

**CITY OF OAKLAND  
COUNCIL AGENDA REPORT**

FILED  
OFFICE OF THE CITY CLERK  
OAKLAND

TO: Office of the City Manager  
ATTN: Deborah Edgerly, City Manager  
FROM: Finance and Management Agency  
DATE: March 9, 2004  
RE: AN ORDINANCE AMENDING THE SALARY SCHEDULE OF  
ORDINANCE NO. 12187 C.M.S. (THE SALARY ORDINANCE) TO  
INCREASE THE SALARIES OF UNREPRESENTED EMPLOYEE JOB  
CLASSIFICATIONS IN UNITS UK1, U31, UN1 AND UR1

2004 FEB 26 PM 2:28

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**SUMMARY**

An ordinance has been prepared for consideration by the City Council that amends the Salary Schedule of Ordinance No. 12187 C.M.S. to increase the salaries of unrepresented employee job classifications. The ordinance amendment would increase salaries of unrepresented job classifications in Units UK1 (Executive Management), U31 (Confidential Employees), UN1 (Agency Director, Police Services) and UR1 (Agency Director, Fire Services) by three percent effective June 21, 2003; and, unrepresented job classifications in Units U31 by one percent effective July 3, 2004, four percent effective July 2, 2005, four percent effective July 1, 2006, and four percent effective June 30, 2007. The amounts of the increases were adopted by City Council on December 16, 2003 and January 20, 2004.

**FISCAL IMPACT**

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

**BACKGROUND**

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

**KEY ISSUES AND IMPACTS**

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

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Finance and Management Committee

**SUSTAINABLE OPPORTUNITIES**

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

**DISABILITY AND SENIOR CITIZEN ACCESS**

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

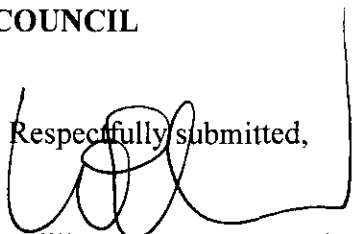
**RECOMMENDATION AND RATIONALE**

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

**ACTION REQUESTED OF THE CITY COUNCIL**

Approval of the Ordinance is requested.

Respectfully submitted,

  
William E. Noland, Interim Director  
Finance & Management Agency

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

APPROVED AND FORWARDED TO THE  
FINANCE AND MANAGEMENT COMMITTEE:

  
Office of the City Manager

Item # 4  
March 9, 2004

Finance and Management Committee

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

APPROVED AS TO FORM AND LEGALITY  
*Cydney Chinn*  
CITY ATTORNEY  
2004 FEB 26 PM 2:28

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

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

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

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

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

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

NOES-

ABSENT-

ABSTENTION-

ATTEST: \_\_\_\_\_  
CEDA FLOYD  
City Clerk and Clerk of the Council  
of the City of Oakland, California

**4**  
**FINANCE & MANAGEMENT CMTE.**

**MAR 9 2004**

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

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

**Digest**

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

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

Report Parameters

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Rep Unit: U31

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

Rep Unit: U31

Job Normal

Class Job Class Title Hrs Csb Status

AF041 Financial Analyst, Principal 75 CU

Grade Name Type Eff. Date

U31.75.019 M 06-JUL-2002

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

Job Normal

Class Job Class Title Hrs Csb Status

AP365 Exec Dir to Public Ethics Comm 75 CC

Grade Name Type Pay Scale

U31.75.018 M Rep U31 75 Hour

| Step | Point | Eff. Date   | Eff. Rate | (06/03) 3% | (07/04) 1% | (07/05) 4% | (07/06) 4% | (06/07) 4% |
|------|-------|-------------|-----------|------------|------------|------------|------------|------------|
| 1    | 171   | 06-JUL-2002 | 6832.43   | 7037.40    | 7107.78    | 7392.09    | 7687.77    | 7995.28    |
| 2    | 172   | 06-JUL-2002 | 7192.65   | 7408.43    | 7482.51    | 7781.81    | 8093.08    | 8416.81    |
| 3    | 173   | 06-JUL-2002 | 7570.41   | 7797.52    | 7875.50    | 8190.52    | 8518.14    | 8858.86    |
| 4    | 174   | 06-JUL-2002 | 7969.22   | 8208.30    | 8290.38    | 8622.00    | 8966.88    | 9325.55    |
| 5    | 175   | 06-JUL-2002 | 8389.09   | 8640.76    | 8727.17    | 9076.25    | 9439.30    | 9816.87    |
| 6    | 176   | 06-JUL-2002 | 8765.67   | 9028.64    | 9118.93    | 9483.68    | 9863.03    | 10257.55   |

Job Normal  
 Class Job Class Title Hrs Csb Status  
 EMI09 Assist Director, Parks & Rec 75 CU  
 Grade Name Type Eff. Date

U31.75.024 M 06-JUL-2002

| Eff. Rate  | Min      | Max      |
|------------|----------|----------|
| (06/03) 3% | 9156.29  | 11242.76 |
| (07/04) 1% | 9430.98  | 11580.04 |
| (07/05) 4% | 9525.29  | 11695.84 |
| (07/06) 4% | 9906.30  | 12163.67 |
| (06/07) 4% | 10302.56 | 12650.22 |
|            | 10714.66 | 13156.23 |

Rep Unit: U31

| Job Class    | Job Class Title                   | Normal Hrs | Csb Status        |
|--------------|-----------------------------------|------------|-------------------|
| EM110        | Assist Director, Pub Works Agency | 75         |                   |
| -----        |                                   |            |                   |
| U31.75.025 M | 06-JUL-2002                       | Eff. Rate  |                   |
|              |                                   | (06/03) 3% | 9614.76 11804.13  |
|              |                                   | (07/04) 1% | 9903.20 12156.25  |
|              |                                   | (07/05) 4% | 10002.24 12279.83 |
|              |                                   | (07/06) 4% | 10402.33 12771.03 |
|              |                                   | (06/07) 4% | 10818.42 13281.87 |
|              |                                   |            | 11251.16 13813.14 |

| Job Class    | Job Class Title               | Normal Hrs | Csb Status       |
|--------------|-------------------------------|------------|------------------|
| EM117        | Assistant to the City Manager | 75         |                  |
| -----        |                               |            |                  |
| U31.75.019 M | 06-JUL-2002                   | Eff. Rate  |                  |
|              |                               | (06/03) 3% | 7173.93 8808.95  |
|              |                               | (07/04) 1% | 7389.15 9073.22  |
|              |                               | (07/05) 4% | 7463.04 9163.95  |
|              |                               | (07/06) 4% | 7761.57 9530.51  |
|              |                               | (06/07) 4% | 8072.03 9911.73  |
|              |                               |            | 8394.91 10308.20 |

| Job Class    | Job Class Title          | Normal Hrs | Csb Status        |
|--------------|--------------------------|------------|-------------------|
| EM124        | City Attorney, Assistant | 75         |                   |
| -----        |                          |            |                   |
| U31.75.028 M | 06-JUL-2002              | Eff. Rate  |                   |
|              |                          | (06/03) 3% | 11130.48 13664.86 |
|              |                          | (07/04) 1% | 11464.39 14074.81 |
|              |                          | (07/05) 4% | 11579.03 14215.55 |
|              |                          | (07/06) 4% | 12042.19 14784.18 |
|              |                          | (06/07) 4% | 12523.88 15375.54 |
|              |                          |            | 13024.84 15990.56 |

Rep Unit: U31

Job  
 Class Job Class Title  
 EMI171 Manager, Agency Administrative  
 Grade Name Type Eff. Date

U31.75.022 M 06-JUL-2002

| Normal     |         | Csb Status |     |
|------------|---------|------------|-----|
| Hrs        | CU      | Min        | Max |
| 75         |         |            |     |
| Eff. Rate  |         |            |     |
| (06/03) 3% | 8304.87 | 10197.18   |     |
| (07/04) 1% | 8554.02 | 10503.10   |     |
| (07/05) 4% | 8639.56 | 10608.13   |     |
| (07/06) 4% | 8985.14 | 11032.45   |     |
| (06/07) 4% | 9344.55 | 11473.75   |     |
|            | 9718.33 | 11932.70   |     |

Job  
 Class Job Class Title  
 EMI172 Budget Director  
 Grade Name Type Eff. Date

U31.75.026 M 06-JUL-2002

| Normal     |          | Csb Status |     |
|------------|----------|------------|-----|
| Hrs        | CU       | Min        | Max |
| 75         |          |            |     |
| Eff. Rate  |          |            |     |
| (06/03) 3% | 10095.48 | 12394.81   |     |
| (07/04) 1% | 10398.35 | 12766.66   |     |
| (07/05) 4% | 10502.33 | 12894.32   |     |
| (07/06) 4% | 10922.42 | 13410.10   |     |
| (06/07) 4% | 11359.32 | 13946.50   |     |
|            | 11813.69 | 14504.36   |     |

Job  
 Class Job Class Title  
 EMI186 Manager, Human Resources  
 Grade Name Type Eff. Date

U31.75.023 M 06-JUL-2002

| Normal     |          | Csb Status |     |
|------------|----------|------------|-----|
| Hrs        | CU       | Min        | Max |
| 75         |          |            |     |
| Eff. Rate  |          |            |     |
| (06/03) 3% | 8721.56  | 10707.50   |     |
| (07/04) 1% | 8983.21  | 11028.73   |     |
| (07/05) 4% | 9073.04  | 11139.01   |     |
| (07/06) 4% | 9435.96  | 11584.57   |     |
| (06/07) 4% | 9813.40  | 12047.96   |     |
|            | 10205.94 | 12529.87   |     |



Job Rep Unit: U31

Job Class Job Class Title  
EMI89 Manager, Legal Admin Services  
Grade Name Type Eff. Date

U31.75.019 M 06-JUL-2002

| Normal     |         | Csb Status |     |
|------------|---------|------------|-----|
| Hrs        | CU      | Min        | Max |
| 75         |         |            |     |
| Eff. Rate  |         |            |     |
| (06/03) 3% | 7173.93 | 8808.95    |     |
| (07/04) 1% | 7389.15 | 9073.22    |     |
| (07/05) 4% | 7463.04 | 9163.95    |     |
| (07/06) 4% | 7761.57 | 9530.51    |     |
| (06/07) 4% | 8072.03 | 9911.73    |     |
|            | 8394.91 | 10308.20   |     |

Job Class Job Class Title  
EM204 Manager, Revenue  
Grade Name Type Eff. Date

U31.75.023 M 06-JUL-2002

| Normal     |          | Csb Status |     |
|------------|----------|------------|-----|
| Hrs        | CU       | Min        | Max |
| 75         |          |            |     |
| Eff. Rate  |          |            |     |
| (06/03) 3% | 8721.56  | 10707.50   |     |
| (07/04) 1% | 8983.21  | 11028.73   |     |
| (07/05) 4% | 9073.04  | 11139.01   |     |
| (07/06) 4% | 9435.96  | 11584.57   |     |
| (06/07) 4% | 9813.40  | 12047.96   |     |
|            | 10205.94 | 12529.87   |     |

Job Class Job Class Title  
EM206 Manager, Treasury  
Grade Name Type Eff. Date

U31.75.026 M 06-JUL-2002

| Normal     |          | Csb Status |     |
|------------|----------|------------|-----|
| Hrs        | CU       | Min        | Max |
| 75         |          |            |     |
| Eff. Rate  |          |            |     |
| (06/03) 3% | 10095.48 | 12394.81   |     |
| (07/04) 1% | 10398.35 | 12766.66   |     |
| (07/05) 4% | 10502.33 | 12894.32   |     |
| (07/06) 4% | 10922.42 | 13410.10   |     |
| (06/07) 4% | 11359.32 | 13946.50   |     |
|            | 11813.69 | 14504.36   |     |

Rep Unit: U31

Job Class Job Class Title Normal  
 EM212 Project Manager III Hrs  
 Grade Name Type Eff. Date 75 Csb Status  
 Min Max

| U31.75.025 M | 06-JUL-2002 | Eff. Rate  | 9614.76  | 11804.13 |
|--------------|-------------|------------|----------|----------|
|              |             | (06/03) 3% | 9903.20  | 12158.25 |
|              |             | (07/04) 1% | 10002.24 | 12279.83 |
|              |             | (07/05) 4% | 10402.33 | 12771.03 |
|              |             | (07/06) 4% | 10818.42 | 13281.87 |
|              |             | (06/07) 4% | 11251.16 | 13813.14 |

Job Class Job Class Title Normal  
 MA102 Adm'n Assistant to the Mayor Hrs  
 Grade Name Type Eff. Date 75 Csb Status  
 Min Max

| U31.75.036 M | 06-JUL-2002 | Eff. Rate  | 4376.40 | 7578.60 |
|--------------|-------------|------------|---------|---------|
|              |             | (06/03) 3% | 4507.70 | 7805.96 |
|              |             | (07/04) 1% | 4552.77 | 7884.02 |
|              |             | (07/05) 4% | 4734.88 | 8199.38 |
|              |             | (07/06) 4% | 4924.28 | 8527.35 |
|              |             | (06/07) 4% | 5121.25 | 8868.45 |

Job Class Job Class Title Normal  
 MA109 Citty Manager Analyst Hrs  
 Grade Name Type Eff. Date 75 Csb Status  
 Min Max

| U31.75.035 M | 06-JUL-2002 | Eff. Rate  | 4306.23 | 6459.35 |
|--------------|-------------|------------|---------|---------|
|              |             | (06/03) 3% | 4435.42 | 6653.13 |
|              |             | (07/04) 1% | 4479.78 | 6719.66 |
|              |             | (07/05) 4% | 4658.97 | 6988.45 |
|              |             | (07/06) 4% | 4845.32 | 7267.99 |
|              |             | (06/07) 4% | 5039.14 | 7558.71 |

Rep Unit: U31

| Job Class Title           | Normal Hrs | Csb Status        |
|---------------------------|------------|-------------------|
| MA113 Controller          | 75         |                   |
| Grade Name Type Eff. Date | Min        | Max               |
| U31.75.026 M 06-JUL-2002  |            |                   |
|                           | Eff. Rate  |                   |
|                           | (06/03) 3% | 10095.48 12394.81 |
|                           | (07/04) 1% | 10398.35 12766.66 |
|                           | (07/05) 4% | 10502.33 12894.32 |
|                           | (07/06) 4% | 10922.42 13410.10 |
|                           | (06/07) 4% | 11359.32 13946.50 |
|                           |            | 11813.69 14504.36 |

Job Class Title: Fire Department Personnel Officer  
 Normal Hrs: 75  
 Csb Status: CC

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

Job Rep Unit: U31

Job Class Title Normal  
 MA124 Human Res Analyst, Principal, PPT Hrs 75  
 Job Status S

| Grade Name | Type | Pay Scale       | Step | Point | Eff. Date   | Eff. Rate | (06/03) | (07/04) | (07/05) | (07/06) | (06/07) |
|------------|------|-----------------|------|-------|-------------|-----------|---------|---------|---------|---------|---------|
| U31.75.017 | M    | Rep U31 75 Hour | 1    | 161   | 06-JUL-2002 | 6507.30   | 6702.52 | 6769.55 | 7040.33 | 7321.94 | 7614.02 |
|            |      |                 | 2    | 162   | 06-JUL-2002 | 6849.98   | 7055.47 | 7126.03 | 7411.07 | 7707.51 | 8015.81 |
|            |      |                 | 3    | 163   | 06-JUL-2002 | 7210.19   | 7426.50 | 7500.76 | 7800.79 | 8112.83 | 8437.34 |
|            |      |                 | 4    | 164   | 06-JUL-2002 | 7590.29   | 7818.00 | 7896.18 | 8212.03 | 8540.51 | 8882.13 |
|            |      |                 | 5    | 165   | 06-JUL-2002 | 7989.10   | 8228.78 | 8311.07 | 8643.51 | 8989.25 | 9348.82 |

Normal

Job Class Title Normal  
 MA125 Human Res Analyst, Sr Supervising Hrs 75  
 Job Status CC

| Grade Name | Type | Pay Scale   | Step | Point | Eff. Date | Eff. Rate | (06/03)  | (07/04) | (07/05) | (07/06) | (06/07) |
|------------|------|-------------|------|-------|-----------|-----------|----------|---------|---------|---------|---------|
| U31.75.019 | M    | 06-JUL-2002 |      |       | 06/03     | 7173.93   | 8808.95  |         |         |         |         |
|            |      |             |      |       | 07/04     | 7389.15   | 9073.22  |         |         |         |         |
|            |      |             |      |       | 07/05     | 7463.04   | 9163.95  |         |         |         |         |
|            |      |             |      |       | 07/06     | 7761.57   | 9530.51  |         |         |         |         |
|            |      |             |      |       | 06/07     | 8072.03   | 9911.73  |         |         |         |         |
|            |      |             |      |       |           | 8394.91   | 10308.20 |         |         |         |         |

Rep Unit: U31

Job Class Job Class Title  
 MAL27 Human Resource Analyst, Principal

Normal  
 Hrs 75  
 Csb Status CC

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

Job Class Job Class Title  
 SCL66 Human Res Systems Analyst, Supv

Normal  
 Hrs 75  
 Csb Status CC

| Grade Name | Type | Pay Scale       | Step | Point | Eff. Date   | Eff. Rate | (06/03) | (07/04) | (07/05) | (07/06) | (06/07)  |
|------------|------|-----------------|------|-------|-------------|-----------|---------|---------|---------|---------|----------|
| U31.75.018 | M    | Rep U31 75 Hour | 1    | 171   | 06-JUL-2002 | 6832.43   | 7037.40 | 7107.78 | 7392.09 | 7687.77 | 7995.28  |
|            |      |                 | 2    | 172   | 06-JUL-2002 | 7192.65   | 7408.43 | 7482.51 | 7781.81 | 8093.08 | 8416.81  |
|            |      |                 | 3    | 173   | 06-JUL-2002 | 7570.41   | 7797.52 | 7875.50 | 8190.52 | 8518.14 | 8858.86  |
|            |      |                 | 4    | 174   | 06-JUL-2002 | 7969.22   | 8208.30 | 8290.38 | 8622.00 | 8966.88 | 9325.55  |
|            |      |                 | 5    | 175   | 06-JUL-2002 | 8389.09   | 8640.76 | 8727.17 | 9076.25 | 9439.30 | 9816.87  |
|            |      |                 | 6    | 176   | 06-JUL-2002 | 8765.67   | 9028.64 | 9118.93 | 9483.68 | 9863.03 | 10257.55 |

Rep Unit: U31

Job Class Job Class Title Normal  
 SC246 Open Government Coordinator Hrs 75 Csb Status CU

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

Job Class Job Class Title Normal  
 S9120 Exec Assist to Asst City Attorney Hrs 75 Csb Status BU

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

Rep Unit: U31

Job Class Title Normal  
 59121 Exec Assist to Asst City Manager Hrs 75 Csb Status CU

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

Job Class Title Normal  
 59122 Exec Assist to the City Attorney Hrs 75 Csb Status CU

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

Rep Unit: U31  
 Job Class Title: Normal  
 SSI26 Exec Assistant to the City Manager Hrs: 75  
 Csb Status: CU

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

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



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

Rep Unit: UKI  
Ordinance No: 10606

Effective Date & Increase  
-----  
Year1: 21 JUN-2003 3

Rep Unit: UK1 Ordinance Number: 10606

| Job          | Job Class Title                 | Normal Hrs | Csb Status |
|--------------|---------------------------------|------------|------------|
| EM102        | Agency Director, Admin services | 75         | CJ         |
| Grade Name   | Type Eff. Date                  | Min        | Max        |
| UK1.75.029 M | 06-JUL-2002                     | 11687.17   | 14347.87   |
|              |                                 | (06/03) 3% | 12037.79   |
|              |                                 |            | 14778.31   |

| Job          | Job Class Title            | Normal Hrs | Csb Status |
|--------------|----------------------------|------------|------------|
| EM103        | Agency Director, Financial | 75         | CJ         |
| Grade Name   | Type Eff. Date             | Min        | Max        |
| UK1.75.030 M | 06-JUL-2002                | 12270.77   | 15065.96   |
|              |                            | (06/03) 3% | 12638.90   |
|              |                            |            | 15517.94   |

| Job          | Job Class Title                  | Normal Hrs | Csb Status |
|--------------|----------------------------------|------------|------------|
| EM104        | Agency Director, Econ & Comm Dev | 75         | CJ         |
| Grade Name   | Type Eff. Date                   | Min        | Max        |
| UK1.75.030 M | 06-JUL-2002                      | 12270.77   | 15065.96   |
|              |                                  | (06/03) 3% | 12638.90   |
|              |                                  |            | 15517.94   |

Rep Unit: UK1 Ordinance Number: 10606

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

| Job          | Class                         | Job Class Title | Normal Hrs | CU       | CSB Status |
|--------------|-------------------------------|-----------------|------------|----------|------------|
| EM108        | Agency Director, Public Works |                 | 75         | CU       |            |
| Grade Name   | Type                          | Eff. Date       | Min        | Max      |            |
| UK1 75.030 M | 06-JUL-2002                   |                 | 12270.77   | 15065.96 |            |
| (06/03)      | 3%                            |                 | 12638.90   | 15517.94 |            |

| Job          | Class         | Job Class Title | Normal Hrs | CU       | CSB Status |
|--------------|---------------|-----------------|------------|----------|------------|
| EM123        | City Attorney |                 | 75         | CU       |            |
| Grade Name   | Type          | Eff. Date       | Min        | Max      |            |
| UK1 75.032 M | 06-JUL-2002   |                 | 13529.19   | 16609.75 |            |
| (06/03)      | 3%            |                 | 13935.07   | 17108.05 |            |

Rep Unit: UK1 Ordinance Number: 10606

| Job          | Job Class Title | Normal Hrs | Csb Status |
|--------------|-----------------|------------|------------|
| EM125        | City Auditor    | 75         | CJ         |
| Grade Name   | Type            | Eff. Date  | Min        |
| UK1 75 027 M | 06-JUL-2002     | 10600.68   | 13014.60   |
| (06/03)      | 3%              | 10918.70   | 13405.04   |

| Job          | Job Class Title | Normal Hrs | Csb Status |
|--------------|-----------------|------------|------------|
| EM126        | City Clerk      | 75         | CJ         |
| Grade Name   | Type            | Eff. Date  | Min        |
| UK1 75 025 M | 06-JUL-2002     | 9614.76    | 11804.13   |
| (06/03)      | 3%              | 9903.20    | 12158.25   |

| Job          | Job Class Title         | Normal Hrs | Csb Status |
|--------------|-------------------------|------------|------------|
| EM128        | City Manager, Assistant | 75         | CJ         |
| Grade Name   | Type                    | Eff. Date  | Min        |
| UK1 75 031 M | 06-JUL-2002             | 12884.78   | 16926.48   |
| (06/03)      | 3%                      | 13271.32   | 17434.28   |

Rep Unit: UK1 Ordinance Number: 10606

| Job          | Job Class Title                 | Normal Hrs | Csb Status |
|--------------|---------------------------------|------------|------------|
| EM145        | Director of Building & Planning | 75         | CU         |
| UK1.75.028 M | 06-JUL-2002                     | EFF. Rate  | Min Max    |
|              |                                 | 11130.48   | 13664.86   |
|              |                                 | 11464.39   | 14074.81   |

| Job          | Job Class Title            | Normal Hrs | Csb Status |
|--------------|----------------------------|------------|------------|
| EM146        | Director of Corporate Info | 75         | CU         |
| UK1.75.027 M | 06-JUL-2002                | EFF. Rate  | Min Max    |
|              |                            | 10600.68   | 13014.60   |
|              |                            | 10918.70   | 13405.04   |

| Job          | Job Class Title     | Normal Hrs | Csb Status |
|--------------|---------------------|------------|------------|
| EM149        | Director of Finance | 75         | CU         |
| UK1.75.027 M | 06-JUL-2002         | EFF. Rate  | Min Max    |
|              |                     | 10600.68   | 13014.60   |
|              |                     | 10918.70   | 13405.04   |

Rep Unit: UK1

Ordinance Number: 10606

|              |                           |          |            |
|--------------|---------------------------|----------|------------|
| Job          | Job Class Title           | Normal   | Csb Status |
| Class        | Director AIMS             | Hrs      | CU         |
| EM153        | Grade Name Type Eff. Date | 75       | Min Max    |
| UK1 75.026 M | 06-JUL-2002               |          |            |
|              | Eff. Rate                 | 10095.44 | 12394.74   |
|              | (06/03) 3%                | 10398.30 | 12766.59   |

|              |                                |          |            |
|--------------|--------------------------------|----------|------------|
| Job          | Job Class Title                | Normal   | Csb Status |
| Class        | Director of Housing & Comm Dev | Hrs      | CU         |
| EM154        | Grade Name Type Eff. Date      | 75       | Min Max    |
| UK1 75.026 M | 06-JUL-2002                    |          |            |
|              | Eff. Rate                      | 10095.44 | 12394.74   |
|              | (06/03) 3%                     | 10398.30 | 12766.59   |

|              |                              |          |            |
|--------------|------------------------------|----------|------------|
| Job          | Job Class Title              | Normal   | Csb Status |
| Class        | Director of Library Services | Hrs      | CU         |
| EM155        | Grade Name Type Eff. Date    | 75       | Min Max    |
| UK1 75.026 M | 06-JUL-2002                  |          |            |
|              | Eff. Rate                    | 10095.44 | 12394.74   |
|              | (06/03) 3%                   | 10398.30 | 12766.59   |

Ordinance Number: 10506

Rep Unit: UK1

| Job             | Job Class Title             | Normal   | Csb Status |
|-----------------|-----------------------------|----------|------------|
| Class           | Director of Museum Services | 75       | CU         |
| Grade Name      | Director of Museum Services | 75       | CU         |
| Grade Name Type | Eff. Date                   | Min      | Max        |
| UK1.75.027 M    | 06-JUL-2002                 | 10600.68 | 13014.60   |
|                 |                             | 10918.70 | 13405.04   |

| Job             | Job Class Title                | Normal   | Csb Status |
|-----------------|--------------------------------|----------|------------|
| Class           | Director of Parks & Recreation | 75       | CU         |
| Grade Name      | Director of Parks & Recreation | 75       | CU         |
| Grade Name Type | Eff. Date                      | Min      | Max        |
| UK1.75.026 M    | 06-JUL-2002                    | 10095.44 | 12394.74   |
|                 |                                | 10398.30 | 12766.59   |

| Job             | Job Class Title                | Normal   | Csb Status |
|-----------------|--------------------------------|----------|------------|
| Class           | Director of Personnel Res Mgmt | 75       | CU         |
| Grade Name      | Director of Personnel Res Mgmt | 75       | CU         |
| Grade Name Type | Eff. Date                      | Min      | Max        |
| UK1.75.027 M    | 06-JUL-2002                    | 10600.68 | 13014.60   |
|                 |                                | 10918.70 | 13405.04   |

Rep Unit: UK1 Ordinance Number: 10606

| Job Class    | Job Class Title           | Normal Hrs | Csb Status |
|--------------|---------------------------|------------|------------|
| EMI63        | Director of Public Works  | 75         | CU         |
|              | Grade Name Type Eff. Date | Min        | Max        |
| UK1 75.028 M | 06-JUL-2002               | 11130.48   | 13664.86   |
|              | (06/03) 3%                | 11464.39   | 14074.81   |

| Job Class    | Job Class Title                 | Normal Hrs | Csb Status |
|--------------|---------------------------------|------------|------------|
| EMI64        | Director of Retirement Services | 75         | CU         |
|              | Grade Name Type Eff. Date       | Min        | Max        |
| UK1 75.025 M | 06-JUL-2002                     | 9614.76    | 11804.13   |
|              | (06/03) 3%                      | 9903.20    | 12158.25   |

| Job Class    | Job Class Title           | Normal Hrs | Csb Status |
|--------------|---------------------------|------------|------------|
| EMI65        | Director, City Planning   | 75         | CU         |
|              | Grade Name Type Eff. Date | Min        | Max        |
| UK1 75.026 M | 06-JUL-2002               | 10095.44   | 12394.74   |
|              | (06/03) 3%                | 10398.30   | 12766.59   |



Rep Unit: UK1 Ordinance Number: 10506

| Job          | Class                            | Job Class Title | Normal   | Hrs      | Csb Status |
|--------------|----------------------------------|-----------------|----------|----------|------------|
| EM220        | Deputy Director, Comm & Econ Dev | 75              | CU       | Min      | Max        |
| UK1.75.029 M | 06-JUL-2002                      | EFF. Rate       | 11687.17 | 14347.87 |            |
| (06/03)      | 3%                               |                 | 12037.79 | 14778.31 |            |

| Job          | Class                             | Job Class Title | Normal   | Hrs      | Csb Status |
|--------------|-----------------------------------|-----------------|----------|----------|------------|
| EM221        | Director of Craft & Cultural Arts | 75              | CU       | Min      | Max        |
| UK1.75.026 M | 06-JUL-2002                       | EFF. Rate       | 10095.44 | 12394.74 |            |
| (06/03)      | 3%                                |                 | 10398.30 | 12766.59 |            |

| Job          | Class                | Job Class Title | Normal   | Hrs      | Csb Status |
|--------------|----------------------|-----------------|----------|----------|------------|
| EM228        | Director of Building | 75              | CU       | Min      | Max        |
| UK1.75.026 M | 06-JUL-2002          | EFF. Rate       | 10095.44 | 12394.74 |            |
| (06/03)      | 3%                   |                 | 10398.30 | 12766.59 |            |

|              |                 |                         |          |             |
|--------------|-----------------|-------------------------|----------|-------------|
| Job          | Rep Unit: UK1   | Ordinance Number: 10606 | Normal   |             |
| Class        | Job Class Title |                         |          |             |
| ET108        | City Manager    |                         | Hrs      | Casb Status |
| Grade Name   | Type Eff. Date  |                         | 75       | CU          |
| UK1.75.033.M | 06 JUL.2002     |                         | Min      | Max         |
|              |                 | EFF. Rate               |          |             |
|              |                 | (06/03) 3%              | 15661.57 | 20574.05    |
|              |                 |                         | 16131.41 | 21191.27    |

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

Report Parameters

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Rep Unit: UN1

Ordinance No: 10606

Effective Date % Increase

Year1: 21-JUN-2003 3

Ordinance Number: 10606

Job Temp Unit: UNI  
 Class Job Class Title Normal  
 EMI07 Agency Director, Police Services 80 CU  
 Grade Name Type Eff. Date Min Max  
 -----  
 UNI.80.030 M 06-JUL-2002 Eff. Rate 11914.06 14627.39  
 (06/03) 3% 12271.49 15066.21

Job Normal  
 Class Job Class Title Hrs Csb Status  
 EMI22 Chief of Police 80 CC  
 Grade Name Type Eff. Date Min Max  
 -----  
 UNI.80.002 M 06-JUL-2002 Eff. Rate 14480.53 17783.21  
 (06/03) 3% 14914.95 18316.70

Job Normal  
 Class Job Class Title Hrs Csb Status  
 EMI50 Director of Police Services (P&F) 80 CU  
 Grade Name Type Eff. Date Min Max  
 -----  
 UNI.80.001 M 06-JUL-2002 Eff. Rate 12031.46 14770.22  
 (06/03) 3% 12392.41 15213.33

Job Unit: UNI

Ordinance Number: 10606

| Job        | Class                              | Job Class Title | Hrs       | CU       | Csb Status |
|------------|------------------------------------|-----------------|-----------|----------|------------|
| EM161      | Director of Police Services (PERS) | 80              |           |          |            |
|            | Grade Name                         | Type            | Eff. Date | Min      | Max        |
| UNI.80.030 | M                                  | 06-JUL-2002     | EFF. Rate | 11914.06 | 14627.39   |
|            |                                    | (06/03)         | 3*        | 12271.49 | 15066.21   |

| Job        | Class                         | Job Class Title | Hrs       | CU       | Csb Status |
|------------|-------------------------------|-----------------|-----------|----------|------------|
| EM219      | Chief, Police Services Agency | 80              |           |          |            |
|            | Grade Name                    | Type            | Eff. Date | Min      | Max        |
| UNI.80.030 | M                             | 06-JUL-2002     | EFF. Rate | 11914.06 | 14627.39   |
|            |                               | (06/03)         | 3*        | 12271.49 | 15066.21   |

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

Report Parameters

Rep Unit: UK1

Ordinance No: 10606

Effective Date & Increase

Year1: 21-JUN-2003 3

|              |                                |                         |          |            |
|--------------|--------------------------------|-------------------------|----------|------------|
| Job          | Rep Unit: URI                  | Ordinance Number: 10606 | Normal   |            |
| Class        | Job Class Title                |                         | Hrs      | Cap Status |
| EM105        | Agency Director, Fire Services |                         | 80       | CU         |
| Grade Name   | Type Eff. Date                 |                         | Min      | Max        |
| URI.80.001 M | 06-JUL.2002                    | Eff. Rate               | 13371.95 | 16416.29   |
|              |                                | (06/03) 3%              | 13773.11 | 16908.78   |

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

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FINANCE & MANAGEMENT CMTE.

MAR 9 2004