CITY OF OAKLAND COUNCIL AGENDA REPORT

OFFICE OF THE CITY CLERK OAKLAND

2004 FEB 26 PM 2: 28

TO:

Office of the City Manager

ATTN: FROM:

Deborah Edgerly, City Manager 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

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 U31by 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.

March 9, 2004

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

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March 9, 2004

Finance and Management Committee

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INTRODUCED BY	COONCITMEMBEK		CITZONT PENEZ 26	PH 2: 28
	ORDINANCI	E NO	C.M.S.	- 20
12187 C.M.	S. (THE SALARY O	THE SALARY SCH ORDINANCE) TO IN E JOB CLASSIFICAT	CREASE THE SA	LARIES OF
The C	Council of the City of O	akland does hereby ordai	in that the salary sched	dule of
Ordinance No	o. 12187 C.M.S. shall b	e amended as follows:		
Salari	es for Miscellaneous Jo	bb Classifications in pay	grade table Units UK1	(Executive
Management), U31 (Confidential En	nployees), UN1 (Agency	Director, Police Serv	ices) and UR1
(Agency Dire	ector, Fire Services) wil	l be increased by three po	ercent effective June 2	21, 2003; and,
unrepresented	d job classifications in I	Units U31 by one percent	t effective July 3, 2004	4, four percent
effective July	2, 2005, four percent e	effective July 1, 2006, and	d four percent effectiv	e June 30,
2007 as set fo	orth in Exhibits A throu	gh D (Mass Update Repo	ort on Salary for Next	Five Years)
attached here	to and incorporated her	ein:		
	Exhibits A B C D	Pay Grade Table U31 UK1 UN1 UR1		
AYES-	BRUNNER, BROOM	KS, CHANG, NADEL, DE LA FUENTE	QUAN, REID, WAN	
NOES-				
ABSENT-				
ABSTENTIO	ON-			
		ATTEST:		

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

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.

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.

Report Parameters

Rep Unit: U31

Effective Date % Increase

	Year5:	rearq:	rears;	A	Y 6 6 1 1 :	<	
	30-JUN-2007	01-JUL-2006	02-JUL-2005	03-JUL-2004	21-JUN-2003		
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Rep Unit: U31

Job Class EM109 Grade 	Grade Name	Job Class AP365	Grade Name	AF041	Job Class
Job Class Title Assist Director, Parks . Name Type Eff. Date	Type Pay Scale	Job Class Title Exec Dir to Public Ethio	Type Eff. Date M 06-JUL-2002	Financial Analyst, Principal	Job Class Title
& Rec Eff. (06/03) (07/04) (07/05) (07/06) (06/07)	Step our 2 3	Ethics Comm	Eff. 1 (06/03) (07/04) (07/05) (07/06) (07/06) (06/07)	cipal	
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Max 11242.76 11580.04 11695.84 12163.67 12650.22 13156.23	Eff. Rate	Status	Max 8808.95 9073.22 9163.95 9530.51 9911.73		Status
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	7107.78 7482.51 7875.50 8290.38 8727.17 9118.93	(07/04)			
	7392.09 7781.81 8190.52 8622.00 9076.25 9483.68	(07/05)			
	48 7687.77 8093.08 8518.14 8966.88 9439.30 9863.03	(07/06)			
	7995.28 8416.81 8858.86 9325.55 9816.87	(06/07)			

Job Class Job Clas EM124 City Att Grade Name Type	Job Class Job EM117 Assi Grade Name (U31.75.019	Rep Unit: U31 Job Class Job Class EMI10 Assist Dir Grade Name Type E
Class Title Y Attorney, Type Eff. D M 06-JUL	Class stant Type M	class class st D1 Type M
Job Class Title City Attorney, Assistant ame Type Eff. Date	Title to the City Manager Eff. Date 06-JUL-2002 (06/03) (07/04) (07/05) (07/06) (07/06)	5 tt m ,
Eff. 06/03) 07/04) 07/05) 07/06) 06/07)		Pub Works Agency e (06/03) (07/04) (07/05) (07/06) (06/07)
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Max 13664.86 14074.81 14215.55 14784.18 15375.54	Max 	Max

Job Class Job Class Title Class Manager, Human Resources Grade Name Type Eff. Date	Job Class Job Class Title EM172 Budget Director Grade Name Type Eff. Date	Rep Unit: U31 Job Class Job Class Title EM171 Manager, Agency Administrative Grade Name Type Eff. Date
es Eff. (06/03) (07/04) (07/06) (06/07)	Eff. (06/03) (07/04) (07/05) (07/06)	strative Eff. (06/03) (07/04) (07/05) (07/06) (07/06)
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Status Max 10707.50 11028.73 11139.01 11584.57 12047.96 12529.87	Status Max 12394.81 12766.66 12894.32 13410.10 13946.50 14504.36	Status Max 10197.18 10503.10 10608.13 11032.45 11473.75 11932.70

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Normal Hrs Csb Status CU Min Max Eff. Rate (06/03) 3% 7389.15 9073.22 (07/04) 1% 7463.04 9163.95 (06/07) 4% 8072.03 9911.73 (06/07) 4% 8394.91 10308.20 Normal Hrs Csb Status Ccb CU Min Max Eff. Rate 8721.56 10707.50 (06/03) 3% 8983.21 11028.73 (07/04) 1% 9435.96 11584.57 (07/06) 4% 10205.94 12529.87 Normal Hrs Cu Min Max Eff. Rate 10095.48 12394.81 (06/03) 3% 10705.48 10398.35 1276.66 (07/04) 1% 10705.48 10398.35 1276.66 (07/04) 4% 10398.35 1276.66 (07/04) 4% 11359.32 13440.10 (07/06) 4% 11813.69 14504.36	Job Class Job Class Title EM206 Manager, Treasury Grade Name Type Eff. Date	Job Class Job Class Title EM204 Manager, Revenue Grade Name Type Eff. Date	Job Class Job Class Title EM189 Manager, Legal Admin ; Grade Name Type Eff. Date
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U31.75.017	Grade Name		. 1 n e p
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Rep U31 75 Hour	gay Sc	nent B	31 s Title er Eff. Date 06-JUL-2002
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V31	Job Class MA125 Grad	U31.	Grad	Job Class MA124
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U31.75.019 M 06-JUL-2002	oob Class Title Class Job Class Title IA125 Human Res Analyst, Grade Name Type Eff. Date	X Reg		Unit: U31 Job Class Title Human Res Analy
UL-2002	le lyst, Sr Date	Rep U31 75 Hour	y Scale	le lyst, Pri
Eff. (06/03) (07/04) (07/05) (07/06) (06/07)	Job Class Title Human Res Analyst, Sr Supervising lame Type Eff. Date			Unit: U31 Job Class Title Human Res Analyst, Principal, PPT
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		7040.33 7411.07 7800.79 8212.03 8643.51	(07/05)	
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		7614.82 8015.81 8437.34 8882.13 9348.82	(06/07)	

U31.75.018	Class Job SC166 Huma	U31.75.017	Rep Unit: U31 Job Class Job Class MA127 Human Res
M Rep U31 75 Hour	a		Unit: U31 Job Class Title Human Resource Analyst, Principal Hame Type Pay Scale Step
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7107.78 7482.51 7875.50 8290.38 8727.17 9118.93	(07/04) 1*	6769.55 7126.03 7500.76 7896.18 8311.07	(07/04) 18
7392.09 7781.81 8190.52 8622.00 9076.25 9483.68	(07/05)	7040.33 7411.07 7800.79 8212.03 8643.51	(07/05) 4*
7687.77 8093.08 8518.14 8966.88 9439.30 9863.03		7321.94 7707.51 8112.83 8540.51 8989.25	(07/06)
7995.28 8416.81 8858.86 9325.55 9816.87 10257.55	(06/07) 48	7614.82 8015.81 8437.34 8682.13 9348.82	(06/07)

U31.	Job Class SS120 Grad	U31.	Job Class SC246
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Rep U31 75 Hour	Cíty	Rep U31 75 Hour	rdinat
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4404.47 4636.04 4880.48 5136.60 5407.94	Status Eff. Rate	5098,01 5367,00 5648.86 5947.09 6259,35	Csb Status CU te Eff. Rate
4536.61 4775.13 5026.89 5290.70 5570.17	(06/03)	5250.95 5528.01 5818.32 6125.50 6447.13	{06/03}
4581.97 4822.88 5077.16 5343.61 5625.88	(07/04)	5303.46 5583.29 5876.51 6186.76 6511.60	(07/04)
4765.25 5015.79 5280.25 5557.35 5850.91	(07/05)	5515.59 5806.62 6111.57 6434.23 6772.07	(07/05)
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5154.10 5425.08 5711.11 6010.83 6328.35	(06/07)	5965. 67 6280. 45 6610. 27 6959. 26 7324. 67	(06/07)

U31.75.010 M Rep U31 75 Hour	ss Job Class T 22 Exec Assist ade Name Type	U31.75.009 M Rep U31 75 Hour	Rep Unit: U31 Job Class Title CS3121 Exec Assist to Asst City Manager SS121 Steele Steele Steele
ਜ i ਹਾਕਪਾਨਾ !	\ttorney Step	0.4 U V F	Manager Step
92 93 94	Hrs 75 Point	81 82 83 0 85	Normal Hrs 75
06-JUL-2002 06-JUL-2002 06-JUL-2002 06-JUL-2002 06-JUL-2002	ney 75 CU Step Point Eff. Date	06-JUL-2002 06-JUL-2002 06-JUL-2002 06-JUL-2002 06-JUL-2002	Normal Csb ger 75 CU
2 4624.30 2 4867.60 2 5123.74 2 5393.90 2 5678.10	Status Eff. Rate	2 4404.47 2 4636.04 2 4880.48 2 5136.60 2 5407.94	State
4763.07 5013.63 5277.45 5555.71 5848.45	(06/03) 3 \$	4536.61 4775.13 5026.89 5290.70 5570.17	(06/03)
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5003.13 5266.32 5543.44 5835.72 6143.21	(07/05) 4*	4765.25 5015.79 5280.25 5557.35 5850.91	(07/05) 48
5203.25 5476.97 5765.17 6069.15 6388.94	(07/06) 48	4955.86 5216.42 5491.46 5779.65 6084.95	(07/06)
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Mass Update Report on Salary for Next Five Years

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Grade Name U31.75.010	Rep Unit: U31 Job Class Job Class SS126 Exec Assis
Type Pay Scale	O Unit: U31 Norn Job Class Title Exec Assistant to the City Manager 75
1e 75 Hour	the City M
Step Po 11 92 2 92 3 93 94 95	N H anager
Step Point Eff. Date Eff. Rate	ia l
	Csb Status CU
(06/03) 3% 4763.07 5013.63 5277.45 5555.71 5848.45	
(07/04) 18 	
(07/05) 48 5003.13 5266.32 5543.44 5835.72 6143.21	
(07/06) 4% 5203.25 5476.97 5765.17 6069.15 6388.94	
(06/07) 4* 5411.39 5696.05 5995.78 6311.92 6644.49	

*** End of Report ***

Ordinance No: Rep Unit: UKI Year1: 21.JUN-2003 10606 Effective Date % Increase

UK1.75.029 M 06-JUL-2002		Rep Unit: UK1 Job Class Job Class Title EM102 Agency Director, Admin Services Grade Name Type Eff: Date
Eff. Rate (06/03) 3%		Ordinanc Services
Rate 3*		Ordinance Number: 10606 Normal Hrs Services 75
11687.17 12037.79	1	7
14347.87 14778.31	1 1 1 1	Csb Status CU Max

UK1.7	Job Class EM103 Grade
UK1.75.030 M 06-JUL-2002	Job Class Job Class Title EM103 Agency Director, F: Grade NamevType Eff. Date
06-JUL-2	Job Class Title Agency Director, Financial NamevType Eff. Date
	Fınancia Le
Eff. Rate (D6/03) 3%	1
Rate 3%	Normal Hrs 75
12270.77	l Csb CU Min
15065.96 15517.94	Status Max

UK1.75	Job Class EM104 Grade
.75.030 M	Job Cla Agency e Name Typ
UK1.75.030 M 06.JUL-2002	Job Class Title EM104 Agency Director, Econ & Comm Dev Grade Name Type Eff. Date
02	COD & C
Eff. Rate (06/03) 3%	omm Dev
3 E	Normal Hrs 75
12270.77 12638.90	•
15065.96 15517.94	Csb Status CU Min Max

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	UK1.75.030 M 06-JUL-2002	Grade Name Type Eff. Date	EM106 Agency Director, Life Enrichment			Rep Unit. UK1
(06	Eff. Rate			Hrs	Normal	Ordinance Number: 10606
12638.90	12270.77	Min	5	Csb	Ē	10606
15517.94	15065.96	Max		Status		

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

Job Class EM123 Grade
Job Class Title City Attorney Name Type Eff. D
Job Class Job Class Title Chass City Attorney Grade Name Type Eff. Date
Eff. Rate
Normal Hrs 75 Rate
Cyb CU Min 13529.19 13935.07
Max 16609.75

UK1.75.027 M 06-JUL-2002		10	EM125 City Auditor	Class Job Class Title	Job	Rep Unit: UK1 C
Eff. Rate (06/03) 3%						rdinan
æete 3≇			75	Hrs	Normal	Ordinance Number: 10606
10600.68 10918.70	1 1 1 1 1	Min	5	Csb	₽	10606
13014.60 13405.04		жьм		Csb Status		

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1	1111117			1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	,
Max	Min			Name Type Eff. Date	Grade
	8	75		EM126 City Clerk	EM126
Status	Csb	Hrs		Job Class Title	Class
	1	Normal			Job

16926.48	12884.78	Eff. Rate (/03) 3%	Eff. Rate (06/03) 3%	UK1.75 031 M 06 JUL-2002	75 031 M	UKI .
	1				:	
Max	Min			Grade Name Type Eff. Date	Name Type	Grade
	5	75		City Manager, Assistant	City Man	821WB
Csb Status	Csb	Hrs		s Title	Job Class Title	Class
	ū	Norma				Jub

13014.60 13405.04	10600.68 10918.70	Rate 3%	Eff. (06/03)	
Status	Csb CU Min	Normal Hrs 75	Info	Job Class Job Class Title EM146 Director of Comporate Grade NamevType Eff. Date
13664.86 14074.81	11130.48	Rate 3%	Eff. F (06/03)	
Max	1		s Planning	: n
Stutile	<u>n</u>	Normal Hrs		Job Class Job Clas s Title

13014.60 13405.04	10600.68 10918.70	Eff. Rate 5/03) 3%	Eff. Rate (06/03) 3%	06-JUL-2002	UK1.75.027 M 06-JUL-2002
Max	Min			Eff. Date	Grade Name Type Eff. Date
	5	75		Director of Finance	EM149 Director
Csb Status	Csb	Hrs		s Title	
	2	Normal			Jub

12394.74 12766.59	10095.44 10398.30	Eff. Rate (06/03) 3%		UK1.75 026 M 06 JUL-2002
			1	:
Max	Min		Eff. Date	Grade Name Type Eff. Date
	5	75	SHITE	EMISS Director AHIS
Status	Csb	Hrs	s Tutle	
	11	Normal		
	: 10606	Ordinance Number: 10606		ven outre day

12766.59	10398.30		(06/03) 3%			
12394.74	10095.44		Eff. Rate	06-JUL-2002	UK1.75.026 M 06.JUL-2002	
, , , , , , , , , , , , , , , , , , , ,	1 1 1 1 1			1 1 2 1 1 1 1 1	1	
Max	Min			Eff. Date	Grade Name Type Eff. Date	_
	5	75	Comm Dev	Director of Housing & Comm Dev	EM154 Director	[17]
o Status	Csb	Hrs		s Title		C
	_	Norma				بر

UK1 75.026 M	Job Class Job C EM155 Direc Grade Name 1
UK1 75.026 M 06-JUL 2002	Tob Plass Job Class Title M155 Director of Library Services Grade Name Type Eff. Date
Eff. Rate (06/03) 3%	Services
Rate 3%	Normal Hrs 75
10095.44 10398.30	l Csb CU Min
12394.74	Status Max

13405.04	10918.70	م مرا	\$5 (50/90)	400t	10.027	ONT.
	10600.68	R P	EFF Rate	TW1 75 027 M 06TIT.: 2002	75 007 M	1W1 75
	Min			Eff. Date	Grade Name Type Eff. Date	Grade
	5	75	vices	Director of Museum Services	Director	EM157
	Cab	Hrg		s Title	Job Class Title	Class
	FE 1	Normal				Job
	10606	Ordinance Number: 10606	Ordinand	₹1	Rep Unit: UK1	20.

	UKI.	:	Grade	EM158	Class	Job
	75.026 M	-	Name Type	Director	Job Class Title	
	UK1.75.026 M 06 JUL-2002		Grade Mame Type Eff. Date	Director of Parks & Recreation	Title	
(06/03) 3%	Eff. Rate			ecreation		
در مه	Rate			75	Hrs	Norma
10398.30	10095.44	1 1 1 1 1 1	Min	5	Csb	1
12766.59	12394.74		Max		Status	

13014.60 13405.04	10600.6B 10918.70	Rate 3%	Eff. Rate (06/03) 3%		UK1.75.0
1 1 1 1	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1				
Max	Min		,	Grade Name Type Eff. Date	Grade Name
	5	75	Res Mgmt	rector of Personnel	EM159 Di:
Status	Csb	Hrs		Job Class Title	Ç0
	_	Normal			qor

14074.81	11464.39	نیا مین	(06/03) 3%			
13664.86	11130.48	Eff. Rate	Eff.	06-JUL-2002	UK1 75.028 M	UK1
1 1 1 1 1 1	1 1 1 1 1 1 1			1 1 1 1 1 1		
Max	Min			Eff. Date	Grade Name Type Eff. Date	Grade
	5	75	rks	Director of Public Works	Director	EM163
Csb Status	Csb	Hrs		s Title	Job Class Title	Class
	1	Norma 1				Job
	10606	Ordinance Number: 10606	Ordinan	Kl	Rep Unit: UK1	

	51.7	1	Grade	EM164		Job
	75.025 M	:	Name Type	Director	Job Class Title	
	UK1.75.025 M 06-JUL-2002		Grade Name Type Eff. Date	Director of Retirement Services	s Title	
(06/03) 3%	Eff. Rate			Services		
نیا مهر	Rate			3 75	Hrs	Normal
9903.20	9614.76	# E E E E E E E E E E E E E E E E E E E	Min	5	Csb	•
12158.25	11804.13	1 1 1 1 1 1	Max		Status	

12394.74 12766.59	10095.44 10398.30	Eff. Rate 5/03) 3%	Eff. Rate (06/03) 3%	UK1.75.026 M 06.JUL-2002	JK1.75.026 M	UK1.
Csb Status CU Min Max	7	Norma Hrs 75	Đ.	Job Class Job Class Title CMA65 Director, City Planning Grade Name Type Eff. Date	Job Class Title Director, City Name Type Eff. D	Job Class EM165 Grade

14347.87 14778.31	11687.17 12037.79	** D	Eff. Rate /03) 3%	Eff. Rate (06/03) 3%	002	UK1.75.029 M 06-JUL-2002	75.029 M	UK1.
Max	Min				. μ	Grade Name Type Eff. Date	Name Type	Grade
	5	75	Dev	Econ	'omm &	Deputy Director, Comm & Econ Dev	Deputy D	EM220
Status	Csb	Hrs				s Title	Jub Class Title	Class
	,	Normal						Job
	10909	Ordinance Number: 10606	nce	Ordina		Ř1	Rep Unit: UKI	×

UK1.		Grade	EM221	Class	Job
75.026		Grade Name Type Eff. Date	Direc	Job Class Title	
90	:	ype Ef	tor of	lass T	
UK1.75.026 M 06-JUL-2002	1 1 1 1 1	f. Date	Craft &	itle	
Eff (06/03			Director of Craft & Cultural Arts		
Eff. Rate (06/03) 3%					
			75	Hrs	Normal
10095.44 10398.30	1 1 1 1 1 1 1 1	Min	5	Csb	
12394.74 12766.59		Max		Status	

UK1.75.026 M 06-JUL-2002		Job Class Job Class Title EM228 Director of Building Grade Name Type Eff. Date
002 Eff. Rate (06/03) 3%		ing
		Normal Hrs 75
10095.44 10398.30	1	Csb: CU Min
12394.74 12766.59	1 1 1	Status Max

	UK1.75 033 M 06 JUL-2002	Rep Unit: UK1 Job Class Job Class Title ET108 City Manager Grade Name Type Eff. Date
(06/03) 3%	Eff.	Ordinan
tu de	Eff. Rate	Ordinance Number: 10606 Normal Hrs 75
16131.41	15661.57	10606 1 Csb CU Min
21191.27	20574.05	Status Max

*** End of Report ***

Report Parameters

Rep Unit: UNI

Ordinance No: 10606

Effective Date % Increase

Yearl: 21-JUN-2003

14627.39 15066.21	11914.06 12271.49	₩ (B	Eff. Rate (06/03) 3%		06- חוו	UN1.80.030 M 06-JUL-2002	UN1.
	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1			-	1		1
Max	Min			Date	e Eff.	Grade Mame Type Eff. Date	Grade
	8	90	Services	Agency Director, Police Services	Directo	Agency 1	EM107
Status	Csb	Hrs		Ф	ss Titl	Job Class Title	Class
	_	Normal					Job
	10606	Number:	Ordinance Number: 10606		UN1	Tap Unit: UN1	
							•

UN1 .80 .002 M 06-JUL-2002	Job Class Job Class Title EM122 Chief of Police Grade Name Type Eff Date
Eff. Rate (06/03) 3%	
Eff. Rate 5/03) 3%	Normal Hrs 80
14480.53 14914.95	1 Csb
17783.21 18316.70	Status

	_		ត	EM	Cl.	Job
	JN1 .	•	rade	EM160	Class	0
	30.00	1	Name	Dir	Job	
	UN1.80.001 M 06-JUL-2002		Grade Name Type Eff. Date	Director of Police Services (P&F) 80	Job Class Title	
	06- ਹ	1	Eff.	of P	s Tit	
	UL-20	1 1 1 1	Date	olice	1e	
	20			Ser		
(E0/03) 3%	Ħ			rices		
E E	Eff. Rate			134)		
ني مه	ate			2	-	
				80	Hrs	Normal
1239	1203	1				_
12392,41	12031.46		Min	5	Csb	
152	147	:			Csb Status	
15213.33	14770.22	1	Max		SIL	
w	Ň	ı	×			

UN1.80.03	Grade Nume Type Eff. Date	EM161 Dia	Class Joh	dob	نا مِ:
M So	Type	rector o	Job Class Title		∍p únit: UNI
UN1.80.030 M 06-JUL-2002	Eff. Date	Director of Police Services (PERS) 80	Title		•
,0		Services			Ordin
Eff. Rate (06/03) 3%		(PERS)			Ordinance Number: 10606
		80	BIH	Norma i	mber:
11914.06 12271.49	min	5	Csb	-	10606
14627,39 15066,21	Max		Csb Status		

14627.39 15066.21	11914.06 12271.49	Eff. Rate (/03) 3%	Eff. Rate (06/03) 3%	UN1.80.030 M 06-JUL-2002	UN1.80.030 M
Csb Status CV Max	7	Normal Hrs 80	s Agency	Job Class Job Class Title EM219 Chief, Police Services Agency Grade Name Type Eff. Date	Job Class Job (EM219 Chief Grade Name 1

*** End of Report ***

Report Parameters

Rep Unit: UR1

Ordinance No: 10606

Effective Date % Increase

21-JUN-2003

	UR1.8	:	Grade	EM105	Class	Job	Re.
	0.001 M	:	Name Typ	Agency	Job Cla		Rep Unit: UR1
	UR1.80.001 M 06-JUL:2002		Grade Name Type Eff. Date	Agency Director, Fire Services	Job Class Title		UR1
	2002	1	Ce	Fire S			
(06/03) 3%	Eff.			ervices			Ordinan
S) Se	Rate			80	Hrs	Norma1	Ordinance Number: 10606
13773.11	13371.95		nim	5	Cap	a1	: 10606
16908.78	16416.29		Max		Status		

*** End of Report ***

FINANCE & MANAGEMENT CMTE.

MAR 9 2004