

INTRODUCED BY COUNCILMEMBER 2019 OCT 31 PM 3:57

CITY ATTORNEY'S OFFICE

OAKLAND CITY COUNCIL

ORDINANCE NO. _____ C.M.S.

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN SB1, SC1, SD1, AND SI1 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2019; 2) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN SB1, SC1, SD1, AND SI1 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER NOVEMBER 1, 2019; 3) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED AND UNREPRESENTED UNITS IN SB1, SC1, SD1, SI1, IE1, TV1, U31, CON, TL1, U51, US1, UG1, UP1, UK1, AND UK2 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANUARY 1, 2020; 4) PROVIDE A 2% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN SB1, SC1, SD1, AND SI1 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2020; 5) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED AND UNREPRESENTED UNITS IN SB1, SC1, SD1, SI1, IE1, TV1, U31, CON, TL1, U51, US1, UG1, UP1, UK1, AND UK2 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANUARY 1, 2021

WHEREAS, the Tentative Agreement to the Memorandum of Understanding between the City of Oakland and the Service Employees International Union ("SEIU"), 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 include wage increases for employees represented by SEIU, Local 1021 in representation units SB1, SC1, SD1, and SI1 as follows: an increase of one percent (1%) effective the first full pay period following July 1, 2019; an increase of one percent (1%) effective the first full pay period following November 1, 2019; increase of one percent (1%) effective the first full pay period following January 1, 2020; increase of two percent (2%) effective the first full pay period following July 1, 2020; and an increase of one percent (1%) effective the first full pay period following January 1, 2021; and

WHEREAS, agreements with other City of Oakland Unions, including the International Brotherhood of Electrical Workers ("IBEW"), Local 1245 and Confidential Management Employee Association ("CMEA") contain "me too" provisions that now require additional increases for represented employees in representation units IE1, TV1, and U31 as follows: an increase of one percent (1%) effective the first full pay period following January 1, 2020 and an increase of one percent (1%) effective the first full pay period following January 1, 2021; and

WHEREAS, the City Administrator as permitted through City Ordinance No. 12903 C.M.S. adopted on November 18, 2008 shall provide select terms and conditions of employment and benefits to unrepresented employees in representation units CON, TL1, U51, US1, UG1, UP1, UK1, UK2 as follows: an increase of one percent (1%) effective the first full pay period following January 1, 2020 and an increase of one percent (1%) effective the first full pay period following January 1, 2021; and

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

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF OAKLAND DOES ORDAIN AS FOLLOWS:

SECTION 1. Effective the first full pay period after July 1, 2019, the classifications in representation units SB1, SC1, SD1, and SI1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by one percent (1%).

SECTION 2. Effective the first full pay period after November 1, 2019, the classifications in representation units SB1, SC1, SD1, and SI1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by one percent (1%).

SECTION 3. Effective the first full pay period after January 1, 2020, the classifications in representation units SB1, SC1, SD1, and SI1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by one percent (1%).

SECTION 4. Effective the first pay period after July 1, 2020, the classifications in representation units SB1, SC1, SD1, and SI1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by two percent (2%).

SECTION 5. Effective the first full pay period after January 1, 2021, the classifications in representation units SB1, SC1, SD1, and SI1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and SEIU, Local 1021 are increased by one percent (1%).

SECTION 6. Effective the first full pay period after January 1, 2020, the classifications in representation units IE1 and TV1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and IBEW, Local 1245 are increased by one percent (1%).

SECTION 7. Effective the first full pay period after January 1, 2021, the classifications in representation units IE1 and TV1 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and IBEW, Local 1245 are increased by one percent (1%).

SECTION 8. Effective the first full pay period after January 1, 2020, the classifications in representation units U31 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and CMEA are increased by one percent (1%).

SECTION 9. Effective the first full pay period after January 1, 2021, the classifications in representation units U31 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and CMEA are increased by one percent (1%).

SECTION 10. Effective the first full pay period after January 1, 2020, the classifications and salary schedules of certain unrepresented classifications (CON, TL1, U51, US1, UG1, UP1, UK1, and UK2) shall be increased by one percent (1%).

SECTION 11. Effective the first full pay period after January 1, 2021, the classifications and salary schedules of certain unrepresented classifications (CON, TL1, U51, US1, UG1, UP1, UK1, and UK2) shall be increased by one percent (1%).

SECTION 12. 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 13. 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,

PASSED BY THE FOLLOWING VOTE:

AYES - FORTUNATO BAS, GALLO, GIBSON MCELHANEY, KALB, REID, TAYLOR, THAO AND
PRESIDENT KAPLAN

NOES -

ABSENT -

ABSTENTION -

ATTEST: _____

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

Date of Attestation: _____

NOTICE AND DIGEST

ORDINANCE AMENDING THE SALARY SCHEDULE OF ORDINANCE NO. 12187 C.M.S. ("SALARY ORDINANCE") TO PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN SB1, SC1, SD1, AND S11 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2019; 2) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN SB1, SC1, SD1, AND S11 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER NOVEMBER 1, 2019; 3) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED AND UNREPRESENTED UNITS IN SB1, SC1, SD1, S11, IE1, TV1, U31, CON, TL1, U51, US1, UG1, UP1, UK1, AND UK2 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANUARY 1, 2020; 4) PROVIDE A 2% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN SB1, SC1, SD1, AND S11 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2020; 5) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED AND UNREPRESENTED UNITS IN SB1, SC1, SD1, S11, IE1, TV1, U31, CON, TL1, U51, US1, UG1, UP1, UK1, AND UK2 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANUARY 1, 2021

This Ordinance will provide wage increases to the classifications listed in the current Memorandum of Understanding between the City of Oakland and the Service Employees International Union, Local 1021 as follows: an increase of one percent (1%) effective the first full pay period following July 1, 2019; an increase of one percent (1%) effective the first full pay period following November 1, 2019; increase of one percent (1%) effective the first full pay period following January 1, 2020; increase of two percent (2%) effective the first full pay period following July 1, 2020; and an increase of one percent (1%) effective the first full pay period following January 1, 2021. The Ordinance also provides wage increases to the classifications listed in the current Memorandum of Understanding between the City of Oakland and the International Brotherhood of Electrical Workers ("IBEW"), Local 1245 and Confidential Management Employee Association ("CMEA") and the unrepresented employees in representation units CON, TL1, U51, US1, UG1, UP1, UK1, UK2 as follows: an increase of one percent (1%) effective the first full pay period following January 1, 2020 and an increase of one percent (1%) effective the first full pay period following January 1, 2021.

ATTACHMENT A

REP	CLASS	NUM	TITLE	STEP	TYPE	GRADE	7/13/2019 (1%)	11/2/2019 (1%)	1/11/2020 (1%)	7/11/2020 (2%)	1/9/2021 (1%)
SD1	AF001		Account Clerk I	1	H	SD1.75.005	19.97	20.17	20.38	20.78	20.99
SD1	AF001		Account Clerk I	2	H	SD1.75.005	21.04	21.26	21.47	21.90	22.12
SD1	AF001		Account Clerk I	3	H	SD1.75.005	22.14	22.36	22.58	23.03	23.26
SD1	AF001		Account Clerk I	4	H	SD1.75.005	23.31	23.54	23.78	24.25	24.49
SD1	AF001		Account Clerk I	5	H	SD1.75.005	24.53	24.78	25.03	25.53	25.78
SD1	AF048		Account Clerk I, PPT	1	H	SD1.75.005	19.97	20.17	20.38	20.78	20.99
SD1	AF048		Account Clerk I, PPT	2	H	SD1.75.005	21.04	21.26	21.47	21.90	22.12
SD1	AF048		Account Clerk I, PPT	3	H	SD1.75.005	22.14	22.36	22.58	23.03	23.26
SD1	AF048		Account Clerk I, PPT	4	H	SD1.75.005	23.31	23.54	23.78	24.25	24.49
SD1	AF048		Account Clerk I, PPT	5	H	SD1.75.005	24.53	24.78	25.03	25.53	25.78
SD1	AF020		Account Clerk II	1	H	SD1.75.022	23.45	23.68	23.92	24.40	24.64
SD1	AF020		Account Clerk II	2	H	SD1.75.022	24.69	24.93	25.18	25.69	25.94
SD1	AF020		Account Clerk II	3	H	SD1.75.022	25.98	26.24	26.50	27.03	27.30
SD1	AF020		Account Clerk II	4	H	SD1.75.022	27.35	27.62	27.90	28.45	28.74
SD1	AF020		Account Clerk II	5	H	SD1.75.022	28.78	29.07	29.36	29.95	30.25
SD1	AF002		Accountant I	1	H	SD1.75.052	32.01	32.33	32.66	33.31	33.64
SD1	AF002		Accountant I	2	H	SD1.75.052	33.70	34.04	34.38	35.07	35.42
SD1	AF002		Accountant I	3	H	SD1.75.052	35.48	35.83	36.19	36.92	37.29
SD1	AF002		Accountant I	4	H	SD1.75.052	37.37	37.74	38.12	38.88	39.27
SD1	AF002		Accountant I	5	H	SD1.75.052	39.32	39.71	40.11	40.91	41.32
SD1	AF021		Accountant II	1	H	SD1.75.058	36.81	37.18	37.55	38.31	38.69
SD1	AF021		Accountant II	2	H	SD1.75.058	38.75	39.13	39.52	40.31	40.72
SD1	AF021		Accountant II	3	H	SD1.75.058	40.78	41.18	41.60	42.43	42.85
SD1	AF021		Accountant II	4	H	SD1.75.058	42.94	43.37	43.80	44.68	45.13
SD1	AF021		Accountant II	5	H	SD1.75.058	45.19	45.64	46.10	47.02	47.49
SD1	AF049		Accounting Technician	1	H	SD1.75.050	31.16	31.48	31.79	32.43	32.75
SD1	AF049		Accounting Technician	2	H	SD1.75.050	32.81	33.14	33.47	34.14	34.48
SD1	AF049		Accounting Technician	3	H	SD1.75.050	34.53	34.88	35.22	35.93	36.29
SD1	AF049		Accounting Technician	4	H	SD1.75.050	36.35	36.71	37.08	37.82	38.20
SD1	AF049		Accounting Technician	5	H	SD1.75.050	38.26	38.64	39.03	39.81	40.21
SI1	SS100		Administrative Assistant I, PT	1	H	SI1.75.011	25.29	25.54	25.80	26.32	26.58
SI1	SS100		Administrative Assistant I, PT	2	H	SI1.75.011	26.65	26.92	27.19	27.73	28.01

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SI1	SS100	Administrative Assistant I, PT	3 H	SI1.75.011	28.04	28.32	28.61	29.18	29.47
SI1	SS100	Administrative Assistant I, PT	4 H	SI1.75.011	29.52	29.81	30.11	30.71	31.02
SI1	SS100	Administrative Assistant I, PT	5 H	SI1.75.011	31.07	31.38	31.70	32.33	32.65
SD1	SS102	Administrative Assistant I	1 H	SD1.75.029	25.30	25.56	25.81	26.33	26.59
SD1	SS102	Administrative Assistant I	2 H	SD1.75.029	26.65	26.92	27.19	27.73	28.01
SD1	SS102	Administrative Assistant I	3 H	SD1.75.029	28.05	28.33	28.62	29.19	29.48
SD1	SS102	Administrative Assistant I	4 H	SD1.75.029	29.53	29.83	30.12	30.73	31.03
SD1	SS102	Administrative Assistant I	5 H	SD1.75.029	31.09	31.40	31.71	32.35	32.67
SD1	SS103	Administrative Assistant I, PPT	1 H	SD1.75.028	25.30	25.56	25.81	26.33	26.59
SD1	SS103	Administrative Assistant I, PPT	2 H	SD1.75.028	26.65	26.92	27.19	27.73	28.01
SD1	SS103	Administrative Assistant I, PPT	3 H	SD1.75.028	28.05	28.33	28.62	29.19	29.48
SD1	SS103	Administrative Assistant I, PPT	4 H	SD1.75.028	29.53	29.83	30.12	30.73	31.03
SD1	SS103	Administrative Assistant I, PPT	5 H	SD1.75.028	31.09	31.40	31.71	32.35	32.67
SD1	AP108	Afr Amer Museum Curat Specialist PPT	1 H	SD1.75.033	25.80	26.06	26.32	26.85	27.11
SD1	AP108	Afr Amer Museum Curat Specialist PPT	2 H	SD1.75.033	27.16	27.43	27.70	28.26	28.54
SD1	AP108	Afr Amer Museum Curat Specialist PPT	3 H	SD1.75.033	28.59	28.88	29.17	29.75	30.05
SD1	AP108	Afr Amer Museum Curat Specialist PPT	4 H	SD1.75.033	30.09	30.39	30.70	31.31	31.63
SD1	AP108	Afr Amer Museum Curat Specialist PPT	5 H	SD1.75.033	31.67	31.99	32.31	32.95	33.28
SC1	TR203	Animal Care Attendant	1 H	SC1.80.062	20.54	20.75	20.96	21.37	21.59
SC1	TR203	Animal Care Attendant	2 H	SC1.80.062	21.62	21.84	22.06	22.50	22.72
SC1	TR203	Animal Care Attendant	3 H	SC1.80.062	22.76	22.98	23.21	23.68	23.92
SC1	TR203	Animal Care Attendant	4 H	SC1.80.062	23.96	24.20	24.44	24.93	25.18
SC1	TR203	Animal Care Attendant	5 H	SC1.80.062	25.22	25.47	25.73	26.24	26.50
SC1	TR202	Animal Care Attendant, PPT	1 H	SC1.80.062	20.54	20.75	20.96	21.37	21.59
SC1	TR202	Animal Care Attendant, PPT	2 H	SC1.80.062	21.62	21.84	22.06	22.50	22.72
SC1	TR202	Animal Care Attendant, PPT	3 H	SC1.80.062	22.76	22.98	23.21	23.68	23.92
SC1	TR202	Animal Care Attendant, PPT	4 H	SC1.80.062	23.96	24.20	24.44	24.93	25.18
SC1	TR202	Animal Care Attendant, PPT	5 H	SC1.80.062	25.22	25.47	25.73	26.24	26.50
SI1	TR201	Animal Care Attendant, PT	1 H	SI1.80.060	20.54	20.75	20.96	21.37	21.59
SI1	TR201	Animal Care Attendant, PT	2 H	SI1.80.060	21.62	21.84	22.06	22.50	22.72
SI1	TR201	Animal Care Attendant, PT	3 H	SI1.80.060	22.76	22.98	23.21	23.68	23.92
SI1	TR201	Animal Care Attendant, PT	4 H	SI1.80.060	23.96	24.20	24.44	24.93	25.18
SI1	TR201	Animal Care Attendant, PT	5 H	SI1.80.060	25.22	25.47	25.73	26.24	26.50
SC1	PS100	Animal Control Officer	1 H	SC1.80.012	26.21	26.47	26.74	27.27	27.54

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SC1	PS100	Animal Control Officer	2	H	SC1.80.012	27.60	27.88	28.15	28.72	29.00
SC1	PS100	Animal Control Officer	3	H	SC1.80.012	29.05	29.34	29.64	30.23	30.53
SC1	PS100	Animal Control Officer	4	H	SC1.80.012	30.59	30.89	31.20	31.83	32.14
SC1	PS100	Animal Control Officer	5	H	SC1.80.012	32.18	32.51	32.83	33.49	33.82
SC1	PS195	Animal Control Officer, PPT	1	H	SC1.80.012	26.21	26.47	26.74	27.27	27.54
SC1	PS195	Animal Control Officer, PPT	2	H	SC1.80.012	27.60	27.88	28.15	28.72	29.00
SC1	PS195	Animal Control Officer, PPT	3	H	SC1.80.012	29.05	29.34	29.64	30.23	30.53
SC1	PS195	Animal Control Officer, PPT	4	H	SC1.80.012	30.59	30.89	31.20	31.83	32.14
SC1	PS195	Animal Control Officer, PPT	5	H	SC1.80.012	32.18	32.51	32.83	33.49	33.82
SB1	TR100	Auto Equipment Mechanic	1	H	SB1.80.009	32.58	32.90	33.23	33.90	34.24
SB1	TR100	Auto Equipment Mechanic	2	H	SB1.80.009	34.31	34.65	35.00	35.70	36.06
SB1	TR100	Auto Equipment Mechanic	3	H	SB1.80.009	36.10	36.46	36.82	37.56	37.93
SB1	TR100	Auto Equipment Mechanic	4	H	SB1.80.009	38.01	38.39	38.77	39.55	39.94
SB1	TR100	Auto Equipment Mechanic	5	H	SB1.80.009	40.00	40.40	40.81	41.62	42.04
SB1	TR101	Auto Equipment Painter	1	H	SB1.80.009	32.58	32.90	33.23	33.90	34.24
SB1	TR101	Auto Equipment Painter	2	H	SB1.80.009	34.31	34.65	35.00	35.70	36.06
SB1	TR101	Auto Equipment Painter	3	H	SB1.80.009	36.10	36.46	36.82	37.56	37.93
SB1	TR101	Auto Equipment Painter	4	H	SB1.80.009	38.01	38.39	38.77	39.55	39.94
SB1	TR101	Auto Equipment Painter	5	H	SB1.80.009	40.00	40.40	40.81	41.62	42.04
SC1	TR102	Auto Equipment Service Worker	1	H	SC1.80.010	24.85	25.10	25.35	25.86	26.12
SC1	TR102	Auto Equipment Service Worker	2	H	SC1.80.010	26.17	26.43	26.69	27.22	27.50
SC1	TR102	Auto Equipment Service Worker	3	H	SC1.80.010	27.52	27.80	28.08	28.64	28.92
SC1	TR102	Auto Equipment Service Worker	4	H	SC1.80.010	28.98	29.27	29.56	30.15	30.45
SC1	TR102	Auto Equipment Service Worker	5	H	SC1.80.010	30.51	30.82	31.13	31.75	32.07
SB1	TR103	Blacksmith Welder	1	H	SB1.80.010	33.16	33.49	33.83	34.50	34.85
SB1	TR103	Blacksmith Welder	2	H	SB1.80.010	34.91	35.25	35.61	36.32	36.68
SB1	TR103	Blacksmith Welder	3	H	SB1.80.010	36.74	37.10	37.48	38.23	38.61
SB1	TR103	Blacksmith Welder	4	H	SB1.80.010	38.69	39.08	39.47	40.26	40.66
SB1	TR103	Blacksmith Welder	5	H	SB1.80.010	40.71	41.12	41.53	42.36	42.78
SC1	TC103	Cable TV Production Assistant	1	H	SC1.75.002	22.12	22.34	22.56	23.01	23.24
SC1	TC103	Cable TV Production Assistant	2	H	SC1.75.002	23.27	23.51	23.74	24.22	24.46
SC1	TC103	Cable TV Production Assistant	3	H	SC1.75.002	24.51	24.75	25.00	25.50	25.76
SC1	TC103	Cable TV Production Assistant	4	H	SC1.75.002	25.80	26.06	26.32	26.85	27.11
SC1	TC103	Cable TV Production Assistant	5	H	SC1.75.002	27.15	27.42	27.69	28.25	28.53

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SC1	AP122	Cable TV Production Assistant, PPT	1 H	SC1.75.002	22.12	22.34	22.56	23.01	23.24
SC1	AP122	Cable TV Production Assistant, PPT	2 H	SC1.75.002	23.27	23.51	23.74	24.22	24.46
SC1	AP122	Cable TV Production Assistant, PPT	3 H	SC1.75.002	24.51	24.75	25.00	25.50	25.76
SC1	AP122	Cable TV Production Assistant, PPT	4 H	SC1.75.002	25.80	26.06	26.32	26.85	27.11
SC1	AP122	Cable TV Production Assistant, PPT	5 H	SC1.75.002	27.15	27.42	27.69	28.25	28.53
SI1	AP123	Cable TV Production Assistant, PT	1 H	SI1.75.004	20.10	20.30	20.50	20.91	21.12
SI1	AP123	Cable TV Production Assistant, PT	2 H	SI1.75.004	21.18	21.39	21.61	22.04	22.26
SI1	AP123	Cable TV Production Assistant, PT	3 H	SI1.75.004	22.28	22.51	22.73	23.19	23.42
SI1	AP123	Cable TV Production Assistant, PT	4 H	SI1.75.004	23.46	23.69	23.93	24.41	24.65
SI1	AP123	Cable TV Production Assistant, PT	5 H	SI1.75.004	24.67	24.92	25.17	25.67	25.93
SC1	TR105	Camp Caretaker	1 H	SC1.80.042	29.64	29.94	30.24	30.84	31.15
SC1	TR105	Camp Caretaker	2 H	SC1.80.042	31.20	31.51	31.82	32.46	32.79
SC1	TR105	Camp Caretaker	3 H	SC1.80.042	32.84	33.17	33.50	34.17	34.51
SC1	TR105	Camp Caretaker	4 H	SC1.80.042	34.57	34.92	35.27	35.97	36.33
SC1	TR105	Camp Caretaker	5 H	SC1.80.042	36.37	36.74	37.10	37.85	38.22
SB1	TR112	Carpenter	1 H	SB1.80.017	33.82	34.16	34.50	35.19	35.55
SB1	TR112	Carpenter	2 H	SB1.80.017	35.60	35.96	36.32	37.04	37.41
SB1	TR112	Carpenter	3 H	SB1.80.017	37.48	37.85	38.23	38.99	39.38
SB1	TR112	Carpenter	4 H	SB1.80.017	39.45	39.85	40.24	41.05	41.46
SB1	TR112	Carpenter	5 H	SB1.80.017	41.54	41.95	42.37	43.22	43.65
SD1	AF003	Cashier	1 H	SD1.75.017	22.38	22.60	22.83	23.29	23.52
SD1	AF003	Cashier	2 H	SD1.75.017	23.55	23.79	24.02	24.50	24.75
SD1	AF003	Cashier	3 H	SD1.75.017	24.79	25.03	25.28	25.79	26.05
SD1	AF003	Cashier	4 H	SD1.75.017	26.11	26.37	26.63	27.17	27.44
SD1	AF003	Cashier	5 H	SD1.75.017	27.47	27.74	28.02	28.58	28.87
SD1	IS104	Code Enforcement Inspector, Assist	1 H	SD1.75.050	31.16	31.48	31.79	32.43	32.75
SD1	IS104	Code Enforcement Inspector, Assist	2 H	SD1.75.050	32.81	33.14	33.47	34.14	34.48
SD1	IS104	Code Enforcement Inspector, Assist	3 H	SD1.75.050	34.53	34.88	35.22	35.93	36.29
SD1	IS104	Code Enforcement Inspector, Assist	4 H	SD1.75.050	36.35	36.71	37.08	37.82	38.20
SD1	IS104	Code Enforcement Inspector, Assist	5 H	SD1.75.050	38.26	38.64	39.03	39.81	40.21
SD1	AF032	Collections Officer	1 H	SD1.75.056	34.29	34.63	34.98	35.68	36.03
SD1	AF032	Collections Officer	2 H	SD1.75.056	36.20	36.56	36.92	37.66	38.04
SD1	AF032	Collections Officer	3 H	SD1.75.056	38.08	38.46	38.85	39.63	40.02
SD1	AF032	Collections Officer	4 H	SD1.75.056	40.09	40.49	40.90	41.72	42.13

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SD1	AF032	Collections Officer	5	H	SD1.75.056	42.20	42.62	43.05	43.91	44.35
SD1	SS115	Computer Operator	1	H	SD1.75.027	24.52	24.77	25.01	25.51	25.77
SD1	SS115	Computer Operator	2	H	SD1.75.027	25.80	26.06	26.32	26.85	27.11
SD1	SS115	Computer Operator	3	H	SD1.75.027	27.16	27.43	27.70	28.26	28.54
SD1	SS115	Computer Operator	4	H	SD1.75.027	28.59	28.88	29.17	29.75	30.05
SD1	SS115	Computer Operator	5	H	SD1.75.027	30.09	30.39	30.70	31.31	31.63
SD1	SS116	Computer Operator, Senior	1	H	SD1.75.039	27.62	27.90	28.18	28.74	29.03
SD1	SS116	Computer Operator, Senior	2	H	SD1.75.039	29.08	29.37	29.66	30.26	30.56
SD1	SS116	Computer Operator, Senior	3	H	SD1.75.039	30.62	30.93	31.24	31.86	32.18
SD1	SS116	Computer Operator, Senior	4	H	SD1.75.039	32.23	32.56	32.88	33.54	33.88
SD1	SS116	Computer Operator, Senior	5	H	SD1.75.039	33.92	34.26	34.60	35.30	35.65
SB1	TR116	Concrete Finisher	1	H	SB1.80.009	32.58	32.90	33.23	33.90	34.24
SB1	TR116	Concrete Finisher	2	H	SB1.80.009	34.31	34.65	35.00	35.70	36.06
SB1	TR116	Concrete Finisher	3	H	SB1.80.009	36.10	36.46	36.82	37.56	37.93
SB1	TR116	Concrete Finisher	4	H	SB1.80.009	38.01	38.39	38.77	39.55	39.94
SB1	TR116	Concrete Finisher	5	H	SB1.80.009	40.00	40.40	40.81	41.62	42.04
SB1	TR205	Construction & Maint. Mech., PPT	1	H	SB1.80.017	33.82	34.16	34.50	35.19	35.55
SB1	TR205	Construction & Maint. Mech., PPT	2	H	SB1.80.017	35.60	35.96	36.32	37.04	37.41
SB1	TR205	Construction & Maint. Mech., PPT	3	H	SB1.80.017	37.48	37.85	38.23	38.99	39.38
SB1	TR205	Construction & Maint. Mech., PPT	4	H	SB1.80.017	39.45	39.85	40.24	41.05	41.46
SB1	TR205	Construction & Maint. Mech., PPT	5	H	SB1.80.017	41.54	41.95	42.37	43.22	43.65
SC1	TR197	Construction & Maintenance Leader	1	H	SC1.80.052	38.50	38.89	39.28	40.06	40.46
SC1	TR197	Construction & Maintenance Leader	2	H	SC1.80.052	40.48	40.88	41.29	42.12	42.54
SC1	TR197	Construction & Maintenance Leader	3	H	SC1.80.052	42.65	43.08	43.51	44.38	44.82
SC1	TR197	Construction & Maintenance Leader	4	H	SC1.80.052	44.93	45.37	45.83	46.75	47.21
SC1	TR197	Construction & Maintenance Leader	5	H	SC1.80.052	47.27	47.74	48.22	49.18	49.67
SB1	TR118	Construction & Maintenance Mechanic	1	H	SB1.80.017	33.82	34.16	34.50	35.19	35.55
SB1	TR118	Construction & Maintenance Mechanic	2	H	SB1.80.017	35.60	35.96	36.32	37.04	37.41
SB1	TR118	Construction & Maintenance Mechanic	3	H	SB1.80.017	37.48	37.85	38.23	38.99	39.38
SB1	TR118	Construction & Maintenance Mechanic	4	H	SB1.80.017	39.45	39.85	40.24	41.05	41.46
SB1	TR118	Construction & Maintenance Mechanic	5	H	SB1.80.017	41.54	41.95	42.37	43.22	43.65
SC1	IS106	Construction Inspector (Field)	1	H	SC1.80.063	31.06	31.37	31.68	32.32	32.64
SC1	IS106	Construction Inspector (Field)	2	H	SC1.80.063	32.69	33.02	33.35	34.01	34.35
SC1	IS106	Construction Inspector (Field)	3	H	SC1.80.063	34.41	34.75	35.10	35.80	36.16

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SC1	IS106	Construction Inspector (Field)	4	H	SC1.80.063	36.22	36.58	36.95	37.69	38.07
SC1	IS106	Construction Inspector (Field)	5	H	SC1.80.063	38.12	38.50	38.88	39.66	40.06
SC1	IS123	Construction Inspector (Office)	1	H	SC1.75.007	33.12	33.45	33.79	34.46	34.81
SC1	IS123	Construction Inspector (Office)	2	H	SC1.75.007	34.88	35.23	35.58	36.30	36.66
SC1	IS123	Construction Inspector (Office)	3	H	SC1.75.007	36.70	37.06	37.43	38.18	38.56
SC1	IS123	Construction Inspector (Office)	4	H	SC1.75.007	38.65	39.04	39.43	40.22	40.62
SC1	IS123	Construction Inspector (Office)	5	H	SC1.75.007	40.65	41.06	41.47	42.30	42.72
SC1	IS107	Construction Inspector, Sr (Field)	1	H	SC1.80.047	39.16	39.55	39.94	40.74	41.15
SC1	IS107	Construction Inspector, Sr (Field)	2	H	SC1.80.047	41.21	41.62	42.04	42.88	43.31
SC1	IS107	Construction Inspector, Sr (Field)	3	H	SC1.80.047	43.38	43.82	44.25	45.14	45.59
SC1	IS107	Construction Inspector, Sr (Field)	4	H	SC1.80.047	45.67	46.13	46.59	47.52	47.99
SC1	IS107	Construction Inspector, Sr (Field)	5	H	SC1.80.047	48.08	48.56	49.05	50.03	50.53
SD1	IS108	Construction Inspector, Sr (Office)	1	H	SD1.75.061	39.15	39.55	39.94	40.74	41.15
SD1	IS108	Construction Inspector, Sr (Office)	2	H	SD1.75.061	41.21	41.62	42.03	42.88	43.30
SD1	IS108	Construction Inspector, Sr (Office)	3	H	SD1.75.061	43.38	43.81	44.25	45.14	45.59
SD1	IS108	Construction Inspector, Sr (Office)	4	H	SD1.75.061	45.66	46.12	46.58	47.51	47.99
SD1	IS108	Construction Inspector, Sr (Office)	5	H	SD1.75.061	48.08	48.56	49.05	50.03	50.53
SD1	AP359	Contract Compliance Field Tech	1	H	SD1.75.036	26.77	27.04	27.31	27.86	28.14
SD1	AP359	Contract Compliance Field Tech	2	H	SD1.75.036	28.18	28.47	28.75	29.33	29.62
SD1	AP359	Contract Compliance Field Tech	3	H	SD1.75.036	29.66	29.96	30.26	30.86	31.17
SD1	AP359	Contract Compliance Field Tech	4	H	SD1.75.036	31.22	31.53	31.85	32.48	32.81
SD1	AP359	Contract Compliance Field Tech	5	H	SD1.75.036	32.86	33.19	33.52	34.19	34.54
SC1	SS207	Courier	1	H	SC1.80.059	16.69	16.85	17.02	17.36	17.54
SC1	SS207	Courier	2	H	SC1.80.059	17.56	17.73	17.91	18.27	18.45
SC1	SS207	Courier	3	H	SC1.80.059	18.46	18.65	18.83	19.21	19.40
SC1	SS207	Courier	4	H	SC1.80.059	19.43	19.63	19.82	20.22	20.42
SC1	SS207	Courier	5	H	SC1.80.059	20.46	20.66	20.87	21.29	21.50
SD1	PS114	Criminalist I	1	H	SD1.75.064	38.94	39.33	39.73	40.52	40.93
SD1	PS114	Criminalist I	2	H	SD1.75.064	40.99	41.40	41.81	42.65	43.07
SD1	PS114	Criminalist I	3	H	SD1.75.064	43.15	43.58	44.02	44.90	45.35
SD1	PS114	Criminalist I	4	H	SD1.75.064	45.41	45.87	46.32	47.25	47.72
SD1	PS114	Criminalist I	5	H	SD1.75.064	47.81	48.28	48.77	49.74	50.24
SC1	PS115	Crossing Guard, PPT	1	H	SC1.80.001	17.31	17.49	17.66	18.02	18.20
SC1	PS115	Crossing Guard, PPT	2	H	SC1.80.001	18.23	18.41	18.60	18.97	19.16

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SC1	PS115	Crossing Guard, PPT	3 H	SC1.80.001	19.20	19.39	19.59	19.98	20.18
SC1	PS115	Crossing Guard, PPT	4 H	SC1.80.001	20.19	20.40	20.60	21.01	21.22
SC1	PS115	Crossing Guard, PPT	5 H	SC1.80.001	21.24	21.46	21.67	22.10	22.32
SI1	PS116	Crossing Guard, PT	1 H	SI1.80.007	17.32	17.49	17.67	18.02	18.20
SI1	PS116	Crossing Guard, PT	2 H	SI1.80.007	18.23	18.42	18.60	18.97	19.16
SI1	PS116	Crossing Guard, PT	3 H	SI1.80.007	19.20	19.39	19.59	19.98	20.18
SI1	PS116	Crossing Guard, PT	4 H	SI1.80.007	20.19	20.39	20.60	21.01	21.22
SI1	PS116	Crossing Guard, PT	5 H	SI1.80.007	21.24	21.46	21.67	22.10	22.32
SC1	TR120	Custodian	1 H	SC1.80.062	20.54	20.75	20.96	21.37	21.59
SC1	TR120	Custodian	2 H	SC1.80.062	21.62	21.84	22.06	22.50	22.72
SC1	TR120	Custodian	3 H	SC1.80.062	22.76	22.98	23.21	23.68	23.92
SC1	TR120	Custodian	4 H	SC1.80.062	23.96	24.20	24.44	24.93	25.18
SC1	TR120	Custodian	5 H	SC1.80.062	25.22	25.47	25.73	26.24	26.50
SC1	TR121	Custodian, PPT	1 H	SC1.80.062	20.54	20.75	20.96	21.37	21.59
SC1	TR121	Custodian, PPT	2 H	SC1.80.062	21.62	21.84	22.06	22.50	22.72
SC1	TR121	Custodian, PPT	3 H	SC1.80.062	22.76	22.98	23.21	23.68	23.92
SC1	TR121	Custodian, PPT	4 H	SC1.80.062	23.96	24.20	24.44	24.93	25.18
SC1	TR121	Custodian, PPT	5 H	SC1.80.062	25.22	25.47	25.73	26.24	26.50
SI1	TR122	Custodian, PT	1 H	SI1.80.060	20.54	20.75	20.96	21.37	21.59
SI1	TR122	Custodian, PT	2 H	SI1.80.060	21.62	21.84	22.06	22.50	22.72
SI1	TR122	Custodian, PT	3 H	SI1.80.060	22.76	22.98	23.21	23.68	23.92
SI1	TR122	Custodian, PT	4 H	SI1.80.060	23.96	24.20	24.44	24.93	25.18
SI1	TR122	Custodian, PT	5 H	SI1.80.060	25.22	25.47	25.73	26.24	26.50
SD1	SS117	Data Entry Operator	1 H	SD1.75.012	21.28	21.49	21.70	22.14	22.36
SD1	SS117	Data Entry Operator	2 H	SD1.75.012	22.39	22.61	22.84	23.30	23.53
SD1	SS117	Data Entry Operator	3 H	SD1.75.012	23.57	23.81	24.05	24.53	24.77
SD1	SS117	Data Entry Operator	4 H	SD1.75.012	24.82	25.07	25.32	25.82	26.08
SD1	SS117	Data Entry Operator	5 H	SD1.75.012	26.12	26.38	26.65	27.18	27.45
SD1	SS118	Data Entry Operator, Senior	1 H	SD1.75.025	23.58	23.82	24.06	24.54	24.78
SD1	SS118	Data Entry Operator, Senior	2 H	SD1.75.025	24.83	25.08	25.33	25.84	26.09
SD1	SS118	Data Entry Operator, Senior	3 H	SD1.75.025	26.13	26.39	26.66	27.19	27.46
SD1	SS118	Data Entry Operator, Senior	4 H	SD1.75.025	27.51	27.79	28.06	28.63	28.91
SD1	SS118	Data Entry Operator, Senior	5 H	SD1.75.025	28.96	29.25	29.54	30.13	30.43
SD1	ET110	Drafting Technician, Int (Office)	1 H	SD1.75.051	31.25	31.57	31.88	32.52	32.84

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SD1	ET110	Drafting Technician, Int (Office)	2	H	SD1.75.051	32.90	33.23	33.56	34.23	34.57
SD1	ET110	Drafting Technician, Int (Office)	3	H	SD1.75.051	34.63	34.98	35.33	36.03	36.39
SD1	ET110	Drafting Technician, Int (Office)	4	H	SD1.75.051	36.46	36.83	37.19	37.94	38.32
SD1	ET110	Drafting Technician, Int (Office)	5	H	SD1.75.051	38.38	38.77	39.15	39.94	40.34
SD1	ET109	Drafting/Design Technician, Sr	1	H	SD1.75.062	38.06	38.44	38.83	39.60	40.00
SD1	ET109	Drafting/Design Technician, Sr	2	H	SD1.75.062	40.04	40.44	40.84	41.66	42.07
SD1	ET109	Drafting/Design Technician, Sr	3	H	SD1.75.062	42.16	42.58	43.00	43.86	44.30
SD1	ET109	Drafting/Design Technician, Sr	4	H	SD1.75.062	44.37	44.82	45.27	46.17	46.63
SD1	ET109	Drafting/Design Technician, Sr	5	H	SD1.75.062	46.70	47.17	47.64	48.59	49.08
SD1	PP113	Early Childhood Center Director	1	H	SD1.75.042	27.90	28.18	28.46	29.03	29.32
SD1	PP113	Early Childhood Center Director	2	H	SD1.75.042	29.38	29.67	29.97	30.57	30.87
SD1	PP113	Early Childhood Center Director	3	H	SD1.75.042	30.93	31.24	31.55	32.19	32.51
SD1	PP113	Early Childhood Center Director	4	H	SD1.75.042	32.55	32.88	33.21	33.87	34.21
SD1	PP113	Early Childhood Center Director	5	H	SD1.75.042	34.28	34.62	34.97	35.66	36.02
SD1	PP174	Early Head Start Instructor	1	H	SD1.75.009	20.80	21.01	21.22	21.64	21.86
SD1	PP174	Early Head Start Instructor	2	H	SD1.75.009	21.91	22.12	22.35	22.79	23.02
SD1	PP174	Early Head Start Instructor	3	H	SD1.75.009	23.06	23.29	23.53	24.00	24.24
SD1	PP174	Early Head Start Instructor	4	H	SD1.75.009	24.27	24.51	24.75	25.25	25.50
SD1	PP174	Early Head Start Instructor	5	H	SD1.75.009	25.55	25.80	26.06	26.58	26.85
SD1	PP179	Early Head Start Instructor, PPT	1	H	SD1.75.009	20.80	21.01	21.22	21.64	21.86
SD1	PP179	Early Head Start Instructor, PPT	2	H	SD1.75.009	21.91	22.12	22.35	22.79	23.02
SD1	PP179	Early Head Start Instructor, PPT	3	H	SD1.75.009	23.06	23.29	23.53	24.00	24.24
SD1	PP179	Early Head Start Instructor, PPT	4	H	SD1.75.009	24.27	24.51	24.75	25.25	25.50
SD1	PP179	Early Head Start Instructor, PPT	5	H	SD1.75.009	25.55	25.80	26.06	26.58	26.85
SC1	TR127	Electrical Painter	1	H	SC1.80.044	33.82	34.16	34.50	35.19	35.55
SC1	TR127	Electrical Painter	2	H	SC1.80.044	35.60	35.96	36.32	37.04	37.41
SC1	TR127	Electrical Painter	3	H	SC1.80.044	37.48	37.85	38.23	38.99	39.38
SC1	TR127	Electrical Painter	4	H	SC1.80.044	39.44	39.84	40.23	41.04	41.45
SC1	TR127	Electrical Painter	5	H	SC1.80.044	41.53	41.94	42.36	43.21	43.64
SB1	TR132	Electro-Mechanical Machinist	1	H	SB1.80.016	35.38	35.73	36.09	36.81	37.18
SB1	TR132	Electro-Mechanical Machinist	2	H	SB1.80.016	37.24	37.62	37.99	38.75	39.14
SB1	TR132	Electro-Mechanical Machinist	3	H	SB1.80.016	39.20	39.59	39.99	40.79	41.19
SB1	TR132	Electro-Mechanical Machinist	4	H	SB1.80.016	41.25	41.66	42.08	42.92	43.35
SB1	TR132	Electro-Mechanical Machinist	5	H	SB1.80.016	43.45	43.88	44.32	45.21	45.66

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SB1	TC107	Electronics Technician	1	H	SB1.80.014	36.37	36.74	37.10	37.85	38.22
SB1	TC107	Electronics Technician	2	H	SB1.80.014	38.27	38.65	39.04	39.82	40.22
SB1	TC107	Electronics Technician	3	H	SB1.80.014	40.30	40.70	41.11	41.93	42.35
SB1	TC107	Electronics Technician	4	H	SB1.80.014	42.42	42.84	43.27	44.14	44.58
SB1	TC107	Electronics Technician	5	H	SB1.80.014	44.65	45.10	45.55	46.46	46.92
SC1	ET123	Engineering Technician I (Field)	1	H	SC1.80.024	26.21	26.47	26.74	27.27	27.54
SC1	ET123	Engineering Technician I (Field)	2	H	SC1.80.024	27.59	27.86	28.14	28.71	28.99
SC1	ET123	Engineering Technician I (Field)	3	H	SC1.80.024	29.05	29.34	29.63	30.22	30.52
SC1	ET123	Engineering Technician I (Field)	4	H	SC1.80.024	30.57	30.87	31.18	31.81	32.12
SC1	ET123	Engineering Technician I (Field)	5	H	SC1.80.024	32.18	32.50	32.83	33.48	33.82
SC1	ET124	Engineering Technician I (Office)	1	H	SC1.75.005	27.97	28.25	28.54	29.11	29.40
SC1	ET124	Engineering Technician I (Office)	2	H	SC1.75.005	29.46	29.76	30.06	30.66	30.96
SC1	ET124	Engineering Technician I (Office)	3	H	SC1.75.005	30.99	31.30	31.61	32.24	32.57
SC1	ET124	Engineering Technician I (Office)	4	H	SC1.75.005	32.61	32.94	33.27	33.93	34.27
SC1	ET124	Engineering Technician I (Office)	5	H	SC1.75.005	34.33	34.67	35.02	35.72	36.08
SD1	ET125	Engineering Technician II (Office)	1	H	SD1.75.071	32.04	32.36	32.68	33.33	33.67
SD1	ET125	Engineering Technician II (Office)	2	H	SD1.75.071	33.72	34.06	34.40	35.09	35.44
SD1	ET125	Engineering Technician II (Office)	3	H	SD1.75.071	35.49	35.85	36.20	36.93	37.30
SD1	ET125	Engineering Technician II (Office)	4	H	SD1.75.071	37.38	37.75	38.13	38.89	39.28
SD1	ET125	Engineering Technician II (Office)	5	H	SD1.75.071	39.34	39.73	40.13	40.93	41.34
SD1	ET126	Engineering Technician, Sr (Field)	1	H	SD1.80.003	36.48	36.85	37.22	37.96	38.34
SD1	ET126	Engineering Technician, Sr (Field)	2	H	SD1.80.003	38.43	38.81	39.20	39.98	40.38
SD1	ET126	Engineering Technician, Sr (Field)	3	H	SD1.80.003	40.42	40.83	41.24	42.06	42.48
SD1	ET126	Engineering Technician, Sr (Field)	4	H	SD1.80.003	42.59	43.01	43.44	44.31	44.75
SD1	ET126	Engineering Technician, Sr (Field)	5	H	SD1.80.003	44.80	45.25	45.70	46.62	47.08
SD1	ET127	Engineering Technician, Sr (Office)	1	H	SD1.75.072	39.00	39.39	39.78	40.58	40.98
SD1	ET127	Engineering Technician, Sr (Office)	2	H	SD1.75.072	41.04	41.45	41.87	42.70	43.13
SD1	ET127	Engineering Technician, Sr (Office)	3	H	SD1.75.072	43.20	43.64	44.07	44.95	45.40
SD1	ET127	Engineering Technician, Sr (Office)	4	H	SD1.75.072	45.49	45.94	46.40	47.33	47.80
SD1	ET127	Engineering Technician, Sr (Office)	5	H	SD1.75.072	47.87	48.35	48.83	49.81	50.31
SC1	PP158	Environment Enforcement Officer	1	H	SC1.80.051	30.67	30.97	31.28	31.91	32.23
SC1	PP158	Environment Enforcement Officer	2	H	SC1.80.051	32.28	32.60	32.93	33.59	33.92
SC1	PP158	Environment Enforcement Officer	3	H	SC1.80.051	33.98	34.32	34.66	35.35	35.71
SC1	PP158	Environment Enforcement Officer	4	H	SC1.80.051	35.77	36.12	36.48	37.21	37.59

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SC1	PP158	Environment Enforcement Officer	5	H	SC1.80.051	37.65	38.03	38.41	39.18	39.57
SB1	TR134	Equipment Body Repair Worker	1	H	SB1.80.009	32.58	32.90	33.23	33.90	34.24
SB1	TR134	Equipment Body Repair Worker	2	H	SB1.80.009	34.31	34.65	35.00	35.70	36.06
SB1	TR134	Equipment Body Repair Worker	3	H	SB1.80.009	36.10	36.46	36.82	37.56	37.93
SB1	TR134	Equipment Body Repair Worker	4	H	SB1.80.009	38.01	38.39	38.77	39.55	39.94
SB1	TR134	Equipment Body Repair Worker	5	H	SB1.80.009	40.00	40.40	40.81	41.62	42.04
SC1	SS201	Equipment Parts Technician	1	H	SC1.80.054	27.80	28.08	28.36	28.92	29.21
SC1	SS201	Equipment Parts Technician	2	H	SC1.80.054	29.28	29.57	29.87	30.46	30.77
SC1	SS201	Equipment Parts Technician	3	H	SC1.80.054	30.82	31.13	31.44	32.07	32.39
SC1	SS201	Equipment Parts Technician	4	H	SC1.80.054	32.43	32.76	33.09	33.75	34.08
SC1	SS201	Equipment Parts Technician	5	H	SC1.80.054	34.14	34.49	34.83	35.53	35.88
SB1	TC109	Equipment Technician	1	H	SB1.80.006	29.18	29.47	29.76	30.36	30.66
SB1	TC109	Equipment Technician	2	H	SB1.80.006	30.71	31.02	31.33	31.96	32.28
SB1	TC109	Equipment Technician	3	H	SB1.80.006	32.32	32.65	32.97	33.63	33.97
SB1	TC109	Equipment Technician	4	H	SB1.80.006	34.03	34.37	34.72	35.41	35.77
SB1	TC109	Equipment Technician	5	H	SB1.80.006	35.82	36.18	36.54	37.27	37.64
SC1	PS120	Facility Security Assistant	1	H	SC1.80.013	24.26	24.50	24.74	25.24	25.49
SC1	PS120	Facility Security Assistant	2	H	SC1.80.013	25.54	25.79	26.05	26.57	26.84
SC1	PS120	Facility Security Assistant	3	H	SC1.80.013	26.87	27.14	27.41	27.96	28.24
SC1	PS120	Facility Security Assistant	4	H	SC1.80.013	28.30	28.58	28.86	29.44	29.74
SC1	PS120	Facility Security Assistant	5	H	SC1.80.013	29.78	30.08	30.38	30.99	31.30
SC1	PS121	Facility Security Assistant, PPT	1	H	SC1.80.013	24.26	24.50	24.74	25.24	25.49
SC1	PS121	Facility Security Assistant, PPT	2	H	SC1.80.013	25.54	25.79	26.05	26.57	26.84
SC1	PS121	Facility Security Assistant, PPT	3	H	SC1.80.013	26.87	27.14	27.41	27.96	28.24
SC1	PS121	Facility Security Assistant, PPT	4	H	SC1.80.013	28.30	28.58	28.86	29.44	29.74
SC1	PS121	Facility Security Assistant, PPT	5	H	SC1.80.013	29.78	30.08	30.38	30.99	31.30
SI1	PS122	Facility Security Assistant, PT	1	H	SI1.80.018	24.25	24.49	24.74	25.23	25.49
SI1	PS122	Facility Security Assistant, PT	2	H	SI1.80.018	25.55	25.80	26.06	26.58	26.85
SI1	PS122	Facility Security Assistant, PT	3	H	SI1.80.018	26.88	27.15	27.42	27.97	28.25
SI1	PS122	Facility Security Assistant, PT	4	H	SI1.80.018	28.30	28.58	28.87	29.45	29.74
SI1	PS122	Facility Security Assistant, PT	5	H	SI1.80.018	29.79	30.09	30.39	31.00	31.31
SD1	PP123	Family Advocate	1	H	SD1.75.023	23.53	23.76	24.00	24.48	24.73
SD1	PP123	Family Advocate	2	H	SD1.75.023	24.75	25.00	25.25	25.76	26.01
SD1	PP123	Family Advocate	3	H	SD1.75.023	26.07	26.33	26.59	27.12	27.39

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SD1	PP123	Family Advocate	4	H	SD1.75.023	27.43	27.71	27.99	28.55	28.83
SD1	PP123	Family Advocate	5	H	SD1.75.023	28.88	29.17	29.46	30.05	30.35
SC1	PS204	Fire Comm Dispatcher, PPT	1	H	SC1.80.039	39.43	39.82	40.22	41.02	41.43
SC1	PS204	Fire Comm Dispatcher, PPT	2	H	SC1.80.039	40.44	40.84	41.25	42.08	42.50
SC1	PS204	Fire Comm Dispatcher, PPT	3	H	SC1.80.039	41.46	41.88	42.29	43.14	43.57
SC1	PS204	Fire Comm Dispatcher, PPT	4	H	SC1.80.039	42.51	42.93	43.36	44.23	44.67
SC1	PS204	Fire Comm Dispatcher, PPT	5	H	SC1.80.039	43.63	44.07	44.51	45.40	45.85
SC1	PS123	Fire Communications Dispatcher	1	H	SC1.80.039	39.43	39.82	40.22	41.02	41.43
SC1	PS123	Fire Communications Dispatcher	2	H	SC1.80.039	40.44	40.84	41.25	42.08	42.50
SC1	PS123	Fire Communications Dispatcher	3	H	SC1.80.039	41.46	41.88	42.29	43.14	43.57
SC1	PS123	Fire Communications Dispatcher	4	H	SC1.80.039	42.51	42.93	43.36	44.23	44.67
SC1	PS123	Fire Communications Dispatcher	5	H	SC1.80.039	43.63	44.07	44.51	45.40	45.85
SB1	TC143	Fire Equipment Technician	1	H	SB1.80.006	29.18	29.47	29.76	30.36	30.66
SB1	TC143	Fire Equipment Technician	2	H	SB1.80.006	30.71	31.02	31.33	31.96	32.28
SB1	TC143	Fire Equipment Technician	3	H	SB1.80.006	32.32	32.65	32.97	33.63	33.97
SB1	TC143	Fire Equipment Technician	4	H	SB1.80.006	34.03	34.37	34.72	35.41	35.77
SB1	TC143	Fire Equipment Technician	5	H	SB1.80.006	35.82	36.18	36.54	37.27	37.64
SC1	PS142	Fire Prevent Bureau Inspect, Civil	1	H	SC1.80.046	36.96	37.33	37.71	38.46	38.85
SC1	PS142	Fire Prevent Bureau Inspect, Civil	2	H	SC1.80.046	38.93	39.32	39.71	40.51	40.91
SC1	PS142	Fire Prevent Bureau Inspect, Civil	3	H	SC1.80.046	40.96	41.37	41.78	42.62	43.05
SC1	PS142	Fire Prevent Bureau Inspect, Civil	4	H	SC1.80.046	43.12	43.56	43.99	44.87	45.32
SC1	PS142	Fire Prevent Bureau Inspect, Civil	5	H	SC1.80.046	45.39	45.84	46.30	47.23	47.70
SI1	IS124	Fire Suppression Dist Inspect PT	1	H	SI1.80.027	30.67	30.98	31.29	31.91	32.23
SI1	IS124	Fire Suppression Dist Inspect PT	2	H	SI1.80.027	32.28	32.60	32.92	33.58	33.92
SI1	IS124	Fire Suppression Dist Inspect PT	3	H	SI1.80.027	33.97	34.31	34.65	35.34	35.69
SI1	IS124	Fire Suppression Dist Inspect PT	4	H	SI1.80.027	35.76	36.12	36.48	37.21	37.58
SI1	IS124	Fire Suppression Dist Inspect PT	5	H	SI1.80.027	37.65	38.03	38.41	39.18	39.57
SC1	IS112	Fire Suppression District Inspector	1	H	SC1.80.051	30.67	30.97	31.28	31.91	32.23
SC1	IS112	Fire Suppression District Inspector	2	H	SC1.80.051	32.28	32.60	32.93	33.59	33.92
SC1	IS112	Fire Suppression District Inspector	3	H	SC1.80.051	33.98	34.32	34.66	35.35	35.71
SC1	IS112	Fire Suppression District Inspector	4	H	SC1.80.051	35.77	36.12	36.48	37.21	37.59
SC1	IS112	Fire Suppression District Inspector	5	H	SC1.80.051	37.65	38.03	38.41	39.18	39.57
SI1	PS200	Fireboat Attendant, PT	1	H	SI1.80.059	31.86	32.18	32.50	33.15	33.49
SI1	PS200	Fireboat Attendant, PT	2	H	SI1.80.059	33.53	33.87	34.21	34.89	35.24

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SI1	PS200	Fireboat Attendant, PT	3	H	SI1.80.059	35.30	35.66	36.01	36.73	37.10
SI1	PS200	Fireboat Attendant, PT	4	H	SI1.80.059	37.17	37.54	37.92	38.68	39.06
SI1	PS200	Fireboat Attendant, PT	5	H	SI1.80.059	39.12	39.51	39.90	40.70	41.11
SD1	SC152	Food Program Coordinator, PPT	1	H	SD1.80.004	26.23	26.49	26.76	27.29	27.57
SD1	SC152	Food Program Coordinator, PPT	2	H	SD1.80.004	27.61	27.89	28.17	28.73	29.02
SD1	SC152	Food Program Coordinator, PPT	3	H	SD1.80.004	29.07	29.36	29.65	30.24	30.55
SD1	SC152	Food Program Coordinator, PPT	4	H	SD1.80.004	30.59	30.90	31.21	31.83	32.15
SD1	SC152	Food Program Coordinator, PPT	5	H	SD1.80.004	32.22	32.55	32.87	33.53	33.86
SI1	TR136	Food Program Driver, PT	1	H	SI1.80.008	16.69	16.86	17.02	17.37	17.54
SI1	TR136	Food Program Driver, PT	2	H	SI1.80.008	17.55	17.73	17.91	18.27	18.45
SI1	TR136	Food Program Driver, PT	3	H	SI1.80.008	18.46	18.65	18.83	19.21	19.40
SI1	TR136	Food Program Driver, PT	4	H	SI1.80.008	19.43	19.62	19.82	20.22	20.42
SI1	TR136	Food Program Driver, PT	5	H	SI1.80.008	20.46	20.66	20.87	21.29	21.50
SI1	PP124	Food Program Monitor, PT	1	H	SI1.80.012	18.49	18.68	18.86	19.24	19.43
SI1	PP124	Food Program Monitor, PT	2	H	SI1.80.012	19.48	19.68	19.87	20.27	20.47
SI1	PP124	Food Program Monitor, PT	3	H	SI1.80.012	20.51	20.72	20.92	21.34	21.56
SI1	PP124	Food Program Monitor, PT	4	H	SI1.80.012	21.60	21.82	22.04	22.48	22.70
SI1	PP124	Food Program Monitor, PT	5	H	SI1.80.012	22.73	22.95	23.18	23.65	23.88
SI1	PP125	Food Program Site Leader, PT	1	H	SI1.80.016	14.35	14.49	14.64	14.93	15.08
SI1	PP125	Food Program Site Leader, PT	2	H	SI1.80.016	15.12	15.27	15.43	15.74	15.89
SI1	PP125	Food Program Site Leader, PT	3	H	SI1.80.016	15.91	16.07	16.23	16.55	16.72
SI1	PP125	Food Program Site Leader, PT	4	H	SI1.80.016	16.75	16.92	17.09	17.43	17.60
SI1	PP125	Food Program Site Leader, PT	5	H	SI1.80.016	17.65	17.82	18.00	18.36	18.55
SD1	TR137	Food Service Worker	1	H	SD1.75.008	20.76	20.97	21.18	21.60	21.81
SD1	TR137	Food Service Worker	2	H	SD1.75.008	21.84	22.06	22.28	22.72	22.95
SD1	TR137	Food Service Worker	3	H	SD1.75.008	23.00	23.23	23.46	23.93	24.17
SD1	TR137	Food Service Worker	4	H	SD1.75.008	24.20	24.44	24.69	25.18	25.43
SD1	TR137	Food Service Worker	5	H	SD1.75.008	25.48	25.74	25.99	26.51	26.78
SI1	TR210	Food Service Worker, PT	1	H	SI1.75.024	20.76	20.97	21.18	21.60	21.82
SI1	TR210	Food Service Worker, PT	2	H	SI1.75.024	21.85	22.07	22.29	22.74	22.96
SI1	TR210	Food Service Worker, PT	3	H	SI1.75.024	23.00	23.23	23.47	23.94	24.18
SI1	TR210	Food Service Worker, PT	4	H	SI1.75.024	24.21	24.45	24.70	25.19	25.44
SI1	TR210	Food Service Worker, PT	5	H	SI1.75.024	25.48	25.73	25.99	26.51	26.77
SC1	PS196	Forensic Technician	1	H	SC1.80.028	31.51	31.82	32.14	32.78	33.11

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SC1	PS196	Forensic Technician	2	H	SC1.80.028	33.16	33.49	33.83	34.50	34.85
SC1	PS196	Forensic Technician	3	H	SC1.80.028	34.89	35.24	35.60	36.31	36.67
SC1	PS196	Forensic Technician	4	H	SC1.80.028	36.73	37.09	37.46	38.21	38.60
SC1	PS196	Forensic Technician	5	H	SC1.80.028	38.66	39.04	39.43	40.22	40.63
SC1	TR140	Gardener Crew Leader	1	H	SC1.80.029	28.77	29.06	29.35	29.93	30.23
SC1	TR140	Gardener Crew Leader	2	H	SC1.80.029	30.29	30.60	30.90	31.52	31.83
SC1	TR140	Gardener Crew Leader	3	H	SC1.80.029	31.89	32.21	32.53	33.18	33.52
SC1	TR140	Gardener Crew Leader	4	H	SC1.80.029	33.58	33.92	34.26	34.94	35.29
SC1	TR140	Gardener Crew Leader	5	H	SC1.80.029	35.34	35.69	36.05	36.77	37.13
SC1	TR141	Gardener I	1	H	SC1.80.048	23.21	23.44	23.67	24.15	24.39
SC1	TR142	Gardener II	1	H	SC1.80.055	24.31	24.55	24.80	25.30	25.55
SC1	TR142	Gardener II	2	H	SC1.80.055	25.58	25.84	26.09	26.62	26.88
SC1	TR142	Gardener II	3	H	SC1.80.055	26.90	27.17	27.45	27.99	28.27
SC1	TR142	Gardener II	4	H	SC1.80.055	28.33	28.61	28.90	29.48	29.77
SC1	TR142	Gardener II	5	H	SC1.80.055	29.78	30.08	30.38	30.99	31.30
SC1	TR143	Gardner I, PPT	1	H	SC1.80.048	23.21	23.44	23.67	24.15	24.39
SD1	TC110	Graphic Delineator	1	H	SD1.75.041	27.89	28.17	28.45	29.02	29.31
SD1	TC110	Graphic Delineator	2	H	SD1.75.041	29.35	29.65	29.94	30.54	30.85
SD1	TC110	Graphic Delineator	3	H	SD1.75.041	30.90	31.21	31.52	32.15	32.47
SD1	TC110	Graphic Delineator	4	H	SD1.75.041	32.52	32.85	33.18	33.84	34.18
SD1	TC110	Graphic Delineator	5	H	SD1.75.041	34.23	34.57	34.92	35.62	35.97
SC1	TR144	Greenskeeper	1	H	SC1.80.018	24.98	25.23	25.49	26.00	26.26
SC1	TR144	Greenskeeper	2	H	SC1.80.018	26.30	26.56	26.83	27.36	27.64
SC1	TR144	Greenskeeper	3	H	SC1.80.018	27.68	27.95	28.23	28.80	29.09
SC1	TR144	Greenskeeper	4	H	SC1.80.018	29.13	29.43	29.72	30.31	30.62
SC1	TR144	Greenskeeper	5	H	SC1.80.018	30.68	30.99	31.30	31.92	32.24
SD1	IS113	Hazardous Materials Inspect, Senior	1	H	SD1.75.066	41.76	42.18	42.60	43.45	43.88
SD1	IS113	Hazardous Materials Inspect, Senior	2	H	SD1.75.066	43.95	44.39	44.84	45.73	46.19
SD1	IS113	Hazardous Materials Inspect, Senior	3	H	SD1.75.066	46.26	46.72	47.19	48.13	48.62
SD1	IS113	Hazardous Materials Inspect, Senior	4	H	SD1.75.066	48.70	49.19	49.68	50.67	51.18
SD1	IS113	Hazardous Materials Inspect, Senior	5	H	SD1.75.066	51.27	51.78	52.30	53.35	53.88
SC1	IS115	Hazardous Materials Inspector II	1	H	SC1.80.064	39.50	39.89	40.29	41.10	41.51
SC1	IS115	Hazardous Materials Inspector II	2	H	SC1.80.064	41.57	41.98	42.40	43.25	43.68
SC1	IS115	Hazardous Materials Inspector II	3	H	SC1.80.064	43.74	44.18	44.62	45.51	45.97

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SC1	IS115	Hazardous Materials Inspector II	4	H	SC1.80.064	46.05	46.51	46.98	47.92	48.39
SC1	IS115	Hazardous Materials Inspector II	5	H	SC1.80.064	48.46	48.95	49.43	50.42	50.93
SC1	SS128	Head Start Driver Courier	1	H	SC1.75.004	24.28	24.52	24.77	25.26	25.51
SC1	SS128	Head Start Driver Courier	2	H	SC1.75.004	25.56	25.81	26.07	26.59	26.86
SC1	SS128	Head Start Driver Courier	3	H	SC1.75.004	26.90	27.17	27.45	27.99	28.27
SC1	SS128	Head Start Driver Courier	4	H	SC1.75.004	28.33	28.61	28.90	29.48	29.77
SC1	SS128	Head Start Driver Courier	5	H	SC1.75.004	29.81	30.10	30.41	31.01	31.32
SD1	PP114	Head Start Instructor	1	H	SD1.75.009	20.80	21.01	21.22	21.64	21.86
SD1	PP114	Head Start Instructor	2	H	SD1.75.009	21.91	22.12	22.35	22.79	23.02
SD1	PP114	Head Start Instructor	3	H	SD1.75.009	23.06	23.29	23.53	24.00	24.24
SD1	PP114	Head Start Instructor	4	H	SD1.75.009	24.27	24.51	24.75	25.25	25.50
SD1	PP114	Head Start Instructor	5	H	SD1.75.009	25.55	25.80	26.06	26.58	26.85
SD1	PP178	Head Start Instructor, PPT	1	H	SD1.75.009	20.80	21.01	21.22	21.64	21.86
SD1	PP178	Head Start Instructor, PPT	2	H	SD1.75.009	21.91	22.12	22.35	22.79	23.02
SD1	PP178	Head Start Instructor, PPT	3	H	SD1.75.009	23.06	23.29	23.53	24.00	24.24
SD1	PP178	Head Start Instructor, PPT	4	H	SD1.75.009	24.27	24.51	24.75	25.25	25.50
SD1	PP178	Head Start Instructor, PPT	5	H	SD1.75.009	25.55	25.80	26.06	26.58	26.85
SI1	PP157	Head Start Instructor, PT	1	H	SI1.75.023	20.80	21.01	21.22	21.64	21.86
SI1	PP157	Head Start Instructor, PT	2	H	SI1.75.023	21.90	22.12	22.34	22.79	23.02
SI1	PP157	Head Start Instructor, PT	3	H	SI1.75.023	23.07	23.30	23.53	24.00	24.24
SI1	PP157	Head Start Instructor, PT	4	H	SI1.75.023	24.27	24.51	24.76	25.25	25.51
SI1	PP157	Head Start Instructor, PT	5	H	SI1.75.023	25.55	25.80	26.06	26.58	26.85
SI1	PP185	Head Start/EHS Asst Inst, PT	1	H	SI1.80.001	14.21	14.35	14.49	14.78	14.93
SI1	PP185	Head Start/EHS Asst Inst, PT	2	H	SI1.80.001	14.91	15.06	15.21	15.51	15.67
SI1	PP185	Head Start/EHS Asst Inst, PT	3	H	SI1.80.001	15.66	15.82	15.97	16.29	16.46
SI1	PP185	Head Start/EHS Asst Inst, PT	4	H	SI1.80.001	16.43	16.60	16.76	17.10	17.27
SI1	PP185	Head Start/EHS Asst Inst, PT	5	H	SI1.80.001	17.26	17.43	17.60	17.95	18.13
SD1	PP175	Head Start/EHS Sub Assc Inst	1	H	SD1.75.073	16.69	16.85	17.02	17.36	17.54
SD1	PP175	Head Start/EHS Sub Assc Inst	2	H	SD1.75.073	17.56	17.73	17.91	18.27	18.45
SD1	PP175	Head Start/EHS Sub Assc Inst	3	H	SD1.75.073	18.46	18.65	18.83	19.21	19.40
SD1	PP175	Head Start/EHS Sub Assc Inst	4	H	SD1.75.073	19.42	19.62	19.81	20.21	20.41
SD1	PP175	Head Start/EHS Sub Assc Inst	5	H	SD1.75.073	20.45	20.65	20.86	21.28	21.49
SD1	PP176	Head Start/EHS Sub Inst, PPT	1	H	SD1.75.073	16.69	16.85	17.02	17.36	17.54
SD1	PP176	Head Start/EHS Sub Inst, PPT	2	H	SD1.75.073	17.56	17.73	17.91	18.27	18.45

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SD1	PP176	Head Start/EHS Sub Inst, PPT	3 H	SD1.75.073	18.46	18.65	18.83	19.21	19.40
SD1	PP176	Head Start/EHS Sub Inst, PPT	4 H	SD1.75.073	19.42	19.62	19.81	20.21	20.41
SD1	PP176	Head Start/EHS Sub Inst, PPT	5 H	SD1.75.073	20.45	20.65	20.86	21.28	21.49
SI1	PP177	Head Start/EHS Sub Inst, PT	1 H	SI1.75.025	16.69	16.86	17.02	17.37	17.54
SI1	PP177	Head Start/EHS Sub Inst, PT	2 H	SI1.75.025	17.55	17.73	17.91	18.27	18.45
SI1	PP177	Head Start/EHS Sub Inst, PT	3 H	SI1.75.025	18.46	18.65	18.83	19.21	19.40
SI1	PP177	Head Start/EHS Sub Inst, PT	4 H	SI1.75.025	19.42	19.61	19.81	20.21	20.41
SI1	PP177	Head Start/EHS Sub Inst, PT	5 H	SI1.75.025	20.45	20.65	20.86	21.28	21.49
SB1	TR148	Heavy Equipment Mechanic	1 H	SB1.80.013	34.55	34.90	35.25	35.95	36.31
SB1	TR148	Heavy Equipment Mechanic	2 H	SB1.80.013	36.36	36.73	37.09	37.83	38.21
SB1	TR148	Heavy Equipment Mechanic	3 H	SB1.80.013	38.27	38.65	39.04	39.82	40.22
SB1	TR148	Heavy Equipment Mechanic	4 H	SB1.80.013	40.30	40.70	41.11	41.93	42.35
SB1	TR148	Heavy Equipment Mechanic	5 H	SB1.80.013	42.43	42.86	43.28	44.15	44.59
SB1	TR146	Heavy Equipment Operator	1 H	SB1.80.011	31.86	32.18	32.50	33.15	33.48
SB1	TR146	Heavy Equipment Operator	2 H	SB1.80.011	33.54	33.87	34.21	34.90	35.24
SB1	TR146	Heavy Equipment Operator	3 H	SB1.80.011	35.30	35.66	36.01	36.73	37.10
SB1	TR146	Heavy Equipment Operator	4 H	SB1.80.011	37.17	37.54	37.91	38.67	39.06
SB1	TR146	Heavy Equipment Operator	5 H	SB1.80.011	39.12	39.51	39.91	40.71	41.11
SC1	TR147	Heavy Equipment Service Worker	1 H	SC1.80.020	25.29	25.55	25.80	26.32	26.58
SC1	TR147	Heavy Equipment Service Worker	2 H	SC1.80.020	26.63	26.89	27.16	27.71	27.98
SC1	TR147	Heavy Equipment Service Worker	3 H	SC1.80.020	28.03	28.31	28.59	29.17	29.46
SC1	TR147	Heavy Equipment Service Worker	4 H	SC1.80.020	29.50	29.79	30.09	30.69	31.00
SC1	TR147	Heavy Equipment Service Worker	5 H	SC1.80.020	31.05	31.36	31.68	32.31	32.63
SD1	AP265	Help Desk Specialist	1 H	SD1.75.035	27.22	27.50	27.77	28.33	28.61
SD1	AP265	Help Desk Specialist	2 H	SD1.75.035	28.65	28.93	29.22	29.81	30.11
SD1	AP265	Help Desk Specialist	3 H	SD1.75.035	30.15	30.45	30.75	31.37	31.68
SD1	AP265	Help Desk Specialist	4 H	SD1.75.035	31.75	32.07	32.39	33.04	33.37
SD1	AP265	Help Desk Specialist	5 H	SD1.75.035	33.42	33.75	34.09	34.77	35.12
SB1	TR149	Hydrant Repair Worker	1 H	SB1.80.006	29.18	29.47	29.76	30.36	30.66
SB1	TR149	Hydrant Repair Worker	2 H	SB1.80.006	30.71	31.02	31.33	31.96	32.28
SB1	TR149	Hydrant Repair Worker	3 H	SB1.80.006	32.32	32.65	32.97	33.63	33.97
SB1	TR149	Hydrant Repair Worker	4 H	SB1.80.006	34.03	34.37	34.72	35.41	35.77
SB1	TR149	Hydrant Repair Worker	5 H	SB1.80.006	35.82	36.18	36.54	37.27	37.64
SB1	TR150	Hydrant Repair Worker, Senior	1 H	SB1.80.015	33.54	33.87	34.21	34.90	35.24

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SB1	TR150	Hydrant Repair Worker, Senior	2	H	SB1.80.015	35.30	35.66	36.01	36.73	37.10
SB1	TR150	Hydrant Repair Worker, Senior	3	H	SB1.80.015	37.17	37.54	37.91	38.67	39.06
SB1	TR150	Hydrant Repair Worker, Senior	4	H	SB1.80.015	39.12	39.51	39.91	40.71	41.11
SB1	TR150	Hydrant Repair Worker, Senior	5	H	SB1.80.015	41.18	41.60	42.01	42.85	43.28
SC1	TR151	Irrigation Repair Specialist	1	H	SC1.80.057	30.95	31.26	31.58	32.21	32.53
SC1	TR151	Irrigation Repair Specialist	2	H	SC1.80.057	32.59	32.91	33.24	33.91	34.25
SC1	TR151	Irrigation Repair Specialist	3	H	SC1.80.057	34.31	34.65	35.00	35.70	36.06
SC1	TR151	Irrigation Repair Specialist	4	H	SC1.80.057	36.10	36.46	36.82	37.56	37.93
SC1	TR151	Irrigation Repair Specialist	5	H	SC1.80.057	38.01	38.39	38.77	39.55	39.94
SC1	TR152	Irrigation Repair Specialist, PPT	1	H	SC1.80.040	30.93	31.24	31.55	32.19	32.51
SC1	TR152	Irrigation Repair Specialist, PPT	2	H	SC1.80.040	32.57	32.89	33.22	33.88	34.22
SC1	TR152	Irrigation Repair Specialist, PPT	3	H	SC1.80.040	34.27	34.61	34.95	35.65	36.01
SC1	TR152	Irrigation Repair Specialist, PPT	4	H	SC1.80.040	36.06	36.42	36.79	37.52	37.90
SC1	TR152	Irrigation Repair Specialist, PPT	5	H	SC1.80.040	37.98	38.36	38.75	39.52	39.92
SD1	PS186	Latent Print Examiner I	1	H	SD1.75.058	36.81	37.18	37.55	38.31	38.69
SD1	PS186	Latent Print Examiner I	2	H	SD1.75.058	38.75	39.13	39.52	40.31	40.72
SD1	PS186	Latent Print Examiner I	3	H	SD1.75.058	40.78	41.18	41.60	42.43	42.85
SD1	PS186	Latent Print Examiner I	4	H	SD1.75.058	42.94	43.37	43.80	44.68	45.13
SD1	PS186	Latent Print Examiner I	5	H	SD1.75.058	45.19	45.64	46.10	47.02	47.49
SD1	AP214	Librarian I	1	H	SD1.75.046	34.56	34.91	35.26	35.96	36.32
SD1	AP214	Librarian I	2	H	SD1.75.046	36.37	36.74	37.10	37.85	38.22
SD1	AP214	Librarian I	3	H	SD1.75.046	38.30	38.69	39.07	39.86	40.25
SD1	AP214	Librarian I	4	H	SD1.75.046	40.31	40.72	41.12	41.95	42.36
SD1	AP214	Librarian I	5	H	SD1.75.046	42.45	42.88	43.31	44.17	44.61
SD1	AP215	Librarian I, PPT	1	H	SD1.75.046	34.56	34.91	35.26	35.96	36.32
SD1	AP215	Librarian I, PPT	2	H	SD1.75.046	36.37	36.74	37.10	37.85	38.22
SD1	AP215	Librarian I, PPT	3	H	SD1.75.046	38.30	38.69	39.07	39.86	40.25
SD1	AP215	Librarian I, PPT	4	H	SD1.75.046	40.31	40.72	41.12	41.95	42.36
SD1	AP215	Librarian I, PPT	5	H	SD1.75.046	42.45	42.88	43.31	44.17	44.61
SI1	AP216	Librarian I, PT	1	H	SI1.75.016	34.56	34.91	35.26	35.96	36.32
SI1	AP216	Librarian I, PT	2	H	SI1.75.016	36.38	36.74	37.11	37.85	38.23
SI1	AP216	Librarian I, PT	3	H	SI1.75.016	38.30	38.69	39.07	39.85	40.25
SI1	AP216	Librarian I, PT	4	H	SI1.75.016	40.31	40.71	41.12	41.94	42.36
SI1	AP216	Librarian I, PT	5	H	SI1.75.016	42.45	42.88	43.31	44.17	44.62

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SD1	AP217	Librarian II	1	H	SD1.75.053	37.28	37.65	38.03	38.79	39.18
SD1	AP217	Librarian II	2	H	SD1.75.053	39.24	39.63	40.03	40.83	41.24
SD1	AP217	Librarian II	3	H	SD1.75.053	41.31	41.72	42.14	42.98	43.41
SD1	AP217	Librarian II	4	H	SD1.75.053	43.49	43.93	44.37	45.25	45.70
SD1	AP217	Librarian II	5	H	SD1.75.053	45.79	46.24	46.71	47.64	48.12
SD1	AP218	Librarian II, PPT	1	H	SD1.75.053	37.28	37.65	38.03	38.79	39.18
SD1	AP218	Librarian II, PPT	2	H	SD1.75.053	39.24	39.63	40.03	40.83	41.24
SD1	AP218	Librarian II, PPT	3	H	SD1.75.053	41.31	41.72	42.14	42.98	43.41
SD1	AP218	Librarian II, PPT	4	H	SD1.75.053	43.49	43.93	44.37	45.25	45.70
SD1	AP218	Librarian II, PPT	5	H	SD1.75.053	45.79	46.24	46.71	47.64	48.12
SI1	AP219	Librarian II, PT	1	H	SI1.75.019	37.28	37.66	38.03	38.79	39.18
SI1	AP219	Librarian II, PT	2	H	SI1.75.019	39.24	39.63	40.03	40.83	41.24
SI1	AP219	Librarian II, PT	3	H	SI1.75.019	41.31	41.72	42.14	42.98	43.41
SI1	AP219	Librarian II, PT	4	H	SI1.75.019	43.50	43.93	44.37	45.26	45.71
SI1	AP219	Librarian II, PT	5	H	SI1.75.019	45.77	46.23	46.69	47.63	48.10
SD1	AP220	Librarian, Senior	1	H	SD1.75.057	42.44	42.87	43.30	44.16	44.60
SD1	AP220	Librarian, Senior	2	H	SD1.75.057	44.67	45.12	45.57	46.48	46.95
SD1	AP220	Librarian, Senior	3	H	SD1.75.057	47.03	47.50	47.98	48.94	49.43
SD1	AP220	Librarian, Senior	4	H	SD1.75.057	49.49	49.99	50.49	51.50	52.01
SD1	AP220	Librarian, Senior	5	H	SD1.75.057	52.11	52.63	53.16	54.22	54.76
SD1	AP228	Librarian, Senior, PPT	1	H	SD1.75.057	42.44	42.87	43.30	44.16	44.60
SD1	AP228	Librarian, Senior, PPT	2	H	SD1.75.057	44.67	45.12	45.57	46.48	46.95
SD1	AP228	Librarian, Senior, PPT	3	H	SD1.75.057	47.03	47.50	47.98	48.94	49.43
SD1	AP228	Librarian, Senior, PPT	4	H	SD1.75.057	49.49	49.99	50.49	51.50	52.01
SD1	AP228	Librarian, Senior, PPT	5	H	SD1.75.057	52.11	52.63	53.16	54.22	54.76
SI1	AP229	Librarian, Senior, PT	1	H	SI1.75.020	42.44	42.87	43.30	44.16	44.60
SI1	AP229	Librarian, Senior, PT	2	H	SI1.75.020	44.67	45.12	45.57	46.48	46.94
SI1	AP229	Librarian, Senior, PT	3	H	SI1.75.020	47.06	47.53	48.01	48.97	49.46
SI1	AP229	Librarian, Senior, PT	4	H	SI1.75.020	49.48	49.98	50.48	51.48	52.00
SI1	AP229	Librarian, Senior, PT	5	H	SI1.75.020	52.10	52.62	53.14	54.21	54.75
SD1	AP221	Library Aide	1	H	SD1.75.002	18.00	18.18	18.36	18.73	18.92
SD1	AP221	Library Aide	2	H	SD1.75.002	18.94	19.13	19.32	19.70	19.90
SD1	AP221	Library Aide	3	H	SD1.75.002	19.94	20.14	20.34	20.75	20.96
SD1	AP221	Library Aide	4	H	SD1.75.002	20.99	21.20	21.41	21.84	22.06

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SD1	AP221	Library Aide	5 H	SD1.75.002	22.09	22.31	22.54	22.99	23.22
SD1	AP222	Library Aide, PPT	1 H	SD1.75.001	18.00	18.18	18.36	18.73	18.92
SD1	AP222	Library Aide, PPT	2 H	SD1.75.001	18.95	19.14	19.33	19.72	19.91
SD1	AP222	Library Aide, PPT	3 H	SD1.75.001	19.95	20.15	20.35	20.76	20.97
SD1	AP222	Library Aide, PPT	4 H	SD1.75.001	21.02	21.23	21.45	21.87	22.09
SD1	AP222	Library Aide, PPT	5 H	SD1.75.001	22.10	22.33	22.55	23.00	23.23
SI1	SS138	Library Aide, PT	1 H	SI1.75.001	18.00	18.18	18.36	18.73	18.91
SI1	SS138	Library Aide, PT	2 H	SI1.75.001	18.95	19.13	19.33	19.71	19.91
SI1	SS138	Library Aide, PT	3 H	SI1.75.001	19.94	20.14	20.35	20.75	20.96
SI1	SS138	Library Aide, PT	4 H	SI1.75.001	20.99	21.20	21.41	21.84	22.05
SI1	SS138	Library Aide, PT	5 H	SI1.75.001	22.10	22.32	22.54	22.99	23.22
SD1	AP223	Library Assistant	1 H	SD1.75.031	28.98	29.27	29.56	30.15	30.45
SD1	AP223	Library Assistant	2 H	SD1.75.031	30.51	30.82	31.13	31.75	32.07
SD1	AP223	Library Assistant	3 H	SD1.75.031	32.10	32.42	32.75	33.40	33.74
SD1	AP223	Library Assistant	4 H	SD1.75.031	33.79	34.13	34.47	35.16	35.51
SD1	AP223	Library Assistant	5 H	SD1.75.031	35.58	35.93	36.29	37.02	37.39
SI1	SS139	Library Assistant, PT	1 H	SI1.75.012	28.98	29.27	29.56	30.15	30.45
SI1	SS139	Library Assistant, PT	2 H	SI1.75.012	30.50	30.81	31.12	31.74	32.06
SI1	SS139	Library Assistant, PT	3 H	SI1.75.012	32.09	32.41	32.74	33.39	33.72
SI1	SS139	Library Assistant, PT	4 H	SI1.75.012	33.79	34.13	34.47	35.16	35.51
SI1	SS139	Library Assistant, PT	5 H	SI1.75.012	35.59	35.95	36.31	37.04	37.41
SD1	AP224	Library Assistant, Senior	1 H	SD1.75.049	35.24	35.59	35.94	36.66	37.03
SD1	AP224	Library Assistant, Senior	2 H	SD1.75.049	37.10	37.47	37.85	38.61	38.99
SD1	AP224	Library Assistant, Senior	3 H	SD1.75.049	39.05	39.45	39.84	40.64	41.04
SD1	AP224	Library Assistant, Senior	4 H	SD1.75.049	41.11	41.52	41.93	42.77	43.20
SD1	AP224	Library Assistant, Senior	5 H	SD1.75.049	43.27	43.70	44.14	45.02	45.47
SD1	AP225	Library Assistant, Senior, PPT	1 H	SD1.75.048	34.71	35.05	35.40	36.11	36.47
SD1	AP225	Library Assistant, Senior, PPT	2 H	SD1.75.048	36.53	36.89	37.26	38.01	38.39
SD1	AP225	Library Assistant, Senior, PPT	3 H	SD1.75.048	38.43	38.81	39.20	39.98	40.38
SD1	AP225	Library Assistant, Senior, PPT	4 H	SD1.75.048	40.46	40.86	41.27	42.09	42.52
SD1	AP225	Library Assistant, Senior, PPT	5 H	SD1.75.048	42.60	43.02	43.45	44.32	44.77
SI1	AP226	Library Assistant, Senior, PT	1 H	SI1.75.017	35.24	35.60	35.95	36.67	37.04
SI1	AP226	Library Assistant, Senior, PT	2 H	SI1.75.017	37.09	37.46	37.83	38.59	38.98
SI1	AP226	Library Assistant, Senior, PT	3 H	SI1.75.017	39.07	39.46	39.85	40.65	41.05

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SI1	AP226	Library Assistant, Senior, PT	4 H	SI1.75.017	41.09	41.51	41.92	42.76	43.19
SI1	AP226	Library Assistant, Senior, PT	5 H	SI1.75.017	43.27	43.70	44.14	45.02	45.47
SD1	AP227	Library Asst, PPT	1 H	SD1.75.030	28.98	29.27	29.56	30.15	30.45
SD1	AP227	Library Asst, PPT	2 H	SD1.75.030	30.51	30.82	31.13	31.75	32.07
SD1	AP227	Library Asst, PPT	3 H	SD1.75.030	32.10	32.42	32.75	33.40	33.74
SD1	AP227	Library Asst, PPT	4 H	SD1.75.030	33.79	34.13	34.47	35.16	35.51
SD1	AP227	Library Asst, PPT	5 H	SD1.75.030	35.58	35.93	36.29	37.02	37.39
SI1	PP159	Library Program Leader, PT	1 H	SI1.80.056	26.22	26.48	26.75	27.28	27.55
SI1	PP159	Library Program Leader, PT	2 H	SI1.80.056	27.58	27.85	28.13	28.70	28.98
SI1	PP159	Library Program Leader, PT	3 H	SI1.80.056	29.07	29.36	29.66	30.25	30.55
SI1	PP159	Library Program Leader, PT	4 H	SI1.80.056	30.59	30.89	31.20	31.83	32.14
SI1	PP159	Library Program Leader, PT	5 H	SI1.80.056	32.19	32.52	32.84	33.50	33.83
SI1	AP230	Lifeguard, PT	1 H	SI1.80.004	14.45	14.60	14.74	15.04	15.19
SI1	AP230	Lifeguard, PT	2 H	SI1.80.004	15.19	15.34	15.49	15.80	15.96
SI1	AP230	Lifeguard, PT	3 H	SI1.80.004	16.01	16.17	16.33	16.66	16.82
SI1	AP230	Lifeguard, PT	4 H	SI1.80.004	16.85	17.02	17.19	17.54	17.71
SI1	AP230	Lifeguard, PT	5 H	SI1.80.004	17.73	17.91	18.09	18.45	18.63
SD1	SS140	Literacy Assistant	1 H	SD1.75.031	28.98	29.27	29.56	30.15	30.45
SD1	SS140	Literacy Assistant	2 H	SD1.75.031	30.51	30.82	31.13	31.75	32.07
SD1	SS140	Literacy Assistant	3 H	SD1.75.031	32.10	32.42	32.75	33.40	33.74
SD1	SS140	Literacy Assistant	4 H	SD1.75.031	33.79	34.13	34.47	35.16	35.51
SD1	SS140	Literacy Assistant	5 H	SD1.75.031	35.58	35.93	36.29	37.02	37.39
SD1	AP231	Literacy Assistant, PPT	1 H	SD1.75.031	28.98	29.27	29.56	30.15	30.45
SD1	AP231	Literacy Assistant, PPT	2 H	SD1.75.031	30.51	30.82	31.13	31.75	32.07
SD1	AP231	Literacy Assistant, PPT	3 H	SD1.75.031	32.10	32.42	32.75	33.40	33.74
SD1	AP231	Literacy Assistant, PPT	4 H	SD1.75.031	33.79	34.13	34.47	35.16	35.51
SD1	AP231	Literacy Assistant, PPT	5 H	SD1.75.031	35.58	35.93	36.29	37.02	37.39
SI1	AP232	Literacy Assistant, PT	1 H	SI1.75.012	28.98	29.27	29.56	30.15	30.45
SI1	AP232	Literacy Assistant, PT	2 H	SI1.75.012	30.50	30.81	31.12	31.74	32.06
SI1	AP232	Literacy Assistant, PT	3 H	SI1.75.012	32.09	32.41	32.74	33.39	33.72
SI1	AP232	Literacy Assistant, PT	4 H	SI1.75.012	33.79	34.13	34.47	35.16	35.51
SI1	AP232	Literacy Assistant, PT	5 H	SI1.75.012	35.59	35.95	36.31	37.04	37.41
SD1	SS141	Literacy Assistant, Senior	1 H	SD1.75.049	35.24	35.59	35.94	36.66	37.03
SD1	SS141	Literacy Assistant, Senior	2 H	SD1.75.049	37.10	37.47	37.85	38.61	38.99

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SD1	SS141	Literacy Assistant, Senior	3	H	SD1.75.049	39.05	39.45	39.84	40.64	41.04
SD1	SS141	Literacy Assistant, Senior	4	H	SD1.75.049	41.11	41.52	41.93	42.77	43.20
SD1	SS141	Literacy Assistant, Senior	5	H	SD1.75.049	43.27	43.70	44.14	45.02	45.47
SB1	TR156	Maintenance Mechanic	1	H	SB1.80.007	29.39	29.68	29.98	30.58	30.88
SB1	TR156	Maintenance Mechanic	2	H	SB1.80.007	30.94	31.25	31.57	32.20	32.52
SB1	TR156	Maintenance Mechanic	3	H	SB1.80.007	32.58	32.90	33.23	33.90	34.24
SB1	TR156	Maintenance Mechanic	4	H	SB1.80.007	34.29	34.63	34.98	35.68	36.03
SB1	TR156	Maintenance Mechanic	5	H	SB1.80.007	36.09	36.45	36.81	37.55	37.92
SB1	TR204	Maintenance Mechanic, PPT	1	H	SB1.80.007	29.39	29.68	29.98	30.58	30.88
SB1	TR204	Maintenance Mechanic, PPT	2	H	SB1.80.007	30.94	31.25	31.57	32.20	32.52
SB1	TR204	Maintenance Mechanic, PPT	3	H	SB1.80.007	32.58	32.90	33.23	33.90	34.24
SB1	TR204	Maintenance Mechanic, PPT	4	H	SB1.80.007	34.29	34.63	34.98	35.68	36.03
SB1	TR204	Maintenance Mechanic, PPT	5	H	SB1.80.007	36.09	36.45	36.81	37.55	37.92
SI1	TR157	Maintenance Mechanic, PT	1	H	SI1.80.021	29.39	29.69	29.98	30.58	30.89
SI1	TR157	Maintenance Mechanic, PT	2	H	SI1.80.021	30.95	31.26	31.57	32.20	32.52
SI1	TR157	Maintenance Mechanic, PT	3	H	SI1.80.021	32.57	32.90	33.23	33.89	34.23
SI1	TR157	Maintenance Mechanic, PT	4	H	SI1.80.021	34.29	34.63	34.97	35.67	36.03
SI1	TR157	Maintenance Mechanic, PT	5	H	SI1.80.021	36.09	36.45	36.81	37.55	37.93
SD1	IS116	Mechanical Inspector	1	H	SD1.75.059	37.62	38.00	38.38	39.14	39.54
SD1	IS116	Mechanical Inspector	2	H	SD1.75.059	39.61	40.00	40.40	41.21	41.62
SD1	IS116	Mechanical Inspector	3	H	SD1.75.059	41.69	42.11	42.53	43.38	43.81
SD1	IS116	Mechanical Inspector	4	H	SD1.75.059	43.88	44.32	44.76	45.65	46.11
SD1	IS116	Mechanical Inspector	5	H	SD1.75.059	46.19	46.66	47.12	48.07	48.55
SD1	AF060	Muni Code Enforcement Officer	1	H	SD1.75.058	36.81	37.18	37.55	38.31	38.69
SD1	AF060	Muni Code Enforcement Officer	2	H	SD1.75.058	38.75	39.13	39.52	40.31	40.72
SD1	AF060	Muni Code Enforcement Officer	3	H	SD1.75.058	40.78	41.18	41.60	42.43	42.85
SD1	AF060	Muni Code Enforcement Officer	4	H	SD1.75.058	42.94	43.37	43.80	44.68	45.13
SD1	AF060	Muni Code Enforcement Officer	5	H	SD1.75.058	45.19	45.64	46.10	47.02	47.49
SC1	PS155	Museum Guard	1	H	SC1.80.007	21.62	21.83	22.05	22.49	22.72
SC1	PS155	Museum Guard	2	H	SC1.80.007	22.74	22.97	23.20	23.67	23.90
SC1	PS155	Museum Guard	3	H	SC1.80.007	23.95	24.19	24.43	24.92	25.17
SC1	PS155	Museum Guard	4	H	SC1.80.007	25.19	25.45	25.70	26.21	26.48
SC1	PS155	Museum Guard	5	H	SC1.80.007	26.52	26.78	27.05	27.59	27.87
SC1	PS157	Museum Guard, PPT	1	H	SC1.80.007	21.62	21.83	22.05	22.49	22.72

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SC1	PS157	Museum Guard, PPT	2 H	SC1.80.007	22.74	22.97	23.20	23.67	23.90
SC1	PS157	Museum Guard, PPT	3 H	SC1.80.007	23.95	24.19	24.43	24.92	25.17
SC1	PS157	Museum Guard, PPT	4 H	SC1.80.007	25.19	25.45	25.70	26.21	26.48
SC1	PS157	Museum Guard, PPT	5 H	SC1.80.007	26.52	26.78	27.05	27.59	27.87
SI1	PS158	Museum Guard, PT	1 H	SI1.80.015	21.61	21.83	22.05	22.49	22.71
SI1	PS158	Museum Guard, PT	2 H	SI1.80.015	22.74	22.96	23.19	23.66	23.89
SI1	PS158	Museum Guard, PT	3 H	SI1.80.015	23.95	24.19	24.43	24.92	25.17
SI1	PS158	Museum Guard, PT	4 H	SI1.80.015	25.20	25.45	25.71	26.22	26.48
SI1	PS158	Museum Guard, PT	5 H	SI1.80.015	26.52	26.78	27.05	27.59	27.87
SD1	SS150	Office Assistant I	1 H	SD1.75.003	18.99	19.18	19.37	19.76	19.96
SD1	SS150	Office Assistant I	2 H	SD1.75.003	19.97	20.17	20.38	20.78	20.99
SD1	SS150	Office Assistant I	3 H	SD1.75.003	21.03	21.24	21.46	21.89	22.10
SD1	SS150	Office Assistant I	4 H	SD1.75.003	22.14	22.36	22.58	23.03	23.26
SD1	SS150	Office Assistant I	5 H	SD1.75.003	23.30	23.53	23.76	24.24	24.48
SD1	SS151	Office Assistant I, PPT	1 H	SD1.75.003	18.99	19.18	19.37	19.76	19.96
SD1	SS151	Office Assistant I, PPT	2 H	SD1.75.003	19.97	20.17	20.38	20.78	20.99
SD1	SS151	Office Assistant I, PPT	3 H	SD1.75.003	21.03	21.24	21.46	21.89	22.10
SD1	SS151	Office Assistant I, PPT	4 H	SD1.75.003	22.14	22.36	22.58	23.03	23.26
SD1	SS151	Office Assistant I, PPT	5 H	SD1.75.003	23.30	23.53	23.76	24.24	24.48
SI1	SS152	Office Assistant I, PT	1 H	SI1.75.002	19.00	19.19	19.38	19.77	19.96
SI1	SS152	Office Assistant I, PT	2 H	SI1.75.002	19.98	20.18	20.38	20.78	20.99
SI1	SS152	Office Assistant I, PT	3 H	SI1.75.002	21.04	21.25	21.46	21.89	22.11
SI1	SS152	Office Assistant I, PT	4 H	SI1.75.002	22.14	22.36	22.58	23.04	23.27
SI1	SS152	Office Assistant I, PT	5 H	SI1.75.002	23.29	23.53	23.76	24.24	24.48
SD1	SS153	Office Assistant II	1 H	SD1.75.070	21.81	22.02	22.24	22.69	22.92
SD1	SS153	Office Assistant II	2 H	SD1.75.070	22.94	23.17	23.40	23.87	24.11
SD1	SS153	Office Assistant II	3 H	SD1.75.070	24.15	24.39	24.63	25.12	25.37
SD1	SS153	Office Assistant II	4 H	SD1.75.070	25.48	25.74	25.99	26.51	26.78
SD1	SS153	Office Assistant II	5 H	SD1.75.070	26.76	27.03	27.30	27.84	28.12
SD1	SS154	Office Assistant II, PPT	1 H	SD1.75.070	21.81	22.02	22.24	22.69	22.92
SD1	SS154	Office Assistant II, PPT	2 H	SD1.75.070	22.94	23.17	23.40	23.87	24.11
SD1	SS154	Office Assistant II, PPT	3 H	SD1.75.070	24.15	24.39	24.63	25.12	25.37
SD1	SS154	Office Assistant II, PPT	4 H	SD1.75.070	25.48	25.74	25.99	26.51	26.78
SD1	SS154	Office Assistant II, PPT	5 H	SD1.75.070	26.76	27.03	27.30	27.84	28.12

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SI1	SS155	Office Assistant II, PT	1	H	SI1.75.007	21.81	22.03	22.25	22.69	22.92
SI1	SS155	Office Assistant II, PT	2	H	SI1.75.007	22.94	23.17	23.40	23.87	24.11
SI1	SS155	Office Assistant II, PT	3	H	SI1.75.007	24.16	24.40	24.64	25.14	25.39
SI1	SS155	Office Assistant II, PT	4	H	SI1.75.007	25.44	25.69	25.95	26.47	26.73
SI1	SS155	Office Assistant II, PT	5	H	SI1.75.007	26.76	27.03	27.30	27.85	28.13
SB1	TR159	Painter	1	H	SB1.80.012	33.82	34.16	34.50	35.19	35.55
SB1	TR159	Painter	2	H	SB1.80.012	35.59	35.95	36.30	37.03	37.40
SB1	TR159	Painter	3	H	SB1.80.012	37.48	37.85	38.23	38.99	39.38
SB1	TR159	Painter	4	H	SB1.80.012	39.44	39.84	40.23	41.04	41.45
SB1	TR159	Painter	5	H	SB1.80.012	41.53	41.94	42.36	43.21	43.64
SC1	SS202	Park Attendant	1	H	SC1.80.003	18.92	19.11	19.31	19.69	19.89
SC1	SS202	Park Attendant	2	H	SC1.80.003	19.91	20.11	20.31	20.72	20.93
SC1	SS202	Park Attendant	3	H	SC1.80.003	20.96	21.17	21.39	21.81	22.03
SC1	SS202	Park Attendant	4	H	SC1.80.003	22.07	22.29	22.51	22.96	23.19
SC1	SS202	Park Attendant	5	H	SC1.80.003	23.22	23.45	23.69	24.16	24.40
SC1	SS157	Park Attendant, PPT	1	H	SC1.80.003	18.92	19.11	19.31	19.69	19.89
SC1	SS157	Park Attendant, PPT	2	H	SC1.80.003	19.91	20.11	20.31	20.72	20.93
SC1	SS157	Park Attendant, PPT	3	H	SC1.80.003	20.96	21.17	21.39	21.81	22.03
SC1	SS157	Park Attendant, PPT	4	H	SC1.80.003	22.07	22.29	22.51	22.96	23.19
SC1	SS157	Park Attendant, PPT	5	H	SC1.80.003	23.22	23.45	23.69	24.16	24.40
SI1	TR161	Park Attendant, PT	1	H	SI1.80.011	18.92	19.11	19.31	19.69	19.89
SI1	TR161	Park Attendant, PT	2	H	SI1.80.011	19.91	20.11	20.31	20.72	20.93
SI1	TR161	Park Attendant, PT	3	H	SI1.80.011	20.96	21.17	21.39	21.81	22.03
SI1	TR161	Park Attendant, PT	4	H	SI1.80.011	22.07	22.29	22.51	22.96	23.19
SI1	TR161	Park Attendant, PT	5	H	SI1.80.011	23.22	23.45	23.69	24.16	24.40
SC1	TR162	Park Equipment Operator	1	H	SC1.80.041	29.49	29.78	30.08	30.68	30.99
SC1	TR162	Park Equipment Operator	2	H	SC1.80.041	31.03	31.34	31.66	32.29	32.61
SC1	TR162	Park Equipment Operator	3	H	SC1.80.041	32.68	33.00	33.33	34.00	34.34
SC1	TR162	Park Equipment Operator	4	H	SC1.80.041	34.40	34.74	35.09	35.79	36.15
SC1	TR162	Park Equipment Operator	5	H	SC1.80.041	36.20	36.56	36.92	37.66	38.04
SC1	TR164	Parking Control Technician	1	H	SC1.80.009	23.57	23.81	24.05	24.53	24.77
SC1	TR164	Parking Control Technician	2	H	SC1.80.009	24.82	25.07	25.32	25.82	26.08
SC1	TR164	Parking Control Technician	3	H	SC1.80.009	26.12	26.38	26.65	27.18	27.45
SC1	TR164	Parking Control Technician	4	H	SC1.80.009	27.49	27.76	28.04	28.60	28.89

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SC1	TR164	Parking Control Technician	5	H	SC1.80.009	28.92	29.21	29.51	30.10	30.40
SC1	TC134	Parking Control Technician, PPT	1	H	SC1.80.009	23.57	23.81	24.05	24.53	24.77
SC1	TC134	Parking Control Technician, PPT	2	H	SC1.80.009	24.82	25.07	25.32	25.82	26.08
SC1	TC134	Parking Control Technician, PPT	3	H	SC1.80.009	26.12	26.38	26.65	27.18	27.45
SC1	TC134	Parking Control Technician, PPT	4	H	SC1.80.009	27.49	27.76	28.04	28.60	28.89
SC1	TC134	Parking Control Technician, PPT	5	H	SC1.80.009	28.92	29.21	29.51	30.10	30.40
SI1	TC135	Parking Control Technician, PT	1	H	SI1.80.017	23.57	23.81	24.04	24.53	24.77
SI1	TC135	Parking Control Technician, PT	2	H	SI1.80.017	24.82	25.07	25.32	25.82	26.08
SI1	TC135	Parking Control Technician, PT	3	H	SI1.80.017	26.13	26.39	26.65	27.18	27.46
SI1	TC135	Parking Control Technician, PT	4	H	SI1.80.017	27.49	27.76	28.04	28.60	28.88
SI1	TC135	Parking Control Technician, PT	5	H	SI1.80.017	28.94	29.23	29.52	30.11	30.41
SD1	AF025	Parking Meter Collector	1	H	SD1.75.024	23.54	23.77	24.01	24.49	24.74
SD1	AF025	Parking Meter Collector	2	H	SD1.75.024	24.79	25.03	25.28	25.79	26.05
SD1	AF025	Parking Meter Collector	3	H	SD1.75.024	26.11	26.37	26.63	27.17	27.44
SD1	AF025	Parking Meter Collector	4	H	SD1.75.024	27.47	27.74	28.02	28.58	28.87
SD1	AF025	Parking Meter Collector	5	H	SD1.75.024	28.91	29.20	29.49	30.08	30.38
SD1	TR167	Parking Meter Collector, PPT	1	H	SD1.75.024	23.54	23.77	24.01	24.49	24.74
SD1	TR167	Parking Meter Collector, PPT	2	H	SD1.75.024	24.79	25.03	25.28	25.79	26.05
SD1	TR167	Parking Meter Collector, PPT	3	H	SD1.75.024	26.11	26.37	26.63	27.17	27.44
SD1	TR167	Parking Meter Collector, PPT	4	H	SD1.75.024	27.47	27.74	28.02	28.58	28.87
SD1	TR167	Parking Meter Collector, PPT	5	H	SD1.75.024	28.91	29.20	29.49	30.08	30.38
SB1	TR168	Parking Meter Repair Worker	1	H	SB1.80.005	26.49	26.75	27.02	27.56	27.83
SB1	TR168	Parking Meter Repair Worker	2	H	SB1.80.005	27.89	28.17	28.45	29.02	29.31
SB1	TR168	Parking Meter Repair Worker	3	H	SB1.80.005	29.35	29.65	29.94	30.54	30.85
SB1	TR168	Parking Meter Repair Worker	4	H	SB1.80.005	30.91	31.22	31.53	32.16	32.48
SB1	TR168	Parking Meter Repair Worker	5	H	SB1.80.005	32.54	32.87	33.20	33.86	34.20
SC1	TR169	Parklands Maintenance Worker	1	H	SC1.80.023	25.50	25.76	26.02	26.54	26.80
SC1	TR169	Parklands Maintenance Worker	2	H	SC1.80.023	26.85	27.12	27.39	27.94	28.22
SC1	TR169	Parklands Maintenance Worker	3	H	SC1.80.023	28.25	28.53	28.82	29.40	29.69
SC1	TR169	Parklands Maintenance Worker	4	H	SC1.80.023	29.75	30.05	30.35	30.96	31.27
SC1	TR169	Parklands Maintenance Worker	5	H	SC1.80.023	31.31	31.62	31.94	32.58	32.90
SD1	SS159	Payroll Personnel Clerk I	1	H	SD1.75.006	20.04	20.24	20.44	20.85	21.06
SD1	SS159	Payroll Personnel Clerk I	2	H	SD1.75.006	21.10	21.31	21.52	21.95	22.17
SD1	SS159	Payroll Personnel Clerk I	3	H	SD1.75.006	22.21	22.44	22.66	23.11	23.35

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SD1	SS159	Payroll Personnel Clerk I	4	H	SD1.75.006	23.41	23.64	23.88	24.35	24.60
SD1	SS159	Payroll Personnel Clerk I	5	H	SD1.75.006	24.61	24.86	25.10	25.61	25.86
SI1	SS160	Payroll Personnel Clerk I, PT	1	H	SI1.75.003	20.04	20.24	20.44	20.85	21.06
SI1	SS160	Payroll Personnel Clerk I, PT	2	H	SI1.75.003	21.10	21.31	21.52	21.95	22.17
SI1	SS160	Payroll Personnel Clerk I, PT	3	H	SI1.75.003	22.22	22.44	22.67	23.12	23.35
SI1	SS160	Payroll Personnel Clerk I, PT	4	H	SI1.75.003	23.36	23.60	23.83	24.31	24.55
SI1	SS160	Payroll Personnel Clerk I, PT	5	H	SI1.75.003	24.59	24.84	25.09	25.59	25.84
SD1	SS161	Payroll Personnel Clerk II	1	H	SD1.75.022	23.45	23.68	23.92	24.40	24.64
SD1	SS161	Payroll Personnel Clerk II	2	H	SD1.75.022	24.69	24.93	25.18	25.69	25.94
SD1	SS161	Payroll Personnel Clerk II	3	H	SD1.75.022	25.98	26.24	26.50	27.03	27.30
SD1	SS161	Payroll Personnel Clerk II	4	H	SD1.75.022	27.35	27.62	27.90	28.45	28.74
SD1	SS161	Payroll Personnel Clerk II	5	H	SD1.75.022	28.78	29.07	29.36	29.95	30.25
SI1	SS162	Payroll Personnel Clerk II, PT	1	H	SI1.75.009	23.46	23.69	23.93	24.41	24.65
SI1	SS162	Payroll Personnel Clerk II, PT	2	H	SI1.75.009	24.67	24.92	25.17	25.67	25.93
SI1	SS162	Payroll Personnel Clerk II, PT	3	H	SI1.75.009	24.87	25.12	25.37	25.88	26.14
SI1	SS162	Payroll Personnel Clerk II, PT	4	H	SI1.75.009	27.34	27.61	27.89	28.45	28.73
SI1	SS162	Payroll Personnel Clerk II, PT	5	H	SI1.75.009	28.78	29.07	29.36	29.95	30.25
SD1	ET130	Permit Technician I	1	H	SD1.75.045	29.27	29.56	29.85	30.45	30.76
SD1	ET130	Permit Technician I	2	H	SD1.75.045	30.81	31.12	31.43	32.06	32.38
SD1	ET130	Permit Technician I	3	H	SD1.75.045	32.42	32.75	33.07	33.74	34.07
SD1	ET130	Permit Technician I	4	H	SD1.75.045	34.13	34.47	34.82	35.52	35.87
SD1	ET130	Permit Technician I	5	H	SD1.75.045	35.92	36.28	36.64	37.38	37.75
SD1	ET131	Permit Technician II	1	H	SD1.75.051	31.25	31.57	31.88	32.52	32.84
SD1	ET131	Permit Technician II	2	H	SD1.75.051	32.90	33.23	33.56	34.23	34.57
SD1	ET131	Permit Technician II	3	H	SD1.75.051	34.63	34.98	35.33	36.03	36.39
SD1	ET131	Permit Technician II	4	H	SD1.75.051	36.46	36.83	37.19	37.94	38.32
SD1	ET131	Permit Technician II	5	H	SD1.75.051	38.38	38.77	39.15	39.94	40.34
SD1	AP282	Planning Investigator	1	H	SD1.75.063	38.93	39.32	39.72	40.51	40.92
SD1	AP282	Planning Investigator	2	H	SD1.75.063	40.97	41.38	41.80	42.63	43.06
SD1	AP282	Planning Investigator	3	H	SD1.75.063	43.13	43.56	43.99	44.87	45.32
SD1	AP282	Planning Investigator	4	H	SD1.75.063	45.40	45.85	46.31	47.24	47.71
SD1	AP282	Planning Investigator	5	H	SD1.75.063	47.79	48.27	48.76	49.73	50.23
SB1	TR172	Plumber	1	H	SB1.80.018	36.10	36.46	36.82	37.56	37.93
SB1	TR172	Plumber	2	H	SB1.80.018	38.00	38.38	38.76	39.53	39.93

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SB1	TR172	Plumber	3	H	SB1.80.018	39.99	40.39	40.80	41.61	42.03
SB1	TR172	Plumber	4	H	SB1.80.018	42.11	42.53	42.96	43.82	44.26
SB1	TR172	Plumber	5	H	SB1.80.018	44.33	44.77	45.22	46.13	46.59
SC1	PS162	Police Communications Dispatcher	1	H	SC1.80.033	40.31	40.72	41.12	41.95	42.37
SC1	PS162	Police Communications Dispatcher	2	H	SC1.80.033	41.33	41.74	42.16	43.00	43.43
SC1	PS162	Police Communications Dispatcher	3	H	SC1.80.033	42.39	42.82	43.25	44.11	44.55
SC1	PS162	Police Communications Dispatcher	4	H	SC1.80.033	43.49	43.92	44.36	45.25	45.70
SC1	PS162	Police Communications Dispatcher	5	H	SC1.80.033	44.60	45.05	45.50	46.41	46.87
SC1	PS163	Police Communications Operator	1	H	SC1.80.049	36.23	36.59	36.96	37.70	38.07
SC1	PS165	Police Evidence Technician	1	H	SC1.80.028	31.51	31.82	32.14	32.78	33.11
SC1	PS165	Police Evidence Technician	2	H	SC1.80.028	33.16	33.49	33.83	34.50	34.85
SC1	PS165	Police Evidence Technician	3	H	SC1.80.028	34.89	35.24	35.60	36.31	36.67
SC1	PS165	Police Evidence Technician	4	H	SC1.80.028	36.73	37.09	37.46	38.21	38.60
SC1	PS165	Police Evidence Technician	5	H	SC1.80.028	38.66	39.04	39.43	40.22	40.63
SC1	PS170	Police Property Specialist	1	H	SC1.80.017	26.01	26.27	26.53	27.06	27.33
SC1	PS170	Police Property Specialist	2	H	SC1.80.017	27.37	27.64	27.92	28.48	28.76
SC1	PS170	Police Property Specialist	3	H	SC1.80.017	28.81	29.10	29.39	29.98	30.28
SC1	PS170	Police Property Specialist	4	H	SC1.80.017	30.33	30.63	30.94	31.55	31.87
SC1	PS170	Police Property Specialist	5	H	SC1.80.017	31.93	32.24	32.57	33.22	33.55
SD1	SS165	Police Records Specialist	1	H	SD1.75.029	25.30	25.56	25.81	26.33	26.59
SD1	SS165	Police Records Specialist	2	H	SD1.75.029	26.65	26.92	27.19	27.73	28.01
SD1	SS165	Police Records Specialist	3	H	SD1.75.029	28.05	28.33	28.62	29.19	29.48
SD1	SS165	Police Records Specialist	4	H	SD1.75.029	29.53	29.83	30.12	30.73	31.03
SD1	SS165	Police Records Specialist	5	H	SD1.75.029	31.09	31.40	31.71	32.35	32.67
SD1	SS206	Police Records Specialist, PPT	1	H	SD1.75.029	25.30	25.56	25.81	26.33	26.59
SD1	SS206	Police Records Specialist, PPT	2	H	SD1.75.029	26.65	26.92	27.19	27.73	28.01
SD1	SS206	Police Records Specialist, PPT	3	H	SD1.75.029	28.05	28.33	28.62	29.19	29.48
SD1	SS206	Police Records Specialist, PPT	4	H	SD1.75.029	29.53	29.83	30.12	30.73	31.03
SD1	SS206	Police Records Specialist, PPT	5	H	SD1.75.029	31.09	31.40	31.71	32.35	32.67
SC1	PS173	Police Services Technician II	1	H	SC1.80.016	26.83	27.09	27.37	27.91	28.19
SC1	PS173	Police Services Technician II	2	H	SC1.80.016	28.26	28.54	28.83	29.40	29.70
SC1	PS173	Police Services Technician II	3	H	SC1.80.016	29.72	30.02	30.32	30.93	31.23
SC1	PS173	Police Services Technician II	4	H	SC1.80.016	31.30	31.61	31.93	32.57	32.89
SC1	PS173	Police Services Technician II	5	H	SC1.80.016	32.96	33.29	33.62	34.29	34.63

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SC1	AP366	Pool Manager, PPT	1 H	SC1.80.050	17.56	17.73	17.91	18.27	18.45
SC1	AP366	Pool Manager, PPT	2 H	SC1.80.050	18.48	18.67	18.86	19.23	19.43
SC1	AP366	Pool Manager, PPT	3 H	SC1.80.050	19.46	19.65	19.85	20.24	20.45
SC1	AP366	Pool Manager, PPT	4 H	SC1.80.050	20.48	20.69	20.89	21.31	21.52
SC1	AP366	Pool Manager, PPT	5 H	SC1.80.050	21.55	21.77	21.99	22.43	22.65
SI1	AP286	Pool Manager, PT	1 H	SI1.80.009	17.55	17.73	17.91	18.27	18.45
SI1	AP286	Pool Manager, PT	2 H	SI1.80.009	18.48	18.67	18.85	19.23	19.42
SI1	AP286	Pool Manager, PT	3 H	SI1.80.009	19.46	19.66	19.85	20.25	20.45
SI1	AP286	Pool Manager, PT	4 H	SI1.80.009	20.47	20.67	20.88	21.30	21.51
SI1	AP286	Pool Manager, PT	5 H	SI1.80.009	21.55	21.77	21.98	22.42	22.65
SC1	TR207	Pool Technician	1 H	SC1.80.005	19.94	20.14	20.34	20.75	20.96
SC1	TR207	Pool Technician	2 H	SC1.80.005	20.99	21.20	21.41	21.84	22.06
SC1	TR207	Pool Technician	3 H	SC1.80.005	22.09	22.31	22.54	22.99	23.22
SC1	TR207	Pool Technician	4 H	SC1.80.005	23.26	23.50	23.73	24.21	24.45
SC1	TR207	Pool Technician	5 H	SC1.80.005	24.48	24.72	24.97	25.47	25.72
SC1	TR208	Pool Technician, PPT	1 H	SC1.80.005	19.94	20.14	20.34	20.75	20.96
SC1	TR208	Pool Technician, PPT	2 H	SC1.80.005	20.99	21.20	21.41	21.84	22.06
SC1	TR208	Pool Technician, PPT	3 H	SC1.80.005	22.09	22.31	22.54	22.99	23.22
SC1	TR208	Pool Technician, PPT	4 H	SC1.80.005	23.26	23.50	23.73	24.21	24.45
SC1	TR208	Pool Technician, PPT	5 H	SC1.80.005	24.48	24.72	24.97	25.47	25.72
SI1	TR209	Pool Technician, PT	1 H	SI1.80.014	19.94	20.14	20.35	20.75	20.96
SI1	TR209	Pool Technician, PT	2 H	SI1.80.014	20.99	21.20	21.41	21.84	22.05
SI1	TR209	Pool Technician, PT	3 H	SI1.80.014	22.10	22.32	22.54	22.99	23.22
SI1	TR209	Pool Technician, PT	4 H	SI1.80.014	23.26	23.49	23.73	24.20	24.45
SI1	TR209	Pool Technician, PT	5 H	SI1.80.014	24.48	24.72	24.97	25.47	25.72
SD1	AP290	Process Coordinator II	1 H	SD1.75.059	37.62	38.00	38.38	39.14	39.54
SD1	AP290	Process Coordinator II	2 H	SD1.75.059	39.61	40.00	40.40	41.21	41.62
SD1	AP290	Process Coordinator II	3 H	SD1.75.059	41.69	42.11	42.53	43.38	43.81
SD1	AP290	Process Coordinator II	4 H	SD1.75.059	43.88	44.32	44.76	45.65	46.11
SD1	AP290	Process Coordinator II	5 H	SD1.75.059	46.19	46.66	47.12	48.07	48.55
SD1	SS196	Public Service Rep, PPT	1 H	SD1.75.029	25.30	25.56	25.81	26.33	26.59
SD1	SS196	Public Service Rep, PPT	2 H	SD1.75.029	26.65	26.92	27.19	27.73	28.01
SD1	SS196	Public Service Rep, PPT	3 H	SD1.75.029	28.05	28.33	28.62	29.19	29.48
SD1	SS196	Public Service Rep, PPT	4 H	SD1.75.029	29.53	29.83	30.12	30.73	31.03

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SD1	SS196	Public Service Rep, PPT	5 H	SD1.75.029	31.09	31.40	31.71	32.35	32.67
SD1	SS169	Public Service Representative	1 H	SD1.75.029	25.30	25.56	25.81	26.33	26.59
SD1	SS169	Public Service Representative	2 H	SD1.75.029	26.65	26.92	27.19	27.73	28.01
SD1	SS169	Public Service Representative	3 H	SD1.75.029	28.05	28.33	28.62	29.19	29.48
SD1	SS169	Public Service Representative	4 H	SD1.75.029	29.53	29.83	30.12	30.73	31.03
SD1	SS169	Public Service Representative	5 H	SD1.75.029	31.09	31.40	31.71	32.35	32.67
SI1	SS198	Public Service Representative, PT	1 H	SI1.75.011	25.29	25.54	25.80	26.32	26.58
SI1	SS198	Public Service Representative, PT	2 H	SI1.75.011	26.65	26.92	27.19	27.73	28.01
SI1	SS198	Public Service Representative, PT	3 H	SI1.75.011	28.04	28.32	28.61	29.18	29.47
SI1	SS198	Public Service Representative, PT	4 H	SI1.75.011	29.52	29.81	30.11	30.71	31.02
SI1	SS198	Public Service Representative, PT	5 H	SI1.75.011	31.07	31.38	31.70	32.33	32.65
SC1	TR174	Public Works Maintenance Worker	1 H	SC1.80.011	24.00	24.24	24.48	24.97	25.22
SC1	TR174	Public Works Maintenance Worker	2 H	SC1.80.011	25.26	25.51	25.77	26.28	26.55
SC1	TR174	Public Works Maintenance Worker	3 H	SC1.80.011	26.60	26.86	27.13	27.67	27.95
SC1	TR174	Public Works Maintenance Worker	4 H	SC1.80.011	27.99	28.27	28.55	29.12	29.41
SC1	TR174	Public Works Maintenance Worker	5 H	SC1.80.011	29.48	29.77	30.07	30.67	30.98
SC1	TR200	Public Works Utility Worker, PPT	1 H	SC1.80.053	24.75	25.00	25.25	25.76	26.01
SC1	TR200	Public Works Utility Worker, PPT	2 H	SC1.80.053	26.04	26.30	26.57	27.10	27.37
SC1	TR200	Public Works Utility Worker, PPT	3 H	SC1.80.053	27.42	27.70	27.97	28.53	28.82
SC1	TR200	Public Works Utility Worker, PPT	4 H	SC1.80.053	28.88	29.17	29.46	30.05	30.35
SC1	TR200	Public Works Utility Worker, PPT	5 H	SC1.80.053	30.36	30.66	30.97	31.59	31.90
SD1	AF034	Real Estate Collections Officer	1 H	SD1.75.038	27.59	27.86	28.14	28.71	28.99
SD1	AF034	Real Estate Collections Officer	2 H	SD1.75.038	29.05	29.34	29.63	30.22	30.52
SD1	AF034	Real Estate Collections Officer	3 H	SD1.75.038	30.57	30.87	31.18	31.81	32.12
SD1	AF034	Real Estate Collections Officer	4 H	SD1.75.038	32.18	32.50	32.83	33.48	33.82
SD1	AF034	Real Estate Collections Officer	5 H	SD1.75.038	33.85	34.18	34.53	35.22	35.57
SD1	SS170	Receptionist	1 H	SD1.75.011	21.17	21.38	21.59	22.02	22.24
SD1	SS170	Receptionist	2 H	SD1.75.011	22.28	22.50	22.73	23.18	23.41
SD1	SS170	Receptionist	3 H	SD1.75.011	23.45	23.68	23.92	24.40	24.64
SD1	SS170	Receptionist	4 H	SD1.75.011	24.70	24.94	25.19	25.70	25.95
SD1	SS170	Receptionist	5 H	SD1.75.011	25.99	26.25	26.51	27.04	27.31
SD1	SS173	Receptionist to the City Council	1 H	SD1.75.011	21.17	21.38	21.59	22.02	22.24
SD1	SS173	Receptionist to the City Council	2 H	SD1.75.011	22.28	22.50	22.73	23.18	23.41
SD1	SS173	Receptionist to the City Council	3 H	SD1.75.011	23.45	23.68	23.92	24.40	24.64

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SD1	SS173	Receptionist to the City Council	4	H	SD1.75.011	24.70	24.94	25.19	25.70	25.95
SD1	SS173	Receptionist to the City Council	5	H	SD1.75.011	25.99	26.25	26.51	27.04	27.31
SD1	SS174	Receptionist, PPT	1	H	SD1.75.011	21.17	21.38	21.59	22.02	22.24
SD1	SS174	Receptionist, PPT	2	H	SD1.75.011	22.28	22.50	22.73	23.18	23.41
SD1	SS174	Receptionist, PPT	3	H	SD1.75.011	23.45	23.68	23.92	24.40	24.64
SD1	SS174	Receptionist, PPT	4	H	SD1.75.011	24.70	24.94	25.19	25.70	25.95
SD1	SS174	Receptionist, PPT	5	H	SD1.75.011	25.99	26.25	26.51	27.04	27.31
SI1	SS175	Receptionist, PT	1	H	SI1.75.022	21.18	21.39	21.61	22.04	22.26
SI1	SS175	Receptionist, PT	2	H	SI1.75.022	22.28	22.51	22.73	23.19	23.42
SI1	SS175	Receptionist, PT	3	H	SI1.75.022	23.45	23.68	23.92	24.40	24.64
SI1	SS175	Receptionist, PT	4	H	SI1.75.022	24.69	24.94	25.19	25.69	25.95
SI1	SS175	Receptionist, PT	5	H	SI1.75.022	25.99	26.25	26.51	27.04	27.32
SI1	SS177	Recreation Aide, PT	1	H	SI1.80.001	14.21	14.35	14.49	14.78	14.93
SI1	SS177	Recreation Aide, PT	2	H	SI1.80.001	14.91	15.06	15.21	15.51	15.67
SI1	SS177	Recreation Aide, PT	3	H	SI1.80.001	15.66	15.82	15.97	16.29	16.46
SI1	SS177	Recreation Aide, PT	4	H	SI1.80.001	16.43	16.60	16.76	17.10	17.27
SI1	SS177	Recreation Aide, PT	5	H	SI1.80.001	17.26	17.43	17.60	17.95	18.13
SI1	SS178	Recreation Attendant I, PT	1	H	SI1.80.002	14.55	14.69	14.84	15.14	15.29
SI1	SS178	Recreation Attendant I, PT	2	H	SI1.80.002	15.28	15.43	15.58	15.90	16.06
SI1	SS178	Recreation Attendant I, PT	3	H	SI1.80.002	16.05	16.21	16.37	16.70	16.87
SI1	SS178	Recreation Attendant I, PT	4	H	SI1.80.002	16.84	17.01	17.18	17.53	17.70
SI1	SS178	Recreation Attendant I, PT	5	H	SI1.80.002	17.68	17.86	18.03	18.39	18.58
SC1	SS203	Recreation Attendant II, PPT	1	H	SC1.80.058	16.74	16.91	17.08	17.42	17.59
SC1	SS203	Recreation Attendant II, PPT	2	H	SC1.80.058	17.57	17.74	17.92	18.28	18.46
SC1	SS203	Recreation Attendant II, PPT	3	H	SC1.80.058	18.45	18.64	18.82	19.20	19.39
SC1	SS203	Recreation Attendant II, PPT	4	H	SC1.80.058	19.38	19.57	19.77	20.16	20.36
SC1	SS203	Recreation Attendant II, PPT	5	H	SC1.80.058	20.34	20.54	20.75	21.16	21.37
SI1	SS179	Recreation Attendant II, PT	1	H	SI1.80.005	16.74	16.91	17.08	17.42	17.59
SI1	SS179	Recreation Attendant II, PT	2	H	SI1.80.005	17.56	17.74	17.92	18.28	18.46
SI1	SS179	Recreation Attendant II, PT	3	H	SI1.80.005	18.45	18.64	18.82	19.20	19.39
SI1	SS179	Recreation Attendant II, PT	4	H	SI1.80.005	19.38	19.57	19.77	20.16	20.36
SI1	SS179	Recreation Attendant II, PT	5	H	SI1.80.005	20.34	20.54	20.74	21.16	21.37
SC1	PP131	Recreation Center Director	1	H	SC1.80.043	29.81	30.10	30.41	31.01	31.32
SC1	PP131	Recreation Center Director	2	H	SC1.80.043	31.38	31.70	32.02	32.66	32.98

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SC1	PP131	Recreation Center Director	3	H	SC1.80.043	33.03	33.36	33.69	34.37	34.71
SC1	PP131	Recreation Center Director	4	H	SC1.80.043	34.76	35.11	35.46	36.17	36.53
SC1	PP131	Recreation Center Director	5	H	SC1.80.043	36.59	36.96	37.33	38.08	38.46
SI1	PP132	Recreation Leader I, PT	1	H	SI1.80.003	16.16	16.33	16.49	16.82	16.99
SI1	PP132	Recreation Leader I, PT	2	H	SI1.80.003	16.99	17.16	17.33	17.68	17.85
SI1	PP132	Recreation Leader I, PT	3	H	SI1.80.003	17.83	18.01	18.19	18.56	18.74
SI1	PP132	Recreation Leader I, PT	4	H	SI1.80.003	18.72	18.91	19.09	19.48	19.67
SI1	PP132	Recreation Leader I, PT	5	H	SI1.80.003	19.66	19.85	20.05	20.45	20.66
SC1	PP133	Recreation Leader II, PPT	1	H	SC1.80.002	18.59	18.78	18.97	19.35	19.54
SC1	PP133	Recreation Leader II, PPT	2	H	SC1.80.002	19.52	19.72	19.91	20.31	20.52
SC1	PP133	Recreation Leader II, PPT	3	H	SC1.80.002	20.49	20.70	20.90	21.32	21.54
SC1	PP133	Recreation Leader II, PPT	4	H	SC1.80.002	21.53	21.75	21.96	22.40	22.63
SC1	PP133	Recreation Leader II, PPT	5	H	SC1.80.002	22.60	22.83	23.05	23.52	23.75
SI1	PP134	Recreation Leader II, PT	1	H	SI1.80.010	18.60	18.78	18.97	19.35	19.54
SI1	PP134	Recreation Leader II, PT	2	H	SI1.80.010	19.52	19.72	19.91	20.31	20.52
SI1	PP134	Recreation Leader II, PT	3	H	SI1.80.010	20.49	20.70	20.90	21.32	21.53
SI1	PP134	Recreation Leader II, PT	4	H	SI1.80.010	21.53	21.75	21.96	22.40	22.63
SI1	PP134	Recreation Leader II, PT	5	H	SI1.80.010	22.60	22.83	23.06	23.52	23.75
SC1	PP135	Recreation Program Director	1	H	SC1.80.025	26.23	26.49	26.76	27.29	27.57
SC1	PP135	Recreation Program Director	2	H	SC1.80.025	27.61	27.89	28.17	28.73	29.02
SC1	PP135	Recreation Program Director	3	H	SC1.80.025	29.07	29.36	29.65	30.24	30.55
SC1	PP135	Recreation Program Director	4	H	SC1.80.025	30.59	30.90	31.21	31.83	32.15
SC1	PP135	Recreation Program Director	5	H	SC1.80.025	32.19	32.51	32.84	33.49	33.83
SC1	PP136	Recreation Specialist I, PPT	1	H	SC1.80.004	18.94	19.13	19.32	19.70	19.90
SC1	PP136	Recreation Specialist I, PPT	2	H	SC1.80.004	19.94	20.14	20.34	20.75	20.96
SC1	PP136	Recreation Specialist I, PPT	3	H	SC1.80.004	20.99	21.20	21.41	21.84	22.06
SC1	PP136	Recreation Specialist I, PPT	4	H	SC1.80.004	22.09	22.31	22.54	22.99	23.22
SC1	PP136	Recreation Specialist I, PPT	5	H	SC1.80.004	23.26	23.50	23.73	24.21	24.45
SI1	PP137	Recreation Specialist I, PT	1	H	SI1.80.013	18.95	19.13	19.33	19.71	19.91
SI1	PP137	Recreation Specialist I, PT	2	H	SI1.80.013	19.94	20.14	20.35	20.75	20.96
SI1	PP137	Recreation Specialist I, PT	3	H	SI1.80.013	20.99	21.20	21.41	21.84	22.05
SI1	PP137	Recreation Specialist I, PT	4	H	SI1.80.013	22.10	22.32	22.54	22.99	23.22
SI1	PP137	Recreation Specialist I, PT	5	H	SI1.80.013	23.26	23.49	23.73	24.20	24.45
SC1	PP138	Recreation Specialist II, PPT	1	H	SC1.80.015	24.43	24.68	24.92	25.42	25.68

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SC1	PP138	Recreation Specialist II, PPT	2 H	SC1.80.015	25.72	25.98	26.24	26.77	27.03
SC1	PP138	Recreation Specialist II, PPT	3 H	SC1.80.015	27.08	27.35	27.63	28.18	28.46
SC1	PP138	Recreation Specialist II, PPT	4 H	SC1.80.015	28.50	28.79	29.08	29.66	29.96
SC1	PP138	Recreation Specialist II, PPT	5 H	SC1.80.015	30.01	30.31	30.61	31.22	31.53
SI1	PP139	Recreation Specialist II, PT	1 H	SI1.80.019	24.45	24.69	24.94	25.44	25.69
SI1	PP139	Recreation Specialist II, PT	2 H	SI1.80.019	25.73	25.99	26.25	26.78	27.04
SI1	PP139	Recreation Specialist II, PT	3 H	SI1.80.019	27.08	27.35	27.63	28.18	28.46
SI1	PP139	Recreation Specialist II, PT	4 H	SI1.80.019	28.51	28.79	29.08	29.66	29.96
SI1	PP139	Recreation Specialist II, PT	5 H	SI1.80.019	30.01	30.31	30.61	31.23	31.54
SC1	PP161	Recreation Specialist III, PPT	1 H	SC1.80.043	29.81	30.10	30.41	31.01	31.32
SC1	PP161	Recreation Specialist III, PPT	2 H	SC1.80.043	31.38	31.70	32.02	32.66	32.98
SC1	PP161	Recreation Specialist III, PPT	3 H	SC1.80.043	33.03	33.36	33.69	34.37	34.71
SC1	PP161	Recreation Specialist III, PPT	4 H	SC1.80.043	34.76	35.11	35.46	36.17	36.53
SC1	PP161	Recreation Specialist III, PPT	5 H	SC1.80.043	36.59	36.96	37.33	38.08	38.46
SI1	PP162	Recreation Specialist III, PT	1 H	SI1.80.058	29.80	30.10	30.40	31.01	31.32
SI1	PP162	Recreation Specialist III, PT	2 H	SI1.80.058	31.38	31.69	32.01	32.65	32.98
SI1	PP162	Recreation Specialist III, PT	3 H	SI1.80.058	33.03	33.36	33.69	34.37	34.71
SI1	PP162	Recreation Specialist III, PT	4 H	SI1.80.058	34.76	35.11	35.46	36.17	36.53
SI1	PP162	Recreation Specialist III, PT	5 H	SI1.80.058	36.59	36.96	37.33	38.07	38.46
SC1	TR196	Refuge Naturalist	1 H	SC1.80.008	22.74	22.97	23.20	23.67	23.90
SC1	TR196	Refuge Naturalist	2 H	SC1.80.008	23.95	24.19	24.43	24.92	25.17
SC1	TR196	Refuge Naturalist	3 H	SC1.80.008	25.19	25.45	25.70	26.21	26.48
SC1	TR196	Refuge Naturalist	4 H	SC1.80.008	26.52	26.78	27.05	27.59	27.87
SC1	TR196	Refuge Naturalist	5 H	SC1.80.008	27.92	28.20	28.48	29.05	29.34
SC1	AP315	Rehabilitation Paint Technician	1 H	SC1.80.027	26.61	26.87	27.14	27.68	27.96
SC1	AP315	Rehabilitation Paint Technician	2 H	SC1.80.027	28.02	28.30	28.58	29.15	29.45
SC1	AP315	Rehabilitation Paint Technician	3 H	SC1.80.027	29.49	29.78	30.08	30.68	30.99
SC1	AP315	Rehabilitation Paint Technician	4 H	SC1.80.027	31.03	31.34	31.66	32.29	32.61
SC1	AP315	Rehabilitation Paint Technician	5 H	SC1.80.027	32.68	33.00	33.33	34.00	34.34
SD1	SS180	Reprographic Assistant	1 H	SD1.75.013	21.33	21.54	21.76	22.20	22.42
SD1	SS180	Reprographic Assistant	2 H	SD1.75.013	22.45	22.67	22.90	23.36	23.59
SD1	SS180	Reprographic Assistant	3 H	SD1.75.013	23.64	23.87	24.11	24.60	24.84
SD1	SS180	Reprographic Assistant	4 H	SD1.75.013	24.87	25.12	25.37	25.88	26.14
SD1	SS180	Reprographic Assistant	5 H	SD1.75.013	26.17	26.44	26.70	27.23	27.51

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SD1	SS182	Reprographic Offset Operator	1	H	SD1.75.018	22.62	22.85	23.08	23.54	23.77
SD1	SS182	Reprographic Offset Operator	2	H	SD1.75.018	23.81	24.05	24.29	24.78	25.03
SD1	SS182	Reprographic Offset Operator	3	H	SD1.75.018	25.07	25.32	25.58	26.09	26.35
SD1	SS182	Reprographic Offset Operator	4	H	SD1.75.018	26.39	26.65	26.92	27.45	27.73
SD1	SS182	Reprographic Offset Operator	5	H	SD1.75.018	27.79	28.07	28.35	28.91	29.20
SD1	AP321	Revenue Assistant	1	H	SD1.75.043	28.24	28.52	28.81	29.38	29.68
SD1	AP321	Revenue Assistant	2	H	SD1.75.043	29.73	30.03	30.33	30.93	31.24
SD1	AP321	Revenue Assistant	3	H	SD1.75.043	31.30	31.61	31.93	32.56	32.89
SD1	AP321	Revenue Assistant	4	H	SD1.75.043	32.95	33.28	33.61	34.29	34.63
SD1	AP321	Revenue Assistant	5	H	SD1.75.043	34.67	35.02	35.37	36.08	36.44
SC1	TR175	Sewer Maintenance Leader	1	H	SC1.80.045	32.90	33.23	33.56	34.23	34.57
SC1	TR175	Sewer Maintenance Leader	2	H	SC1.80.045	34.63	34.98	35.33	36.03	36.39
SC1	TR175	Sewer Maintenance Leader	3	H	SC1.80.045	36.46	36.83	37.19	37.94	38.32
SC1	TR175	Sewer Maintenance Leader	4	H	SC1.80.045	38.38	38.77	39.15	39.94	40.34
SC1	TR175	Sewer Maintenance Leader	5	H	SC1.80.045	40.40	40.80	41.21	42.04	42.46
SC1	TR176	Sewer Maintenance Worker	1	H	SC1.80.021	26.09	26.36	26.62	27.15	27.42
SC1	TR176	Sewer Maintenance Worker	2	H	SC1.80.021	27.48	27.75	28.03	28.59	28.87
SC1	TR176	Sewer Maintenance Worker	3	H	SC1.80.021	28.92	29.21	29.50	30.09	30.39
SC1	TR176	Sewer Maintenance Worker	4	H	SC1.80.021	30.43	30.74	31.04	31.66	31.98
SC1	TR176	Sewer Maintenance Worker	5	H	SC1.80.021	32.04	32.36	32.68	33.34	33.67
SC1	TR177	Sign Maintenance Worker	1	H	SC1.80.026	26.36	26.63	26.89	27.43	27.71
SC1	TR177	Sign Maintenance Worker	2	H	SC1.80.026	27.74	28.02	28.30	28.87	29.16
SC1	TR177	Sign Maintenance Worker	3	H	SC1.80.026	29.21	29.50	29.80	30.39	30.70
SC1	TR177	Sign Maintenance Worker	4	H	SC1.80.026	30.73	31.04	31.35	31.98	32.30
SC1	TR177	Sign Maintenance Worker	5	H	SC1.80.026	32.37	32.69	33.02	33.68	34.01
SD1	IS121	Specialty Combination Insp Tech	1	H	SD1.75.069	48.94	49.43	49.93	50.92	51.43
SC1	IS120	Specialty Combination Insp, Senior	1	H	SC1.80.061	46.01	46.47	46.93	47.87	48.35
SC1	IS120	Specialty Combination Insp, Senior	2	H	SC1.80.061	48.43	48.92	49.41	50.40	50.90
SC1	IS120	Specialty Combination Insp, Senior	3	H	SC1.80.061	50.96	51.47	51.99	53.03	53.56
SC1	IS120	Specialty Combination Insp, Senior	4	H	SC1.80.061	53.65	54.19	54.73	55.83	56.39
SC1	IS120	Specialty Combination Insp, Senior	5	H	SC1.80.061	56.48	57.04	57.61	58.77	59.35
SC1	IS119	Specialty Combination Inspector	1	H	SC1.80.060	41.05	41.46	41.88	42.71	43.14
SC1	IS119	Specialty Combination Inspector	2	H	SC1.80.060	43.20	43.64	44.07	44.95	45.40
SC1	IS119	Specialty Combination Inspector	3	H	SC1.80.060	44.68	45.13	45.58	46.49	46.96

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SC1	IS119	Specialty Combination Inspector	4	H	SC1.80.060	47.87	48.35	48.83	49.81	50.31
SC1	IS119	Specialty Combination Inspector	5	H	SC1.80.060	50.40	50.90	51.41	52.44	52.96
SI1	PP160	Sports Official, PT	1	H	SI1.80.057	21.56	21.78	22.00	22.44	22.66
SB1	TC139	Stagehand, PPT	1	H	SB1.80.019	24.42	24.67	24.91	25.41	25.66
SB1	TC139	Stagehand, PPT	2	H	SB1.80.019	25.72	25.98	26.24	26.77	27.03
SB1	TC139	Stagehand, PPT	3	H	SB1.80.019	27.08	27.35	27.63	28.18	28.46
SB1	TC139	Stagehand, PPT	4	H	SB1.80.019	28.49	28.78	29.07	29.65	29.94
SB1	TC139	Stagehand, PPT	5	H	SB1.80.019	30.01	30.31	30.61	31.22	31.53
SI1	TC138	Stagehand, PT	1	H	SI1.80.019	24.45	24.69	24.94	25.44	25.69
SI1	TC138	Stagehand, PT	2	H	SI1.80.019	25.73	25.99	26.25	26.78	27.04
SI1	TC138	Stagehand, PT	3	H	SI1.80.019	27.08	27.35	27.63	28.18	28.46
SI1	TC138	Stagehand, PT	4	H	SI1.80.019	28.51	28.79	29.08	29.66	29.96
SI1	TC138	Stagehand, PT	5	H	SI1.80.019	30.01	30.31	30.61	31.23	31.54
SB1	TR178	Stationary Engineer	1	H	SB1.80.012	33.82	34.16	34.50	35.19	35.55
SB1	TR178	Stationary Engineer	2	H	SB1.80.012	35.59	35.95	36.30	37.03	37.40
SB1	TR178	Stationary Engineer	3	H	SB1.80.012	37.48	37.85	38.23	38.99	39.38
SB1	TR178	Stationary Engineer	4	H	SB1.80.012	39.44	39.84	40.23	41.04	41.45
SB1	TR178	Stationary Engineer	5	H	SB1.80.012	41.53	41.94	42.36	43.21	43.64
SC1	SS186	Storekeeper	1	H	SC1.80.056	24.31	24.55	24.80	25.30	25.55
SC1	SS186	Storekeeper	2	H	SC1.80.056	25.58	25.84	26.09	26.62	26.88
SC1	SS186	Storekeeper	3	H	SC1.80.056	26.90	27.17	27.45	27.99	28.27
SC1	SS186	Storekeeper	4	H	SC1.80.056	28.33	28.61	28.90	29.48	29.77
SC1	SS186	Storekeeper	5	H	SC1.80.056	29.78	30.08	30.38	30.99	31.30
SC1	TR180	Street Maintenance Leader	1	H	SC1.80.035	30.49	30.80	31.10	31.73	32.04
SC1	TR180	Street Maintenance Leader	2	H	SC1.80.035	32.10	32.42	32.75	33.40	33.74
SC1	TR180	Street Maintenance Leader	3	H	SC1.80.035	33.80	34.14	34.48	35.17	35.52
SC1	TR180	Street Maintenance Leader	4	H	SC1.80.035	35.58	35.93	36.29	37.02	37.39
SC1	TR180	Street Maintenance Leader	5	H	SC1.80.035	37.45	37.83	38.21	38.97	39.36
SC1	TR181	Street Sweeper Operator	1	H	SC1.80.034	28.76	29.05	29.34	29.92	30.22
SC1	TR181	Street Sweeper Operator	2	H	SC1.80.034	30.26	30.56	30.87	31.48	31.80
SC1	TR181	Street Sweeper Operator	3	H	SC1.80.034	31.86	32.18	32.50	33.15	33.48
SC1	TR181	Street Sweeper Operator	4	H	SC1.80.034	33.54	33.87	34.21	34.90	35.24
SC1	TR181	Street Sweeper Operator	5	H	SC1.80.034	35.30	35.66	36.01	36.73	37.10
SC1	AP331	Subpoena Server	1	H	SC1.80.032	27.42	27.70	27.97	28.53	28.82

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SC1	AP331	Subpoena Server	2	H	SC1.80.032	28.86	29.15	29.44	30.03	30.33
SC1	AP331	Subpoena Server	3	H	SC1.80.032	30.38	30.68	30.99	31.61	31.93
SC1	AP331	Subpoena Server	4	H	SC1.80.032	31.98	32.30	32.62	33.28	33.61
SC1	AP331	Subpoena Server	5	H	SC1.80.032	33.67	34.01	34.35	35.03	35.38
SC1	ET132	Surveying Technician (Field)	1	H	SC1.80.024	26.21	26.47	26.74	27.27	27.54
SC1	ET132	Surveying Technician (Field)	2	H	SC1.80.024	27.59	27.86	28.14	28.71	28.99
SC1	ET132	Surveying Technician (Field)	3	H	SC1.80.024	29.05	29.34	29.63	30.22	30.52
SC1	ET132	Surveying Technician (Field)	4	H	SC1.80.024	30.57	30.87	31.18	31.81	32.12
SC1	ET132	Surveying Technician (Field)	5	H	SC1.80.024	32.18	32.50	32.83	33.48	33.82
SC1	ET133	Surveying Technician, Sr (Field)	1	H	SC1.80.038	30.15	30.45	30.75	31.37	31.68
SC1	ET133	Surveying Technician, Sr (Field)	2	H	SC1.80.038	31.73	32.04	32.36	33.01	33.34
SC1	ET133	Surveying Technician, Sr (Field)	3	H	SC1.80.038	33.40	33.74	34.08	34.76	35.10
SC1	ET133	Surveying Technician, Sr (Field)	4	H	SC1.80.038	35.16	35.51	35.87	36.58	36.95
SC1	ET133	Surveying Technician, Sr (Field)	5	H	SC1.80.038	37.00	37.37	37.75	38.50	38.89
SD1	AF004	Tax Auditor I	1	H	SD1.75.052	32.01	32.33	32.66	33.31	33.64
SD1	AF004	Tax Auditor I	2	H	SD1.75.052	33.70	34.04	34.38	35.07	35.42
SD1	AF004	Tax Auditor I	3	H	SD1.75.052	35.48	35.83	36.19	36.92	37.29
SD1	AF004	Tax Auditor I	4	H	SD1.75.052	37.37	37.74	38.12	38.88	39.27
SD1	AF004	Tax Auditor I	5	H	SD1.75.052	39.32	39.71	40.11	40.91	41.32
SD1	AF022	Tax Auditor II	1	H	SD1.75.058	36.81	37.18	37.55	38.31	38.69
SD1	AF022	Tax Auditor II	2	H	SD1.75.058	38.75	39.13	39.52	40.31	40.72
SD1	AF022	Tax Auditor II	3	H	SD1.75.058	40.78	41.18	41.60	42.43	42.85
SD1	AF022	Tax Auditor II	4	H	SD1.75.058	42.94	43.37	43.80	44.68	45.13
SD1	AF022	Tax Auditor II	5	H	SD1.75.058	45.19	45.64	46.10	47.02	47.49
SD1	AF050	Tax Enforcement Officer II	1	H	SD1.75.058	36.81	37.18	37.55	38.31	38.69
SD1	AF050	Tax Enforcement Officer II	2	H	SD1.75.058	38.75	39.13	39.52	40.31	40.72
SD1	AF050	Tax Enforcement Officer II	3	H	SD1.75.058	40.78	41.18	41.60	42.43	42.85
SD1	AF050	Tax Enforcement Officer II	4	H	SD1.75.058	42.94	43.37	43.80	44.68	45.13
SD1	AF050	Tax Enforcement Officer II	5	H	SD1.75.058	45.19	45.64	46.10	47.02	47.49
SD1	AF005	Tax Representative I	1	H	SD1.75.020	22.98	23.21	23.44	23.91	24.15
SD1	AF005	Tax Representative I	2	H	SD1.75.020	24.19	24.43	24.68	25.17	25.42
SD1	AF005	Tax Representative I	3	H	SD1.75.020	25.46	25.71	25.97	26.49	26.75
SD1	AF005	Tax Representative I	4	H	SD1.75.020	26.79	27.06	27.33	27.88	28.16
SD1	AF005	Tax Representative I	5	H	SD1.75.020	28.21	28.49	28.77	29.35	29.64

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SD1	AF024	Tax Representative II	1	H	SD1.75.058	36.81	37.18	37.55	38.31	38.69
SD1	AF024	Tax Representative II	2	H	SD1.75.058	38.75	39.13	39.52	40.31	40.72
SD1	AF024	Tax Representative II	3	H	SD1.75.058	40.78	41.18	41.60	42.43	42.85
SD1	AF024	Tax Representative II	4	H	SD1.75.058	42.94	43.37	43.80	44.68	45.13
SD1	AF024	Tax Representative II	5	H	SD1.75.058	45.19	45.64	46.10	47.02	47.49
SD1	ET134	Traffic Engineering Tech, Senior (O)	1	H	SD1.75.062	38.06	38.44	38.83	39.60	40.00
SD1	ET134	Traffic Engineering Tech, Senior (O)	2	H	SD1.75.062	40.04	40.44	40.84	41.66	42.07
SD1	ET134	Traffic Engineering Tech, Senior (O)	3	H	SD1.75.062	42.16	42.58	43.00	43.86	44.30
SD1	ET134	Traffic Engineering Tech, Senior (O)	4	H	SD1.75.062	44.37	44.82	45.27	46.17	46.63
SD1	ET134	Traffic Engineering Tech, Senior (O)	5	H	SD1.75.062	46.70	47.17	47.64	48.59	49.08
SB1	TR185	Traffic Painter	1	H	SB1.80.012	33.82	34.16	34.50	35.19	35.55
SB1	TR185	Traffic Painter	2	H	SB1.80.012	35.59	35.95	36.30	37.03	37.40
SB1	TR185	Traffic Painter	3	H	SB1.80.012	37.48	37.85	38.23	38.99	39.38
SB1	TR185	Traffic Painter	4	H	SB1.80.012	39.44	39.84	40.23	41.04	41.45
SB1	TR185	Traffic Painter	5	H	SB1.80.012	41.53	41.94	42.36	43.21	43.64
SC1	TR186	Traffic Sign Maker	1	H	SC1.80.019	28.24	28.52	28.81	29.38	29.68
SC1	TR186	Traffic Sign Maker	2	H	SC1.80.019	29.72	30.02	30.32	30.92	31.23
SC1	TR186	Traffic Sign Maker	3	H	SC1.80.019	31.29	31.60	31.91	32.55	32.88
SC1	TR186	Traffic Sign Maker	4	H	SC1.80.019	32.93	33.26	33.59	34.26	34.61
SC1	TR186	Traffic Sign Maker	5	H	SC1.80.019	34.66	35.01	35.36	36.07	36.43
SC1	TR188	Tree High Climber	1	H	SC1.80.037	32.48	32.80	33.13	33.79	34.13
SC1	TR188	Tree High Climber	2	H	SC1.80.037	34.18	34.52	34.86	35.56	35.92
SC1	TR188	Tree High Climber	3	H	SC1.80.037	35.96	36.32	36.69	37.42	37.80
SC1	TR188	Tree High Climber	4	H	SC1.80.037	37.86	38.24	38.62	39.40	39.79
SC1	TR188	Tree High Climber	5	H	SC1.80.037	39.85	40.25	40.65	41.46	41.88
SC1	TR189	Tree Trimmer	1	H	SC1.80.031	30.20	30.51	30.81	31.43	31.74
SC1	TR189	Tree Trimmer	2	H	SC1.80.031	31.80	32.12	32.44	33.09	33.42
SC1	TR189	Tree Trimmer	3	H	SC1.80.031	33.48	33.82	34.15	34.84	35.19
SC1	TR189	Tree Trimmer	4	H	SC1.80.031	35.23	35.58	35.93	36.65	37.02
SC1	TR189	Tree Trimmer	5	H	SC1.80.031	37.08	37.45	37.82	38.58	38.97
SC1	TR190	Tree Worker Driver	1	H	SC1.80.014	26.17	26.43	26.69	27.22	27.50
SC1	TR190	Tree Worker Driver	2	H	SC1.80.014	27.48	27.75	28.03	28.59	28.88
SC1	TR190	Tree Worker Driver	3	H	SC1.80.014	28.85	29.14	29.43	30.02	30.32
SC1	TR190	Tree Worker Driver	4	H	SC1.80.014	30.30	30.61	30.91	31.53	31.85

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SC1	TR190	Tree Worker Driver	5 H	SC1.80.014	31.86	32.18	32.50	33.15	33.48
SC1	TR191	Truck Driver	1 H	SC1.80.030	27.14	27.41	27.68	28.24	28.52
SC1	TR191	Truck Driver	2 H	SC1.80.030	28.55	28.83	29.12	29.71	30.00
SC1	TR191	Truck Driver	3 H	SC1.80.030	30.06	30.36	30.66	31.28	31.59
SC1	TR191	Truck Driver	4 H	SC1.80.030	31.65	31.97	32.29	32.93	33.26
SC1	TR191	Truck Driver	5 H	SC1.80.030	33.31	33.64	33.97	34.65	35.00
SB1	PS201	US&R Wrhs & Logistics Spec	1 H	SB1.80.011	31.86	32.18	32.50	33.15	33.48
SB1	PS201	US&R Wrhs & Logistics Spec	2 H	SB1.80.011	33.54	33.87	34.21	34.90	35.24
SB1	PS201	US&R Wrhs & Logistics Spec	3 H	SB1.80.011	35.30	35.66	36.01	36.73	37.10
SB1	PS201	US&R Wrhs & Logistics Spec	4 H	SB1.80.011	37.17	37.54	37.91	38.67	39.06
SB1	PS201	US&R Wrhs & Logistics Spec	5 H	SB1.80.011	39.12	39.51	39.91	40.71	41.11
SB1	PS202	US&R Wrhs & Logistics Spec, PPT	1 H	SB1.80.011	31.86	32.18	32.50	33.15	33.48
SB1	PS202	US&R Wrhs & Logistics Spec, PPT	2 H	SB1.80.011	33.54	33.87	34.21	34.90	35.24
SB1	PS202	US&R Wrhs & Logistics Spec, PPT	3 H	SB1.80.011	35.30	35.66	36.01	36.73	37.10
SB1	PS202	US&R Wrhs & Logistics Spec, PPT	4 H	SB1.80.011	37.17	37.54	37.91	38.67	39.06
SB1	PS202	US&R Wrhs & Logistics Spec, PPT	5 H	SB1.80.011	39.12	39.51	39.91	40.71	41.11
SI1	PS205	US&R Wrhs & Logistics Spec, PT	1 H	SI1.80.059	31.86	32.18	32.50	33.15	33.49
SI1	PS205	US&R Wrhs & Logistics Spec, PT	2 H	SI1.80.059	33.53	33.87	34.21	34.89	35.24
SI1	PS205	US&R Wrhs & Logistics Spec, PT	3 H	SI1.80.059	35.30	35.66	36.01	36.73	37.10
SI1	PS205	US&R Wrhs & Logistics Spec, PT	4 H	SI1.80.059	37.17	37.54	37.92	38.68	39.06
SI1	PS205	US&R Wrhs & Logistics Spec, PT	5 H	SI1.80.059	39.12	39.51	39.90	40.70	41.11
SC1	TR212	Van Driver	1 H	SC1.80.059	16.69	16.85	17.02	17.36	17.54
SC1	TR212	Van Driver	2 H	SC1.80.059	17.56	17.73	17.91	18.27	18.45
SC1	TR212	Van Driver	3 H	SC1.80.059	18.46	18.65	18.83	19.21	19.40
SC1	TR212	Van Driver	4 H	SC1.80.059	19.43	19.63	19.82	20.22	20.42
SC1	TR212	Van Driver	5 H	SC1.80.059	20.46	20.66	20.87	21.29	21.50
SC1	TR211	Van Driver, PPT	1 H	SC1.80.059	16.69	16.85	17.02	17.36	17.54
SC1	TR211	Van Driver, PPT	2 H	SC1.80.059	17.56	17.73	17.91	18.27	18.45
SC1	TR211	Van Driver, PPT	3 H	SC1.80.059	18.46	18.65	18.83	19.21	19.40
SC1	TR211	Van Driver, PPT	4 H	SC1.80.059	19.43	19.63	19.82	20.22	20.42
SC1	TR211	Van Driver, PPT	5 H	SC1.80.059	20.46	20.66	20.87	21.29	21.50
SI1	TR192	Van Driver, PT	1 H	SI1.80.008	16.69	16.86	17.02	17.37	17.54
SI1	TR192	Van Driver, PT	2 H	SI1.80.008	17.55	17.73	17.91	18.27	18.45
SI1	TR192	Van Driver, PT	3 H	SI1.80.008	18.46	18.65	18.83	19.21	19.40

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SI1	TR192	Van Driver, PT	4 H	SI1.80.008	19.43	19.62	19.82	20.22	20.42
SI1	TR192	Van Driver, PT	5 H	SI1.80.008	20.46	20.66	20.87	21.29	21.50
SD1	TC144	Veterinary Technician	1 H	SD1.80.005	20.76	20.97	21.18	21.60	21.81
SD1	TC145	Veterinary Technician	1 H	SD1.80.005	20.76	20.97	21.18	21.60	21.81
SD1	TC146	Veterinary Technician	1 H	SD1.80.005	20.76	20.97	21.18	21.60	21.81
SD1	TC144	Veterinary Technician	2 H	SD1.80.005	21.94	22.16	22.38	22.83	23.06
SD1	TC145	Veterinary Technician	2 H	SD1.80.005	21.94	22.16	22.38	22.83	23.06
SD1	TC146	Veterinary Technician	2 H	SD1.80.005	21.94	22.16	22.38	22.83	23.06
SD1	TC144	Veterinary Technician	3 H	SD1.80.005	23.11	23.34	23.57	24.04	24.28
SD1	TC145	Veterinary Technician	3 H	SD1.80.005	23.11	23.34	23.57	24.04	24.28
SD1	TC146	Veterinary Technician	3 H	SD1.80.005	23.11	23.34	23.57	24.04	24.28
SD1	TC144	Veterinary Technician	4 H	SD1.80.005	24.30	24.54	24.79	25.28	25.54
SD1	TC145	Veterinary Technician	4 H	SD1.80.005	24.30	24.54	24.79	25.28	25.54
SD1	TC146	Veterinary Technician	4 H	SD1.80.005	24.30	24.54	24.79	25.28	25.54
SD1	TC144	Veterinary Technician	5 H	SD1.80.005	25.47	25.72	25.98	26.50	26.77
SD1	TC145	Veterinary Technician	5 H	SD1.80.005	25.47	25.72	25.98	26.50	26.77
SD1	TC146	Veterinary Technician	5 H	SD1.80.005	25.47	25.72	25.98	26.50	26.77
SI1	AP354	Water Safety Instructor, PT	1 H	SI1.80.006	16.01	16.17	16.33	16.66	16.82
SI1	AP354	Water Safety Instructor, PT	2 H	SI1.80.006	16.85	17.02	17.19	17.54	17.71
SI1	AP354	Water Safety Instructor, PT	3 H	SI1.80.006	17.73	17.91	18.09	18.45	18.63
SI1	AP354	Water Safety Instructor, PT	4 H	SI1.80.006	18.66	18.84	19.03	19.41	19.61
SI1	AP354	Water Safety Instructor, PT	5 H	SI1.80.006	19.65	19.84	20.04	20.44	20.65

ATTACHMENT B

Proposal 2/22/19

@ 1329

City of Oakland/SEIU Local 1021 Negotiations 2019

City of Oakland to SEIU, Local 1021

City Proposal (CP) # 01

Distributed on March 22, 2019

Initial Salary

March 22, 2019

Interest: City Intends to address the instances in which retention is a concern within the department. The following proposal adds the word retaining to the paragraph.

5.4 Salary Steps

5.4.1 Initial Salary

A unit member's initial salary shall be the salary attached to the lowest rate of the salary schedule established for the classification to which the unit member is appointed; provided, however, that the appointing authority may appoint a new employee at any step in the applicable salary schedule for the classification involved if there has been unusual difficulty in recruiting and retaining competent employees at the lowest rate of the salary schedule and the higher rate is commensurate with the appointee's education and experience.

3/26/19

Demia W...
for the City

Theresa...

For SEIU 1021

03/26/19

City of Oakland/SEIU Local 1021 Negotiations | 2019

City of Oakland to SEIU, Local 1021
Fact Finding Agreement on City Proposal # 18
October 9, 2019

Compensatory Time Off

Interest: City Intends to address the constructive receipt issue involved in employee elections to receive compensatory time off instead of pay for overtime. The following proposal establishes the automatic annual payout of compensatory time off.

ARTICLE 5: COMPENSATION

(Applies to SB1, SC1, SD1, and SI1 as designated by subsection)

[. . .]

5.5 Premium Pay

5.5.1 Overtime (Applies to SB1, SC1, and SD1)

[. . .]

5.5.1.3 Compensatory Leave (Applies to SB1, SC1, and SD1)

Unit members may elect to receive overtime compensation in the form of compensatory leave. Limits on compensatory leave accrual shall be two hundred and forty (240) hours for unit members assigned to the Police Department; two hundred and forty (240) hours for incumbents in the classification of Fire Communications Dispatcher; and seventy-two (72) hours for all other unit members. Any compensatory leave accrued in excess of the above stated amounts shall be automatically paid to the unit member.

The City makes no representation as to the tax consequences of an employee carrying compensatory time off between tax years. It is the employee's sole responsibility to address the tax consequences. SEIU will indemnify and hold the City harmless for any tax liability associated with this provision.

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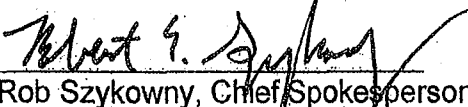
Proposal: City Proposal #20

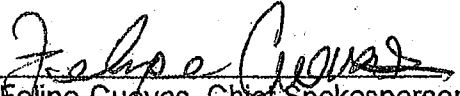
ARTICLE 5: COMPENSATION

5.5.2.1 Call Back Return to Work Pay

An employee who is called back after that employee's shift has been completed and has left the employment site, shall be paid a minimum of two and a half (2.5) hours of that employee's regular hourly rate of pay.

For SEIU:


Rob Szykowny, Chief Spokesperson


Felipe Cuevas, Chief Spokesperson

Date: 5/24/2019

For City:


Dania Wong, Chief Spokesperson

Date: 5.24.19

CITY OF OAKLAND AND SEIU, LOCAL 1021
SUCCESSOR LABOR NEGOTIATIONS 2019
TENTATIVE AGREEMENT

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Proposal: Union Proposal #8

5.5.9.9 Homeless Encampment

Unit members in the classification of Public Works Maintenance Worker or Street Maintenance Leader in the Keep Oakland Clean and Beautiful (KOCB) or Heavy Equipment Operator(s) assigned to work in the KOCB Division of Oakland's Public Works Department (OPW) who are assigned and scheduled to clean or clear a homeless encampment shall be entitled to this premium if the work meets the following criteria:

Clean and Clearing Homeless Encampment:

- Posted 72 hours in advance of the work; and
- Accompanied by a police escort; or

Clean and Clearing Homeless Encampment:

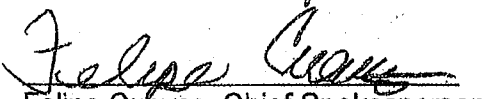
- Accompanied by a police escort with or without a 72 hours posting.

The eligible employee shall be paid an additional \$0.96 (ninety-six cents) per hour for all hours of the work shift that involves cleaning or clearing or providing garbage service to the homeless encampment. A unit member shall not be entitled to this premium when removing garbage or piles of debris that re located in the proximity of an encampment.

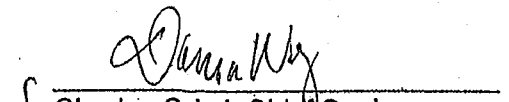
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RES*

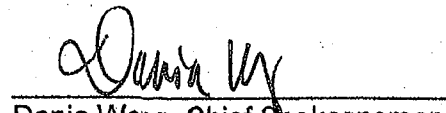
For SEIU:


Rob Szykowny, Chief Spokesperson


Felipe Cuevas, Chief Spokesperson

For City:


Charles Sakai, Chief Spokesperson


Dania Wong, Chief Spokesperson

Date: 05/17/19

Date: 5.22.19

City of Oakland/SEIU Local 1021 Negotiations | 2019

City of Oakland to SEIU, Local 1021
Fact Finding Agreement on Union Proposal # 7
October 9, 2019

Bilingual Pay

Interest: This serves as City counter to Union proposal #7.

ARTICLE 5.5.11 Bilingual Pay (Applies to SB1, SC1, SD1 and SII as designated)

To overcome language barriers and to provide citizens equal access to City services, the City and the Union encourage unit members to use City designated languages during contact with the public. For the purpose of bilingual premium pay, Human Resources Management shall designate the non-English languages that may be used in accordance with the methodology required by the Equal Access to Services Ordinance (Ordinance No. 12324 CMS) and Administrative Instruction 558 concerning bilingual pay procedures. To be eligible for bilingual premium pay, a unit member must be certified and provide bilingual service when requested by the City. An employee may make a request for their supervisor to be considered for certification and/or designation.

5.5.11.1 Level 1 Certification (SB1, SC1, SD1, and SII as designated)

To be eligible for Level 1 Certification, a unit member must have the ability to effectively communicate with the public in a non-English language designated in accordance with the methodology required by the Equal Access to Services Ordinance (Ordinance No. 12324 CMS) and Administrative Instruction 558 concerning bilingual pay. A unit member shall be paid for either Level 1 or Level 2 bilingual skills, and the bilingual pay described in this section and section 5.5.11.2 shall not be pyramided.

- A. Full Time and Permanent Part Time Unit members (SB1, SC1, and SD1 only) certified with Level 1 skills shall be paid \$45 per pay period.
- B. **Police and Fire Communications Dispatchers and** Temporary Part Time nit members (SII) certified with Level 1 skills shall be paid \$.60 per hour.

5.5.11.2 Level 2 Certification (SB1, SC1, and SD1, and SII as designated)

To be eligible for Level 1 Certification, a unit member must have the ability to translate conversations and written materials in Non-English language designated in accordance with the methodology required by the Equal Access to Services Ordinance (Ordinance No. 12324 CMS) and Administrative Instruction 558 concerning bilingual pay. A unit member shall be paid for either Level 1 or Level

City of Oakland/SEIU Local 1021 Negotiations | 2019

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October 9, 2019

2 bilingual skills, and the bilingual pay described in sections 5.5.11.1 and this section shall not be pyramided.

- A. Full Time and Permanent Part Time Unit members (SB1, SC1, and SD1 only) certified with Level 2 skills shall be paid \$90 per pay period.
- B. **Police and Fire Communications Dispatchers and** Temporary Part Time Unit members (SI1) certified with Level 2 skills shall be paid \$1.20 per hour.

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City of Oakland to SEIU, Local 1021
City Counter-Proposal to Union Proposal # 25
Distributed on May 29, 2019

TA

Tool Allowance
May 29, 2019

Interest: The City is submitting its Proposal to Union #25 as a counter-proposal.

5.6.4 Tool Allowance (Applies to SB1, SC1, and SD1 only)

The City agrees to provide an annual tool allowance of ~~five hundred and twenty dollars (\$520)~~ **six hundred and twenty-five dollars (\$625)** to unit members in the classifications of Automotive Equipment Mechanic, Heavy Equipment Mechanic, Equipment Body Repair Worker, and Electro-Mechanical Machinist.

The City agrees to provide an annual tool of allowance of ~~two hundred and fifty dollars (\$250)~~ **three hundred (\$300)** to unit members in the classifications of Plumber, Construction and Maintenance Mechanic, Carpenter, and Maintenance Mechanic.

The allowance shall be paid to unit members currently serving in these classes annually in the month of January. New employees shall be paid within thirty (30) days of their first day of work and annually thereafter.

This Agreement shall not preclude the City from adding additional classifications, subject to the meet and confer process with the Union and the City's Employee Relations Officer.

6/28/19
Diana M...
for City

6/28/2019
Robert G. ...
Robert E. ...
Jelpe ...

City of Oakland/SEIU Local 1021 Negotiations | 2019

City of Oakland to SEIU, Local 1021
 Fact Finding Agreement on Union Proposal # 26
 October 9, 2019

Safety Shoe Voucher

Interest: City Intends to counter union proposal #26.

5.6.5 Safety Shoe Voucher (Applies to SB1, SC1, SD1, and SI1)

The City may require unit members to wear safety shoes while performing duties for the City. Unit members serving in the following classifications shall wear safety shoes:

Animal Care Attendant	Irrigation Specialist
Animal Control Officer	Library Aides or Library Assistants who are designated and assigned to delivery or sorting services in the sorting area of the Main Library
Auto Equipment Mechanic	Maintenance Mechanic
Auto Equipment Painter	Painter
Auto Equipment Service Worker	Park Attendant
Blacksmith Welder	Park Equipment Operator
Carpenter	Parking Control Technician
Concrete Finisher	Parking Meter Collector
Construction and Maintenance Mechanic	Parking Meter Repair Worker
Construction Inspector	Plumber
Custodian (on the route)	Police Evidence Technician
Electro Mechanical Machinist	Police Service Technician II
Equipment Body Repair Worker	Public Works Maintenance Worker
Equipment Parts Technician	Reproduction Assistant
Fire Equipment Technician	Reprographic Offset Operator
Fire Prevention Bureau Inspector	Senior Construction Inspector
Fire Suppression District Inspector	Senior Specialty Combination Inspector
Food Program Coordinator	Sewer Maintenance Leader
Food Service Worker	Sewer Maintenance Worker
Gardener Crew Leader	Sign Maintenance Worker
Gardener I	Specialty Combination Inspector

City of Oakland/SEIU Local 1021 Negotiations | 2019

City of Oakland to SEIU, Local 1021
Fact Finding Agreement on Union Proposal # 26
October 9, 2019

Gardener II	Stationary Engineer (and PPT)
Greenskeeper	Storekeeper
Hazardous Materials Inspector II	Street Maintenance Leader
Heavy Equipment Mechanic	Street Sweeper Operator
Heavy Equipment Operator	Traffic Painter
Heavy Equipment Service Worker	Tree Worker/Driver
Environmental Enforcement Officer	

In addition, the City shall make available at each branch library slip-on safety shoes for those unit members who may be incidentally assigned to perform receiving/sorting activities.

5.6.5.1 City Contribution (Applies to SB1, SC1, and SD1 only)

For each unit member required by the City to wear safety shoes, the City shall provide a voucher from the City designated department for ~~one hundred and fifty dollars (\$150)~~ **two hundred dollars (\$200)** annually toward the cost of acquiring one (1) pair of safety shoes and related shoe supplies through the City vendor. The City shall provide the voucher during January of each fiscal year.

5.6.5.2 Heavy Pavement/Undulation Crew/Parking Meter Collector (Applies to SB1, SC1, and SD1 only)

CITY OF OAKLAND AND SEIU, LOCAL 1021
SUCCESSOR LABOR NEGOTIATIONS 2019
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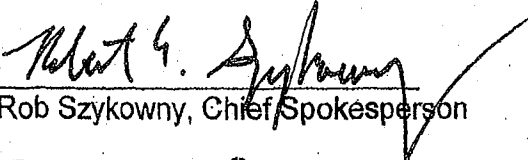
Article 5.8
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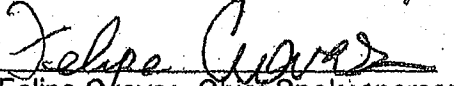
Proposal: Union Proposal #37

5.8 Commuter Check Program (Applies to SB1, SC1, SD1, and SI1)

The City shall provide, as an option in the IRS Sec. 125 salary reduction plan, a commuter transportation and parking benefit up to the maximum permitted by law. **The City agrees to pay the monthly administrative fee, not to exceed five dollars (\$5) per month, for represented employees participating in the Commuter Check Program.**

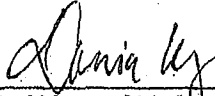
For SEIU:


Rob Szykowny, Chief Spokesperson


Felipe Cuevas, Chief Spokesperson

Date: 05/24/2019

For City:


Dania Wong, Chief Spokesperson

Date: 5.24.19

City of Oakland to SEIU, Local 1021
Fact Finding Agreement on City Proposal # 07
October 9, 2019

Sick Leave Sell Back

Interest: City Intends to address the constructive receipt issue involved in the elective sell back of sick leave. The following proposal eliminates the sell back of sick leave.

ARTICLE 8: LEAVES OF ABSENCE

8.1 Sick Leave (Applies to SB1, SC1, SD1, and SI1 as designated by subsection)

[. . .]

8.1.6 Annual Sick Leave Sell Back/Conversion (Applies to SB1, SC1, and SD1 only)

Unit members may ~~sell back~~ **convert** a portion of their unused sick leave ~~or convert it~~ to additional days of vacation, provided that the unit member must have a minimum of sixty (60) days of accumulated sick leave at the beginning of the calendar year (January 1). The unit member may exercise one of the following options each calendar year:

- (1) Accumulate sick leave credits to the one hundred and fifty-day (150) maximum; or
- (2) Convert sick leave earned in excess of the basic requirement of sixty (60) days to vacation ratio of two (2) sick leave days to one (1) day of vacation up to a maximum of six (6) vacation days.
- ~~(3) Sell back sick leave earned in excess of the basic requirement of sixty (60) days, at the ratio of two (2) sick leave days to one (1) day of pay, up to maximum of six (6) days pay.~~

City of Oakland/SEIU Local 1021 Negotiations | 2019

City of Oakland to SEIU, Local 1021
City Proposal (CP) # 12
Distributed on April 12, 2019

TA

Traumatic Incident Leave (Applies to SB1, SC1, SD1, and SI1) April 12, 2019

Interest: City Intends to address the ambiguity around when Traumatic Incident Leave is applicable.

ARTICLE 8.4.2.8 Traumatic Incident Leave (Applies to SB1, SC1, SD1, and SI1)

Unit members who, during their scheduled workday in the course and scope of their employment for the City, become personally involved in or personally observe a "Traumatic Incident" as defined in this section below, shall be entitled to Employee Assistance Program (EAP) services. The City shall use its best efforts to put affected unit members in contact with the City's EAP provider through the Risk Management Division of the Department of Human Resources Management.

Unit members who, during their scheduled workday in the course and scope of their employment, become personally involved in or personally observe a traumatic incident as defined in this section, may, upon their request, be authorized to use sick leave, on the date of the event for the remainder of that work day. Such leave shall not be unreasonably denied. Upon notification, the City Administrator or his/her designee shall make a decision within 24 hours whether to authorize paid administrative leave under this section. In the event additional administrative leave is granted under this section, any leave taken by the unit member pending the decision shall be restored to the member's leave account. The leave may be extended with the approval of the City Administrator or his/her designee. Any leave taken or granted pursuant to this section shall not be charged against any other paid leave accrued by the employee.

As used in this section, the term "Traumatic Incident" means an incident which causes individual trauma occurring during the unit member's scheduled work day in the course and scope of employment resulting from an event, series of events or set of circumstances that is experienced by a City employee as physically or emotionally harmful. This includes an incident resulting in a loss of life or life-threatening injury to another person. Traumatic Incidents may include but are not limited to the following:

- Stalking by members of the public;
- Violence occurring in City buildings or on City property;

Jelly Con
6/25/2019

6/28/19
Xadama Uy

6/28/2019
Robert S. Anthony

City of Oakland/SEIU Local 1021 Negotiations | 2019

City of Oakland to SEIU, Local 1021

City Proposal (CP) # 12

Distributed on April 12, 2019

- Violence or direct threats of violence towards City staff;
- Observing or being the victim of shootings, stabbings, or robberies of City staff or members of the public;
- Death of a City employee within the City;
- Building collapse;
- Fires that result in death or a life-threatening injury to a City employee or member of the public.

Nothing in this Article will expand a unit member's right to workers' compensation.

City of Oakland/SEIU Local 1021 Negotiations | 2019

City of Oakland to SEIU, Local 1021
City Proposal (CP) # 05
Distributed on March 26, 2019

3/26/19

Jury Leave
March 26, 2019

Interest: Language clean-up.

ARTICLE 8: LEAVES OF ABSENCE

① **5.6** Jury Duty Leave

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Leave of absence with pay shall be granted to a unit member who has been selected for jury duty that is mandatory, provided, however, that in circumstances where it is deemed necessary by the City, the unit member shall cooperate by requesting a deferral of such jury duty to a later date. A unit member who serves on jury duty shall be paid regular salary for the period of such duty.

When a unit member assigned to swing or night shift, who receives a jury duty summons, upon notice from employee of such summons, the City shall reschedule the shift of the employee(s) to day shift for the period that the employee(s) is required to attend court or respond to the summons. If an employee is required to serve as juror, the employee's schedule shall be adjusted to provide two (2) consecutive days off during the period of such service.

3/26/19

Danna Wong
for the City

Robert G. Smith
For SEIU 1021

03/26/2019

Vacation Sell Back

ARTICLE 10: VACATION LEAVE

10.4 Vacation Sell-Back

Unit members may sell-back to the City up to ~~twenty (20) days~~ one-hundred and sixty (160) hours of accrued vacation each calendar year.

Unit members who wish to sell back vacation must file an irrevocable election identifying the number of Vacation Leave hours they will sell back in December of the tax year preceding the sell back. The election will apply only to Vacation Leave hours accrued in the following tax year.

Employees who do not pre-designate a sell back amount by the annual deadline will be deemed to have waived the right to sell back any Vacation Leave in the following tax year and will not be eligible to sell back Vacation Leave in that year. However, employees may sell back vacation in the event of a financial emergency, even if they have not filed a timely irrevocable election. Financial Emergency shall be defined as a situation where (i) the employee can demonstrate a financial emergency caused by an event outside the employee's control, (ii) it would result in serious financial hardship if the cash payment were not made, and (iii) the amount of the cash payment is limited to the amount necessary to meet the emergency. The City will determine, at its sole discretion, whether an emergency exists and the extent of the financial need.

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SUCCESSOR LABOR NEGOTIATIONS 2019
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Article 13.2

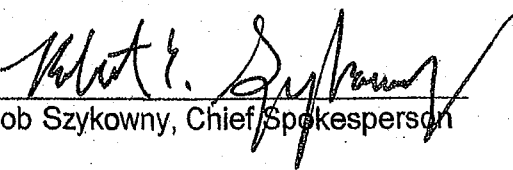
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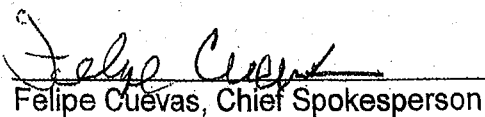
Proposal: Union Proposal #40

13.2 VDT Use Ergonomics (Applies to SB1, SC1, and SD1, and SI1 only)

All unit members shall follow the Ergonomics and workstation Design Program Guidelines in accordance with Administrative Instruction 130, dated January 1, 1998. **Unit members may contact Risk Management for assistance with ergonomics.**

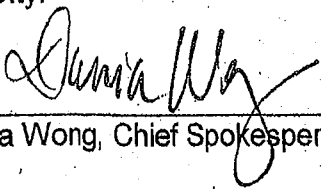
For SEIU:

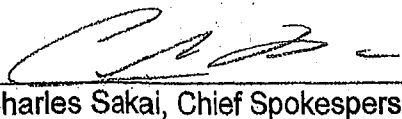

Rob Szykowny, Chief Spokesperson


Felipe Cuevas, Chief Spokesperson

Date: 7/1/2019

For City:


Dania Wong, Chief Spokesperson


Charles Sakai, Chief Spokesperson

Date: 7/1/19

CITY OF OAKLAND AND SEIU, LOCAL 1021
 SUCCESSOR LABOR NEGOTIATIONS 2019
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Proposal: Union Proposal #06

Article 13.7 Bloodborne Pathogens (Applies to SB1, SC1, SD1, and SI1)

The City will provide bloodborne pathogen training to classifications on the list below. This section shall not preclude the Union or the City from proposing additional classifications, subject to the meet and confer process with SEIU Local 1021 and the City's Employee Relations Officer.

Bloodborne Pathogen Training Job Classifications

Animal Care Attendant	Maintenance Mechanic
Animal Control Officer	Museum Guard
Asst. Code Enforcement Inspector	Museum Guard PPT
Asst. Criminalist	Painter
Carpenter	Parking Meter Repair Worker
Code Enforcement Inspector	Police Evidence Technician
Concrete Finisher	Police Property Specialist
Construction & Maintenance Mechanic	Police Services Technician I
Construction Inspector	Police Services Technician II
Construction Inspector Sr.	Public Works Maintenance Worker
Custodian	Public Service Representative (OAS)
Custodian PPT	Recreation Center Director
Early Childhood Center Director	Recreation Leader II PPT
Early Head Start Instructor Family Advocate	Recreation Program Director
Electrical Painter	Recreation Specialist II PPT
Environmental Enforcement Officer	Sewer Maintenance Leader
Fire Prevention Bureau Inspector	Sewer Maintenance Worker
Fire Suppression District Inspector	Sign Maintenance Worker
Gardener Crew Leader	Specialty Combination Inspector
Gardener I	Specialty Combination Inspector Senior
Gardener II	Stationary Engineer
Greenskeeper	Stationary Engineer PPT
Head Start Instructor	Street Maintenance Leader
Heavy Equipment Operator	Street Sweeper Operator
Librarian I	Traffic Painter
Librarian II	Traffic Sign Maker
Library Assistant	Truck Driver

6/28/19
 Damia Uy
 S.D.R.

CITY OF OAKLAND AND SEIU, LOCAL 1021
SUCCESSOR LABOR NEGOTIATIONS 2019
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Library Assistant, Senior	Veterinary Technician
Lite Enforcement Officer	

13.8 ~~Confined Space & Hazardous Atmosphere Training~~ Applies to SPT, SCL, and SDF only.

Incumbents in the classifications of Construction and Maintenance Mechanic, Maintenance Mechanic, Plumber, Sewer Maintenance Leader, Sewer Maintenance Worker, and Stationary Engineer, Stationary Engineer, Construction and Maintenance Mechanic, Maintenance Worker, and Plumber will receive a combined training to include both permit required Confined Space Training as well as Hazardous Atmosphere (gas) monitoring training. Top-Notch Entry Certified Space Entry Incumbents in the classifications of Sewer Maintenance Leader, and Sewer Maintenance Worker will continue to receive Confined Space Training.

In addition, the City will offer Confined Space Training and Hazardous Atmosphere (gas) monitoring training to Incumbents in the classifications of Animal Control Officer, Fire Prevention Bureau Inspector, Fire Suppression District Inspector, Specialty Combination Inspector, Senior Specialty Combination Inspector, Police Evidence Technician, Street Maintenance Leader, and Street Maintenance Worker.

This section shall not preclude the City from adding additional classifications subject to the meet and confer process with SEIU Local 1021 and the City's Employee Relations Officer.

~~13.9 Hazardous Atmosphere/ Appliance SERT, SCL and SDF entry~~

~~Incumbents in the classifications of Street Maintenance Worker, Street Maintenance Leader, Sewer Maintenance Worker, and Sewer Maintenance Worker will receive hazardous atmosphere (gas) monitoring training.~~

~~This section shall not preclude the City from adding additional classifications subject to the meet and confer process with SEIU Local 1021 and the City's Employee Relations Officer.~~

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SUCCESSOR LABOR NEGOTIATIONS 2019
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For SEIU:


Rob Szykowny, Chief Spokesperson


Felipe Cuevas, Chief Spokesperson

Date: 06/13/2019

For City:


Dania Wong, Chief Spokesperson

Date: 6/28/19

CITY OF OAKLAND AND SEIU, LOCAL 1021
SUCCESSOR LABOR NEGOTIATIONS 2019
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Article 14.5.1.7

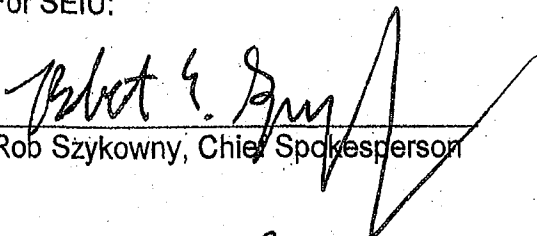
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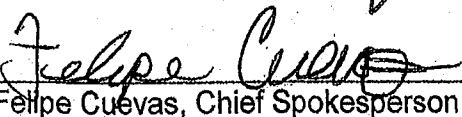
Proposal: Union Proposal #16

ARTICLE 14.5.1.7 Annual Performance Appraisal Deadline (Applies to SB1, SC1,
and SD1 only)

For the purposes of City programs for which an overall "Fully Effective" performance appraisal is a pre-requisite (including but not limited to order-of-layoff tiebreakers and pilot programs such as telecommuting and compressed work schedules), in the event that a represented employee has not received his/her most recently due a Performance Appraisal within ~~forty-five (45)~~ thirty (30) calendar days of the date the appraisal was due, the represented employee shall be treated as if the overall performance appraisal rating was "Fully Effective." deemed to have a received a rating of fully effective on that appraisal.

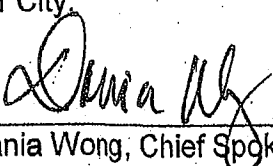
For SEIU:


Rob Szykowny, Chief Spokesperson


Felipe Cuevas, Chief Spokesperson

Date: 07/11/2019

For City:


Dania Wong, Chief Spokesperson


Charles Sakai, Chief Spokesperson

Date: 7/11/19

CITY OF OAKLAND AND SEIU, LOCAL 1021
SUCCESSOR LABOR NEGOTIATIONS 2019
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Proposal: Union Proposal #28

14.19 Discipline (Applies to SB1, SC1, and SD1 only)

14.19.1 The good cause provision of Civil Service Rule 10 shall not be deleted in the absence of meeting and conferring with the Union. The City shall have the right to discipline permanent employees for "just cause."

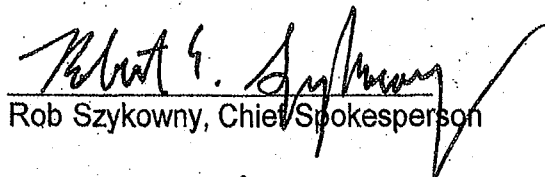
14.19.2 The City will provide a copy of the "Skelly" Notice of Intent to discipline and documentation that was relied upon to the designated Union representative and to the permanent unit member. The City shall provide the unit member with 10 working days notice for Skelly hearings regarding discharge, demotion or suspension of 10 working days or more; provided however that in case of gross misconduct (e.g. theft, assault, conduct endangering the health or safety of others), the City shall follow applicable state law to take appropriate action. If there is a request for continuance, it shall not exceed 15 working days from the Notice of Intent to discipline. **Within these fifteen (15) working days, the Department and the Union will work collaboratively to schedule the Skelly hearing at a mutually convenient time.** The Notice of Intent shall be simultaneously copied to the City's Employee Relations Department.

14.19.3 The Skelly Officer's recommendation shall be attached to the notice of discipline.


14.19.4 Unit members permanently assigned to the Police Department shall be entitled to the rights provided by Government Code Section 3508.1. The Police Department shall use the procedures set forth in Administrative Instruction 523 when investigating and issuing discipline to unit member.

For SEIU:

For City:


Rob Szykowny, Chief Spokesperson


Dania Wong, Chief Spokesperson


Felipe Cuevas, Chief Spokesperson


Charles Sakai, Chief Spokesperson

Date:

5/31/2019

Date:

5/31/19