMATION SYSTEMS SUPERVISOR AND INFORMATION SYSTEMS MANAGER TO INFORMATION SYSTEMS MANAGER I AND INFORMATION SYSTEMS MANAGER II, RESPECTIVELY; AND TO INCREASE THE SALARY RATE FOR INFORMATION SYSTEMS MANAGER I**

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

**Section 1.** Ordinance No. 12187 C.M.S. "The Salary Ordinance" is hereby amended as set forth below. Additions are indicated by underscoring and deletions are indicated by ~~strike-through~~ type; portions of ordinances not cited or not shown in underscoring or strike-through type are not changed.

**Section 2.** Effective as of July 1, 2016, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit UM2.75.018.019 Pay Grade Table to read as follows:

Classification Title	Class No.	Step/Range	Salary
<u>Information Systems Manager I</u>	SC169	Step 1/Min	8566.21 8994.36
<del>Information Systems Supervisor</del>		Step 2	9017.83
		Step 3	9491.45
		Step 4	9991.48
		Step 5/Max	10517.87 11044.29

**Section 3.** Effective as set forth below, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit UM1.75.022 Pay Grade Table to read as follows:

Classification Title	Class No.	Range	Salary
<u>Information Systems Manager II</u>	EM187	Min	10412.31
		Max	12784.80

**Section 4.** Pursuant to City of Oakland Charter Section 216, this ordinance shall become effective immediately on final adoption if it receives six (6) or more affirmative votes; or, if it receives five (5) affirmative votes, it shall become effective upon the seventh day after final adoption.

IN COUNCIL, OAKLAND, CALIFORNIA, NOV 01 2016, 2016

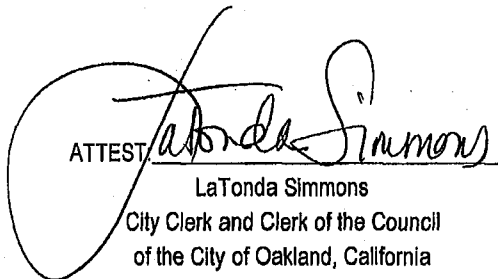
PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and ~~██████████~~ Gibson-McElwain

NOES- ~~██████████~~ - 8

ABSENT- 0

ABSTENTION- 0

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

DATE OF ATTESTATION 11-10-16

Introduction Date

OCT 04 2016

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO CHANGE THE TITLES OF INFORMATION SYSTEMS SUPERVISOR AND INFORMATION SYSTEMS MANAGER TO INFORMATION SYSTEMS MANAGER I AND INFORMATION SYSTEMS MANAGER II, RESPECTIVELY; AND TO INCREASE THE SALARY RATE FOR INFORMATION SYSTEMS MANAGER I**

**DIGEST**

Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Change The Titles Of Information Systems Supervisor And Information Systems Manager To Information Systems Manager I And Information Systems Manager II, Respectively; And To Increase The Salary Rate For Information Systems Manager I

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CITY ATTORNEY

INTRODUCED BY COUNCILMEMBER \_\_\_\_\_  
 OFFICE OF THE CITY CLERK  
 OAKLAND

2016 SEP 15 PM 1:57

**OAKLAND CITY COUNCIL**  
**ORDINANCE No. ~~13396~~ 13396 C.M.S.**

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADD THE PERMANENT PART-TIME CLASSIFICATIONS OF EARLY HEAD START INSTRUCTOR, PPT, HEAD START INSTRUCTOR, PPT, AND VAN DRIVER, PPT; REACTIVATE AND AMEND THE TITLE OF CURATOR OF HISTORY, CHIEF TO CURATOR OF AFRICAN AMERICAN MUSEUM & LIBRARY AT OAKLAND (AAMLO), CHIEF; CORRECT THE SALARY RATES FOR CABLE TV PRODUCTION & OPERATIONS MANAGER, ENVIRONMENTAL SERVICES ANALYST, ASSISTANT, AND CAPITAL IMPROVEMENT PROJECT COORDINATOR, ASSISTANT; ADJUST THE TITLE OF POLICE PROGRAM AND PERFORMANCE AUDITOR TO POLICE PROGRAM AND PERFORMANCE AUDIT SUPERVISOR; AND ADJUST THE TITLE OF AMERICANS WITH DISABILITIES ACT (ADA) PROJECTS COORDINATOR TO DISABILITY ACCESS COORDINATOR**

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

**Section 1.** Ordinance No. 12187 C.M.S. "The Salary Ordinance" is hereby amended upon passage unless otherwise specified in individual sections. Additions are indicated by underscoring and deletions are indicated by ~~strike-through type~~; portions of ordinances not cited or not shown in underscoring or strike-through type are not changed.

**Section 2.** Effective upon passage, the following classification is added in Ordinance No. 12187 C.M.S. in the Unit SD1.75.009 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Early Head Start Instructor, PPT</u>	<u>PPXXX</u>	<u>Step 1</u>	<u>18.66</u>
		<u>Step 2</u>	<u>19.65</u>
		<u>Step 3</u>	<u>20.69</u>
		<u>Step 4</u>	<u>21.77</u>
		<u>Step 5</u>	<u>22.92</u>

**Section 3.** Effective upon passage, the following classification is added in Ordinance No. 12187 C.M.S. in the Unit SD1.75.009 Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
<u>Head Start Instructor, PPT</u>	<u>PPXXX</u>	<u>Step 1</u>	<u>18.66</u>
		<u>Step 2</u>	<u>19.65</u>
		<u>Step 3</u>	<u>20.69</u>
		<u>Step 4</u>	<u>21.77</u>
		<u>Step 5</u>	<u>22.92</u>

**Section 4.** Effective upon passage, the following classification is added in Ordinance No. 12187 C.M.S. in the Unit SC1.80.XXX Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Step</b>	<b>Salary</b>
<u>Van Driver, PPT</u>	<u>TRXXX</u>	<u>Step 1</u>	<u>14.97</u>
		<u>Step 2</u>	<u>15.75</u>
		<u>Step 3</u>	<u>16.56</u>
		<u>Step 4</u>	<u>17.43</u>
		<u>Step 5</u>	<u>18.35</u>

**Section 5.** Effective as of March 16, 2016, the following classification is reactivated and amended in Ordinance No. 12187 C.M.S. in the Unit UM1.75.019 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Rate</b>	<b>Salary</b>
<u>Curator of African American Museum &amp; Library at Oakland (AAMLO), Chief Curator of History, Chief</u>	<u>EM131</u>	<u>Min</u>	<u>8994.37</u>
		<u>Max</u>	<u>11044.28</u>

**Section 6.** Effective as of March 31, 2015, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1.75.016 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Step</b>	<b>Salary</b>
<u>Cable TV Production &amp; Operations Manager</u>	<u>TC136</u>	<u>Step 1</u>	<u>7770.00</u> <u>7471.15</u>
		<u>Step 2</u>	<u>8179.10</u> <u>7864.52</u>
		<u>Step 3</u>	<u>8610.20</u> <u>8279.04</u>
		<u>Step 4</u>	<u>9063.30</u> <u>8714.71</u>
		<u>Step 5</u>	<u>9539.84</u> <u>9172.92</u>

**Section 7.** Effective as of April 25, 2015, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1.75.006 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Step</b>	<b>Salary</b>
<u>Environmental Services Analyst, Assistant</u>	<u>AP447</u>	<u>Step 1</u>	<u>4769.92</u> <u>4586.46</u>
		<u>Step 2</u>	<u>5020.66</u> <u>4827.56</u>
		<u>Step 3</u>	<u>5284.60</u> <u>5081.35</u>
		<u>Step 4</u>	<u>5563.20</u> <u>5349.23</u>
		<u>Step 5</u>	<u>5856.47</u> <u>5631.22</u>

**Section 8.** Effective as of April 25, 2015, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1.75.012 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Step</b>	<b>Salary</b>
Capital Improvement Project	AP448	Step 1	<u>6391.67</u> <u>6145.83</u>
Coordinator, Assistant		Step 2	<u>6728.92</u> <u>6470.12</u>
		Step 3	<u>7082.30</u> <u>6809.90</u>
		Step 4	<u>7456.21</u> <u>7169.43</u>
		Step 5	<u>7847.72</u> <u>7545.89</u>

**Section 9.** Effective upon passage, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit UM2.75.017 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Step</b>	<b>Salary</b>
<u>Police Program &amp; Performance Audit</u>	AP291	Step 1	8158.57
<u>Supervisor</u>		Step 2	8588.20
<u>Police Program and Performance</u>		Step 3	9039.82
<u>Auditor</u>		Step 4	9516.39
		Step 5	10016.39

**Section 10.** Effective upon passage, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit TW1UM2.75.016 Pay Grade Table to read as follows:

<b>Classification Title</b>	<b>Class No.</b>	<b>Step</b>	<b>Salary</b>
<u>Disability Access Coordinator</u>	AP382	Step 1	<u>7770.00</u> <u>7770.01</u>
<u>Americans with Disabilities Act (ADA)</u>		Step 2	<u>8179.10</u> <u>8179.10</u>
<u>Projects Coordinator</u>		Step 3	<u>8610.20</u> <u>8610.20</u>
		Step 4	<u>9063.30</u> <u>9063.30</u>
		Step 5	<u>9539.84</u> <u>9539.85</u>

**Section 11.** Pursuant to City of Oakland Charter Section 216, this ordinance shall become effective immediately on final adoption if it receives six (6) or more affirmative votes; or, if it receives five (5) affirmative votes, it shall become effective upon the seventh day after final adoption.

IN COUNCIL, OAKLAND, CALIFORNIA,  
PASSED BY THE FOLLOWING VOTE:

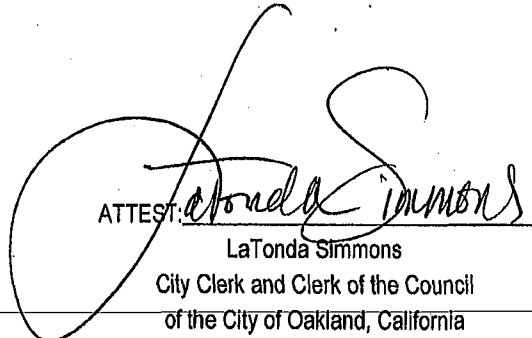
NOV 0 1 2016

AYES- BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and  Gibson - McElhenny  
- 8

NOES- 0

ABSENT- 0


ABSTENTION- 0

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

DATE OF ATTESTATION 11-10-16

**Introduction Date**

OCT 0 4 2016



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**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADD THE PERMANENT PART-TIME CLASSIFICATIONS OF EARLY HEAD START INSTRUCTOR, PPT, HEAD START INSTRUCTOR, PPT, AND VAN DRIVER, PPT; REACTIVATE AND AMEND THE TITLE OF CURATOR OF HISTORY, CHIEF TO CURATOR OF AFRICAN AMERICAN MUSEUM & LIBRARY AT OAKLAND (AAMLO), CHIEF; CORRECT THE SALARY RATES FOR CABLE TV PRODUCTION & OPERATIONS MANAGER, ENVIRONMENTAL SERVICES ANALYST, ASSISTANT, AND CAPITAL IMPROVEMENT PROJECT COORDINATOR, ASSISTANT; ADJUST THE TITLE OF POLICE PROGRAM AND PERFORMANCE AUDITOR TO POLICE PROGRAM AND PERFORMANCE AUDIT SUPERVISOR; AND ADJUST THE TITLE OF AMERICANS WITH DISABILITIES ACT (ADA) PROJECTS COORDINATOR TO DISABILITY ACCESS COORDINATOR**

**DIGEST**

Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") To Add the Permanent Part-time Classifications of Early Head Start Instructor, PPT, Head Start Instructor, PPT, and Van Driver, PPT; Reactivate and Amend the Title of Curator of History, Chief, to Curator of African American Museum & Library at Oakland (AAMLO), Chief; Correct the Salary Rates for Cable TV Production & Operations Manager, Environmental Services Analyst, Assistant, and Capital Improvement Project Coordinator, Assistant; Adjust the Title of Police Program and Performance Auditor to Police Program and Performance Audit Supervisor; and Adjust the Title of Americans with Disabilities Act (ADA) Projects Coordinator to Disability Access Coordinator

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INTRODUCED BY COUNCILMEMBER

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

*Caryl Casden*  
CITY ATTORNEY

**OAKLAND CITY COUNCIL**  
ORDINANCE NO. ~~12187~~ **13405** C.M.S.

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO CORRECT AN ERROR IN THE SALARY SCHEDULED FOR UNREPRESENTED EMPLOYEES IN CLASSIFICATIONS IN UNIT TL1 SO THE SALARY RATES FOR THE TL1 PART TIME CLASSIFICATIONS ALIGN WITH THEIR FULL TIME EQUIVALENT CLASSIFICATIONS**

**WHEREAS**, Pursuant to City Ordinance No. 12903 C.M.S., the City Administrator may grant unrepresented employees the same or lesser compensation and other terms and conditions of employment as provided to represented employees; and

**WHEREAS**, The City Administrator intends to grant effective July 1, 2015, all unrepresented employees in classifications in Unit TL1 the same salary increases that are provided to represented employees in the International Federation of Professional and Technical Engineers (IFPTE, Local 21) as presented and approved by City Council on October 20, 2015, and November 3, 2015.

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

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

**Section 1.** Effective July 1, 2015, the classifications and associated salaries in Unit TL1 shall be increased by 4%.

**Section 2.** Effective January 14, 2017, the classifications and associated salaries in Unit TL1 shall be 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 other section(s), subsection(s), clause(s) or phrase(s) may be declared invalid or unconstitutional.

**Section 4. Effective Date.** This ordinance shall become effective immediately on final adoption if it receives six (6) or more affirmative votes; otherwise, it shall become effective upon the seventh day after final adoption.

**DEC 13 2016**

IN COUNCIL, OAKLAND, CALIFORNIA, \_\_\_\_\_, 2016

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, CAMPBELL-WASHINGTON, GALLO, GUILLEN, KALB, KAPLAN, REID and PRESIDENT GIBSON-  
MCELHANEY - 8

NOES- 0

ABSENT- 0

ABSTENTION- 0

ATTEST:   
LaTonda Simmons

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

DATE OF ATTESTATION 12/16/2016

**Introduction Date**

**NOV 29 2016**

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO CORRECT AN ERROR IN THE SALARY SCHEDULED FOR UNREPRESENTED EMPLOYEES IN CLASSIFICATIONS IN UNIT TL1 SO THE SALARY RATES FOR THE TL1 PART TIME CLASSIFICATIONS ALIGN WITH THEIR FULL TIME EQUIVALENT CLASSIFICATIONS**

**DIGEST**

**Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to Correct an Error in the Salary Schedule for Unrepresented Employees in Classifications in Unit TL1 so the Salary Rates for the TL1 Part Time Classifications Align with their Full Time Equivalent Classifications**

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

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

*Ryan J. R.*  
CITY ATTORNEY

NOV -3 PM 5:11

**OAKLAND CITY COUNCIL**

**ORDINANCE NO. ~~12187~~ 13408 C.M.S.**

**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO CHANGE THE REPRESENTATION UNIT DESIGNATIONS OF THE CLASSIFICATIONS OF SPECIALTY COMBINATION INSPECTOR AND SPECIALTY COMBINATION INSPECTOR, SENIOR, AND AMEND THE SALARY SCHEDULE OF SPECIALTY COMBINATION INSPECTOR, SENIOR**

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

**Section 1.** Ordinance No. 12187 C.M.S. "The Salary Ordinance" is hereby amended upon passage unless otherwise specified in individual sections. Additions are indicated by underscoring and deletions are indicated by ~~strike-through type~~; portions of ordinances not cited or not shown in underscoring or strike-through type are not changed.

**Section 2.** Effective upon passage, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit SC1.80.XXX ~~SD1-75.065~~ Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Specialty Combination Inspector	IS119	Step 1	37.20
		Step 2	39.15
		Step 3	40.49
		Step 4	43.38
		Step 5	45.67

**Section 3.** Effective upon passage, the following classification is amended in Ordinance No. 12187 C.M.S. in the Unit SC1.80.XXX ~~SD1-75.068~~ Pay Grade Table to read as follows:

Classification Title	Class No.	Step	Salary
Specialty Combination Inspector, Senior	IS120	Step 1	41.69
		Step 2	43.89
		Step 3	46.18
		Step 4	48.62
		Step 5	51.18
		Step 6	47.21

**Section 4.** Pursuant to City of Oakland Charter Section 216, this ordinance shall become effective immediately on final adoption if it receives six (6) or more affirmative votes; or, if it receives five (5) affirmative votes, it shall become effective upon the seventh day after final adoption.

IN COUNCIL, OAKLAND, CALIFORNIA,  
PASSED BY THE FOLLOWING VOTE:

**DEC 13 2016**

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

NOES- MCELHANEY -8

ABSENT- 0

ABSTENTION- 0

ATTEST:

*LaTonda Simmons*

LaTonda Simmons

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

DATE OF ATTESTATION

12/16/2016

Introduction Date

**NOV 29 2016**

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**ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO ADJUST THE REPRESENTATION UNITS OF THE CLASSIFICATIONS OF SPECIALTY COMBINATION INSPECTOR AND SPECIALTY COMBINATION INSPECTOR, SENIOR, AND AMEND THE SALARY RATE OF SPECIALTY COMBINATION INSPECTOR, SENIOR**

**DIGEST**

**Ordinance Amending the Salary Schedule of Ordinance No. 12187 C.M.S. ("Salary Ordinance") to Adjust the Representation Units of the Classifications of Specialty Combination Inspector and Specialty Combination Inspector, Senior, and Amend the Salary Rate of Specialty Combination Inspector, Senior**

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**Section 3.** The provisions of this ordinance are effective as of January 14, 2017.

IN COUNCIL, OAKLAND, CALIFORNIA, MAY 02, 2017

PASSED BY THE FOLLOWING VOTE:

AYES- BROOKS, CAMPBELL-WASHINGTON, ~~WILLIAMS~~, GIBSON MCELHANEY, GUILLEN, KALB, ~~WILLIAMS~~, and PRESIDENT REID - 6

NOES- 0

ABSENT- 2 - *Gullo and Kaplan*

ABSTENTION- 0

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

DATE OF ATTESTATION *May 16, 2017*

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**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") EFFECTIVE JANUARY 14, 2017**

**Digest**

An Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") Effective January 14, 2017

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**AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") EFFECTIVE JANUARY 14, 2017**

**Digest**

An Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") Effective January 14, 2017

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**Oakland Tribune**

1970 Broadway, Suite 100  
Oakland, CA 94612  
510-723-2850

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OAKLAND, CITY OF  
KRISTAL SAMS, CITY CLERK'S OFC.  
1 FRANK H. OGAWA PLZ., 2ND FL.  
OAKLAND, CA 94612-1923

**PROOF OF PUBLICATION**

**FILE NO. A'Janée Landingham Sal Schdl**

In the matter of

**Oakland Tribune**

The Oakland Tribune

I am a citizen of the United States; I am over the age of eighteen years, and not a party to or interested in the above-entitled matter. I am the Legal Advertising Clerk of the printer and publisher of The Oakland Tribune, a newspaper published in the English language in the City of Oakland, County of Alameda, State of California.

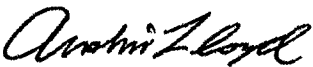
I declare that The Oakland Tribune is a newspaper of general circulation as defined by the laws of the State of California as determined by this court's order, dated December 6, 1951, in the action entitled In the Matter of the Ascertainment and Establishment of the Standing of The Oakland Tribune as a Newspaper of General Circulation, Case Number 237798. Said order states that "The Oakland Tribune is a newspaper of general circulation within the City of Oakland, and the County of Alameda, and the State of California, within the meaning and intent of Chapter 1, Division 7, Title 1 [§§ 6000 et seq.], of the Government Code of the State of California." Said order has not been revoked, vacated, or set aside.

I declare that the notice, of which the annexed is a printed copy, has been published in each regular and entire issue of said newspaper and not in any supplement thereof on the following dates, to wit:

**04/28/2017**

I certify (or declare) under penalty of perjury that the foregoing is true and correct.

Dated: April 28, 2017



Public Notice Advertising Clerk

Legal No. **0005945418**

**NOTICE AND DIGEST**

**6) An Ordinance Amending The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") Effective January 14, 2017**

An Ordinance Setting Forth The Salary Schedule Of Ordinance No. 12187 C.M.S. ("Salary Ordinance") Effective January 14, 2017

**Notice of Publication**

This Ordinance was introduced at the City Council meeting, Tuesday evening **March 21, 2017**, and passed to print **7 Ayes, 1 Excused Brooks**. Final adoption has been scheduled for the City Council meeting Tuesday evening **May 2, 2017, at 5:30 P.M.**, at One Frank H. Ogawa Plaza, Council Chamber, 3rd floor, Oakland, California.

Three full copies are available for use and examination by the public in the Office of the City Clerk at One Frank H. Ogawa Plaza, 1st floor, Oakland, California.

LATONDA SIMMONS, City Clerk  
**OT #5945418; Apr. 28, 2017**