# CITY OF OAKLAND COUNCIL AGENDA REPORT



2004 MAR ! | PM 5: 14

TO:

Office of the City Manager

ATTN: FROM:

Deborah Edgerly, City Manager Finance and Management Agency

DATE:

March 16, 2004

RE:

SUPPLEMENTAL REPORT REGARDING AN ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. (THE SALARY ORDINANCE) TO INCREASE THE SALARIES OF UNREPRESENTED EMPLOYEE JOB CLASSIFICATIONS IN

UNITS UK1, U31, UN1 AND UR1.

### **SUMMARY**

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

### FISCAL IMPACT

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

### **BACKGROUND**

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

Item #**S-/0.29CC**March 16, 2004
City Council

### KEY ISSUES AND IMPACTS

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

## SUSTAINABLE OPPORTUNITIES

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

### DISABILITY AND SENIOR CITIZEN ACCESS

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

### RECOMMENDATION AND RATIONALE

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

### ACTION REQUESTED OF THE CITY COUNCIL

Approval of the Ordinance is requested.

Respectfully submitted.

Lillian E. Noland, Interim Director Finance & Management Agency

Prepared by:

Robin Young, Sr. Human Resource Analyst

Office of Personnel

APPROVED AND FORWARDED TO THE CITY COUNCIL:

City Council

INTRODUCED BY COUNCILMEMBER	INTRODUCED BY	COUNCILMEMBER
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APPROVED AS TO FORM AND LEGALITY
(cπχιητρενεχ 26 Fit 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
В	UK1
С	UN1
D	UR1

AYES-

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

NOES-

ABSENT-

ABSTENTION-

S-/0.29CC ORA/COUNCIL MAR 1 6 2004

ATTEST: \_\_\_\_

CEDA FLOYD

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

FINANCE & MANAGEMENT CMTE.

2004



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.



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

Report Parameters

Rep Unit: U31

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

# Rep Unit: U31

U31.75.02	Job Class EM109 Grade	U31.75.018	Grade Name	Job Class AP365		Grade  U31.	AF041	Class	Job
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		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) 48						
		7995.28 8416.81 8858.86 9325.55 9816.87 10257.55	(06/07) 48						

U31.75.028 M 06-JUL-2002	Class Title Y Attorney, Type Eff. I	Job Class Title Class Table EM117 Assistant to the Cit Grade Name Type Eff. Date	Job Class Job Class Title Class Job Class Title EM110 Assist Director, Pub Grade Name Type Eff. Date
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13664.86 14074.81 14215.55 14784.18 15375.54 15990.56		Status  Max  8808.95 9073.22 9163.95 9530.51 9911.73 10308.20	Max 11804.13 12158.25 12279.83 12771.03 13281.87 13813.14

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Grade Name Type Eff. Date
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ж 06-	Job Class Title Human Res Analyst, Sr Supervising dame Type Eff. Date	<b>X</b>	Type !	
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U31.75.009		Job Class Job Cl SS120 Exec A	U31.75.014		Rep Unit: U31 Job Class Job Class SC246 Open Gove
M Rep U31 75 Hour	Type Pay Scale	Job Class Title Exec Assist to Asst City Attorney	M Rep U31 75 Hour	Pay Scale	Unit: U31 Job Class Title Open Government Coordinator
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81 83 84	Point	Normal Hrs 75	131 132 133 134 135	Step Point	Normal Hrs 75
06-JUL-2002 06-JUL-2002 06-JUL-2002 06-JUL-2002 06-JUL-2002	Step Point Eff. Date		06-JUL-2002 06-JUL-2002 06-JUL-2002 06-JUL-2002 06-JUL-2002		CS P
4404.47 4636.04 4880.48 5136.60 5407.94	Eff. Rate	Csb Status BU	5098.01 5367.00 5648.86 5947.09 6259.35	Eff	Status
4536.61 4775.13 5026.89 5290.70 5570.17	(06/03)		5250.95 5528.01 5818.32 6125.50 6447.13	%E (06/03)	
4581.97 4822.88 5077.16 5343.61 5625.88	(07/04) 18		5303.46 5583.29 5876.51 6186.76	(07/04) 18	
4765.25 5015.79 5280.25 5557.35 5850.91	(07/05) 48		5515.59 5806.62 6111.57 6434.23 6772.07	(07/05) 48	
4955.86 5216.42 5491.46 5779.65 6084.95	(07/06) 44		5736.22 6038.89 6356.03 6691.59 7042.95	(07/06) 4 <b>8</b>	
5154.10 5425.08 5711.11 6010.83 6328.35	(06/07)		5965.45 6280.45 6610.27 6959.26 7324.67	(06/07) 48	

V31.75.010	0   2	Job Class SS122		U31.75.009	Grade Name	Job Class SS121
010	a me	Job (		909	ame	Job (
Z	Туре	Job Class Title Exec Assist to the City Attorney		Z :	Type	s Job Class Title 1 Exec Assist to Asst City Manager
Rep	Type Pay Scale	Titl.				Titi
Rep U31 75 Hour	Scal	the		Rep U31 75 Hour	Scal	Asst
75	0	Ct t		75	ē	F 011
lour		/ Att		dour		су ма
54621	Step	orney	ហៃ៤ល	2 1 1	Step	nager
91 92 93 94	Step Point Eff. Date	Normal Hrs 75	8 4 S	81 82		Normal Hrs 75
061	Eff	ם	061		西井	<b>a</b> l
06-JUL-2002 06-JUL-2002 06-JUL-2002 06-JUL-2002 06-JUL-2002	. Dat	0.0	06-JUL-2002 06-JUL-2002 06-JUL-2002	06-JUL-2002 06-JUL-2002	. Dat	0.0
2002 2002 2002 2002 2002	1 (B)	CC 48.0	2002 2002 2002	2002	ø	Cap s
4624.34 4867.60 5123.74 5393.90 5678.10	Eff. Rate	Csb Status CU	4880.48 5136.60 5407.94	4404.47	Eff. Rate	Status
34 60 74 90	i te		94 94	047	te	
4763.07 5013.63 5277.45 5555.71 5848.45	(06,		5026.89 5290.70 5570.17	4536.61	(06/	
4763.07 5013.63 5277.45 5555.71 5848.45	(06/03)		5026.89 5290.70 5570.17	4536.61	(06/03) 3 <b>8</b>	
481 506 533 561 590	(07		507 534 562	4581.97	(07	
4810.70 5063.77 5330.23 5611.27 5906.93	(07/04) 1 <b>3</b>		5077.16 5343.61 5625.88	4581.97 4822.88	(07/04) 1	
500 526 554 583	(07		51 51 51 60 51 52 51 51 60	476		
5003.13 5266.32 5543.44 5835.72 6143.21	(07/05) 48		5280.25 5557.35 5850.91	5.79	(07/05) 48	
	(0				(0	
5203.25 5476.97 5765.17 6069.15 6388.94	(07/06) 41		5491.46 5779.65 6084.95	55.80	(07/06)	
5411.39 5696.05 5995.78 6311.92	(06/07		5711.11 6010.83 6328.35	154.	(06/07	
39 78 92	- 45 		93 35	0 [	7)	

22-JAN-03 06:54 PM	
Mass Update Report on Salary for Next Five Years	

Page 12

Grade Name	Rep Un Job Class Job SS126 Exe
Type Pay Scale	Rep Unit: U31  Job Class Title  Exec Assistant to the City Manager
8   4 S E 4 8 6 1 6 6 1 6 6 1 6 1 6 1 6 1 6 1 6 1 6	Manage
Point 91 92 93 94 95	Normal Hrs r 75
Step Point Eff. Date Eff. Rate	_
Eff. Rate 4624.34 4867.60 5123.74 5393.90 5678.10	Csb Status CU
(06/03) 34 4763.07 5013.63 5277.45 5555.71 5848.45	
(07/04) 18 4810.70 5063.77 5330.23 5611.27 5906.93	
(07/05) 48 5003.13 5266.32 5543.44 5835.72 6143.21	
(07/06) 48 5203.25 5476.97 5765.17 6069.15 6388.94	

(06/07)
48
5411.39
5696.05
5995.78
6311.92

Report Parameters

Rep Unit: UK1

Ordinance No: 10606

Year1: 21 JUN-2003 Effective Date % Increase

UK1.75.029 M 06-JUL-2002	Job Class Job Class Title EM102 Agency Director, Ac Grade Hame Type Eff. Date
M 06-JUL-2002	Job Class Title  Agency Director, Admin Services  Hame Type Eff. Date
Eff. Rate (06/03) 3%	Services
ate 3%	Services 75  Hrs
11687.17	win Co Cap
14347.87	Status Max

UK1.75 030 M 06.JUL-2002	Job Class Job Class Title EM103 Agency Director, Financial Grade NamcvType Eff. Date
002 Eff. Rate (06/03) 3%	ınancial
	Normal Hrs 75
12270.77 15 12638.90 15	Csb Sta
15065.96 15517.94	Status Max

UK1.	Job Class EM104 Grade
75 030 1	Job C Agenc Name T
UK1.75 030 M 06 JUL-2002	Job Class Job Class Title EM104 Agency Director, Econ & Comm Dev Grade Name Type Eff. Date
2002	Econ &
Eff. Rate (06/03) 3%	Colum De
Rate 3%	Normal Hrs ev 75
12270.77	ll Ceb CU Min
15065.96 15517.94	Status Max

UKI 75.030 M 06-JUL-2002
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1
EM106 Agency Director, Life Enrichment Grade Name Type Eff. Date
Class Job Class Title
מפני

OK1.		Grade	EM108	Class	dop
75.030 M	:	Name Typ	Agency	Job Cla	
UK1.75.030 M 06-JUL-2002		Grade Name Type Eff. Date	Agency Director, Public Works	Job Class Title	
		Сe	Public		
Eff. Rate (06/03) 3%	1		Works		
Rate			75	Hrs	Norma
12270.77 12638.90		Min	9	Csb	_
15065.96 15517.94		Max		Status	

UK1.75.032 M 06-JUL-2002	Job Class Job Class Title EM123 City Attorney Grade Name Type Eff. Date
Eff. Rate (06/03) 3%	
Eff. Rate 5/03) 3%	Norma Hrs 75
13529,19 13935.07	csb CU Min
16609.75 17108.05	Status Max

Jub Class EM128 Gradu	Job Class EM126 Grade	Job Class EM125 Grad
Job (Jass Title M128 - Job (Jass Title M128 - City Manager, Assistant Grade Name Typo Eff. Date	Oob  Miss Job Class Title Mi26 City Clerk Grade Name Type Eff. Date UK1.75.025 M 06-JUL-2002	Rep Unit: UK1  Class Title  M125 City Auditor  Grade Name Type Eff. Date  UK1 75.027 M 06-UUL-2002
<del>ĭ</del>	Eff.   (06/03)	Ordinan
Normal Hrs 75	Normal Hrø 75 Rate	Ordinance Number: 10606 Normal Hrs 75 75 Eff. Rate 10600
cu cu Min	CSb CU Min 9614.76	1 10606 1 Csb Ctu Min 10600.68 10918.70
Status Max	Status Max  11804.13	Status Max 13014.60

UK1.75.031 M 06 JUL-2002

Eff. Rate (06/03) 3%

12884.78 13271.32

16926.48 17434.28

14074.81	11464.39	%	(26/03) 3%		
13664.86	11130.48	te	Eff. Rate	06-JUL-2002	UK1.75.028 M 06-JUL-2002
t				1	
Max	Min			Eff. Date	Grade Name Type Eff. Date
	9	75	& Planning	Director of Building & Planning	EM145 Director
Csb Status	Csb	Hrs		Job Class Title :	Class Job Clas
	-	Normal			Job
	10606	Number:	Ordinance Number: 10606	JK.1	Rep Unit UKI

Job Class Title EM149 Director of Finance Grade Name Type Eff. Date	Jub Class Jub class Title Class Jub class Title EM146 Director of Corporate Info Grade Name/Type Eff. Date UK1.75.027 M 06-JUL-2002 (06
Eff. Rate	Eff.
(06/03) 3%	/03)
Normal	Normal
Hrs	Hrs
75	75
Eff. Rate	Rate
10918.	1 Csb Cti Min 10600.68 10918.70
CSb Status	Status
CU Max	Max
in Max	13014.60
	13405.04

age	
σ	

UK1.	Grade	2 5 FW3	Class	Job	20
75.026 M	Name Type	Difector Allis	Job Class Title		Rep Unit. UK1
UK1.75.026 M 06 JUL-2002	Grade Name Type Eff. Date	AHHS	ss Title		JK1
Eff. Rate (06/03) 3%					Ordinan
Eff. Rate (/03) 3%		75	Hrs	Norma l	Ordinance Number: 10606
10				Ľ	 +:
10095.44	Min	5	Csb		606

UK1.		Grade	EM154	Class	Job
75.026 M		Name Туре	Director	Job Clas	
UK1.75.026 M 06-JUL-2002		Grade Name Type Eff. Date	c of Housing &	ss Title	
Eff. Rate (06/03) 3%			Comm Dev		
Eff. Rate 5/03) 3%			75	Hrs	Normal
10095.44 10398.30		Min	5	Csb	1
12394.74 12766.59	4 2 2 2 2 2	Max		Status	

UK1.75.026	Jub Class Job EM155 Dire Grade Name
UK1.75.026 M 06-JUL-2002	hob Mass Job Class Title M155 Director of Library Services Grade Name Type Eff. Date
Eff. Rate (06/03) 3%	Services
	Normal Hrs 75
10095.44	CSD C
12394.74 12766.59	Status Max

13405.04	10918.70	₩	(06/03) 3%			
13014.60	10600.68	Rate	Eff. Rate	UK1.75.027 M 06-JUL-2002	S. 027 M	UKI.S
	1 1 1 1 1 1					
Max	Min			Eff. Date	Grade Name Type Eff. Date	Grade
	5	75	ervices	Director of Museum Services	Director	EM15.2
Status	Csb	Hrs		Title	Job Class Title	
	1	Normal				dob
	10606	Ordinance Number: 10606	Ordinano	Ω	Reb Oute: OK	

Job Class EM159 Grade 1	Jub Class EM158 Grade  UK1.7
ss Job Class Title 59 Director of Per ade Hame Type Eff, D	Abs Job Class Title 1158 Director of Par Rade Name Type Eff. D UK1.75.026 M OG JUL
Ob Class Title Class Director of Personnel Res Mgmt Grade Hame Type Eff. Date UK1.75.027 M 06-JUL-2002 Eff.	Tub  Jass Job Class Title  M158 Director of Parks & Recreation  Grade Name Type Eff. Date  UK1.75.026 M 06 JUL 2002 Eff.  (06/03)
	Recreation Eff. (06/03)
Normal Hrs 75 Rate	Normal Hrs 75 75 Rate
10918.	Csb CU Min 10095.44
Csb Status CU Max 11	Status Max 1 12394.74 12766.59

(06/03) 3%	UK1.75.028 M 06-JUL-2002 Eff. Rate	 Grade Name Type Eff. Date	EM163 Director of Public Works	Class Job Class Title		Rep Unit: UK1 Ordinance Number: 10606
مه د	ate		75	Hrs	Normal	Number:
11464.39	11130.48	 Min	5	Csb	_	10606
14074.81	13664.86	 Max		Status		

듯	Grade	F91M3	Class	Jub
75.025 M	Name Type	Directo.	Job Cla	
UK1 75.025 M 06.JUL-2002	Grade Name Type Eff. Date	Director of Retirement Services	Job Class Title	
Eff. Rate (06/03) 3%		Services		
Rate 3%			Hrs	Normal
9614.76 9903.20	Min	5	Csb	_
11804.13 12158.25	Max		Status	

UK1.7	Job Class EM165 Grade
75,026 M 06-JUL-20	Job Class Job Class Title EM165 Director, City Plan Grade Name Type Eff. Date
02	Job Class Title Director, City Planning e Name Type Eff. Date
Eff. Rate (06/03) 3%	
Eff. Rate 5/03) 3%	Norma Hrs 75
10095.44	csb CU Min
12394.74 12766.59	Status Max

14778.31	12037.79	ند) عام	(06/03) 3%		
14347.87	11607.17	it e	Eff. Rate	06 JUL-2002	UK1.75.029 M 06 JUL-2002
					1 1 1 1 1 1 1
Max	Min			Eff. Date	Grade Name Type Eff. Date
	G	75	& Econ Dev	Deputy Director, Comm & Econ Dev	EM220 Deputy D
Status	Csb	Hrs		s Title	Class Job Class Title
	_	Normal			Job
	10606	Number:	Ordinance Number: 10606	1.3	Kep Unit: UKI

12766.59	10398.30		%E (E0/90)	(03)	(06	0000	0	
19394 74	10095 44		בורה בורה בורה	Į.	-	171 75 026 M 06	026 M	1 <del>K</del> 17K
Max	Min					Grade Name Type Eff. Date	edłą ame	Grade N
	9	75		A	Cultura	Director of Craft & Cultural Arts	Director	EM221
Cab Status	Cab	BIH				Fitle	Job Class Title	Class .
	11	Norma]						Job

12394.74 12766.59	10095.44 10398.30	Eff. Rate (/03) 3%	Eff. Rate (06/03) 3%		K1.75.026	c
	1 1 1 1 1 1 1					
Max	Min	75		EM228 Director of Building Grade Name Type Eff. Date	28 Dire ade Name	EM228 Grade
Status	ପଞ୍ଚ	Normal Hrs		Job Class Title		Job Cla

1 00
EO
10:25
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Mass Update Report on Salary for Next Five Years

Page 10

8 (06/03)	UK1.75.033 M 06 JUL-2002 Eff. Rate		Grade Name Type Eff. Date	City Manager 75	Job Class Title Hrs	No.
16131.41	15661.57	!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!!	Min	5	රූපට	Normal
21191.27	20574.05				Status	

Mags update Report on Salary for Next Five Years (Exhibit C)

Report Parameters

Rep Unit: UNI

Ordinance No: 10606 Effective Date % Increase

Year1: 21-JUN-2003

14627.39 15066.21	96	11914.06 12271.49		Rate	Eff. Rate (06/03) 3%	2002	06. JUL-:	UN1.80.030 M 06.JUL-2002	UN1.
Мах	Min O	<b>z</b> _	08	ß	Service	Police te	irector, Eff. Da	EM107 Agency Director, Police Services Grade Name Type Eff. Date	Grade
Status	G85		Hrs				s Title	Job Class Title	Class
		10606	mber: Normal	ce N	Ordinance Number: 10606		Z	∵ap Unit: UNI	40t

Job Class Title Class Title EM160 Director of Police Services (P&F) Grade Name Type Eff. Date UM1.80.001 M 06-JUL-2002 Eff. Ra	Job Class Job Class Title EM322 Chief of Police Grade Name Type Eff. Date
Normal Hrs Vices (P&F) 80 Eff. Rate	Normal Hrs 80 80 Eff. Rate (06/03) 3%
CSb	Csb
CU	CC
Min	Min
12031.46	14480,53
Status	Status
Max	Max
	17783.21
14770.22	18316.70

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# Mass Update Report on Salary for Next Five Years

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UKI . 80 . 030 M 06-JUL-2002	-p Unit: UNI Class Job Class Title EM161 Director of Police Grade Nume Type Eff. Date
002 Eff. Rate (06/03) 3%	-P Unit: UNI Ordinance Number: 10606  Job Class Title Normal Director of Police Services (PERS) 80 Nume Type Eff. Date
11914.06 14627.39 12271.49 15066.21	10606 Csb Status CU Min Max

UN1.80.030 M 06-JUL-2002	Clas ef, F Type
Eff. Rate (06/03) 3%	Agency
	Normal Hrs 80
11914.06 12271.49	Csb CU Min
14627.39 15066.21	Status Max

· Mass Update Report on Salary for Next Five Years

(Exhibit D)

Report Parameters

Rep Unit: UR1

Ordinance No: 10606

Effective Date % Increase

Year1: 21.JUN-2003

Rep Unit: UR1

Job Class Job Class Title EM105 Agency Director, Fire Services Grade Name Type Eff. Date

Ordinance Number: 10606
Normal
Hrs C
Services 80 C

UR1.80.00] M 06.JUL.2002

Eff. Rate (06/03) 3%

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**ORA/COUNCIL** 

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FINANCE & MANAGEMENT CMTE. MAR

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