# **MEMORANDUM OF UNDERSTANDING**

## **BETWEEN**

# **CITY OF OAKLAND**

## **AND**

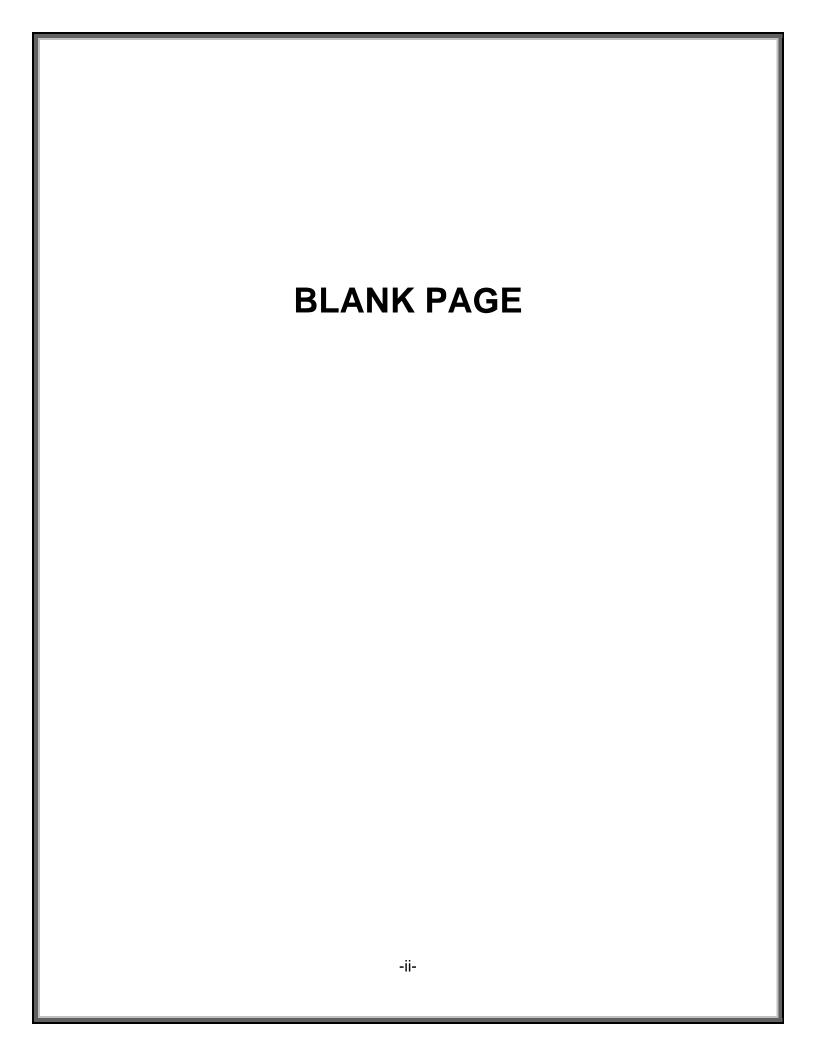
# INTERNATIONAL FEDERATION OF PROFESSIONAL & TECHNICAL ENGINEERS, LOCAL NO. 21 (IFPTE/AFL-CIO)

UNITS: TA1, TF1, TM1, TM2, TW1, U41, UH1, UM1 AND UM2





July 1, 2019 through June 30, 2021



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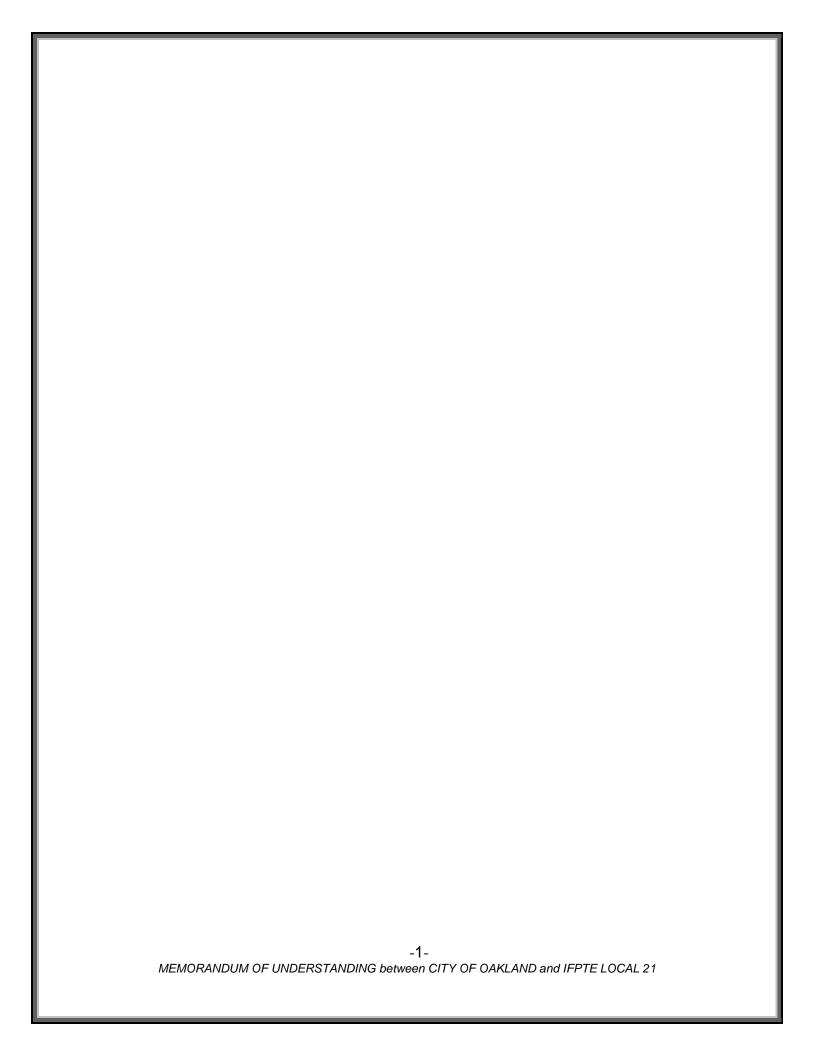
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#### **PREAMBLE**

We, the undersigned, duly appointed representatives of the City of Oakland ("City") and of Professional and Technical Engineers, Local 21, AFL-CIO, ("Union") a recognized employee organization, having met and negotiated in good faith, jointly prepare and execute the following written Agreement., The provisions set forth in this Agreement apply to City of Oakland employees assigned to the following Representation Units represented by Union:

- 1. Unit TA1 Confidential Employees
- 2. Unit TF1 Professional Employees
- 3. Unit TM1 Deputy City Attorneys I through IV and Neighborhood Law Corps Attorneys
- 4. Unit TM2 Supervising Engineers
- 5. Unit U41 Deputy City Attorneys V and Special Counsel
- 6. Unit TW1 Administrative, Professional and Technical Employees
- 7. Unit UH1 Supervisory Employees
- 8. Unit UM1 Exempt Management Employees
- 9. Unit UM2 Management Employees

See Articles 15 through 19 for exceptions that apply to certain units. Classifications in each unit are listed in **Appendix A**, List of Classifications In Each Unit, attached and incorporated into this Agreement.

The parties recognize their mutual commitment to the delivery of effective, courteous, and responsive services to the citizens of Oakland.

#### **ARTICLE 1: RECOGNITION**

The City agrees to recognize the Union as the exclusive recognized bargaining representative, within the scope of representation as described in the Meyers-Milias-Brown Act, as amended, and the Employer-Employee Relations Rules and Regulations, Resolution 55881, adopted by the City Council, for full-time and permanent part-time City employees in classifications assigned to Units TA1, TF1, TM1, TM2, TW1, U41, UH1, UM1, and UM2 as set forth in the Preamble to this Agreement. The-provisions set forth in this Agreement shall apply to any classification for which the Union has become recognized during the term of this Agreement. See Articles 15 through 19 for exceptions that apply to certain units.

#### ARTICLE 2: NONDISCRIMINATION

#### 2.1 Discrimination Prohibited

The City and Union agree that they shall not discriminate against any represented employee in any way on account of race, color, creed, religion, sex, sexual orientation, gender expression, gender identity, pregnancy (including childbirth, breastfeeding, and related medical conditions), national origin (including language and accent), ancestry, immigration status, citizenship status, political affiliation, disability (mental and physical), medical condition (including cancer, HIV, and AIDS), genetic information, age (40 and above), military or veteran status, or marital status as provided by applicable federal, state or local law. The City agrees that no employee shall be discriminated against because of Union membership, or protected union activity.

## 2.2 Reasonable Accommodation

The City will make reasonable accommodation for a represented employee's known physical or mental disability unless the City demonstrates that the proposed accommodation will produce undue hardship to the City's operation or that the City is otherwise not obligated to accommodate the represented employee. Reasonable accommodations will be consistent with provisions of this Agreement and of Civil Service Rules that affect the represented employee being accommodated to the extent the law permits at the time the accommodation is implemented. At the request of the Union, the City agrees to discuss a proposed represented employee accommodation with the Union.

#### **ARTICLE 3: CITY RIGHTS**

City rights are described in Section 4 of Employee Relations Rules, Resolution No. 55881 as follows:

In accordance with Section 4 of the Rules and Regulations Governing Employer-Employee Relations in the City Government it is the exclusive right and responsibility of the City to determine the organization of its activities, to determine the mission of each of its organizational units, to set standards of service, to determine and enforce required levels of employee skill and performance, and to exercise control and discretion over its organization and operations.

It is also the exclusive right and responsibility of the City to assign, reassign and direct its employees and the use of its equipment and vehicles, to take disciplinary action for proper cause, to terminate employees for lack of funds or work or other legitimate reasons, to determine the means, number and kind of personnel by which the City's operations are to be conducted.

In accordance with City Charter 902 (e) and MOU Article 14.11 Contracting Out, it is within the City's exclusive right and responsibility to contract any work or operation permitted under the City Charter. It is also within the City's exclusive right and responsibility to take all necessary actions in emergencies to carry out its functions.

The City will "consult" on the practical consequences of contracting any work or operation permitted under the City Charter.

The City shall not be required to meet and confer in good faith on the City responsibilities and rights or on employee rights as defined in Section 4 and 5 respectively.

The above provisions do not apply to represented employees in Unit U41. Notwithstanding anything to the contrary in this MOU, any authority designated to be exercised by the "City Administrator," the "appointing authority," or the "department head" in this MOU shall be exercised by the City Attorney for represented employees working in the City Attorney's Office, and by the City Auditor for represented employees working in the City Auditor's Office pursuant to City Charter sections 401(6) and 403.

This paragraph applies only to represented employees in Unit U41, and is subject to Article 18.17 *Civil Service Rules and Personnel Rules* that provides for the at will status of represented employees in Unit U41. The Union agrees that the City has the right to unilaterally make decisions on all subjects that are outside the scope of bargaining, including determining and modifying levels of service to the public; determining and modifying job qualifications; determining work to be performed by equipment and technology; promulgating and enforcing standards of performance and deciding to lay off employees. The City's exercise of its management rights is not subject to challenge through the grievance procedure or in any other forum, except where otherwise in conflict with a specific term of this collective bargaining agreement.

#### **ARTICLE 4: UNION RIGHTS**

## 4.1 Union Access To Work Locations

Union Officers and representatives shall be granted reasonable access to employee work locations, upon the consent of the department head or the designated representative, for the purpose of contacting members concerning business within the scope of representation. Access shall be granted only if it does not interfere with work operations or with established safety and security requirements.

## 4.2 <u>Union Representatives</u>

This section shall not apply to Units TM1 and U41; this subject matter is addressed in Article 18 for represented employees in these units.

The Union may select a reasonable number of Stewards from within each geographic work location, and shall provide the City with an accurate list of the same on or about each January 1 and July 1.

A Steward or Union Officer may represent a represented employee at the appropriate step of the grievance procedure concerning a dispute of the represented employee's rights under the terms of this Agreement. A Steward or Union Officer shall have the right, upon the request of the represented employee involved, to represent such employee in a review of the represented employee's performance evaluation. Such right of representation does not include the initial discussion between the represented employee and the supervisor who prepared the evaluation, but it is clearly understood that each represented employee has the right thereafter to request a performance evaluation review with Union representation. A Steward or Union Officer shall also have the right, upon the request of the represented employee involved, to represent such employee at a disciplinary "Skelly" meeting. The City shall include in the Notice of Intent letter that the represented employee has a right to request union representation or other representation of his/her choice at the Skelly hearing.

#### 4.2.1 Release Time

A Steward or a Union Officer shall be granted reasonable time off without loss of pay or benefits for the purpose specified in this Section, which includes investigations, hearings, or meetings with management regarding grievances or resolving potential grievances with the approval of the department head or designated representative. Time off shall include travel time, time to confer with and time to represent an aggrieved employee. The parties recognize that performance of the Steward's or Officer's job duties come first.

Release time affects the operations of the employee(s)' departments. Therefore, prior notice is required to ensure the City can approve the request. Appropriate notice is a minimum of 72 (seventy-two) hours, whenever possible.

For a union Steward or other union representative or subject matter expert to attend a department grievance meeting, the request for release time is to be submitted in writing to the employee's immediate supervisor.

Requests for release time shall be made to Employee Relations for city-wide matters including arbitrations, meet and confers and other labor related matters.

## 4.3 City-Provided Information To Unions

Upon the Union's written request, the City shall provide, in a timely manner, all information that is necessary and relevant for the Union to discharge its representation duties. Requests for Information under the Meyers-Milias-Brown Act shall be submitted in writing to the Employee Relations Department for a response from the City. Relevant and necessary information shall be determined by applying Public Employee Relations Board (PERB) regulations. Relevant and necessary information includes, but is not limited to, a list of all represented employees, their names, home addresses, work addresses, classifications, organization code (as listed in the City's database), rates of pay, and salary schedule information.

## 4.4 Bulletin Board Space

The City shall provide reasonable space on bulletin boards for official Union notices at each central work area.

#### 4.5 Meeting Space

The City shall reasonably make suitable conference rooms and other meeting areas available for the purpose of holding Union meetings during off-duty time periods. The Union shall provide timely advance notice of such meetings. The Union agrees to pay any additional costs of security, supervision, damage, and cleanup, and shall comply with City regulations for assignment and use of such facilities.

#### 4.6 Interoffice Mail Service

The Union shall be allowed reasonable use of City interoffice mail service for the distribution of non-controversial written materials for the information of representatives and Officers.

## 4.7 <u>Negotiating Committee</u>

This section shall not apply to Units TM1 and U41; this subject matter is addressed in Article 18 for represented employees in these units.

The Union's Negotiating Committee shall be limited to a reasonable number of represented employees. The City and the Union may have consultants or representatives. On occasion, either party may have additional persons assist during negotiations. For example, knowledgeable City employees or subject matter specialists may be invited to negotiation sessions, as long as the other party is notified in advance of the individual and the purpose of the individual's attendance. The Union negotiators shall be paid for up to seven and one-half (7-1/2) or eight (8) hours per scheduled negotiation session for all time spent in negotiation.

## 4.8 <u>State Of California Workers' Compensation Information</u>

The City shall distribute literature to each new employee clearly describing the rights and benefits of all represented employees under State of California Workers' Compensation laws.

## 4.9 <u>Union Information</u>

The City will, within a reasonable period of time, distribute to each new represented employee appropriate literature furnished by the Union.

#### 4.10 Printing Contract

The City and the Union agree to share the cost of printing fifty (50) copies of this Agreement for Union Officers and Stewards. The City agrees to provide the Union via email a final copy of the adopted Agreement in MS Word format and a copy of the fully executed and adopted Agreement in PDF format. The City will post the agreement to the City's website.

#### 4.11 Employee Notification Of Representation

#### **Access and Notice**

New employee orientation is defined as the onboarding process of employees first appointed to a classification in a bargaining unit represented by Local 21, whether in person, online or through other means, which the City provides information regarding employment status, rights, benefits, duties and responsibilities, or any other employment related matters.

The City shall provide written notification to the Union's designee, by email not less than (10) calendar days in advance of all new to the City's employee orientations except that a shorter notice may be provided in a specific instance where there is an urgent need critical to the employer's operations that was not reasonably foreseeable. That notice shall include the name, department and classification of the new employee anticipated to attend.

# Release time for Union Employee Representative to Attend New Employee Orientation

In addition to any non-employee Union Representative(s), a maximum of one (1) union employee representative shall be provided paid release time to attend the union's section of the orientation, if employee is scheduled to work on the day of the orientation. The Union shall provide Employee Relations with the name of the union employee to be released at least seven (7) calendar days in advance of the new employee orientation.

In the event no non-employee Union Representative can attend the union's section of the orientation, the union may request paid union release time for one (1) additional union employee representative. The Union shall provide Employee Relations with the name of the union employee to be released at least seven (7) calendar days in advance of the new employee orientation. Such request shall not be unreasonably denied.

#### **Time**

The Union shall be provided up to thirty (30) minutes to meet with the new employee during the new employee orientation, in a space that allows private communication. The purpose of the meeting is for the Union to discuss the roles and activities of the exclusive representatives related to terms and conditions of employment.

#### Pay

Employees who are scheduled to attend the new employee orientation shall be paid for the actual time at the orientation.

#### Information

Within thirty (30) days of hire or by the first pay period of the month following the appointment of the new employee, the City shall provide the Union designated representative with the following information to the extent it is on file with the City: name, job title, department, work location, work, home, and personal cellular telephone numbers, personal email addresses and home addresses, on file with the employer. The City shall provide the Union this information for the bargaining group on an at least monthly basis.

#### 4.12 Union Security

#### 4.12.1 Dues Deductions

- 4.12.1.1 A member of a covered unit may at any time execute a payroll deduction authorization form or forms ("Deduction Authorization Form") as furnished by the Union.
- 4.12.1.2 The Union will be the custodian of records for such Deduction
  Authorization Forms and will provide the City by email with a
  certification that it has and will maintain a Deduction
  Authorization Form, signed by each individual from whose
  salary or wages the deduction is to be made ("Certification").
  The Union shall not be required to provide the City a copy of the
  member's Deduction Authorization Form unless a dispute arises
  about the existence or terms of the Deduction Authorization
  Form. However, the Certification will contain sufficient
  information to allow the City to identify the appropriate level of
  deductions for each employee.
- 4.12.1.3 The City shall begin deductions in the amount prescribed by the Union in the first full payroll period after receipt of written

  Certification from the Union. The employer shall transmit such payments to the Union no later than thirty (30) days after the deduction from the member's earnings occurs.
- 4.12.1.4 The Union has informed the City that Union rules provide that for employees whose membership card or other authorization form does not include terms of revocation, the member may revoke by submitting a written revocation to the Union during the thirty (30) day period immediately before the anniversary date on which the employee provided the employee's form. The parties agree that the City has no role, responsibility or decision-making authority over the terms of Union membership, including revocation of such membership, or over revocation of an employee's authorization for deduction of Contributions, except to cancel deductions upon notice from the Union as provided in this Section.

Member requests to change or cancel deductions must be made to the Union and not to the City. The City shall direct member requests to cancel or change deductions to the Union and shall rely on information provided by the Union regarding whether deductions for a member were properly canceled or changed. However, the parties agree that the City shall automatically cease deductions for any member who is no

## longer employed in a classification represented by the Union.

#### 4.12.2 City Obligations

The City shall begin deductions in the amount prescribed by the Union in the first full payroll period after receipt of written certification of employee authorization from the Union.

The City must comply with requirements of applicable law (e.g., AB 119 (2017)).

#### 4.12.3 Indemnification

The Union shall indemnify and hold harmless the City, its Officers and employees, from and against any and all loss, damages, costs, expenses, claims, reasonable attorneys' fees, demands, actions, suits, judgments, and other proceedings arising out of any action relating to this provision. The Union may elect to provide a defense to the City in lieu of paying attorney fees. In that event, (1) the Union will be responsible for reasonable attorney fees incurred up to the date it undertakes defense of the City, including any costs associated with the transfer of the matter to the Union's assigned counsel; and (2) the Union may not, without the express written consent of the City, settle or otherwise resolve any claim or action in a way that obligates the City in any manner, including but not limited to: (a) paying any amounts in settlement, (b) taking or omitting to take any actions, (c) agreeing to any policy changes, or (d) agreeing to any injunctive relief or consent decree being entered against the City. This paragraph shall not apply to claims by the Union that relate only to delays in processing by the City.

The City shall promptly notify the Union of any claims filed against it that might be covered by the indemnification clause.

## 4.13 <u>Exempt Limited Duration and Temporary Contract Service Employees</u>

#### 4.13.1 Definitions

For the purposes of this Agreement, an "Exempt Limited Duration Employee" (ELDE) position is: (1) with limited funding cycles of one year or less; (2) for short term, special projects longer than six (6) months in duration; or (3) necessary because the classification has not yet\_been created. In all cases, ELDE appointments may not exceed one (1) year in duration.

For the purpose of this Agreement, a "Temporary Contract Service Employee" (TCSE) is a temporary part-time classification not eligible for

any compensation other than the hourly wage and not eligible for any benefits except those required by law.

#### 4.13.2 <u>Information</u>

On a monthly basis, the City shall provide the Union and the Civil Service Board with the names, hire dates, departments, and work locations of all Exempt Limited Duration Employees and Temporary Contract Service Employees. Upon request the City shall also provide the Union with the "Temporary Contract Service Employees Review" document or the "Exempt Limited Duration Employee Review" document approving the hiring of the Exempt Limited Duration Employees and Temporary Contract Service Employees.

## 4.13.3 Bargaining Unit

The Union and the City agree that the Union is not the exclusive recognized bargaining representative for Exempt Limited Duration Employees and/or Temporary Contract Service Employees.

#### 4.13.4 Acknowledgment of City Policy

The second sentence of this section shall not apply to represented employees in Units TM1 and U41.

The Union and the City acknowledge that a Temporary Contract Service Employee may work for a maximum of nine hundred and sixty (960) hours per fiscal year. Temporary Contract Service Employees may not be hired to fill vacant classified positions, and may not be used for ongoing or repetitive use. Similarly, the Union and the City acknowledge that an Exempt Limited Duration Employee may work for no more than one (1) year.

#### 4.13.5 Limitation On Use of Annuitants

The City shall follow the CalPERS rules governing the employment of annuitants.

## 4.14 Joint Labor-Management Committee

This section shall not apply to Units TM1 and U41. The establishment and operation of the Labor Relations Committee for the City Attorney's Office is addressed in Article 18.

The City and the Union agree to maintain a Joint Labor Management Committee composed of equal numbers of representatives. The committee may also, with mutual agreement, include representatives from other Oakland City employee labor organizations.

The Committee and its subcommittees shall meet regularly, establish agendas, and keep records of discussions and recommendations on action items. The City and the Union shall select their own representatives, respectively, provided that the parties agree to select representatives authorized to enter into agreements after reviewing proposals with their principals, where necessary.

The Committee may establish departmental or issue-specific subcommittees. The joint labor management committee and its subcommittees are in no way intended to supersede or negate the parties' mutual obligation to bargain in good faith or to supersede any portion of this Agreement, including but not limited to the grievance procedure. However, by mutual agreement, the parties may discuss and attempt to resolve matters subject to the grievance procedure. Appropriate subjects for discussion at the committee include but are not limited to labor-management relations, health and safety issues, improvements to implementation of this Agreement, development of promotional opportunities, employee development, career ladders and lattices, succession planning, alternative work schedules, telecommuting opportunities, physical plant issues, and technologies.

## 4.14.1 Engineer Labor Relations Subcommittee

The City and the Union agree to form a subcommittee to discuss engineer matters within the scope of representation. The subcommittee shall discuss engineer recruitment, terms and conditions of employment in comparable agencies, professional development, professional standards, trends, and developments. The City and the Union shall each appoint three (3) representatives to this subcommittee.

As needed, the City and the Union shall jointly provide training on conducting effective meetings and cooperative efforts.

#### 4.14.2 OPD Labor Relations Subcommittee

The Labor Management sub-committee at the Oakland Police Department shall meet at dates and times that are mutually agreed upon by the parties, establish agendas for each meeting, and meet at least quarterly to discuss matters within the scope of representation.

## 4.15 <u>Joint Labor/Management Training</u>

Upon the Union's request, the City and Union shall co-sponsor eight (8) hours of joint training on the terms of this Agreement, or on related issues, in each year of this Agreement for designated Officers, Stewards and management personnel. The City shall provide release time for designated Officers and Stewards to attend such training.

## 4.16 Add/Delete Of Budgeted Positions

The City shall notify the Union of any additions or deletions to budgeted positions ("Add/Deletes") within one (1) week of final approval. Such information shall include the Department, Organization, and classification of such positions.

This provision of the MOU shall not be subject to the grievance process.

#### **ARTICLE 5: COMPENSATION**

### 5.1 Salary Schedule

Wages for represented employees covered by this Agreement shall be increased as follows, effective:

First full pay period following July 1, 2019: 1%

[To be eligible, a unit member must be a current employee in active status upon City Council adoption of the 2019 – 2020 MOU.]

First full pay period following November 1, 2019: 1%

[To be eligible, a unit member must be a current employee in active status upon City Council adoption of the 2019 – 2020 MOU.]

First full pay period following January 1, 2020: 1%

[To be eligible, a unit member must be a current employee in active status on January 1, 2020.]

First full pay period following July 1, 2020: 2%

[To be eligible, a unit member must be a current employee in active status on July 1, 2020.]

First full pay period following January 1, 2021: 1%

[To be eligible, a unit member must be a current employee in active status on January 1, 2021.]

## 5.2 Special Equity Adjustments

This section is deleted for the duration of the MOU.

#### 5.3 Salary Adjustments/Deductions

#### 5.3.1 Adjustments For Underpayment

Upon verification that a represented employee was underpaid by the City, regardless of fault, the City will within thirty (30) calendar days of discovery adjust the employee's wages in an amount equal to the underpayment.

#### 5.3.2 Adjustments For Overpayments

In the event the City erroneously overpays a represented employee, regardless of fault, the City shall recover overpayment.

The City will provide written notice to each employee when he/she receives a wage overpayment. The notice will advise the employee of the amount of the overpayment and request that the employee either reimburse the City for the full amount of the overpayment or consent to the deduction of the overpayment from the employee's paychecks. The notice shall also advise employees of the right not to consent, provided however, the City may pursue appropriate legal action.

#### 5.3.3 Court Ordered Salary Deductions

If a court of competent jurisdiction orders the City to garnish the wages of any represented employee or if a court of competent jurisdiction orders the City to make payroll deductions from the wages of the represented employee in favor of the City or a third party, the City shall assess and collect against the employee's regular salary one dollar (\$1) per deduction per pay period to compensate the City for the costs of making such court-mandated payroll adjustments.

## 5.3.4 Employee Reimbursements

The City will use its best efforts to pay all employees' reimbursements owed within twenty (20) business days after receipt of an undisputed invoice/reimbursement request form.

#### 5.4 Salary Steps

#### 5.4.1 Initial Salary

A represented employee's initial salary shall be the salary attached to the lowest rate of the salary schedule established for the classification to which the represented employee is appointed, provided 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 competent employees at the lowest rate of said salary schedule and the higher rate is commensurate with the appointee's education and experience.

#### 5.4.2 Minimum Salary Increase When Promoted

Whenever a represented employee is promoted to a position of higher salary schedule within the same classification series, the employee shall receive compensation at the salary schedule for the new position that represents:

 for a represented employee assigned to the salary step plan, a minimum of one rate increment over the amount the employee received in the former position; or 2) for a represented employee assigned to the salary range plan, a minimum of five percent (5%) over the amount the employee received in the former position, provided that the City Administrator, with discretion and for good cause, may provide for compensation at any higher point in the applicable salary schedule for the classification if the represented employee has demonstrated outstanding achievement in the public service.

#### 5.4.3 Salary Step Advancement

The Deputy City Attorney I, is the only classification in Unit TM1 or Unit U41 that is assigned to a salary step plan. The provisions applicable to the Deputy City Attorney I are included in Article 18.

Advancement within the salary schedules specified for a represented employee's classification assigned to the salary step plan shall be on the basis of one (1) year's satisfactory service, as evidenced by a Performance Appraisal. A salary step increase for a represented employee who is entitled to such an increase shall be effective at the beginning of the pay period in which the anniversary date of appointment in the classification falls. Represented employees may receive no more than one (1) step increase per year under this section. However, the appointing authority may approve a one-step advancement at a time increment of less than one year if there has been unusual difficulty in retaining competent employees at the lower step. Subsequent step advancement shall resume on the incumbent's anniversary date.

#### 5.4.4 Salary Range Advancement Up To The Mid-Point

This section shall not apply to represented employees in Unit TM1. Salary range advancement for this unit is addressed in Article 18.

Advancement within the salary schedules specified for a represented employee's classification assigned to the salary range plan shall be on the basis on one 1) year's satisfactory service as evidenced by a Performance Appraisal. Advancement of five percent (5%) per year of satisfactory performance shall be made up to the mid-point of the salary range, effective at the beginning of the pay period in which the anniversary date of appointment in the classification falls.

#### 5.4.5 Salary Range Advancement Above The Mid-Point

This section shall not apply to represented employees in Unit TM1. Salary range advancement for this unit is addressed in Article 18.

Represented employees may progress above the mid-point of the salary range at the rate of two and one-half percent (2.5%) to five percent (5%) per year, based on performance as demonstrated by the represented employee's Performance Appraisal, if recommended by the Agency Head and approved by the City Administrator. Represented employees may receive no more than one (1) salary adjustment during any twelve (12) month period.

#### 5.4.6 Definitions

For purposes of the salary advancement provisions of Section 5.5, a represented employee shall be deemed to have performed satisfactory service if the Performance Appraisal for the period includes an overall rating of "fully effective" or "exceeds expectations."

#### 5.4.7 Consequences Of Failure To Evaluate

In the event that a represented employee has not received a Performance Appraisal within forty-five (45) calendar days of the date the appraisal was due, the represented employee shall be entitled to receive a salary step or salary range advancement under Sections 5.5.3, 5.5.4 and 5.5.5 without Performance Appraisal evidence of satisfactory service. Salary advancements granted under this subsection shall be effective as described in Sections 5.5.3, 5.5.4 and 5.5.5.

#### 5.4.8 Mid-Point Calculation

This section shall not apply to represented employees in Units TM1 and II41

The mid-point is calculated using the following method:

- 1) Subtract the bottom of the salary range from the top of the salary range;
- 2) Divide the difference by five (5);
- 3) Multiply the quotient by three (3); and
- 4) Add the product to the bottom of the salary range.

## 5.5 Premium Pay

## 5.5.1 Overtime

Whenever in the judgment of an authorized City official, represented employees are required to work in excess of their regular work day or work week, they shall be compensated for such overtime worked at the rate of one and one-half times the regular hourly rate of pay for their classifications, or, in accordance with departmental policy, receive compensatory leave at the time and one-half rate, subject to the limits as stated in Section 5.6.2. Represented employees in Units TM1, TM2, U41, UM1, and UM2 shall not receive overtime compensation.

The following exceptions to the overtime provisions stated above will apply:

## 5.5.1.1 <u>Alternate Work Scheduling</u>

The daily overtime provisions may be suspended to accommodate alternative, adjusted, or staggered work schedules permitted by this Agreement.

For employees subject to such work schedules, "work in excess of their regular work day" shall mean work in excess of the hours prescribed as "regularly scheduled work hours" or "core work hours."

## 5.5.1.2 Adjusted Work Schedule

The overtime provisions may be suspended for represented employees in the classifications listed below whose work schedules are regularly adjusted to accommodate evening and/or weekend meetings. Adjustments to a represented employee's schedule shall be made with as much notice as is practical to the represented employee in situations that are known in advance. Represented employees who are required to work outside their regularly scheduled work hours shall be allowed to adjust their schedule. If it is not possible to make the adjustment within one (1) week's time, the represented employee will be paid at the appropriate overtime rate.

This section shall apply to represented employees in the following classifications: Community Development District Coordinator, Urban Economic Analyst, Housing Development Coordinator, Mortgage Advisor and Rehabilitation Advisor. Represented employees in the Urban Economic Analyst, Housing Development Coordinator, Mortgage Advisor and Rehabilitation Advisor, classifications may be required to adjust their schedules no more than one time per month except on occasions where there is mutual agreement between the represented employee and supervisor.

The City agrees to meet and confer with the Union before adding additional classifications to this provision during the term of this Agreement.

# 5.5.1.3 IT Employees

Represented employees in the following job classes are subject to the scheduling conditions detailed in 5.5.1.3.1 through 5.4.1.3.5:

Systems Analyst I, II, or III Systems Analyst, PPT I, II, III Microcomputer Specialist I, II, or III Systems Programmer I, II, or III

- 5.5.1.3.1 The schedules of these classes are subject to adjustments to meet work/project priorities.
- If, after having completed the normal daily work shift and having left the work site, a represented employee is called to return to the work site in order to respond to an unanticipated computer hardware or software issue, then that represented employee will be allowed to either adjust his/her schedule for the time worked, or receive pay as prescribed by the overtime provisions of this Agreement. The decision to either adjust schedules or receive pay shall be subject to consultation between the represented employee and his/her supervisor, subject to the supervisor's approval.
- 5.5.1.3.3 Represented employees called back to the work site as described in Section 5.6.1.3.2 above shall be entitled to minimum call-back pay equal to two and one-half (2.5) hours.
- 5.5.1.3.4 Adjustments to a represented employee's schedule shall be made with as much notice as is practical to the represented employee in situations that are known in advance, such as upgrades, installations, repairs, and design/development projects. In such instances, the supervisor and the represented employee shall meet to attempt to adjust the employee's schedule to accommodate the City's needs.
- 5.5.1.3.5 Represented employees required to continue working to resolve a computer hardware or software problem that occurred during regularly scheduled work hours shall be allowed to adjust their schedules. If it is not possible for a represented employee to make the adjustment within one (1) calendar week's time, the

represented employee will be paid at the appropriate overtime rate.

# 5.5.2 <u>Compensatory Leave</u>

Represented employees (except those in Units TM1, TM2, U41, UM1, and UM2) may elect to receive overtime compensation in the form of compensatory leave. Represented employees may not accrue in excess of seventy two (72) hours of compensatory leave. These limits may be exceeded with mutual agreement between the represented employee and the department, but represented employees in Unit UH1 may not exceed a balance of two hundred forty (240) hours. The City reserves the option to "buy back" any compensatory leave accrued by represented employees in excess of the above stated amounts, with thirty (30) days advance notice.

# 5.5.3 Overtime On Holidays (Units TF1 And UH1)

For represented employees in Unit TF1 and UH1, any shift that includes five (5) or more hours on a holiday shall be considered a holiday shift and paid for that shift at the overtime rate prescribed in Section 5.5.1 of this Agreement.

# 5.5.4 Acting Pay

This section shall not apply to employees in Units TM1 and U41. Acting Pay provisions for these units are in Article 18.

Department heads or designees may authorize acting pay assignments not to exceed thirty (30) calendar days. In cases where there is a permanent vacancy or a temporary vacancy (more than 120 days), department heads or designees shall post the acting opportunities for minimum of ten (10) working days. The City Administrator shall approve acting pay assignments that exceed thirty (30) calendar days.

Any represented employee who has been assigned in writing to assume and perform all of the ordinary day-to-day duties and responsibilities of a higher classification for one (1) or more working days shall be paid a premium at the rate of seven and one half percent (7.5%) of the regular pay of the represented employee's own classification for such time worked in a higher classification.

If the acting pay assignment extends beyond a consecutive sixty (60) calendar day period, the represented employee shall be paid a premium at the rate of twelve and one half percent (12.5%) of the regular pay of the employee's own classification, beginning the sixty-first (61st) day of the acting assignment.

A represented employee who acts in a position of higher classification under this provision, for a consecutive period of thirty (30) calendar days or less, shall not receive acting pay during any period(s) of paid leave occurring during the acting assignment. However, a represented employee who acts in a position of higher classification, under this provision, for a consecutive period in excess of thirty (30) calendar days shall receive acting pay during period(s) of paid leave occurring during the acting assignment, commencing with the thirty-first (31st) day of acting assignment and continuing until said acting assignment is terminated.

No represented employee shall be in an acting assignment for more than six (6) months in a fifteen (15) month period, unless no other qualified represented employee is available or willing to take the assignment. For the purposes of this provision the six (6) months need not be consecutive.

Absent extenuating circumstances, the City shall endeavor to avoid repeatedly appointing the same represented employee.

## 5.5.5 Bilingual Pay

To overcome language barriers and to provide citizens equal access to City services, the City and the Union encourage represented employees to use City designated languages during contact with the public. For the purpose of bilingual premium pay, each department, subject to City approval, shall designate the non-English languages that may be used. To be eligible for bilingual premium pay, a represented employee must be certified under either subsection 5.6.5.1 or 5.6.5.2, must provide bilingual service on a regular basis when requested by the City, and must be in a work location where there is a demonstrated need for bilingual services. Represented employees in Units TM1 and U41 shall not receive Bilingual Pay.

#### 5.6.5.1 Level 1 Certification

To be eligible for Level 1 Certification, a represented employee must have the ability to effectively communicate with the public in a Department-designated and City-approved non-English language. Represented employees certified with Level 1 skills shall be paid forty-five dollars (\$45) per pay period. A represented employee shall be paid for either Level 1 or Level 2 bilingual skills, and the bilingual pay described in this section and Section 5.6.5.2 shall not be pyramided.

# 5.6.5.2 <u>Level 2 Certification</u>

To be eligible for Level 2 Certification, a represented employee must have the ability to translate conversations and written

materials in a Department-designated and City-approved non-English language. Represented employees certified with Level 2 written translation skills shall be paid ninety dollars (\$90) per pay period. A represented employee shall be paid for either Level 1 or Level 2 bilingual skills, and the bilingual pay described in this section and Section 5.6.5.1 shall not be pyramided.

# 5.5.5.3 <u>Certification Standards</u>

The City shall establish examinations and testing procedures for certifying represented employees at Level 1 or Level 2. Upon request, the City will provide an opportunity to consult with the Union regarding procedures for Level 2 examinations.

## 5.6.5.4 Arbitrability

The City's substantive evaluation of a represented employee's knowledge of and skills in a designated second language shall not be grievable under Article 15 of this collective bargaining agreement and shall not be appealed to the Civil Service Board.

#### 5.5.6 Notary Public Pay

Upon written designation by the appointing authority, the City shall approve payments of an additional seventy cents (\$.70) per hour to qualified represented employees for the performance of notary public duties for City business purposes. These represented employees shall submit proof of notary public certification annually in order to maintain notary public payments. The premium pay will be removed when the designation is revoked in writing by the appointing authority and the represented employees will no longer be required to perform notary public duties. Represented employees paid to perform notary public duties for the City shall not perform private notary public duties during City work hours.

Represented employees in Units TM1, TM2, U41, UM1, and UM2 shall not receive Notary Public Pay.

# 5.5.7 <u>Miscellaneous Licensing and Certification Premium Pay</u>

The City agrees to consider requests by represented employees for either two point five percent (2.5%) or five percent (5%) premium pay for possession of licenses and certifications used by the represented employee in the conduct of City business, but not required for his/her classification. This premium pay must be recommended by the Agency head and approved by the City Administrator.

Represented employees must maintain a valid license or certification for continued receipt of this licensing premium pay, and shall be entitled to receive this premium pay only as long as they remain in the classification for which the premium was awarded. If the represented employee changes classification but he/she continues to use the license or certification in the conduct of City business, he/she may reapply for the premium. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

A request for award of such premium pay shall be submitted to the Director of Personnel, who shall forward the request to the City Administrator for final approval.

The City shall respond to such request within sixty (60) calendar days of submission by the represented employee.

This section shall not apply to represented employees in Units TM1 and U41.

# 5.5.8 <u>Engineer And Architect Career Ladder Incentive</u>

Represented employees in the professions of Engineering or Architecture, who work in classifications in a career ladder leading to a classification that requires a professional license or registration, but who are not required to have such license or registration, upon receipt of such license or registration, shall receive five percent (5%) incentive pay, which shall not be part of the salary schedule. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

#### 5.5.9 Engineer-In-Training Incentive

A represented employee holding the Engineer-in-Training (EIT) designation shall be advanced two and one-half (2.5%) percent starting in the month following receipt of the designation, provided that the increase, when applied, shall not be above the top step of the salary schedule for his/her classification. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

# 5.5.10 Additional Engineer License Incentives

Represented employees in the positions of Civil Engineer, Supervising Civil Engineer, Principal Engineer, Assistant Engineer, Transportation Engineer, Supervising Transportation Engineer, Assistant Transportation Engineer, Electrical Engineer, Energy Engineer, Architect, Architectural Associate, and Architectural Assistant, shall receive the following incentive pay (subject to the limitations set forth below): 1) ten percent (10%) for passage

of the State of California Structural Engineers examination and maintenance of a California Structural Engineer license; 2) five percent (5%) for passage of the State of California Land Surveyor examination and maintenance of a California Land Surveyor license; 3) five percent (5%) for passage of the State of California Geotechnical examination and maintenance of a California Geotechnical license; 4) five percent (5%) for passage of the Electrical Engineer examination and maintenance of a California Electrical Engineer license; 5) five percent (5%) for passage of the Mechanical Engineer examination and maintenance of a California Mechanical Engineer license; 6) five percent (5%) for passage of the Civil Engineer examination and maintenance of a California Civil Engineer license; and 7) five percent (5%) for passage of the California Traffic Engineer examination and maintenance of a California Traffic Engineer examination and maintenance of a California Traffic Engineer license.

Represented employees in the position of Environmental Program Specialist shall receive the following incentive pay: 1) five percent (5%) for possession of valid California Civil Engineer license; 2) five percent (5.0%) for passage of Hydrologist Examination and maintenance of a California Hydrologist license; 3) five percent (5%) for passage of Geotechnical Examination and maintenance of a California Geotechnical license; and 4) five percent (5%) for passage of the Geologist Examination and maintenance of a California Geologist license.

Incentive payments provided under this section shall be effective in the pay period following verification that the represented employee has passed the pertinent exam, or received the pertinent license; such pay shall not be part of the salary schedule. Continual receipt of the incentive pay is conditional upon a represented employee maintaining registration in the State of California of the license or permit for which the incentive pay is provided. Total incentive pay under this section cannot exceed ten percent (10%) of base pay. The incentive payments provided under this section shall be incorporated into the represented employee's compensation reported to CalPERS.

A represented employee in a position that requires a license or registration shall not receive incentive pay under this section for passing an examination and maintaining a license that is part of the licensing or registration requirement for the represented employee's position.

The City may require represented employees receiving incentive pay under this section to perform duties that require licenses for which the incentive is granted. Represented employees performing these duties shall not be considered to be working out of class. All represented employees receiving incentive pay under Section 5.6.11 and required to perform duties requiring engineering licenses, with the exception of assistant engineers receiving

the civil engineering license premium, shall stamp and/or sign the work in compliance with the California Engineers Act.

The operation of this provision shall not affect the operation of existing provisions concerning step increases. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

# 5.5.11 Chief Of Party Licensing Premium Pay

Each represented employee in Unit UH1 serving in the position of Chief of Party shall receive five percent (5%) added compensation if the represented employee passes the California Land Surveyor examination and maintains a valid California Land Surveyor license. Represented employees shall be entitled to receive this premium pay only as long as they remain in the classification for which the premium was given. If the represented employee changes classification, he/she may reapply for the premium. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

# 5.5.12 Real Estate/Property Management Premium Pay

Complex Managers, Facilities Managers, Supervising Real Estate Agents, Real Estate Services Managers, and Real Estate Agents who obtain and retain one or more of the following certifications will have an additional five percent (5.0%) added to their base pay:

- State of California General or Residential Appraisal Certificate;
- State of California Real Estate Brokers License;
- Certified Designations for Property Manager as issued by the Institute of Real Estate Management, or Building Owners And Managers Association (BOMA). Represented employees who possess Property Manager certifications shall receive the premium pay only when they are assigned to perform property management functions for the City.

At no time will more than a single additional five percent (5%) be added to a represented employee's pay regardless of the number of certificates acquired and retained. Represented employees must maintain current certificates or licenses to receive the premium pay. The represented employee annually must provide to the department head appropriate verification that the certificate or license is current and valid. This premium pay shall be incorporated into the represented employee's compensation reported to CalPERS.

# 5.5.13 Standby Pay

When a department head or designee assigns a represented employee to remain on standby, the represented employee shall be paid an amount equivalent to one and seventy-five hundredths (1.75) hours straight time pay for each eight (8) hour period of standby assignment.

In selecting represented employees for standby pay, the department head or designee shall determine which represented employees are qualified for the standby assignment. The department head or designee shall rotate assignments among qualified represented employees.

A represented employee assigned to standby duty shall a) keep the supervisor informed of a telephone number at which the represented employee can be reached; and b) be available to report within a reasonable time in the event of a call-out. A represented employee assigned standby duty who fails to comply with these two conditions shall not be paid standby pay during any such period of time.

Represented employees in Units TM1, U41, UM1 and UM2 shall not receive standby pay.

# 5.5.14 Call Back Pay (Unit TF1)

A represented employee in Unit TF1 who is called back to work on his/her day off, or who is called back to work after he/she has completed his/her regular shift working day and has left his/her place of employment, shall be paid a minimum of two and one-half (2.5) hours at the employee's overtime rate of pay.

#### 5.5.15 Additional Unit UH1 Premium Pay

The premium pay provisions listed in this Section 5.6.15 apply only to represented employees in Unit UH1.

# 5.6.15.1 Callback Pay

A represented employee in Unit UH1 who is called back to work on a day off, or who is called back to work after the regular shift working day has been completed and has left the employment site, shall be paid a minimum of two and one-half (2.5) hours at time and one-half of that represented employee's regular hourly base rate of pay. A represented employee who is required to make a job-related court appearance, in accordance with Police Department General Order E-1, dated September 18, 1979, and/or Administrative Instruction 529, dated August 15, 1980, and any subsequent amendments thereto, on a scheduled day

off shall be compensated for a minimum of four (4) hours at time and one-half of that represented employee's regular hourly base rate of pay. It is expressly understood that a represented employee who works overtime (including court appearances) immediately subsequent to his/her regular work shift, or a represented employee who works immediately prior to his/her regular work shift, shall be compensated for the time actually worked, with no minimum number of hours of overtime guaranteed.

# 5.6.15.2 Shift Differential

A represented employee in Unit UH1 shall be eligible for shift differential pay, in addition to the hourly rate of pay for the employee's classification, as follows:

# 5.6.15.2.1 Swing Shift

When five (5) or more hours of a represented employee's work shift, exclusive of the lunch period, are between the hours of 5:00 p.m. and 12:00 midnight, the represented employee shall be paid one dollar eleven cents (\$1.11) per hour for each hour worked in that work shift.

#### 5.6.15.2.2 Graveyard Shift

When five (5) or more hours of a represented employee's work shift, exclusive of the lunch period, are between the hours of 12:00 midnight and 7:00 a.m., the represented employee shall be paid one dollar and thirty-one cents (\$1.31) per hour for each hour worked in such work shift.

#### 5.6.15.2.3 Rotating Shift

When a represented employee is assigned to a regular rotating shift schedule, the represented employee shall be paid one dollar eleven cents (\$1.11) per hour for each hour worked in that work schedule. "Rotating Shift Schedule" is defined, for the purposes of this section, as a work schedule that rotates the assigned work days and work hours more frequently than once every six (6) weeks, with one of the regular schedules being a swing or graveyard shift, as part of an overall schedule covering related represented employees.

# 5.6.16 Premium Pay During Paid Leave

This section shall not apply to represented employees in Units TM1 and U41.

Regular premium pay shall continue to be paid during vacation leave, sick leave, and during other paid leave up to a total of thirty (30) calendar days, for a represented employee who is then regularly assigned to a position in which the represented employee is eligible for such premium pay.

# 5.6.17 No Pyramiding

This section shall not apply to represented employees in Units TM1 and U41. In addition, this provision shall not apply to represented employees receiving overtime in accordance with the provisions of the Fair Labor Standard Act.

There shall be no "pyramiding" of premium and/or overtime pay, unless otherwise provided in this Article.

## 5.6.18 Commuter Check

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.

#### 5.7 Allowances

#### 5.7.1 Meal Allowance

- 5.7.1.1 Each represented employee who, when authorized, works continuously two (2) hours or more immediately before or after a regular scheduled shift working day shall be paid a meal allowance of eighteen dollars (\$18). In the event the represented employee continues to work beyond the first two (2) hours, and the work is not a part of the regular shift, the represented employee shall be paid an additional meal allowance of eighteen dollars (\$18) for each successive four (4) hour period worked.
- 5.7.1.2 Each represented employee who is directed to return to work overtime within fewer than twenty-four (24) hours after completion of the regular shift and who has left the employment site, and who works four (4) hours or more shall be paid a meal allowance of eighteen dollars (\$18). The represented employee shall be paid an additional meal allowance of eighteen dollars

- (\$18) for each successive four (4) hour period continuously worked.
- 5.7.1.3 Each represented employee who is scheduled to work on a scheduled day off with fewer than twenty-four (24) hours advance notice and who works four (4) hours shall be paid one (1) meal allowance of eighteen dollars (\$18). In the event the represented employee continues to work on a scheduled day off for a total of more hours than the normal shift working day, the employee shall be paid such additional meal allowance(s) as may be appropriate under the formula described in the provisions of Section 5.7.1 above.
- 5.7.1.4 Meal allowances shall not be paid for assigned work that is scheduled at least twenty-four (24) hours in advance where the work is not an extension of the regular workday or, in those instances where the City furnishes meals.
- 5.7.1.5 Represented employees in Units TM2, UM1, and UM2 shall not receive meal allowances. Represented employees in Units TM1 and U41 shall receive meal allowances as provided in Article 18.

# 5.7.2 <u>Automobile Allowance</u>

The City agrees to provide transportation to represented employees when required for official City business. Full-time represented employees who prefer to use their private vehicles for City business may do so, upon approval by the City and subject to City regulations for safety, driver's licenses, and automobile liability insurance. Represented employees shall not be required to name the City as an additional insured nor submit the represented employee's vehicle to an inspection.

The City acknowledges that Administrative Instruction 4403 – Automobile Allowance (AI 4403) provides for reimbursement of parking fees while conducting City business using a privately owned vehicle. The City and the Union agree that under the provisions of AI 4403, represented employees are eligible for reimbursement of the cost of parking at or near the represented employee's worksite on days when the employee is utilizing a privately owned vehicle to conduct City business. These provisions shall apply only to represented employees who have been designated as Category III or Category IV, and may be exercised not more than ten (10) times in any calendar month.

The City and Union agree to explore cost-effective ways to implement this provision, including the use of vouchers or validation to permit parking in under-utilized City-owned parking facilities.

The City shall reimburse a represented employee for approved use of a private vehicle according to the following rates:

#### 5.7.2.1 Category II

The City shall reimburse represented employees designated by the City Administrator as Category II at the rate of three hundred fifty dollars (\$350) per month. The City shall reimburse represented employees in Unit U41 at the Category II rate.

# 5.7.2.2 Category III

If the City determines that the nature of the work assigned to a represented employee, requires the use of an automobile on a regular basis for more than one-half of the represented employee's work schedule, the represented employee may utilize a private vehicle and the City shall reimburse the represented employee at the following rate per month:

Contract Year	t Year Amount Per Month	
2011-2013	\$137.55	

The City shall reimburse represented employees in Unit TM1 at the Category III rate.

In addition to the per month allowance, the City shall reimburse the represented employee at the rate of fifty one cents (\$.51) per mile. During January of each fiscal year, the per mile rate will be adjusted to the maximum per mile rate established by the U.S. Internal Revenue Service.

#### 5.7.2.3 Category IV

If the City determines that the nature of the work assigned to a represented employee requires the use of an automobile on an intermittent basis or on a regular basis of less than one-half of the represented employee's work schedule, the represented employee may utilize a private vehicle and be reimbursed at the rate established by the U.S. Internal Revenue Service, adjusted annually in January to the maximum per mile rate.

#### 5.7.3 Uniform Allowance

The City agrees to provide the following initial and annual uniform allowances to represented employees in the following classifications, provided that wearing of a uniform is required incident to employment:

Classification	Initial Allowance	Annual Replacement
Animal Control Officer, Senior	\$507.00	\$346.00
Criminalist II and III	\$375.00	\$200.00
Emergency Medical Services Coordinator	\$524.00	\$278.00
Fire Communications Dispatcher, Senior	\$524.00	\$278.00
Fire Communications Supervisor	\$524.00	\$278.00
Fire Marshall, Non Sworn	\$650.00	\$450.00
Fire Marshall Assistant, Non-Sworn	\$650.00	\$450.00
Latent Print Examiners II and III	\$375.00	\$200.00
Neighborhood Services Coordinator	\$375.00	\$200.00
Neighborhood Services Coordinator, Supervisor (Program Analyst III)	\$375.00	\$200.00
Parking Enforcement Supervisor I	\$497.00	\$387.00
Parking Meter Collector Supervisor	\$486.00	\$359.00
Police Communications Dispatch Supervisor	\$524.00	\$273.00
Vegetation Management Supervisor	\$650.00	\$450.00

The initial allowance specified shall be paid to the represented employee in the first fiscal year of employment, after the department head has certified that the represented employee has purchased the minimum complement of required uniforms meeting City standards. After the first fiscal year of employment, represented employees shall be paid the specified uniform replacement allowance.

In the event that a required uniform item is damaged in the line of duty, where the represented employee has exercised reasonable prudence in the performance of duties, the City agrees to pay the cost of repair of such damage, or replacement, in accordance with established procedures.

# 5.7.4 Shoe Allowance

# 5.7.4.1 <u>City Vouchers</u>

The City may require represented employees to wear safety shoes while performing duties for the City.

For each represented employee required to wear safety shoes, the City shall provide a voucher from the City designated department during January of each year for up to one hundred fifty dollars (\$150) annually toward the cost of acquiring one (1) pair of safety shoes and related supplies.

# 5.7.4.2 <u>Newly Employed Represented Employees</u>

Newly employed represented employees that are required to wear safety shoes shall be provided a safety shoe voucher within thirty (30) days of their first day of work and during each following January in accordance with 5.7.4.1.

#### 5.7.4.3 Tree Department

Once every three (3) years, the City shall purchase one (1) pair of climbing boots for each represented employee required to wear climbing boots.

#### 5.8 Transit Pass

The City agrees to enter an agreement with AC Transit to participate in its EasyPass employer program during the length of the agreement. Each represented employee shall be eligible to receive one EasyPass and shall pay a twenty dollar (\$20) annual fee, deducted from the employee's pay check every July. The employee contribution is mandatory for all represented employees. The City will pay the remaining costs.

#### ARTICLE 6: PROFESSIONAL DEVELOPMENT PROVISIONS

# 6.1 Dues And Memberships

# 6.1.1 All Units Except TM1 and U41

The City shall pay up to one hundred percent (100%) of the cost of membership in one job-related professional organization per year for each represented employee, subject to department head approval. The City may consider covering the cost of more than one (1) professional membership, provided that the membership is directly related to the represented employee's job duties and is approved in advance by the department head.

#### 6.1.2 Units TM1 And U41

The City shall pay up to one hundred percent (100%) of the cost of represented employees' membership in the California State Bar and one (1) State Bar Section membership. The fees the City pays will not include any Hudson Assessment on the State Bar membership forms. Represented employees, and not the City, are responsible for penalties incurred if they fail to submit State Bar Membership forms in a timely manner.

# 6.2 Conferences, Seminars, And Meetings

The City and the Union agree that it may be desirable for a represented employee to attend conferences, seminars, or meetings that have as their primary purpose professional development, or acquiring concepts and knowledge that are directly beneficial to the represented employee in the performance of his/her job; and/or where such attendance is in the City's best interests. Subject to the approval of the department head, the represented employee may be permitted with pay, with or without expenses depending on availability, to attend such conferences, seminars, or meetings.

# 6.3 Professional Development Allowance

This section shall not apply to Units TM1 and U41; the subject matter is addressed in Article 18 for represented employees in these units.

The City will reimburse represented employees for professional development expenses in the amounts listed below. Professional development includes but not limited to such items as

- books.
- subscriptions to professional journals or magazines,
- dues to professional organizations that are related to current employment,

- registration, application or examination fees for registration or certification within his/her profession, and
- expenses related to professional development including research and training, conferences and associated travel expenses.

Requests for reimbursement must be submitted with receipts in aggregate amounts of at least twenty-five dollars (\$25). All receipts for reimbursement must be submitted before the end of each fiscal year, and by June 1, if feasible. A represented employee may defer the entire amount of professional development reimbursement in one fiscal year and receive two years of reimbursement in the following fiscal year.

# 6.3.1 <u>Units TA1, TW1, And UH1</u>

Represented employees in Units TA1, TW1 and UH1 shall receive reimbursement up to a maximum of four hundred fifty dollars (\$450) each fiscal year for professional development.

# 6.3.2 Units UM1 And UM2

Represented employees in Units UM1 and UM2 shall receive reimbursement of up to five hundred fifty (\$550) dollars maximum per fiscal year for these purposes.

# 6.3.3 Units TM2 And TF1

Represented employees in Units TM2 and TF1 shall receive a maximum of six hundred twenty-five (\$625) dollars per fiscal year for these purposes.

## 6.4 <u>Professional Licenses And Registration Fees</u>

This section shall not apply to Units TM1 and U41; the subject matter is addressed in Section 6.1.4 and Article 18 for represented employees in these units.

If the City requires that a represented employee possess a professional license or registration requisite to the performance of his/her job duties, the City agrees to reimburse the represented employee for the cost of renewing that license or registration, including the cost of any continuing education course work or training required to renew the professional license, certification, or registration. This provision covers only such professional licenses as may be required for engineers, nurses, and other professional classes, and does not cover such requirements as drivers' licenses.

Represented employees in the professions of Engineer, Architect, Chief of Party or Real Estate Property Management who receive premium or incentive pay under Section 5.6.6 through 5.6.12 shall be reimbursed for the renewal cost of licenses, certifications and registrations for which they receive premium and incentive pay. This provision covers only such professional licenses as may be required for engineers, nurses, and other professional classes, and does not cover such requirements as drivers' licenses.

# 6.5 Tuition Reimbursement

This section shall not apply to Units TM1 and U41.

The City shall reimburse a represented employee for the cost of university or college classes and training courses, approved in advance by the department head or the designated representative, which: (1) improve the skills used by the represented employee in his/her current position; and/or (2) prepare the represented employee for advancement on the logical, reasonable career path within the City organization. Department head or designee approval shall make his/her best effort to grant or deny reimbursement requests within fifteen (15) working days of submission and shall not be unreasonably denied. Upon successful completion of each approved class or course, a represented employee shall be reimbursed in accordance with the following table:

<u>Grade</u>	Reimbursement per Class
A or B	100% of the tuition fee and books, or \$820 whichever is less.
С	50% of the tuition fee and books, or \$410 whichever is less.

In the event that the course is graded on a pass/fail basis, reimbursement shall be seventy-five percent (75%) of the tuition fee, or six hundred fifteen dollars (\$615), whichever is less.

A unit member shall be allowed to take up to two (2) courses eligible for reimbursement during any given semester or quarter, with a limit of six (6) total classes per fiscal year, regardless of whether the institution is on the semester or quarter system.

# 6.6 Professional Liability (Unit TF1)

The City's obligation to defend and indemnify represented members is prescribed by law, including California Government Code Section 825, et seq. and 995, et seq. The City shall indemnify and defend represented employees in Representation Unit TF1 in accordance with the applicable provisions of law when and if represented members are sued for errors and/or omissions (malpractice) that occur within the course and scope of their employment, except where the applicable law excuses City's obligation to defend (e.g., fraud, malice, etc.). This

Section and the terms and provisions in this section shall be enforceable in accordance with applicable law.

# 6.7 <u>Incompatible, Inconsistent, Or Conflicting Activities</u>

This section shall not apply to Units TM1 and U41; this subject matter is addressed in Article 18.13 for represented employees in these units.

- 6.7.1 No represented employee may engage in any employment, activity, or enterprise that has been determined to be inconsistent, incompatible, or in conflict with his or her duties or with the duties, functions, and responsibilities of the City. For purposes of this Agreement, incompatible employment or activity means any employment, activity, or enterprise that:

  (a) involves the use for private gain or advantage of City time, facilities, equipment, and supplies or the prestige or influence of the represented employee's City employment; or (b) involves receipt by the represented employee of any money or other consideration for the performance of any act required by him or her as a City employee; or (c) involves the performance of an act, in other than his or her capacity as a City employee, that may later be subject directly or indirectly to control, inspection, review, audit, or enforcement by him or her in his or her capacity as a City employee.
- 6.7.2 Represented employees may not solicit political contributions from other Officers or employees of the City, unless such solicitation is part of a solicitation made to a significant segment of the public that may include City employees or Officers.
- 6.7.3 Represented employees shall notify the City in advance of any outside employment or activity if it is reasonably foreseeable that such employment or activity may violate these rules.
- 6.7.4 Notwithstanding the above, the City acknowledges that no restriction may be placed on the political activities of employees outside of working hours and off City premises.
- 6.7.5 The City will continue to maintain regulations that are consistent with Government Code Section 1125, et seq., and Government Code Section 3201, et seq., and Oakland City Charter Section 1201.

#### **ARTICLE 7: RETIREMENT**

# 7 Retirement Benefits

# 7.1. <u>Tier One - 2.7% At 55 Retirement Plan: For Represented Employees Hired Prior To June 8, 2012</u>

This Section 7.1 (including subsections) shall apply to represented employees hired prior to June 8, 2012.

## 7.1.1 2.7% At 55 Retirement Plan

The City agrees to continue to contract with the Public Employees' Retirement System (PERS) to provide the two point seven percent at fifty five (2.7% at 55) retirement plan for each eligible employee covered by this Section 7.1. The City shall make all required employer contributions to PERS for such employees.

# 7.1.2 PERS Member Contribution

Each represented employee covered by this Section 7.1 shall continue to pay the full member contribution to PERS equal to eight percent (8%) of the compensation paid the member for service rendered, with state and federal income tax on the PERS members contribution deferred to the extent permitted by Internal Revenue Code, 26 USC Section 414(h)(2).

#### 7.1.3 Final Compensation

For the purposes of determining a retirement benefit, final compensation for represented employees covered by this Section 7.1 shall mean the highest twelve (12) consecutive month period as specified in Government Code Section 20042.

7.2 <u>Tier Two - 2.5% At 55 Retirement Plan: For Represented Employees Hired On Or After June 8, 2012, But Before January 1, 2013, And Classic Members Hired After January 1, 2013 As Determined By CalPERS.</u>

This Section 7.2 (including subsections) shall apply to represented employees hired on or after June 8, 2012, but before January 1, 2013. In addition, this Section 7.2 shall apply to represented employees hired on or after January 1, 2013, who are qualified for pension reciprocity as stated in Government Code Section 7522.02(c) and related CalPERS reciprocity

(Classic Member) requirements.

#### 7.2.1 2.5% At 55 Retirement Plan

The City agrees to continue to contract with the Public Employees' Retirement System (PERS) to provide the two and one-half percent at fifty five (2.5% at 55) retirement plan for each eligible employee covered by this Section 7.2. The City shall make all required employer contributions to PERS for such employees.

#### 7.2.2. PERS Member Contribution

Each represented employee covered by this section 7.2 shall continue to pay the full member contribution to PERS equal to eight percent (8%) of the compensation paid the member for service rendered, with state and federal income tax on the PERS members contribution deferred to the extent permitted by Internal Revenue Code, 26 USC Section 414(h)(2).

#### 7.2.3 Final Compensation

For the purposes of determining a retirement benefit, final compensation for represented employees covered by this Section 7.2 shall mean the highest average annual compensation earnable by a member during the three (3) consecutive years of employment as specified in Government Code 20037.

# 7.3 <u>Tier Three - 2% At 62 Retirement Plan: For Unit Members Hired On Or</u> After January 1, 2013

This Section 7.3 (including subsections) shall apply to represented employees who were hired on or after January 1, 2013, and who do not qualify for pension reciprocity as a Classic Member, as stated in Government Code Section 7522.02(c).

#### 7.3.1 2% At 62 Retirement Plan

The City agrees to contract with the Public Employees' Retirement System (PERS) to provide the two percent at sixty two (2% at 62) retirement plan for each eligible employee covered by this Section 7.3. The City shall make all required employer contributions to PERS for such employees.

# 7.3.2 PERS Member Contribution

As required by Government Code Section 7522.30, each represented employee covered by this Section 7.3 shall pay, through payroll deductions, fifty percent (50%) of the normal cost of the two percent at sixty two (2% at 62) retirement plan as determined by PERS, with state and federal income tax on the PERS member's contribution deferred to the extent permitted by Internal Revenue Code, 26 USC Section 414(h)(2).

# 7.3.3 Final Compensation

As required by Government Code Section 7522.32, for the purpose of determining a retirement benefit, final compensation for represented employees covered by this section 7.3 shall be based on the highest average annual pensionable compensation earned by a member during any period of thirty-six (36) consecutive months during the member's service.

# 7.4 Premium Pay Reported To CalPERS

The premium pay listed in **Appendix E**, Premium Pay Reported To CalPERS, shall be reported to CalPERS as compensation. Appendix E, Premium Pay Reported To CalPERS, is attached to and incorporated into this Agreement.

#### 7.5 Optional Benefits

The City shall provide represented employees with those optional benefits which it has elected to provide to represented employees in its contract with CalPERS and in accordance with the Public Employees Retirement Law and the Public Employees Pension Reform Act of 2013, including but, not limited to the following optional benefits under PERS to all eligible represented employees:

Up to four (4) years of military service can be granted for time during which a represented employee served continuously with the active armed forces or the Merchant Marines, including any period of rehabilitation, plus six (6) months thereafter (Government Code Section 21024.). The represented employee is required to contribute employee and employer contributions except that service rendered prior to September 1, 1970, may be granted at no cost to the represented employee.

Represented employees may elect to purchase up to three (3) years of service credit for any volunteer service in the Peace Corps, AmeriCorps VISTA (Volunteers Service to America), or AmeriCorps. (Government Code Section 21023.5). The represented employee is required to contribute employee and

employer contributions. Represented employees may obtain cost information by contacting CalPERS Member Services Division. Final determination of benefit eligibility shall be made by PERS.

# 7.6 Post Retirement Survivor Allowance

Upon death after retirement, an allowance shall be continued to the surviving spouse or domestic partner. A "surviving spouse or domestic partner" means for service retirements, a husband or wife who was married to or a domestic partner who was registered as a domestic partner with the member at least one year prior to the member's retirement and continuously to the date of the retired member's death. The represented employee's survivor receives one-half the amount of the retired represented employee's unmodified allowance based on service not subject to the modification for Social Security. (Government Code Sections 21624, 21626 and 21628).

# 7.7 Post Retirement Survivor Allowance To Continue After Remarriage

If a surviving spouse remarries on or after January 1, 1985, the one-half survivor continuance allowance will not cease. (Government Code Section 21635)

#### **ARTICLE 8: INSURANCE PROGRAMS**

# 8.1 Medical Insurance Under PEMHCA

The City agrees to maintain its contract with the Public Employees' Retirement System ("PERS") providing medical insurance coverage through the Public Employees' Medical and Hospital Care Act (PEMHCA) plans. Eligibility of active represented employees and retired employees to participate in this program shall be in accordance with state law and regulations promulgated by PERS.

An eligible unit member will be enrolled in the CalPERS PEMHCA Bay Area Kaiser Plan with employee-only coverage, unless the unit member submits an Employee Benefits enrollment form for a different PEMHCA health plan for enrollment of self and dependents, if any. The two (2) exceptions are 1) if a unit member has waived coverage, or 2) if a unit member is enrolled in PEMHCA under another health plan, as CalPERS does not permit dual enrollment. Eligible unit members may waive coverage in accordance with Section 8.5 of this Article and only if they submit evidence of coverage through an alternate group health plan provided by another employer or provider.

Any new member who has not waived coverage and does not submit enrollment forms within sixty (60) days of eligibility will be enrolled in the CalPERS Bay Area Kaiser employee-only plan ("1 – Party") by default. If dependent information is on file, the new member will be enrolled in the default CalPERS Bay Area Kaiser for member and spouse or family coverage for member, spouse, and dependent children.

Any member requesting to change from the default CalPERS Bay Area Kaiser plan will be subject to the CalPERS PEMHCA enrollment waiting period of ninety (90) days, unless the plan change has been approved by CalPERS as a result of their Appeals process.

#### 8.2 City Contribution To PERS

The City shall pay directly to PERS one hundred and twenty-eight dollars (\$128) per month as a contribution-toward the PEMHCA plan medical insurance premium for each active represented employee and retiree who elects to enroll in a PEMHCA medical plan.

As required by Government Code Section 22892, the City's contribution shall be adjusted annually by PERS to reflect any change in the medical care component of the Consumer Price Index and shall be rounded to the nearest dollar.

These increased City contribution rates shall remain in effect only as long as required by law.

# 8.3 Change In PERS Regulations

In the event PERS requires additional employer payment in excess of the dollar amounts listed in Section 8.2, the City shall not be bound by any obligation under 8.2 and 8.4, but rather the parties shall meet and confer regarding restructuring the provisions of 8.2 and 8.4 provided that, for a reasonable time period to allow for meeting and conferring, the City shall continue the benefits under 8.1, 8.2, and 8.4.

# 8.4 <u>Full Medical Insurance Comparable To Rate Charged Under PEMHCA Kaiser</u> Bay Area Plan

For active represented employees enrolled in a PEMHCA medical insurance plan, the City shall pay to PERS an amount of money on behalf of the employee which, when combined with the amount stated in Section 8.2, shall be the equivalent to one hundred percent (100%) of the premium cost of the Kaiser Bay Area plan. If a represented employee chooses to participate in a PEMHCA plan, which is more expensive than the Kaiser Bay Area plan, the represented employee shall pay the additional cost.

# 8.5 <u>Medical And Dependent Care Reimbursement Plan</u>

The City shall maintain a salary reduction plan as provided by Section 125 of the Internal Revenue Service Code permitting permanent represented employees to designate a portion of their annual salary to be withheld and subsequently used to provide pre-tax reimbursements for verified medical ("MCAP") and dependent care ("DCAP") expenses, subject to the rules of the IRS and governing regulations.

If a represented employee receives medical insurance coverage through their spouse or partner, signs the City Medical Waiver/Cash-In-Lieu form electing not to receive City paid medical coverage, and provides the City with satisfactory proof of insurance coverage, the represented employee shall receive one of either:

Three hundred and twenty-five dollars (\$325) per month in cash for the period January 1, 2014 through December 31, 2014. Prior to Benefits Open Enrollment in October 2014, the City shall determine, for the period January 1, 2014 through June 30, 2014, if the savings to the City from increased enrollment in the Cash In-Lieu program are equal to or exceed the increased cost for existing participants in the Cash In-Lieu program. The increased cost for existing participants shall be the difference between the new three hundred and twenty-five dollars (\$325) rate and the existing of one hundred sixty dollar (\$160) rate per month. The savings for new enrollees shall be the difference between the City's cost for medical benefits for the enrollee and any currently covered dependents, and the cost of the In-Lieu payment three hundred twenty five dollars (\$325) per month. If the savings are not equal to or greater than the increased costs, then the

amount of the In-Lieu contribution for Calendar Year 2015 shall be reduced to two hundred fifty dollars (\$250) per month.

• The represented employee may elect to have a portion of this payment, up to the maximum amounts specified in Section 8.5.1, paid into the represented employee's MCAP or DCAP amount.

## 8.5.1 Maximum Deductions

The maximum annual amount that may be deducted from a represented employee's annual salary for reimbursement of non-medical dependent care expenses is five thousand dollars (\$5,000). The maximum amount that may be deducted from the represented employee's annual salary for reimbursement of personal and dependent medical expenses is two thousand five hundred dollars (\$2,500). All medical and dependent care expenses for which reimbursement is requested must comply with the requirements of the IRS code.

#### 8.5.2 Administrative Fees

The City agrees to pay the monthly administrative fee for represented employees participating in the DCAP and MCAP programs: Tax Liability For Flexible Spending Benefit

Notwithstanding the City's intent to comport with I.R.C. Section 125, each represented employee shall be solely and personally responsible for a federal, state, or local tax that may arise out of the implementation of this subsection.

#### 8.6 Dental Insurance

The City agrees to contribute an amount equal to one hundred percent (100%) of the cost of employee and dependent coverage in the City dental plans, which include orthodontia and a preferred provider option. For the purpose of this provision, dependents shall include domestic partners of represented employees who have filed a Declaration of Domestic Partnership in accordance with established City policy. The City shall meet and confer regarding any reduction in benefits to the extent it is within the mandatory scope of bargaining required by state law.

# 8.7 <u>Vision Care</u>

The City agrees to maintain current employee and dependent coverage in the established City vision care plan. For the purpose of this provision, dependents shall include domestic partners of represented employees who have filed a Declaration of Domestic Partnership in accordance with established City policy. The City shall meet and confer regarding any reduction in benefits to the extent it is within the mandatory scope of bargaining required by state law.

# 8.8 Blood Bank

The City agrees to enroll represented employees in the City of Oakland Blood Bank Program as described below.

# 8.8.1 Sponsor

City of Oakland, in cooperation with the Blood Bank of the Alameda-Contra Costa County Medical Association, since 1980.

# 8.8.2 Eligibility

All City of Oakland employees and family dependents.

# 8.8.3 Program Operation

The City normally conducts two (2) blood donation drives per year, one (1) in January and one (1) in July. Donations are credited to the City of Oakland Club and are good for one year. Withdrawals are made from the account by submitting requests to the City Administrator's Office. City credits remaining at the end of one year are switched into the general Blood Bank Fund. However, by participation in the program, all blood needs of the City are covered, even if there are insufficient credits in the City Club account, without monetary charge or replacement requirement to the represented employee during the term of this Agreement. The City and the Union agree to actively encourage represented employees and dependents to participate in the blood donation drives.

#### 8.9 Life Insurance

The City agrees to provide a term life insurance policy for each full-time represented employee in the amount of one (1) times the employee's annual salary, rounded up to the nearest one-thousand dollars (\$1,000), including an accidental death and dismemberment benefit of equivalent amount. The City also agrees to provide represented employees the option of purchasing supplemental term life insurance. This supplemental term insurance is contingent upon the City meeting the plan requirements stipulated by the insurance carrier.

#### 8.10 Disability Insurance

The City agrees to pay the premium cost of represented employee participation in the established disability insurance program. The City shall meet and confer regarding any reduction in benefits to the extent it is within the mandatory scope

of bargaining required by state law. Refer to section 9.7 FMLA/CFRA, Pregnancy Disability and UFL Leave for additional information.

# 8.11 <u>Chemical Dependency Treatment Program</u>

The City agrees to provide a chemical dependency treatment program for represented employees and their eligible dependents up to a maximum of thirty thousand dollars (\$30,000) in total lifetime program benefits.

# 8.12 Continuation Of Coverage While On Paid Leave

The City agrees to continue City contribution to premium payments for represented employees while on authorized paid leaves of absence.

# 8.13 Deferred Compensation Plan

Represented employees may participate in the established City deferred compensation plan. The Union shall have one (1) member on the City's Deferred Compensation Committee

## 8.14 Retiree Benefit

Any represented employee who retires from the City on or after January 1, 1987, who has ten (10) years or more of service with the City in either a permanent full-time or permanent part-time position, and who enrolls in a PERS PEMHCA plan shall receive for such time as he/she maintains his/her enrollment in a PEMHCA health plan for represented employee and one (1) dependent the following benefit: effective January 1, 2003, the lesser of a monthly payment of four hundred twenty five dollars and forty-two cents (\$425.42) or one hundred percent (100%) of the represented employee's PEMHCA plan premium computed by combining the provisions of Section 8.2 above with this benefit. These payments shall be made on a quarterly basis. The City shall provide the option of direct deposit if it becomes available for this benefit. The obligations set forth in this subsection shall be subject to the following conditions:

- 8.14.1 Each person receiving the benefit shall be responsible for payment of federal state and local taxes, if required. The City shall not withhold taxes when awarding this benefit unless otherwise required to do so by a governmental taxing agency and shall not be obligated by this Agreement to issue a 1099 to persons receiving the benefit.
- 8.14.2 Each person receiving the benefit shall be obligated to notify the City within thirty (30) days of the retiree's and/or eligible family member's eligibility for Medicare.
- 8.14.3 An eligible family member for PEMHCA coverage who survives the death of a retiree shall continue to receive this benefit as long as it is

allowed by PERS, as long as the survivor remains enrolled in a PERS plan, and as long as the survivor has been designated to receive the survivor's benefit under PERS and is receiving the survivor's benefit under PERS. -47-

#### ARTICLE 9: LEAVES OF ABSENCE

## 9.1 Sick Leave

#### 9.1.1 Annual Earned Sick Leave

Represented employees shall accrue sick leave on a biweekly basis at the rate of one (1) full working day per month of service to the City, except that sick leave shall not be credited until the completion of the first three (3) months of service.

## 9.1.2 Accumulated Earned Sick Leave

Sick leave with pay that is not used shall be cumulative. Sick leave credits may be accumulated not to exceed one hundred and fifty (150) working days. Sick leave credits accrued under this provision shall be expressed in hours.

# 9.1.3 Use Of Sick Leave

#### 9.1.3.1 Minimum Usage

Sick leave may be used in minimum increments of one (1) hour.

#### 9.1.3.2 Family Illness

Each represented employee who is otherwise eligible to take sick leave may, in the event of illness in the immediate family, take a maximum of twelve (12) working days family sick leave in any calendar year. Such family sick leave shall be charged against the represented employee's accumulated sick leave credits and is subject to acceptable medical verification.

For the purposes of this provision, immediate family shall be defined as parent, spouse, child, sibling, grandparent, father-in-law, mother-in-law, grandchildren in the custody of grandparents who are represented employees, and domestic partners of represented employees who have filed a Declaration of Domestic Partnership. The terms "child," "parent," "grandchild" and "grandparent" shall apply equally to relationships by birth, adoption, marriage or guardianship (e.g., natural children, adopted children, step children, step parents, and foster children). This provision shall also apply to persons for whom the represented employee has durable power of attorney for health care.

In circumstances involving the illness of a person who has raised the represented employee in lieu of a natural parent or has been raised by a represented employee in lieu of the natural parent, the department head or designated representative will consider granting family illness leave under this provision to the affected represented employee. In such cases, the represented employee must receive a written approval from the department head or designated representative prior to departure on such leave.

A represented employee may be permitted to take family sick leave in excess of twelve (12) days in any calendar year in the case of the critical or serious illness of the immediate family member, as defined above, who resides in the represented employee's household and where other arrangements for the care of the family member are not feasible.

This section does not extend the maximum period of leave to which a represented employee is entitled under the Family and Medical Leave Act of 1993 (29 U.S.C. Section 2606, et seq.), the California Family Rights Act (Government Code Section 12945.2) and City policies implementing these Acts, regardless of whether the represented employee receives sick leave compensation during that leave (see Labor Code Section 233).

# 9.1.3.3 <u>Verification Of Leave</u>

When a represented employee has been absent under personal illness for more than five (5) consecutive working days or has established a pattern of personal illness exceeding twenty (20) working days in one (1) work year, the City is authorized to request that the represented employee have a physical examination by a City selected physician and a certification by that physician of the represented employee's physical fitness to return and continue the duties requisite to employment. The City will pay the cost of this examination and certification.

Represented employees may contact the City's Risk Management regarding their rights under the California Fair Employment and Housing Act (FEHA), which may lead to accommodations under the law.

#### 9.1.3.4 Donation Of Sick Leave

Represented employees with ten (10) cumulative years of employment and who meet all the requirements of Article 9.1.4 (Sick Leave Buy-Back – Leaving the City) may donate sick time

at the rate of thirty-three and one-third percent (33 1/3%) to other City employees who meet the definitions of seriously ill and financially needy requirements of Administrative Instruction 537.

# 9.1.4 Sick Leave Buy-Back - Leaving City

City agrees to compensate, in cash or deferred compensation (subject to IRS regulations), represented employees leaving City service after ten (10) cumulative years of employment, uninterrupted by any single period of absence in excess of one (1) year, for thirty-three and one-third percent (33-1/3%) of accrued sick leave.

# 9.1.5 Annual Sick Leave Sell-Back/Conversion

- a) Represented employees may sell back a portion of their unused sick leave or convert it to additional days of vacation, provided that the represented employee must have a minimum of four hundred and eighty (480) hours of accumulated sick leave at the end of the calendar year (December 15.). The represented employee may exercise one of the following options each calendar year:
  - 1) Accumulate sick leave credits to the one-thousand two hundred (1,200) hour maximum; or,
  - 2) Convert sick leave earned in excess of the basic requirement of four hundred and eighty (480) hours to vacation ratio of two (2) hours of sick leave to one (1) hour of vacation up to a maximum of fifty-six (56) hours of vacation (112 hours of sick leave).
  - 3) Sell back sick leave earned in excess of the basic requirement of four hundred and eighty (480) hours, at the ratio of two (2) hours of sick leave to one (1) hour of pay, up to maximum of fifty-six(56) hours of pay.
- b) Unit members who wish to sell back Sick Leave must file an irrevocable election identifying the number of Sick Leave hours they will sell back in December of the tax year preceding the sell back. The election will apply only to Sick Leave hours accrued in the following tax year.
- c) 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 Sick Leave in the following tax year and will not be eligible to sell back Sick Leave in that year.
- d) In the event of financial hardship, an employee may, at any time, sell back unused Sick Leave, even if they have not filed a timely irrevocable

election. Financial hardship will be determined in accordance with nondiscriminatory and objective standards, and is defined as a situation where (1) the sellback is needed to address an immediate and heavy financial need, and (2) the sellback is limited to the amount necessary to satisfy that financial need. Financial hardship includes, but is not limited to: medical or other expenses related to the illness, injury or death of the employee or the employee's immediate family; loss of the employee's property due to casualty, or repair expenses for damage to the employee's principal residence; or payments necessary to prevent eviction of the employee from the employee's principal residence or foreclosure of the mortgage of that residence. The sell-back shall be limited to the amount necessary to meet the financial hardship, including any amounts necessary to pay federal, state, or local income taxes reasonably anticipated to result from the sell-back. However, the total amount of Sick Leave sold back (including both pre-election and hardship withdrawal) shall not exceed one-hundred and twelve (112) hours of Sick Leave (56 hours of pay) per year.

To sell back unused Sick Leave in the event of financial hardship, the employee must provide a signed affidavit describing the type of hardship and the amount of the requested sell-back. The employee shall not be required to produce financial or other private information to support the affidavit. The City shall develop a form which shall be used and which will contain the following statement: "I declare under penalty of perjury of the laws of the state of California that the foregoing is true and correct and that the amount of Sick Leave I am requesting to sell-back is limited to the amount necessary to meet the financial hardship, including any amounts necessary to pay federal, state, or local income taxes reasonably anticipated to result from the sell-back. By signing below, I accept full liability for all tax or other financial consequences in the event that a taxing authority later finds any of the information provided in this affidavit to be inaccurate."

# 9.1.6 Return To Work

If requested by the City management, a represented employee shall not return to work until she/he submits a medical doctor's authorization to return to work. The City will pay for the cost of any portion of the certification requested by the City that is not paid by medical insurance.

#### 9.2 School Activities Leave

The City shall permit a represented employee who is a parent, guardian, or grandparent having custody of a child in kindergarten or grades 1 to 12, inclusive, or attending a licensed child day care facility, to take up to forty (40) hours each year, not exceeding twelve (12) hours in any calendar month of the year, to

participate in activities of the school or licensed child day care facility of any of the represented employee's children. Represented employees must give their supervisor notice at least four (4) workdays prior to the planned absence.

The represented employee shall use existing vacation, personal leave, compensatory time off, or time off without pay for purposes of the planned absence described in this section.

If requested by the represented employee's supervisor, the represented employee shall provide documentation from the school or licensed child day care facility as proof that the represented employee participated in school or licensed child day care facility activities on a specific date and at a particular time.

# 9.3 Family Death Leave

# 9.3.1 <u>Definition Of Immediate Family</u>

For the purposes of this provision, immediate family shall be defined as parent, step parent, spouse, child, sibling, grandparent, grandchild, father-in-law, mother-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, aunt, uncle, niece or nephew, and domestic partners of represented employees who have filed a Declaration of Domestic Partnership in accordance with established City policy, and parents and children of the domestic partner. The terms "child," "parent," "grandchild" and "grandparent" shall apply equally to relationships by birth, adoption, marriage or guardianship (e.g., natural children, adopted children, step children and foster children). This provision shall also apply to persons who have Durable Power of Attorney for health care.

#### 9.3.2 Special Circumstances

In special circumstances involving the death of a person who has raised the represented employee in lieu of a natural parent or has been a child who is being raised by the represented employee in lieu of a natural parent, the department head or designated representative may consider granting leave under this provision to the affected represented employee.

#### 9.3.3 Entitlement

Upon approval of the department head or designated representative, a represented employee may be granted family death leave with pay not to exceed five (5) working days, but up to eight (8) working days if the employee must travel a distance one way of more than six hundred (600) miles. Such leave shall not be charged against vacation or sick leave to which a represented employee may be entitled, but shall be in addition to that leave. The City shall not unreasonably deny such requests.

In order to be eligible for family death leave, a represented employee must have worked full-time for the City for a period of six (6) consecutive months. A represented employee may be asked to furnish satisfactory verification for use of family death leave.

# 9.4 On The Job Injury Leave And Compensation (ICF)

Eligible unit members with accepted Workers' Compensation claims may receive on-the-job injury/illness leave pursuant to this section. Leave taken under this section shall be referred to as "ICF Leave" or "ICF."

ICF shall be granted to a unit member, up to the applicable amounts listed below, for days which the unit member is eligible for Temporary Disability (TD) payments in accordance with the State Labor Code and standards as applied by the Workers' Compensation Appeals Board (WCAB). ICF shall commence for qualifying injuries/illnesses upon exhausting an initial 3-day waiting period. If the unit memer continues to be medically certified for leave after 14 calendar days from the date of the injury, the unit member shall become eligible for ICF for the first 3-day waiting period. ICF shall be granted to injuries on a per-occurrence basis. Reoccurences of an injury/illness shall not be considered a new injury/illness and shall not entitle the unit member to a new allocation of ICF. Whether an injury/illness is a new or a reoccurrence shall be determined in accordance with the State Labor Code and standards as applied by the WCAB.

ICF does not have to be used consecutively and shall not be deducted from the unit member's accrued sick leave or any other accrued paid leave.

If final determination finds a claim denied or ineligible for TD in accordance with State Labor Code and WCAB standards, it shall result in disqualification of the unit member's ICF under this provision. Overpayment of ICF shall be deducted from the represented employee's other accrued paid leave balances or pursuant to Article 5.4.2. If a final determination finds a claim accepted or eligibile for TD, the City shall restore on-the-job injury leave that was previously denied in the amounts that member was entitled.

This section shall only apply to represented employees who are permanent full-time, permanent part-time (on a pro-rata basis), or non-civil service employees. This section shall exclude temporary part-time employees.

Represented employees may call Risk Management with questions regarding workers' compensation.

# 9.4.1 City Paid Leave Entitlement

# 9.4.1.1 Probationary Employee

Effective January 28, 2003, an entry probationary represented employee (as defined in Section 14.2.1) shall not be entitled to ICF. For represented employees in Units TM1 and U41, a represented employee who has worked as a Deputy City Attorney or Special Counsel for less than one (1) year shall not be entitled to ICF.

# 9.4.1.2 Permanent Employee

For any on-the-job injury/illness with a date of injury/illness on or after January 28, 2003, permanent represented employees, or, for represented employees in Units TM1 and U41 a represented employee who has worked as a Deputy City Attorney or Special Counsel for at least one year, shall be entitled to a maximum of sixty (60) working days of ICF.

# 9.4.1.3 <u>Long Term Permanent Employee</u>

Permanent represented employees with ten (10) consecutive years of service to the City as of January 1, 2003, shall be entitled to a maximum of ninety (90) working days of ICF.

# 9.4.1.4 Non-Civil Service Employee

A represented non-civil service employee who has worked for the City for less than one (1) year shall not be entitled to ICF.

For any on the job injury/illness with a date of injury/illness on or after January 28, 2003, a represented non-civil service employee who has worked for the City at least one (1) year shall be entitled to a maximum of sixty (60) working days of ICF.

A represented non-civil service employee with ten (10) consecutive years of service to the City as of January 1, 2003, shall be entitled to a maximum of ninety (90) working days of ICF.

#### 9.4.1.5 Physical Examination

As permitted by state law, City policies, and Civil Service Personnel Rules, the City may require a represented employee to submit to an examination.

# 9.4.1.6 Workers' Compensation Benefits

Payment under this provision shall not be cumulative with any benefit that the represented employee may receive under the California Labor Code as the result of the same injury/illness. If, after the exhaustion of ICF, the represented employee is still unable to work, the represented employee may supplement any benefits paid under the Labor Code with any accumulated paid leave to the extent necessary to make up the difference between the amount of the award and the normal weekly base pay for each week of continuing disability.

# 9.5 Traumatic Incident Leave

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 request of the employee or the Union, 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, within their sole discretion, 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;
- 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. Additionally, the City Administrator's (or designee's) decision to grant or deny paid administrative leave may not be grieved.

#### 9.6 Military Leave

The City shall provide military leave to represented employees in accordance with City Council Resolution 77044, attached to and incorporated into this Agreement as **Appendix D**, Military Leave.

# 9.7 Jury Duty Leave

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

The represented employee shall keep any fees he/she receives for jury duty.

# 9.8 <u>FMLA/CFRA, Pregnancy Disability, Paid Family Leave For Baby Bonding, And Unpaid Family Leave (UFL)</u>

Represented employees are eligible for protected leave under the California Family Rights Act ("CFRA"), the Federal Family and Medical Leave Act ("FMLA"), and the California Pregnancy Disability Leave Act ("PDLA"). The provisions of this Agreement and City policies shall be applied consistent with applicable state and federal law and in accordance with Administrative Instruction 567 as it may be amended from time to time.

Local 21 members are not eligible for California's Paid Family Leave (PFL), a State Disability Insurance (SDI) benefit because Local 21 has opted out of SDI.

#### Unpaid Family Leave (UFL)

It is the intent of this section to provide Local 21 members with up to six weeks of unpaid family leave (UFL) to care for a seriously ill child, parent, parent-in-law, grandparent, grandchild, sibling, spouse, or registered domestic partner under the same terms as California's PFL, as administered by SDI. To receive UFL, a unit

member must be eligible for leave under California's Family Rights Act and/or the Family Medical Leave Act.

#### Paid Family Leave For Baby Bonding

The City agrees to provide eligible employees up to six weeks of paid leave in a twelve (12) month period at the rate of sixty percent (60%) of his/her base wage rate or \$1,173.00 per week whichever is lower, less applicable withholdings, for "baby bonding." This partial wage continuation shall be referred to as "Paid Family Leave for Baby Bonding." The term "Baby Bonding" is defined in accordance with the California Family Rights Act ("CFRA") and shall mean bonding with a newborn, adopted child, or child placed for foster care in the first year of his/her life or placement. To be eligible for this six-week partial wage continuation and protected leave, employees must be eligible for leave under the California Family Rights Act. Employees need to submit all requests for Paid Family Leave for Baby Bonding to the Risk Management Division of Human Resource Management and may be required to provide medical documentation supporting the claim.

An employee may use accrued leave balances to bring them up to 100% of their base wage rate or salary while on UFL and Paid Family Leave for Baby Bonding concurrently with leaves taken under those Acts.

The previous paragraphs are not subject to the grievance procedure. This language shall not be construed as a waiver of any right to meet and confer over the changes in Administrative Instruction 567, if such changes are within the mandatory scope of bargaining.

9.8.1 <u>Using Accrued Sick Leave, Vacation And Other Paid Personal Time Off</u>
An employee may choose or the City may require in accordance with State and Federal law to use any accrued sick leave, vacation or other accrued paid personal time off that the employee is otherwise eligible to use during the otherwise unpaid family care and medical leave to care for themselves or an eligible family member.

# 9.9 <u>Leave Of Absence Without Pay/Voluntary Leave Without Pay (VTN)</u>

- 9.9.1 In its discretion, the City may grant a permanent full-time or permanent part-time represented employee a leave of absence without pay (LWOP) of up to one (1) year. Refer to Civil Service Rules 8.07b and 9.02a for seniority impacts during leaves without pay and consult with the Treasury Retirement Unit regarding how such leave would impact pension contributions.
- 9.9.2 Represented employees who currently receive full-time insurance benefits and who involuntarily have their hours of work reduced to less than full-time shall be permitted to take Voluntary Leave Without Pay to Save City Funds (VTN)

for the reduction in hours. Represented employees may apply for Voluntary Leave Without Pay (VTN) at any time during the year.

9.9.3 The City and Union acknowledge that VTN may not be utilized during any period in which the represented employee is taking leave pursuant to the Family and Medical Leave Act (FMLA), the California Family Rights Act (CFRA) or the Pregnancy Disability Leave Act (PDLA), however the City may authorize the use of VTN if such leave eligibility has been exhausted.

#### 9.10 Disability Insurance

An employee may choose to supplement disability benefits with any accrued sick leave, vacation or other accrued paid personal time off that the employee is otherwise eligible to use during a disability claim.

#### 9.11 Integration Of Disability Insurance Coverage And Paid Leaves

A represented employee may supplement any disability insurance benefits paid under a disability insurance program provided in Section 8.10 Disability Insurance with accumulated sick leave, vacation, comp time, management leave or other accrued leave to the extent necessary to make up the difference between the amount of insurance benefits paid and the normal weekly base pay for each week of disability.

# 9.12 <u>Limited/Modified Duty</u>

Upon either party's request, the City and the Union shall meet to discuss the development of a limited duty policy for represented employees unable to perform their normal work duties because of injury or illness on a department-by-department basis. The priority of any such agreement reached shall be industrially injured represented employees, but the policy may include coverage of non-industrially injured represented employees, if considered feasible by the City. In the absence of any such policy, the City shall maintain the right and sole discretion to grant or continue any light duty assignment.

# 9.13 Management/Professional Leave (Units TM1, TM2, U41, UM1 And UM2)

Represented employees in Units TM1, TM2, U41, UM1 and UM2 shall be awarded five (5) days of Management Leave or Professional Leave July 1st of each year.

Additionally, represented employees in Units TM1, TM2, U41, UM1 and UM2 who work irregular work hours or who demonstrate superior performance during the eligibility period of July 1 through June 30 of each fiscal year may also be awarded an additional zero (0) to five (5) days of management leave or professional leave. Such leave shall be awarded at the recommendation of the department/agency head and with final approval of the City Administrator. For employees in Units TM1 and U41, such leave shall be awarded at the sole discretion of the City Attorney.

Represented employees may take accrued Management Leave/Professional Leave with the prior scheduling approval of the department head or his/her designee.

Up to ten (10) days of Management Leave/Professional Leave may be cashed out each fiscal year at the discretion of the represented employee. Management Leave/Professional Leave not used or cashed out will be carried forward to the next fiscal year. The maximum amount of Management Leave/Professional Leave that may be carried forward is ten (10) days.

Represented employees who separate from City employment shall be paid any unused management leave/professional leave, upon separation.

For the purpose of this section, a day shall be defined as the number of hours in the represented employee's regularly scheduled work day.

These provisions shall also apply to "special leave" for represented employees in the Offices of the Mayor and the City Council, as provided for in Article 17.

#### 9.14 Accrual Cash Out Upon Transfer

An employee who transfers to a classification and/or bargaining unit that does not have the same leave benefits category in the new classification and/or bargaining unit (e.g. compensatory time) will be required to cash out any leave balances prior to appointment in the new position. However, if the leave balance exceeds one hundred twenty five (125) hours, the employee will have the option to cash out the leave balance during a period of up to twenty four (24) months.

The City makes no representation as to the tax consequences of an employee cashing out accrued leave. It is the employee's sole responsibility to address the tax consequences.

#### **ARTICLE 10: VACATION LEAVE**

# 10.1 Entitlement

A represented employee shall accrue vacation leave, from the date of the represented employee's regular appointment by the City, on a biweekly basis at the rates enumerated below. For the purpose of determining the amount of vacation entitlement, an employment year is defined as the period of one (1) year from the anniversary date of such appointment by the City. Vacation rate increases will become effective at the beginning of the pay period that includes the represented employee's anniversary date. Vacation entitlement rates are as follows:

Date of hire to 4 years:

4th anniversary to 13 years:

13th anniversary to 16 years:

16th anniversary to 20 years:

20th anniversary to 26 years:

26th anniversary to 30 years:

30th anniversary:

Ten (10) days per year

Fifteen (15) days per year

Eighteen (18) days per year

Nineteen (19) days per year

Twenty (20) days per year

Twenty-five (25) days per year

Thirty (30) days per year

#### 10.1.1 Extra Vacation Days

A represented employee shall be granted an Extra Vacation Day on the fourth (4<sup>th</sup>), ninth (9<sup>th</sup>), fourteenth (14<sup>th</sup>), nineteenth (19<sup>th</sup>), twenty-fourth (24<sup>th</sup>), and twenty-ninth (29<sup>th</sup>) anniversary date of her/his regular appointment by the City and every fifth (5<sup>th</sup>) anniversary date thereafter.

#### 10.1.2 Additional Vacation Accrual

Instances where a new employee has had relevant years of service with a prior public sector employer, the City Administrator may authorize that new employee to accrue vacation at a higher rate other than the initial rate but not to exceed fifteen (15) days per year.

# 10.2 Right To Take Accrued Leave

A represented employee may take accrued vacation, with the prior scheduling approval of the department head or his/her designee.

The time when vacation may be taken by an employee shall be subject to the City's operational needs but shall not be unreasonably denied. Vacation requests shall ordinarily be considered in the order received. In cases where there are conflicts between pending requests for vacation leave, the City shall consider departmental seniority as a factor in resolving conflicting pending requests for vacation leave.

The department head or designee shall respond to vacation requests in a timely manner and no later than ten (10) working days from the date the request is submitted. If a designee fails to respond in a timely manner, the employee may submit the request to the department head, who shall respond within five (5) working days.

The City shall permit represented employees who have reached the maximum accrual balance to take up to five (5) days vacation at the earliest possible date.

#### 10.3 <u>Limitation On Unused Vacation Leave Balances</u>

Represented employees may accrue vacation leave balances up to a maximum of two (2) times the represented employee's annual vacation accrual rate as of the pay period containing January 1 of each year. Should the represented employee's vacation leave balance exceed the allowable amount, the represented employee will cease to accrue vacation leave until such time as the vacation balance is reduced below the maximum allowable balance.

#### 10.4 Minimum Usage

Normally, a represented employee may take vacation leave in increments of not less than one (1) day with the prior scheduling approval of the department head. In special circumstances, with the department head's approval, represented employees may also take a fraction of a day, but in no event less than one (1) hour.

#### 10.5 Interruption Of Leave

In the event that a holiday occurs during a period of authorized vacation leave, the workday, which is the holiday, shall be charged as a holiday and not as a day of vacation. In the event that a represented employee is seriously ill during scheduled vacation, the full workdays on which such illness occurs shall not be charged to vacation leave, provided that a doctor's certificate or report of treatment is submitted to and approved by the department head. It is expressly understood that the use of sick leave during vacation is reserved for serious illnesses, such as those which confine a represented employee to bed, and that the vacation period is not automatically lengthened by its use. Vacation leave not used due to the use of sick leave in an authorized vacation period shall be rescheduled for use at a later date, in accordance with established procedure.

#### 10.6 Vacation Sell-Back

- a) Represented employees may sell back to the City up to one hundred and sixty hours (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.

- c) 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.
- d) In the event of financial hardship, an employee may, at any time, sell back unused Vacation Leave, even if they have not filed a timely irrevocable election. Financial hardship will be determined in accordance with nondiscriminatory and objective standards, and is defined as a situation where (1) the sellback is needed to address an immediate and heavy financial need, and (2) the sellback is limited to the amount necessary to satisfy that financial need. Financial hardship includes, but is not limited to: medical or other expenses related to the illness, injury or death of the employee or the employee's immediate family; loss of the employee's property due to casualty, or repair expenses for damage to the employee's principal residence; or payments necessary to prevent eviction of the employee from the employee's principal residence or foreclosure of the mortgage of that residence. The sell-back shall be limited to the amount necessary to meet the financial hardship, including any amounts necessary to pay federal, state, or local income taxes reasonably anticipated to result from the sell-back. However, the total amount of Vacation Leave sold back (including both pre-election and hardship withdrawal) shall not exceed one-hundred and sixty (160) hours per year.

To sell back unused Vacation Leave in the event of financial hardship, the employee must provide a signed affidavit describing the type of hardship and the amount of the requested sell-back. The employee shall not be required to produce financial or other private information to support the affidavit. The City shall develop a form which shall be used and which will contain the following statement: "I declare under penalty of perjury of the laws of the state of California that the foregoing is true and correct and that the amount of Vacation Leave I am requesting to sell-back is limited to the amount necessary to meet the financial hardship, including any amounts necessary to pay federal, state, or local income taxes reasonably anticipated to result from the sell-back. By signing below, I accept full liability for all tax or other financial consequences in the event that a taxing authority later finds any of the information provided in this affidavit to be inaccurate."

# 10.7 Personal Business Leave

A represented employee shall be allowed to take up to four (4) days per year of accrued vacation leave or comp time for personal business purposes, with the prior scheduling approval of the department head. Normally, the leave shall be taken in one-half (1/2) day increments; however, smaller increments may be granted in justified cases by the department head.

#### **ARTICLE 11: HOLIDAYS**

#### 11.1 Designated Holidays

The following days of each year are designated holidays:

- 11.1.1 January 1st.
- 11.1.2 The third Monday in January, known as "Martin Luther King Day."
- 11.1.3 February 12th, known as "Lincoln Day."
- 11.1.4 The third Monday in February, known as "Presidents' Day."
- 11.1.5 The last Monday in May known as "Memorial Day."
- 11.1.6 July 4th.
- 11.1.7 The first Monday in September, known as "Labor Day."
- 11.1.8 September 9th, known as "Admission Day."
- 11.1.9 November 11th, known as "Veterans' Day."
- 11.1.10 The Thursday in November appointed as "Thanksgiving Day."
- 11.1.11 The Friday after "Thanksgiving Day."
- 11.1.12 December 25th.
- 11.1.13 Floating holiday, subject to prior approval of the department head.

Holiday must be taken during the fiscal year in which it is earned. The floating holiday shall be credited at the beginning of the pay period that includes July 1.

In order to qualify for receipt of compensation for a designated holiday, an employee must be in paid status the work day before and the workday after the designated holiday.

## 11.1.14 Christmas Or New Year's Eve

- 11.1.14.1 Represented employees assigned to work schedules that require them to work on both December 24th and December 31st shall be entitled to one of the following:
  - 11.1.14.1.1 one-half of the work shift as paid time off on two of the following: December 24, December 26, December 31, or January 2; or
  - 11.1.14.1.2 one full work shift as paid time off on December 24, December 26, December 31, or January 2.
- 11.1.14.2 Represented employees whose regular workweek is Monday through Friday, when December 24th and December 31st occur on Saturdays or Sundays, shall be entitled to one of the following:
  - 11.1.14.2.1 one-half of the work shift as paid time off on both the Friday preceding Christmas Eve and the Friday preceding New Year's Eve; or
  - 11.1.14.2.2 one full work shift as paid time off on either the Friday preceding Christmas Eve or the Friday preceding New Year's Eve.

Such time off shall be granted by the department head, subject to the need to provide public services.

#### 11.1.15 Holidays On Regular Day Off

In the event that a designated holiday falls upon a normal day off that is either a Saturday, as to a represented employee who works a Monday through Friday workweek, or the first day off of a normal scheduled two (2) or more days off, as to a represented employee whose workweek is one other than Monday through Friday, then in either such event such employee, as the case may be, shall receive one (1) additional day of vacation. Such vacation shall be accrued as Extra Vacation Days (EVD); shall not be included when determining if a represented employee has reached the maximum accrual as provided in Section 10.3; and may be earned even if the represented employee has reached the maximum vacation accrual as provided in Section 10.3.

In the event that a designated holiday falls upon a normal day off which is either a Sunday as to a represented employee who works a Monday

through Friday workweek, or the second day off of normally scheduled two (2) or more days off, as to a represented employee whose workweek is one other than Monday through Friday, then in either such event such employee, as the case may be, shall receive the next following day off.

Holiday pay for OPD Dispatch Supervisors regularly assigned a four day/ten hour (4/10) workweek schedule as their regular work schedule shall be paid ten (10) hours of Holiday Pay for each City paid holiday listed in Article 11 – Holidays.

#### **ARTICLE 12: PERMANENT PART-TIME BENEFITS**

A permanent part-time represented employee, who works fifty percent (50%) or more of the normal workweek for the full-time equivalent to the represented employee's own class, shall be entitled to the following benefits:

#### 12.1 Paid Leave

A permanent part-time represented employee shall accrue vacation and sick leave on a pro-rata basis according to the time worked in relation to the normal workweek for the full-time class.

# 12.2 Holidays

A permanent part-time represented employee who works throughout the fiscal year fifty percent (50%) or more of the normal work week for the full-time equivalent of the PPT represented employee's classification shall earn holiday pay on a pro-rata basis according to the time worked in relation to the normal workweek for the full-time class.

#### 12.3 Insurance Programs

The City agrees to provide a term life insurance policy for permanent part-time represented employees in the amount of one-half the full-time equivalent annual salary rounded up to the nearest one thousand dollars (\$1,000), including an accidental death and dismemberment benefit of an equivalent amount, and to contribute toward the cost of health and dental insurance coverage under the established City plans for permanent part-time represented employees at the rate of seventy-five percent (75%) of the City contribution rates provided for in Sections 8.1, 8.2, 8.3, 8.4, 8.5, and 8.6. A permanent part-time represented employee shall also be covered by the City's disability income protection plan based on the full-time employee benefit provided for in Section 8.10, pro-rated to the average number of hours worked per month over the previous twelve (12) months.

#### 12.4 Leave Sell-Back/Conversion

For purposes of Annual Sick Leave Sell-Back/Conversion (Section 9.1.5), Management Leave Sell-Back (Section 9.12) and Vacation Sell-Back (Section 10.6, including any pre-requisites for such sell-back, for a permanent part-time represented employee, a "day' shall be calculated as a pro-rata number of hours according to the time worked in relation to the normal workweek for the full-time class.

#### **ARTICLE 13: WORKING CONDITIONS**

# 13.1 Hours Of Work (Applies Only To Units TA1, TW1, TF1, And UH1)

Except as provided below, for represented employees in Units TA1, TW1, TF1, and UH1, the regular daily work schedule shall be seven and one-half (7.5) hours (excluding meals periods); the regular weekly work schedule shall be thirty-seven and one-half hours (37.5) (excluding meal periods). Both field and office Engineers, Supervising Civil Engineers and Construction Coordinators, shall work thirty-seven and one-half hours (37.5) hours a week with no change in salary. For represented employees in the classification of Fire Protection Engineer, Unit TF1 employees in classifications designated as Field," and Unit UH1 employees in classifications currently designated for a forty (40) hour work week, the regular daily work schedule shall be eight (8) hours (excluding meal periods) and the regular weekly work schedule shall be forty (40) hours (excluding meal periods).

The purpose of this Section is to fix the standard number of hours normally worked by a full-time represented employee.

#### 13.1.1 Rest Period

One fifteen (15) minute rest period of shall be scheduled during each work period of three (3) or more hours; scheduling of this rest period shall be at the discretion of the department head or authorized supervisor, with no loss of pay or time off charged.

#### 13.1.2 Lunch Period

Full-time represented employees shall be entitled to an uninterrupted unpaid lunch period of no longer than one (1) hour nor less than one-half (1/2) hour scheduled at or about the midpoint of each work shift.

# 13.2 Shifts and Schedules (Applies Only to Unit TF1, UH1 and TW1)

- 13.2.1 The City shall exercise good faith in establishing work schedules. The functional needs of the City shall prevail in scheduling.
- 13.2.2 Changes in work schedules shall be posted at least ten (10) working days in advance, except in cases of emergency or unusual circumstances. The Union shall also be advised of schedule changes at least ten (10) working days in advance. The City and Union on behalf of the employee may agree to waive the ten (10) working day notice as long as such waiver is in writing signed by all parties.

For the purposes of this section, "changes in work schedules" shall include a permanent change in the employee's ongoing regular shift assignment.

This Section 13.2 does not apply to acting or interim assignments.

# 13.3 Alternative Work Scheduling

Alternative work scheduling for Units TM1 and U41 shall be governed by Article 18.

Department Heads may establish voluntary departmental alternative work scheduling programs, which shall be in compliance with the guidelines below that address public service needs and departmental needs, and that takes into account represented employee preferences.

Alternative work schedules may only be used in those circumstances where in the judgment of the department head all requirements for the provision of public service, public access, and economical staffing are met; no increase in overtime costs are incurred; and internal and external contact needs are fulfilled.

Staggered work schedules may be established by each department head. One or more of such schedules must include the normal schedule of the department or division so that the department or division is open for business as expected by others.

Represented employees may initiate requests to work alternate work schedules, including staggered work schedules, subject to the approval of the department head. Such requests will be responded to in a timely manner, normally within thirty (30) calendar days. In the event of a dispute regarding requests for alternate work schedules, the Department Head and the Union shall meet with the City Administrator to attempt agreement. City Administrator's determination shall be final.

Alternative work scheduling, including staggered work schedules, may be canceled at any time for any or all affected departmental represented employees by the department head.

When a holiday falls on the employee's scheduled workday, hourly represented employees who are approved to work an alternative workweek schedule are only eligible to be paid for seven and one half (7.5) or eight (8) hours of holiday pay depending on the employee's original, regular work schedule.

Fair Labor Standards Act (FLSA) exempt, salaried, represented employees who request to work and are approved to work an alternative workweek schedule shall be paid for the entire holiday, floating holidays excluded, if the holiday falls on an employee's scheduled workday. Floating holidays for FLSA exempt, salaried represented employees shall be paid at seven and one half (7.5) or eight (8) hours of holiday pay depending on the employee's original, regular work schedule.

With respect to Vacation Leave Article 10.1 Entitlement, Article 9.12 Management/Professional Leave, and Sick Leave Articles 9.1.1, 9.1.2, and 9.1.5, the term "days" shall mean seven and one half (7.5) or eight (8) hours depending on the employee's original, regular work schedule.

Employees in the classification of Oakland Police Department Dispatch Supervisor assigned a 4/10 workweek schedule as their regular work schedule shall be paid ten (10) hours of holiday pay for each City paid holiday listed in the MOU under Article 11 – Paid Holidays.

Employees in the classification of Administrative Analyst II, Crime Analyst, and Police Services Manager I assigned to an alternative work schedule as of December 1, 2017 only shall be paid for the entire holiday, floating holidays excluded, if the holiday falls on an employee's scheduled workday. Floating holidays for these classifications shall be paid at seven and one half (7.5) or eight (8) hours of holiday pay depending on the employee's original, regular work schedule.

The parties will follow the related Administrative Instruction regarding Alternative Work Schedules.

# 13.4 Health And Safety

Health and safety are mutual concerns of the City and of the Union. The City recognizes its responsibility to maintain health and safety standards in accordance with applicable state and federal laws. The Union recognizes its responsibility to encourage represented employees to work safely and efficiently.

In those instances where a represented employee has a complaint arising out of a health and safety condition under the City's responsibility, and where the complaint is not resolved expeditiously at the department level, the Union, the City's Risk Management staff, and where appropriate a departmental representative shall promptly meet to discuss the matter.

#### 13.5 Community And Customer Service Commitment

The parties recognize that the City must strive to provide the citizens in Oakland with the best possible services within the limits of available resources. In addition, the City and the Union recognize their mutual responsibility to perform productively in order to provide citizens with specified services at specified levels.

The Union and City Management agree to actively encourage all represented employees to work cooperatively within the work groups to which they are assigned and to participate in City training, education, and development offerings established to foster improved interpersonal relationship among City staff.

The Union also encourages its represented employees to support the City's civic goals.

# 13.6 Floor Wardens

Represented employees who are formally designated to serve as floor wardens will have the option to voluntarily rotate out of the assignment after serving two (2) years.

#### 13.7 Special Provision

When food is provided for City Council Members at closed session on Tuesday Council Meeting days, the City will provide food for City Council staff members.

# 13.8 <u>Training Committee</u>

The City and the Union agree to establish and maintain a joint training committee within three (3) months of the ratification of this agreement by both parties. This committee shall work to identify training needs of members and provide curriculum recommendations.

#### **ARTICLE 14: PERSONNEL PROVISIONS**

# 14.1 Personnel File

Represented employees will be given a copy of entries of a derogatory nature when they are placed in their official personnel file.

Derogatory entries in a represented employee's official personnel file are evaluated in terms of the seriousness of the action(s) or incident(s) described and the recency and repetitiveness of such action(s) or incident(s) for use in disciplinary proceedings. Entries describing action(s) or incident(s) that are of minor significance and/or that have not been repetitive will receive more limited consideration in disciplinary proceedings. This paragraph does not apply to represented employees in Units U41 or TM1.

Disciplinary letters in a represented employee's file shall not be used as the basis for disciplinary action imposed more than four (4) years after the date of the disciplinary letter (three [3] years for written reprimands). Materials relating to formal notices of counseling or written reprimands shall be removed from all personnel files after three (3) years upon request by the employee provided there has been no disciplinary action for the same three (3) year period and the employee has maintained a fully effective performance evaluation. But disciplinary letters of any date may be used to rebut factual assertions made by or on behalf of the represented employee in disciplinary proceedings. Disciplinary letters of any date may also be used as evidence that the City has complied with progressive discipline requirements (if any apply), the represented employee is aware of rules or standards of conduct, and/or the represented employee has been instructed to take specified actions or improve conduct. This paragraph does not apply to represented employees in Units U41 or TM1.

Information of a derogatory nature shall not be entered into a represented employee's personnel file until the represented employee is given written notice and an opportunity to review and comment on the information. A represented employee shall have the right to attach to any such derogatory statement (such as formal notices of counseling or a written reprimand), the represented employee's own comments on the information. This paragraph does not apply to represented employees in Units U41 or TM1.

All derogatory entries into a represented employee's personnel file shall be signed and dated by the author with documentation of delivery to the represented employee.

Represented employees may review their official personnel files in the Personnel Department twice per year and may make copies, at their own expense, of the documents contained in the file, except that copies of all original entries to the files shall be provided at no expense to represented employees at the time of entry.

The City may establish reasonable rules for the control of the files in the implementation of this provision.

A represented employee may also authorize, in writing, the Union Representative to inspect a personnel file related to a dispute concerning that represented employee.

Material in personnel files shall be regarded as confidential and disclosed only in accordance with provisions of law.

To the extent that any aspect of this section creates an expectation of progressive discipline, it shall not apply to Units UM1, TM1 or U41.

#### 14.2 Probationary Period

Section 14.2 shall not apply to represented employees in Units TM1, U41, or UM1.

# 14.2.1 Entry Probationary Period

The probationary period of a represented employee appointed to a position from an eligible list without having served as a permanent employee for the City immediately prior to the appointment shall be for a period of twelve (12) consecutive months of active service. At its option, the City may extend the entry probationary period by a three (3) month period. An additional three (3) months may be added to the probationary period by mutual agreement between the City and the Union.

#### 14.2.2 Promotional Probationary Period

The probationary period of a permanent represented employee appointed to a position from an eligible list from one permanent position to another permanent position for which a higher maximum base rate of pay is provided in the compensation plan shall be for a period of six (6) months active service performing the full duties of the new position. At its option, the City may extend the promotional probationary period by a three (3) month period. An additional three (3) months may be added to the promotional probationary period by mutual agreement between the City and the Union.

An employee must have completed an initial probationary period and attained permanent (civil service) status for an appointment to be considered promotional, otherwise this section shall not apply; see Section 14.2.1.

# 14.2.3 Lateral Probationary Period

The probationary period of a permanent represented employee appointed from an eligible list from one permanent position to another permanent position for which the maximum rate of pay is the same for both positions shall be for a period of six (6) months active service performing the full duties of the new position. At its option, the City may extend the lateral probationary period by a three (3) month period. An additional three (3) months may be added to the lateral probationary period by mutual agreement between the City and Union.

#### 14.2.4 Assistant Engineer I Probation

Represented employees in the classification of Assistant Engineer I shall automatically be promoted to the classification of Assistant Engineer II provided that they successfully complete the eighteen (18) month probationary period in the Assistant Engineer I class and possess an Engineer-In-Training (EIT) certificate. Upon department head recommendation, an Assistant Engineer I may be promoted to the classification of Assistant Engineer II at the end of twelve (12) months. In such an event, the remaining probationary period shall be waived and the probationary period shall be deemed completed.

#### 14.2.5 Injury Or Illness During Probationary Period

If a represented employee has been unable to perform the full duties of the position for period of thirty (30) days or more because of injury or illness, the City may extend the entry and promotional probationary periods by the period of time lost as a result of such illness or injury. In addition, the City shall not be required to complete performance appraisals during periods when the represented employee is unable to perform the full duties of the position for a period of thirty (30) days or more because of injury or illness.

#### 14.2.6 Permanent Status

In the event a probationary represented employee is not satisfactorily meeting City standards and is not satisfactorily completing probation, the City shall notify the represented employee on or before the end of the twelve (12) month entry probationary period or the six (6) month promotional probationary period. If the City does not give the represented employee notice of release or removal during the probationary period, the represented employee shall be classified as a permanent City employee.

If the City does give the represented employee notice of release or removal during the probationary period and the employee's appointment or promotion was from a permanent civil service position, he/she may be reinstated pursuant to Section 6.05 of the Personnel Manual. Any appeal shall be in accordance with Section 6.07.

# 14.3 <u>Performance Appraisals</u>

Section 14.3 shall not apply to represented employees in UM1 or U41. Sections 14.3.1 through 14.3.3 shall also not apply to represented employees in Unit TM1.

The City agrees that represented permanent employees are entitled to Annual Performance Appraisals outlining progress and performance. Performance Appraisals serve the following purposes:

- 1) ensuring the supervisor's regular review of each represented employee's performance;
- 2) encouraging improvement in a represented employee's performance;
- 3) determining whether a represented employee's performance has improved;
- 4) providing represented employees with effective supervision;
- 5) complimenting a represented employee's performance and achievement. Each represented employee's Performance Appraisal shall include one of the following Overall Ratings:

Exceeds expectations;
Fully effective;
Improvement needed;
Unacceptable.

# 14.3.1 Twelve (12) Month Probation Appraisal

During a represented employee's twelve (12) month entry level probationary period (see Section 14.2.1), the City shall complete a performance appraisal on or about the end of the third, fifth, eighth and eleventh months of service. If the represented employee becomes permanent, the City shall complete a performance appraisal annually thereafter.

# 14.3.2 Six (6) Month Probation Appraisal

During a represented employee's six (6) month promotional probationary period (see Section 14.2.2), the City shall complete a performance appraisal

on or about the end of the third and fifth months of service. If a represented employee becomes permanent, the City shall complete a performance appraisal annually thereafter.

# 14.3.3 Consequences Of Failure To Complete Annual Performance Appraisal

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 a represented employee has not received his/her most recently due performance appraisal within forty-five (45) calendar days of the date the appraisal was due, he/she shall be treated as if the overall performance appraisal rating was "Fully Effective."

# 14.4 Entry Level Examinations

Section 14.4 shall not apply to classifications in Units TM1, U41, or UM1.

#### 14.4.1 Announcements Of Examination

The City agrees to routinely make information regarding open examinations available each week, in advance of the deadline for applications, to employees represented by the Union.

The City may require additional and special qualifications and experience for a civil service position as provided for in the Personnel Manual of the Civil Service Rules Section 5.03 - Selective Certification. For classifications represented by the Union, the City will notify the Union and provide a statement of reasons for such qualifications and experience at least ten (10) working days in advance of the job announcement being posted and provide the Union five (5) work days to request to consult with the City.

# 14.4.2 <u>Certification Of Eligibles To Fill Vacancies</u>

Whenever a position in the classified Civil Service is to be filled, for which no reinstatement list exists, the appointing authority shall receive a list of four (4) ranks. In the case of multiple vacancies, the appointing authority shall receive a list of four (4) ranks, plus two (2) names for each additional vacancy to be filled; provided, however, that a lesser number may be certified when there is not the required number on the eligible list.

#### 14.5 Transfer List

Section 14.5 shall not apply to Units TM1 or U41.

Any permanent classified employee may request a transfer from one department to another in her/his current or previous classification, provided the employee meets the qualifications for the position. When requested by a represented employee, the City will place the represented employee's name on a transfer list for the represented employee's current or previous classification. The City will consider represented employees on the transfer list prior to filling vacant positions.

#### 14.6 Results Of Employee Initiated Class Studies

Section 14.6 shall not apply to Units TM1 or U41.

Represented employees may request class studies in accordance with the provisions of the Personnel Manual.

In cases in which an employee-initiated class study leads to placement in a higher paid classification that is on the salary step plan, the represented employee shall be placed at the salary step in the higher classification that is at least five percent (5%) higher than the represented employee's current rate of pay. If the higher classification is on the salary range plan, the represented employee shall be placed in the range at a rate of pay five percent (5%) higher than the represented employee's current rate of pay.

In cases in which an employee-initiated class study leads to placement in a higher paid classification and takes longer than one (1) year from the date the completed Position Description Questionnaire (PDQ) is received by Personnel, the employee shall be entitled to acting pay as defined in Article 5 of this agreement starting four months after the date the PDQ is received as indicated by the time/date stamp on the completed PDQ. If the incumbent is not granted such status, the position will be filled in accordance with the provisions of the Personnel Manual.

# 14.7 <u>Promotional And Restricted Examinations</u>

Section 14.7 shall not apply to classifications in Units TM1, U41, or UM1.

#### 14.7.1 Announcements Of Promotional Or Restricted Examinations

In the manner required by the Civil Service Personnel Rules, the City agrees to announce Promotional or Restricted Examinations. The City shall offer promotional and/or restricted examinations for all vacant positions in non-entry level classifications represented by the Union. These examinations may be given in combination with open examinations in accordance with Civil Service Rules.

# 14.7.2 Certification Of Eligible To Fill Vacancies

Whenever a promotional or restricted position in the competitive Classified Civil Service is to be filled, for which no reinstatement list exists, the appointing authority shall receive a list of the top four (4) ranks. In the case of multiple vacancies, the appointing authority shall receive a list of the top four (4) ranks, plus two (2) ranks for each additional vacancy to be filled; provided, however, that a lesser number may be certified when there is not the required number on the eligible list.

Individuals on the promotional or restricted eligible list shall be certified and considered for appointment before individuals on the original entrance eligible list(s).

# 14.7.3 Flexible Staffing

Represented employees may promote from an entry level to journey level classification in a series without benefit of competitive examination in accordance with Administrative Instruction 592 - Flexible Staffing, provided they were hired into classifications designated for flexible staffing in the classification specification.

The designation of classifications eligible for Flexible Staffing is established through the development or revision of classification specifications following appropriate notification to the Union, discussion as may be required, and final approval by the Civil Service Board.

# 14.7.4 Management Employees (UM1)

Before filling a vacant position in the UM1 bargaining unit, the City shall post the vacant position for ten (10) business days to provide an opportunity for qualified represented employees to apply.

#### 14.8 Preference Points In Examinations

Section 14.8 shall not apply to Units TM1 or U41.

#### 14.8.1 Seniority Points [Personnel Manual Section 4.15]

A represented employee with ten (10) or more years of active City service and who successfully completes an open, restricted or promotional examination shall have five (5) points added to the represented employee's final score. A represented employee with fewer than ten (10) years of active

City service and who successfully completes an open, restricted or promotional examination shall have up to a maximum of five (5) points prorated based on the number of years of active City service, added to the represented employee's final score. Seniority points shall be calculated as of the date of the job examination.

To receive this credit, a permanent represented employee must have an overall rating that is at least "fully effective" in the most recent performance appraisal and have a record free of discipline (excluding reprimands) from one year prior to the examination. In the event a represented employee has not received his/her most recently due performance appraisal within forty-five (45) calendar days of the date the appraisal was due, he/she shall be treated as if the overall performance appraisal rating was "Fully Effective."

#### 14.8.2 Residency Points [Personnel Manual Section 4.11]

A City of Oakland resident who competes in an examination process for a position in the competitive civil service shall be given an additional five (5) points on her/his final examination score provided that he/she initially scores a passing score on the examination and has been a City resident for a minimum of one (1) year as of the date of the establishment of the eligible list for that examination. The applicants must submit satisfactory written proof of residency as determined by the Personnel Director.

# 14.9 Reduction In Force/Layoff (Only Applies To Units TA1, TF1, TM2, TW1, UH1 And UM2)

The City shall attempt, insofar as possible, to accomplish any reduction in force by attrition rather than layoff. The City will keep the Union advised of financial planning that contemplates reduction of personnel represented by the Union at least six months in advance, and will provide a listing of positions in classifications represented by the Union that may potentially be reduced as soon as such information may feasibly be provided, but no later than the date on which a proposed budget or budget amendments are made available to the public.

In the event that a reduction in force is required, it shall be carried out in accordance with the layoff procedure outlined in Sections 9.01 and 9.02 of the Personnel Manual and the following:

A reduction in force shall be effected on a City-wide basis for each classification to be reduced. Represented employees in classifications affected by a layoff who are not subject to layoff may, with City approval, volunteer to be laid off.

A layoff (reinstatement) list shall remain in effect for a period of three (3) years.

The City will also provide the Union, on or about sixty (60) days prior to the anticipated implementation date of reductions, or when the City has knowledge of anticipated reductions, whichever is later, a unit listing by classification which will have the original service date and job class service date of each represented employee as that data existed in the City's payroll/personnel system at the time. It is understood that the information provided does not constitute an official City seniority list.

The City will provide the Union with a copy of its official layoff lists affecting represented employees when they become available.

In the event of a reduction in force, the City shall attempt, insofar as possible, to sponsor information workshops on its own or in conjunction with outside organizations to assist employees that may be laid off take advantage of available resources. These resources should include information such as applying for unemployment, COBRA continuation medical benefits, resume writing, and job search resources.

This section, which incorporates by reference Sections 9.01 and 9.02 of the Personnel Manual, reflects the parties' agreement regarding procedures for layoffs.

#### 14.10 Eligibility Lists During A Hiring Freeze

Section 14.10 shall not apply to Units TM1 or U41.

#### 14.10.1 Extension

In the event the City declares a hiring freeze while any Civil Service eligible list is active, the duration of the eligible list shall be extended for a period equivalent to the length of the hiring freeze.

#### 14.10.2 Notification

When the City declares a hiring freeze, the City Administrator or designee shall notify the Union in writing of the beginning and ending dates of the City-declared freeze.

#### 14.11 Contracting Out

Section 14.11 shall not apply to Units TM1 or U41.

In accordance with Section 902(e) of the City Charter, the City shall not contract out for service if contracting out results in the loss of employment or salary by any person having permanent status in the competitive service.

# 14.11.1 Review Of Proposed Contracts

In the event the City issues a Request for Proposals (RFP), Request for Qualifications (RFQ) or otherwise initiates the solicitation or negotiation of bids for a construction or professional services contract that may reasonably be expected to exceed one hundred thousand dollars (\$100,000) over a period of one year or less, the City shall simultaneously provide the Union with a copy of such RFP, RFQ or solicitation. If the Union notifies the City within ten (10) working days of receipt of such materials, the City and Union shall meet and discuss the ability of represented employees, including those on a Reinstatement List, to perform such work.

### 14.12 <u>Discipline/Just Cause</u>

This section shall not apply to Units TM1 and U41. This subject matter for employees in Unit TM1 is addressed in Article 18.

No represented employee in Units TA1, TF1, TM2, TW1, UH1, and UM2 will be subject to disciplinary action except for just cause. Situations in violation of Section 218 of the City Charter shall not be considered Just Cause. Reassignment or position downgrades as a consequence of a Reduction in Force shall not be considered disciplinary action.

Prior to imposing any serious disciplinary action (fine, suspension, demotion, termination) against a permanent represented employee, the City shall adhere to the following procedures:

• The City will provide the employee prior written notice of the proposed action to be taken that states the reason(s) for which the action will be taken; provide a copy of the charges and materials upon which the action is based; and provide the employee the right to respond orally or in writing or both to a Skelly Officer who has the authority to effectively recommend whether the proposed action should be sustained, modified or revoked. The City will provide a copy of the Skelly Notice of Intent letter to the Union at the same time it is served on the represented employee.

- In order to allow the employee time to seek advice and to prepare any oral or written response he/she may wish to make, the date set for his/her response shall be no less than five (5) work days from the date the letter is sent.
- In the event the employee or his/her representative requests to reschedule the
  date set and by mutual agreement the parties reschedule, the administrative
  Skelly meeting shall occur no later than ten (10) working days from the date the
  notice was sent.
- Any further extension shall be granted only when the parties mutually agree that such extension is required by due process principles.
- The employee will be notified in writing of the decision. The City will send a copy of the decision along with a copy of the Skelly Officer recommendation to the Union.

# 14.13 <u>Sexual Harassment And Violence In The Workplace</u>

Any represented employee found to have engaged in workplace activity in violation of the City's policy on sexual harassment or violence in the workplace shall be subject to discipline.

# 14.14 Reassignment

Section 14.14 shall not apply to Units TM1 or U41.

The City will notify represented employees and the Union in writing at least five (5) working days prior to reassignment and ten (10) working days if the reassignment requires reporting to a new work location.

# 14.15 Child Safety And Endangerment

The City is committed to child safety and has zero tolerance for child endangerment. Every instance of observed, reported, or suspected mistreatment or maltreatment of a child (minor) will result in an employee being placed on paid administrative leave and subject to an investigation. Employees found to have harmed or endangered a child of any age will be subject to discipline up to and including termination from employment, provided the endangerment or harm was directly related to the job duties or there is a nexus between the employee's job duties and their actions.

#### ARTICLE 15: GRIEVANCE AND DISPUTE RESOLUTION PROCEDURE

For represented employees in Unit UM1, this Article shall apply to non-disciplinary grievances but shall not apply to disputes of disciplinary actions. This Article shall not apply to represented employees in Units TM1 or U41; this subject matter is addressed in Article 18 for represented employees in these units.

#### 15.1 Definition

A grievance is defined as any dispute that involves the interpretation or application of this Agreement or the Personnel Rules or disciplinary action (i.e. suspensions, demotions, fines, and terminations) taken against an employee other than those employees assigned to the Offices of the Mayor or City Council. A represented employee may grieve the issuance of an oral warning, written warning, and/or written reprimand, and may appeal an oral warning, written warning, and/or written reprimand up to Step 2 of this grievance procedure. The decision of the Agency Head/Department Head shall be final, however, and no oral warning, written warning, and/or written reprimand shall be subject to review by the Employee Relations Officer, an arbitrator, or the Civil Service Board (or arbitral under this Article 15 grievance procedure.) It is the express intent of the parties that grievances be resolved expeditiously at the lowest possible administrative level.

In disputes involving an action directly taken by a department head alleged to violate the MOU, the Union may file the grievance at Step 2. In disputes involving alleged violations of the MOU by the City affecting represented employees in more than one department, the Union may file the grievance at Step 3.

Toward that objective, the following steps are prescribed:

#### 15.2 Procedure

#### 15.2.1 Step 1

#### Informal Discussion

The represented employee may present the grievance orally to the immediate supervisor within ten (10) working days from such time as the represented employee should reasonably have been aware of the occurrence.

#### Formal Submission

Should the grievance remain unresolved, the represented employee may submit the grievance in writing to the immediate supervisor within the ten (10) working days cited above. The grievance shall state the specific section(s) of this Agreement or the Personnel Rule(s) alleged to be violated, or the disciplinary action taken, and the proposed solution. The supervisor

shall render a decision in writing to the represented employee and/or Union representative within ten (10) working days of the formal submission of the grievance with a copy to the Employee Relations Department.

#### 15.2.2 Step 2 - Appeal To Department Head

Should the grievance remain unresolved, the represented employee may, within ten (10) working days of receipt of the supervisor's decision, submit the grievance in writing to the department head. The department head or director or designated representative shall respond to the grievance in writing within ten (10) working days after receiving the grievance with a copy to the Employee Relations Department.

#### 15.2.3 Step 3 - Employee Relations Officer Or Union Staff Representative

Should the grievance remain unresolved, the represented employee or Union representative may, within ten (10) working days after receiving the department head response, submit the grievance to the Employee Relations Officer via email with a copy either by fax or U.S. Mail. The Employee Relations Officer, or a designated representative, shall investigate the case and either respond to the grievance in writing within ten (10) working days of receipt of the grievance or meet with the assigned Union staff representative within ten (10) working days of submission and attempt to resolve the dispute.

#### 15.2.4 Step 4 - Civil Service Board Arbitration

Should the grievance remain unresolved, within fifteen (15) working days of such written notice or said meeting, either party may submit such grievance to an impartial arbitrator who shall be selected by mutual agreement or, if such agreement is not reached, by alternately striking names from list of five (5) arbitrators submitted by the State Mediation and Conciliation Service. The decision of which party strikes first shall be determined by a coin toss. Alternatively, in the case of a grievance concerning disciplinary action against a represented employee (except represented employees in Unit UM1, the Union may elect to submit such grievance to the Civil Service Board, instead of to an arbitrator. The Civil Service Board may elect to use a Hearing Officer for such appeals as described in Appendix C, Civil Service Use Of Hearing Officer. In the event that the Union elects to submit the grievance to the Civil Service Board, the filing of the written grievance in accordance with the provisions of Step 1, 15.2.1 above shall satisfy the requirement of the Personnel Ordinance that the represented employee gives notice of intent to appeal a disciplinary action.

If arbitration is selected, it is agreed that the arbitrator's decision shall be final and binding on all parties and the arbitrator's fees shall be borne equally by the parties. The arbitrator shall have no power to add to or subtract from the provisions of this Agreement or of the Personnel Rules.

For all grievances advanced to Step 4, the parties shall participate (either in person or via telephone) in a good faith settlement conference at least forty-five (45) calendar days prior to the hearing. At least twenty (20) calendar days prior to the hearing, the parties shall attempt to prepare a submission to the arbitrator, signed by both parties setting forth the issue(s) and specific provision number(s) in dispute. Should the parties fail to agree on a submission, the arbitrator shall determine the issue(s) after the parties' opening statements and prior to the taking of evidence or testimony. If both parties agree to use a mediator to assist in this process, the costs will be split equally between the parties.

# 15.3 Time Limits

Although the City may reject a grievance as untimely, timeliness shall not be the sole reason for rejecting a grievance at any step. Time limits prescribed in 15.2 above may be extended by mutual agreement of the parties. Failure of the City to follow the time limits, unless so extended, shall cause the grievance to move to the next level. If the grievance is submitted to binding arbitration, the City may include as an issue the represented employee's or Union's failure to follow the grievance time limits.

# 15.4 Right Of Representation

The represented employee filing a grievance, as defined above, shall have the right of representation at each step of the grievance procedure.

#### 15.5 Witnesses

Individuals who may have direct knowledge of circumstances relating to the grievance may appear at the mutual request of the parties during any stage of the procedure. In the case of a represented employee appearance, he/she shall be compensated at his/her regular rate of pay for actual time spent appearing.

#### 15.6 Class Action Grievance

A grievance covering more than one represented employee must be identified as a "class action grievance" when first submitted. The scope of the grievance shall then be described; and, to the extent reasonably known by the Union, the grievant (s) shall be identified by name. A "class action grievance" must meet the definition of a grievance, as described in Section 15.1, to be processed as such.

## 15.7 Consolidation

Concurrent grievances alleging violation of the same provisions shall be consolidated for the purpose of this procedure as a single grievance.

# 15.8 Expedited Arbitration Procedure

By mutual agreement, the parties may agree to forego the Step 4 process described in 15.2.4 of this Article and submit any grievance to expedited arbitration. If the parties agree to expedited arbitration, the arbitrator will be selected as follows:

- 15.8.1 By agreement of the parties; or
- 15.8.2 The parties may request a list of five (5) arbitrators from the State Mediation and Conciliation Service and alternately strike an arbitrator until one arbitrator remains. The decision of which party will strike first shall be determined by a coin toss.

If the parties elect to submit a grievance to expedited arbitration, closing arguments will be presented orally, unless the parties agree to submit written briefs. The parties agree that the arbitrator shall issue a bench decision and subsequently provide a written decision memorializing his/her decision; provided that the parties by mutual agreement may elect to obtain a written decision following the parties' submission of written briefs.

The arbitrator shall have no power to add to or to subtract from the provisions of this Agreement or the Personnel Rules.

#### ARTICLE 16: SPECIAL PERSONNEL PROVISIONS FOR UNIT UM1

#### 16.1 Appointment From Civil Service to Exempt Position

A represented employee appointed to an exempt position in Unit UM1 may take an approved leave of absence without pay from his/her classified position as provided for in Sections 8.07(b) and 8.07(c) of the Civil Service Rules.

- a. For a represented employee who has been appointed to a position in Unit UM1 and is on an approved leave from a classified position, the represented employee shall have the right to revert to a position in the same classification as that occupied by him/her at the time of commencement of such leave if the UM1 position is deleted from the budget, or to a position in any other non-exempt classification in which the represented employee had prior service. If no vacant position exists in the classification, the represented employee shall "bump" another represented employee with less seniority, in the manner provided under Section 9.02 (d) of the Civil Service Rules. If there is no incumbent in that classification with less seniority, the represented employee shall be placed on a reinstatement list in the manner provided under Section 9.03 of the Civil Service Rules.
- b. For a represented employee who has been appointed to a position in Unit UM1 and is on an approved leave from a classified position, upon termination of such exempt appointment for reasons other than deletion of the UM1 position from the budget, the represented employee will be considered for reinstatement to a position in the same classification as that occupied by him/her at the time of commencement of such leave, or to a position in any other non-exempt classification in which the represented employee had prior service..

Consideration for reinstatement to the former classification will be based on the circumstances of the removal from the exempt appointment and the represented employee's work record as determined by the appointing authority.

If reinstatement is approved by the appointing authority, either

- i. the represented employee shall be appointed to a vacant position in the former classification, or
- ii. if no such vacant position exists, the represented employee shall be placed on a reinstatement list, in the manner provided under Section 9.03 of the Civil Service Rules.

# ARTICLE 17: REPRESENTED EMPLOYEES ASSIGNED TO THE OFFICE OF THE MAYOR OR CITY COUNCIL

#### 17.1 Application

Except as stated in specific sections of this Agreement or as excluded by this Article, all of the provisions of this Agreement apply to represented employees in Units TA1 and TW1 assigned to the Office of the Mayor or the City Council. The provisions of Article 17 only apply to represented employees in Units TA1 and TW1 assigned to the Office of the Mayor or City Council.

# 17.2 Resolution Of Concerns Procedure For Represented Employees In Mayor's Or City Council Office

A represented employee assigned to the Office of the Mayor or City Council who desires to do so may meet with his or her immediate supervisor to discuss any dispute involving the interpretation or application of those provisions of the Agreement which apply to the employee and are not specifically excluded from applicability as defined above.

Should the matter remain unresolved, the represented employee may present the matter orally or in writing to the Vice-Mayor, or his/her designee. The Vice-Mayor, or his/her designee, may meet with the affected represented employee or respond in writing to the matter presented.

Should the matter remain unresolved, within fourteen (14) calendar days of said written response or meeting, the represented employee may elect to submit the matter to mediation through the State of California Mediation and Conciliation Service. The mediator, if unable to resolve the issue, shall render an advisory recommendation to the Vice-Mayor. The decision of the Vice-Mayor, after considering the recommendation of the mediator, shall be final and binding on the parties.

The represented employee shall be entitled to representation at the meetings by the Union or other representative.

# 17.3 Special Leave

Professional employees employed in the Office of the Mayor or City Council will be eligible to be awarded, on an individual employee basis, from zero (0) to five (5) days of Special Leave. This leave is awarded in recognition of the irregular work hours performed during the prior year. The eligibility period for Special Leave is July 1 through June 30. The awarding of such leave will be at the discretion of the Mayor or Council member to whom the represented employee reports.

Additionally, represented employees who demonstrate superior performance during the eligibility period of July 1 through June 30 of each year may also be

awarded zero (0) to five (5) days of leave. This leave is awarded in recognition of the prior year's service. The awarding of such leave will be at the discretion of the Mayor or Council member to whom the represented employee reports.

The award must be taken as paid leave and is not cumulative from year to year; i.e. an eligible represented employee must use the awarded leave by the last pay period including June 30 of each year, or forfeit it. With their supervisors' concurrence, individual represented employees are responsible for arranging to use the Special Leave during the one (1) year period. Represented employees who terminate employment after having been awarded Special Leave shall be paid for this awarded but unused leave upon termination.

#### 17.4 Mileage Allowance

Administrative Instruction 4403 – shall apply to represented employees in Units TA1 and TW1 assigned to the Office of the Mayor or City Council. The City agrees to designate as Category IV (IRS mileage rate only) those represented employees in Units TA1 and TW1 assigned to the Office of the Mayor or City Council who use private vehicles for City business including travel to community meetings.

# 17.5 Office Of The Mayor Excluded Provisions

The following provisions of this Agreement shall *not* apply to employees in Representation Units TA1 and TW1 assigned to the Office of the Mayor:

- Salary steps for classifications having assigned salary ranges without steps
- Overtime
- Hours of Work
- Rest Periods
- Lunch Period
- Shifts and Schedules
- Probationary Period
- Employee Service Ratings and Reports
- Examinations
- Reduction in Force/Layoff
- Grievance Procedure
- Fair Share Fee
- Discipline/Just Cause

#### 17.6 City Council Professional Excluded Provisions

The following provisions of this Agreement shall not apply to the below listed professional classifications or to any future professional classifications established in the City Council Office:

- Salary steps for those classifications having assigned salary ranges without steps
- Overtime
- Hours of Work
- Rest Periods
- Lunch Period
- Shifts and Schedules
- Probationary Period
- Employee Service Ratings and Reports
- Examinations
- Reduction in Force
- Grievance Procedure
- Fair Share Fee
- Discipline/Just Cause

The City Council Professional Staff includes the following:

- City Council Constituent Liaison
- City Council Constituent Liaison (PPT)
- City Council Senior Policy Analyst
- City Council Policy Analyst
- City Council Policy Analyst (PPT)
- City Council member's Assistant
- City Council member's Assistant (PPT)
- City Council Administrative Assistant
- City Council Intern (PPT)
- Community Liaison

#### 17.7 City Council Office Clerical/Administrative Support Staff Excluded Provisions

The following provisions of this Agreement *shall not* apply to represented employees in the City Council Office in the classified positions of Administrative Assistant II who held the position prior to June 30, 2002.

- Grievance Procedure
- Fair Share Fee

Clerical/administrative support staff in the City Council Office will be hired into the exempt classes of Council Public Service Employee ("PSE") 14 or Council PSE 51 and are *exempt* from all of the following provisions of this Agreement.

- Salary steps for those classifications having assigned salary ranges without steps
- Overtime
- Hours of Work
- Rest Periods
- Lunch Period
- Shifts and Schedules
- Probationary Period
- Employee Service Ratings and Reports
- Examinations
- Reduction in Force/Layoff
- Grievance Procedure
- Fair Share Fee
- Discipline/Just Cause

# ARTICLE 18: SPECIAL PROVISIONS FOR DEPUTY CITY ATTORNEYS I THROUGH IV (UNIT TM1) AND DEPUTY CITY ATTORNEYS V AND SPECIAL COUNSEL (UNIT U41)

#### 18.1 <u>Application</u>

The provisions of this Article 18 only apply to represented employees in Unit TM1 (Deputy City Attorneys I through IV and Neighborhood Law Corps Attorneys) and Unit U41 (Deputy City Attorneys V/Special Counsel).

# 18.2 <u>Recognition</u>

Unit TM1 shall include all Deputy City Attorneys I – IV and Neighborhood Law Corps Attorneys. Unit U41 shall include all Deputy City Attorneys V and Special Counsel. The Union agrees the City may designate specific positions as confidential. Unit TM1 shall not include supervisory attorneys or non-attorneys. Unit U41 shall not include non-attorneys.

# 18.3 Stewards

The Union may select two (2) Stewards from the unit and shall provide the City with an accurate list of those Stewards on or about each January 1 and July 1.

A Steward or Union Officer may represent a represented employee in the grievance procedure under the terms of this Agreement.

A Steward or a Union Officer shall be offered reasonable time off for the purpose described in this section with the approval of the City Attorney or designated representative. The parties recognize that performance of the Steward's or Officer's job duties comes first.

If, in the City's opinion, a Union Steward is failing to maintain a satisfactory level of performance, the City may call that matter to the attention of an appropriate Union official by letter outlining the specifics of the complaint. The Union will act promptly to discuss the matter with the Steward in order to resolve the complaint and, failing that, another Steward will be designated.

#### 18.4 Negotiation Team

Unit TM1 negotiators shall be limited to four (4) represented employees and Unit U41 negotiators shall be limited to three represented employees, and their professional representatives.

Both the City and the Union may on occasion have additional persons attend meetings. For example, knowledgeable City employees or subject matter specialists may be invited to negotiation sessions, as long as the other party is notified in advance of the individual's attendance.

Represented employees in Units U41 and TM1 shall not receive additional compensation for time spent in negotiations

### 18.5 Labor Relations Committee

The City and the Union agree to establish a Labor Relations Committee for Units TM1 and U41 for the purpose of discussing issues of mutual concern impacting management and represented employees. Each party shall appoint two (2) members of the Labor Relations Committee. The Committee shall have the responsibility for determining when and how often they will meet and for establishing other operating procedures.

The City Attorney agrees that the Union may place the following issues on the Labor Relations Committee agenda:

- Equitable advancement on the salary schedule/ranges within the Office of the City Attorney and with other City departments.
- A compensation survey comparing employment terms and conditions in the Office of the City Attorney with the terms and conditions in comparable public agencies.
- Mechanisms for ensuring members of Units TM1 And U41 are properly classified, such as a classification study process similar to the process in Civil Service Rule 3.04(d)

## 18.6 <u>Deputy City Attorney II, III, IV – Salary Schedule</u>

Annual advancement within the salary schedules of Deputy City Attorney II, III, and IV shall be on the basis of one year's satisfactory service, as evidenced by a performance evaluation, without having otherwise received an advancement within the salary schedule for the classification during said year. Advancement is at the rate of one salary rate increment of two and one-half percent (2 1/2%) up to five percent (5.0%). For Deputy City Attorney I, see Section 5.5.3.

#### 18.7 Deputy City Attorney I – Salary Steps

Advancement within the salary schedules specified for Deputy City Attorney I shall be on the basis of one (1) year's satisfactory service, as evidenced by a performance evaluation in such classification without having received a step increase in salary during said year. A salary step increase for a represented employee who is entitled to such an increase shall be effective at the beginning

of the pay period in which the anniversary date of appointment in the classification falls.

## 18.8 Pay For Acting In A Higher Classification

## 18.8.1 Deputy City Attorney I-IV

The City Attorney shall assign all represented employees to duties within their classification. In appropriate situations, the City Attorney may require a represented employee to perform duties that reasonably relate to the represented employee's position and classification.

If the City Attorney assigns a represented employee to perform substantially the full range of duties in a Deputy City Attorney V classification, the represented employee shall be paid Acting Pay for the entire period the represented employee is required to act in a higher classification. Each acting pay assignment shall be made in writing, shall specify the permanent budgeted and vacant position in which the represented employee is acting, and shall confirm that the represented employee meets the minimum qualifications of the higher classification. The City Attorney or designee shall approve in advance any acting assignment continuing for a period longer than one month. In cases where there is a permanent vacancy or a temporary vacancy (more than 120 days), the City Attorney or designee shall post the acting opportunities for a minimum of (10) ten working days.

A represented employee meeting the requirement of this section shall be compensated at the lowest step of the higher classification which provides the represented employee at least a 7.5% differential above represented employee's regular rate of pay.

For the purpose of this section, a permanent budgeted position shall be vacant either because a regular employee is on an approved leave of absence or because a regular employee has resigned, accepted a promotion/demotion, or has been terminated.

#### 18.8.2 Deputy City Attorney V and Special Counsel

The City Attorney shall assign all represented employees to duties within their classification. In appropriate situations, the City Attorney may require a represented employee to perform duties that reasonably relate to the represented employee's position and classification.

If the City Attorney assigns a represented employee to perform substantially the full range of duties in a higher classification, the represented employee shall be paid Acting Pay for the entire period the represented employee is required to act in a higher classification. Each acting pay assignment shall be made in writing, shall specify the permanent budgeted and vacant position in which the represented employee is acting, and shall confirm that the represented employee meets the minimum qualifications of the higher classification. The City Attorney or designee shall approve in advance any acting assignment continuing for a period longer than one month. In cases where there is a permanent vacancy or a temporary vacancy (more than 120 days), the City Attorney or designee shall post the acting opportunities for a minimum of 10 working days.

A represented employee meeting the requirement of this section shall be compensated at a premium rate of seven and one half percent (7.5%) of regular pay of the represented employee's own classification for such time worked in the higher classification.

If the acting pay assignment extends beyond a consecutive sixty (60) calendar day period, the represented employee shall be paid a premium at the rate of twelve and one half percent (12.5%) of the regular pay of the employee's own classification, beginning the sixty-first (61st) day of the acting assignment.

## 18.9 <u>Special Assignment/Departmental Counsel Premium For Unit TM1 Only</u>

The City Attorney may assign Special Assignment/Departmental Counsel duties All represented employees meeting the to a represented employee. qualifications for a Special Assignment/Departmental Counsel shall be eligible for a Special Assignment/Departmental Counsel duties. During the period of time the represented employee is assigned to the Special Assignment/Departmental Counsel duties, the represented employee shall be paid ten percent (10%) in addition to the represented employee's regular rate of Special Assignment premium pay shall be incorporated into the represented employee's compensation reported to CalPERS to the extent permitted by CalPERS law and regulations. At the end of Special Assignment/Departmental Counsel assignments, represented employees shall be returned to their regular duties and rate of pay applicable prior to the Special Assignment/Departmental Counsel premium pay.

#### 18.10 Meal Allowance

The City shall reimburse represented employees in Units TM1 and U41 up to eighteen dollars (\$18) per meal when required to attend job-related meetings that extend beyond 7:00 p.m. Such meetings shall include City Council, City Boards and Commissions, and community meetings. Receipts for meals shall be required prior to reimbursement. A reimbursement shall not be allowed for meetings extending beyond 7:00 p.m. if meals are provided for staff.

## 18.11 Professional Development For Units TM1 And U41

Each represented employee in Units TM1 and U41 is responsible for meeting his/her Mandatory Continuing Legal Education requirements. The City will purchase one (1) Continuing Education of the Bar ("CEB") Passport for the office that will entitle represented employees to attend CEB programs as specified in the Passport agreement selected by the City Attorney.

## 18.12 Conferences, Seminars And Meetings

It may be desirable for a represented employee to attend conferences, seminars, or meetings that have as their primary purpose professional development, or acquiring concepts and knowledge that are directly beneficial to the represented employee in the performance of his/her job; and/or where such attendance is in the City's best interests. In addition to using the CEB Passport described in Section 18.11 above, each represented employee shall be entitled to use up to a maximum of twelve-hundred dollars (\$1,200) for employees in Unit TM1 and up to a maximum of fifteen hundred dollars (\$1,500) for employees in Unit U41 per year (the "Annual Cap") to pay for the costs of professional development materials and professional development conferences, seminars, or meetings, including associated travel expenses.

In addition, represented employees may be reimbursed for other professional development expenses including, but not limited to:

- books,
- subscriptions to professional organizations that are related to current employment
- dues to professional organizations that are related to current employment

Represented employees shall submit requests for City-paid professional development, funding to the City Attorney. The City Attorney or designee will approved the funding request upon determining that: (1) the requested professional development will directly benefit the represented employee's job performance; (2) the professional development is in the City's interests; (3) the represented employee has not exceeded the annual cap; and (4) the represented employee's absence from his or her regular duties on the proposed dates will not be detrimental to the City. The City Attorney or designee shall either directly pay the provider/vendor or reimburse the represented employee.

In recognition of the fact that many eligible expenses exceed the amount available in a single year, a represented employee may defer professional development reimbursement in one (1) fiscal year and receive two (2) years' of reimbursement in the following fiscal year.

## 18.13 <u>Incompatible, Inconsistent, Or Conflicting Activities</u>

No represented employee may engage in any employment, activity, or enterprise that has been determined to be inconsistent, incompatible, or in conflict with his or her duties or with the duties, functions, and responsibilities of the City Attorney's Office. For purposes of this Agreement, incompatible employment or activity means any employment, activity, or enterprise which: a) involves the use for private gain or advantage of City time, facilities, equipment, and supplies or the prestige or influence of the represented employee's City employment; or b) involves receipt by the represented employee of any money or other consideration for the performance of any act required by him or her as a City employee; or c) involves the performance of an act, in other than his or her capacity as a City employee, that may later be subject directly or indirectly to control, inspection, review, audit, or enforcement by him or her in his or her capacity as a City employee.

No represented employee may engage in any outside employment or activity that would violate the rules of professional conduct for attorneys in California. The City may not require any represented employee to perform any act in City employment that would violate the rules of professional conduct for attorneys in California. Represented employees may not solicit political contributions from other Officers or employees of the City, unless such solicitation is part of a solicitation made to a significant segment of the public that may include City employees or Officers.

Represented employees shall notify the City Attorney in advance of any outside employment or activity if it is reasonably foreseeable that such employment or activity may violate these rules.

Notwithstanding the above, the City acknowledges that no restriction may be placed on the political activities of represented employees outside of working hours and off City premises.

By ratifying this Agreement, the City Attorney is adopting regulations prohibiting incompatible activities, and the City Attorney will continue to maintain regulations that are consistent with Government Code Section 1125, et seq., Government Code Section 3201, et seq., Oakland City Charter Section 1201, and the rules of professional conduct for attorneys practicing in California.

## 18.14 <u>Departmentally Designed Alternative Work Schedules</u>

The Office of the City Attorney may design voluntary departmental alternative work schedules, which shall comply with this section's guidelines addressing public service needs, departmental needs, and represented employee preferences.

Alternative work schedules may only be used in those circumstances in which the City Attorney or designee determines that all requirements for the provision of professional responsibilities, public service, public access, and economic staffing are met, and internal and external contact needs fulfilled.

Represented employees may initiate requests to work alternative work schedules, subject to the City Attorney's approval. The City Attorney or designee will respond to requests in a timely manner, normally within thirty (30) days. City Attorney's determination shall be final.

The City Attorney or designee may cancel at any time alternative work scheduling for any or all affected departmental employees.

## 18.15 Classification Appeals

A represented employee in Units TM1 and U41 may request a review of his/her job classification. The represented employee's request shall be directed to the City Attorney. The City Attorney has sole discretion to determine whether or not to review the represented employee's classification and whether or not to implement recommendations arising from that review. The City Attorney's classification decisions shall be final, and shall not be appealable to the Civil Service Board, the City Council, or to any other administrative body.

## 18.16 Posting Job Openings

The City shall post all new and vacant bargaining unit positions in Units TM1 and U41 on the employee notice bulletin board at least ten (10) days before the application deadline for the position. If there is no application deadline for the position, the City shall not fill the new or vacant position for at least five (5) days from the time of posting. The posting shall consist of the general job description, the posting date and time, and closing dates. The City shall send copies of posted vacancies to the Union.

#### 18.17 Civil Service And Personnel Rules

The status of represented employees in Unit U41 remains unchanged and is reflected in the attached City Council Resolution Nos. 75159 and 77189, C.M.S. and Civil Service Board motions at the October 28, 1999 and June 19, 2002 meetings.

During the term of this Agreement, represented employees in Unit TM1 shall not be governed by the Oakland Civil Service Commission or the Civil Service Personnel Rules. During the term of this Agreement, the Union agrees not to challenge the legality of this section or assert the applicability of Civil Service or the Personnel Rules to represented employees in any legal proceedings against the City and/or its Officers or employers, and the City agrees not to submit a City Council Resolution requesting the Civil Service Board to exempt from Civil Service the classifications of Deputy City Attorneys I-IV.

#### 18.18 Termination

This Section 18.18 shall apply only to represented employees in Unit TM1.

A represented employee in Unit TM1 with more than two (2) years of City service shall be terminated only for just cause. A represented employee with less than two (2) years of City service may be terminated for any reason as determined by the City Attorney without any right of administrative appeal or arbitration. The principles of progressive discipline shall not apply to any termination.

Before terminating a represented employee for just cause, the City Attorney shall provide written notice to the employee of intended action. The notice shall include: the reasons for the intended action; copies of materials upon which the action is based; and an opportunity to meet with and/or respond in writing to the Assistant City Attorney not in charge of the division in which the represented employee is assigned. That Assistant City Attorney shall recommend, in writing, whether or not to impose the termination, modify it, or not implement it at all.

After receiving the Assistant City Attorney's recommendation, the City Attorney shall issue a final decision in writing. The Union may appeal the City Attorney's decision in writing under Section 18.19.5 of this Agreement.

The provisions of this Section 18.18 provide the exclusive remedy for represented employees to appeal a termination.

## 18.19 Grievance Procedure

A grievance is defined as any dispute that involves the interpretation or application of this Agreement. It is the parties' express intent that grievances be resolved expeditiously at the lowest possible administrative level.

#### 18.19.1 Step 1A - Informal Discussion

The represented employee may present the grievance orally to the represented employee's immediate supervisor within ten (10) working days from the time the represented employee should have been reasonably aware of the dispute giving rise to the grievance.

## 18.19.2 <u>Step 1B - Formal Submission</u>

If the grievance remains unresolved, the represented employee may submit the grievance in writing to the represented employee's immediate supervisor within the ten (10) working days noted in Step 1A. The grievance shall state the specific section(s) of the Agreement at issue, or the disciplinary action taken, and the proposed solution. The represented employee's immediate supervisor shall render a decision in writing to the employee and/or Union representative within ten (10) working days after the grievance is formally submitted.

## 18.19.3 Step 2 - Appeal To Assistant City Attorney

If the grievance remains unresolved, the represented employee may, within ten (10) working days after receiving the supervisor's decision, submit the grievance in writing to the Assistant City Attorney. The Assistant City Attorney or designated representative shall respond to the grievance in writing within ten (10) working days after receiving the grievance. Although the Assistant City Attorney may include timeliness as one of the reasons for denying the grievance, time limit shall not be the sole reason for denying the grievance.

## 18.19.4 Step 3 - Appeal To City Attorney

If the grievance remains unresolved, the represented employee may, within ten (10) working days after receiving the Assistant City Attorney's response, submit the grievance in writing to the City Attorney. The City Attorney, or a designated representative, shall investigate the grievance and either respond to the grievance in writing within ten (10) working days after receiving the grievance, or meet with the represented employee and attempt to resolve the dispute within ten (10) working days after the represented employee submits the grievance in writing to the City Attorney. Although the City Attorney may include timeliness as one of the reasons for denying the grievance, time limit shall not be the sole reason for denying the grievance.

## 18.19.5 <u>Step 4 - Arbitration</u>

If the grievance remains unresolved, within fifteen (15) calendar days of the City Attorney's written response or meeting with the represented employee, either the City or the Union may submit the grievance to an impartial arbitrator who shall be selected by mutual agreement or, if mutual agreement is not reached, by alternately striking names from a list of five arbitrators submitted by the State Mediation and Conciliation Service.

If arbitration is selected, the arbitrator's decision shall be final and binding on all parties and the arbitrator's fees shall be borne equally by the parties. The arbitrator shall have no power to add to or subtract from the provisions of this Agreement.

#### 18.19.6 Time Limits

The parties may by mutual agreement extend the time limits prescribed above. The represented employee's or the Union's failure to follow the time limits, unless extended by this section, shall nullify the grievance. The City's failure to follow the time limits, unless extended by this

section, shall cause the grievance to move to Step 2 or to Step 3, whichever is the next level.

## 18.19.7 Right Of Representation

A represented employee filing a grievance as defined in this Article shall have the right of representation at each step of the grievance procedure.

## 18.20 No Strike Clause

This Section 18.20 shall apply only to represented employees in Unit U41.

Employees represented by the Union shall not take part in any strike, work action, or other concerted activity of any kind which will result in curtailing, restricting or interfering in any manner with City services during the term of this Agreement.

The Union agrees not to sanction, encourage, or support any such strikes, work actions, or other concerted activity.

The term "strike, work action or other concerted activity" means any concerted failure to report for duty, any concerted absence from position (including sympathy strikes), any concerted stoppage of work, any concerted slowdown, sick-out, refusal to work, interruption, call-in or failure in whole or in part to carry out the full, faithful, and proper performance of the duties of employment. The term "strike," "work action," "concerted activity" also means any participation in an action interfering with the operation of the City for the purposes of inducing, influencing, or coercing a change in the working conditions, compensation, provided, however, that nothing herein shall preclude employees from engaging in informational picketing or attending Union rallies so long as such activity does not interfere with City operations.

In the event that a strike, work action, or other concerted activity occurs in violation of this Agreement, the Union shall, on written notice by the City, issue a statement addressed to the employees, a copy of which shall be delivered to the City, declaring the strike or other concerted activity not sanctioned, unlawful, and directing them to immediately return to work, or cease and desist.

In the event any employee covered under this Agreement violates the terms of the No Strike provision, the City retains the right to discharge or otherwise discipline any such employee.

#### 18.21 Time Accounting

The longstanding requirement that attorneys keep track of and record ALL of their hours of work pertaining to the law practice, including evening work-related meetings such as evening City Council, City board and commission meetings and

work on weekends and after and before regular City work hours is one (1) of the factors that is considered in evaluating performance.

Attorneys in the DCAI-IV and the DCAV/Special Counsel bargaining units shall keep track of their hours of work and record hours worked on a timely basis, as provided in this section. This requirement includes time worked for clients, including administrative or other tasks performed for the City Attorney's Office as the client or otherwise in service of the City. Examples include – litigation and advisory meetings, weekly DCAV/Special Counsel meetings, the extended management meetings with the Executive Management Team and the DCAVs and Special Counsel, participation in recruitment and interviews, labor-management meetings, and negotiations as bargaining unit representative. In addition attorneys shall record their leave hours (e.g., vacation, sick leave, management leave) in the time accounting system, as provided in this section.

Attorneys shall record work time to specific projects, matters or cases if the work on that matter exceeds ten (10) hours. Assignments of less than ten (10) hours may be recorded under a general category such as general advice on Sunshine Ordinance or to Parks and Recreation Department or to Public Ethics Commission.

Attorneys shall complete time recording on a contemporaneous basis and record their work hours and leave hours for each month no later than the fifteen (15<sup>th</sup>) day of the following month.

The Office of the City Attorney will assist individual attorneys with establishing the "tickler" system for their calendars, upon request to provide a reminder of the deadline for submitting time entries. The Office of the City Attorney may in its sole judgment and discretion send out a recurring calendar invitation to attorneys that will provide such a tickler system if the attorney accepts the invitation; provided however, that in no event will the failure of or absence of such a "tickler" entry for any reason, including but not limited to computer or system malfunctions or errors or human action, error or admission, relieve attorneys of their obligation to timely track and record their time as provided in this section.

#### 18.22 Savings (Zipper) Clause

This paragraph applies only to represented employees in Unit U41.

The terms and conditions set forth in this Agreement represent the full and complete understanding between the parties. During the term of this Agreement, the Union expressly waives the right to meet and negotiate with respect to any subject covered in this Agreement, unless modified through the voluntary, mutual consent of the parties in a written amendment. This Agreement terminates and supersedes those partial practices, agreements, procedures, traditions, and rules or regulations inconsistent with any matters covered in this Agreement. The parties agree that during the negotiations that culminated in this Agreement, each

party enjoyed the opportunity to make demands and proposals or counterproposals with respect to any matter, even though some matters were proposed and later withdrawn, and that the understandings and agreements arrived at after the exercise of that right and opportunity are executed in this Agreement.

## 18.23 Severance Payments

Represented employees in Unit U41 shall be paid severance payments in the event the City Attorney terminates the represented employee's services provided the City Attorney, in her or his sole discretion, determines that the termination is through no fault of the represented employee, and further provided that the represented employee and the Union execute a release in the form attached hereto as Appendix [XX]. The severance payment shall be equivalent to three (3) months of the represented employee's salary, unless the employee has served ten (10) years or more with the City, in which case the severance payment shall be equivalent to six (6) months of the employee's salary. A represented employee who is offered and who accepts a severance payment under this section 18.23 shall not be eligible for any additional severance payment from the City.

18.23.1 Add "Senior" to the title "Deputy City Attorney IV"

## **ARTICLE 19: RESOLUTION - DURATION**

## 19.1 Completion Of Negotiations

This Agreement or any part of this Agreement is not binding upon the City until and unless the same is adopted by the City Council; and is not binding upon the Union until and unless the same is adopted by a vote of the represented employees, consistent with Union rules and regulations. This Agreement resolves in full, for its duration, all issues between the parties concerning wages, hours, and other terms and conditions of employment addressed in this Agreement. All proposals introduced by either party that have not been resolved in a signed Tentative Agreement are hereby withdrawn.

Except as specifically provided in this Agreement, it is understood and agreed that any benefits and/or working conditions within the scope of representation published in the City's Salary Ordinance, Civil Service Rules, Council Resolutions and Ordinances, Administrative Instructions, Administrative Bulletins and Departmental Policies that affect benefits or working conditions presently in effect and not modified by this Agreement shall remain unchanged unless and until the City and Union meet and confer in good faith pursuant to the provisions of Section 3054.5 of the Government Code and the City's Employee Relations Rules concerning any such proposed changes.

The City agrees to provide the Union with copies of proposed changes to compensation, benefits and/or working conditions within the scope of representation published in the documents listed above. The City further agrees to provide notice to represented employees of the publication and availability of new or modified rules and policies affecting compensation, benefits and/or working conditions within the scope of representation. Notice may be provided by sending each affected employee a copy of such changes, or by posting the documents on the City's intra-net server and providing employees with notification and instructions on how to access the document via e-mail or other electronic communication. For represented employees that may not have access to e-mail at work, the City shall also direct supervisors to notify such represented employees.

#### 19.2 Savings Clause

In the event any portion of this Agreement is declared null and void by superseding federal or state law, the balance of the Agreement shall continue in full force and effect, and the parties shall immediately commence negotiations to ensure that the superseded portion(s) shall be rewritten to conform as nearly as possible to the original intent.

## 19.3 Duration

Except as stated in specific sections of this Agreement, this Agreement shall become effective upon ratification by the City Council and Union, and shall remain in effect through June 30, 2021.

## 19.4 Parity

If the City reaches an agreement with another recognized miscellaneous employee organization, or imposes on another recognized miscellaneous employee organization, a wage increase which is greater than that provided herein, during the term of this Agreement only, City employees covered by this Memorandum shall receive that same increase, effective with the first pay period after the ratification of that other agreement or the date of that imposition. This section, Article 19.4, shall sunset on June 30, 2019.

# APPENDIX A LIST OF CLASSIFICATIONS IN <u>EACH</u> UNIT

TITLE	CLASS_NUM	REP
Account Clerk III	AF030	UH1
Accountant III	AF031	UH1
Accounting Supervisor	SC101	UH1
ADA Projects Coordinator	AP382	TW1
Admin Analyst II, PPT	AP102	TW1
Admin Analyst II, PPT (CONF)	AP107	TA1
Admin Asst to City Administrator	SS176	TW1
Administrative Analyst I	AP103	TW1
Administrative Analyst I, PPT	AP104	TW1
Administrative Analyst II	AP106	TW1
Administrative Assistant II	SS104	TW1
Administrative Assistant II (CONF)	SS106	TA1
Administrative Assistant II, PPT	SS105	TW1
Administrative Services Manager I	MA103	UM2
Administrative Services Manager II	EM100	UM2
Animal Control & Shelter Manager	SC102	UH1
Animal Control Supervisor	SC103	UH1
Aquatics Program Coordinator	SC104	TW1
Arboricultural Inspector	AP100	UH1
Architect	ET100	TF1
Architectural Assistant (Field)	ET102	TF1
Architectural Assistant (Office)	ET105	TF1
Architectural Assistant, PPT	ET103	TF1
Architectural Associate (Field)	ET104	TF1
Archivist	SC256	TW1
Assistant Budget Analyst	AF055	TW1
Assistant Fire Marshal-Non Sworn	MA148	UM2
Assistant to the Director	EM118	UM1
Assistant to the Director, PPT	EM119	UM1
Associate Director, Library Services	EM241	UM1
Auto Body Repair Supervisor	SC105	UH1
Benefits Analyst	AP111	TW1
Benefits Representative	AP112	TW1
Benefits Representative, PPT	AP113	TW1
Benefits Technician	AP115	TW1
Budget & Grants Administrator	AF040	TW1

Budget & Grants Administrator, PPT	AF056	TW1
Budget & Operations Analyst III	AF047	UM2
Business Analyst II	AP117	TW1
Business Analyst III	AP118	TW1
Business Analyst IV	AP433	UM2
Buyer	SS193	TW1
Cable Operations Technician	TC101	TW1
Cable TV Assistant Producer, PPT	AP120	TW1
Cable TV Operations Chief Engineer	TC137	TW1
Cable TV Operations Coordinator	TC136	TW1
Cable TV Producer	TC102	TW1
Cable TV Station Manager	MA106	UM1
Camp Supervisor, PPT	SC111	UH1
Capital Improvement Project Coor	SC112	UM2
Case Manager I	AP126	TW1
Case Manager I, PPT	AP406	TW1
Case Manager II	AP127	TW1
Case Manager II	AP127	TW1
Case Manager II, PPT	AP411	TW1
Case Manager, Supervising	SC113	UH1
Case Manager, Supervising, PPT	AP414	UH1
Chief Conservator	EM235	UM2
Chief of Party	TR114	UH1
Child Education Coordinator	PP108	UH1
City Architect, Assistant	ET107	UM2
City Clerk, Assistant	EM127	UM1
City Cncl Constituent Liaison PPT	AP132	TW1
City Council Admin Assistant	SS110	TA1
City Council Constituent Liaison	AP131	TW1
City Council Intern	AP134	TW1
City Council Intern, PPT	AP135	TW1
City Council Office Administrator	MA108	UM2
City Council Policy Analyst	AP130	TW1
City Council Policy Analyst, PPT	AP136	TW1
City Council PSE 14	SS114	TA1
City Council PSE 14, PPT	SS112	TA1
City Council PSE-51	AP138	TA1
City Councilmember's Assistant	AP139	TA1
City Councilmember's Assistant, PPT	AP140	TA1
City Land Surveyor	TR115	UM2
Citywide Records Manager	SC239	UM1
Claims Investigator II	AL020	TW1

Clean City Specialist, SeniorPP111TW1Clean Community SpecialistPP112TW1Clean Community SupervisorSC116UH1Commanity Action Agency ManagerMA145UM2Community Dev District CoordinatorSC119TW1Community Dev Prg SupervisorSC120UH1Community Dev Prg SupervisorSC121TW1Community Housing Services ManagerEM232UM2Community LiaisonAP143TW1Complaint Investigator IIIAP146TW1Complaint Investigator IIIAP144TW1Complaint Investigator III, PPTAP145TW1Conservator, SeniorAP151TF1Construction & Maint SuperintendentMA111UH1Construction & Maint SuperintendentMA111UH1Construction & Maintenance Supv ISC124UH1Construction CoordinatorSC251TF1Construction Inspector Sup (Field)SC125UH1Construction Inspector, Sup IISC244UH1Contract Compliance Office AsstAP152TW1Contract Compliance Officer, PPTAP410TW1Contract Compliance Officer, Sr.AP369TW1Contract Compliance Officer, Sr.AP369TW1Contract Compliance SupervisorSC128UH1Contract Compliance Officer, Sr.AP369TW1Contract Compliance SupervisorPS148UH1Contract Compliance Officer, Sr.AP369TW1Contract Compliance SupervisorPS148<	Claims Investigator III	IS103	UH1
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Computer Operations Supervisor  Conservator, Senior  AP151  TF1  Construction & Maint Superintendent  Construction & Maint Superintendent  Construction & Maintenance Supv I  Construction & Maintenance Supv II  Construction Coordinator  Construction Inspector Sup (Field)  Construction Inspector, Sup II  Construction Inspector, Sup II  Contract Compliance Office Asst  Contract Compliance Officer  Contract Compliance Officer, PPT  Contract Compliance Officer, Sr.  Contract Compliance Officer, Sr.  Contract Compliance Supervisor  Contract Compliance Supervisor  Contract Compliance Supervisor  Controller, Assistant  Cook III  Correctional Officer Supervisor  PS148  UH1  Criminalist II  PS112  TW1  Criminalist III  PS113  UH1  Curator of Aquatic Biology, Assoc  AP156  TF1  Curator of Art, Associate  AP157  TF1  Curator of Art, Senior  Curator of Art, Senior, PPT  AP160  TF1  Curator of History, Associate  AP161  TF1  Curator of History, Associate  AP161  TF1  Curator of History, Chief	·		_+
Conservator, Senior Construction & Maint Superintendent Construction & Maint Superintendent Construction & Maintenance Supv I Construction & Maintenance Supv II Construction & Maintenance Supv II Construction Coordinator Construction Inspector Sup (Field) Construction Inspector, Sup II Construction Inspector, Sup II Contract Compliance Office Asst Contract Compliance Officer Contract Compliance Officer, PPT Contract Compliance Officer, PPT Contract Compliance Officer, Sr. Contract Compliance Supervisor Contract Compliance Supervisor Contract Compliance Supervisor Controller, Assistant Controller, Assistant Cook III Correctional Officer Supervisor PS148 UH1 Criminalist II PS112 TW1 Criminalist III PS113 UH1 Cultural Arts Specialist AP154 TW1 Curator of Aquatic Biology, Assoc AP156 TF1 Curator of Art, Associate AP157 TF1 Curator of Art, Senior AP159 TF1 Curator of Art, Senior, PPT AP160 TF1 Curator of History, Associate AP161 TF1 Curator of History, Chief			
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Construction & Maintenance Supv II  Construction Coordinator  Construction Inspector Sup (Field)  Construction Inspector, Sup II  Contract Compliance Office Asst  Contract Compliance Officer  Contract Compliance Officer, PPT  Contract Compliance Officer, Sr.  Contract Compliance Officer, Sr.  Contract Compliance Officer, Sr.  Contract Compliance Supervisor  Controller, Assistant  EM217  UM2  Cook III  Correctional Officer Supervisor  PS148  UH1  Criminalist II  PS112  TW1  Criminalist III  PS113  UH1  Cultural Arts Specialist  AP154  TW1  Curator of Aquatic Biology, Assoc  AP156  TF1  Curator of Art, Associate  AP157  TF1  Curator of Art, Senior  Curator of Art, Senior  Curator of Art, Senior, PPT  AP160  TF1  Curator of History, Associate  AP161  TF1  Curator of History, Associate  AP161  Curator of History, Chief  EM131  UM1			-
Construction Coordinator  Construction Inspector Sup (Field)  Construction Inspector, Sup II  Contract Compliance Office Asst  Contract Compliance Officer  Contract Compliance Officer, PPT  Contract Compliance Officer, PPT  Contract Compliance Officer, Sr.  Contract Compliance Officer, Sr.  Contract Compliance Supervisor  Contract Compliance Supervisor  Controller, Assistant  Controller, Assistant  Correctional Officer Supervisor  Criminalist II  Criminalist III  Cultural Arts Specialist  Curator of Aquatic Biology, Assoc  AP156  TF1  Curator of Art, Chief  Curator of Art, Senior  Curator of Art, Senior, PPT  Curator of Education, Chief  Curator of History, Associate  AP161  TF1  Curator of History, Chief  EM130  UM1			
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Curator of History, Associate AP161 TF1 Curator of History, Chief EM131 UM1			
Curator of History, Chief EM131 UM1	-		
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Curator of History, Senior AP162 TF1	Curator of History, Senior		-

Curator of Natural Science, Assoc	AP163	TF1
Curator of Natural Science, Chief	EM132	UM1
Curator of Natural Science, Senior	AP164	TF1
Curator of Photography, Associate	AP166	TF1
Curator of Special Projects	AP394	TF1
Curator of Special Projects, PPT	AP395	TF1
Custodial Services Supervisor I	SC130	UH1
Custodial Services Supervisor II	SC131	UH1
Custodian Supervisor	SC132	UH1
Data Analyst II	AP171	TW1
Data Analyst III	AP172	TW1
Database Administrator	AP174	UM2
Database Analyst II	AP175	TW1
Database Analyst III	AP176	TW1
Deputy City Attorney I	AL010	TM1
Deputy City Attorney II, PPT	AL022	TM1
Deputy City Attorney III	AL030	TM1
Deputy City Attorney III, PPT	AL031	TM1
Deputy City Attorney IV	MA117	TM1
Deputy City Attorney IV, PPT	AL040	TM1
Deputy City Attorney V	EM136	U41
Deputy City Clerk	MA118	UM2
Deputy Director, Econ Dev & Employ	EM139	UM1
Deputy Director, Housing	EM140	UM1
Deputy Director, Prg Planning & Dev	AP177	UM1
Deputy Director/Building Official	EM143	UM1
Deputy Director/City Planner	EM144	UM1
Development Project & Program Coord	SC241	TW1
Development Specialist III	AP252	TW1
Development/Redevelopment Pgrm MGR	EM233	UM2
Disabilities Coordinator	SC221	TW1
Disability Benefits Coordinator	SC106	UM2
Electrical Const & Maint Planner	TR124	TF1
Electrical Engineer II	TR125	TF1
Electrical Engineer III	TR126	TF1
Electrical Supervisor	SC135	UH1
Electronics Supervisor	SC136	UH1
Emer Medical Srvcs Coordinator	AP179	UM2
Emer Serv Manager, Assistant	MA120	UM2
Emergency Food Program Coordinator	SC137	TW1
Emergency Food Program, PPT	PP116	TW1
Emergency Medical Svcs Instructor	AP180	TW1

Emergency Planning Coordinator	SC138	TW1
Emergency Planning Coordinator, PPT	SC139	TW1
Emergency Planning Coordinator, Sr	SC140	TW1
Employee Assist Counselor	AP181	TW1
Employee Assist Counselor, PPT	AP182	TW1
Employee Assist Svcs Coordinator	SC141	UM2
Employee Fleet & Safety Coordinator	SC240	UM2
Employment Services Representative	PP117	TW1
Employment Services Supervisor	PP118	UH1
Energy Engineer III	TR133	TF1
Engineer, Assistant I (Field)	ET114	TF1
Engineer, Assistant I (Office)	ET111	TF1
Engineer, Assistant II (Field)	ET112	TF1
Engineer, Assistant II (Office)	ET113	TF1
Engineer, Civil (Field)	ET115	TF1
Engineer, Civil (Office)	ET116	TF1
Engineer, Civil Principal	ET117	UM1
Engineer, Civil Supervising (Field)	ET118	TM2
Engineer, Civil Supv (Office)	ET119	TM2
Engineer, Transportation	ET122	TF1
Engineer, Transportation Assistant	ET120	TF1
Engineer, Transportation Supv	ET121	TM2
Environmental Education Specialist	SC143	TW1
Environmental Program Specialist	PP122	TF1
Environmental Services Intern	PP121	TW1
Equal Opportunity Specialist	AP187	UM2
Equipment Services Superintendent	MA121	UH1
Equipment Supervisor	SC146	UH1
Exec Asst to Agency Director	SS124	UM1
Exec Asst to Asst City Attorney	SS120	UM1
Executive Assistant	SS127	UM1
Facilities Complex Manager	MA110	UM2
Facilities Complex Mgr, Asst	SC100	UH1
Facility Manager	MA142	UM2
Family Child Care Coordinator	SC147	TW1
Film Coordinator	AP189	TW1
Financial Analyst	AF033	UM2
Financial Analyst, PPT	AF054	UM2
Financial Analyst, Principal	AF041	UM2
Fire Communications Dispatcher, Sr	PS124	UH1
Fire Communications Supervisor	SC148	UH1
Fire Division Manager	EM225	UM1

Fire Personnel Operations Spec	SC245	UH1
Fire Protection Engineer	PS143	TW1
Fire Safety Education Coordinator	PS144	TW1
Fiscal Operations Supervisor	SC149	UH1
Fleet Maintenance Supervisor	SC150	UH1
Fleet Specialist	AP190	TW1
Graffiti Abatement Supervisor	SC157	UH1
Graffiti Specialist	PP127	TW1
Grants Coordinator	AP405	UM2
Graphic Design Specialist	AP191	TW1
Graphics Design Coordinator	AP192	TW1
Graphics Design Coordinator, PPT	AP194	TW1
Hazardous Materials Prg Supervisor	SC158	UH1
Head Start Facilities Coordinator	SC250	TW1
Head Start Nutrition Coordinator	SC159	TW1
Head Start Prgm Planner Monitor	AP195	TW1
Head Start Supervisor	SC160	UH1
Headstart Program Coordinator	PP128	TW1
Health & Human Svcs Prgm Planner	AP196	UM2
Hearing Officer	AP396	TW1
Hearing Officer, PPT	AP397	TW1
Heavy Equipment Supervisor	SC162	UH1
Home Management Counselor II	AP197	TW1
Home Management Counselor III	AP198	TW1
Homeless Program Supervisor	SC165	TW1
Housing Development Coordinator III	AP199	TW1
Housing Development Coordinator IV	AP200	TW1
Human Res Operations Tech, Senior	TC114	TW1
Human Res Operations Technician	TC115	TW1
Human Res Systems Analyst, Senior	AP202	TA1
Human Res Technician, Senior, PPT	TC116	TW1
Human Resource Analyst	AP203	TW1
Human Resource Analyst (CONF)	AP204	TA1
Human Resource Analyst, Assistant	AP205	TW1
Human Resource Analyst, PPT	AP367	TA1
Human Resource Analyst, Senior	AP206	UM2
Human Resource Clerk	SS129	TA1
Human Resource Oper Supervisor	SC167	UH1
Human Resource Systems Analyst	AP207	TA1
Human Resource Technician	TC117	TW1
Human Resource Technician, PPT	TC118	TW1
Human Resource Technician, Senior	TC119	TW1

Human Resource Technician, Supv	SC168	UH1
Hunger & Homeless Program Supv	SC237	UH1
Info & Referral Specialist, PPT	AP208	TW1
Information Referral Specialist	AP404	TW1
Information Representative	AP209	TW1
Information System Administrator	MA128	UM2
Information Systems Supervisor	SC169	UM2
Inspection Services Manager	EM188	UM2
Intake Technician	AP434	TW1
Internal Auditor III	AP210	TW1
Investment Officer	AF042	UM2
Job Developer	AP211	TW1
Latent Print Examiner II	PS187	TW1
Latent Print Examiner III	PS188	UH1
Legal Admin Assistant, Supervising	SS137	UH1
Legal Admin. Assistant (Conf)	SS135	TA1
Legal Administrative Assistant	SS133	TW1
Legal Communications Officer	MA146	UM1
Legal Support Supervisor	SC170	UH1
Legislative Recorder	AP213	TA1
Librarian, Administrative	MA129	UM2
Librarian, Supervising	SC172	UH1
Librarian, Supervising PPT	SC173	UH1
Library Automation Supervisor	SC174	UM2
Loan Servicing Administrator	SC176	TW1
Loan Servicing Specialist	AP234	TW1
Management Assistant	AP235	UM2
Management Assistant, PPT	MA130	UM2
Management Intern	SS142	TA1
Management Intern, PPT	MA132	TW1
Manager, Agency Administrative	EM171	UM1
Manager, Building Services	EM173	UM1
Manager, Capital Improvement Pgrm	MA107	UM1
Manager, Contact & Employ Svcs	EM177	UM1
Manager, Crime Laboratory	EM178	UM1
Manager, Electrical Services	EM180	UM1
Manager, Emergency Services	EM181	UM1
Manager, Environmental Services	EM182	UM1
Manager, Equipment Services	EM183	UM1
Manager, Human Services	EM254	UM1
Manager, Information Systems	EM187	UM1
Manager, Legal Admin Services	EM189	UM1

Manager, Marketing Pgm	EM190	UM2
Manager, Museum Operations	EM193	UM1
Manager, Museum Services	EM194	UM1
Manager, Oracle Operations	EM255	UM2
Manager, Park Services	EM196	UM1
Manager, Parks & Recreation Zone	EM197	UM1
Manager, Planning & Building Oper	EM198	UM1
Manager, Recreation Services	EM202	UM1
Manager, Rent Adjustment Pgm	EM256	UM2
Manager, Senior Services	EM205	UM1
Manager, Support Services	MA140	UM1
Manager, Sustainability Pgm	EM253	UM2
Manager, Technology Pgm	EM257	UM2
Manager, Youth Services	EM207	UM1
Manager, Zoning	EM208	UM2
Marine & Aquatics Pgrm Supervisor	SC247	UH1
Marine Sports Program Coordinator	SC177	TW1
Marketing Specialist	AP237	TW1
Mayor's PSE 14	SS143	TW1
Mayor's PSE 14, PPT	SS194	TA1
Mechanical Inspection Supervisor	SC178	UH1
Microcomputer Systems Spec II PPT	AP390	TW1
Microcomputer Systems Spec III	AP241	TW1
Microcomputer Systems Specialist I	AP242	TW1
Microcomputer Systems Specialist II	AP243	TW1
Monitoring & Evaluation Supervisor	SC179	UM2
Mortgage Advisor	AP244	TW1
Mortgage Loan Supervisor	SC180	UH1
Museum Collections Coordinator	SC181	TW1
Museum Docent Coordinator	SC182	TW1
Museum Education Coordinator, PPT	SC184	TW1
Museum Interp Spec, Nat Sc	AP258	TW1
Museum Interpretive Spec, History	AP257	TW1
Museum Interpretive Specialist, Art	AP256	TW1
Museum Project Coordinator	SC186	TW1
Museum Security Guard IV	PS160	UH1
Naturalist, Supervising	SC189	UH1
Neighborhood Law Corps Attorney	AL041	TM1
Neighborhood Services Coordinator	SC190	TW1
Network Architect	AP383	UM2
Nurse Case Manager	AP263	TW1
Nurse Case Manager, PPT	AP264	TW1

Office Manager	SS156	UM2
Open Government Coordinator	SC246	UM2
Operations Shift Supervisor	SC192	UH1
Outreach Developer	PP165	TW1
Outreach Developer, Ppt	PP129	TW1
Paralegal	AP212	TW1
Paralegal, PPT	AL012	TW1
Park Supervisor I	SC193	UH1
Park Supervisor II	SC194	UH1
Parking Enforcement Supervisor I	TR165	UH1
Parking Enforcement Supervisor II	TR166	UH1
Parking Meter Collector Supervisor	SC195	UH1
Parking Supervisor	SC196	UM2
Parkland Resources Supervisor	SC197	UH1
Parks & Rec Training Specialist	AP266	TW1
Pavement Management Supervisor	TR171	UH1
Payroll Control Specialist	SS158	UH1
Payroll Personnel Clerk III	SS163	UH1
Performance Audit Manager	AP393	UM1
Performance Auditor	AP391	TW1
Performance Auditor, Sr.	AP392	TW1
Planner I	AP269	TW1
Planner II	AP272	TW1
Planner II, Design Review	AP273	TW1
Planner III	AP274	TW1
Planner III, Design Review	AP275	TW1
Planner III, Historic Preservation	AP380	TW1
Planner III, Historical Pres, PPT	AP276	TW1
Planner III, PPT	AP370	TW1
Planner IV	AP277	TW1
Planner IV	AP403	TW1
Planner IV, Design Review	AP278	TW1
Planner V	AP279	TW1
Police Communications Supervisor	PS164	UH1
Police Drug Abatement Prg Coor	SC200	TA1
Police Identification Section Sup	PS166	UH1
Police Personnel Oper Specialist	AP284	UH1
Police Pgrm & Performance Auditor	AP291	UM2
Police Property Supervisor	PS182	UH1
Police Records Supervisor	PS171	UH1
Police Services Manager I	MA152	UM1
Police Services Manager II	MA151	UM1

Police Technical Writer	AP285	TW1
Policy Analyst	AP400	UM2
Principal Inspection Supv	IS122	UH1
Process Coordinator III	SC202	TW1
Production Control Supervisor	SC203	UM2
Program Analyst I	AP292	TW1
Program Analyst I, PPT	AP357	TW1
Program Analyst II	AP293	TW1
Program Analyst II, PPT	AP358	TW1
Program Analyst III	SC204	UM2
Program Analyst III, PPT	AP360	TW1
Programmer Analyst III, PPT	AP297	TW1
Project Manager	EM216	UM2
Project Manager (PPT)	EM226	UM2
Project Manager II	EM211	UM2
Project Manager II (PPT)	EM227	UM1
Project Manager III	EM212	UM1
Project Manager III, PPT	EM213	UM1
Public Information Officer I	AP298	TW1
Public Information Officer II	AP299	TW1
Public Information Officer II, PPT	AP300	TW1
Public Information Officer III	AP302	TW1
Public Service Rep, Sr	PP155	TW1
Public Works Operations Manager	MA137	UM1
Public Works Personnel Coordinator	MA138	UM2
Public Works Supervisor I	SC206	UH1
Public Works Supervisor II	SC207	UH1
Purchasing Supervisor	AF053	UH1
Real Estate Agent	AP308	TF1
Real Estate Agent, Supervising	AP309	UM2
Real Estate Services Manager	EM201	UM2
Receptionist to the City Attorney	SS171	TW1
Receptionist to the City Auditor	SS197	TW1
Receptionist to the City Auditor, PPT	SS204	TW1
Receptionist to the City Clerk	SS172	TW1
Recreation General Supervisor	MA139	UM2
Recreation Supervisor	SC209	UH1
Recreation Svcs Manager, Assistant to	EM111	UM2
Recycling Specialist	PP140	TW1
Recycling Specialist, Senior	PP141	UH1
Recycling Supervisor	SC210	UM2
Registrar	AP310	TF1

Registrar, PPT	AP311	TF1
Rehabilitation Advisor I	AP312	TW1
Rehabilitation Advisor II	AP313	TW1
Rehabilitation Advisor III	AP314	TW1
Reprograhpic Shop Supervisor	SC212	UH1
Retirement Benefits Representative	AP319	TW1
Retirement Systems Accountant	AP384	UM2
Revenue Analyst	AP320	UM2
Revenue Analyst, Principal	AF059	UM2
Revenue Audit Supervisor	AF043	UH1
Revenue Collections Supervisor	AF044	UH1
Revenue Operations Supervisor	SC213	UH1
Safety & Loss Control Spec, Asst	AP323	TW1
Safety & Loss Control Specialist	AP322	TW1
Senior Center Director	PP143	UH1
Senior Center Director, PPT	SC218	UH1
Senior Council Policy Analyst	AP387	TW1
Senior Council Policy Analyst, PPT	AP388	TW1
Senior Employment Coordinator	SC219	TW1
Senior Hearing Officer	SC248	UH1
Senior Services Admin PPT	MA150	UM2
Senior Services Administrator	MA141	UM2
Senior Services Prgm Assistant	PP144	TW1
Senior Services Prgm Assistant, PPT	PP145	TW1
Senior Services Supervisor	SC220	UH1
Sewer Maintenance Planner	TR206	TW1
Solid Waste/Recycling Prog Sup	PP146	UM2
Spatial Data Administrator	AP326	UM2
Spatial Data Analyst III	AP327	TW1
Spatial Database Analyst III	AP325	TW1
Special Assistant to the Mayor I	MA102	TA1
Special Assistant to the Mayor I, PPT	MA154	TA1
Special Assistant to the Mayor II	EM215	UM1
Special Assistant to the Mayor II, PPT	EM251	UM1
Special Clerkship, PPT	AP328	TW1
Special Counsel	MA147	U41
Special Events Coordinator	AP330	TW1
Sports Program Coordinator	SC236	TW1
Sr. Hearing Officer, PPT	SC249	UH1
Stationary Engineer, Chief	SC223	UH1
Storekeeper II	SS187	UH1
Storekeeper III	SS188	UH1

Support Services Administrator	MA140	UM2
Support Services Supervisor	SC225	UM2
Systems Accountant III	AF045	TW1
Systems Analyst I	AP332	TW1
Systems Analyst II	AP333	TW1
Systems Analyst II, PPT	AP399	TW1
Systems Analyst III	AP334	TW1
Systems Programmer II	AP335	TW1
Systems Programmer III	AP336	TW1
Tax Auditor III	AF051	UH1
Tax Enforcement Officer III	AF052	UH1
Technical Communications Specialist	AP338	TW1
Telecommunication Systems Engineer	AP339	TW1
Telecommunications Supervisor	SC227	UH1
Training & Public Svcs Admin	AP343	UM2
Transportation Planner, Senior	TR187	UM2
Transportation Planner, Senior, PPT	AP344	UM1
Treasury Analyst I	AF057	TW1
Treasury Analyst II	AF058	TW1
Treasury Analyst III	AF035	UH1
Tree Supervisor I	SC229	UH1
Tree Supervisor II	SC230	UH1
Urban Economic Analyst I	AP345	TW1
Urban Economic Analyst II	AP346	TW1
Urban Economic Analyst II, PPT	AP347	TW1
Urban Economic Analyst III	AP348	TW1
Urban Economic Analyst III (PPT)	AP368	TW1
Urban Economic Analyst IV, Bus Svcs	AP349	TW1
Urban Economic Analyst IV, Projects	AP350	TW1
Urban Economic Coordinator	SC231	UM2
Vegetation Management Supervisor	SC232	UH1
Veterinarian	AP401	UM2
Veterinarian	AP402	UM2
Volunteer Program Coor, Supervising	SC233	UM2
Volunteer Program Specialist	AP351	TW1
Volunteer Program Specialist I, PPT	AP352	TW1
Volunteer Program Specialist II	AP353	TW1
Watershed Program Supervisor	SC243	UM2
Web Master	AP364	TW1
Web Specialist	AP398	TW1
Zoo Keeper III	TR194	UH1

## APPENDIX B SALARY ORDINANCE/SCHEDULE

I	1									
REP	CLASS_ NUM	TITLE	STEP	GRADE	TYPE	7/13/2019 (1%)	11/2/2019 (1%)	1/11/2020 (1%)	7/11/2020 (2%)	1/9/2021 (1%)
UH1	AF030	Account Clerk III	1	UH1.75.002	М	4589.11	4635.00	4681.35	4774.98	4822.73
UH1	AF030	Account Clerk III	2	UH1.75.002	М	4830.99	4879.30	4928.10	5026.66	5076.92
UH1	AF030	Account Clerk III	3	UH1.75.002	М	5084.91	5135.76	5187.12	5290.86	5343.77
UH1	AF030	Account Clerk III	4	UH1.75.002	М	5352.54	5406.06	5460.12	5569.32	5625.02
UH1	AF030	Account Clerk III	5	UH1.75.002	М	5633.90	5690.24	5747.14	5862.08	5920.70
UH1	AF031	Accountant III	1	UH1.75.025	М	7040.63	7111.04	7182.15	7325.79	7399.05
UH1	AF031	Accountant III	2	UH1.75.025	М	7412.17	7486.29	7561.15	7712.37	7789.50
UH1	AF031	Accountant III	3	UH1.75.025	М	7802.37	7880.40	7959.20	8118.39	8199.57
UH1	AF031	Accountant III	4	UH1.75.025	М	8212.94	8295.07	8378.02	8545.58	8631.04
UH1	AF031	Accountant III	5	UH1.75.025	М	8645.56	8732.02	8819.34	8995.72	9085.68
		Accounting								
UH1	SC101	Supervisor	1	UH1.75.014	М	7850.72	7929.22	8008.52	8168.69	8250.37
UH1	SC101	Accounting Supervisor	2	UH1.75.014	М	8262.44	8345.06	8428.51	8597.08	8683.05
UH1	SC101	Accounting Supervisor	3	UH1.75.014	M	8698.67	8785.66	8873.51	9050.99	9141.50
UH1	SC101	Accounting Supervisor	4	UH1.75.014	М	9156.17	9247.73	9340.21	9527.01	9622.28
UH1	SC101	Accounting Supervisor	5	UH1.75.014	М	9638.15	9734.53	9831.88	10028.52	10128.80
TW1	AP102	Admin Analyst II, PPT	1	TW1.75.024	M	6401.69	6465.71	6530.37	6660.98	6727.58
TW1	AP102 AP102	Admin Analyst II, PPT	2	TW1.75.024	M	6738.28	6805.66	6873.72	7011.19	7081.31
TW1	AP102 AP102	Admin Analyst II, PPT	3	TW1.75.024	M	7093.56	7164.49	7236.14	7380.86	7454.67
_	AP102 AP102		4							
TW1		Admin Analyst II, PPT	5	TW1.75.024	M	7465.84	7540.50	7615.90	7768.22	7845.90
TW1	AP102	Admin Analyst II, PPT Admin Analyst II, PPT	3	TW1.75.024	M	7860.20	7938.80	8018.19	8178.55	8260.34
TA1	AP107	(CONF)	1	TA1.75.013	М	6401.69	6465.71	6530.37	6660.98	6727.58
TA1	AP107	Admin Analyst II, PPT (CONF)	2	TA1.75.013	М	6738.28	6805.66	6873.72	7011.19	7081.31
1712	711 107	Admin Analyst II, PPT		17(1.75.015	141	0730.20	0003.00	0073.72	7011.13	7001.51
TA1	AP107	(CONF)	3	TA1.75.013	М	7093.56	7164.49	7236.14	7380.86	7454.67
TA1	AP107	Admin Analyst II, PPT (CONF)	4	TA1.75.013	М	7465.84	7540.50	7615.90	7768.22	7845.90
1712	711 207	Admin Analyst II, PPT	'	17(1175:015		7 103.01	73 10.30	7013.30	7700.22	7013.30
TA1	AP107	(CONF)	5	TA1.75.013	M	7860.20	7938.80	8018.19	8178.55	8260.34
TW1	SS176	Admin Asst to City Administrator	1	TW1.75.002	М	4372.22	4415.94	4460.10	4549.30	4594.79
TW1	SS176	Admin Asst to City Administrator	2	TW1.75.002	М	4602.59	4648.62	4695.10	4789.01	4836.90
1 44 7	33170	Admin Asst to City		1 00 1.7 3.002	191	7002.33	7070.02	7055.10	7703.01	7030.30
TW1	SS176	Administrator	3	TW1.75.002	М	4844.40	4892.84	4941.77	5040.61	5091.01
TW1	SS176	Admin Asst to City Administrator	4	TW1.75.002	М	5099.29	5150.28	5201.78	5305.82	5358.88
	66177	Admin Asst to City	_	T11/2 ==		F0.00 ==	F.(00 = 5	F. (=0 ===	550000	F6.10.13
TW1	SS176	Administrator	5	TW1.75.002	M	5368.87	5422.56	5476.79	5586.32	5642.18

		Administrative								
TW1	AP103	Analyst I	1	TW1.75.023	M	5529.67	5584.97	5640.82	5753.63	5811.17
T) 4/4	4.04.02	Administrative	_	TM4 75 022		5020.25	5070 56	5027.24	6056.00	6446.65
TW1	AP103	Analyst I	2	TW1.75.023	M	5820.35	5878.56	5937.34	6056.09	6116.65
TW1	AP103	Administrative Analyst I	3	TW1.75.023	М	6126.33	6187.59	6249.47	6374.46	6438.20
1001	AF 103	Administrative	3	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	101	0120.55	0187.53	0243.47	0374.40	0438.20
TW1	AP103	Analyst I	4	TW1.75.023	М	6449.31	6513.80	6578.94	6710.52	6777.62
		Administrative								
TW1	AP103	Analyst I	5	TW1.75.023	М	6789.30	6857.19	6925.76	7064.28	7134.92
		Administrative								
TW1	AP104	Analyst I, PPT	1	TW1.75.023	М	5529.67	5584.97	5640.82	5753.63	5811.17
	_	Administrative								
TW1	AP104	Analyst I, PPT	2	TW1.75.023	M	5820.35	5878.56	5937.34	6056.09	6116.65
TW1	AP104	Analyst L DDT	3	TW1.75.023	М	6126.33	6187.59	6249.47	6374.46	6438.20
1001	AP104	Analyst I, PPT Administrative	3	1001.75.023	IVI	0120.33	0187.59	6249.47	0374.40	0438.20
TW1	AP104	Analyst I, PPT	4	TW1.75.023	М	6449.31	6513.80	6578.94	6710.52	6777.62
1001	711 10-7	Administrative		1001.75.025	141	0443.51	0313.00	0370.54	0710.32	0777.02
TW1	AP104	Analyst I, PPT	5	TW1.75.023	М	6789.30	6857.19	6925.76	7064.28	7134.92
		Administrative								
TW1	AP106	Analyst II	1	TW1.75.024	М	6401.69	6465.71	6530.37	6660.98	6727.58
		Administrative								
TW1	AP106	Analyst II	2	TW1.75.024	M	6738.28	6805.66	6873.72	7011.19	7081.31
T) 1/4	10106	Administrative	_	T144 75 004		7000 56	746440	700644	7200.00	745467
TW1	AP106	Analyst II	3	TW1.75.024	M	7093.56	7164.49	7236.14	7380.86	7454.67
TW1	AP106	Administrative Analyst II	4	TW1.75.024	М	7465.84	7540.50	7615.90	7768.22	7845.90
1001	AFIOO	Administrative	-	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	IVI	7403.84	7540.50	7013.90	7708.22	7843.30
TW1	AP106	Analyst II	5	TW1.75.024	М	7860.20	7938.80	8018.19	8178.55	8260.34
		Administrative								
TW1	SS104	Assistant II	1	TW1.75.003	М	4728.87	4776.16	4823.92	4920.40	4969.60
		Administrative								
TW1	SS104	Assistant II	2	TW1.75.003	M	4977.94	5027.72	5078.00	5179.56	5231.35
		Administrative								
TW1	SS104	Assistant II	3	TW1.75.003	M	5240.50	5292.90	5345.83	5452.75	5507.27
TW1	SS104	Administrative Assistant II	4	TW1.75.003	М	5516.48	5571.64	5627.36	5739.91	5797.30
1001	33104	Administrative	-	1771.75.005	IVI	3310.48	3371.04	3027.30	3739.91	3797.30
TW1	SS104	Assistant II	5	TW1.75.003	М	5805.94	5864.00	5922.64	6041.09	6101.50
		Administrative								
TA1	SS106	Assistant II (CONF)	1	TA1.75.014	М	4774.79	4822.54	4870.76	4968.18	5017.86
		Administrative								
TA1	SS106	Assistant II (CONF)	2	TA1.75.014	M	5026.28	5076.54	5127.31	5229.85	5282.15
	554.05	Administrative	_	TA4 75 044		5204.26	5244.20	5207.72	5505.67	5560.70
TA1	SS106	Assistant II (CONF)	3	TA1.75.014	M	5291.36	5344.28	5397.72	5505.67	5560.73
TA1	SS106	Administrative Assistant II (CONF)	4	TA1.75.014	М	5570.04	5625.74	5682.00	5795.64	5853.59
171	33100	Administrative	-	171.73.014	IVI	3370.04	3023.74	JUUZ.UU	3733.04	3033.33
TA1	SS106	Assistant II (CONF)	5	TA1.75.014	М	5862.30	5920.92	5980.13	6099.74	6160.73
		Administrative							-	
TW1	SS105	Assistant II, PPT	1	TW1.75.003	М	4728.87	4776.16	4823.92	4920.40	4969.60
		Administrative								
TW1	SS105	Assistant II, PPT	2	TW1.75.003	М	4977.94	5027.72	5078.00	5179.56	5231.35
T	664.05	Administrative	_	TIME 75 000		F2 40 F2	5222.22	F2.45.00	F 450	FF07.0-
TW1	SS105	Assistant II, PPT	3	TW1.75.003	М	5240.50	5292.90	5345.83	5452.75	5507.27

1										
l		Administrative					[			
TW1	SS105	Assistant II, PPT	4	TW1.75.003	M	5516.48	5571.64	5627.36	5739.91	5797.30
T\4/1	CCAOE	Administrative	_	TW4 75 002	.,	F00F 04	5004.00	5022.64	6041.00	C101 F0
TW1	SS105	Assistant II, PPT Administrative	5	TW1.75.003	M	5805.94	5864.00	5922.64	6041.09	6101.50
UM2	MA103	Services Manager I	1	UM2.75.016	М	8657.85	8744.43	8831.87	9008.51	9098.59
011.2	1417 (1200	Administrative		01012.75.010		0037.03	37 7 1. 13	0031.07	3000.31	3030.33
UM2	MA103	Services Manager I	2	UM2.75.016	М	9113.68	9204.81	9296.86	9482.80	9577.63
		Administrative								
UM2	MA103	Services Manager I	3	UM2.75.016	М	9594.04	9689.98	9786.88	9982.62	10082.44
		Administrative			١.,	1000001	10100 00		10707.04	
UM2	MA103	Services Manager I Administrative	4	UM2.75.016	M	10098.91	10199.90	10301.90	10507.94	10613.01
UM2	MA103	Services Manager I	5	UM2.75.016	М	10629.91	10736.21	10843.57	11060.45	11171.05
UIVIZ	IVIATOS	Animal Control &		01012.73.010	IVI	10025.51	10/30.21	10043.37	11000.75	111/1.05
UH1	SC102	Shelter Manager	1	UH1.75.013	М	7551.30	7626.82	7703.08	7857.15	7935.72
		Animal Control &		†						
UH1	SC102	Shelter Manager	2	UH1.75.013	М	7949.02	8028.51	8108.79	8270.97	8353.68
	Γ	Animal Control &	Γ	Γ	 					
UH1	SC102	Shelter Manager	3	UH1.75.013	M	8366.52	8450.19	8534.69	8705.38	8792.44
11111	50102	Animal Control &	_	UU 75 012	N. /	0007 11	0005 10	0004.13	0162 92	0255.46
UH1	SC102	Shelter Manager Animal Control &	4	UH1.75.013	М	8807.11	8895.18	8984.13	9163.82	9255.46
UH1	SC102	Shelter Manager	5	UH1.75.013	М	9270.85	9363.55	9457.19	9646.33	9742.80
01.1	30102	Animal Control		0111175.015	14.	3270.03	3303.33	3437.123	3040.33	3742.00
UH1	SC103	Supervisor	1	UH1.80.025	М	5610.89	5667.00	5723.67	5838.14	5896.53
		Animal Control					1			
UH1	SC103	Supervisor	2	UH1.80.025	М	5905.45	5964.50	6024.15	6144.63	6206.08
l		Animal Control			l _					
UH1	SC103	Supervisor	3	UH1.80.025	М	6216.52	6278.68	6341.47	6468.30	6532.98
UH1	SC103	Animal Control Supervisor	4	UH1.80.025	М	6544.32	6609.77	6675.87	6809.38	6877.48
OUT	30103	Animal Control	+	UH1.60.023	IVI	0344.32	0005.77	00/3.6/	0005.30	00/7.40
UH1	SC103	Supervisor	5	UH1.80.025	М	6887.67	6956.55	7026.11	7166.63	7238.30
		Application						-	-	
TW1	AP335	Developer II	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
		Application		T						
TW1	AP335	Developer II	2	TW1.75.012	M	7497.80	7572.77	7648.50	7801.47	7879.49
T\4/1	A D 2 2 E	Application	,	TW4 75 013	.,	7001 55	7070 47	0050 17	0244 40	0202.20
TW1	AP335	Developer II Application	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
TW1	AP335	Developer II	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
1 11 1	711 333	Application	<del>                                     </del>	111111111111111111111111111111111111111		0000.20	3332.27	0175.25	0010	0,02.20
TW1	AP335	Developer II	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
		Application								
TW1	AP336	Developer III	1	TW1.75.016	М	8657.83	8744.41	8831.86	9008.49	9098.58
	45336	Application		T114 75 04 C		2442.60	2224.02	2226.06	0.400.00	2577.62
TW1	AP336	Developer III Application	2	TW1.75.016	М	9113.68	9204.82	9296.86	9482.80	9577.63
TW1	AP336	Developer III	3	TW1.75.016	М	9594.04	9689.98	9786.88	9982.62	10082.44
1001	AI 330	Application		1 ** 1.7 3.010	141	3334.04	3003.30	3700.00	3302.02	10002.77
TW1	AP336	Developer III	4	TW1.75.016	М	10098.91	10199.90	10301.90	10507.94	10613.02
		Application								
TW1	AP336	Developer III	5	TW1.75.016	М	10629.90	10736.20	10843.56	11060.44	11171.04
	66404	Aquatics Program		T114 75 007		5504.27	5637.00	5602.46	5007.22	5005 40
TW1	SC104	Coordinator	1	TW1.75.007	М	5581.27	5637.08	5693.46	5807.32	5865.40

		Aquatics Program								
TW1	SC104	Coordinator	2	TW1.75.007	М	5873.73	5932.47	5991.80	6111.63	6172.75
		Aquatics Program								
TW1	SC104	Coordinator	3	TW1.75.007	М	6184.17	6246.01	6308.47	6434.64	6498.98
		Aquatics Program								
TW1	SC104	Coordinator	4	TW1.75.007	М	6509.31	6574.40	6640.15	6772.95	6840.68
		Aquatics Program								
TW1	SC104	Coordinator	5	TW1.75.007	M	6852.41	6920.94	6990.15	7129.95	7201.25
		Arboricultural								
UH1	AP100	Inspector	1	UH1.80.024	M	6781.60	6849.42	6917.91	7056.27	7126.83
	10100	Arboricultural				7420.42	7200 02	7204.02	7407.56	7504.00
UH1	AP100	Inspector	2	UH1.80.024	M	7138.43	7209.82	7281.92	7427.56	7501.83
	4.04.00	Arboricultural		11114 00 024		754442	7500.27	7665.46	7040.47	7006.65
UH1	AP100	Inspector Arboricultural	3	UH1.80.024	M	7514.13	7589.27	7665.16	7818.47	7896.65
11111	AP100		4	1111 00 024	N/I	7009 60	7007 70	9067.66	9220.01	9211 20
UH1	AP100	Inspector	4	UH1.80.024	М	7908.69	7987.78	8067.66	8229.01	8311.30
UH1	AP100	Arboricultural	5	UH1.80.024	М	8325.59	8408.85	8492.94	8662.80	8749.42
		Inspector								
TF1	ET100	Architect	1	TF1.75.012	M	8231.34	8313.65	8396.79	8564.72	8650.37
TF1	ET100	Architect	2	TF1.75.012	М	8665.41	8752.06	8839.59	9016.38	9106.54
TF1	ET100	Architect	3	TF1.75.012	М	9121.12	9212.33	9304.46	9490.55	9585.45
TF1	ET100	Architect	4	TF1.75.012	М	9600.25	9696.25	9793.21	9989.07	10088.97
TF1	ET100	Architect	5	TF1.75.012	М	10106.36	10207.42	10309.49	10515.68	10620.84
	21100	Architectural		111.73.012		10100.50	10207.12	10303.13	10313.00	10020.01
TF1	ET102	Assistant (Field)	1	TF1.80.001	М	6095.16	6156.11	6217.67	6342.03	6405.45
		Architectural								
TF1	ET102	Assistant (Field)	2	TF1.80.001	М	6415.76	6479.91	6544.71	6675.61	6742.36
		Architectural								
TF1	ET102	Assistant (Field)	3	TF1.80.001	M	6752.59	6820.11	6888.31	7026.08	7096.34
		Architectural	_							
TF1	ET102	Assistant (Field)	4	TF1.80.001	M	7107.42	7178.50	7250.28	7395.29	7469.24
TF4	ET102	Architectural	-	TE1 00 001	N 4	7402.04	7556.00	7622 42	7705 00	7962.02
TF1	ET102	Assistant (Field)	5	TF1.80.001	М	7482.04	7556.86	7632.43	7785.08	7862.93
TF1	ET105	Architectural	1	TF1.75.006	М	6095.16	6156.11	6217.67	6342.03	6405.45
157	L1103	Assistant (Office) Architectural	1	111.73.000	IVI	0033.10	0130.11	0217.07	0342.03	0403.43
TF1	ET105	Assistant (Office)	2	TF1.75.006	М	6415.76	6479.91	6544.71	6675.61	6742.36
I	2.103	Architectural		11 2.7 3.000	141	0713.70	07,5.51	5544.71	5575.01	5, 42.50
TF1	ET105	Assistant (Office)	3	TF1.75.006	М	6752.59	6820.11	6888.31	7026.08	7096.34
I		Architectural	<b>—</b>			2.2.2.3			1 2 2 3 3 2	1 2 2 3 3 3
TF1	ET105	Assistant (Office)	4	TF1.75.006	М	7107.42	7178.50	7250.28	7395.29	7469.24
		Architectural								
TF1	ET105	Assistant (Office)	5	TF1.75.006	М	7482.04	7556.86	7632.43	7785.08	7862.93
		Architectural								
TF1	ET103	Assistant, PPT	1	TF1.75.006	М	6095.16	6156.11	6217.67	6342.03	6405.45
		Architectural								
TF1	ET103	Assistant, PPT	2	TF1.75.006	М	6415.76	6479.91	6544.71	6675.61	6742.36
		Architectural				_				
TF1	ET103	Assistant, PPT	3	TF1.75.006	M	6752.59	6820.11	6888.31	7026.08	7096.34
	FT:0-	Architectural				7407	74-0	72-2	700	7400 6 -
TF1	ET103	Assistant, PPT	4	TF1.75.006	М	7107.42	7178.50	7250.28	7395.29	7469.24
TE4	FT402	Architectural	-	TE1 75 000	N 4	7402.04	7550.00	7622.42	7705.00	7002.02
TF1	ET103	Assistant, PPT	5	TF1.75.006	М	7482.04	7556.86	7632.43	7785.08	7862.93

		Architectural			- 4					
TF1	ET104	Associate (Field) Architectural	1	TF1.75.016	M	7071.38	7142.09	7213.51	7357.78	7431.36
TF1	ET104	Associate (Field)	2	TF1.75.016	М	7444.24	7518.68	7593.86	7745.74	7823.20
	21201	Architectural		111.73.010		7111121	7310.00	7333.00	77.13.71	7023.20
TF1	ET104	Associate (Field)	3	TF1.75.016	М	7835.08	7913.43	7992.57	8152.42	8233.94
		Architectural								
TF1	ET104	Associate (Field)	4	TF1.75.016	М	8247.55	8330.03	8413.33	8581.60	8667.41
TF1	ET104	Architectural Associate (Field)	5	TF1.75.016	М	8681.63	8768.45	8856.13	9033.25	9123.59
TW1	SC256	Archivist	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
TW1	SC256	Archivist	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	SC256	Archivist	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
TW1	SC256	Archivist	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
TW1	SC256	Archivist	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
		Auto Body Repair								
UH1	SC105	Supervisor	1	UH1.80.010	М	6458.65	6523.24	6588.47	6720.24	6787.45
UH1	SC105	Auto Body Repair Supervisor	2	UH1.80.010	М	6798.51	6866.49	6935.16	7073.86	7144.60
- 0111	30103	Auto Body Repair		0111.80.010	IVI	0738.31	0800.49	0933.10	7073.80	7144.00
UH1	SC105	Supervisor	3	UH1.80.010	М	7156.32	7227.88	7300.16	7446.16	7520.62
		Auto Body Repair	_			=====				
UH1	SC105	Supervisor Auto Body Repair	4	UH1.80.010	М	7532.11	7607.44	7683.51	7837.18	7915.55
UH1	SC105	Supervisor	5	UH1.80.010	М	7929.13	8008.42	8088.50	8250.27	8332.78
TW1	AP111	Benefits Analyst	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
TW1	AP111	Benefits Analyst	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	AP111	Benefits Analyst	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
TW1	AP111	Benefits Analyst	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
TW1	AP111	Benefits Analyst	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
UM2	SC258	Benefits Coordinator	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
UM2	SC258	Benefits Coordinator	2	UM2.75.012	М	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	SC258	Benefits Coordinator	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28
UM2	SC258	Benefits Coordinator	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
UM2	SC258	Benefits Coordinator	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
		Benefits	-							2 23.31
TW1	AP112	Representative	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
TW1	AP112	Benefits Representative	2	TW1.75.006	М	5594.34	5650.29	5706.79	5820.92	5879.13
··· <u>-</u>	<b>_</b>	Benefits			***		- 3			
TW1	AP112	Representative	3	TW1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
TW1	AP112	Benefits Representative	4	TW1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
1 44 1	WLTIT	Representative Benefits	4	1 44 1./ 3.000	IVI	0130.00	0200.00	0323.47	0443.34	0314.44
TW1	AP112	Representative	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
T)4/4	A D443	Benefits		T) 4/4 75 006		F244.05	F260.40	F424 70	5520.22	5505 50
TW1	AP113	Representative, PPT Benefits	1	TW1.75.006	M	5314.95	5368.10	5421.78	5530.22	5585.52
TW1	AP113	Representative, PPT	2	TW1.75.006	М	5594.34	5650.29	5706.79	5820.92	5879.13
	_		_		_					

l		Benefits							]	
TW1	AP113	Representative, PPT	3	TW1.75.006	M	5888.44	5947.33	6006.80	6126.93	6188.20
T\4/1	AD412	Benefits	4	TV44 7E 006	N 4	C100 00	C2C0 96	C222 47	C440.04	CE44.44
TW1	AP113	Representative, PPT Benefits	4	TW1.75.006	M	6198.88	6260.86	6323.47	6449.94	6514.44
TW1	AP113	Representative, PPT	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
TW1	AP115	Benefits Technician	1	TW1.75.002	М	4372.22	4415.94	4460.10	4549.30	4594.79
TW1	AP115	Benefits Technician	2	TW1.75.002	М	4602.59	4648.62	4695.10	4789.01	4836.90
TW1	AP115	Benefits Technician	3	TW1.75.002	М	4844.40	4892.84	4941.77	5040.61	5091.01
TW1	AP115	Benefits Technician	4	TW1.75.002	М	5099.29	5150.28	5201.78	5305.82	5358.88
TW1	AP115	Benefits Technician	5	TW1.75.002	М	5368.87	5422.56	5476.79	5586.32	5642.18
	7.11.22	Budget & Grants				3333.37	3 122.33	3170173	3333.32	00.2.20
TW1	AF040	Administrator	1	TW1.75.014	М	7852.34	7930.87	8010.18	8170.38	8252.08
		Budget & Grants								
TW1	AF040	Administrator	2	TW1.75.014	M	8265.71	8348.37	8431.85	8600.49	8686.50
T\A/4	A F O 4 O	Budget & Grants	2	T\A/1 75 04 4	N 4	0701 05	0700 07	0076.06	005430	0144.04
TW1	AF040	Administrator Budget & Grants	3	TW1.75.014	M	8701.95	8788.97	8876.86	9054.39	9144.94
TW1	AF040	Administrator	4	TW1.75.014	М	9159.43	9251.03	9343.54	9530.41	9625.71
		Budget & Grants								
TW1	AF040	Administrator	5	TW1.75.014	М	9641.42	9737.83	9835.21	10031.91	10132.23
TW1	AF056	Budget & Grants Administrator, PPT	1	TW1.75.014	М	7852.34	7930.87	8010.18	8170.38	8252.08
1001	AFUSU	Budget & Grants	т.	1001.75.014	IVI	7632.34	7930.87	8010.18	8170.38	8232.08
TW1	AF056	Administrator, PPT	2	TW1.75.014	М	8265.71	8348.37	8431.85	8600.49	8686.50
		Budget & Grants								
TW1	AF056	Administrator, PPT	3	TW1.75.014	М	8701.95	8788.97	8876.86	9054.39	9144.94
TW1	AF056	Budget & Grants Administrator, PPT	4	TW1.75.014	N/I	0150 42	0251 02	9343.54	0520.41	0625 71
1001	AFUSO	Budget & Grants	4	1001.75.014	M	9159.43	9251.03	9545.54	9530.41	9625.71
TW1	AF056	Administrator, PPT	5	TW1.75.014	М	9641.42	9737.83	9835.21	10031.91	10132.23
		Budget & Mgmt								
TW1	AF055	Analyst, Asst.	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
T14/4	45055	Budget & Mgmt	2	T144 75 006		5504.04	5650.00	F706 70	5000.00	5070.40
TW1	AF055	Analyst, Asst.	2	TW1.75.006	М	5594.34	5650.29	5706.79	5820.92	5879.13
TW1	AF055	Budget & Mgmt Analyst, Asst.	3	TW1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
. ***	, 055	Budget & Mgmt			141	3300.77	3347.33	5500.00	3120.33	3100.20
TW1	AF055	Analyst, Asst.	4	TW1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
		Budget & Mgmt								
TW1	AF055	Analyst, Asst.	5	TW1.75.006	M	6525.66	6590.91	6656.82	6789.96	6857.86
UM2	AF047	Budget & Operations Analyst III	1	UM2.75.014	М	7852.34	7930.87	8010.18	8170.38	8252.08
	7.1.047	Budget & Operations	-	3.1.2.73.014	.41	,002.07	, 330.07	3010.10	01,0.00	0232.00
UM2	AF047	Analyst III	2	UM2.75.014	М	8265.72	8348.38	8431.86	8600.50	8686.50
		Budget & Operations								
UM2	AF047	Analyst III	3	UM2.75.014	М	8701.96	8788.98	8876.87	9054.41	9144.95
UM2	AF047	Budget & Operations Analyst III	4	UM2.75.014	М	9159.44	9251.03	9343.54	9530.41	9625.71
		Budget & Operations								
UM2	AF047	Analyst III	5	UM2.75.014	М	9641.42	9737.83	9835.21	10031.92	10132.24
TW1	AP116	Business Analyst I	1	TW1.75.007	М	5581.27	5637.08	5693.46	5807.32	5865.40
TW1	AP116	Business Analyst I	2	TW1.75.007	М	5873.73	5932.47	5991.80	6111.63	6172.75

TW1	AP116	Business Analyst I	3	TW1.75.007	М	6184.17	6246.01	6308.47	6434.64	6498.98
TW1	AP116	Business Analyst I	4	TW1.75.007	М	6509.31	6574.40	6640.15	6772.95	6840.68
TW1	AP116	Business Analyst I	5	TW1.75.007	М	6852.41	6920.94	6990.15	7129.95	7201.25
TW1	AP117	Business Analyst II	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
TW1	AP117	Business Analyst II	2	TW1.75.011	M	7139.98	7211.38	7283.50	7429.17	7503.46
TW1	AP117		3	TW1.75.011	M	7515.76	7590.92	7666.82	7820.16	7898.36
		Business Analyst II								
TW1	AP117	Business Analyst II	4	TW1.75.011	M	7912.80	7991.93	8071.85	8233.29	8315.62
TW1	AP117	Business Analyst II	5	TW1.75.011	М	8329.44	8412.73	8496.86	8666.80	8753.46
TW1	AP118	Business Analyst III	1	TW1.75.015	M	8246.09	8328.55	8411.84	8580.07	8665.87
TW1	AP118	Business Analyst III	2	TW1.75.015	M	8679.07	8765.86	8853.52	9030.59	9120.90
TW1	AP118	Business Analyst III	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
TW1	AP118	Business Analyst III	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
TW1	AP118	Business Analyst III	5	TW1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
TW1	SS193	Buyer	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
TW1	SS193	Buyer	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	SS193	Buyer	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
TW1	SS193	Buyer	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
TW1	SS193	Buyer	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
TW1	AP456	Buyer, Senior	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
TW1	AP456	Buyer, Senior	2	TW1.75.011	М	7139.98	7211.38	7283.50	7429.17	7503.46
TW1	AP456	Buyer, Senior	3	TW1.75.011	М	7515.76	7590.92	7666.82	7820.16	7898.36
TW1	AP456	Buyer, Senior	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
TW1	AP456	Buyer, Senior	5	TW1.75.011	М	8329.44	8412.73	8496.86	8666.80	8753.46
UM2	AP400	CPRB Policy Analyst	1	UM2.75.017	М	9090.80	9181.71	9273.53	9459.00	9553.59
UM2	AP400	CPRB Policy Analyst	2	UM2.75.017	М	9569.53	9665.22	9761.88	9957.11	10056.68
UM2	AP400	CPRB Policy Analyst	3	UM2.75.017	M	10072.75	10173.48	10275.21	10480.72	10585.53
UM2	AP400		4	UM2.75.017	M	10603.77	10779.81	10816.90	11033.24	
		CPRB Policy Analyst								11143.57
UM2	AP400	CPRB Policy Analyst Cable Operations	5	UM2.75.017	М	11160.91	11272.51	11385.24	11612.94	11729.07
TW1	TC101	Technician	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
T) 1/4	T0404	Cable Operations		T144 75 040		7407.00	7570 77	7640.50	7004 47	7070 40
TW1	TC101	Technician Cable Operations	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
TW1	TC101	Technician	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
		Cable Operations								
TW1	TC101	Technician	4	TW1.75.012	M	8308.19	8391.27	8475.18	8644.69	8731.13
TW1	TC101	Cable Operations Technician	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
		Cable TV Assistant								
TW1	AP120	Producer, PPT	1	TW1.75.004	М	4821.51	4869.73	4918.42	5016.79	5066.96
TW1	AP120	Cable TV Assistant Producer, PPT	2	TW1.75.004	М	5074.77	5125.52	5176.77	5280.31	5333.11
· · · · ·	120	Cable TV Assistant				33, 11, 7	0.220.02	02,0.77	3200.51	5555.11
TW1	AP120	Producer, PPT	3	TW1.75.004	М	5341.09	5394.50	5448.45	5557.42	5612.99

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		Cable TV Assistant	1	'	1		'	1		
TW1	AP120	Producer, PPT	4	TW1.75.004	М	5622.12	5678.34	5735.13	5849.83	5908.33
		Cable TV Assistant	Ī		Ī	<u> </u>	<u> </u>			
TW1	AP120	Producer, PPT	5	TW1.75.004	М	5919.48	5978.68	6038.47	6159.24	6220.83
		Cable TV Operations	İ		1	!	!	1		l j
TW1	TC137	Chief Engineer	1	TW1.75.014	М	7852.34	7930.87	8010.18	8170.38	8252.08
		Cable TV Operations	İ		1	!	!	1		l j
TW1	TC137	Chief Engineer	2	TW1.75.014	M	8265.71	8348.37	8431.85	8600.49	8686.50
		Cable TV Operations	1 _		1	·	'	1		l
TW1	TC137	Chief Engineer	3	TW1.75.014	M	8701.95	8788.97	8876.86	9054.39	9144.94
	-2427	Cable TV Operations	١ .	=:::4 == 04.4	١.,	2450.42	2254 02	2242.54	2522.44	2005 74
TW1	TC137	Chief Engineer	4	TW1.75.014	М	9159.43	9251.03	9343.54	9530.41	9625.71
T) 1/1	TC427	Cable TV Operations	ا ۔	T14/4 7F 04/4	1 ,,	0044 42	0727.02	0025.24	40024.04	40422 22
TW1	TC137	Chief Engineer	5	TW1.75.014	M	9641.42	9737.83	9835.21	10031.91	10132.23
T\A/1	TC136	Cable TV Prod & Ops	1 1	TW/1 75 016	M	0657 92	0744 41	0021 96	0000 40	0000 50
TW1	10130	Manager Cable TV Prod & Ops	1	TW1.75.016	IVI	8657.83	8744.41	8831.86	9008.49	9098.58
T\4/1	TC126	'	ا ،	TW/1 75 016	N.4	0113 60	0204 92	0206.86	0492.90	0577.62
TW1	TC136	Manager Cable TV Prod & Ops	2	TW1.75.016	M	9113.68	9204.82	9296.86	9482.80	9577.63
TW1	TC136	Manager Cable 1V Prod & Ops	3	TW1.75.016	M	9594.04	9689.98	9786.88	9982.62	10082.44
1007	10120	Cable TV Prod & Ops	_ <del></del>	1 4/1./2.010	IVI	3334.04	3083.30	9/80.00	9982.02	10082.44
TW1	TC136	Manager Cable 1V Prod & Ops	4	TW1.75.016	M	10098.91	10199.90	10301.90	10507.94	10613.02
1007	10120	Cable TV Prod & Ops	-4-	1 4/1./2.010	IVI	10030.31	10155.50	10301.50	10307.34	10015.02
TW1	TC136		5	TW1.75.016	М	10629.90	10736.20	10843.56	11060.44	11171.04
_		Manager								
TW1	TC102	Cable TV Producer	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
TW1	TC102	Cable TV Producer	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
TW1	TC102	Cable TV Producer	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
TW1	TC102	Cable TV Producer	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
TW1	TC102	Cable TV Producer	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
		Camp Supervisor,	<u> </u>			!	,			
UH1	SC111	PPT	1	UH1.80.010	М	6458.65	6523.24	6588.47	6720.24	6787.45
		Camp Supervisor,	i		Ī		<u> </u>			
UH1	SC111	PPT	2	UH1.80.010	М	6798.51	6866.49	6935.16	7073.86	7144.60
		Camp Supervisor,	<u> </u>		<u> </u>		ļ .			
UH1	SC111	PPT	3	UH1.80.010	М	7156.32	7227.88	7300.16	7446.16	7520.62
		Camp Supervisor,	Ī		Ī	!	!			
UH1	SC111	PPT	4	UH1.80.010	М	7532.11	7607.44	7683.51	7837.18	7915.55
		Camp Supervisor,	1		1	!	!	1		1
UH1	SC111	PPT	5	UH1.80.010	М	7929.13	8008.42	8088.50	8250.27	8332.78
		Capital Imp Proj	1		1	!	!	1		1
TW1	AP448	Coord, Asst	1	TW1.75.012	M	7122.01	7193.23	7265.16	7410.47	7484.57
		Capital Imp Proj	1 _		1		'	1		
TW1	AP448	Coord, Asst	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
		Capital Imp Proj	1	=======================================	1	=004 FF	-070 47		-2:4 40	
TW1	AP448	Coord, Asst	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
a	1 45440	Capital Imp Proj	١,	TW4 75 043	1	0220 10	0204.27	0475 40	0014.00	0724 42
TW1	AP448	Coord, Asst	4	TW1.75.012	M	8308.19	8391.27	8475.18	8644.69	8731.13
T\A/1	AD440	Capital Imp Proj	ا _	TW4 75 012	1	0744 40	0024 00	2020.20	2000 60	0190 50
TW1	AP448	Coord, Asst	5	TW1.75.012	M	8744.43	8831.88	8920.20	9098.60	9189.59
11042	CC112	Capital Improvement	۱ ،	11142 75 017	N/	0000 80	0101 71	0272 52	0450.00	0552 50
UM2	SC112	Project Coor	1	UM2.75.017	M	9090.80	9181.71	9273.53	9459.00	9553.59
UM2	SC112	Capital Improvement Project Coor	2	111/12 75 017	M	0560 52	0665.33	9761.88	0057.11	10056.68
UIVIZ	30112	Project coor		UM2.75.017	IVI	9569.53	9665.22	9/01.00	9957.11	10020.00

	ı	ı	i	1	i	•	1	1	1	.
UM2	SC112	Capital Improvement Project Coor	3	UM2.75.017	М	10072.75	10173.48	10275.21	10480.72	10585.53
UIVIZ	30112	Capital Improvement	5	UIVIZ./3.U1/	IVI	10072.75	101/5.40	102/5.21	10480.72	10383.33
UM2	SC112	Project Coor	4	UM2.75.017	М	10603.77	10709.81	10816.90	11033.24	11143.57
UM2	SC112	Capital Improvement Project Coor	5	UM2.75.017	М	11160.91	11272.51	11385.24	11612.94	11729.07
TW1	AP126	Case Manager I	1	TW1.75.005	M	5061.70	5112.32	5163.44	5266.71	5319.38
TW1	AP126	Case Manager I	2	TW1.75.005	M	5328.02	5381.30	5435.12	5543.82	5599.26
	AP126	<u> </u>		TW1.75.005	M					
TW1		Case Manager I	3			5609.05	5665.14	5721.79 6021.79	5836.23	5894.59
TW1	AP126	Case Manager I	4	TW1.75.005	M	5903.14	5962.17		6142.23	6203.65
TW1	AP126	Case Manager I	5	TW1.75.005	M	6215.21	6277.36	6340.14	6466.94	6531.61
TW1	AP406	Case Manager I, PPT	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
TW1	AP406	Case Manager I, PPT	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
TW1	AP406	Case Manager I, PPT	3	TW1.75.005	M	5609.05	5665.14	5721.79	5836.23	5894.59
TW1	AP406	Case Manager I, PPT	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
TW1	AP406	Case Manager I, PPT	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
TW1	AP127	Case Manager II	1	TW1.75.008	М	5859.02	5917.61	5976.79	6096.33	6157.29
TW1	AP127	Case Manager II	2	TW1.75.008	М	6167.83	6229.51	6291.81	6417.64	6481.82
TW1	AP127	Case Manager II	3	TW1.75.008	М	6492.96	6557.89	6623.47	6755.94	6823.50
TW1	AP127	Case Manager II	4	TW1.75.008	М	6834.44	6902.78	6971.81	7111.25	7182.36
TW1	AP127	Case Manager II	5	TW1.75.008	М	7193.89	7265.83	7338.49	7485.26	7560.11
TW1	AP411	Case Manager II, PPT	1	TW1.75.008	М	5859.02	5917.61	5976.79	6096.33	6157.29
TW1	AP411	Case Manager II, PPT	2	TW1.75.008	М	6167.83	6229.51	6291.81	6417.64	6481.82
TW1	AP411	Case Manager II, PPT	3	TW1.75.008	М	6492.96	6557.89	6623.47	6755.94	6823.50
TW1	AP411	Case Manager II, PPT	4	TW1.75.008	М	6834.44	6902.78	6971.81	7111.25	7182.36
TW1	AP411	Case Manager II, PPT	5	TW1.75.008	М	7193.89	7265.83	7338.49	7485.26	7560.11
		Case Manager,								
UH1	SC113	Supervising	1	UH1.75.010	M	6458.65	6523.24	6588.47	6720.24	6787.45
UH1	SC113	Case Manager, Supervising	2	UH1.75.010	М	6798.51	6866.49	6935.16	7073.86	7144.60
		Case Manager,								
UH1	SC113	Supervising	3	UH1.75.010	М	7156.32	7227.88	7300.16	7446.16	7520.62
UH1	SC113	Case Manager, Supervising	4	UH1.75.010	М	7532.11	7607.44	7683.51	7837.18	7915.55
		Case Manager,							7 00 7 120	
UH1	SC113	Supervising	5	UH1.75.010	М	7929.13	8008.42	8088.50	8250.27	8332.78
UH1	AP414	Case Manager, Supervising, PPT	1	UH1.75.010	М	6458.65	6523.24	6588.47	6720.24	6787.45
<u> </u>	711 121	Case Manager,		01121731020		0.00.00	0020121		0720121	0707110
UH1	AP414	Supervising, PPT	2	UH1.75.010	М	6798.51	6866.49	6935.16	7073.86	7144.60
UH1	AP414	Case Manager, Supervising, PPT	3	UH1.75.010	М	7156.32	7227.88	7300.16	7446.16	7520.62
J <u>.</u>	147	Case Manager,	,	52.,5.010		, 130.32	,, , , , , , , , , , , , , , , , , ,	. 555.15		. 525.02
UH1	AP414	Supervising, PPT	4	UH1.75.010	М	7532.11	7607.44	7683.51	7837.18	7915.55
UH1	AP414	Case Manager, Supervising, PPT	5	UH1.75.010	М	7929.13	8008.42	8088.50	8250.27	8332.78
UH1	TR114	Chief of Party	1	UH1.80.011	M	6902.58	6971.60	7041.32	7182.15	7253.97
UH1	TR114	Chief of Party	2	UH1.80.011	M	7266.82	7339.49	7412.88	7561.14	7636.75
0111	11114	Ciliei Oi Falty		0111.00.011	1/1		7333.43	/412.00	/ 301.14	7030.73

UH1	TR114	Chief of Party	3	UH1.80.011	М	7649.39	7725.89	7803.14	7959.21	8038.80
UH1	TR114	Chief of Party	4	UH1.80.011	М	8051.90	8132.42	8213.74	8378.01	8461.79
UH1	TR114	Chief of Party	5	UH1.80.011	М	8476.04	8560.80	8646.41	8819.34	8907.53
UH1	TR114	Chief of Party	6	UH1.80.011	М	8489.56	8574.45	8660.20	8833.40	8921.74
		City Architect,								
UM2	ET107	Assistant	1	UM2.75.029	М	10117.72	10218.90	10321.09	10527.51	10632.79
UM2	ET107	City Architect, Assistant	2	UM2.75.029	М	10651.16	10757.68	10865.25	11082.56	11193.38
UM2	ET107	City Architect, Assistant	3	UM2.75.029	М	11210.55	11322.65	11435.88	11664.59	11781.24
UM2	ET107	City Architect, Assistant	4	UM2.75.029	М	11001 12	11010 12	12020 22	12270.00	12401.88
UIVIZ	E1107	City Architect,	4	01012.73.029	IVI	11801.12	11919.13	12038.32	12279.09	12401.00
UM2	ET107	Assistant	5	UM2.75.029	М	12422.87	12547.10	12672.57	12926.02	13055.28
UM1	EM127	City Clerk, Assistant	1	UM1.75.016	М	8657.83	8744.41	8831.85	9008.49	9098.58
UM1	EM127	City Clerk, Assistant	2	UM1.75.016	М	9113.68	9204.81	9296.86	9482.80	9577.63
UM1	EM127	City Clerk, Assistant	3	UM1.75.016	М	9594.04	9689.98	9786.88	9982.62	10082.45
UM1	EM127	City Clerk, Assistant	4	UM1.75.016	М	10098.90	10199.89	10301.89	10507.93	10613.01
UM1	EM127	City Clerk, Assistant	5	UM1.75.016	М	10629.90	10736.20	10843.56	11060.43	11171.04
TW1	AP132	City Cncl Constituent Liaison PPT	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
TW1	AP132	City Cncl Constituent Liaison PPT	2	TW1.75.006	М	5594.34	5650.29	5706.79	5820.92	5879.13
1001	Al 152	City Cncl Constituent		1 1 1 1 7 3 . 0 0 0	IVI	3334.34	3030.23	3700.73	3020.32	3073.13
TW1	AP132	Liaison PPT	3	TW1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
T\A/1	AP132	City Cncl Constituent	4	TW/1 75 006	NA	6100 00	6260.86	6222 47	6440.04	6514.44
TW1	AP132	Liaison PPT City Cncl Constituent	4	TW1.75.006	M	6198.88	6260.86	6323.47	6449.94	6514.44
TW1	AP132	Liaison PPT	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
	55140	City Council Admin		T.4 75 000		4504.46	4627.07	4600.44	4777.44	4024.00
TA1	SS110	Assistant City Council Admin	1	TA1.75.003	M	4591.16	4637.07	4683.44	4777.11	4824.88
TA1	SS110	Assistant	2	TA1.75.003	М	4832.97	4881.30	4930.11	5028.71	5079.00
TA1	SS110	City Council Admin Assistant	3	TA1.75.003	М	5087.83	5138.71	5190.10	5293.90	5346.84
		City Council Admin								
TA1	SS110	Assistant	4	TA1.75.003	M	5355.80	5409.36	5463.45	5572.72	5628.45
TA1	SS110	City Council Admin Assistant	5	TA1.75.003	М	5636.82	5693.19	5750.12	5865.12	5923.77
-7.12	33110	City Council	,	17121731003		3030.02	3033.13	3730.12	3003.12	3323.77
TW1	AP131	Constituent Liaison	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
TW1	AP131	City Council Constituent Liaison	2	TW1.75.006	М	5594.34	5650.29	5706.79	5820.92	5879.13
	AD431	City Council	•	TIA/6 75 000		E000 ::	F0 47 66		6426.22	6400.55
TW1	AP131	Constituent Liaison City Council	3	TW1.75.006	M	5888.44	5947.33	6006.80	6126.93	6188.20
TW1	AP131	Constituent Liaison	4	TW1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
TW1	AP131	City Council Constituent Liaison	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
TW1	AP134	City Council Intern	1	TW1.75.004	М	4821.51	4869.73	4918.42	5016.79	5066.96
TW1	AP134	City Council Intern	2	TW1.75.004	М	5074.77	5125.52	5176.77	5280.31	5333.11

TW1	AP134	City Council Intern	3	TW1.75.004	М	5341.09	5394.50	5448.45	5557.42	5612.99
TW1	AP134	City Council Intern	4	TW1.75.004	М	5622.12	5678.34	5735.13	5849.83	5908.33
TW1	AP134	City Council Intern	5	TW1.75.004	М	5919.48	5978.68	6038.47	6159.24	6220.83
		City Council Intern,								
TW1	AP135	PPT	1	TW1.75.004	M	4821.51	4869.73	4918.42	5016.79	5066.96
TW1	AP135	City Council Intern, PPT	2	TW1.75.004	М	5074.77	5125.52	5176.77	5280.31	5333.11
	====	City Council Intern,					5-1-5-15-1			0000.22
TW1	AP135	PPT	3	TW1.75.004	M	5341.09	5394.50	5448.45	5557.42	5612.99
TW1	AP135	City Council Intern, PPT	4	TW1.75.004	М	5622.12	5678.34	5735.13	5849.83	5908.33
	====	City Council Intern,						0.00.10		
TW1	AP135	PPT	5	TW1.75.004	М	5919.48	5978.68	6038.47	6159.24	6220.83
		City Council Office				6460.00	6524.00	6500.45	6724.06	6700.40
UM2	MA108	Administrator City Council Office	1	UM2.75.010	М	6460.30	6524.90	6590.15	6721.96	6789.18
UM2	MA108	Administrator	2	UM2.75.010	М	6800.13	6868.13	6936.81	7075.54	7146.30
		City Council Office								
UM2	MA108	Administrator	3	UM2.75.010	М	7157.95	7229.53	7301.83	7447.86	7522.34
UM2	MA108	City Council Office Administrator	4	UM2.75.010	М	7535.37	7610.72	7686.83	7840.57	7918.97
UIVIZ	IVIATUO	City Council Office	4	01V12.73.010	IVI	/333.37	7610.72	7000.03	7640.57	7910.97
UM2	MA108	Administrator	5	UM2.75.010	М	7932.41	8011.74	8091.86	8253.69	8336.23
		City Council Policy								
TW1	AP130	Analyst	1	TW1.75.012	M	7122.01	7193.23	7265.16	7410.47	7484.57
TW1	AP130	City Council Policy Analyst	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
		City Council Policy								
TW1	AP130	Analyst	3	TW1.75.012	M	7891.55	7970.47	8050.17	8211.18	8293.29
TW1	AP130	City Council Policy Analyst	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
1001	AF 130	City Council Policy		1 001.7 3.012	101	6506.19	8391.27	0475.10	8044.03	6/31.13
TW1	AP130	Analyst	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
		City Council Policy								
TW1	AP136	Analyst, PPT City Council Policy	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
TW1	AP136	Analyst, PPT	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
		City Council Policy								
TW1	AP136	Analyst, PPT	3	TW1.75.012	M	7891.55	7970.47	8050.17	8211.18	8293.29
TW1	AP136	City Council Policy Analyst, PPT	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
1001	AF 130	City Council Policy		1 001.7 3.012	101	6506.19	8391.27	0475.10	8044.03	6/31.13
TW1	AP136	Analyst, PPT	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
l		City Councilmember's								
TA1	AP139	Assistant City Councilmember's	1	TA1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
TA1	AP139	Assistant	2	TA1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
<u> </u>		City Councilmember's			·					2 31.10
TA1	AP139	Assistant	3	TA1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
TA1	AD120	City Councilmember's	4	TA1 75 013	N.A	0200 10	0201 27	0/7E 10	0644.60	0721 12
TA1	AP139	Assistant City Councilmember's	4	TA1.75.012	M	8308.19	8391.27	8475.18	8644.69	8731.13
TA1	AP139	Assistant	5	TA1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
		City Councilmember's								
TA1	AP140	Assistant, PPT	1	TA1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
					4.0	77				

	City Councilmember's								
AP140	Assistant, PPT	2	TA1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
ΔΡ14Ω	•	3	ΤΔ1 75 012	М	7891 55	7970 47	<u> </u>	g211 1g	8293.29
ALITO	City Councilmember's		IA1./ J.U12	IVI	/031.33	1310.41	0030.17	0211.10	0233.23
AP140	Assistant, PPT	4	TA1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
45440	City Councilmember's	_	TA4 75 010	N 4	074440	0004 00	2020.20	2200 60	0400 50
									9189.59
	, ,								9553.59
	City Land Surveyor	2		M					10056.68
TR115	City Land Surveyor	3	UM2.80.017	M	10072.75	10173.48	10275.21	10480.72	10585.52
TR115	City Land Surveyor	4	UM2.80.017	M	10603.77	10709.81	10816.91	11033.25	11143.58
TR115	City Land Surveyor	5	UM2.80.017	М	11160.91	11272.52	11385.24	11612.95	11729.07
50220	· ·	1	LIM1 75 014	N/I	7052 25	7020 97	9010 19	0170 20	8252.09
30239			01011.75.014	IVI	7032.33	7930.67	0010.10	8170.58	8232.09
SC239	Manager	2	UM1.75.014	М	8265.70	8348.36	8431.85	8600.48	8686.49
	Citywide Records				0=01.00				
SC239		3	UM1.75.014	M	8701.96	8788.98	8876.87	9054.40	9144.95
SC239	· ·	4	UM1.75.014	М	9159.44	9251.03	9343.54	9530.42	9625.72
	Citywide Records								
SC239	Manager	5	UM1.75.014	M	9641.42	9737.83	9835.21	10031.92	10132.24
AL020	Claims Investigator II	1	TW1.75.010	M	6460.29	6524.90	6590.14	6721.95	6789.17
AL020	Claims Investigator II	2	TW1.75.010	М	6800.13	6868.13	6936.82	7075.55	7146.31
AL020	Claims Investigator II	3	TW1.75.010	М	7157.96	7229.54	7301.83	7447.87	7522.35
AL020	Claims Investigator II	4	TW1.75.010	М	7535.38	7610.73	7686.84	7840.58	7918.98
AL020	Claims Investigator II	5	TW1.75.010	М	7932.40	8011.73	8091.84	8253.68	8336.22
IS103	Claims Investigator III	1	UH1.75.013	М	7551.30	7626.82	7703.08	7857.15	7935.72
IS103	Claims Investigator III	2	UH1.75.013	М	7949.02	8028.51	8108.79	8270.97	8353.68
IS103	Claims Investigator III	3		М	8366.52	8450.19	8534.69	8705.38	8792.44
	Claims Investigator III	4		М					9255.46
	j								9742.80
13103	Clean City Specialist,		0111.73.013	141	3270.03	3303.33	3437.13	3040.33	3742.00
PP111	Senior	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
DD111		2	TM4 75 000	N 4	C47C C2	CE 44 20	CCOC 01	6720.04	C00C 22
PPIII			TW1.75.009	IVI	6476.63	6541.39	6606.81	6/38.94	6806.33
PP111	Senior	3	TW1.75.009	M	6818.11	6886.29	6955.15	7094.25	7165.19
	Clean City Specialist,								
PP111		4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
PP111	Senior	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
	Clean Community								
PP112	Specialist	1	TW1.75.005	M	5061.70	5112.32	5163.44	5266.71	5319.38
PP112	-	2	TW1 75 005	М	5328 02	5381 30	5435 12	5543 82	5599.26
11112	Clean Community		. ** 1.75.005	141	3320.02	3301.30	J7JJ.12	3373.02	3339.20
PP112	Specialist	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
	AP140 AP140 AP140 AP140 TR115 TR115 TR115 TR115 TR115 SC239 SC239 SC239 SC239 AL020 AL020 AL020 AL020 AL020 AL020 PP111 PP111 PP111 PP111 PP111 PP111 PP112	AP140 Assistant, PPT City Councilmember's ASSISTANT, PPT City Councilmember's ASSISTANT, PPT City Councilmember's AP140 Assistant, PPT City Councilmember's AP140 Assistant, PPT TR115 City Land Surveyor TR115 City Land Surveyor TR115 City Land Surveyor TR115 City Land Surveyor TR115 City Land Surveyor TR115 City Land Surveyor Citywide Records SC239 Manager AL020 Claims Investigator II AL020 Claims Investigator II AL020 Claims Investigator II AL020 Claims Investigator II SI03 Claims Investigator III IS103 Claims Investigator III IS105 Claims Investigator III IS106 Claims Investigator III IS107 Claims Investigator III IS108 Claims Investigator III IS108 Claims Investigator III IS108 C	AP140 Assistant, PPT 2 City Councilmember's Assistant, PPT 3 City Councilmember's Assistant, PPT 4 City Councilmember's Assistant, PPT 4 City Councilmember's Assistant, PPT 5 TR110 City Land Surveyor 1 TR115 City Land Surveyor 2 TR115 City Land Surveyor 3 TR115 City Land Surveyor 4 TR115 City Land Surveyor 5 Citywide Records SC239 Manager 1 Citywide Records SC239 Manager 2 Citywide Records SC239 Manager 3 Citywide Records SC239 Manager 4 Citywide Records SC239 Manager 5 ALO20 Claims Investigator II 1 ALO20 Claims Investigator II 2 ALO20 Claims Investigator II 3 ALO20 Claims Investigator II 4 ALO20 Claims Investigator II 1 IS103 Claims Investigator III 1 IS103 Claims Investigator III 1 IS103 Claims Investigator III 2 IS103 Claims Investigator III 1 IS103 Claims Investigator III 2 IS103 Claims Investigator III 3 IS103 Claims Investigator III 3 IS103 Claims Investigator III 2 Clean City Specialist, Senior 1 Clean City Specialist, Senior 2 Clean City Specialist, Senior 3 Clean City Specialist, Senior 5 Clean City Specialist, Senior 5 Clean City Specialist, Senior 5 Clean City Specialist, Senior 5 Clean City Specialist, Senior 5 Clean City Specialist, Senior 5 Clean Community Specialist, Senior 5 Clean Community Specialist 1 Clean Community Specialist 2 Clean Community Specialist 2 Clean Community Specialist 2 Clean Community Specialist 2 Clean Community Specialist 2 Clean Community Specialist 2 Clean Community Specialist 2 Clean Community Specialist 2	AP140         Assistant, PPT         2         TA1.75.012           City Councilmember's Assistant, PPT         3         TA1.75.012           AP140         Assistant, PPT         4         TA1.75.012           City Councilmember's AP140         Assistant, PPT         4         TA1.75.012           TR15         City Land Surveyor         1         UM2.80.017           TR115         City Land Surveyor         2         UM2.80.017           TR115         City Land Surveyor         3         UM2.80.017           TR115         City Land Surveyor         4         UM2.80.017           TR115         City Land Surveyor         5         UM2.80.017           TR126 <t< td=""><td>  AP140</td><td>  AP140</td><td>  AP140</td><td>  AP140</td><td>  April</td></t<>	AP140	AP140	AP140	AP140	April

		Clean Community			  -					
TW1	PP112	Specialist	4	TW1.75.005	M	5903.14	5962.17	6021.79	6142.23	6203.65
<del>-</del> :a	55443	Clean Community	_	T114 75 005	' -a	6245 24	6277.26	624044	6466.04	6531.64
TW1	PP112	Specialist	5	TW1.75.005	M	6215.21	6277.36	6340.14	6466.94	6531.61
UH1	SC116	Clean Community Supervisor	1	UH1.75.012	М	7120.37	7191.58	7263.49	7408.76	7482.85
ОПТ	20110	Clean Community	1	UU1./2.017	IVI	/120.5/	/131.30	/203.43	/400.70	/402.03
UH1	SC116	Supervisor	2	UH1.75.012	М	7494.52	7569.46	7645.16	7798.06	7876.04
<u> </u>	30223	Clean Community		0.112.1.0.12.2	<del></del>	, 15	,555.15	,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	70.0.0
UH1	SC116	Supervisor	3	UH1.75.012	М	7889.92	7968.82	8048.50	8209.47	8291.57
		Clean Community								
UH1	SC116	Supervisor	4	UH1.75.012	М	8304.92	8387.97	8471.85	8641.29	8727.70
		Clean Community								
UH1	SC116	Supervisor	5	UH1.75.012	М	8741.15	8828.56	8916.84	9095.18	9186.13
	CC110	Comm Rest Emer	1	UN42 7F 012	   N/I	7470 10	7552.07	7020 50	7701.07	7050 00
UM2	SC118	Planning Coor Comm Rest Emer	1	UM2.75.013	М	7478.19	7552.97	7628.50	7781.07	7858.88
UM2	SC118	Planning Coor	2	UM2.75.013	М	7871.96	7950.68	8030.19	8190.79	8272.70
UIVIZ	30110	Comm Rest Emer		01012.73.013	171	7071.50	7550.00	0030.13	0150.75	0212.10
UM2	SC118	Planning Coor	3	UM2.75.013	М	8286.95	8369.82	8453.51	8622.58	8708.81
		Comm Rest Emer		†		-		-		
UM2	SC118	Planning Coor	4	UM2.75.013	М	8723.17	8810.40	8898.51	9076.48	9167.24
		Comm Rest Emer								
UM2	SC118	Planning Coor	5	UM2.75.013	M	9182.32	9274.14	9366.89	9554.22	9649.77
,		Community Dev								
TW1	SC119	District Coordinator	1	TW1.75.011	M	6783.80	6851.64	6920.15	7058.55	7129.14
T\4/1	CC110	Community Dev	,	TW/1 7E 011	N / 1	7120.00	7211 20	7202 50	7420.17	7502.46
TW1	SC119	District Coordinator Community Dev	2	TW1.75.011	M	7139.98	7211.38	7283.50	7429.17	7503.46
TW1	SC119	District Coordinator	3	TW1.75.011	М	7515.76	7590.92	7666.82	7820.16	7898.36
1442	30123	Community Dev		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1		,510	, 550.52	, 000.02	,020.20	7050.55
TW1	SC119	District Coordinator	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
		Community Dev								
TW1	SC119	District Coordinator	5	TW1.75.011	М	8329.44	8412.73	8496.86	8666.80	8753.46
		Community Dev Prg						_		
UH1	SC120	Supervisor	1	UH1.75.009	M	6149.86	6211.36	6273.47	6398.94	6462.93
,	CC120	Community Dev Prg	,	UU4 7F 000		6474.00	CE 20. 74	CCOE 14	6727.24	6004.61
UH1	SC120	Supervisor Community Dev Prg	2	UH1.75.009	M	6474.99	6539.74	6605.14	6737.24	6804.61
UH1	SC120	Supervisor	3	UH1.75.009	М	6814.83	6882.98	6951.81	7090.84	7161.75
<u> </u>	30123	Community Dev Prg		0.112.75.555		0010	0002.50	0302.02	7000.0	11020
UH1	SC120	Supervisor	4	UH1.75.009	М	7174.28	7246.02	7318.48	7464.85	7539.50
		Community Dev Prg								
UH1	SC120	Supervisor	5	UH1.75.009	М	7551.71	7627.23	7703.50	7857.57	7936.15
		Community Dev			  -					
TW1	SC121	Prgm Coordinator	1	TW1.75.014	M	7852.34	7930.87	8010.18	8170.38	8252.08
T\A/1	CC121	Community Dev	_	TV44 75 014		0205 71	0240.27	0404 05	0000 40	0000 50
TW1	SC121	Prgm Coordinator Community Dev	2	TW1.75.014	M	8265.71	8348.37	8431.85	8600.49	8686.50
TW1	SC121	Prgm Coordinator	3	TW1.75.014	М	8701.95	8788.97	8876.86	9054.39	9144.94
1 44 7	30121	Community Dev		1 00 1.7 3.017	141	0/01.55	6700.57	0070.00	3034.33	3177.57
TW1	SC121	Prgm Coordinator	4	TW1.75.014	М	9159.43	9251.03	9343.54	9530.41	9625.71
		Community Dev		1						
TW1	SC121	Prgm Coordinator	5	TW1.75.014	М	9641.42	9737.83	9835.21	10031.91	10132.23
TW1	AP143	Community Liaison	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
1	711 1 1 3	Community Elaison		1111173.012		7122.01	7155.25	7203.10	7 120.17	7 10 1.57

TW1	AP143	Community Liaison	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
TW1	AP143	Community Liaison	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
TW1	AP143	Community Liaison	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
TW1	AP143	Community Liaison	5	TW1.75.012	M	8744.43	8831.88	8920.20	9098.60	9189.59
	7 2	Complaint				67 1 11 10	0001.00	0320.20	3030.00	3103.03
TW1	AP146	Investigator II	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
T) 1/4	10116	Complaint	•	T144 75 040		7407.00	7570 77	7640.50	7004 47	7070 40
TW1	AP146	Investigator II Complaint	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
TW1	AP146	Investigator II	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
		Complaint								
TW1	AP146	Investigator II	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
T\A/1	AD146	Complaint	-	TW/1 7F 013	N 4	0744 42	0021 00	9020.20	0008.60	0190 50
TW1	AP146	Investigator II Complaint	5	TW1.75.012	M	8744.43	8831.88	8920.20	9098.60	9189.59
TW1	AP144	Investigator III	1	TW1.75.015	М	8246.09	8328.55	8411.84	8580.07	8665.87
		Complaint								
TW1	AP144	Investigator III	2	TW1.75.015	M	8679.07	8765.86	8853.52	9030.59	9120.90
TW1	AP144	Complaint Investigator III	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
1001	AP144	Complaint	3	1001.75.015	IVI	9130.34	9227.91	9520.19	9306.39	9001.00
TW1	AP144	Investigator III	4	TW1.75.015	M	9616.91	9713.08	9810.21	10006.42	10106.48
		Complaint								
TW1	AP144	Investigator III	5	TW1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
TW1	AP145	Complaint Investigator III, PPT	1	TW1.75.015	М	8246.09	8328.55	8411.84	8580.07	8665.87
1001	AF143	Complaint		1001.73.013	IVI	8240.03	8328.33	0411.04	8380.07	8003.87
TW1	AP145	Investigator III, PPT	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
		Complaint								
TW1	AP145	Investigator III, PPT	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
TW1	AP145	Complaint Investigator III, PPT	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
	7 2	Complaint	•			3020.32	3723.00	3010.11		10100.10
TW1	AP145	Investigator III, PPT	5	TW1.75.015	M	10123.40	10224.64	10326.88	10533.42	10638.76
	66433	Computer Operations				7470.40	7552.07	7620.50	7704.07	7050.00
UM2	SC123	Supervisor Computer Operations	1	UM2.75.013	М	7478.19	7552.97	7628.50	7781.07	7858.88
UM2	SC123	Supervisor	2	UM2.75.013	М	7871.96	7950.68	8030.19	8190.79	8272.70
		Computer Operations								
UM2	SC123	Supervisor	3	UM2.75.013	М	8286.95	8369.82	8453.51	8622.58	8708.81
111142	SC123	Computer Operations	4	LINA2 7F 012	N 4	0722 17	9910 40	0000 51	0076.49	0167.24
UM2	SC123	Supervisor Computer Operations	4	UM2.75.013	М	8723.17	8810.40	8898.51	9076.48	9167.24
UM2	SC123	Supervisor	5	UM2.75.013	М	9182.32	9274.14	9366.89	9554.22	9649.77
		Construction & Maint								
UH1	MA111	Superintendent	1	UH1.80.018	M	9541.76	9637.18	9733.55	9928.22	10027.50
UH1	MA111	Construction & Maint Superintendent	2	UH1.80.018	М	10043.35	10143.79	10245.23	10450.13	10554.63
0111	IVIAIII	Construction & Maint		0111.80.018	IVI	10043.33	10143.79	10245.25	10430.13	10334.03
UH1	MA111	Superintendent	3	UH1.80.018	М	10572.72	10678.45	10785.23	11000.94	11110.95
l		Construction & Maint								
UH1	MA111	Superintendent	4	UH1.80.018	M	11129.86	11241.16	11353.57	11580.64	11696.45
UH1	MA111	Construction & Maint Superintendent	5	UH1.80.018	М	11714.78	11831.93	11950.25	12189.26	12311.15
0111	IAILTIT	Japennitenaent	,	3111.00.010	141	11/14./0	11031.93	11330.23	12109.20	12311.13

		Construction &								
UH1	SC124	Maintenance Supv I	1	UH1.80.013	M	7476.55	7551.31	7626.83	7779.36	7857.16
1	50124	Construction &	,	11111 90 012	N //	7070 22	7040.03	9039 E1	0100.00	9270.07
UH1	SC124	Maintenance Supv I Construction &	2	UH1.80.013	M	7870.32	7949.02	8028.51	8189.08	8270.97
UH1	SC124	Maintenance Supv I	3	UH1.80.013	М	8283.68	8366.51	8450.18	8619.18	8705.37
<u> </u>		Construction &		0.12.02.12		323212		3.32.22	0020	3732.21
UH1	SC124	Maintenance Supv I	4	UH1.80.013	М	8719.91	8807.11	8895.18	9073.08	9163.81
		Construction &			<u> </u>					
UH1	SC124	Maintenance Supv I	5	UH1.80.013	М	9179.04	9270.83	9363.54	9550.81	9646.32
	NAA412	Construction &	4	11111 00 017	N 4	0007 53	0170 40	0370 10	0455 50	0550.15
UH1	MA112	Maintenance Supv II Construction &	1	UH1.80.017	M	9087.53	9178.40	9270.19	9455.59	9550.15
UH1	MA112	Maintenance Supv II	2	UH1.80.017	М	9566.27	9661.93	9758.55	9953.72	10053.26
<u> </u>	1717.22	Construction &		0112.00.1		3333.2.	3002.00	3,33.22	3333	10000
UH1	MA112	Maintenance Supv II	3	UH1.80.017	М	10069.50	10170.19	10271.89	10477.33	10582.10
		Construction &								
UH1	MA112	Maintenance Supv II	4	UH1.80.017	М	10598.86	10704.85	10811.90	11028.14	11138.42
	NAA412	Construction &	_	11111 00 017	N 4	1115760	11260 21	11201 00	11600 E4	11725 62
UH1	MA112	Maintenance Supv II Construction	5	UH1.80.017	M	11157.63	11269.21	11381.90	11609.54	11725.63
TF1	SC251	Coordinator	1	TF1.80.002	М	7071.38	7142.09	7213.51	7357.78	7431.36
11 =		Construction				, , ,	,	. ===	, 42	7 19211
TF1	SC251	Coordinator	2	TF1.80.002	М	7444.23	7518.68	7593.86	7745.74	7823.20
		Construction								
TF1	SC251	Coordinator	3	TF1.80.002	М	7835.08	7913.43	7992.57	8152.42	8233.94
T-4	66354	Construction		TE4 00 000		22.47.55	2220.02	2442.22	0504.50	0007.44
TF1	SC251	Construction	4	TF1.80.002	M	8247.55	8330.03	8413.33	8581.59	8667.41
TF1	SC251	Construction Coordinator	5	TF1.80.002	М	8681.63	8768.45	8856.14	9033.26	9123.59
11.2	30232	Construction		111.00.001		0001.00	0,005	0000.1	3033.23	3123.33
UH1	SC125	Inspector Sup (Field)	1	UH1.80.019	М	7551.30	7626.82	7703.08	7857.15	7935.72
		Construction								
UH1	SC125	Inspector Sup (Field)	2	UH1.80.019	М	7949.02	8028.51	8108.79	8270.97	8353.68
,	66435	Construction	_	20 040		2266 52	0.150.40	2524.60	0705.20	0702.44
UH1	SC125	Inspector Sup (Field) Construction	3	UH1.80.019	M	8366.52	8450.19	8534.69	8705.38	8792.44
UH1	SC125	Inspector Sup (Field)	4	UH1.80.019	М	8807.11	8895.18	8984.13	9163.82	9255.46
<u> </u>	30123	Construction	<u> </u>	0111.00.012		0007.11	0033.23	030 1.20	3100.01	3233
UH1	SC125	Inspector Sup (Field)	5	UH1.80.019	М	9270.85	9363.55	9457.19	9646.33	9742.80
		Construction								
UH1	SC244	Inspector, Sup II	1	UH1.80.017	М	9087.53	9178.40	9270.19	9455.59	9550.15
	22244	Construction	_	00 047		2500 27	2224.02	2752 55	2252 72	
UH1	SC244	Inspector, Sup II Construction	2	UH1.80.017	M	9566.27	9661.93	9758.55	9953.72	10053.26
UH1	SC244	Inspector, Sup II	3	UH1.80.017	М	10069.50	10170.19	10271.89	10477.33	10582.10
0111	30244	Construction		0111.00.017	141	10003.30	101/0.13	102/1.03	10477.33	10302.10
UH1	SC244	Inspector, Sup II	4	UH1.80.017	М	10598.86	10704.85	10811.90	11028.14	11138.42
		Construction								
UH1	SC244	Inspector, Sup II	5	UH1.80.017	М	11157.63	11269.21	11381.90	11609.54	11725.63
T11/4	45453	Contract Compliance		T114 75 007		5504.07	5637.00	5602.46	5007.33	5005 40
TW1	AP152	Office Asst	1	TW1.75.007	M	5581.27	5637.08	5693.46	5807.32	5865.40
TW1	AP152	Contract Compliance Office Asst	2	TW1.75.007	М	5873.73	5932.47	5991.80	6111.63	6172.75
1001	AIIJZ	Contract Compliance		1001.75.007	141	3073.73	3332.47	3331.80	0111.03	0172.73
TW1	AP152	Office Asst	3	TW1.75.007	М	6184.17	6246.01	6308.47	6434.64	6498.98
	•									

Contract Compliance   Contract Compliance				_							.
TW1			· ·	_							
TWI	TW1	AP152		4	TW1.75.007	M	6509.31	6574.40	6640.15	6772.95	6840.68
TW1	TW1	AP152	· ·	5	TW1.75.007	М	6852.41	6920.94	6990.15	7129.95	7201.25
No.   Part											
TW1	TW1	AP153		1	TW1.75.042	М	6987.31	7057.18	7127.75	7270.31	7343.01
AP153   Contract Compliance   Contract Com	T) A / 4	AD452	•	2	TM4 75 042	N 4	7254.10	7427.72	7502.00	7052.04	7720 5.0
MP153	1001	AP153		2	1001.75.042	IVI	7354.18	7427.72	7502.00	7652.04	7728.56
TW1         AP153         Officer         4         TW1.75.042         M         8150.19         8231.69         8314.00         8480.29         8565.09           TW1         AP153         Officer         5         TW1.75.042         M         8579.31         8665.10         8751.76         8926.79         9016.06           TW1         AP410         Officer, PPT         1         TW1.75.042         M         6987.31         7057.18         7127.75         7270.31         7343.01           TW1         AP410         Officer, PPT         1         TW1.75.042         M         7354.18         7427.72         7502.00         7652.04         7728.56           TW1         AP410         Officer, PPT         3         TW1.75.042         M         7741.25         7818.66         7896.85         8054.79         8135.34           TW1         AP410         Officer, PPT         3         TW1.75.042         M         8150.19         8231.69         8314.00         8480.29         8565.09           TW1         AP410         Officer, PPT         5         TW1.75.042         M         8579.31         8665.10         8751.76         8926.79         9016.06           TW1         AP369         O	TW1	AP153	· ·	3	TW1.75.042	М	7741.25	7818.66	7896.85	8054.79	8135.34
AP153   Contract Compliance   5   TW1.75.042   M   8579.31   8665.10   8751.76   8926.79   9016.06   S00			•								
March   Marc	TW1	AP153		4	TW1.75.042	M	8150.19	8231.69	8314.00	8480.29	8565.09
Contract Compliance   Contract Compliance	TW/1	AP153	·	5	TW1 75 042	М	8579 31	8665 10	8751 76	8926 79	9016.06
TW1         AP410         Contract Compliance Officer, PPT         2         TW1.75.042         M         7354.18         7427.72         7502.00         7652.04         7728.56           TW1         AP410         Officer, PPT         3         TW1.75.042         M         7741.25         7818.66         7896.85         8054.79         8135.34           TW1         AP410         Officer, PPT         4         TW1.75.042         M         8150.19         8231.69         8314.00         8480.29         8565.09           TW1         AP410         Officer, PPT         5         TW1.75.042         M         8579.31         8665.10         8751.76         8926.79         9016.06           TW1         AP360         Officer, Sr.         1         TW1.75.014         M         8579.31         8665.10         8751.76         8926.79         9016.06           TW1         AP369         Officer, Sr.         1         TW1.75.014         M         8265.71         8348.37         8431.85         8600.49         8686.50           TW1         AP369         Officer, Sr.         3         TW1.75.014         M         8701.95         8788.97         8876.86         9054.39         9144.94           TW1	1441	711 133		,	1001.73.042	101	0373.31	0003.10	0731.70	0320.73	3010.00
TW1         AP410         Officer, PPT         2         TW1.75.042         M         7354.18         7427.72         7502.00         7652.04         7728.56           TW1         AP410         Officer, PPT         3         TW1.75.042         M         7741.25         7818.66         7896.85         8054.79         8135.34           TW1         AP410         Officer, PPT         4         TW1.75.042         M         8150.19         8231.69         8314.00         8480.29         8565.09           TW1         AP410         Officer, PPT         5         TW1.75.042         M         8579.31         8665.10         8751.76         8926.79         9016.06           TW1         AP369         Officer, Sr.         1         TW1.75.014         M         8579.31         8665.10         8751.76         8926.79         9016.06           TW1         AP369         Officer, Sr.         1         TW1.75.014         M         8265.71         8348.37         8431.85         8600.49         8686.50           TW1         AP369         Officer, Sr.         3         TW1.75.014         M         8701.95         8788.97         8876.86         9054.39         9144.94           TW1         AP369	TW1	AP410		1	TW1.75.042	М	6987.31	7057.18	7127.75	7270.31	7343.01
TW1         AP410         Contract Compliance Officer, PPT         3         TW1.75.042         M         7741.25         7818.66         7896.85         8054.79         8135.34           TW1         AP410         Officer, PPT         4         TW1.75.042         M         8150.19         8231.69         8314.00         8480.29         8565.09           TW1         AP410         Officer, PPT         4         TW1.75.042         M         8150.19         8231.69         8314.00         8480.29         8565.09           TW1         AP410         Officer, PPT         5         TW1.75.042         M         8579.31         8665.10         8751.76         8926.79         9016.06           TW1         AP369         Officer, Sr.         1         TW1.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           TW1         AP369         Officer, Sr.         2         TW1.75.014         M         8265.71         8348.37         8431.85         8600.49         8686.50           TW1         AP369         Officer, Sr.         3         TW1.75.014         M         8701.95         8788.97         8876.86         9054.39         9144.94           Contract Compli	T14/4	45440	·	_	T144 75 040		725440	7407.70	7500.00	7652.04	7720.56
TW1         AP410         Officer, PPT         3         TW1.75.042         M         7741.25         7818.66         7896.85         8054.79         8135.34           TW1         AP410         Officer, PPT         4         TW1.75.042         M         8150.19         8231.69         8314.00         8480.29         8565.09           TW1         AP410         Officer, PPT         5         TW1.75.042         M         8579.31         8665.10         8751.76         8926.79         9016.06           TW1         AP369         Officer, Sr.         1         TW1.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           TW1         AP369         Officer, Sr.         2         TW1.75.014         M         8265.71         8348.37         8010.18         8170.38         8252.08           TW1         AP369         Officer, Sr.         2         TW1.75.014         M         8701.95         8788.97         8876.86         9054.39         9144.94           TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9159.43         9251.03         9343.54         9530.41         9625.71           TW1         AP369	1W1	AP410		2	TW1.75.042	IVI	/354.18	/42/./2	/502.00	7652.04	//28.56
TW1         AP410         Officer, PPT         4         TW1.75.042         M         8150.19         8231.69         8314.00         8480.29         8565.09           TW1         AP410         Officer, PPT         5         TW1.75.042         M         8579.31         8665.10         8751.76         8926.79         9016.06           TW1         AP369         Officer, Sr.         1         TW1.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           TW1         AP369         Officer, Sr.         2         TW1.75.014         M         8265.71         8348.37         8431.85         8600.49         8686.50           TW1         AP369         Officer, Sr.         3         TW1.75.014         M         8701.95         8788.97         8876.86         9054.39         9144.94           TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9159.43         9251.03         9343.54         9530.41         9625.71           TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9641.42         9737.83         9835.21         10031.91         10132.23           TW1         AP369	TW1	AP410	•	3	TW1.75.042	М	7741.25	7818.66	7896.85	8054.79	8135.34
TW1         AP410         Contract Compliance Officer, PPT         5         TW1.75.042         M         8579.31         8665.10         8751.76         8926.79         9016.06           TW1         AP369         Officer, Sr.         1         TW1.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           TW1         AP369         Officer, Sr.         2         TW1.75.014         M         8265.71         8348.37         8431.85         8600.49         8686.50           TW1         AP369         Officer, Sr.         2         TW1.75.014         M         8701.95         8788.97         8876.86         9054.39         9144.94           TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9159.43         9251.03         9343.54         9530.41         9625.71           TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9159.43         9251.03         9343.54         9530.41         9625.71           TW1         AP369         Officer, Sr.         5         TW1.75.014         M         9641.42         9737.83         9835.21         10031.91         10132.23           UH1			· ·								
TW1         AP410         Officer, PPT         5         TW1.75.042         M         8579.31         8665.10         8751.76         8926.79         9016.06           TW1         AP369         Officer, Sr.         1         TW1.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           TW1         AP369         Officer, Sr.         2         TW1.75.014         M         8265.71         8348.37         8431.85         8600.49         8686.50           TW1         AP369         Officer, Sr.         3         TW1.75.014         M         8701.95         8788.97         8876.86         9054.39         9144.94           TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9159.43         9251.03         9343.54         9530.41         9625.71           TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9641.42         9737.83         9835.21         10031.91         10132.23           TW1         AP369         Officer, Sr.         5         TW1.75.015         M         8242.84         8325.27         8408.52         8576.69         8662.46           UH1         SC128	TW1	AP410		4	TW1.75.042	М	8150.19	8231.69	8314.00	8480.29	8565.09
TW1         AP369         Contract Compliance Officer, Sr.         1         TW1.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           TW1         AP369         Officer, Sr.         2         TW1.75.014         M         8265.71         8348.37         8431.85         8600.49         8686.50           TW1         AP369         Officer, Sr.         3         TW1.75.014         M         8701.95         8788.97         8876.86         9054.39         9144.94           TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9159.43         9251.03         9343.54         9530.41         9625.71           TW1         AP369         Officer, Sr.         5         TW1.75.014         M         9159.43         9251.03         9343.54         9530.41         9625.71           TW1         AP369         Officer, Sr.         5         TW1.75.014         M         9641.42         9737.83         9835.21         10031.91         10132.23           UH1         SC128         Supervisor         1         UH1.75.015         M         8242.84         8325.27         8408.52         8576.69         8662.46           UH1	TW1	AP410	· ·	5	TW1.75.042	М	8579.31	8665.10	8751.76	8926.79	9016.06
TW1         AP369         Contract Compliance Officer, Sr.         2         TW1.75.014         M         8265.71         8348.37         8431.85         8600.49         8686.50           TW1         AP369         Officer, Sr.         3         TW1.75.014         M         8701.95         8788.97         8876.86         9054.39         9144.94           TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9159.43         9251.03         9343.54         9530.41         9625.71           TW1         AP369         Officer, Sr.         5         TW1.75.014         M         9641.42         9737.83         9835.21         10031.91         10132.23           UH1         SC128         Supervisor         1         UH1.75.015         M         8242.84         8325.27         8408.52         8576.69         8662.46           UH1         SC128         Supervisor         2         UH1.75.015         M         8675.82         8762.58         8850.20         9027.21         9117.48           UH1         SC128         Supervisor         3         UH1.75.015         M         9133.29         9224.62         9316.87         9503.21         9598.24           UH1 <t< td=""><td></td><td>7 120</td><td></td><td></td><td></td><td></td><td>0070101</td><td>5555.25</td><td>0,02,,0</td><td>0320.73</td><td>3020.00</td></t<>		7 120					0070101	5555.25	0,02,,0	0320.73	3020.00
TW1         AP369         Officer, Sr.         2         TW1.75.014         M         8265.71         8348.37         8431.85         8600.49         8686.50           TW1         AP369         Officer, Sr.         3         TW1.75.014         M         8701.95         8788.97         8876.86         9054.39         9144.94           TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9159.43         9251.03         9343.54         9530.41         9625.71           TW1         AP369         Officer, Sr.         5         TW1.75.014         M         9641.42         9737.83         9835.21         10031.91         10132.23           UH1         SC128         Supervisor         1         UH1.75.015         M         8242.84         8325.27         8408.52         8576.69         8662.46           UH1         SC128         Supervisor         2         UH1.75.015         M         8675.82         8762.58         8850.20         9027.21         9117.48           UH1         SC128         Supervisor         3         UH1.75.015         M         9133.29         9224.62         9316.87         9503.21         9598.24           UH1         SC128	TW1	AP369	-	1	TW1.75.014	М	7852.34	7930.87	8010.18	8170.38	8252.08
TW1         AP369         Contract Compliance Officer, Sr.         3         TW1.75.014         M         8701.95         8788.97         8876.86         9054.39         9144.94           TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9159.43         9251.03         9343.54         9530.41         9625.71           TW1         AP369         Officer, Sr.         5         TW1.75.014         M         9641.42         9737.83         9835.21         10031.91         10132.23           UH1         SC128         Supervisor         1         UH1.75.015         M         8242.84         8325.27         8408.52         8576.69         8662.46           UH1         SC128         Supervisor         2         UH1.75.015         M         8675.82         8762.58         8850.20         9027.21         9117.48           UH1         SC128         Supervisor         3         UH1.75.015         M         9133.29         9224.62         9316.87         9503.21         9598.24           UH1         SC128         Supervisor         4         UH1.75.015         M         9613.64         9709.78         9806.87         10003.01         10103.04           UH1 <t< td=""><td>T) A / 4</td><td>AD260</td><td>•</td><td>2</td><td>TVA/4 75 04 4</td><td></td><td>0205 71</td><td>0240.27</td><td>0434.05</td><td>0000 40</td><td>0000 50</td></t<>	T) A / 4	AD260	•	2	TVA/4 75 04 4		0205 71	0240.27	0434.05	0000 40	0000 50
TW1         AP369         Officer, Sr.         3         TW1.75.014         M         8701.95         8788.97         8876.86         9054.39         9144.94           TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9159.43         9251.03         9343.54         9530.41         9625.71           TW1         AP369         Officer, Sr.         5         TW1.75.014         M         9641.42         9737.83         9835.21         10031.91         10132.23           UH1         SC128         Supervisor         1         UH1.75.015         M         8242.84         8325.27         8408.52         8576.69         8662.46           UH1         SC128         Supervisor         2         UH1.75.015         M         8675.82         8762.58         8850.20         9027.21         9117.48           UH1         SC128         Supervisor         3         UH1.75.015         M         9133.29         9224.62         9316.87         9503.21         9598.24           UH1         SC128         Supervisor         4         UH1.75.015         M         9613.64         9709.78         9806.87         10003.01         10103.04           UH1         SC128	1001	AP309			1001.75.014	IVI	0203.71	0340.37	0431.03	8000.49	8080.30
TW1         AP369         Officer, Sr.         4         TW1.75.014         M         9159.43         9251.03         9343.54         9530.41         9625.71           TW1         AP369         Officer, Sr.         5         TW1.75.014         M         9641.42         9737.83         9835.21         10031.91         10132.23           UH1         SC128         Supervisor         1         UH1.75.015         M         8242.84         8325.27         8408.52         8576.69         8662.46           UH1         SC128         Supervisor         2         UH1.75.015         M         8675.82         8762.58         8850.20         9027.21         9117.48           UH1         SC128         Supervisor         2         UH1.75.015         M         9133.29         9224.62         9316.87         9503.21         9598.24           UH1         SC128         Supervisor         4         UH1.75.015         M         9613.64         9709.78         9806.87         10003.01         10103.04           UH1         SC128         Supervisor         5         UH1.75.015         M         10120.15         10221.35         10323.56         10530.04         10635.34           UH1         SC129	TW1	AP369	•	3	TW1.75.014	М	8701.95	8788.97	8876.86	9054.39	9144.94
TW1         AP369         Contract Compliance Officer, Sr.         5         TW1.75.014         M         9641.42         9737.83         9835.21         10031.91         10132.23           UH1         SC128         Supervisor         1         UH1.75.015         M         8242.84         8325.27         8408.52         8576.69         8662.46           UH1         SC128         Supervisor         2         UH1.75.015         M         8675.82         8762.58         8850.20         9027.21         9117.48           UH1         SC128         Supervisor         2         UH1.75.015         M         9133.29         9224.62         9316.87         9503.21         9598.24           UH1         SC128         Supervisor         4         UH1.75.015         M         9613.64         9709.78         9806.87         10003.01         10103.04           UH1         SC128         Supervisor         5         UH1.75.015         M         10120.15         10221.35         10323.56         10530.04         10635.34           UH1         SC129         Cook Supervising         1         UH1.80.003         M         4831.33         4879.64         4928.44         5027.01         5077.28           UH1			· ·								
TW1         AP369         Officer, Sr.         5         TW1.75.014         M         9641.42         9737.83         9835.21         10031.91         10132.23           UH1         SC128         Supervisor         1         UH1.75.015         M         8242.84         8325.27         8408.52         8576.69         8662.46           UH1         SC128         Supervisor         2         UH1.75.015         M         8675.82         8762.58         8850.20         9027.21         9117.48           UH1         SC128         Supervisor         3         UH1.75.015         M         9133.29         9224.62         9316.87         9503.21         9598.24           UH1         SC128         Supervisor         4         UH1.75.015         M         9613.64         9709.78         9806.87         10003.01         10103.04           UH1         SC128         Supervisor         5         UH1.75.015         M         10120.15         10221.35         10323.56         10530.04         10635.34           UH1         SC129         Cook Supervising         1         UH1.80.003         M         4831.33         4879.64         4928.44         5027.01         5077.28           UH1         SC129	TW1	AP369	•	4	TW1.75.014	М	9159.43	9251.03	9343.54	9530.41	9625.71
UH1         SC128         Contract Compliance Supervisor         1         UH1.75.015         M         8242.84         8325.27         8408.52         8576.69         8662.46           UH1         SC128         Supervisor         2         UH1.75.015         M         8675.82         8762.58         8850.20         9027.21         9117.48           UH1         SC128         Supervisor         3         UH1.75.015         M         9133.29         9224.62         9316.87         9503.21         9598.24           UH1         SC128         Supervisor         4         UH1.75.015         M         9613.64         9709.78         9806.87         10003.01         10103.04           UH1         SC128         Supervisor         5         UH1.75.015         M         10120.15         10221.35         10323.56         10530.04         10635.34           UH1         SC129         Cook Supervising         1         UH1.80.003         M         4881.33         4879.64         4928.44         5027.01         5077.28           UH1         SC129         Cook Supervising         2         UH1.80.003         M         5084.58         5135.42         5186.78         5290.51         5343.42	TW1	AP369	•	5	TW1.75.014	М	9641.42	9737.83	9835.21	10031.91	10132.23
UH1         SC128         Contract Compliance Supervisor         2         UH1.75.015         M         8675.82         8762.58         8850.20         9027.21         9117.48           UH1         SC128         Supervisor         3         UH1.75.015         M         9133.29         9224.62         9316.87         9503.21         9598.24           UH1         SC128         Supervisor         4         UH1.75.015         M         9613.64         9709.78         9806.87         10003.01         10103.04           UH1         SC128         Supervisor         5         UH1.75.015         M         10120.15         10221.35         10323.56         10530.04         10635.34           UH1         SC129         Cook Supervising         1         UH1.80.003         M         4589.52         4635.42         4681.77         4775.41         4823.16           UH1         SC129         Cook Supervising         2         UH1.80.003         M         4831.33         4879.64         4928.44         5027.01         5077.28           UH1         SC129         Cook Supervising         3         UH1.80.003         M         5084.58         5135.42         5186.78         5290.51         5343.42											
UH1         SC128         Supervisor         2         UH1.75.015         M         8675.82         8762.58         8850.20         9027.21         9117.48           UH1         SC128         Supervisor         3         UH1.75.015         M         9133.29         9224.62         9316.87         9503.21         9598.24           Contract Compliance         Supervisor         4         UH1.75.015         M         9613.64         9709.78         9806.87         10003.01         10103.04           UH1         SC128         Supervisor         5         UH1.75.015         M         10120.15         10221.35         10323.56         10530.04         10635.34           UH1         SC129         Cook Supervising         1         UH1.80.003         M         4589.52         4635.42         4681.77         4775.41         4823.16           UH1         SC129         Cook Supervising         2         UH1.80.003         M         4831.33         4879.64         4928.44         5027.01         5077.28           UH1         SC129         Cook Supervising         3         UH1.80.003         M         5084.58         5135.42         5186.78         5290.51         5343.42	UH1	SC128	<u> </u>	1	UH1.75.015	M	8242.84	8325.27	8408.52	8576.69	8662.46
UH1         SC128         Contract Compliance Supervisor         3         UH1.75.015         M         9133.29         9224.62         9316.87         9503.21         9598.24           UH1         SC128         Supervisor         4         UH1.75.015         M         9613.64         9709.78         9806.87         10003.01         10103.04           UH1         SC128         Supervisor         5         UH1.75.015         M         10120.15         10221.35         10323.56         10530.04         10635.34           UH1         SC129         Cook Supervising         1         UH1.80.003         M         4589.52         4635.42         4681.77         4775.41         4823.16           UH1         SC129         Cook Supervising         2         UH1.80.003         M         4831.33         4879.64         4928.44         5027.01         5077.28           UH1         SC129         Cook Supervising         3         UH1.80.003         M         5084.58         5135.42         5186.78         5290.51         5343.42	11111	CC120	·	2	1111 75 015	N.4	067E 00	0763 50	9950 20	0027.21	0117.40
UH1         SC128         Supervisor         3         UH1.75.015         M         9133.29         9224.62         9316.87         9503.21         9598.24           UH1         SC128         Supervisor         4         UH1.75.015         M         9613.64         9709.78         9806.87         10003.01         10103.04           UH1         SC128         Supervisor         5         UH1.75.015         M         10120.15         10221.35         10323.56         10530.04         10635.34           UH1         SC129         Cook Supervising         1         UH1.80.003         M         4589.52         4635.42         4681.77         4775.41         4823.16           UH1         SC129         Cook Supervising         2         UH1.80.003         M         4831.33         4879.64         4928.44         5027.01         5077.28           UH1         SC129         Cook Supervising         3         UH1.80.003         M         5084.58         5135.42         5186.78         5290.51         5343.42	OHI	3C126	'		UH1.73.013	IVI	0073.02	6/02.56	0030.20	9027.21	9117.46
UH1         SC128         Supervisor         4         UH1.75.015         M         9613.64         9709.78         9806.87         10003.01         10103.04           UH1         SC128         Supervisor         5         UH1.75.015         M         10120.15         10221.35         10323.56         10530.04         10635.34           UH1         SC129         Cook Supervising         1         UH1.80.003         M         4589.52         4635.42         4681.77         4775.41         4823.16           UH1         SC129         Cook Supervising         2         UH1.80.003         M         4831.33         4879.64         4928.44         5027.01         5077.28           UH1         SC129         Cook Supervising         3         UH1.80.003         M         5084.58         5135.42         5186.78         5290.51         5343.42	UH1	SC128	· ·	3	UH1.75.015	М	9133.29	9224.62	9316.87	9503.21	9598.24
UH1         SC128         Contract Compliance Supervisor         5         UH1.75.015         M         10120.15         10221.35         10323.56         10530.04         10635.34           UH1         SC129         Cook Supervising         1         UH1.80.003         M         4589.52         4635.42         4681.77         4775.41         4823.16           UH1         SC129         Cook Supervising         2         UH1.80.003         M         4831.33         4879.64         4928.44         5027.01         5077.28           UH1         SC129         Cook Supervising         3         UH1.80.003         M         5084.58         5135.42         5186.78         5290.51         5343.42			· ·								
UH1         SC128         Supervisor         5         UH1.75.015         M         10120.15         10221.35         10323.56         10530.04         10635.34           UH1         SC129         Cook Supervising         1         UH1.80.003         M         4589.52         4635.42         4681.77         4775.41         4823.16           UH1         SC129         Cook Supervising         2         UH1.80.003         M         4831.33         4879.64         4928.44         5027.01         5077.28           UH1         SC129         Cook Supervising         3         UH1.80.003         M         5084.58         5135.42         5186.78         5290.51         5343.42	UH1	SC128	'	4	UH1.75.015	М	9613.64	9709.78	9806.87	10003.01	10103.04
UH1         SC129         Cook Supervising         1         UH1.80.003         M         4589.52         4635.42         4681.77         4775.41         4823.16           UH1         SC129         Cook Supervising         2         UH1.80.003         M         4831.33         4879.64         4928.44         5027.01         5077.28           UH1         SC129         Cook Supervising         3         UH1.80.003         M         5084.58         5135.42         5186.78         5290.51         5343.42	UH1	SC128	· ·	5	UH1.75.015	М	10120.15	10221.35	10323.56	10530.04	10635.34
UH1         SC129         Cook Supervising         2         UH1.80.003         M         4831.33         4879.64         4928.44         5027.01         5077.28           UH1         SC129         Cook Supervising         3         UH1.80.003         M         5084.58         5135.42         5186.78         5290.51         5343.42			·								
UH1         SC129         Cook Supervising         3         UH1.80.003         M         5084.58         5135.42         5186.78         5290.51         5343.42											
			·								
URL   3C123   COOK Supervising   4   URL8U.UU3   IVI   5352.54   5406.06   5460.12   5569.32   5625.02											
			·								
UH1         SC129         Cook Supervising         5         UH1.80.003         M         5635.19         5691.54         5748.46         5863.43         5922.06											
TW1 AP446 Crime Analyst 1 TW1.75.009 M 6153.11 6214.64 6276.79 6402.33 6466.35			,								
TW1 AP446 Crime Analyst 2 TW1.75.009 M 6476.63 6541.39 6606.81 6738.94 6806.33	TW1	AP446	Crime Analyst	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
TW1 AP446 Crime Analyst 3 TW1.75.009 M 6818.11 6886.29 6955.15 7094.25 7165.19	TW1	AP446	Crime Analyst	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
TW1         AP446         Crime Analyst         4         TW1.75.009         M         7175.93         7247.69         7320.17         7466.57         7541.23	TW1	AP446	Crime Analyst	4	TW1.75.009			7247.69	7320.17	7466.57	7541.23

TW1											
TW1	TW1	AP446	Crime Analyst	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
TW1	TW1	PS112	Criminalist II	1	TW1.75.013	М	7478.18	7552.97	7628.50	7781.07	7858.88
TW1	TW1	PS112	Criminalist II	2	TW1.75.013	М	7871.94	7950.66	8030.17	8190.77	8272.68
TW1	TW1	PS112	Criminalist II	3	TW1.75.013	М	8286.95	8369.82	8453.52	8622.59	8708.81
TW1	TW1	PS112	Criminalist II	4	TW1.75.013	М	8723.19	8810.42	8898.52	9076.49	9167.26
UH1											
UH1											
UH1											
UH1											
UH1											
AP154   Specialist   1   TW1.75.009   M   6153.11   6214.64   6276.79   6402.33   6466.35											
TW1	UH1	PS113		5	UH1./5.016	M	10624.99	10/31.24	10838.55	11055.32	11165.88
TW1	TW1	AP154		1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
TW1											
TW1	TW1	AP154	•	2	TW1.75.009	M	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	TW1	AP154		3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
TW1			Cultural Arts								
TW1         AP154         Specialist         5         TW1.75.009         M         7554.98         7630.53         7706.83         7860.97         7939.58           UH1         SC130         Supervisor I         1         UH1.80.006         M         5313.31         5366.45         5420.11         5528.51         5583.80           UH1         SC130         Supervisor I         2         UH1.80.006         M         5592.70         5648.63         5705.12         5819.22         5877.41           UH1         SC130         Supervisor I         3         UH1.80.006         M         5886.79         5945.66         6005.12         6125.22         6186.47           UH1         SC130         Supervisor I         4         UH1.80.006         M         6197.25         6259.22         6321.81         6448.25         6512.73           UH1         SC130         Supervisor II         1         UH1.80.006         M         6197.25         6259.22         6321.81         6448.25         6512.73           UH1         SC131         Supervisor II         1         UH1.80.009         M         6149.86         6211.36         6273.47         6398.94         6462.93           UH1         SC131	TW1	AP154		4	TW1.75.009	M	7175.93	7247.69	7320.17	7466.57	7541.23
Custodial Services   Custodi	TW1	AP154		5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
UH1   SC130   Custodial Services   Supervisor   2		7 20 .	<u>'</u>				, , , , , , , , , , , , , , , , , , , ,	, , , , , ,	7,00.00	7 000.07	7303.00
UH1   SC130   Supervisor   2	UH1	SC130		1	UH1.80.006	М	5313.31	5366.45	5420.11	5528.51	5583.80
Custodial Services   Supervisor	IIH1	SC130		2	UH1 80 006	М	5592 70	5648 63	5705 12	5819 22	5877 <i>4</i> 1
Custodial Services   Supervisor   Custodial Services   Supervisor		30130	'		0111.00.000	141	3332.70	3040.03	3703.12	3013.22	3077.41
UH1         SC130         Supervisor I         4         UH1.80.006         M         6197.25         6259.22         6321.81         6448.25         6512.73           UH1         SC130         Supervisor I         5         UH1.80.006         M         6522.38         6587.60         6653.48         6786.55         6854.41           UH1         SC131         Supervisor II         1         UH1.80.009         M         6149.86         6211.36         6273.47         6398.94         6462.93           UH1         SC131         Supervisor II         1         UH1.80.009         M         6474.99         6539.74         6605.14         6737.24         6804.61           UH1         SC131         Supervisor II         3         UH1.80.009         M         6814.83         6882.98         6951.81         7090.84         7161.75           UH1         SC131         Supervisor II         3         UH1.80.009         M         7174.28         7246.02         7318.48         7464.85         7539.50           UH1         SC131         Supervisor II         4         UH1.80.009         M         751.71         7627.23         7703.50         7857.57         7936.15           UH1         SC132	UH1	SC130	•	3	UH1.80.006	М	5886.79	5945.66	6005.12	6125.22	6186.47
Custodial Services   Supervisor   Supervis	11111	SC120		1	1111 20 006	NA	6107.25	6250.22	6221 01	6449.25	6512 72
UH1   SC131   Supervisor II   1	0111	30130		7	0111.00.000	IVI	0197.23	0233.22	0321.81	0448.23	0312.73
UH1         SC131         Supervisor II         1         UH1.80.009         M         6149.86         6211.36         6273.47         6398.94         6462.93           UH1         SC131         Supervisor II         2         UH1.80.009         M         6474.99         6539.74         6605.14         6737.24         6804.61           UH1         SC131         Supervisor II         3         UH1.80.009         M         6814.83         6882.98         6951.81         7090.84         7161.75           UH1         SC131         Supervisor II         4         UH1.80.009         M         7174.28         7246.02         7318.48         7464.85         7539.50           UH1         SC131         Supervisor II         5         UH1.80.009         M         7551.71         7627.23         7703.50         7857.57         7936.15           UH1         SC132         Custodian Supervisor         1         UH1.80.002         M         4370.58         4414.29         4458.43         4547.60         4593.07           UH1         SC132         Custodian Supervisor         2         UH1.80.002         M         4600.95         4646.96         4693.43         4787.30         4835.17           UH1	UH1	SC130	Supervisor I	5	UH1.80.006	М	6522.38	6587.60	6653.48	6786.55	6854.41
UH1         SC131         Custodial Services Supervisor II         2         UH1.80.009         M         6474.99         6539.74         6605.14         6737.24         6804.61           UH1         SC131         Supervisor II         3         UH1.80.009         M         6814.83         6882.98         6951.81         7090.84         7161.75           UH1         SC131         Supervisor II         4         UH1.80.009         M         7174.28         7246.02         7318.48         7464.85         7539.50           UH1         SC131         Supervisor II         5         UH1.80.009         M         7551.71         7627.23         7703.50         7857.57         7936.15           UH1         SC132         Custodian Supervisor         1         UH1.80.002         M         4370.58         4414.29         4458.43         4547.60         4593.07           UH1         SC132         Custodian Supervisor         2         UH1.80.002         M         4600.95         4646.96         4693.43         4787.30         4835.17           UH1         SC132         Custodian Supervisor         3         UH1.80.002         M         4842.77         4891.20         4940.11         5038.91         5089.30	11114	CC121		1	11111 80 000	N.4	6140.96	6211.26	6272.47	6209.04	6462.02
UH1         SC131         Supervisor II         2         UH1.80.009         M         6474.99         6539.74         6605.14         6737.24         6804.61           UH1         SC131         Supervisor II         3         UH1.80.009         M         6814.83         6882.98         6951.81         7090.84         7161.75           UH1         SC131         Supervisor II         4         UH1.80.009         M         7174.28         7246.02         7318.48         7464.85         7539.50           UH1         SC131         Supervisor II         5         UH1.80.009         M         7551.71         7627.23         7703.50         7857.57         7936.15           UH1         SC132         Custodian Supervisor         1         UH1.80.002         M         4370.58         4414.29         4458.43         4547.60         4593.07           UH1         SC132         Custodian Supervisor         2         UH1.80.002         M         4600.95         4646.96         4693.43         4787.30         4835.17           UH1         SC132         Custodian Supervisor         3         UH1.80.002         M         5097.65         5148.62         5200.11         5304.11         5357.15           UH1 <td>OHI</td> <td>3C131</td> <td>'</td> <td>1</td> <td>UH1.80.009</td> <td>IVI</td> <td>0149.00</td> <td>0211.50</td> <td>02/3.4/</td> <td>0596.94</td> <td>0402.93</td>	OHI	3C131	'	1	UH1.80.009	IVI	0149.00	0211.50	02/3.4/	0596.94	0402.93
UH1         SC131         Supervisor II         3         UH1.80.009         M         6814.83         6882.98         6951.81         7090.84         7161.75           UH1         SC131         Supervisor II         4         UH1.80.009         M         7174.28         7246.02         7318.48         7464.85         7539.50           UH1         SC131         Supervisor II         5         UH1.80.009         M         7551.71         7627.23         7703.50         7857.57         7936.15           UH1         SC132         Custodian Supervisor         1         UH1.80.002         M         4370.58         4414.29         4458.43         4547.60         4593.07           UH1         SC132         Custodian Supervisor         2         UH1.80.002         M         4600.95         4646.96         4693.43         4787.30         4835.17           UH1         SC132         Custodian Supervisor         3         UH1.80.002         M         4842.77         4891.20         4940.11         5038.91         5089.30           UH1         SC132         Custodian Supervisor         4         UH1.80.002         M         5097.65         5148.62         5200.11         5304.11         5357.15	UH1	SC131		2	UH1.80.009	М	6474.99	6539.74	6605.14	6737.24	6804.61
UH1         SC131         Custodial Services Supervisor II         4         UH1.80.009         M         7174.28         7246.02         7318.48         7464.85         7539.50           UH1         SC131         Supervisor II         5         UH1.80.009         M         7551.71         7627.23         7703.50         7857.57         7936.15           UH1         SC132         Custodian Supervisor         1         UH1.80.002         M         4370.58         4414.29         4458.43         4547.60         4593.07           UH1         SC132         Custodian Supervisor         2         UH1.80.002         M         4600.95         4646.96         4693.43         4787.30         4835.17           UH1         SC132         Custodian Supervisor         3         UH1.80.002         M         4842.77         4891.20         4940.11         5038.91         5089.30           UH1         SC132         Custodian Supervisor         4         UH1.80.002         M         5097.65         5148.62         5200.11         5304.11         5357.15           UH1         SC132         Custodian Supervisor         5         UH1.80.002         M         5365.60         5419.25         5473.44         5582.91         5638.74     <		CC121		2	11111 00 000	N 4	C014 02	C002.00	COE1 01	7000.04	71.61.75
UH1         SC131         Supervisor II         4         UH1.80.009         M         7174.28         7246.02         7318.48         7464.85         7539.50           UH1         SC131         Supervisor II         5         UH1.80.009         M         7551.71         7627.23         7703.50         7857.57         7936.15           UH1         SC132         Custodian Supervisor         1         UH1.80.002         M         4370.58         4414.29         4458.43         4547.60         4593.07           UH1         SC132         Custodian Supervisor         2         UH1.80.002         M         4600.95         4646.96         4693.43         4787.30         4835.17           UH1         SC132         Custodian Supervisor         3         UH1.80.002         M         4842.77         4891.20         4940.11         5038.91         5089.30           UH1         SC132         Custodian Supervisor         4         UH1.80.002         M         5097.65         5148.62         5200.11         5304.11         5357.15           UH1         SC132         Custodian Supervisor         5         UH1.80.002         M         5365.60         5419.25         5473.44         5582.91         5638.74	OHI	SC131		3	UH1.80.009	IVI	6814.83	6882.98	6951.81	7090.84	/161./5
UH1         SC131         Supervisor II         5         UH1.80.009         M         7551.71         7627.23         7703.50         7857.57         7936.15           UH1         SC132         Custodian Supervisor         1         UH1.80.002         M         4370.58         4414.29         4458.43         4547.60         4593.07           UH1         SC132         Custodian Supervisor         2         UH1.80.002         M         4600.95         4646.96         4693.43         4787.30         4835.17           UH1         SC132         Custodian Supervisor         3         UH1.80.002         M         4842.77         4891.20         4940.11         5038.91         5089.30           UH1         SC132         Custodian Supervisor         4         UH1.80.002         M         5097.65         5148.62         5200.11         5304.11         5357.15           UH1         SC132         Custodian Supervisor         5         UH1.80.002         M         5365.60         5419.25         5473.44         5582.91         5638.74           TW1         AP171         Data Analyst II         1         TW1.75.012         M         7122.01         7193.23         7265.16         7410.47         7484.57	UH1	SC131		4	UH1.80.009	М	7174.28	7246.02	7318.48	7464.85	7539.50
UH1         SC132         Custodian Supervisor         1         UH1.80.002         M         4370.58         4414.29         4458.43         4547.60         4593.07           UH1         SC132         Custodian Supervisor         2         UH1.80.002         M         4600.95         4646.96         4693.43         4787.30         4835.17           UH1         SC132         Custodian Supervisor         3         UH1.80.002         M         4842.77         4891.20         4940.11         5038.91         5089.30           UH1         SC132         Custodian Supervisor         4         UH1.80.002         M         5097.65         5148.62         5200.11         5304.11         5357.15           UH1         SC132         Custodian Supervisor         5         UH1.80.002         M         5365.60         5419.25         5473.44         5582.91         5638.74           TW1         AP171         Data Analyst II         1         TW1.75.012         M         7122.01         7193.23         7265.16         7410.47         7484.57           TW1         AP171         Data Analyst II         2         TW1.75.012         M         7497.80         7572.77         7648.50         7801.47         7879.49		50404		_			7554 74	7627.22	7702 50	7057.57	7026.45
UH1         SC132         Custodian Supervisor         2         UH1.80.002         M         4600.95         4646.96         4693.43         4787.30         4835.17           UH1         SC132         Custodian Supervisor         3         UH1.80.002         M         4842.77         4891.20         4940.11         5038.91         5089.30           UH1         SC132         Custodian Supervisor         4         UH1.80.002         M         5097.65         5148.62         5200.11         5304.11         5357.15           UH1         SC132         Custodian Supervisor         5         UH1.80.002         M         5365.60         5419.25         5473.44         5582.91         5638.74           TW1         AP171         Data Analyst II         1         TW1.75.012         M         7122.01         7193.23         7265.16         7410.47         7484.57           TW1         AP171         Data Analyst II         2         TW1.75.012         M         7497.80         7572.77         7648.50         7801.47         7879.49											
UH1         SC132         Custodian Supervisor         3         UH1.80.002         M         4842.77         4891.20         4940.11         5038.91         5089.30           UH1         SC132         Custodian Supervisor         4         UH1.80.002         M         5097.65         5148.62         5200.11         5304.11         5357.15           UH1         SC132         Custodian Supervisor         5         UH1.80.002         M         5365.60         5419.25         5473.44         5582.91         5638.74           TW1         AP171         Data Analyst II         1         TW1.75.012         M         7122.01         7193.23         7265.16         7410.47         7484.57           TW1         AP171         Data Analyst II         2         TW1.75.012         M         7497.80         7572.77         7648.50         7801.47         7879.49			·								
UH1         SC132         Custodian Supervisor         4         UH1.80.002         M         5097.65         5148.62         5200.11         5304.11         5357.15           UH1         SC132         Custodian Supervisor         5         UH1.80.002         M         5365.60         5419.25         5473.44         5582.91         5638.74           TW1         AP171         Data Analyst II         1         TW1.75.012         M         7122.01         7193.23         7265.16         7410.47         7484.57           TW1         AP171         Data Analyst II         2         TW1.75.012         M         7497.80         7572.77         7648.50         7801.47         7879.49			·								
UH1         SC132         Custodian Supervisor         5         UH1.80.002         M         5365.60         5419.25         5473.44         5582.91         5638.74           TW1         AP171         Data Analyst II         1         TW1.75.012         M         7122.01         7193.23         7265.16         7410.47         7484.57           TW1         AP171         Data Analyst II         2         TW1.75.012         M         7497.80         7572.77         7648.50         7801.47         7879.49	UH1		Custodian Supervisor	3		М		4891.20		5038.91	
TW1         AP171         Data Analyst II         1         TW1.75.012         M         7122.01         7193.23         7265.16         7410.47         7484.57           TW1         AP171         Data Analyst II         2         TW1.75.012         M         7497.80         7572.77         7648.50         7801.47         7879.49	UH1	SC132	Custodian Supervisor	4	UH1.80.002	М	5097.65	5148.62	5200.11	5304.11	5357.15
TW1 AP171 Data Analyst II 2 TW1.75.012 M 7497.80 7572.77 7648.50 7801.47 7879.49	UH1	SC132	Custodian Supervisor	5	UH1.80.002	М	5365.60	5419.25	5473.44	5582.91	5638.74
	TW1	AP171	Data Analyst II	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
TW1   AP171   Data Analyst II   3   TW1.75.012   M   7891.55   7970.47   8050.17   8211.18   8293.29	TW1	AP171	Data Analyst II	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	TW1	AP171	Data Analyst II	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29

TW1	AP171	Data Analyst II	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
TW1	AP171	Data Analyst II	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
TW1	AP172	Data Analyst III	1	TW1.75.016	М	8657.83	8744.41	8831.86	9008.49	9098.58
TW1	AP172	Data Analyst III	2	TW1.75.016	М	9113.68	9204.82	9296.86	9482.80	9577.63
TW1	AP172	Data Analyst III	3	TW1.75.016	М	9594.04	9689.98	9786.88	9982.62	10082.44
TW1	AP172	Data Analyst III	4	TW1.75.016	М	10098.91	10199.90	10301.90	10507.94	10613.02
TW1	AP172	Data Analyst III	5	TW1.75.016	М	10629.90	10736.20	10843.56	11060.44	11171.04
TW1	AP175	Database Analyst II	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
TW1	AP175	Database Analyst II	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
TW1	AP175	Database Analyst II	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
TW1	AP175	Database Analyst II	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
TW1	AP175	Database Analyst II	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
TW1	AP176	Database Analyst III	1	TW1.75.016	М	8657.83	8744.41	8831.86	9008.49	9098.58
TW1	AP176	Database Analyst III	2	TW1.75.016	M	9113.68	9204.82	9296.86	9482.80	9577.63
TW1	AP176	Database Analyst III	3	TW1.75.016	M	9594.04	9689.98	9786.88	9982.62	10082.44
TW1	AP176	Database Analyst III	4	TW1.75.016	M	10098.91	10199.90	10301.90	10507.94	10613.02
TW1	AP176	Database Analyst III	5	TW1.75.016	M	10629.90	10736.20	10843.56	11060.44	11171.04
1002	711 17 0	Deputy City Attorney		1111.73.010		10023.30	10750.20	100 10.00	11000.11	11171.01
TM1	AL010	1	1	TM1.75.001	М	7478.18	7552.97	7628.50	7781.07	7858.88
TM1	AL010	Deputy City Attorney	2	TM1.75.001	М	7871.94	7950.66	8030.17	8190.77	8272.68
		Deputy City Attorney								
TM1	AL010	Deputy City Attorney	3	TM1.75.001	М	8286.95	8369.82	8453.52	8622.59	8708.81
TM1	AL010	I	4	TM1.75.001	М	8723.19	8810.42	8898.52	9076.49	9167.26
		Deputy City Attorney								
TM1	AL010	1	5	TM1.75.001	М	9182.31	9274.13	9366.87	9554.21	9649.75
UM2	MA118	Deputy City Clerk	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
UM2	MA118	Deputy City Clerk	2	UM2.75.012	M	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	MA118	Deputy City Clerk	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28
UM2	MA118	Deputy City Clerk	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
UM2	MA118	Deputy City Clerk	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
TW1	SC241	Development Project & Program Coord	1	TW1.75.015	М	8246.09	8328.55	8411.84	8580.07	8665.87
		Development Project								
TW1	SC241	& Program Coord	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
TW1	SC241	Development Project & Program Coord	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
		Development Project								
TW1	SC241	& Program Coord	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
TW1	SC241	Development Project & Program Coord	5	TW1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
		Development								
TW1	AP252	Specialist III	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
TW1	AP252	Development Specialist III	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
		Development								
TW1	AP252	Specialist III	3	TW1.75.012	M	7891.55	7970.47	8050.17	8211.18	8293.29

		Development	İ		. !					
TW1	AP252	Specialist III	4	TW1.75.012	M	8308.19	8391.27	8475.18	8644.69	8731.13
T\4/1	AD252	Development	[	TW/1 75 012	М	0744.42	0021 00	9020.20	0008 60	0190 50
TW1	AP252	Specialist III Disabilities	5	TW1.75.012	IVI	8744.43	8831.88	8920.20	9098.60	9189.59
TW1	SC221	Coordinator	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
		Disabilities	ĺ				-	-	-	
TW1	SC221	Coordinator	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
	22224	Disabilities	١		,		5005.44	-704 70	-226.22	
TW1	SC221	Coordinator Disabilities	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
TW1	SC221	Coordinator	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
1	33222	Disabilities	<u>·</u>	111111111111111111111111111111111111111	<del>- ''-</del>	3333.2	3332	0022.1.2	<b>01</b> . <u>.</u>	0200.00
TW1	SC221	Coordinator	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
[	Γ	Disability Access	_  -		_   					Г <b>.</b> .
UM2	AP382	Coordinator	1	UM2.75.016	М	8657.85	8744.43	8831.87	9008.51	9098.59
UM2	AP382	Disability Access Coordinator	2	UM2.75.016	М	9113.68	9204.81	9296.86	9482.80	9577.63
UIVIZ	AF JUZ	Disability Access		01012.73.010	171	9113.00	3204.01	3230.00	3402.00	3311.03
UM2	AP382	Coordinator	3	UM2.75.016	М	9594.04	9689.98	9786.88	9982.62	10082.44
		Disability Access								
UM2	AP382	Coordinator	4	UM2.75.016	М	10098.91	10199.90	10301.90	10507.94	10613.01
	40202	Disability Access	i _	UN42 7F 016	, , , , , , , , , , , , , , , , , , ,	10020.01	10726 21	10042 57	11000 45	11171 05
UM2	AP382	Coordinator Disability Benefits	5	UM2.75.016	М	10629.91	10736.21	10843.57	11060.45	11171.05
UM2	SC106	Coordinator	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
		Disability Benefits	<u>-</u> -		- <del></del>					
UM2	SC106	Coordinator	2	UM2.75.012	М	7497.79	7572.76	7648.49	7801.46	7879.48
	Γ	Disability Benefits	_   _		_   					
UM2	SC106	Coordinator Disability Bonofits	3	UM2.75.012	M	7891.55	7970.46	8050.17	8211.17	8293.28
UM2	SC106	Disability Benefits Coordinator	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
<u> </u>	30100	Disability Benefits	_ <del>-</del> -	01412.73.012		0500.10	0331.20	0473.10	00+1.00	0,31.13
UM2	SC106	Coordinator	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
		Electrical Const &	<u> </u>							
TF1	TR124	Maint Planner	1	TF1.80.004	M	7478.20	7552.98	7628.51	7781.08	7858.89
TF1	TR124	Electrical Const & Maint Planner	2	TF1.80.004	М	7871.94	7950.66	8030.17	8190.77	8272.68
IF I	INIZH	Electrical Const &		171.00.004	IVI	/0/1.54	/550.00	0030.17	0130.77	02/2.00
TF1	TR124	Maint Planner	3	TF1.80.004	М	8286.95	8369.82	8453.52	8622.59	8708.81
		Electrical Const &	1							
TF1	TR124	Maint Planner	4	TF1.80.004	М	8723.20	8810.43	8898.53	9076.50	9167.27
TF4	TD124	Electrical Const &	_	TE4 90 004	, NA	0102.21	0274.12	0266 07	0554.21	0040.75
TF1	TR124	Maint Planner	5	TF1.80.004	M	9182.31	9274.13	9366.87	9554.21	9649.75
TF1	TR125	Electrical Engineer II	1	TF1.75.014	М	8323.48	8406.71	8490.78	8660.59	8747.20
TF1	TR125	Electrical Engineer II	2	TF1.75.014	М	8761.66	8849.28	8937.77	9116.53	9207.69
TF1	TR125	Electrical Engineer II	3	TF1.75.014	М	9224.07	9316.31	9409.47	9597.66	9693.64
TF1	TR125	Electrical Engineer II	4	TF1.75.014	М	9709.01	9806.10	9904.16	10102.24	10203.27
TF1	TR125	Electrical Engineer II	5	TF1.75.014	М	10219.92	10322.12	10425.34	10633.85	10740.19
	TR126	Electrical Engineer III		TF1.75.015		9636.26	9732.62	9829.95	10026.55	10126.81
TF1			1		M					
TF1	TR126	Electrical Engineer III	2	TF1.75.015	M	10143.71	10245.14	10347.59	10554.55	10660.09
TF1	TR126	Electrical Engineer III	3	TF1.75.015	М	10677.13	10783.90	10891.74	11109.57	11220.67
TF1	TR126	Electrical Engineer III	4	TF1.75.015	М	11240.00	11352.40	11465.92	11695.24	11812.19
4					11	35				

TF1	TR126	Electrical Engineer III	5	TF1.75.015	М	11830.56	11948.86	12068.35	12309.72	12432.82
UH1	SC135	Electrical Supervisor	1	UH1.72.001	М	7476.55	7551.31	7626.83	7779.36	7857.16
UH1	SC135	Electrical Supervisor	2	UH1.72.001	М	7870.32	7949.02	8028.51	8189.08	8270.97
UH1	SC135	Electrical Supervisor	3	UH1.72.001	М	8283.68	8366.51	8450.18	8619.18	8705.37
		·								
UH1	SC135	Electrical Supervisor	4	UH1.72.001	М	8719.91	8807.11	8895.18	9073.08	9163.81
UH1	SC135	Electrical Supervisor	5	UH1.72.001	M	9179.04	9270.83	9363.54	9550.81	9646.32
UH1	SC136	Electronics Supervisor	1	UH1.80.040	М	7523.80	7599.04	7675.03	7828.53	7906.82
0112	30130	Electronics	-	0112.00.010		7323.00	7333.01	7073.03	7020.33	7300.02
UH1	SC136	Supervisor	2	UH1.80.040	М	7920.86	8000.07	8080.07	8241.67	8324.09
		Electronics								
UH1	SC136	Supervisor	3	UH1.80.040	M	8337.84	8421.22	8505.43	8675.54	8762.29
UH1	SC136	Electronics Supervisor	4	UH1.80.040	М	9238.89	9331.28	9424.59	9613.08	9709.21
0111	30130	Electronics	4	0111.80.040	IVI	9238.89	9331.28	3424.33	9013.08	3703.21
UH1	SC136	Supervisor	5	UH1.80.040	М	9253.61	9346.14	9439.61	9628.40	9724.68
		Emer Medical Srvcs								
UM2	AP179	Coordinator	1	UM2.75.016	М	8657.85	8744.43	8831.87	9008.51	9098.59
118.42	40470	Emer Medical Srvcs	2	LINAS 75 046		0442.60	0204.04	0206.06	0.402.00	0577.63
UM2	AP179	Coordinator Emer Medical Srvcs	2	UM2.75.016	М	9113.68	9204.81	9296.86	9482.80	9577.63
UM2	AP179	Coordinator	3	UM2.75.016	М	9594.04	9689.98	9786.88	9982.62	10082.44
<u> </u>		Emer Medical Srvcs						0100100		
UM2	AP179	Coordinator	4	UM2.75.016	М	10098.91	10199.90	10301.90	10507.94	10613.01
Ι.		Emer Medical Srvcs								
UM2	AP179	Coordinator	5	UM2.75.016	M	10629.91	10736.21	10843.57	11060.45	11171.05
UM2	MA120	Emer Serv Manager, Assistant	1	UM2.75.016	М	8657.85	8744.43	8831.87	9008.51	9098.59
<u> </u>		Emer Serv Manager,		0.0.20		0007100	6711116	0002107	3000.01	3030.03
UM2	MA120	Assistant	2	UM2.75.016	М	9113.68	9204.81	9296.86	9482.80	9577.63
l		Emer Serv Manager,	_							
UM2	MA120	Assistant	3	UM2.75.016	M	9594.04	9689.98	9786.88	9982.62	10082.44
UM2	MA120	Emer Serv Manager, Assistant	4	UM2.75.016	М	10098.91	10199.90	10301.90	10507.94	10613.01
01112	1411/1220	Emer Serv Manager,	•	01412.73.010		10030.31	10133.30	10301.30	10307.31	10015.01
UM2	MA120	Assistant	5	UM2.75.016	М	10629.91	10736.21	10843.57	11060.45	11171.05
		Emergency Food								
TW1	SC137	Program Coordinator	1	TW1.75.012	M	7122.01	7193.23	7265.16	7410.47	7484.57
TW1	SC137	Emergency Food Program Coordinator	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
1 44 1	30137	Emergency Food		1 00 1.7 3.012	IVI	1 <del>1 3</del> 1 .00	1314.11	, 0 <del>+</del> 0.30	/301.4/	7079.43
TW1	SC137	Program Coordinator	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
		Emergency Food	•							
TW1	SC137	Program Coordinator	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
TW1	SC137	Emergency Food Program Coordinator	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
1 44 1	30137	Emergency Food	3	1 00 1.73.012	IVI	0/44.43	0031.00	0320.20	3030.00	3103.33
TW1	PP116	Program, PPT	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
		Emergency Food								
TW1	PP116	Program, PPT	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
T\A/1	DD116	Emergency Food	2	TW/1 75 013	N A	7001 55	7070 47	90E0 17	0211 10	9202.20
TW1	PP116	Program, PPT Emergency Food	3	TW1.75.012	M	7891.55	7970.47	8050.17	8211.18	8293.29
TW1	PP116	Program, PPT	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
	·	, ,	1			200	1			

		Emergency Food								
TW1	PP116	Program, PPT	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
<b>.</b>		Emergency Medical	_							
TW1	AP180	Svcs Instructor	1	TW1.75.009	M	6153.11	6214.64	6276.79	6402.33	6466.35
T\A/1	AD100	Emergency Medical	2	TW/1 7F 000	N 4	6476 62	6541.20	6606.91	6729.04	6906.33
TW1	AP180	Svcs Instructor Emergency Medical	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	AP180	Svcs Instructor	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
	7.11 200	Emergency Medical				0010111	0000.25	0300.10	7 00 1120	7 200.120
TW1	AP180	Svcs Instructor	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
		Emergency Medical								
TW1	AP180	Svcs Instructor	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
		Emergency Planning								
TW1	SC138	Coordinator	1	TW1.75.010	M	6460.29	6524.90	6590.14	6721.95	6789.17
TW1	SC138	Emergency Planning Coordinator	2	TW1.75.010	М	6800.13	6868.13	6936.82	7075.55	7146.31
1001	3C136	Emergency Planning		1001.75.010	IVI	0000.13	0000.13	0930.62	7075.55	/140.51
TW1	SC138	Coordinator	3	TW1.75.010	М	7157.96	7229.54	7301.83	7447.87	7522.35
· · · · -		Emergency Planning								
TW1	SC138	Coordinator	4	TW1.75.010	М	7535.38	7610.73	7686.84	7840.58	7918.98
		Emergency Planning								
TW1	SC138	Coordinator	5	TW1.75.010	М	7932.40	8011.73	8091.84	8253.68	8336.22
		Emergency Planning	_							
TW1	SC139	Coordinator, PPT	1	TW1.75.010	M	6460.29	6524.90	6590.14	6721.95	6789.17
TW1	SC139	Emergency Planning Coordinator, PPT	2	TW1.75.010	М	6800.13	6868.13	6936.82	7075.55	7146.31
1001	30133	Emergency Planning		1001.73.010	IVI	0800.13	0808.13	0930.82	7073.33	7140.31
TW1	SC139	Coordinator, PPT	3	TW1.75.010	М	7157.96	7229.54	7301.83	7447.87	7522.35
		Emergency Planning								
TW1	SC139	Coordinator, PPT	4	TW1.75.010	М	7535.38	7610.73	7686.84	7840.58	7918.98
		Emergency Planning								
TW1	SC139	Coordinator, PPT	5	TW1.75.010	M	7932.40	8011.73	8091.84	8253.68	8336.22
T\A/1	CC1 40	Emergency Planning	1	T\\\\1 7F 012	N 4	7470 10	7552.07	7620 50	7701 07	7050 00
TW1	SC140	Coordinator, Sr Emergency Planning	1	TW1.75.013	М	7478.18	7552.97	7628.50	7781.07	7858.88
TW1	SC140	Coordinator, Sr	2	TW1.75.013	М	7871.94	7950.66	8030.17	8190.77	8272.68
	002.0	Emergency Planning	_			7072101	7555.55	0000127	0200.77	0272.00
TW1	SC140	Coordinator, Sr	3	TW1.75.013	М	8286.95	8369.82	8453.52	8622.59	8708.81
		Emergency Planning								
TW1	SC140	Coordinator, Sr	4	TW1.75.013	М	8723.19	8810.42	8898.52	9076.49	9167.26
T) 4/4	664.40	Emergency Planning	_	T)4/4 75 040		04.02.24	0274.42	0266.07	0554.34	0646.75
TW1	SC140	Coordinator, Sr Employee Assist	5	TW1.75.013	М	9182.31	9274.13	9366.87	9554.21	9649.75
TW1	AP181	Counselor	1	TW1.75.010	М	6460.29	6524.90	6590.14	6721.95	6789.17
. ** 1	/11 101	Employee Assist		1 44 1.7 3.010	141	0700.23	0324.30	0330.14	0721.33	5,05.17
TW1	AP181	Counselor	2	TW1.75.010	М	6800.13	6868.13	6936.82	7075.55	7146.31
		Employee Assist								
TW1	AP181	Counselor	3	TW1.75.010	М	7157.96	7229.54	7301.83	7447.87	7522.35
l		Employee Assist			_					
TW1	AP181	Counselor	4	TW1.75.010	M	7535.38	7610.73	7686.84	7840.58	7918.98
TW1	AP181	Employee Assist Counselor	5	TW1.75.010	М	7932.40	8011.73	8091.84	8253.68	8336.22
1 44 1	WL 101	Employee Assist	3	1 00 1.75.010	IVI	1332.40	0011./3	0031.04	0233.00	0330.22
TW1	AP182	Counselor, PPT	1	TW1.75.010	М	6460.29	6524.90	6590.14	6721.95	6789.17
	<b>-</b>	Employee Assist			***					
TW1	AP182	Counselor, PPT	2	TW1.75.010	М	6800.13	6868.13	6936.82	7075.55	7146.31

		Employee Assist	İ		i '	1		1	[	
TW1	AP182	Counselor, PPT	3	TW1.75.010	М	7157.96	7229.54	7301.83	7447.87	7522.35
		Employee Assist	i		1 1	1	!	1	<u>'</u>	ļ <b>"</b>
TW1	AP182	Counselor, PPT	4	TW1.75.010	М	7535.38	7610.73	7686.84	7840.58	7918.98
		Employee Assist	i _							
TW1	AP182	Counselor, PPT	5	TW1.75.010	М	7932.40	8011.73	8091.84	8253.68	8336.22
11842	CC1 41	Employee Assist Svcs	1 1	UNA2 75 017		0000.80	0101 71	0272.52	0.450.00	0553.50
UM2	SC141	Coordinator Employee Assist Svcs	1	UM2.75.017	М	9090.80	9181.71	9273.53	9459.00	9553.59
UM2	SC141	Coordinator	2	UM2.75.017	М	9569.53	9665.22	9761.88	9957.11	10056.68
UIVIZ	30141	Employee Assist Svcs		UIVIZ.73.017	IVI	3303.33	9003.22	9/01.00	3337.11	10030.08
UM2	SC141	Coordinator	3	UM2.75.017	М	10072.75	10173.48	10275.21	10480.72	10585.53
01412	30141	Employee Assist Svcs		01012.73.017		10072.73	10173.40	102/3.21	10400.72	10303.33
UM2	SC141	Coordinator	4	UM2.75.017	М	10603.77	10709.81	10816.90	11033.24	11143.57
	301.1	Employee Assist Svcs	<del></del>	0.002.0	<del>;;,</del>	10003	10,00.01	10010.55	11000.1	111115.57
UM2	SC141	Coordinator	5	UM2.75.017	М	11160.91	11272.51	11385.24	11612.94	11729.07
		Employee Fleet &		+	i		†			<del>                                     </del>
UM2	SC240	Safety Coordinator	1	UM2.75.014	М	7852.34	7930.87	8010.18	8170.38	8252.08
		Employee Fleet &	<u> </u>	†	<del> </del>					
UM2	SC240	Safety Coordinator	2	UM2.75.014	М	8265.72	8348.38	8431.86	8600.50	8686.50
		Employee Fleet &			i		1		'	
UM2	SC240	Safety Coordinator	3	UM2.75.014	М	8701.96	8788.98	8876.87	9054.41	9144.95
		Employee Fleet &	<u> </u>		,			1		
UM2	SC240	Safety Coordinator	4	UM2.75.014	М	9159.44	9251.03	9343.54	9530.41	9625.71
		Employee Fleet &	 I				1			
UM2	SC240	Safety Coordinator	5	UM2.75.014	М	9641.42	9737.83	9835.21	10031.92	10132.24
		Employment Services	i	Ţ	į l	Ţ '	[ ·	Ţ '	Ţ '	
TW1	PP117	Representative	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
		Employment Services	ı	== 005	<u>                                   </u>					
TW1	PP117	Representative	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
,	35447	Employment Services		= 75 005						
TW1	PP117	Representative	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
T.A./4	20447	Employment Services	1 4	T.14 75 005	1	5002.14	5003.47	6024.70	(442.22	C202 CE
TW1	PP117	Representative	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
T\A/1	00117	Employment Services	i _	TV4/1 75 005	14	6215 21	6277.26	6240 14	6466.04	6531.61
TW1	PP117	Representative Employment Services	5	TW1.75.005	M	6215.21	6277.36	6340.14	6466.94	6531.61
UH1	PP118	Supervisor	1	UH1.75.012	М	7120.37	7191.58	7263.49	7408.76	7482.85
0112	PF 110	Employment Services		0111.73.012	IVI	/120.5/	/191.50	/203.73	7400.70	1402.05
UH1	PP118	Supervisor	2	UH1.75.012	М	7494.52	7569.46	7645.16	7798.06	7876.04
0112	LLIIO	Employment Services		0111.73.012	141	/457.52	/303.40	/043.10	1130.00	7070.05
UH1	PP118	Supervisor	3	UH1.75.012	М	7889.92	7968.82	8048.50	8209.47	8291.57
<u> </u>	11122	Employment Services	<del></del> _		<del>- '''</del>	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	00.0.0	0200	
UH1	PP118	Supervisor	4	UH1.75.012	М	8304.92	8387.97	8471.85	8641.29	8727.70
		Employment Services	i		<del>,                                    </del>		+			
UH1	PP118	Supervisor	5	UH1.75.012	М	8741.15	8828.56	8916.84	9095.18	9186.13
TM2	TR133	Energy Engineer III	1	TM2.75.001	М	10117.72	10218.90	10321.09	10527.51	10632.78
TM2	TR133	Energy Engineer III	2	TM2.75.001	М	10651.15	10757.66	10865.24	11082.55	11193.37
TM2	TR133	Energy Engineer III	3	TM2.75.001	М	11210.55	11322.65	11435.88	11664.60	11781.24
TM2	TR133	Energy Engineer III	4	TM2.75.001	М	11801.12	11919.13	12038.32	12279.09	12401.88
		0, 0								
TM2	TR133	Energy Engineer III	5	TM2.75.001	M	12422.88	12547.11	12672.58	12926.03	13055.29
		Engineer, Assistant I		:		5305.46	5455.44	6247.67	53.43.03	
TF1	ET114	(Field)	1	TF1.75.006	M	6095.16	6156.11	6217.67	6342.03	6405.45

		Engineer, Assistant I								
TF1	ET114	(Field)	2	TF1.75.006	M	6415.76	6479.91	6544.71	6675.61	6742.36
TF1	ET114	Engineer, Assistant I (Field)	3	TF1.75.006	М	6752.59	6820.11	6888.31	7026.08	7096.34
11. =		Engineer, Assistant I		112175122	1	0,02.02	0020.	0000.0	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	7000.0
TF1	ET114	(Field)	4	TF1.75.006	М	7107.42	7178.50	7250.28	7395.29	7469.24
		Engineer, Assistant I	1 _	75. 75.006	., '	-400 04	=======================================	-coo 40	=======================================	=363.03
TF1	ET114	(Field) Engineer, Assistant I	5	TF1.75.006	M	7482.04	7556.86	7632.43	7785.08	7862.93
TF1	ET111	(Office)	1	TF1.75.006	М	6095.16	6156.11	6217.67	6342.03	6405.45
		Engineer, Assistant I						-		
TF1	ET111	(Office)	2	TF1.75.006	М	6415.76	6479.91	6544.71	6675.61	6742.36
TF1	FT444	Engineer, Assistant I	,	TE4 7E 006	34	C752.50	C020 11	C000 21	7036.00	7006.24
TF1	ET111	(Office) Engineer, Assistant I	3	TF1.75.006	M	6752.59	6820.11	6888.31	7026.08	7096.34
TF1	ET111	(Office)	4	TF1.75.006	М	7107.42	7178.50	7250.28	7395.29	7469.24
		Engineer, Assistant I		1						
TF1	ET111	(Office)	5	TF1.75.006	М	7482.04	7556.86	7632.43	7785.08	7862.93
TE1	ET112	Engineer, Assistant II	1	TE1 75 010	24	7212 00	7204 02	7257 70	7504 02	7570.00
TF1	ET112	(Field) Engineer, Assistant II	1	TF1.75.018	M	7212.80	7284.93	7357.78	7504.93	7579.98
TF1	ET112	(Field)	2	TF1.75.018	М	7593.12	7669.05	7745.74	7900.66	7979.66
		Engineer, Assistant II		1	1					
TF1	ET112	(Field)	3	TF1.75.018	М	7991.79	8071.70	8152.42	8315.47	8398.62
TF1	ET112	Engineer, Assistant II (Field)	4	TF1.75.018	М	8412.50	8496.62	8581.59	8753.22	8840.76
11.7	EIIIZ	Engineer, Assistant II	<del></del>	117.75.010	IVI	0412.30	0430.02	0301.33	0/33.22	0040.70
TF1	ET112	(Field)	5	TF1.75.018	М	8855.27	8943.82	9033.26	9213.93	9306.07
		Engineer, Assistant II			1					
TF1	ET113	(Office)	1	TF1.75.018	М	7212.80	7284.93	7357.78	7504.93	7579.98
TF1	ET113	Engineer, Assistant II (Office)	2	TF1.75.018	М	7593.12	7669.05	7745.74	7900.66	7979.66
-112	LIIIJ	Engineer, Assistant II		111.75.010	101	1333.12	7005.05	7745.74	7300.00	1313.00
TF1	ET113	(Office)	3	TF1.75.018	М	7991.79	8071.70	8152.42	8315.47	8398.62
		Engineer, Assistant II								
TF1	ET113	(Office)	4	TF1.75.018	M	8412.50	8496.62	8581.59	8753.22	8840.76
TF1	ET113	Engineer, Assistant II (Office)	5	TF1.75.018	М	8855.27	8943.82	9033.26	9213.93	9306.07
TF1	ET115	Engineer, Civil (Field)	1	TF1.75.003	M	8231.34	8313.65	8396.79	8564.72	8650.37
TF1	ET115	Engineer, Civil (Field)	2	TF1.75.003	М	8673.80	8760.54	8848.14	9025.11	9115.36
TF1	ET115	Engineer, Civil (Field)	3	TF1.75.003	М	8743.93	8831.37	8919.69	9098.08	9189.06
TF1	ET115	Engineer, Civil (Field)	4	TF1.75.003	М	9599.53	9695.53	9792.48	9988.33	10088.22
TF1	ET115	Engineer, Civil (Field)	5	TF1.75.003	М	10106.36	10207.42	10309.49	10515.68	10620.84
		Engineer, Civil								
TF1	ET116	(Office)	1	TF1.75.012	М	8231.34	8313.65	8396.79	8564.72	8650.37
TF1	ET116	Engineer, Civil (Office)	2	TF1.75.012	М	8665.41	8752.06	8839.59	9016.38	9106.54
1154	LIIIO	Engineer, Civil		117.7.012	IVI	0003.41	0/32.00	0039.39	3010.30	3100.54
TF1	ET116	(Office)	3	TF1.75.012	М	9121.12	9212.33	9304.46	9490.55	9585.45
		Engineer, Civil								
TF1	ET116	(Office)	4	TF1.75.012	M	9600.25	9696.25	9793.21	9989.07	10088.97
TF1	ET116	Engineer, Civil (Office)	5	TF1.75.012	М	10106.36	10207.42	10309.49	10515.68	10620.84
11.7	LITTO	(Office)		111./3.012	IVI	10100.50	10207.42	10309.49	10313.00	10020.04

		Engineer, Civil								
TM2	ET118	Supervising (Field)	1	TM2.75.001	М	10117.72	10218.90	10321.09	10527.51	10632.78
Ι.		Engineer, Civil	_							
TM2	ET118	Supervising (Field)	2	TM2.75.001	M	10651.15	10757.66	10865.24	11082.55	11193.37
TN 42	FT110	Engineer, Civil	2	TN42 75 004	N 4	11210 55	11222 65	11125 00	1166460	11701 24
TM2	ET118	Supervising (Field) Engineer, Civil	3	TM2.75.001	М	11210.55	11322.65	11435.88	11664.60	11781.24
TM2	ET118	Supervising (Field)	4	TM2.75.001	М	11801.12	11919.13	12038.32	12279.09	12401.88
11112	21110	Engineer, Civil	•	110121731001		11001.12	11313.13	12030.32	12273.03	12 101.00
TM2	ET118	Supervising (Field)	5	TM2.75.001	М	12422.88	12547.11	12672.58	12926.03	13055.29
		Engineer, Civil Supv								
TM2	ET119	(Office)	1	TM2.75.001	М	10117.72	10218.90	10321.09	10527.51	10632.78
		Engineer, Civil Supv								
TM2	ET119	(Office)	2	TM2.75.001	M	10651.15	10757.66	10865.24	11082.55	11193.37
TN 42	FT110	Engineer, Civil Supv	2	TN 42 75 004		44240 55	44222 65	44425.00	1166160	44704.24
TM2	ET119	(Office) Engineer, Civil Supv	3	TM2.75.001	М	11210.55	11322.65	11435.88	11664.60	11781.24
TM2	ET119	(Office)	4	TM2.75.001	М	11801.12	11919.13	12038.32	12279.09	12401.88
11012	LIIIJ	Engineer, Civil Supv		11012.75.001	141	11001.12	11313.13	12030.32	12273.03	12401.00
TM2	ET119	(Office)	5	TM2.75.001	М	12422.88	12547.11	12672.58	12926.03	13055.29
		Engineer,								
TF1	ET122	Transportation	1	TF1.75.012	М	8231.34	8313.65	8396.79	8564.72	8650.37
		Engineer,								
TF1	ET122	Transportation	2	TF1.75.012	M	8665.41	8752.06	8839.59	9016.38	9106.54
l		Engineer,							0.400 ==	
TF1	ET122	Transportation	3	TF1.75.012	M	9121.12	9212.33	9304.46	9490.55	9585.45
TF1	ET122	Engineer, Transportation	4	TF1.75.012	М	9600.25	9696.25	9793.21	9989.07	10088.97
11.7	LIIZZ	Engineer,	4	171.73.012	IVI	9000.23	9090.23	9793.21	3383.07	10088.97
TF1	ET122	Transportation	5	TF1.75.012	М	10106.36	10207.42	10309.49	10515.68	10620.84
		Engineer,								
TM2	ET121	Transportation Supv	1	TM2.75.001	М	10117.72	10218.90	10321.09	10527.51	10632.78
		Engineer,								
TM2	ET121	Transportation Supv	2	TM2.75.001	M	10651.15	10757.66	10865.24	11082.55	11193.37
		Engineer,								
TM2	ET121	Transportation Supv	3	TM2.75.001	М	11210.55	11322.65	11435.88	11664.60	11781.24
TM2	ET121	Engineer, Transportation Supv	4	TM2.75.001	М	11801.12	11919.13	12038.32	12279.09	12401.88
11012	LIIZI	Engineer,		11012.73.001	141	11001.12	11313.13	12030.32	12273.03	12401.00
TM2	ET121	Transportation Supv	5	TM2.75.001	М	12422.88	12547.11	12672.58	12926.03	13055.29
		Environment Svcs								
TW1	AP447	Analyst, Asst	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
l		Environment Svcs							_	
TW1	AP447	Analyst, Asst	2	TW1.75.006	M	5594.34	5650.29	5706.79	5820.92	5879.13
T\A/4	AD447	Environment Svcs	2	TM/1 75 000	N 4	E000 44	F047.33	6006.00	6126.02	6100 30
TW1	AP447	Analyst, Asst Environment Svcs	3	TW1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
TW1	AP447	Analyst, Asst	4	TW1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
· · · · ·	7	Environment Svcs				0200.00	0200.00	5525.17	0	3321111
TW1	AP447	Analyst, Asst	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
		Environmental								
TW1	SC143	Education Specialist	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
l _		Environmental	_							
TW1	SC143	Education Specialist	2	TW1.75.011	M	7139.98	7211.38	7283.50	7429.17	7503.46
TW1	SC143	Environmental Education Specialist	2	TW1.75.011	М	7515.76	7590.92	7666.82	7020.16	7898.36
1 44 1	30143	Luucation specialist	3	1 44 1.7 2.011	IVI	/313./0	7330.32	7000.82	7820.16	7030.30

		Environmental								
TW1	SC143	Education Specialist	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
T\4/1	CC1 42	Environmental	_	TV4/4 7E 011		0220.44	0412.72	0406.96	0000 00	0752.46
TW1	SC143	Education Specialist Environmental	5	TW1.75.011	M	8329.44	8412.73	8496.86	8666.80	8753.46
TF1	PP122	Program Specialist	1	TF1.75.009	М	6671.12	6737.83	6805.21	6941.32	7010.73
	11122	Environmental	-	111.73.003	17.	0071.12	0,3,.03	0003.22	0541.52	7010.73
TF1	PP122	Program Specialist	2	TF1.75.009	М	7022.86	7093.09	7164.02	7307.30	7380.38
		Environmental								
TF1	PP122	Program Specialist	3	TF1.75.009	М	7391.58	7465.50	7540.15	7690.96	7767.87
,		Environmental		000					2225.04	2.7000
TF1	PP122	Program Specialist Environmental	4	TF1.75.009	M	7780.71	7858.51	7937.10	8095.84	8176.80
TF1	PP122	Program Specialist	5	TF1.75.009	М	8190.22	8272.12	8354.85	8521.94	8607.16
-11-1	LL 177	Environmental	,	111.73.003	171	0130.22	02/2.12	0334.03	0321.34	0007.10
UM2	SC144	Program Supervisor	1	UM2.75.018	М	9545.02	9640.47	9736.87	9931.61	10030.93
		Environmental								
UM2	SC144	Program Supervisor	2	UM2.75.018	М	10048.24	10148.73	10250.21	10455.22	10559.77
		Environmental								
UM2	SC144	Program Supervisor	3	UM2.75.018	M	10575.99	10681.75	10788.57	11004.34	11114.38
UM2	SC144	Environmental Program Supervisor	4	UM2.75.018	М	11133.15	11244.48	11356.93	11584.06	11699.90
UIVIZ	30144	Environmental	-	01012.73.010	171	11133.13	11244.40	11330.53	11307.00	11099.50
UM2	SC144	Program Supervisor	5	UM2.75.018	М	11719.69	11836.89	11955.26	12194.36	12316.31
		Environmental		1						
TW1	PP121	Services Intern	1	TW1.75.004	М	4821.51	4869.73	4918.42	5016.79	5066.96
		Environmental								l
TW1	PP121	Services Intern	2	TW1.75.004	М	5074.77	5125.52	5176.77	5280.31	5333.11
TW1	PP121	Environmental Services Intern	3	TW1.75.004	М	5341.09	5394.50	5448.45	5557.42	5612.99
1 44 7	LLIZI	Environmental	3	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	IVI	3341.03	3334.30	3440.43	3337.42	3012.33
TW1	PP121	Services Intern	4	TW1.75.004	М	5622.12	5678.34	5735.13	5849.83	5908.33
		Environmental		†						
TW1	PP121	Services Intern	5	TW1.75.004	М	5919.48	5978.68	6038.47	6159.24	6220.83
		Equal Opportunity		$\Gamma$						
UM2	AP187	Specialist	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
11842	AP187	Equal Opportunity	١ ,	UNAN 75 010	N 4	7407 70	7572.76	7049.40	7001 46	7070 40
UM2	AP10/	Specialist Equal Opportunity	2	UM2.75.012	M	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	AP187	Specialist	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28
<u> </u>	- · · · ·	Equal Opportunity				700=:22	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	33331=1	<b>V</b>	5250:25
UM2	AP187	Specialist	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
		Equal Opportunity		<u> </u>						
UM2	AP187	Specialist	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
		Equipment Services		00.016		0054.57	2744 44	2220 52	2205 10	2205.45
UH1	MA121	Superintendent Equipment Services	1	UH1.80.016	M	8654.57	8741.11	8828.53	9005.10	9095.15
UH1	MA121	Superintendent	2	UH1.80.016	М	9110.41	9201.52	9293.53	9479.40	9574.20
<u> </u>	1417.1==	Equipment Services	_	01121001022		3110	3232.32	3230.00	31,35	337
UH1	MA121	Superintendent	3	UH1.80.016	М	9589.14	9685.03	9781.88	9977.52	10077.29
		Equipment Services		<del>                                     </del>						
UH1	MA121	Superintendent	4	UH1.80.016	М	10094.00	10194.94	10296.89	10502.83	10607.85
	144424	Equipment Services	_	11114 00 046		10624.00	10721 24	10020 55	44055 22	44465.00
UH1	MA121	Superintendent Equipment	5	UH1.80.016	M	10624.99	10731.24	10838.55	11055.32	11165.88
UH1	SC146	Supervisor	1	UH1.80.037	М	7104.53	7175.57	7247.33	7392.27	7466.20
	302.10	Super visor		0111.00.037		7101.33	7173.37	72 17.55	7332.27	7 100.20

UH1	SC146	Equipment Supervisor	2	UH1.80.037	М	7478.34	7553.12	7628.66	7781.23	7859.04
OHI	3C140	Equipment		UH1.60.037	IVI	7476.54	7333.12	7020.00	7701.23	7659.04
UH1	SC146	Supervisor	3	UH1.80.037	М	7871.94	7950.66	8030.17	8190.77	8272.68
		Equipment								
UH1	SC146	Supervisor	4	UH1.80.037	M	8285.81	8368.67	8452.36	8621.41	8707.62
UH1	SC146	Equipment Supervisor	5	UH1.80.037	М	8722.05	8809.27	8897.36	9075.31	9166.06
TW1	AP444	Ethics Analyst I	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
TW1	AP444	Ethics Analyst I	2	TW1.75.006	М	5594.34	5650.29	5706.79	5820.92	5879.13
TW1	AP444	Ethics Analyst I	3	TW1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
TW1	AP444	Ethics Analyst I	4	TW1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
TW1	AP444	Ethics Analyst I	5	TW1.75.006	M	6525.66	6590.91	6656.82	6789.96	6857.86
		,								
TW1	AP445	Ethics Analyst II	1	TW1.75.009	M	6153.11	6214.64	6276.79	6402.33	6466.35
TW1	AP445	Ethics Analyst II	2	TW1.75.009	M	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	AP445	Ethics Analyst II	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
TW1	AP445	Ethics Analyst II	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
TW1	AP445	Ethics Analyst II	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
UM2	MA159	Ethics Investigator	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
UM2	MA159	Ethics Investigator	2	UM2.75.012	М	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	MA159	Ethics Investigator	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28
UM2	MA159	Ethics Investigator	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
UM2	MA159	Ethics Investigator	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
UM1	SS120	Exec Asst to Asst City Attorney	1	UM1.75.009	М	6153.11	6214.65	6276.79	6402.33	6466.35
0.0.1	33120	Exec Asst to Asst City	-	01112.73.003		0133.11	0211.03	0270.73	0 102.00	0.100.33
UM1	SS120	Attorney	2	UM1.75.009	М	6476.63	6541.40	6606.81	6738.95	6806.34
UM1	SS120	Exec Asst to Asst City	3	UM1.75.009	М	6818.10	6006.20	6955.15	7004.25	7165.19
OIVII	33120	Attorney Exec Asst to Asst City	3	UNI1.75.009	IVI	0010.10	6886.28	0933.13	7094.25	7105.19
UM1	SS120	Attorney	4	UM1.75.009	М	7175.92	7247.68	7320.16	7466.56	7541.23
110.44	CC120	Exec Asst to Asst City	-	LIN44 7F 000	N 4	7554.00	7620.54	7700.04	7000.00	7020 50
UM1	SS120	Attorney Exec Asst to the	5	UM1.75.009	М	7554.99	7630.54	7706.84	7860.98	7939.59
UM1	SS124	Director	1	UM1.75.008	М	5859.03	5917.62	5976.80	6096.34	6157.30
		Exec Asst to the								
UM1	SS124	Director Exec Asst to the	2	UM1.75.008	М	6167.84	6229.52	6291.81	6417.65	6481.82
UM1	SS124	Director	3	UM1.75.008	М	6492.97	6557.90	6623.48	6755.95	6823.51
		Exec Asst to the								
UM1	SS124	Director Exec Asst to the	4	UM1.75.008	М	6834.45	6902.80	6971.82	7111.26	7182.37
UM1	SS124	Director	5	UM1.75.008	М	7193.89	7265.83	7338.49	7485.26	7560.11
		Facilities Complex								
UM2	MA110	Manager Eacilities Complex	1	UM2.75.017	М	9090.80	9181.71	9273.53	9459.00	9553.59
UM2	MA110	Facilities Complex Manager	2	UM2.75.017	М	9569.53	9665.22	9761.88	9957.11	10056.68
		Facilities Complex								
UM2	MA110	Manager	3	UM2.75.017	М	10072.75	10173.48	10275.21	10480.72	10585.53

		Facilities Complex								<b>.</b>
UM2	MA110	Manager Facilities Complex	4	UM2.75.017	М	10603.77	10709.81	10816.90	11033.24	11143.57
UM2	MA110	Manager	5	UM2.75.017	М	11160.91	11272.51	11385.24	11612.94	11729.07
		Facilities Complex								
UH1	SC100	Mgr, Asst	1	UH1.75.010	M	6458.65	6523.24	6588.47	6720.24	6787.45
UH1	SC100	Facilities Complex Mgr, Asst	2	UH1.75.010	М	6798.51	6866.49	6935.16	7073.86	7144.60
		Facilities Complex				0.00.02	0000110	3033.23		
UH1	SC100	Mgr, Asst	3	UH1.75.010	М	7156.32	7227.88	7300.16	7446.16	7520.62
UH1	SC100	Facilities Complex Mgr, Asst	4	UH1.75.010	М	7532.11	7607.44	7683.51	7837.18	7915.55
02	00200	Facilities Complex	•	0.1217 0.1020		, , , , , , , , , , , , , , , , , , , ,	7007111	, 000.01	7007120	7525.55
UH1	SC100	Mgr, Asst	5	UH1.75.010	М	7929.13	8008.42	8088.50	8250.27	8332.78
UM2	MA142	Facility Manager	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
UM2	MA142	Facility Manager	2	UM2.75.012	М	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	MA142	Facility Manager	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28
UM2	MA142	Facility Manager	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
UM2	MA142	Facility Manager	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
		Family Child Care	_							
TW1	SC147	Coordinator Family Child Care	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
TW1	SC147	Coordinator	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
		Family Child Care								
TW1	SC147	Coordinator Family Child Care	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
TW1	SC147	Coordinator	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
		Family Child Care								
TW1	SC147	Coordinator	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
TW1	AP189	Film Coordinator	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
TW1	AP189	Film Coordinator	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	AP189	Film Coordinator	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
TW1	AP189	Film Coordinator	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
TW1	AP189	Film Coordinator	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
UM2	AF033	Financial Analyst	1	UM2.75.016	М	8657.85	8744.43	8831.87	9008.51	9098.59
UM2	AF033	Financial Analyst	2	UM2.75.016	М	9113.68	9204.81	9296.86	9482.80	9577.63
UM2	AF033	Financial Analyst	3	UM2.75.016	М	9594.04	9689.98	9786.88	9982.62	10082.44
UM2	AF033	Financial Analyst	4	UM2.75.016	М	10098.91	10199.90	10301.90	10507.94	10613.01
UM2	AF033	Financial Analyst	5	UM2.75.016	М	10629.91	10736.21	10843.57	11060.45	11171.05
UM2	AF054	Financial Analyst, PPT	1	UM2.75.016	М	8657.85	8744.43	8831.87	9008.51	9098.59
UM2	AF054	Financial Analyst, PPT	2	UM2.75.016	М	9113.68	9204.81	9296.86	9482.80	9577.63
UM2	AF054	Financial Analyst, PPT	3	UM2.75.016	М	9594.04	9689.98	9786.88	9982.62	10082.44
UM2	AF054	Financial Analyst, PPT	4	UM2.75.016	М	10098.91	10199.90	10301.90	10507.94	10613.01
UM2	AF054	Financial Analyst, PPT	5	UM2.75.016	M	10629.91	10736.21	10843.57	11060.45	11171.05
- C1412	711 054	Fire Communications	,	51412.75.010	141	10023.31	10,30.21	100-13.37	11000.43	111,1.05
UH1	PS124	Dispatcher, Sr	1	UH1.80.023	М	6907.98	6977.06	7046.83	7187.77	7259.65
11⊔1	PS124	Fire Communications	2	IIH1 80 022	М	7272 10	73// 00	7/10 25	7566 72	76/12 29
UH1	r3124	Dispatcher, Sr	2	UH1.80.023	IVI	7272.18	7344.90	7418.35	7566.72	7642.38

		Fire Communications								
UH1	PS124	Dispatcher, Sr	3	UH1.80.023	М	7653.70	7730.24	7807.54	7963.69	8043.33
		Fire Communications								
UH1	PS124	Dispatcher, Sr	4	UH1.80.023	М	8058.36	8138.94	8220.33	8384.74	8468.59
11114	PS124	Fire Communications	5	11111 00 022	N.4	0402.27	9567.00	9653.76	0025 02	9014.09
UH1	P3124	Dispatcher, Sr Fire Communications	5	UH1.80.023	М	8482.27	8567.09	8652.76	8825.82	8914.08
UH1	SC148	Supervisor	1	UH1.80.021	М	7996.69	8076.65	8157.42	8320.57	8403.77
02	001.0	Fire Communications		01121001022		7550.05	3070.00	0207112	3323.37	0.00.77
UH1	SC148	Supervisor	2	UH1.80.021	M	8418.66	8502.84	8587.87	8759.63	8847.23
		Fire Communications								
UH1	SC148	Supervisor	3	UH1.80.021	М	8861.87	8950.49	9039.99	9220.79	9313.00
		Fire Communications								
UH1	SC148	Supervisor	4	UH1.80.021	M	9328.20	9421.48	9515.69	9706.01	9803.07
UH1	SC148	Fire Communications Supervisor	5	UH1.80.021	М	9819.54	9917.74	10016.92	10217.25	10319.43
OHI	3C146	Fire Personnel	3	UH1.60.021	IVI	9019.54	9917.74	10016.92	10217.23	10519.45
UH1	SC245	Operations Spec	1	UH1.75.012	М	7120.37	7191.58	7263.49	7408.76	7482.85
		Fire Personnel								
UH1	SC245	Operations Spec	2	UH1.75.012	M	7494.52	7569.46	7645.16	7798.06	7876.04
		Fire Personnel								
UH1	SC245	Operations Spec	3	UH1.75.012	M	7889.92	7968.82	8048.50	8209.47	8291.57
	66245	Fire Personnel	4	11114 75 043		0204.02	0207.07	0474.05	0644.20	0727.70
UH1	SC245	Operations Spec Fire Personnel	4	UH1.75.012	M	8304.92	8387.97	8471.85	8641.29	8727.70
UH1	SC245	Operations Spec	5	UH1.75.012	М	8741.15	8828.56	8916.84	9095.18	9186.13
0111	30243	Fire Protection		0111.75.012	101	0741.13	0020.30	0510.04	3033.10	3100:13
TW1	PS143	Engineer	1	TW1.80.013	М	7478.18	7552.97	7628.50	7781.07	7858.88
		Fire Protection								
TW1	PS143	Engineer	2	TW1.80.013	M	7871.94	7950.66	8030.17	8190.77	8272.68
		Fire Protection	_							
TW1	PS143	Engineer	3	TW1.80.013	M	8286.95	8369.82	8453.52	8622.59	8708.81
TW1	PS143	Fire Protection Engineer	4	TW1.80.013	М	8723.19	8810.42	8898.52	9076.49	9167.26
1 44 1	F3143	Fire Protection	4	1001.80.013	IVI	8723.19	8810.42	8838.32	9070.49	9107.20
TW1	PS143	Engineer	5	TW1.80.013	М	9182.31	9274.13	9366.87	9554.21	9649.75
		Fire Safety Education								
TW1	PS144	Coordinator	1	TW1.75.010	М	6460.29	6524.90	6590.14	6721.95	6789.17
		Fire Safety Education								
TW1	PS144	Coordinator	2	TW1.75.010	M	6800.13	6868.13	6936.82	7075.55	7146.31
T\A/4	DC1.4.4	Fire Safety Education	2	TW/1 75 040	N 4	7157.00	7220 54	7201 02	7447.07	7522.25
TW1	PS144	Coordinator Fire Safety Education	3	TW1.75.010	М	7157.96	7229.54	7301.83	7447.87	7522.35
TW1	PS144	Coordinator	4	TW1.75.010	М	7535.38	7610.73	7686.84	7840.58	7918.98
<del></del>		Fire Safety Education	'	71121731013	.,,		, 525.75	, 550.01		
TW1	PS144	Coordinator	5	TW1.75.010	М	7932.40	8011.73	8091.84	8253.68	8336.22
		Fiscal Operations								
UH1	SC149	Supervisor	1	UH1.75.008	M	5857.41	5915.98	5975.14	6094.65	6155.59
	664.45	Fiscal Operations	_			64.66.65	6227.62	6200 12	6445.00	6400.10
UH1	SC149	Supervisor  Fiscal Operations	2	UH1.75.008	М	6166.22	6227.88	6290.16	6415.96	6480.12
UH1	SC149	Fiscal Operations Supervisor	3	UH1.75.008	M	6489.71	6554.61	6620.15	6752.56	6820.08
J.11	30143	Fiscal Operations	,	3111.73.000	171	070J./ I	0004.01	5520.13	0,32.30	0020.00
UH1	SC149	Supervisor	4	UH1.75.008	М	6832.81	6901.14	6970.15	7109.56	7180.65
		Fiscal Operations								
UH1	SC149	Supervisor	5	UH1.75.008	М	7192.26	7264.19	7336.83	7483.57	7558.40

		Fleet Compliance			  -			[		
UM2	SC257	Coordinator	1	UM2.75.014	М	7852.34	7930.87	8010.18	8170.38	8252.08
UM2	SC257	Fleet Compliance Coordinator	2	UM2.75.014	М	8265.72	8348.38	8431.86	8600.50	8686.50
UIVIZ	30237	Fleet Compliance		UIVIZ./3.017	IVI	0203.72	0340.50	0431.00	8000.50	8000.50
UM2	SC257	Coordinator	3	UM2.75.014	М	8701.96	8788.98	8876.87	9054.41	9144.95
		Fleet Compliance								
UM2	SC257	Coordinator	4	UM2.75.014	M	9159.44	9251.03	9343.54	9530.41	9625.71
UM2	SC257	Fleet Compliance Coordinator	5	UM2.75.014	М	9641.42	9737.83	9835.21	10031.92	10132.24
01412	30237	Fleet Maintenance		01012.73.01	141	JUT1.72	3737.03	3033.21	10031.32	10132.24
UH1	SC150	Supervisor	1	UH1.80.010	М	6458.65	6523.24	6588.47	6720.24	6787.45
		Fleet Maintenance								
UH1	SC150	Supervisor	2	UH1.80.010	М	6798.51	6866.49	6935.16	7073.86	7144.60
UH1	SC150	Fleet Maintenance Supervisor	3	UH1.80.010	М	7156.32	7227.88	7300.16	7446.16	7520.62
01.1	30130	Fleet Maintenance	-	0111.00.010		7130.32	7227.00	7500.10	7440.10	7320.02
UH1	SC150	Supervisor	4	UH1.80.010	М	7532.11	7607.44	7683.51	7837.18	7915.55
<u> </u>		Fleet Maintenance			 					
UH1	SC150	Supervisor	5	UH1.80.010	М	7929.13	8008.42	8088.50	8250.27	8332.78
TW1	AP190	Fleet Specialist	1	TW1.80.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
TW1	AP190	Fleet Specialist	2	TW1.80.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
TW1	AP190	Fleet Specialist	3	TW1.80.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
TW1	AP190	Fleet Specialist	4	TW1.80.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
TW1	AP190	Fleet Specialist	5	TW1.80.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
1	1	Graffiti Abatement	<u> </u>	1 1 1 1 1						
UG1	SC157	Supervisor	1	UG1.80.028	Н	24.34	24.59	24.83	25.33	25.58
	CC1 F 7	Graffiti Abatement	,	1104 90 039	· •	34.01	25.16	25 41	35.03	36.10
UG1	SC157	Supervisor Graffiti Abatement	2	UG1.80.028	Н	24.91	25.16	25.41	25.92	26.18
UG1	SC157	Supervisor	3	UG1.80.028	Н	25.51	25.77	26.03	26.55	26.81
		Graffiti Abatement	1		<del></del>					
UG1	SC157	Supervisor	4	UG1.80.028	Н	26.23	26.49	26.76	27.29	27.57
1161	CC1E7	Graffiti Abatement		1101 00 030	· u	ne 02	27.10	77 27	27.02	20 20
UG1	SC157	Supervisor	5	UG1.80.028	Н	26.83	27.10	27.37	27.92	28.20
TW1	PP127	Graffiti Specialist	1	TW1.75.006	M	5314.95	5368.10	5421.78	5530.22	5585.52
TW1	PP127	Graffiti Specialist	2	TW1.75.006	M	5594.34	5650.29	5706.79	5820.92	5879.13
TW1	PP127	Graffiti Specialist	3	TW1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
TW1	PP127	Graffiti Specialist	4	TW1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
TW1	PP127	Graffiti Specialist	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
UM2	AP405	Grants Coordinator	1	UM2.75.016	М	8657.85	8744.43	8831.87	9008.51	9098.59
UM2	AP405	Grants Coordinator	2	UM2.75.016	М	9113.68	9204.81	9296.86	9482.80	9577.63
UM2	AP405	Grants Coordinator	3	UM2.75.016	М	9594.04	9689.98	9786.88	9982.62	10082.44
UM2	AP405	Grants Coordinator	4	UM2.75.016	M	10098.91	10199.90	10301.90	10507.94	10613.01
UM2	AP405	Grants Coordinator	5	UM2.75.016	M	10629.91	10736.21	10843.57	11060.45	11171.05
TW1	AP191	Graphic Design Specialist	1	TW1.75.008	М	5859.02	5917.61	5976.79	6096.33	6157.29
		Graphic Design								
TW1	AP191	Specialist	2	TW1.75.008	М	6167.83	6229.51	6291.81	6417.64	6481.82

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l		Graphic Design	1							
TW1	AP191	Specialist	3	TW1.75.008	M	6492.96	6557.89	6623.47	6755.94	6823.50
		Graphic Design								
TW1	AP191	Specialist	4	TW1.75.008	M	6834.44	6902.78	6971.81	7111.25	7182.36
T\4/1	A D4 O4	Graphic Design	_	TV44 7F 000		7402.00	7205 02	7229.40	7405.26	7500 11
TW1	AP191	Specialist Graphics Design	5	TW1.75.008	M	7193.89	7265.83	7338.49	7485.26	7560.11
TW1	AP192	Graphics Design Coordinator	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
IAAT	APIJZ	Graphics Design	1	1 00 1.75.005	IVI	0133.11	0214.04	02/0./3	0402.55	0400.33
TW1	AP192	Coordinator	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
1 44 7	VL 127	Graphics Design		1 00 1.7 3.003	101	0470.03	0341.33	0000.01	0730.54	0800.55
TW1	AP192	Coordinator	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
1112	/ 11	Graphics Design		1 *** 2 3 2		0020:22	0000.23	3333.22	, , , , , , , ,	7 100:22
TW1	AP192	Coordinator	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
		Graphics Design		1		-			-	
TW1	AP192	Coordinator	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
		Graphics Design								
TW1	AP194	Coordinator, PPT	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
		Graphics Design		<u> </u>						
TW1	AP194	Coordinator, PPT	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
ľ		Graphics Design		$ ag{1}$	_			 		
TW1	AP194	Coordinator, PPT	3	TW1.75.009	M	6818.11	6886.29	6955.15	7094.25	7165.19
		Graphics Design								l
TW1	AP194	Coordinator, PPT	4	TW1.75.009	M	7175.93	7247.69	7320.17	7466.57	7541.23
_,,,,		Graphics Design	_	=:::: == 000			=======================================	==00.00	=360.07	=======
TW1	AP194	Coordinator, PPT	5	TW1.75.009	M	7554.98	7630.53	7706.83	7860.97	7939.58
	CC1 F0	Hazardous Materials	1	75 014	.,	7050.72	7020.22	2000 53	0160.60	0250.27
UH1	SC158	Prg Supervisor Hazardous Materials	1	UH1.75.014	M	7850.72	7929.22	8008.52	8168.69	8250.37
UH1	SC158	Prg Supervisor	2	UH1.75.014	М	8262.44	8345.06	8428.51	8597.08	8683.05
0111	30130	Hazardous Materials		U111./J.U17	191	0202.44	0343.00	0420.51	6397.00	0003.03
UH1	SC158	Prg Supervisor	3	UH1.75.014	М	8698.67	8785.66	8873.51	9050.99	9141.50
01.1	30130	Hazardous Materials		0111175.51		0050.07	0,05.55	0075.51	3030.33	3141.55
UH1	SC158	Prg Supervisor	4	UH1.75.014	М	9156.17	9247.73	9340.21	9527.01	9622.28
		Hazardous Materials								
UH1	SC158	Prg Supervisor	5	UH1.75.014	М	9638.15	9734.53	9831.88	10028.52	10128.80
		Head Start Coach								
TW1	PP181	Coordinator	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
		Head Start Coach								
TW1	PP181	Coordinator	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
		Head Start Coach		$ ag{1}$	_			 		
TW1	PP181	Coordinator	3	TW1.75.005	M	5609.05	5665.14	5721.79	5836.23	5894.59
		Head Start Coach								
TW1	PP181	Coordinator	4	TW1.75.005	M	5903.14	5962.17	6021.79	6142.23	6203.65
		Head Start Coach	_	75.005	.	5315.34			2.26.04	2224 64
TW1	PP181	Coordinator	5	TW1.75.005	M	6215.21	6277.36	6340.14	6466.94	6531.61
T\4/1	DD100	Head Start ERSEA &	1	T\A/1 7E 00E	N.4	5061.70	F112 22	F162.44	F266 71	F210 20
TW1	PP180	Data Coord Head Start ERSEA &	1	TW1.75.005	M	5061.70	5112.32	5163.44	5266.71	5319.38
TW1	PP180	Data Coord	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
1 44 7	11100	Head Start ERSEA &		1 00 1.7 3.003	101	3320.02	3301.30	3433.12	3343.02	3339.20
TW1	PP180	Data Coord	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
		Head Start ERSEA &	-				3333		3 3 3 1	
TW1	PP180	Data Coord	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
		Head Start ERSEA &								
TW1	PP180	Data Coord	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
		-		-1						

		Head Start Education								
TW1	PP108	Coord	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
T\A/1	DD100	Head Start Education	2	TV4/4 7F 00F	N 4	5229.02	F201 20	E42E 12	FF42 02	5500.36
TW1	PP108	Coord Head Start Education	2	TW1.75.005	M	5328.02	5381.30	5435.12	5543.82	5599.26
TW1	PP108	Coord	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
1 44 7	11100	Head Start Education		1 441.7 3.003	141	3003.03	3003.1.	3,213	3630.23	3034.33
TW1	PP108	Coord	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
		Head Start Education								
TW1	PP108	Coord	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
		Head Start Facilities	_ 	Γ			Γ !	<u> </u>		
TW1	SC250	Coordinator	1	TW1.75.005	M	5061.70	5112.32	5163.44	5266.71	5319.38
T11/4	66350	Head Start Facilities		T) 1/4 7F 00F		5330.03	5304.30	5425 42	5542.02	5500.00
TW1	SC250	Coordinator Head Start Facilities	2	TW1.75.005	M	5328.02	5381.30	5435.12	5543.82	5599.26
TW1	SC250	Coordinator	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
1 44 7	30230	Head Start Facilities		1 00 1.7 3.003	141	3003.03	3003.14	3/21.75	3030.23	3034.33
TW1	SC250	Coordinator	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
		Head Start Facilities							-	
TW1	SC250	Coordinator	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
		Head Start Fam &	<del>-</del>							
TW1	PP182	Comm Eng Coord	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
T11/4	55403	Head Start Fam &		T1114 75 005		5330.03	5334.30	5435.43	5542.02	5500.00
TW1	PP182	Comm Eng Coord	2	TW1.75.005	M	5328.02	5381.30	5435.12	5543.82	5599.26
TW1	PP182	Head Start Fam & Comm Eng Coord	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
1 44 7	FF 102	Head Start Fam &	<u> </u>	1 00 1.7 3.003	IVI	3009.03	3003.14	3/21./3	3630.23	3034.33
TW1	PP182	Comm Eng Coord	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
<u> </u>		Head Start Fam &					1			
TW1	PP182	Comm Eng Coord	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
		Head Start Health &	<u>-</u>							
TW1	PP183	Dis Coord	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
T11/4	55403	Head Start Health &		T114 75 005		5330.03	5334.30	5435.43	5542.02	5500.00
TW1	PP183	Dis Coord	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
TW1	PP183	Head Start Health & Dis Coord	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
1 44 7	LL 102	Head Start Health &	<u> </u>	1 00 1.7 3.003	141	3009.03	3003.17	3/21.73	3630.23	3034.33
TW1	PP183	Dis Coord	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
		Head Start Health &							-	
TW1	PP183	Dis Coord	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
		Head Start Health &	_	Γ	_  -		[ ·	<u> </u>		
TW1	SC159	Nutr Coordinator	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
T) 1/4	20450	Head Start Health &		T) 1/4 7F 00F		5330.03	5304.30	5425 42	5542.02	5500.26
TW1	SC159	Nutr Coordinator Head Start Health &	2	TW1.75.005	M	5328.02	5381.30	5435.12	5543.82	5599.26
TW1	SC159	Nutr Coordinator	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
1 44 7	30133	Head Start Health &	,	1 00 1.7 3.003	141	3003.03	3003.17	3/21.73	3030.23	3034.33
TW1	SC159	Nutr Coordinator	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
		Head Start Health &								
TW1	SC159	Nutr Coordinator	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
		Head Start Prgm								
TW1	AP195	Planner Monitor	1	TW1.75.012	M	7122.01	7193.23	7265.16	7410.47	7484.57
T) 1/4	A D4 OF	Head Start Prgm		TV44 75 042		7407.00	7572.77	7640.50	7004 47	7070 40
TW1	AP195	Planner Monitor	2	TW1.75.012	M	7497.80	7572.77	7648.50	7801.47	7879.49
TW1	AP195	Head Start Prgm Planner Monitor	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
1002	711 100	Tidilitet Wiethter		1001.75.512	.,,,	,051.55	, 5, 6	0030.17	0211.10	0233.23

		Head Start Prgm								
TW1	AP195	Planner Monitor	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
		Head Start Prgm								
TW1	AP195	Planner Monitor	5	TW1.75.012	M	8744.43	8831.88	8920.20	9098.60	9189.59
T\A/1	DD104	Head Start School	1	TW/1 7F 00F	N.4	F061 70	F112 22	F162.44	F266 71	F210 20
TW1	PP184	Ready Coord Head Start School	1	TW1.75.005	M	5061.70	5112.32	5163.44	5266.71	5319.38
TW1	PP184	Ready Coord	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
		Head Start School				3020.02	3332.33	3 .55.12	33 13132	3333.20
TW1	PP184	Ready Coord	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
		Head Start School								
TW1	PP184	Ready Coord	4	TW1.75.005	M	5903.14	5962.17	6021.79	6142.23	6203.65
T\A/1	PP184	Head Start School	-	TW/1 7F 00F	N.4	6215 21	6277.26	6240.14	6466.04	6531.61
TW1		Ready Coord	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
UH1	SC160	Head Start Supervisor	1	UH1.75.012	М	7120.37	7191.58	7263.49	7408.76	7482.85
UH1	SC160	Head Start Supervisor	2	UH1.75.012	М	7494.52	7569.46	7645.16	7798.06	7876.04
UH1	SC160	Head Start Supervisor	3	UH1.75.012	М	7889.92	7968.82	8048.50	8209.47	8291.57
UH1	SC160	Head Start Supervisor	4	UH1.75.012	М	8304.92	8387.97	8471.85	8641.29	8727.70
UH1	SC160	Head Start Supervisor	5	UH1.75.012	M	8741.15	8828.56	8916.84	9095.18	9186.13
OHI	3C160	Headstart Program	Э	UH1./5.U12	IVI	8741.15	8828.30	8910.84	9095.18	9180.13
TW1	PP128	Coordinator	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
	_	Headstart Program								
TW1	PP128	Coordinator	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
		Headstart Program								
TW1	PP128	Coordinator	3	TW1.75.005	M	5609.05	5665.14	5721.79	5836.23	5894.59
TW1	PP128	Headstart Program Coordinator	4	TW/1 7F 00F	М	F002 14	5062.17	6021.70	6142.22	6202.65
1001	PP128	Headstart Program	4	TW1.75.005	IVI	5903.14	5962.17	6021.79	6142.23	6203.65
TW1	PP128	Coordinator	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
		Health & Human Svcs								
UM2	AP196	Prgm Planner	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
		Health & Human Svcs								
UM2	AP196	Prgm Planner	2	UM2.75.012	М	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	AP196	Health & Human Svcs Prgm Planner	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28
UIVIZ	AP190	Health & Human Svcs	3	01012.75.012	IVI	7691.55	7970.46	8030.17	0211.17	0293.20
UM2	AP196	Prgm Planner	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
		Health & Human Svcs								
UM2	AP196	Prgm Planner	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
TW1	AP396	Hearing Officer	1	TW1.75.017	М	9090.81	9181.72	9273.54	9459.01	9553.60
TW1	AP396	Hearing Officer	2	TW1.75.017	М	9569.52	9665.22	9761.87	9957.11	10056.68
TW1	AP396	Hearing Officer	3	TW1.75.017	М	10072.75	10173.48	10275.21	10480.72	10585.52
TW1	AP396	Hearing Officer	4	TW1.75.017	М	10603.77	10709.81	10816.91	11033.25	11143.58
TW1	AP396	Hearing Officer	5	TW1.75.017	М	11160.91	11272.52	11385.24	11612.95	11729.07
TW1	AP397	Hearing Officer, PPT	1	TW1.75.017	М	9090.81	9181.72	9273.54	9459.01	9553.60
TW1	AP397	Hearing Officer, PPT	2	TW1.75.017	М	9569.52	9665.22	9761.87	9957.11	10056.68
TW1	AP397	Hearing Officer, PPT	3	TW1.75.017	М	10072.75	10173.48	10275.21	10480.72	10585.52
TW1	AP397	Hearing Officer, PPT	4	TW1.75.017	М	10603.77	10709.81	10816.91	11033.25	11143.58
TW1	AP397	Hearing Officer, PPT	5	TW1.75.017	М	11160.91	11272.52	11385.24	11612.95	11729.07
1 44 T	AF33/	ricaring Officer, PPT	ی	1001./3.01/	IVI	11100.91	114/4.34	11303.24	11012.33	11/29.0/

		Heavy Equipment								
UH1	SC162	Supervisor	1	UH1.80.039	М	7832.41	7910.73	7989.84	8149.64	8231.13
	564.63	Heavy Equipment	2			0242.00	0226.42	0.400.50	0577.00	0000.00
UH1	SC162	Supervisor	2	UH1.80.039	M	8243.98	8326.42	8409.69	8577.88	8663.66
UH1	SC162	Heavy Equipment Supervisor	3	UH1.80.039	М	8678.92	8765.70	8853.36	9030.43	9120.73
0111	30102	Heavy Equipment	3	0111.80.033	101	8078.32	8703.70	8855.50	9030.43	9120.73
UH1	SC162	Supervisor	4	UH1.80.039	М	9135.41	9226.76	9319.03	9505.41	9600.46
		Heavy Equipment								
UH1	SC162	Supervisor	5	UH1.80.039	М	9615.28	9711.43	9808.54	10004.71	10104.76
UM2	SC192	Help Desk Supervisor	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
UM2	SC192	Help Desk Supervisor	2	UM2.75.012	М	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	SC192	Help Desk Supervisor	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28
UM2	SC192	Help Desk Supervisor	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
		' '								
UM2	SC192	Help Desk Supervisor Home Management	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
TW1	AP451	Specialist I	1	TW1.75.002	М	4372.22	4415.94	4460.10	4549.30	4594.79
1,442	711 132	Home Management		1111.73.002		1372.22	11123.31	1100.10	13 13.30	133 1173
TW1	AP451	Specialist I	2	TW1.75.002	М	4602.59	4648.62	4695.10	4789.01	4836.90
		Home Management								
TW1	AP451	Specialist I	3	TW1.75.002	М	4844.40	4892.84	4941.77	5040.61	5091.01
		Home Management	_							
TW1	AP451	Specialist I	4	TW1.75.002	M	5099.29	5150.28	5201.78	5305.82	5358.88
TW1	AP451	Home Management Specialist I	5	TW1.75.002	М	5368.87	5422.56	5476.79	5586.32	5642.18
1,442	711 132	Home Management		1441.73.002		3300.07	3122.30	3170.73	3300.32	3012.10
TW1	AP197	Specialist II	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
		Home Management								
TW1	AP197	Specialist II	2	TW1.75.006	М	5594.34	5650.29	5706.79	5820.92	5879.13
		Home Management								
TW1	AP197	Specialist II	3	TW1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
TW1	AP197	Home Management Specialist II	4	TW1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
1001	Al 137	Home Management		1 1 1 1 7 3 . 0 0 0	141	0130.00	0200.00	0323.47	0443.54	0314.44
TW1	AP197	Specialist II	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
		Home Management								
TW1	AP198	Specialist III	1	TW1.75.010	М	6460.29	6524.90	6590.14	6721.95	6789.17
_,,,,		Home Management	_							
TW1	AP198	Specialist III	2	TW1.75.010	М	6800.13	6868.13	6936.82	7075.55	7146.31
TW1	AP198	Home Management Specialist III	3	TW1.75.010	М	7157.96	7229.54	7301.83	7447.87	7522.35
1 44 T	VL 130	Home Management	3	1 44 1.7 3.010	IVI	7137.30	1223.34	1301.03	/44/.0/	1344.33
TW1	AP198	Specialist III	4	TW1.75.010	М	7535.38	7610.73	7686.84	7840.58	7918.98
		Home Management								
TW1	AP198	Specialist III	5	TW1.75.010	М	7932.40	8011.73	8091.84	8253.68	8336.22
		Homeless Program			_					
TW1	SC165	Supervisor	1	TW1.75.012	M	7122.01	7193.23	7265.16	7410.47	7484.57
TW1	SC165	Homeless Program Supervisor	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
1 44 T	36103	Homeless Program		1 00 1.7 3.012	IVI	7+37.00	1312.11	, 0 <del>4</del> 0.J0	7301.47	1013.43
TW1	SC165	Supervisor	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
		Homeless Program								
TW1	SC165	Supervisor	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13

		Homeless Program								
TW1	SC165	Supervisor	5	TW1.75.012	M	8744.43	8831.88	8920.20	9098.60	9189.59
T\A/1	A D 4 4 0	Housing	4	TM4 75 005	N 4	F0C1 70	F112 22	F1C2 44	F266 74	5240.20
TW1	AP449	Development Coord I Housing	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
TW1	AP449	Development Coord I	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
1001	A1 443	Housing		1 1 1 1 1 7 3 . 0 0 3	141	3320.02	3301.30	3433.12	3343.02	3333.20
TW1	AP449	Development Coord I	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
		Housing								
TW1	AP449	Development Coord I	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
		Housing								
TW1	AP449	Development Coord I	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
		Housing								
T\A/1	A D 4 E O	Development Coord	1	TW/1 7F 000	N.A	E0E0 03	F017.61	F076 70	6006.33	6157.20
TW1	AP450	II Housing	1	TW1.75.008	М	5859.02	5917.61	5976.79	6096.33	6157.29
		Development Coord								
TW1	AP450	II	2	TW1.75.008	М	6167.83	6229.51	6291.81	6417.64	6481.82
		Housing								
		Development Coord								
TW1	AP450	II	3	TW1.75.008	М	6492.96	6557.89	6623.47	6755.94	6823.50
		Housing								
		Development Coord								
TW1	AP450		4	TW1.75.008	M	6834.44	6902.78	6971.81	7111.25	7182.36
		Housing Development Coord								
TW1	AP450	II	5	TW1.75.008	М	7193.89	7265.83	7338.49	7485.26	7560.11
1,442	711 130	Housing		1 1 1 1 7 3 . 0 0 0		7133.03	7203.03	7555.15	7 103.20	7300:11
		Development								
TW1	AP199	Coordinator III	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
		Housing								
		Development	_							
TW1	AP199	Coordinator III	2	TW1.75.011	M	7139.98	7211.38	7283.50	7429.17	7503.46
		Housing Development								
TW1	AP199	Coordinator III	3	TW1.75.011	М	7515.76	7590.92	7666.82	7820.16	7898.36
	7.11.233	Housing			.,,	,515.70	, 550.52	, 000.02	7020.10	7030.50
		Development								
TW1	AP199	Coordinator III	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
		Housing	-							
_,,,,		Development	_							
TW1	AP199	Coordinator III	5	TW1.75.011	M	8329.44	8412.73	8496.86	8666.80	8753.46
		Housing Development								
TW1	AP200	Coordinator IV	1	TW1.75.015	М	8246.09	8328.55	8411.84	8580.07	8665.87
1 44 1	711 200	Housing		1 441.73.013	141	02-10.03	0320.33	0-11.0-	0300.07	0003.07
		Development								
TW1	AP200	Coordinator IV	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
		Housing								
		Development								
TW1	AP200	Coordinator IV	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
		Housing								
TW1	AP200	Development Coordinator IV	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
1 44 7	APZUU	COOTUINATOI IV	4	1 44 1. / 3.013	IVI	3010.91	3/13.08	2010.21	10000.42	10100.48

	Housing			I					
	Development			1	!	'			
AP200	Coordinator IV	5	TW1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
	Human Res			1	!	'			
	Operations Tech,			i	!	<u>'</u>			l
TC114	Senior	1	TW1.75.006	M	5314.95	5368.10	5421.78	5530.22	5585.52
				1		'			
TC444	*	]	T14/4 7E 006		5504.24	5050.30	5706 70	5020.02	5070.12
ICI14			TW1./5.006	IVI	5594.34	5650.29	5/06.79	5820.92	5879.13
				1	!	'			
TC11/		2	TW1 75 006	I I\/I	5000 11	50/17 33	6006.80	6126 93	6188.20
10114		3	1 00 1.7 3.000	IVI	3000.44	3547.33	0000.00	0120.93	0100.20
				1	!	'			l ,
TC114		4	TW1 75.006	ı M	6198.88	6260.86	6323.47	6449.94	6514.44
1011.		<del></del>	1 ** 1.7 3.332		0130.00	0200.00	0323.17	0443.31	031
				1	!	'			
TC114	Senior	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
	Human Res		1 1 1		33 = 2 : 2 :	1	000000	3,222	
	Operations			1	!	'			
TC115	Technician	1	TW1.75.019	М	4591.16	4637.07	4683.44	4777.11	4824.88
	Human Res			·					
	Operations			1	!	'			l ,
TC115	Technician	2	TW1.75.019	М	4832.97	4881.30	4930.11	5028.71	5079.00
	Human Res								
	Operations			1	!	'			l ,
TC115	Technician	3	TW1.75.019	М	5087.85	5138.73	5190.12	5293.92	5346.86
	Human Res			1		'			l ,
	Operations			1		'			l ,
TC115		4	TW1.75.019	M	5355.80	5409.36	5463.45	5572.72	5628.45
				1	!	'			
T044E	'	_	75.44 75 040		5535 03	5000.10	5750 43	5005 43	5000 77
10112		5	TW1./5.019	IVI	5636.82	5693.19	5/50.12	5865.12	5923.77
AD202	· ·	1	TA1 75 015	I N./I	0246 10	0220 E6	0411 05	0500 00	966E 90
APZUZ	, ,	1	TA1./5.015	IVI	8246.10	8328.30	8411.65	8580.05	8665.89
V D 2 U 2	· ·	,	TA1 75 015	I N/I	967 <u>0</u> 07	9765 86	0053 53	0020 59	9120.90
APZUZ			TA1./5.015	IVI	00/5.07	6/05.60	0033.32	3030.33	9120.90
ΔΡ202	· ·	3	ΤΔ1 75 015	M	9136.54	9227.91	9320.19	9506.59	9601.66
AI 202		<del></del>	TA1.73.013	141	3130.34	3227.31	3320.13	3300.33	3001.00
AP202	,	4	TA1.75.015	м	9616.93	9713.09	9810.23	10006.43	10106.49
7===		<del>                                     </del>	17.27.212			<u> </u>	1		
AP202	,	5	TA1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
	Human Res	1	† †	·	-		-		
	Technician, Senior,			1	!	'			
TC116	PPT	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
	Human Res			1	'	!			
	Technician, Senior,			1		'			
TC116	PPT	2	TW1.75.006	М	5594.34	5650.29	5706.79	5820.92	5879.13
Γ	Human Res		$\Box$	 I	!	'			
				1	!	'			
TC116	PPT	3	TW1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
	Human Res			i	!	'			
				l <u>.</u>		'			
TC116	PPT	4	TW1./5.006	M	6198.88	6260.86	6323.47	6449.94	6514.44
	TC114  TC114  TC114  TC114  TC114  TC115  TC115  TC115  TC115  AP202  AP202  AP202  AP202  TC116  TC116	Development AP200 Coordinator IV  Human Res Operations Tech, Senior  Human Res Operations Tech, TC114 Senior  Human Res Operations Tech, TC114 Senior  Human Res Operations Tech, TC114 Senior  Human Res Operations Tech, TC114 Senior  Human Res Operations Tech, TC115 Technician  Human Res Operations TC115 Technician  Human Res Operations TC115 Technician  Human Res Operations TC115 Technician  Human Res Operations TC115 Technician  Human Res Operations TC115 Technician  Human Res Operations TC115 Technician  Human Res Operations TC115 Technician  Human Res Operations TC115 Technician  Human Res Operations TC115 Technician  Human Res Operations TC115 Technician  Human Res Operations TC115 Technician  Human Res Systems AP202 Analyst, Senior  Human Res Systems AP202 Analyst, Senior  Human Res Systems AP202 Analyst, Senior  Human Res Systems AP202 Analyst, Senior  Human Res Systems AP202 Analyst, Senior  Human Res Systems AP202 Analyst, Senior  Human Res Systems AP201 Analyst, Senior  Human Res Systems AP202 Analyst, Senior  Human Res Technician, Senior, TC116 PPT  Human Res Technician, Senior, TC116 PPT  Human Res Technician, Senior, TC116 PPT  Human Res Technician, Senior, TC116 PPT	Development AP200 Coordinator IV 5  Human Res Operations Tech, TC114 Senior 1  Human Res Operations Tech, TC114 Senior 2  Human Res Operations Tech, TC114 Senior 3  Human Res Operations Tech, TC114 Senior 3  Human Res Operations Tech, TC114 Senior 4  Human Res Operations Tech, TC114 Senior 5  Human Res Operations TC115 Technician 1  Human Res Operations TC115 Technician 2  Human Res Operations TC115 Technician 3  Human Res Operations TC115 Technician 4  Human Res Operations TC115 Technician 5  Human Res Operations TC115 Technician 5  Human Res Operations TC115 Technician 5  Human Res Operations TC115 Technician 5  Human Res Operations TC115 Technician 5  Human Res Systems AP202 Analyst, Senior 1  Human Res Systems AP202 Analyst, Senior 2  Human Res Systems AP202 Analyst, Senior 3  Human Res Systems AP202 Analyst, Senior 5  Human Res Systems AP202 Analyst, Senior 5  Human Res Systems AP202 Analyst, Senior 5  Human Res Technician, Senior, TC116 PPT 1  Human Res Technician, Senior, TC116 PPT 2  Human Res Technician, Senior, TC116 PPT 3  Human Res Technician, Senior, TC116 PPT 3	Development	Development   Coordinator IV   S   TW1.75.015   M	Development	Development	Development   Coordinator   V	Development

l										
l		Human Res			r I	1		1		
l		Technician, Senior,				1	!	1		
TW1	TC116	PPT	5	TW1.75.006	M	6525.66	6590.91	6656.82	6789.96	6857.86
-11/4	* 5303	Human Resource		T114 75 024	ا م	6404.60	CACE 71	6520.27	5550.00	2727.50
TW1	AP203	Analyst	1	TW1.75.024	M	6401.69	6465.71	6530.37	6660.98	6727.58
TW1	AP203	Human Resource Analyst	2	TW1.75.024	М	6738.28	6805.66	6873.72	7011.19	7081.31
1 44 7	AFZUJ	Human Resource		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	171	0/36.26	0805.00	0875.72	7011.19	/001.31
TW1	AP203	Analyst	3	TW1.75.024	М	7093.56	7164.49	7236.14	7380.86	7454.67
1		Human Resource		+						· · · · ·
TW1	AP203	Analyst	4	TW1.75.024	М	7465.84	7540.50	7615.90	7768.22	7845.90
		Human Resource					1			
TW1	AP203	Analyst	5	TW1.75.024	М	7860.20	7938.80	8018.19	8178.55	8260.34
		Human Resource				1	!	1		l , ,
TA1	AP204	Analyst (CONF)	1	TA1.75.013	М	6401.69	6465.71	6530.37	6660.98	6727.58
	45204	Human Resource		TA4 75 042	1 24	6720.20	6005.66	6072.72	7044 40	7001 21
TA1	AP204	Analyst (CONF)	2	TA1.75.013	M	6738.28	6805.66	6873.72	7011.19	7081.31
TA1	AP204	Human Resource Analyst (CONF)	3	TA1.75.013	М	7093.56	7164.49	7236.14	7380.86	7454.67
IMI	Ar Zu4	Human Resource	<del>                                     </del>	TA1.73.013	171	7033.30	/104.43	7230.14	7360.60	7434.07
TA1	AP204	Analyst (CONF)	4	TA1.75.013	М	7465.84	7540.50	7615.90	7768.22	7845.90
1712	711 20 .	Human Resource	†	17.11.75.525	<del></del>	, 105.5	73.0.55	, 015.55	,,,,,,,	70.0.00
TA1	AP204	Analyst (CONF)	5	TA1.75.013	М	7860.20	7938.80	8018.19	8178.55	8260.34
		Human Resource					1			
TW1	AP205	Analyst, Assistant	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
		Human Resource				'	!	<u>'</u>		
TW1	AP205	Analyst, Assistant	2	TW1.75.006	M	5594.34	5650.29	5706.79	5820.92	5879.13
,		Human Resource			 	' '	!	'		
TW1	AP205	Analyst, Assistant	3	TW1.75.006	M	5888.44	5947.33	6006.80	6126.93	6188.20
TW1	AP205	Human Resource Analyst, Assistant	4	TW1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
1 44 1	APZUJ	Human Resource	+	1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	IVI	0130.00	0200.60	0323.47	0445.54	0314.44
TW1	AP205	Analyst, Assistant	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
1112	7	Human Resource	<del>                                     </del>						3,3212	0007722
TA1	AP367	Analyst, PPT	1	TA1.75.013	М	6401.69	6465.71	6530.37	6660.98	6727.58
		Human Resource					1			
TA1	AP367	Analyst, PPT	2	TA1.75.013	М	6738.28	6805.66	6873.72	7011.19	7081.31
		Human Resource		$\Gamma$		<u>'</u>	!	<u>'</u>		
TA1	AP367	Analyst, PPT	3	TA1.75.013	M	7093.56	7164.49	7236.14	7380.86	7454.67
,		Human Resource			ا ۔ ا					
TA1	AP367	Analyst, PPT	4	TA1.75.013	M	7465.84	7540.50	7615.90	7768.22	7845.90
TA1	AD267	Human Resource	_	TA1 75 013	I N.1	7960.20	7020 80	0010 10	0170 55	0260 34
TA1	AP367	Analyst, PPT Human Resource	5	TA1.75.013	M	7860.20	7938.80	8018.19	8178.55	8260.34
UM2	AP206	Analyst, Senior	1	UM2.75.030	М	7264.43	7337.08	7410.45	7558.66	7634.25
0	711 200	Human Resource	+	OIVIZ.75.555		,20	7557.55	/4105	,333.00	, 00
UM2	AP206	Analyst, Senior	2	UM2.75.030	М	7647.74	7724.22	7801.46	7957.49	8037.07
		Human Resource	1				1			
UM2	AP206	Analyst, Senior	3	UM2.75.030	М	8049.39	8129.88	8211.18	8375.40	8459.16
		Human Resource				'	ļ .	'		
UM2	AP206	Analyst, Senior	4	UM2.75.030	M	8474.35	8559.10	8644.69	8817.58	8905.76
	200	Human Resource	_		 	'		'		
UM2	AP206	Analyst, Senior	5	UM2.75.030	M	8919.31	9008.50	9098.58	9280.56	9373.36
TA1	CC4 20	Human Resource	1	TA4 75 001	, , , , , , , , , , , , , , , , , , ,	41.64.71	4206.25	4249.42	4222.20	4276 72
TA1	SS129	Clerk	1	TA1.75.001	M	4164.71	4206.35	4248.42	4333.39	4376.72

Ι.		Human Resource			_					
TA1	SS129	Clerk	2	TA1.75.001	M	4383.65	4427.49	4471.76	4561.20	4606.81
TA1	SS129	Human Resource Clerk	3	TA1.75.001	М	4614.02	4660.16	4706.77	4800.90	4848.91
IAI	33123	Human Resource	3	1A1./3.001	IVI	4014.02	4000.10	4/00.77	4000.50	4040.71
TA1	SS129	Clerk	4	TA1.75.001	М	4857.48	4906.05	4955.11	5054.22	5104.76
		Human Resource								
TA1	SS129	Clerk	5	TA1.75.001	М	5112.35	5163.47	5215.10	5319.41	5372.60
l		Human Resource								
UH1	SC167	Oper Supervisor	1	UH1.75.014	M	7850.72	7929.22	8008.52	8168.69	8250.37
UH1	SC167	Human Resource Oper Supervisor	2	UH1.75.014	М	8262.44	8345.06	8428.51	8597.08	8683.05
0111	30107	Human Resource		0111./3.014	IVI	0202.44	0343.00	0420.31	6397.00	0003.03
UH1	SC167	Oper Supervisor	3	UH1.75.014	М	8698.67	8785.66	8873.51	9050.99	9141.50
		Human Resource								
UH1	SC167	Oper Supervisor	4	UH1.75.014	М	9156.17	9247.73	9340.21	9527.01	9622.28
,	22167	Human Resource	_			000045	272452	2224 00	10000 50	
UH1	SC167	Oper Supervisor Human Resource	5	UH1.75.014	M	9638.15	9734.53	9831.88	10028.52	10128.80
TA1	AP207	Systems Analyst	1	TA1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
17.12	711 20.	Human Resource	-	17(11, 5,000		0100.11	021110.	02701.5	0102.00	0400.00
TA1	AP207	Systems Analyst	2	TA1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
		Human Resource								
TA1	AP207	Systems Analyst	3	TA1.75.009	M	6818.11	6886.29	6955.15	7094.25	7165.19
TA1	40207	Human Resource		TA1 75 000	N 4	7475 00	7247 60	7220 17	7466 67	75 44 22
TA1	AP207	Systems Analyst Human Resource	4	TA1.75.009	M	7175.93	7247.69	7320.17	7466.57	7541.23
TA1	AP207	Systems Analyst	5	TA1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
		Human Resource						-		
TW1	TC117	Technician	1	TW1.75.019	М	4591.16	4637.07	4683.44	4777.11	4824.88
-11/4	-0447	Human Resource				1000 07	1204 20	:222 44	-222 74	
TW1	TC117	Technician	2	TW1.75.019	M	4832.97	4881.30	4930.11	5028.71	5079.00
TW1	TC117	Human Resource Technician	3	TW1.75.019	М	5087.85	5138.73	5190.12	5293.92	5346.86
1 1 1 1	1011.	Human Resource		1 44 1.7 3.3 13		3007.00	3130	3130	3233.52	33 10.00
TW1	TC117	Technician	4	TW1.75.019	М	5355.80	5409.36	5463.45	5572.72	5628.45
		Human Resource								
TW1	TC117	Technician	5	TW1.75.019	M	5636.82	5693.19	5750.12	5865.12	5923.77
TW1	TC110	Human Resource	1	TW/1 7F 010	N 4	4501.16	4637.07	4692.44	4777 11	4024.00
1001	TC118	Technician, PPT Human Resource	1	TW1.75.019	M	4591.16	4637.07	4683.44	4777.11	4824.88
TW1	TC118	Technician, PPT	2	TW1.75.019	М	4832.97	4881.30	4930.11	5028.71	5079.00
		Human Resource								
TW1	TC118	Technician, PPT	3	TW1.75.019	М	5087.85	5138.73	5190.12	5293.92	5346.86
<b>.</b>		Human Resource	_							
TW1	TC118	Technician, PPT	4	TW1.75.019	M	5355.80	5409.36	5463.45	5572.72	5628.45
TW1	TC118	Human Resource Technician, PPT	5	TW1.75.019	М	5636.82	5693.19	5750.12	5865.12	5923.77
		Human Resource			141	3330.02	5555.15	3,30.12	3303.12	3323.77
TW1	TC119	Technician, Senior	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
l		Human Resource								
TW1	TC119	Technician, Senior	2	TW1.75.006	М	5594.34	5650.29	5706.79	5820.92	5879.13
T\A/1	TC110	Human Resource	2	TW/1 75 006	NA.	E000 11	5047 22	6006 00	6126.02	6100 20
TW1	TC119	Technician, Senior Human Resource	3	TW1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
TW1	TC119	Technician, Senior	4	TW1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
	1	· · · · · · · · · · · · · · · · · · ·					1	1		

		Human Resource			i '					
TW1	TC119	Technician, Senior	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
4	22460	Human Resource	1	4 75 000	l ., '	61.40.06	6244.26	6272.47	6300.04	6163.03
UH1	SC168	Technician, Supv Human Resource	1	UH1.75.009	M	6149.86	6211.36	6273.47	6398.94	6462.93
UH1	SC168	Technician, Supv	2	UH1.75.009	М	6474.99	6539.74	6605.14	6737.24	6804.61
0111	30100	Human Resource		0111.75.005	IVI	0474.33	0333.74	0005.14	0/3/.24	0004.01
UH1	SC168	Technician, Supv	3	UH1.75.009	М	6814.83	6882.98	6951.81	7090.84	7161.75
<u> </u>		Human Resource		† 1			1			1
UH1	SC168	Technician, Supv	4	UH1.75.009	М	7174.28	7246.02	7318.48	7464.85	7539.50
		Human Resource							'	
UH1	SC168	Technician, Supv	5	UH1.75.009	М	7551.71	7627.23	7703.50	7857.57	7936.15
		Hunger & Homeless	1		1	'		1		l "
UH1	SC237	Program Supv	1	UH1.75.014	М	7850.72	7929.22	8008.52	8168.69	8250.37
,	66337	Hunger & Homeless	۱ ,		i ., '	0262.44	0245.06	0420 54	0507.00	0000.05
UH1	SC237	Program Supv	2	UH1.75.014	М	8262.44	8345.06	8428.51	8597.08	8683.05
UH1	SC237	Hunger & Homeless Program Supv	3	1111 75 014	М	8698.67	8785.66	0072 51	0050.00	9141.50
OUT	30237	Hunger & Homeless	<del></del>	UH1.75.014	IVI	0090.07	8/85.00	8873.51	9050.99	9141.50
UH1	SC237	Program Supv	4	UH1.75.014	М	9156.17	9247.73	9340.21	9527.01	9622.28
<u> </u>	3020.	Hunger & Homeless			<del></del> _	3130.17	32	33.6.22	332,.32	3022.23
UH1	SC237	Program Supv	5	UH1.75.014	М	9638.15	9734.53	9831.88	10028.52	10128.80
		Info & Referral		†	1					
TW1	AP208	Specialist, PPT	1	TW1.75.001	М	4164.71	4206.35	4248.42	4333.39	4376.72
		Info & Referral	<u> </u>		 					
TW1	AP208	Specialist, PPT	2	TW1.75.001	М	4383.65	4427.49	4471.76	4561.20	4606.81
1		Info & Referral	Ī	Ţ ,		[ '	[ ·		[	[
TW1	AP208	Specialist, PPT	3	TW1.75.001	M	4614.02	4660.16	4706.77	4800.90	4848.91
		Info & Referral	١ .	=======================================	l '	1	-222.05		-0-400	
TW1	AP208	Specialist, PPT	4	TW1.75.001	M	4857.48	4906.05	4955.11	5054.22	5104.76
T\4/1	AP208	Info & Referral	_	TV4/1 75 001	1	F112.25	F160 A7	F21E 10	F210 //1	5272 60
TW1	APZUO	Specialist, PPT Information Referral	5	TW1.75.001	M	5112.35	5163.47	5215.10	5319.41	5372.60
TW1	AP404	Specialist	1	TW1.75.001	М	4164.71	4206.35	4248.42	4333.39	4376.72
100_	AI TO .	Information Referral		1 ** 1.7 3.33		710	7200.00	7270	7000.00	43,0
TW1	AP404	Specialist	2	TW1.75.001	М	4383.65	4427.49	4471.76	4561.20	4606.81
1	/	Information Referral			···			ļ		
TW1	AP404	Specialist	3	TW1.75.001	М	4614.02	4660.16	4706.77	4800.90	4848.91
		Information Referral			ı					
TW1	AP404	Specialist	4	TW1.75.001	М	4857.48	4906.05	4955.11	5054.22	5104.76
		Information Referral	1		i '	<u> </u>		1	'	
TW1	AP404	Specialist	5	TW1.75.001	М	5112.35	5163.47	5215.10	5319.41	5372.60
		Information	1		i '					
TW1	AP209	Representative	1	TW1.75.039	М	5226.72	5278.99	5331.78	5438.42	5492.80
T\4/1	AP209	Information	۱ ,	TW4 75 020	i 🔥	F250.07	F412 66	F466 79	FF76 12	F621 00
TW1	APZUS	Representative Information	2	TW1.75.039	M	5359.07	5412.66	5466.78	5576.12	5631.88
TW1	AP209	Representative	3	TW1.75.039	М	5494.68	5549.63	5605.13	5717.23	5774.40
100_	AI 200	Information		1 ** 1.7 3.333		3-73-1100	3373.00	3003.23	3/1/.20	37,7-11.5
TW1	AP209	Representative	4	TW1.75.039	М	5627.03	5683.31	5740.14	5854.94	5913.49
		Information		†	i i					
TW1	AP209	Representative	5	TW1.75.039	М	5774.06	5831.80	5890.12	6007.92	6068.00
		Information Sys Spec			ĺ	1	1		'	
TW1	AP390	II, PPT	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
		Information Sys Spec	Ī	Τ ,	_ 	<u>'</u>				
TW1	AP390	II, PPT	2	TW1.75.011	М	7139.98	7211.38	7283.50	7429.17	7503.46

		Information Sys Spec								
TW1	AP390	II, PPT Information Sys Spec	3	TW1.75.011	М	7515.76	7590.92	7666.82	7820.16	7898.36
TW1	AP390	II, PPT	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
		Information Sys Spec								
TW1	AP390	II, PPT	5	TW1.75.011	М	8329.44	8412.73	8496.86	8666.80	8753.46
TW1	AP242	Information Systems Spec I	1	TW1.75.007	М	5581.27	5637.08	5693.46	5807.32	5865.40
		Information Systems								
TW1	AP242	Spec I	2	TW1.75.007	M	5873.73	5932.47	5991.80	6111.63	6172.75
TW1	AP242	Information Systems Spec I	3	TW1.75.007	M	6184.17	6246.01	6308.47	6434.64	6498.98
	7	Information Systems				0101117	02 10102	0000117	0.0.00	0.55.50
TW1	AP242	Spec I	4	TW1.75.007	M	6509.31	6574.40	6640.15	6772.95	6840.68
TW1	AP242	Information Systems Spec I	5	TW1.75.007	М	6852.41	6920.94	6990.15	7129.95	7201.25
1002	7.11.2.11.2	Information Systems	,	1111.73.007		0032.11	0320.31	0330.13	7123.33	7201.23
TW1	AP243	Spec II	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
TW1	AP243	Information Systems Spec II	2	TW1.75.011	М	7139.98	7211.38	7283.50	7429.17	7503.46
1001	AI 243	Information Systems		1001.75.011	IVI	7133.30	7211.50	7203.30	7423.17	7303.40
TW1	AP243	Spec II	3	TW1.75.011	М	7515.76	7590.92	7666.82	7820.16	7898.36
TW1	AP243	Information Systems Spec II	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
1001	AF245	Information Systems	4	1001.75.011	IVI	7912.80	7331.33	8071.83	6233.23	6313.02
TW1	AP243	Spec II	5	TW1.75.011	M	8329.44	8412.73	8496.86	8666.80	8753.46
T\A/1	AD241	Information Systems	1	TW/1 75 015	N 4	9246.00	0220 55	0411 04	000007	9665 97
TW1	AP241	Spec III Information Systems	1	TW1.75.015	M	8246.09	8328.55	8411.84	8580.07	8665.87
TW1	AP241	Spec III	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
T\A/1	AP241	Information Systems	2	TW/1 75 015	N.4	0126 54	0227.01	0220.10	0506.50	0601.66
TW1	APZ41	Spec III Information Systems	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
TW1	AP241	Spec III	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
T) A / 1	AD244	Information Systems	-	T)4/4 75 045	N 4	10122 40	10224.64	10326.88	10522.42	10020 70
TW1	AP241	Spec III	5	TW1.75.015	M	10123.40	10224.64		10533.42	10638.76
TW1	AP434	Intake Technician	1	TW1.75.006	M	5314.95	5368.10	5421.78	5530.22	5585.52
TW1	AP434	Intake Technician	2	TW1.75.006	M	5594.34	5650.29	5706.79	5820.92	5879.13
TW1	AP434	Intake Technician	3	TW1.75.006	M	5888.44	5947.33	6006.80	6126.93	6188.20
TW1	AP434	Intake Technician	4	TW1.75.006	M	6198.88	6260.86	6323.47	6449.94	6514.44
TW1	AP434	Intake Technician	5	TW1.75.006	M	6525.66	6590.91	6656.82	6789.96	6857.86
UM2	AF042	Investment Officer	1	UM2.75.017	M	9090.80	9181.71	9273.53	9459.00	9553.59
UM2	AF042	Investment Officer	2	UM2.75.017	М	9569.53	9665.22	9761.88	9957.11	10056.68
UM2	AF042	Investment Officer	3	UM2.75.017	M	10072.75	10173.48	10275.21	10480.72	10585.53
UM2	AF042	Investment Officer	4	UM2.75.017	М	10603.77	10709.81	10816.90	11033.24	11143.57
UM2	AF042	Investment Officer	5	UM2.75.017	М	11160.91	11272.51	11385.24	11612.94	11729.07
TW1	AP211	Job Developer	1	TW1.75.001	М	4164.71	4206.35	4248.42	4333.39	4376.72
TW1	AP211	Job Developer	2	TW1.75.001	М	4383.65	4427.49	4471.76	4561.20	4606.81
TW1	AP211	Job Developer	3	TW1.75.001	М	4614.02	4660.16	4706.77	4800.90	4848.91
TW1	AP211	Job Developer	4	TW1.75.001	М	4857.48	4906.05	4955.11	5054.22	5104.76
		<u> </u>								

TW1	AP211	Job Developer	5	TW1.75.001	М	5112.35	5163.47	5215.10	5319.41	5372.60
TW1	PS187	Latent Print Examiner	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
1441	F3107	Latent Print Examiner		1001.73.012	IVI	7122.01	7193.23	7203.10	7410.47	7404.37
TW1	PS187	II	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
TW1	PS187	Latent Print Examiner	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
TW1	PS187	Latent Print Examiner	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
	PS187	Latent Print Examiner	5							
TW1	P3107	II Latent Print Examiner	3	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
UH1	PS188	III	1	UH1.75.015	М	8242.84	8325.27	8408.52	8576.69	8662.46
11114	DC4.00	Latent Print Examiner	2	11114 75 045		0675.03	0762.50	0050 20	0027.24	0447.40
UH1	PS188	III Latent Print Examiner	2	UH1.75.015	M	8675.82	8762.58	8850.20	9027.21	9117.48
UH1	PS188	III	3	UH1.75.015	М	9133.29	9224.62	9316.87	9503.21	9598.24
UH1	PS188	Latent Print Examiner	4	UH1.75.015	М	9613.64	9709.78	9806.87	10003.01	10103.04
UH1	PS188	Latent Print Examiner	5	UH1.75.015	М	10120.15	10221.35	10323.56	10530.04	10635.34
		Legal Admin								
UH1	SS137	Assistant, Supervising Legal Admin	1	UH1.75.023	М	6443.13	6507.56	6572.64	6704.09	6771.13
UH1	SS137	Assistant, Supervising	2	UH1.75.023	М	6782.82	6850.64	6919.15	7057.53	7128.11
UH1	SS137	Legal Admin Assistant, Supervising	3	UH1.75.023	М	7138.68	7210.07	7282.17	7427.81	7502.09
	664.07	Legal Admin								
UH1	SS137	Assistant, Supervising Legal Admin	4	UH1.75.023	М	7516.08	7591.24	7667.15	7820.50	7898.70
UH1	SS137	Assistant, Supervising	5	UH1.75.023	М	7911.49	7990.60	8070.51	8231.92	8314.24
TA1	SS135	Legal Admin. Assistant (Conf)	1	TA1.75.005	М	5567.87	5623.55	5679.78	5793.38	5851.31
TA1	SS135	Legal Admin. Assistant (Conf)	2	TA1.75.005	М	5860.82	5919.43	5978.62	6098.19	6159.18
		Legal Admin.								
TA1	SS135	Assistant (Conf) Legal Admin.	3	TA1.75.005	М	6169.95	6231.65	6293.96	6419.84	6484.04
TA1	SS135	Assistant (Conf)	4	TA1.75.005	М	6493.44	6558.38	6623.96	6756.44	6824.00
		Legal Admin.								
TA1	SS135	Assistant (Conf)	5	TA1.75.005	М	6836.74	6905.10	6974.15	7113.64	7184.77
TW1	SS133	Legal Administrative Assistant	1	TW1.75.041	М	5567.91	5623.59	5679.83	5793.42	5851.36
TW1	SS133	Legal Administrative Assistant	2	TW1.75.041	М	5860.83	5919.44	5978.63	6098.21	6159.19
TW1	SS133	Legal Administrative Assistant	3	TW1.75.041	М	6169.96	6231.66	6293.98	6419.86	6484.05
1 44 7	33133	Legal Administrative	<u> </u>	1 44 1.7 3.041	141	0109.90	0231.00	0233.30	0719.00	0704.03
TW1	SS133	Assistant	4	TW1.75.041	М	6493.45	6558.39	6623.97	6756.45	6824.02
TW1	SS133	Legal Administrative Assistant	5	TW1.75.041	М	6836.74	6905.10	6974.15	7113.64	7184.77
		Legal Communications								
UM1	MA146	Officer	1	UM1.75.015	М	8246.11	8328.57	8411.86	8580.10	8665.90

		Legal	i	1	i .		1		1	
		Communications	İ		i '					
UM1	MA146	Officer	2	UM1.75.015	M	8679.07	8765.87	8853.52	9030.59	9120.90
l		Legal	İ		ĺ		'	1	'	1
UM1	MA146	Communications Officer	3	UM1.75.015	М	9136.55	9227.91	9320.19	9506.59	9601.66
OIVIT	IVIA140	Legal		01011.75.015	IVI	9130.33	3227.31	9320.19	9500.59	9001.00
		Communications	İ		i '		'		'	1
UM1	MA146	Officer	4	UM1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
		Legal	 		 					
		Communications	i _	UN44 7F 04F	i'	40422.44	40224.65	40226.00	40522.42	10000 70
UM1	MA146	Officer Legal Support	5	UM1.75.015	М	10123.41	10224.65	10326.89	10533.43	10638.76
UH1	SC170	Supervisor	1	UH1.75.013	М	7551.30	7626.82	7703.08	7857.15	7935.72
<u> </u>	33_1	Legal Support	_ <del></del>	32		702=101		,,,,,,	7.55	132211
UH1	SC170	Supervisor	2	UH1.75.013	М	7949.02	8028.51	8108.79	8270.97	8353.68
		Legal Support	 							
UH1	SC170	Supervisor	3	UH1.75.013	М	8366.52	8450.19	8534.69	8705.38	8792.44
UH1	SC170	Legal Support Supervisor	4	UU1 75 012	М	8807.11	8895.18	8984.13	9163.82	9255.46
OUT	3C170	Legal Support	4	UH1.75.013	IVI	8807.11	8895.10	8984.13	9105.02	9255.40
UH1	SC170	Supervisor	5	UH1.75.013	М	9270.85	9363.55	9457.19	9646.33	9742.80
TA1	AP213	Legislative Recorder	1	TA1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
TA1	AP213		2	TA1.75.006	M	5594.34	5650.29	5706.79	5820.92	5879.13
		Legislative Recorder								
TA1	AP213	Legislative Recorder	3	TA1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
TA1	AP213	Legislative Recorder	4	TA1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
TA1	AP213	Legislative Recorder	5	TA1.75.006	М	6488.41	6553.29	6618.82	6751.20	6818.71
UH1	SC172	Librarian, Supervising	1	UH1.75.014	М	7850.72	7929.22	8008.52	8168.69	8250.37
UH1	SC172	Librarian, Supervising	2	UH1.75.014	М	8262.44	8345.06	8428.51	8597.08	8683.05
UH1	SC172	Librarian, Supervising	3	UH1.75.014	М	8698.67	8785.66	8873.51	9050.99	9141.50
		, , ,	4		M				9527.01	
UH1	SC172	Librarian, Supervising		UH1.75.014		9156.17	9247.73	9340.21		9622.28
UH1	SC172	Librarian, Supervising	5	UH1.75.014	М	9638.15	9734.53	9831.88	10028.52	10128.80
UH1	SC173	Librarian, Supervising PPT	1	UH1.75.014	М	7850.72	7929.22	8008.52	8168.69	8250.37
0111	30173	Librarian, Supervising		0111./3.014	IVI	7030.72	1323.22	0000.32	8106.03	0230.37
UH1	SC173	PPT	2	UH1.75.014	М	8262.44	8345.06	8428.51	8597.08	8683.05
		Librarian, Supervising			 					
UH1	SC173	PPT	3	UH1.75.014	М	8698.67	8785.66	8873.51	9050.99	9141.50
	22472	Librarian, Supervising	١.	75 044	l '	2150 47	22.47.72	2240.24	2525.04	2222 20
UH1	SC173	PPT	4	UH1.75.014	М	9156.17	9247.73	9340.21	9527.01	9622.28
UH1	SC173	Librarian, Supervising PPT	5	UH1.75.014	М	9638.15	9734.53	9831.88	10028.52	10128.80
0111	30173	Library Automation		0111.75.01		3030.13	3734.33	3031.00	10020.32	10120.00
UM2	SC174	Supervisor	1	UM2.75.015	М	8246.11	8328.57	8411.85	8580.09	8665.89
		Library Automation								
UM2	SC174	Supervisor	2	UM2.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
11842	CC174	Library Automation	ر ا	UN42 75 015	i 54	0126 55	0227.01	0220.10	0506.60	0601.66
UM2	SC174	Supervisor Library Automation	3	UM2.75.015	М	9136.55	9227.91	9320.19	9506.60	9601.66
UM2	SC174	Supervisor	4	UM2.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
<u> </u>		Library Automation	<del>-</del> -			332211	<b>-</b>	332111		
UM2	SC174	Supervisor	5	UM2.75.015	М	10123.41	10224.64	10326.89	10533.42	10638.76
4										

		Loan Servicing								
TW1	SC176	Administrator	1	TW1.75.014	M	7852.34	7930.87	8010.18	8170.38	8252.08
		Loan Servicing								
TW1	SC176	Administrator	2	TW1.75.014	M	8265.71	8348.37	8431.85	8600.49	8686.50
T\A/1	CC17C	Loan Servicing	_	TVA/4 7F 04 4	N 4	0701.05	0700.07	0076.06	005430	0144.04
TW1	SC176	Administrator	3	TW1.75.014	М	8701.95	8788.97	8876.86	9054.39	9144.94
TW1	SC176	Loan Servicing Administrator	4	TW1.75.014	М	9159.43	9251.03	9343.54	9530.41	9625.71
1001	30170	Loan Servicing	-	1441.75.014	141	3133.43	3231.03	3343.54	3330.41	3023.71
TW1	SC176	Administrator	5	TW1.75.014	М	9641.42	9737.83	9835.21	10031.91	10132.23
		Loan Servicing								
TW1	AP234	Specialist	1	TW1.75.008	M	5859.02	5917.61	5976.79	6096.33	6157.29
		Loan Servicing								
TW1	AP234	Specialist	2	TW1.75.008	М	6167.83	6229.51	6291.81	6417.64	6481.82
		Loan Servicing								
TW1	AP234	Specialist	3	TW1.75.008	M	6492.96	6557.89	6623.47	6755.94	6823.50
		Loan Servicing	_							
TW1	AP234	Specialist	4	TW1.75.008	M	6834.44	6902.78	6971.81	7111.25	7182.36
TW1	AP234	Loan Servicing	_	TW/1 7F 000	N 4	7102.00	7265 92	7220 40	7405 26	7560.11
1001	APZ34	Specialist  Management	5	TW1.75.008	М	7193.89	7265.83	7338.49	7485.26	7560.11
UM2	AP235	Assistant	1	UM2.75.030	М	7264.43	7337.08	7410.45	7558.66	7634.25
OIVIZ	AI 233	Management		01012.75.050	141	7204.43	7537.00	7410.43	7556.00	7034.23
UM2	AP235	Assistant	2	UM2.75.030	М	7647.74	7724.22	7801.46	7957.49	8037.07
		Management								
UM2	AP235	Assistant	3	UM2.75.030	М	8049.39	8129.88	8211.18	8375.40	8459.16
		Management								
UM2	AP235	Assistant	4	UM2.75.030	М	8474.35	8559.10	8644.69	8817.58	8905.76
		Management								
UM2	AP235	Assistant	5	UM2.75.030	M	8919.31	9008.50	9098.58	9280.56	9373.36
		Management				7264.42	7227.00	7440.45	7550.66	7624.25
UM2	MA130	Assistant, PPT	1	UM2.75.030	M	7264.43	7337.08	7410.45	7558.66	7634.25
UM2	MA130	Management Assistant, PPT	2	UM2.75.030	М	7647.74	7724.22	7801.46	7957.49	8037.07
OIVIZ	IVIAISU	Management		01012.73.030	IVI	7047.74	7724.22	7801.40	7537.45	8037.07
UM2	MA130	Assistant, PPT	3	UM2.75.030	М	8049.39	8129.88	8211.18	8375.40	8459.16
		Management					0220100			5.001.20
UM2	MA130	Assistant, PPT	4	UM2.75.030	М	8474.35	8559.10	8644.69	8817.58	8905.76
		Management								
UM2	MA130	Assistant, PPT	5	UM2.75.030	M	8919.31	9008.50	9098.58	9280.56	9373.36
TA1	SS142	Management Intern	1	TA1.75.004	М	4821.51	4869.73	4918.42	5016.79	5066.96
TA1	SS142	Management Intern	2	TA1.75.004	М	5074.77	5125.52	5176.77	5280.31	5333.11
TA1	SS142	Management Intern	3	TA1.75.004	M	5341.09	5394.50	5448.45	5557.42	5612.99
TA1	SS142	Management Intern	4	TA1.75.004	M	5622.12	5678.34	5735.13	5849.83	5908.33
TA1	SS142	Management Intern	5	TA1.75.004	М	5919.48	5978.68	6038.47	6159.24	6220.83
		Management Intern,								
TW1	MA132	PPT	1	TW1.75.004	М	4821.51	4869.73	4918.42	5016.79	5066.96
<b>T</b> 1///		Management Intern,	_	T144 == 00 :		F07:	F425 - 52	F470	5202.24	5222 44
TW1	MA132	PPT	2	TW1.75.004	M	5074.77	5125.52	5176.77	5280.31	5333.11
T\A/1	MA132	Management Intern, PPT	3	TW/1 75 004	М	52/1 00	5304 50	5//0 /5	5557 40	5612.00
TW1	IVIAISZ	Management Intern,	3	TW1.75.004	IVI	5341.09	5394.50	5448.45	5557.42	5612.99
TW1	MA132	PPT	4	TW1.75.004	М	5622.12	5678.34	5735.13	5849.83	5908.33
		1 * * *			.,,	3322.12	22.0.01	3, 33,13	20.5.00	2223.33

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T) 4/4		Management Intern,	_	T11/4 75 004		5040.40	5070.60	6000 47	6450.04	5220.02
TW1	MA132	PPT	5	TW1.75.004	М	5919.48	5978.68	6038.47	6159.24	6220.83
UH1	SC247	Marine & Aquatics Pgrm Supervisor	1	UH1.75.012	М	7120.37	7191.58	7263.49	7408.76	7482.85
OIII	30247	Marine & Aquatics		0111.75.012	IVI	7120.57	7191.38	7203.43	7408.70	7482.83
UH1	SC247	Pgrm Supervisor	2	UH1.75.012	М	7494.52	7569.46	7645.16	7798.06	7876.04
		Marine & Aquatics								
UH1	SC247	Pgrm Supervisor	3	UH1.75.012	М	7889.92	7968.82	8048.50	8209.47	8291.57
		Marine & Aquatics								
UH1	SC247	Pgrm Supervisor	4	UH1.75.012	M	8304.92	8387.97	8471.85	8641.29	8727.70
	66247	Marine & Aquatics	-	11114 75 043	N 4	0741 15	0020 50	0016.04	0005.40	0106 12
UH1	SC247	Pgrm Supervisor  Marine Sports	5	UH1.75.012	М	8741.15	8828.56	8916.84	9095.18	9186.13
TW1	SC177	Program Coordinator	1	TW1.75.007	М	5581.27	5637.08	5693.46	5807.32	5865.40
	30177	Marine Sports	-	1441.73.007		3301.27	3037.00	3033.10	3007.32	3003.10
TW1	SC177	Program Coordinator	2	TW1.75.007	M	5873.73	5932.47	5991.80	6111.63	6172.75
		Marine Sports								
TW1	SC177	Program Coordinator	3	TW1.75.007	М	6184.17	6246.01	6308.47	6434.64	6498.98
T	66477	Marine Sports		T.A.G. 75 007		6500.01	6574.10	6640 17	6770.05	6040.60
TW1	SC177	Program Coordinator	4	TW1.75.007	М	6509.31	6574.40	6640.15	6772.95	6840.68
TW1	SC177	Marine Sports Program Coordinator	5	TW1.75.007	М	6852.41	6920.94	6990.15	7129.95	7201.25
1001	30177	Marketing Program		1001.73.007	IVI	0032.41	0920.94	0990.13	7129.93	7201.23
UM2	AP237	Coordinator	1	UM2.75.017	М	9090.80	9181.71	9273.53	9459.00	9553.59
		Marketing Program								
UM2	AP237	Coordinator	2	UM2.75.017	M	9569.53	9665.22	9761.88	9957.11	10056.68
		Marketing Program								
UM2	AP237	Coordinator	3	UM2.75.017	М	10072.75	10173.48	10275.21	10480.72	10585.53
UM2	AP237	Marketing Program Coordinator	4	UM2.75.017	М	10603.77	10700 01	10816.90	11022 24	11142 57
UIVIZ	APZ37	Marketing Program	4	01012.75.017	IVI	10003.77	10709.81	10616.90	11033.24	11143.57
UM2	AP237	Coordinator	5	UM2.75.017	М	11160.91	11272.51	11385.24	11612.94	11729.07
	_	Mechanical								
UH1	SC178	Inspection Supervisor	1	UH1.75.013	М	7551.30	7626.82	7703.08	7857.15	7935.72
		Mechanical								
UH1	SC178	Inspection Supervisor	2	UH1.75.013	M	7949.02	8028.51	8108.79	8270.97	8353.68
	CC170	Mechanical	2	11114 75 043	N 4	0266 52	0450.40	0524.60	0705.20	0702.44
UH1	SC178	Inspection Supervisor Mechanical	3	UH1.75.013	М	8366.52	8450.19	8534.69	8705.38	8792.44
UH1	SC178	Inspection Supervisor	4	UH1.75.013	М	8807.11	8895.18	8984.13	9163.82	9255.46
<u> </u>	00270	Mechanical	•	0.121701020		0007122	3331.13	03020	3200.02	32331.0
UH1	SC178	Inspection Supervisor	5	UH1.75.013	M	9270.85	9363.55	9457.19	9646.33	9742.80
		Monitoring &								
UM2	SC179	Evaluation Supervisor	1	UM2.75.016	М	8657.85	8744.43	8831.87	9008.51	9098.59
	66470	Monitoring &	_	11842 75 046		0442.60	0204.04	0205.05	0.402.00	0577.60
UM2	SC179	Evaluation Supervisor  Monitoring &	2	UM2.75.016	M	9113.68	9204.81	9296.86	9482.80	9577.63
UM2	SC179	Evaluation Supervisor	3	UM2.75.016	М	9594.04	9689.98	9786.88	9982.62	10082.44
- C1V12	30173	Monitoring &	,	31412.73.010	141	3334.04	3003.30	3700.00	3302.02	10002.77
UM2	SC179	Evaluation Supervisor	4	UM2.75.016	М	10098.91	10199.90	10301.90	10507.94	10613.01
		Monitoring &								
UM2	SC179	Evaluation Supervisor	5	UM2.75.016	M	10629.91	10736.21	10843.57	11060.45	11171.05
TW1	AP244	Mortgage Advisor	1	TW1.75.007	М	5581.27	5637.08	5693.46	5807.32	5865.40
TW1	AP244	Mortgage Advisor	2	TW1.75.007	М	5873.73	5932.47	5991.80	6111.63	6172.75
TW1	AP244	Mortgage Advisor	3	TW1.75.007	M	6184.17	6246.01	6308.47	6434.64	6498.98
1 44 1	AF 244	IVIOI (Eage Auvisoi	3	1 00 1./ 3.00/	171	0104.17	0240.01	0300.47	0434.04	0430.30

TW1	AP244	Mortgage Advisor	4	TW1.75.007	М	6509.31	6574.40	6640.15	6772.95	6840.68
TW1	AP244	Mortgage Advisor	5	TW1.75.007	М	6852.41	6920.94	6990.15	7129.95	7201.25
UH1	SC180	Mortgage Loan Supervisor	1	UH1.75.012	М	7120.37	7191.58	7263.49	7408.76	7482.85
		Mortgage Loan								
UH1	SC180	Supervisor	2	UH1.75.012	M	7494.52	7569.46	7645.16	7798.06	7876.04
UH1	SC180	Mortgage Loan Supervisor	3	UH1.75.012	М	7889.92	7968.82	8048.50	8209.47	8291.57
<u> </u>	00200	Mortgage Loan		0.121701022		, 555.52	7555.52	00 10100	0200117	0232.07
UH1	SC180	Supervisor	4	UH1.75.012	М	8304.92	8387.97	8471.85	8641.29	8727.70
UH1	SC180	Mortgage Loan Supervisor	5	UH1.75.012	М	8741.15	8828.56	8916.84	9095.18	9186.13
OHI	3C16U	Museum Project	3	UH1.75.012	IVI	6/41.15	0020.30	0910.04	9093.16	9100.15
TW1	SC186	Coordinator	1	TW1.75.009	M	6153.11	6214.64	6276.79	6402.33	6466.35
		Museum Project								
TW1	SC186	Coordinator	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	SC186	Museum Project Coordinator	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
	00200	Museum Project				0010:11	0000.20	0000120	7 00 1120	7 200.120
TW1	SC186	Coordinator	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
TW1	SC186	Museum Project	-	TW/1 7F 000	N 4	7554.00	7620.52	7706.83	7060.07	7020 50
1001	3C180	Coordinator  Museum Security	5	TW1.75.009	М	7554.98	7630.53	7700.83	7860.97	7939.58
UH1	PS160	Guard IV	1	UH1.80.008	M	5857.41	5915.98	5975.14	6094.65	6155.59
		Museum Security								
UH1	PS160	Guard IV	2	UH1.80.008	М	6166.22	6227.88	6290.16	6415.96	6480.12
UH1	PS160	Museum Security Guard IV	3	UH1.80.008	М	6489.71	6554.61	6620.15	6752.56	6820.08
		Museum Security								
UH1	PS160	Guard IV	4	UH1.80.008	М	6832.81	6901.14	6970.15	7109.56	7180.65
UH1	PS160	Museum Security Guard IV	5	UH1.80.008	М	7192.26	7264.19	7336.83	7483.57	7550 40
OHI	P3100	Naturalist,	3	UH1.80.008	IVI	7192.20	7204.19	/330.63	7403.37	7558.40
UH1	SC189	Supervising	1	UH1.80.007	М	5578.00	5633.78	5690.11	5803.92	5861.96
		Naturalist,								
UH1	SC189	Supervising Naturalist,	2	UH1.80.007	М	5872.08	5930.80	5990.11	6109.92	6171.01
UH1	SC189	Supervising	3	UH1.80.007	М	6180.89	6242.70	6305.13	6431.23	6495.54
		Naturalist,								
UH1	SC189	Supervising	4	UH1.80.007	M	6506.02	6571.08	6636.79	6769.53	6837.22
UH1	SC189	Naturalist, Supervising	5	UH1.80.007	М	6849.16	6917.65	6986.83	7126.56	7197.83
0111	30103	Neighborhood		0111.00.007	141	0043.10	0317.03	0300.03	7120.50	7137.03
TW1	SC190	Services Coordinator	1	TW1.75.023	М	5529.67	5584.97	5640.82	5753.63	5811.17
T) 4/5	56400	Neighborhood	2	TM4 75 000	B 4	E030.35	E070 FC	F027.24	6056.00	6146.65
TW1	SC190	Services Coordinator Neighborhood	2	TW1.75.023	М	5820.35	5878.56	5937.34	6056.09	6116.65
TW1	SC190	Services Coordinator	3	TW1.75.023	М	6126.33	6187.59	6249.47	6374.46	6438.20
		Neighborhood								
TW1	SC190	Services Coordinator	4	TW1.75.023	М	6449.31	6513.80	6578.94	6710.52	6777.62
TW1	SC190	Neighborhood Services Coordinator	5	TW1.75.023	М	6789.30	6857.19	6925.76	7064.28	7134.92
TW1	AP263	Nurse Case Manager	1	TW1.75.008	M	5859.02	5917.61	5976.79	6096.33	6157.29
TW1	AP263	Nurse Case Manager	2	TW1.75.008	M	6167.83	6229.51	6291.81	6417.64	6481.82

TW1	AP263	Nurse Case Manager	3	TW1.75.008	М	6492.96	6557.89	6623.47	6755.94	6823.50
TW1	AP263	Nurse Case Manager	4	TW1.75.008	М	6834.44	6902.78	6971.81	7111.25	7182.36
TW1	AP263	Nurse Case Manager	5	TW1.75.008	М	7193.89	7265.83	7338.49	7485.26	7560.11
		Nurse Case Manager,								
TW1	AP264	PPT Nurse Case Manager,	1	TW1.75.008	M	5859.02	5917.61	5976.79	6096.33	6157.29
TW1	AP264	PPT	2	TW1.75.008	М	6167.83	6229.51	6291.81	6417.64	6481.82
TW1	AP264	Nurse Case Manager, PPT	3	TW1.75.008	М	6492.96	6557.89	6623.47	6755.94	6823.50
TW1	AP264	Nurse Case Manager, PPT	4	TW1.75.008	М	6834.44	6902.78	6971.81	7111.25	7182.36
		Nurse Case Manager,								
TW1	AP264	PPT	5	TW1.75.008	М	7193.89	7265.83	7338.49	7485.26	7560.11
UM2	SS156	Office Manager	1	UM2.75.007	M	5581.28	5637.10	5693.47	5807.34	5865.41
UM2	SS156	Office Manager	2	UM2.75.007	М	5873.74	5932.47	5991.80	6111.63	6172.75
UM2	SS156	Office Manager	3	UM2.75.007	М	6184.16	6246.00	6308.46	6434.63	6498.97
UM2	SS156	Office Manager	4	UM2.75.007	М	6509.31	6574.40	6640.14	6772.95	6840.68
UM2	SS156	Office Manager	5	UM2.75.007	М	6852.41	6920.94	6990.15	7129.95	7201.25
		Open Govt & Legal							_	
UM2	SC246	Svcs Coord Open Govt & Legal	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
UM2	SC246	Svcs Coord	2	UM2.75.012	М	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	SC246	Open Govt & Legal Svcs Coord	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28
110.42	56246	Open Govt & Legal	4	111112 75 012		0200 10	0201.20	0475 40	0044.00	0724.42
UM2	SC246	Svcs Coord Open Govt & Legal	4	UM2.75.012	M	8308.18	8391.26	8475.18	8644.68	8731.13
UM2	SC246	Svcs Coord	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
TW1	PP165	Outreach Developer	1	TW1.75.008	М	5859.02	5917.61	5976.79	6096.33	6157.29
TW1	PP165	Outreach Developer	2	TW1.75.008	М	6167.83	6229.51	6291.81	6417.64	6481.82
TW1	PP165	Outreach Developer	3	TW1.75.008	М	6492.96	6557.89	6623.47	6755.94	6823.50
TW1	PP165	Outreach Developer	4	TW1.75.008	М	6834.44	6902.78	6971.81	7111.25	7182.36
TW1	PP165	Outreach Developer	5	TW1.75.008	М	7193.89	7265.83	7338.49	7485.26	7560.11
		Outreach Developer,					_			
TW1	PP129	Ppt Outreach Developer,	1	TW1.75.008	M	5859.02	5917.61	5976.79	6096.33	6157.29
TW1	PP129	Ppt	2	TW1.75.008	М	6167.83	6229.51	6291.81	6417.64	6481.82
		Outreach Developer,								
TW1	PP129	Ppt Developer	3	TW1.75.008	M	6492.96	6557.89	6623.47	6755.94	6823.50
TW1	PP129	Outreach Developer, Ppt	4	TW1.75.008	М	6834.44	6902.78	6971.81	7111.25	7182.36
		Outreach Developer,	•	11121701000			0002170	0072102	7 - 1 - 1 - 1	7 102.00
TW1	PP129	Ppt	5	TW1.75.008	М	7193.89	7265.83	7338.49	7485.26	7560.11
TW1	AP212	Paralegal	1	TW1.75.008	М	5859.02	5917.61	5976.79	6096.33	6157.29
TW1	AP212	Paralegal	2	TW1.75.008	М	6167.83	6229.51	6291.81	6417.64	6481.82
TW1	AP212	Paralegal	3	TW1.75.008	М	6492.96	6557.89	6623.47	6755.94	6823.50
TW1	AP212	Paralegal	4	TW1.75.008	М	6834.44	6902.78	6971.81	7111.25	7182.36
TW1	AP212	Paralegal	5	TW1.75.008	М	7193.89	7265.83	7338.49	7485.26	7560.11
TW1	AL012	Paralegal, PPT	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38

TW1	AL012	Paralegal, PPT	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
TW1	AL012	Paralegal, PPT	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
TW1	AL012	Paralegal, PPT	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
TW1	AL012	Paralegal, PPT	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
UH1	SC193	Park Supervisor I	1	UH1.80.010	М	6458.65	6523.24	6588.47	6720.24	6787.45
UH1	SC193	Park Supervisor I	2	UH1.80.010	M	6798.51	6866.49	6935.16	7073.86	7144.60
UH1	SC193	Park Supervisor I	3	UH1.80.010	М	7156.32	7227.88	7300.16	7446.16	7520.62
UH1	SC193	Park Supervisor I	4	UH1.80.010	M	7532.11	7607.44	7683.51	7837.18	7915.55
UH1	SC193	Park Supervisor I	5	UH1.80.010	М	7929.13	8008.42	8088.50	8250.27	8332.78
UH1	SC194	Park Supervisor II	1	UH1.80.013	М	7476.55	7551.31	7626.83	7779.36	7857.16
UH1	SC194	Park Supervisor II	2	UH1.80.013	М	7870.32	7949.02	8028.51	8189.08	8270.97
UH1	SC194	Park Supervisor II	3	UH1.80.013	М	8283.68	8366.51	8450.18	8619.18	8705.37
UH1	SC194	Park Supervisor II	4	UH1.80.013	М	8719.91	8807.11	8895.18	9073.08	9163.81
UH1	SC194	Park Supervisor II	5	UH1.80.013	М	9179.04	9270.83	9363.54	9550.81	9646.32
		Parking Enforcement								
UH1	TR165	Supervisor I	1	UH1.80.006	M	5313.31	5366.45	5420.11	5528.51	5583.80
UH1	TR165	Parking Enforcement Supervisor I	2	UH1.80.006	М	5592.70	5648.63	5705.12	5819.22	5877.41
0111	111103	Parking Enforcement		0111.00.000	141	3332.70	3040.03	3703.12	3013.22	3077.41
UH1	TR165	Supervisor I	3	UH1.80.006	М	5886.79	5945.66	6005.12	6125.22	6186.47
	TD46F	Parking Enforcement				6407.25	6250.22	6334.04	6440.25	CE42 72
UH1	TR165	Supervisor I Parking Enforcement	4	UH1.80.006	М	6197.25	6259.22	6321.81	6448.25	6512.73
UH1	TR165	Supervisor I	5	UH1.80.006	М	6522.38	6587.60	6653.48	6786.55	6854.41
		Parking Enforcement								
UH1	TR166	Supervisor II Parking Enforcement	1	UH1.80.012	M	7120.37	7191.58	7263.49	7408.76	7482.85
UH1	TR166	Supervisor II	2	UH1.80.012	М	7494.52	7569.46	7645.16	7798.06	7876.04
		Parking Enforcement								
UH1	TR166	Supervisor II	3	UH1.80.012	M	7889.92	7968.82	8048.50	8209.47	8291.57
UH1	TR166	Parking Enforcement Supervisor II	4	UH1.80.012	М	8304.92	8387.97	8471.85	8641.29	8727.70
0112	111200	Parking Enforcement	•	0111.00.012		0301.32	0307.37	0171.03	0011.23	0,2,,,0
UH1	TR166	Supervisor II	5	UH1.80.012	М	8741.15	8828.56	8916.84	9095.18	9186.13
111111	SC195	Parking Meter Collector Supervisor	1	11111 75 000	М	6140.96	6211.36	6272 47	6200 04	6462.02
UH1	30193	Parking Meter	1	UH1.75.009	IVI	6149.86	0211.50	6273.47	6398.94	6462.93
UH1	SC195	Collector Supervisor	2	UH1.75.009	М	6474.99	6539.74	6605.14	6737.24	6804.61
l		Parking Meter	_							
UH1	SC195	Collector Supervisor Parking Meter	3	UH1.75.009	М	6814.83	6882.98	6951.81	7090.84	7161.75
UH1	SC195	Collector Supervisor	4	UH1.75.009	М	7174.28	7246.02	7318.48	7464.85	7539.50
		Parking Meter								
UH1	SC195	Collector Supervisor	5	UH1.75.009	М	7551.71	7627.23	7703.50	7857.57	7936.15
UM2	SC196	Parking Supervisor	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
UM2	SC196	Parking Supervisor	2	UM2.75.012	М	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	SC196	Parking Supervisor	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28
UM2	SC196	Parking Supervisor	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
UM2	SC196	Parking Supervisor	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57

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		Parkland Resources								
UH1	SC197	Supervisor	1	UH1.80.010	М	6458.65	6523.24	6588.47	6720.24	6787.45
	Γ	Parkland Resources	Γ	op	<u> </u>		<u> </u>			
UH1	SC197	Supervisor	2	UH1.80.010	М	6798.51	6866.49	6935.16	7073.86	7144.60
		Parkland Resources								l
UH1	SC197	Supervisor	3	UH1.80.010	М	7156.32	7227.88	7300.16	7446.16	7520.62
		Parkland Resources								l l
UH1	SC197	Supervisor	4	UH1.80.010	М	7532.11	7607.44	7683.51	7837.18	7915.55
		Parkland Resources								l
UH1	SC197	Supervisor	5	UH1.80.010	М	7929.13	8008.42	8088.50	8250.27	8332.78
		Parks & Rec Training				'				
TW1	AP266	Specialist	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
		Parks & Rec Training		75 000		6.76.60		5555.04		
TW1	AP266	Specialist	2	TW1.75.009	M	6476.63	6541.39	6606.81	6738.94	6806.33
-: va	15366	Parks & Rec Training		75.44 75 000	.,	6010.11	6006.20	6055.45	7004.25	7465 40
TW1	AP266	Specialist	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
_,,,,	12266	Parks & Rec Training		7114 75 000		7475 02	7247.60	7220 17	7.100 57	75 44 22
TW1	AP266	Specialist	4	TW1.75.009	M	7175.93	7247.69	7320.17	7466.57	7541.23
T\4/1	AD266	Parks & Rec Training	_	TV4/1 7E 000	N //	7554.00	7620 52	7706 02	7960.07	7020 50
TW1	AP266	Specialist	5	TW1.75.009	M	7554.98	7630.53	7706.83	7860.97	7939.58
		Pavement								
	TD171	Management	1	11114 75 013	N 4	7420.27	7101 50	7262.40	7400 76	7482.85
UH1	TR171	Supervisor	1	UH1.75.012	M	7120.37	7191.58	7263.49	7408.76	/482.85
		Pavement								l
UH1	TR171	Management	2	11111 75 012	М	7494.52	7569.46	7645.16	7798.06	7876.04
OUT	IKT/T	Supervisor Pavement		UH1.75.012	IVI	/434.34	/305.40	/045.10	//50.00	/8/0.04
		Management								l l
UH1	TR171	Supervisor	3	UH1.75.012	М	7889.92	7968.82	8048.50	8209.47	8291.57
0111	IVT/T	Pavement	3	UN1./3.012	IVI	/003.32	/300.02	0040.50	0203.47	0231.37
		Management								
UH1	TR171	Supervisor	4	UH1.75.012	М	8304.92	8387.97	8471.85	8641.29	8727.70
01.1	1111111	Pavement		0111.73.012		030-1.32	0307.37	0471.03	0041.23	0,2,
		Management								l
UH1	TR171	Supervisor	5	UH1.75.012	М	8741.15	8828.56	8916.84	9095.18	9186.13
01.1	111272	Payroll Control		0111173.012		0,41.13	0020.30	0510.01	3033.10	3100.13
UH1	SS158	Specialist	1	UH1.75.024	М	6783.80	6851.64	6920.15	7058.55	7129.14
J	3320	Payroll Control		0	<del></del>	0.00	000=:-:		, , , , ,	/
UH1	SS158	Specialist	2	UH1.75.024	М	7139.98	7211.38	7283.50	7429.17	7503.46
	30100	Payroll Control		0112173132	····	, 100.00	,212.55	, 200.00	, .23.27	,3005
UH1	SS158	Specialist	3	UH1.75.024	М	7515.76	7590.92	7666.82	7820.16	7898.36
<u> </u>	3020	Payroll Control		0		,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,			7 332:22
UH1	SS158	Specialist	4	UH1.75.024	М	7912.80	7991.93	8071.85	8233.29	8315.62
<u> </u>		Payroll Control	-	0			, , , , ,		<u> </u>	33_3.5
UH1	SS158	Specialist	5	UH1.75.024	М	8329.44	8412.73	8496.86	8666.80	8753.46
1		Payroll Personnel								
UH1	SS163	Clerk III	1	UH1.75.002	М	4589.11	4635.00	4681.35	4774.98	4822.73
		Payroll Personnel		1						
UH1	SS163	Clerk III	2	UH1.75.002	М	4830.99	4879.30	4928.10	5026.66	5076.92
		Payroll Personnel		†						
UH1	SS163	Clerk III	3	UH1.75.002	М	5084.91	5135.76	5187.12	5290.86	5343.77
		Payroll Personnel								
UH1	SS163	Clerk III	4	UH1.75.002	М	5352.54	5406.06	5460.12	5569.32	5625.02
		Payroll Personnel								
UH1	SS163	Clerk III	5	UH1.75.002	М	5633.90	5690.24	5747.14	5862.08	5920.70

	45202	Performance Audit				2000 02	0404 70	0070 54	0.450.04	0552.60
UM1	AP393	Manager Performance Audit	1	UM1.75.017	М	9090.82	9181.73	9273.54	9459.01	9553.60
UM1	AP393	Manager	2	UM1.75.017	М	9569.53	9665.23	9761.88	9957.12	10056.69
		Performance Audit								
UM1	AP393	Manager	3	UM1.75.017	M	10072.76	10173.48	10275.22	10480.72	10585.53
UM1	AP393	Performance Audit Manager	4	UM1.75.017	М	10603.77	10709.80	10816.90	11033.24	11143.57
		Performance Audit								
UM1	AP393	Manager	5	UM1.75.017	M	11160.91	11272.52	11385.24	11612.95	11729.08
TW1	AP391	Performance Auditor	1	TW1.75.007	М	5581.27	5637.08	5693.46	5807.32	5865.40
TW1	AP391	Performance Auditor	2	TW1.75.007	М	5873.73	5932.47	5991.80	6111.63	6172.75
TW1	AP391	Performance Auditor	3	TW1.75.007	М	6184.17	6246.01	6308.47	6434.64	6498.98
TW1	AP391	Performance Auditor	4	TW1.75.007	M	6509.31	6574.40	6640.15	6772.95	6840.68
TW1	AP391	Performance Auditor	5	TW1.75.007	М	6852.41	6920.94	6990.15	7129.95	7201.25
		Performance Auditor,								
TW1	AP392	Sr. Performance Auditor,	1	TW1.75.012	M	7122.01	7193.23	7265.16	7410.47	7484.57
TW1	AP392	Sr.	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
		Performance Auditor,								
TW1	AP392	Sr.	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
TW1	AP392	Performance Auditor, Sr.	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
	7.1. 052	Performance Auditor,	•			5555.25	0001117	0170120	3311133	0702120
TW1	AP392	Sr.	5	TW1.75.012	M	8744.43	8831.88	8920.20	9098.60	9189.59
TW1	AP269	Planner I	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
TW1	AP269	Planner I	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
TW1	AP269	Planner I	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
TW1	AP269	Planner I	4	TW1.75.005	M	5903.14	5962.17	6021.79	6142.23	6203.65
TW1	AP269	Planner I	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
TW1	AP272	Planner II	1	TW1.75.021	М	5976.20	6035.96	6096.32	6218.25	6280.43
TW1	AP272	Planner II	2	TW1.75.021	М	6291.18	6354.10	6417.64	6545.99	6611.45
TW1	AP272	Planner II	3	TW1.75.021	M	6622.83	6689.05	6755.95	6891.06	6959.97
TW1	AP272	Planner II	4	TW1.75.021	M	6971.13	7040.84	7111.25	7253.47	7326.01
TW1	AP272	Planner II	5	TW1.75.021	M	7337.76	7411.14	7485.25	7634.96	7711.31
1001	AFZ/Z	Planner II, Design	,	1001.73.021	IVI	7337.70	7411.14	7405.25	7034.90	7711.51
TW1	AP273	Review	1	TW1.75.021	М	5976.20	6035.96	6096.32	6218.25	6280.43
TW1	AP273	Planner II, Design Review	2	TW1.75.021	М	6291.18	6354.10	6417.64	6545.99	6611.45
1001	APZ/3	Planner II, Design		1001.75.021	IVI	0291.10	0554.10	0417.04	0343.99	0011.45
TW1	AP273	Review	3	TW1.75.021	М	6622.83	6689.05	6755.95	6891.06	6959.97
T) A / 4	40272	Planner II, Design	4	T)4/4 75 024		6074.42	7040.04	7444 25	7252 47	7226.04
TW1	AP273	Review Planner II, Design	4	TW1.75.021	M	6971.13	7040.84	7111.25	7253.47	7326.01
TW1	AP273	Review	5	TW1.75.021	М	7337.76	7411.14	7485.25	7634.96	7711.31
TW1	AP274	Planner III	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
TW1	AP274	Planner III	2	TW1.75.011	М	7139.98	7211.38	7283.50	7429.17	7503.46
TW1	AP274	Planner III	3	TW1.75.011	М	7515.76	7590.92	7666.82	7820.16	7898.36
TW1	AP274	Planner III	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
I	_ · ·· · - · ¬		•	1			. 551.55	55, 1.05	0_00.20	3313.02

TW1	AP274	Planner III	5	TW1.75.011	М	8329.44	8412.73	8496.86	8666.80	8753.46
TW1	AP275	Planner III, Design Review	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
		Planner III, Design								
TW1	AP275	Review Planner III, Design	2	TW1.75.011	М	7139.98	7211.38	7283.50	7429.17	7503.46
TW1	AP275	Review	3	TW1.75.011	М	7515.76	7590.92	7666.82	7820.16	7898.36
TW1	AP275	Planner III, Design Review	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
1001	AFZ/J	Planner III, Design	4	1001.75.011	IVI	7912.80	7331.33	8071.83	6233.23	8313.02
TW1	AP275	Review	5	TW1.75.011	М	8329.44	8412.73	8496.86	8666.80	8753.46
TW1	AP380	Planner III, Historic Preservation	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
1001	APSOU	Planner III, Historic	1	1001.75.011	IVI	0765.60	0031.04	0920.13	7036.33	7129.14
TW1	AP380	Preservation	2	TW1.75.011	М	7139.98	7211.38	7283.50	7429.17	7503.46
T) 4/4	4 D 2 O O	Planner III, Historic	2	T)4/4 75 044		7545 76	7500.00	7666.00	7020.46	7000.26
TW1	AP380	Preservation Planner III, Historic	3	TW1.75.011	М	7515.76	7590.92	7666.82	7820.16	7898.36
TW1	AP380	Preservation	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
		Planner III, Historic								
TW1	AP380	Preservation	5	TW1.75.011	M	8329.44	8412.73	8496.86	8666.80	8753.46
TW1	AP276	Planner III, Historical Pres, PPT	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
		Planner III, Historical				3133133			, , , , , , , , , , , , , , , , , , , ,	
TW1	AP276	Pres, PPT	2	TW1.75.011	М	7139.98	7211.38	7283.50	7429.17	7503.46
TW1	AP276	Planner III, Historical Pres, PPT	3	TW1.75.011	М	7515.76	7590.92	7666.82	7820.16	7898.36
	7.1. 2.7 0	Planner III, Historical				7020170	700002	, , , , , , , , , , , , , , , , , , , ,	7020.20	7000.00
TW1	AP276	Pres, PPT	4	TW1.75.011	M	7912.80	7991.93	8071.85	8233.29	8315.62
TW1	AP276	Planner III, Historical Pres, PPT	5	TW1.75.011	М	8329.44	8412.73	8496.86	8666.80	8753.46
TW1	AP370	Planner III, PPT	1	TW1.75.011	M	6783.80	6851.64	6920.15	7058.55	7129.14
TW1	AP370	Planner III, PPT	2	TW1.75.011	M	7139.98	7211.38	7283.50	7429.17	7503.46
TW1	AP370	Planner III, PPT	3	TW1.75.011	M	7515.76	7590.92	7666.82	7820.16	7898.36
TW1	AP370	Planner III, PPT	4	TW1.75.011	M	7912.80	7991.93	8071.85	8233.29	8315.62
TW1	AP370	Planner III, PPT	5	TW1.75.011	M	8329.44	8412.73	8496.86	8666.80	8753.46
TW1	AP277	Planner IV	1	TW1.75.015	M	8246.09	8328.55	8411.84	8580.07	8665.87
TW1	AP277	Planner IV	2	TW1.75.015	M	8679.07	8765.86	8853.52	9030.59	9120.90
TW1	AP277	Planner IV	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
TW1	AP277	Planner IV	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
TW1	AP277	Planner IV	5	TW1.75.015	M	10123.40	10224.64	10326.88	10533.42	10638.76
TW1	AP403	Planner IV PPT	1	TW1.75.015	M	8246.09	8328.55	8411.84	8580.07	8665.87
TW1	AP403	Planner IV PPT	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
TW1	AP403	Planner IV PPT	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
TW1	AP403	Planner IV PPT	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
TW1	AP403	Planner IV PPT	5	TW1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
TW1	AP278	Planner IV, Design Review	1	TW1.75.015	М	8246.09	8328.55	8411.84	8580.07	8665.87
		Planner IV, Design								
TW1	AP278	Review	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90

		Planner IV, Design								
TW1	AP278	Review	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
T) 4/4	45270	Planner IV, Design	4	TV44 75 045	.,	0010.01	0742.00	0010 21	40000 43	10106 10
TW1	AP278	Review Planner IV, Design	4	TW1.75.015	M	9616.91	9713.08	9810.21	10006.42	10106.48
TW1	AP278	Review	5	TW1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
TW1	AP279	Planner V	1	TW1.75.018	М	9545.02	9640.47	9736.88	9931.61	10030.93
TW1	AP279	Planner V	2	TW1.75.018	М	10048.25	10148.73	10250.22	10455.22	10559.77
TW1	AP279	Planner V	3	TW1.75.018	М	10576.00	10681.76	10788.57	11004.34	11114.39
TW1	AP279	Planner V	4	TW1.75.018	М	11133.13	11244.46	11356.90	11584.04	11699.88
TW1	AP279	Planner V	5	TW1.75.018	М	11719.69	11836.88	11955.25	12194.36	12316.30
<u> </u>		Police Comm	~							
UH1	PS203	Dispatcher, Senior	1	UH1.80.023	М	6907.98	6977.06	7046.83	7187.77	7259.65
UH1	PS203	Police Comm Dispatcher, Senior	2	UH1.80.023	М	7272.18	7344.90	7418.35	7566.72	7642.38
OFIT	P3203	Police Comm	۷.	UH1.60.023	IVI	1212.10	/344.30	/410.33	/300.72	7042.30
UH1	PS203	Dispatcher, Senior	3	UH1.80.023	М	7653.70	7730.24	7807.54	7963.69	8043.33
		Police Comm								
UH1	PS203	Dispatcher, Senior	4	UH1.80.023	М	8058.36	8138.94	8220.33	8384.74	8468.59
UH1	PS203	Police Comm Dispatcher, Senior	5	UH1.80.023	М	8482.27	8567.09	8652.76	8825.82	8914.08
- 51.12	10200	Police		0.12.00.02.5		0.102.27	0307.00	33525	3023.32	03155
		Communications								
UH1	PS164	Supervisor	1	UH1.80.038	М	7824.75	7903.00	7982.03	8141.67	8223.09
		Police Communications								
UH1	PS164	Supervisor	2	UH1.80.038	М	8237.69	8320.07	8403.27	8571.33	8657.05
	1310.	Police		0111.00.000		0207.00	0020.0.	0-100.2.	03, 1.00	0037.03
		Communications								
UH1	PS164	Supervisor	3	UH1.80.038	М	8671.35	8758.06	8845.64	9022.56	9112.78
		Police Communications								
UH1	PS164	Supervisor	4	UH1.80.038	М	9127.63	9218.91	9311.10	9497.32	9592.29
<u> </u>		Police								
		Communications								
UH1	PS164	Supervisor	5	UH1.80.038	М	9608.44	9704.52	9801.56	9997.60	10097.57
		Police Communications								
UH1	PS164	Supervisor	6	UH1.80.038	М	0.00	0.00	0.00	0.00	0.00
	-	Police Drug				-	-	-	-	
TA1	SC200	Abatement Prg Coor	1	TA1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
TA1	SC200	Police Drug Abatement Prg Coor	2	TA1.75.009	М	6476.63	65/1 20	6606.81	6728 04	6806.33
IAI	30200	Police Drug		1A1.73.003	IVI	0470.03	6541.39	0000.01	6738.94	0800.55
TA1	SC200	Abatement Prg Coor	3	TA1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
		Police Drug								
TA1	SC200	Abatement Prg Coor Police Drug	4	TA1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
TA1	SC200	Abatement Prg Coor	5	TA1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
1712	30200	Police Identification	,	17(1.75.005		7334.30	7030.33	7700.03	7000.57	7333.50
UH1	PS166	Section Sup	1	UH1.80.011	М	6902.58	6971.60	7041.32	7182.15	7253.97
l	20100	Police Identification				700000				
UH1	PS166	Section Sup	2	UH1.80.011	M	7266.82	7339.49	7412.88	7561.14	7636.75

		Police Identification								
UH1	PS166	Section Sup	3	UH1.80.011	M	7649.39	7725.89	7803.14	7959.21	8038.80
		Police Identification				00=4.00		0010 -1	00=0.04	
UH1	PS166	Section Sup	4	UH1.80.011	М	8051.90	8132.42	8213.74	8378.01	8461.79
	DC4.CC	Police Identification	_	4 00 044		0470 04	05.00.00	004044	0040.24	0007.53
UH1	PS166	Section Sup	5	UH1.80.011	M	8476.04	8560.80	8646.41	8819.34	8907.53
⊔1	DC166	Police Identification	6	11111 00 011	N.4	0400 E6	0574.45	9660.20	0022 40	0021.74
UH1	PS166	Section Sup Police Performance	6	UH1.80.011	М	8489.56	8574.45	8660.20	8833.40	8921.74
TW1	AP210	Auditor	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
1 44 7	AL 210	Police Performance		1 441.7 3.012	171	/122.01	/155.25	7203.10	/410.4/	/407.57
TW1	AP210	Auditor	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
	, <b>-</b>	Police Performance		1		, , , , , , , ,	, , ,	, ,		7575115
TW1	AP210	Auditor	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
		Police Performance								
TW1	AP210	Auditor	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
		Police Performance								
TW1	AP210	Auditor	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
Г		Police Personnel			_					
UH1	AP284	Oper Specialist	1	UH1.75.012	M	7120.37	7191.58	7263.49	7408.76	7482.85
		Police Personnel		75 042						
UH1	AP284	Oper Specialist	2	UH1.75.012	M	7494.52	7569.46	7645.16	7798.06	7876.04
	VD304	Police Personnel	,	11111 7E 012	N.4	7000 02	7060 02	0040 E0	9200 47	0201 57
UH1	AP284	Oper Specialist Police Personnel	3	UH1.75.012	М	7889.92	7968.82	8048.50	8209.47	8291.57
UH1	AP284	Oper Specialist	4	UH1.75.012	М	8304.92	8387.97	8471.85	8641.29	8727.70
0117	AF ZUT	Police Personnel	-	0111.73.012	171	0304.52	0307.57	04/1.05	0041.25	0/2/./0
UH1	AP284	Oper Specialist	5	UH1.75.012	М	8741.15	8828.56	8916.84	9095.18	9186.13
	711 20 .	Police Pgrm & Perf		01111.75.522		0, 11,10	0020.00	03 20.0 .	3033.20	7100.10
UM2	AP291	Audit Sup	1	UM2.75.017	М	9090.80	9181.71	9273.53	9459.00	9553.59
		Police Pgrm & Perf								
UM2	AP291	Audit Sup	2	UM2.75.017	М	9569.53	9665.22	9761.88	9957.11	10056.68
		Police Pgrm & Perf								
UM2	AP291	Audit Sup	3	UM2.75.017	М	10072.75	10173.48	10275.21	10480.72	10585.53
Ι.		Police Pgrm & Perf								
UM2	AP291	Audit Sup	4	UM2.75.017	M	10603.77	10709.81	10816.90	11033.24	11143.57
		Police Pgrm & Perf	_							
UM2	AP291	Audit Sup	5	UM2.75.017	M	11160.91	11272.51	11385.24	11612.94	11729.07
	DC102	Police Property	1	11111 00 000	N.4	F0F7 //1	F01E 00	F075 14	6004.65	6155 50
UH1	PS182	Supervisor Police Property	1	UH1.80.008	М	5857.41	5915.98	5975.14	6094.65	6155.59
UH1	PS182	Supervisor	2	UH1.80.008	М	6166.22	6227.88	6290.16	6415.96	6480.12
- 0111	13102	Police Property		0111.00.000	141	0100.22	0227.00	0230.10	0413.30	0700.12
UH1	PS182	Supervisor	3	UH1.80.008	М	6489.71	6554.61	6620.15	6752.56	6820.08
		Police Property	-							
UH1	PS182	Supervisor	4	UH1.80.008	М	6832.81	6901.14	6970.15	7109.56	7180.65
		Police Property								
UH1	PS182	Supervisor	5	UH1.80.008	М	7192.26	7264.19	7336.83	7483.57	7558.40
		Police Records								
UH1	PS171	Supervisor	1	UH1.75.022	M	6033.12	6093.45	6154.38	6277.47	6340.25
		Police Records								
UH1	PS171	Supervisor	2	UH1.75.022	М	6351.18	6414.70	6478.84	6608.42	6674.50
	DC4.74	Police Records	_	75 000		6604.00	6754.04	6040.75	6055.40	702460
UH1	PS171	Supervisor	3	UH1.75.022	M	6684.39	6751.24	6818.75	6955.13	7024.68
UH1	PS171	Police Records Supervisor	4	UH1.75.022	М	7037.80	7108.18	7179.26	7322.85	7396.08
0111	131/1	Juper visor		3111.73.022	141	7037.80	/100.10	7173.20	7322.03	7330.00

l		Police Records								
UH1	PS171	Supervisor	5	UH1.75.022	М	7408.02	7482.10	7556.92	7708.06	7785.14
l		Police Technical								
TW1	AP285	Writer	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
		Police Technical			- <b>-</b>					
TW1	AP285	Writer	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
T\A/1	4 D 2 O E	Police Technical	,	TW4 75 000	N A	C010 11	C206 20	COFF 1E	7004 25	7165 10
TW1	AP285	Writer Police Technical	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
TW1	AP285	Writer	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
1 44 7	AF 203	Police Technical	7	1 001.73.003	IVI	/1/3.55	7247.03	/320.1/	7400.57	/ 341.23
TW1	AP285	Writer	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
	711 = 0 =	Principal Inspection		1 *** 2 5 1		,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	, 000.2	7,555.23
UH1	IS122	Supv	1	UH1.75.016	М	8654.57	8741.11	8828.53	9005.10	9095.15
		Principal Inspection								
UH1	IS122	Supv	2	UH1.75.016	М	9110.41	9201.52	9293.53	9479.40	9574.20
		Principal Inspection								
UH1	IS122	Supv	3	UH1.75.016	М	9589.14	9685.03	9781.88	9977.52	10077.29
		Principal Inspection								
UH1	IS122	Supv	4	UH1.75.016	M	10094.00	10194.94	10296.89	10502.83	10607.85
l		Principal Inspection	_							<b></b>
UH1	IS122	Supv	5	UH1.75.016	М	10624.99	10731.24	10838.55	11055.32	11165.88
T\4/4	66303	Process Coordinator	4	TM4 75 042		7422.04	7402.22	7265.46	7440.47	7404 57
TW1	SC202		1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
TW1	SC202	Process Coordinator	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
1001	30202	Process Coordinator		1001.73.012	IVI	7497.80	7372.77	7048.30	7801.47	7879.49
TW1	SC202		3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
	00202	Process Coordinator				7002.00	7070117	0000127	0221.20	0230.23
TW1	SC202	III	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
		Process Coordinator								
TW1	SC202	III	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
		Production Control								
UM2	SC203	Supervisor	1	UM2.75.010	М	6460.30	6524.90	6590.15	6721.96	6789.18
		Production Control								
UM2	SC203	Supervisor	2	UM2.75.010	M	6800.13	6868.13	6936.81	7075.54	7146.30
	66202	Production Control	_			7457.05	7220 52	7204.02	7447.06	7522.24
UM2	SC203	Supervisor	3	UM2.75.010	М	7157.95	7229.53	7301.83	7447.86	7522.34
UM2	SC203	Production Control Supervisor	4	UM2.75.010	М	7535.37	7610.72	7686.83	7840.57	7918.97
OIVIZ	30203	Production Control	4	01012.73.010	IVI	7333.37	7010.72	7080.83	7840.37	7910.97
UM2	SC203	Supervisor	5	UM2.75.010	М	7932.41	8011.74	8091.86	8253.69	8336.23
TW1	AP292	Program Analyst I	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
TW1	AP292	Program Analyst I	2	TW1.75.006	М	5594.34	5650.29	5706.79	5820.92	5879.13
TW1	AP292	Program Analyst I	3	TW1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
TW1	AP292	Program Analyst I	4	TW1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
		,								
TW1	AP292	Program Analyst I	5	TW1.75.006	M	6525.66	6590.91	6656.82	6789.96	6857.86
TIALA	AD257	Program Analyst I,	1	T)4/4 75 000	N 4	F3440F	F2C0 40	E 404 70	FF30.33	FEOF 53
TW1	AP357	PPT  Brogram Analyst I	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
TW1	AP357	Program Analyst I, PPT	2	TW1.75.006	М	5594.34	5650.29	5706.79	5820.92	5879.13
1 44 1	WL221	Program Analyst I,		1 44 1.7 3.000	IVI	3334.34	3030.23	3700.73	3020.32	3013.13
TW1	AP357	PPT	3	TW1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
I	, 55,	1		7 11 1.7 3.000	.*1	3000.44	33 17.33	0000.00	0120.55	0100.20

		Program Analyst I,	_							
TW1	AP357	PPT Program Analyst I	4	TW1.75.006	M	6198.88	6260.86	6323.47	6449.94	6514.44
TW1	AP357	Program Analyst I, PPT	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
TW1	AP293	Program Analyst II	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
TW1	AP293	Program Analyst II	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	AP293	Program Analyst II	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
TW1	AP293	Program Analyst II	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
TW1	AP293	Program Analyst II	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
TW1	AP358	Program Analyst II,	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
1001	Al 330	Program Analyst II,		1001.75.005	101	0133.11	0214.04	0270.73	0402.55	0400.55
TW1	AP358	PPT	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	AP358	Program Analyst II, PPT	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
		Program Analyst II,								
TW1	AP358	PPT Program Analyst II,	4	TW1.75.009	M	7175.93	7247.69	7320.17	7466.57	7541.23
TW1	AP358	PPT Program Analyst II,	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
UM2	SC204	Program Analyst III	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
UM2	SC204	Program Analyst III	2	UM2.75.012	М	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	SC204	Program Analyst III	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28
UM2	SC204	Program Analyst III	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
UM2	SC204	Program Analyst III	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
TW1	AP360	Program Analyst III,	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
1001	AP300	Program Analyst III,	1	1001.75.012	IVI	7122.01	7195.25	7203.10	7410.47	7404.37
TW1	AP360	PPT	2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
TW1	AP360	Program Analyst III, PPT	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
1001	711 300	Program Analyst III,	3	1 1 1 1 7 3 6 1 2		7031.33	7370.47	0030.17	0211.10	0233.23
TW1	AP360	PPT	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
TW1	AP360	Program Analyst III, PPT	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
		Programmer Analyst								
TW1	AP297	III, PPT	1	TW1.75.015	М	8246.09	8328.55	8411.84	8580.07	8665.87
TW1	AP297	Programmer Analyst III, PPT	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
		Programmer Analyst								
TW1	AP297	III, PPT Programmer Analyst	3	TW1.75.015	M	9136.54	9227.91	9320.19	9506.59	9601.66
TW1	AP297	III, PPT	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
T\A/4	AD207	Programmer Analyst		T\A/1 7F 01F	N 4	10122.40	10224.64	10226.00	10522 42	10639.76
TW1	AP297	III, PPT Public Information	5	TW1.75.015	M	10123.40	10224.64	10326.88	10533.42	10638.76
TW1	AP298	Officer I	1	TW1.75.008	М	5859.02	5917.61	5976.79	6096.33	6157.29
TW1	AP298	Public Information Officer I	2	TW1.75.008	М	6167.83	6229.51	6291.81	6417.64	6481.82
		Public Information								
TW1	AP298	Officer I Public Information	3	TW1.75.008	М	6492.96	6557.89	6623.47	6755.94	6823.50
TW1	AP298	Officer I	4	TW1.75.008	М	6834.44	6902.78	6971.81	7111.25	7182.36
						_				

Public Information   Fig. 1											
Public Information		1		İ		'					
TWI   AP299   Officer	TW1	AP298		5	TW1.75.008	M	7193.89	7265.83	7338.49	7485.26	7560.11
Public Information	T\A/1	40300		i ,	TW4 75 013	i .,	7122.01	7102.22	7205 16	7410 47	7404 57
TWI   AP390   Officer	IWI	AP299		<u> </u>	TW1./5.012	IVI	/122.01	/193.23	/265.16	/410.4/	/484.57
Public Information	TW1	AP299		1 2	TW1.75.012	і м	7497.80	7572.77	7648.50	7801.47	7879,49
TW1		7.11 2.3.3			1772.75.522		, 13	, 3, 2	, , , , , ,	7002	, 5, 55
Public Information	TW1	AP299		3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
No.				 							
Mat   Mat	TW1	AP299		4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
Name	T	45300		i _	TV44 75 042	i ., '	0744.42	0024.00	2020.20	0000.00	0400 50
Mat   Mat	IWI	AP299		5	TW1./5.012	IVI	8/44.43	8831.88	8920.20	9098.60	9189.59
Name	TW1	AP300		1	TW1.75.012	і м	7122.01	7193.23	7265.16	7410.47	7484.57
Name		7 322	·	_ <del>-</del>	1		,	,	. = 02:=2	7.22	
Math   Math	TW1	AP300		2	TW1.75.012	М	7497.80	7572.77	7648.50	7801.47	7879.49
No.   Public Information   AP300   Officer II, PPT   S   TW1.75.012   M   8308.19   8391.27   8475.18   8644.69   8731.13											
TW1	TW1	AP300		3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
Name	T\A/1	40200		1	TW4 75 012	i .,	0200 10	0201.27	0475 10	0044.60	0721 12
TW1	IWI	AP300		4	TW1./5.U12	IVI	8308.19	8391.27	84/5.18	8644.69	8/31.13
AP302   Public Information Officer III   1   TW1.75.015   M   8246.09   8328.55   8411.84   8580.07   8665.87	TW1	AP300		j 5	TW1.75.012	і м	8744.43	8831.88	8920.20	9098.60	9189,59
TW1	1,442	711 330	<u> </u>	<u> </u>	1 *** 1.7 5.5	<del></del>	07 111.0	0001.00	0320.20	3030.00	3103.00
TW1	TW1	AP302		1	TW1.75.015	М	8246.09	8328.55	8411.84	8580.07	8665.87
TW1						ĺ					
TW1         AP302         Officer III         3         TW1.75.015         M         9136.54         9227.91         9320.19         9506.59         9601.66           TW1         AP302         Officer III         4         TW1.75.015         M         9616.91         9713.08         9810.21         10006.42         10106.48           TW1         AP302         Officer III         5         TW1.75.015         M         10123.40         10224.64         10326.88         10533.42         10638.76           TW1         PP155         Public Service Rep, Sr         1         TW1.75.004         M         4821.51         4869.73         4918.42         5016.79         5066.96           TW1         PP155         Public Service Rep, Sr         2         TW1.75.004         M         5044.77         5125.52         5176.77         5280.31         5333.11           TW1         PP155         Public Service Rep, Sr         3         TW1.75.004         M         5341.09         5394.50         5448.45         5557.42         5612.99           TW1         PP155         Public Service Rep, Sr         5         TW1.75.004         M         5919.48         5978.68         6038.47         6159.24         6220.83	TW1	AP302		2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
Public Information Officer III		12202		١ ,	T: 14 75 045	1 '	2126 54	2227.04	2220.40	2500 50	2504.66
TW1         AP302         Officer III         4         TW1.75.015         M         9616.91         9713.08         9810.21         10006.42         10106.48           TW1         AP302         Officer III         5         TW1.75.015         M         10123.40         10224.64         10326.88         10533.42         10638.76           TW1         PP155         Public Service Rep, Sr         1         TW1.75.004         M         4821.51         4869.73         4918.42         5016.79         5066.96           TW1         PP155         Public Service Rep, Sr         2         TW1.75.004         M         5074.77         5125.52         5176.77         5280.31         5333.11           TW1         PP155         Public Service Rep, Sr         3         TW1.75.004         M         5341.09         5394.50         548.45         5557.42         5612.99           TW1         PP155         Public Service Rep, Sr         4         TW1.75.004         M         5622.12         5678.34         5735.13         5849.83         5908.33           TW1         PP155         Public Works         Personnel         N         7930.87         8010.18         8170.38         8252.08           UM2         MA138	IWI	AP3UZ		3	TW1./5.015	IVI	9136.54	9227.91	9320.19	9506.59	9601.66
TW1	TW1	AP302		4	TW1.75.015	і м	9616.91	9713.08	9810.21	10006,42	10106,48
TW1         AP302         Officer III         5         TW1.75.015         M         10123.40         10224.64         10326.88         10533.42         10638.76           TW1         PP155         Public Service Rep, Sr         1         TW1.75.004         M         4821.51         4869.73         4918.42         5016.79         5066.96           TW1         PP155         Public Service Rep, Sr         2         TW1.75.004         M         5074.77         5125.52         5176.77         5280.31         5333.11           TW1         PP155         Public Service Rep, Sr         3         TW1.75.004         M         5341.09         5394.50         548.45         5557.42         5612.99           TW1         PP155         Public Service Rep, Sr         4         TW1.75.004         M         5622.12         5678.34         5735.13         5849.83         5908.33           TW1         PP155         Public Works         N         5919.48         5978.68         6038.47         6159.24         6220.83           WA2         MA138         Coordinator         1         UM2.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           UM2         MA138	1112	7 352	+	<u> </u>	1777.75.522		3010.51	37.10.00	3010.22	10000	101000
TW1         PP155         Public Service Rep, Sr         2         TW1.75.004         M         5074.77         5125.52         5176.77         5280.31         5333.11           TW1         PP155         Public Service Rep, Sr         3         TW1.75.004         M         5341.09         5394.50         5448.45         5557.42         5612.99           TW1         PP155         Public Service Rep, Sr         4         TW1.75.004         M         5622.12         5678.34         5735.13         5849.83         5908.33           TW1         PP155         Public Service Rep, Sr         5         TW1.75.004         M         5919.48         5978.68         6038.47         6159.24         6220.83           WA1         Public Works Personnel         Personnel         M         7930.87         8010.18         8170.38         8252.08           UM2         MA138         Coordinator         1         UM2.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           UM2         MA138         Coordinator         2         UM2.75.014         M         8265.72         8348.38         8431.86         8600.50         8686.50           UM2         MA138         Coordin	TW1	AP302		5	TW1.75.015	<u> M</u>	10123.40	10224.64	10326.88	10533.42	10638.76
TW1         PP155         Public Service Rep, Sr         2         TW1.75.004         M         5074.77         5125.52         5176.77         5280.31         5333.11           TW1         PP155         Public Service Rep, Sr         3         TW1.75.004         M         5341.09         5394.50         5448.45         5557.42         5612.99           TW1         PP155         Public Service Rep, Sr         4         TW1.75.004         M         5622.12         5678.34         5735.13         5849.83         5908.33           TW1         PP155         Public Service Rep, Sr         5         TW1.75.004         M         5919.48         5978.68         6038.47         6159.24         6220.83           WA1         Public Works Personnel         Personnel         M         7930.87         8010.18         8170.38         8252.08           UM2         MA138         Coordinator         1         UM2.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           UM2         MA138         Coordinator         2         UM2.75.014         M         8265.72         8348.38         8431.86         8600.50         8686.50           UM2         MA138         Coordin	TW1	PP155	Public Service Rep, Sr	1	TW1.75.004	M	4821.51	4869.73	4918.42	5016.79	5066.96
TW1         PP155         Public Service Rep, Sr         3         TW1.75.004         M         5341.09         5394.50         5448.45         5557.42         5612.99           TW1         PP155         Public Service Rep, Sr         4         TW1.75.004         M         5622.12         5678.34         5735.13         5849.83         5908.33           TW1         PP155         Public Service Rep, Sr         5         TW1.75.004         M         5919.48         5978.68         6038.47         6159.24         6220.83           Public Works Personnel         Public Works Personnel         1         UM2.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           UM2         MA138         Coordinator         2         UM2.75.014         M         8265.72         8348.38         8431.86         8600.50         8686.50           UM2         MA138         Coordinator         2         UM2.75.014         M         8701.96         8788.98         8876.87         9054.41         9144.95           UM2         MA138         Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           UM			1,								
TW1         PP155         Public Service Rep, Sr         4         TW1.75.004         M         5622.12         5678.34         5735.13         5849.83         5908.33           TW1         PP155         Public Service Rep, Sr         5         TW1.75.004         M         5919.48         5978.68         6038.47         6159.24         6220.83           Public Works Personnel         Personnel         Coordinator         1         UM2.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           UM2         MA138         Coordinator         2         UM2.75.014         M         8265.72         8348.38         8431.86         8600.50         8686.50           UM2         MA138         Coordinator         2         UM2.75.014         M         8701.96         8788.98         8876.87         9054.41         9144.95           UM2         MA138         Coordinator         3         UM2.75.014         M         8701.96         8788.98         8876.87         9054.41         9144.95           UM2         MA138         Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           <			1,								
TW1         PP155         Public Service Rep, Sr         5         TW1.75.004         M         5919.48         5978.68         6038.47         6159.24         6220.83           Public Works Personnel         Personnel         1         UM2.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           UM2         MA138         Coordinator         2         UM2.75.014         M         8265.72         8348.38         8431.86         8600.50         8686.50           UM2         MA138         Coordinator         3         UM2.75.014         M         8701.96         8788.98         8876.87         9054.41         9144.95           UM2         MA138         Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           UM2         MA138         Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71			1.		i						
UM2         MA138         Coordinator         1         UM2.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           UM2         MA138         Coordinator         2         UM2.75.014         M         8265.72         8348.38         8431.86         8600.50         8686.50           UM2         MA138         Coordinator         2         UM2.75.014         M         8701.96         8788.98         8876.87         9054.41         9144.95           UM2         MA138         Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           UM2         MA138         Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71	TW1	PP155	Public Service Rep, Sr	4	TW1.75.004	M	5622.12	5678.34	5735.13	5849.83	5908.33
UM2         Personnel Coordinator         1         UM2.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           UM2         Public Works Personnel UM2         Coordinator         2         UM2.75.014         M         8265.72         8348.38         8431.86         8600.50         8686.50           UM2         MA138         Coordinator         3         UM2.75.014         M         8701.96         8788.98         8876.87         9054.41         9144.95           UM2         MA138         Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           UM2         MA138         Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71	TW1	PP155	Public Service Rep, Sr	5	TW1.75.004	М	5919.48	5978.68	6038.47	6159.24	6220.83
UM2         MA138         Coordinator         1         UM2.75.014         M         7852.34         7930.87         8010.18         8170.38         8252.08           Public Works Personnel         Personnel         2         UM2.75.014         M         8265.72         8348.38         8431.86         8600.50         8686.50           UM2         MA138         Coordinator         3         UM2.75.014         M         8701.96         8788.98         8876.87         9054.41         9144.95           UM2         MA138         Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           UM2         MA138         Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71				_ 		_ 					
UM2         MA138         Coordinator Coordinator         2         UM2.75.014         M         8265.72         8348.38         8431.86         8600.50         8686.50           UM2         MA138         Coordinator         3         UM2.75.014         M         8701.96         8788.98         8876.87         9054.41         9144.95           Public Works Personnel         Public Works Personnel         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           Public Works         Public Works         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71		144120		4	113.75 01.4	1	7052.24	7020.07	0010 10	0470 20	0353.00
UM2         Personnel Coordinator         2         UM2.75.014         M         8265.72         8348.38         8431.86         8600.50         8686.50           UM2         MA138         Coordinator         3         UM2.75.014         M         8701.96         8788.98         8876.87         9054.41         9144.95           Public Works Personnel         Personnel         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           UM2         Public Works         Public Works         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71	UIVIZ	MAI38	1	<u> </u>	UIVI2./5.014	IVI	/852.34	/930.87	8010.18	81/0.38	8252.08
UM2         MA138         Coordinator         2         UM2.75.014         M         8265.72         8348.38         8431.86         8600.50         8686.50           UM2         Public Works Personnel         3         UM2.75.014         M         8701.96         8788.98         8876.87         9054.41         9144.95           UM2         MA138         Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           Public Works         Public Works         Image: Coordinator Public Works <td< td=""><td></td><td>1</td><td></td><td>İ</td><td></td><td>1</td><td></td><td></td><td></td><td></td><td> </td></td<>		1		İ		1					
UM2         MA138         Coordinator         3         UM2.75.014         M         8701.96         8788.98         8876.87         9054.41         9144.95           Public Works Personnel         Personnel         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           Public Works         Public Works         Ferson Public Works         <	UM2	MA138		2	UM2.75.014	М	8265.72	8348.38	8431.86	8600.50	8686.50
UM2         MA138         Coordinator         3         UM2.75.014         M         8701.96         8788.98         8876.87         9054.41         9144.95           Public Works Personnel         Personnel         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           Public Works         Public Works         4         9159.44         9251.03         9343.54         9530.41         9625.71				ĺ		1					
Public Works   Personnel   UM2   MA138   Coordinator   4   UM2.75.014   M   9159.44   9251.03   9343.54   9530.41   9625.71   Public Works		1		İ		i '					
UM2         Personnel Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           Public Works         V	UM2	MA138		3	UM2.75.014	M	8701.96	8788.98	8876.87	9054.41	9144.95
UM2         MA138         Coordinator         4         UM2.75.014         M         9159.44         9251.03         9343.54         9530.41         9625.71           Public Works         Image: Coordinator of the properties		1		İ		i '					
Public Works	IIM2	ΜΔ138		1 4	UM2 75 014	l M	9159 44	9251 03	9343 54	9530 41	9625 71
	OIVIZ	IVIAISO			01V12.73.01-1		3133.44	3231.03	3343.34	3330.71	3023.71
Personnei		1	Personnel	İ		1					
UM2         MA138         Coordinator         5         UM2.75.014         M         9641.42         9737.83         9835.21         10031.92         10132.24	UM2	MA138		5	UM2.75.014	М	9641.42	9737.83	9835.21	10031.92	10132.24
Public Works				_ 		_ 					
UH1         SC206         Supervisor I         1         UH1.80.026         M         6587.83         6653.71         6720.25         6854.65         6923.20	UH1	SC206	Supervisor I	1	UH1.80.026	M	6587.83	6653.71	6720.25	6854.65	6923.20

ı										
		Public Works			i '	[	'	'	]	
UH1	SC206	Supervisor I	2	UH1.80.026	М	6934.47	7003.82	7073.85	7215.33	7287.49
		Public Works			1	'	'	1		1
UH1	SC206	Supervisor I	3	UH1.80.026	М	7299.44	7372.44	7446.16	7595.08	7671.03
		Public Works			i '	'	'	1 '	'	l /
UH1	SC206	Supervisor I	4	UH1.80.026	M	7682.76	7759.59	7837.18	7993.92	8073.86
,	22206	Public Works	_		i'	0007.74	2150 50		0.115.00	0.000.40
UH1	SC206	Supervisor I	5	UH1.80.026	М	8087.71	8168.59	8250.27	8415.28	8499.43
,,,,,,	50307	Public Works	1	11111 90 027	i 54	7626.00	7702.24	7770.26	7024.05	9014 30
UH1	SC207	Supervisor II Public Works	1	UH1.80.027	M	7626.08	7702.34	7779.36	7934.95	8014.30
UH1	SC207	Supervisor II	2	UH1.80.027	М	8027.72	8108.00	8189.08	8352.86	8436.39
0111	30207	Public Works		0111.00.027	IVI	0027.72	8108.00	0109.00	0332.00	0430.33
UH1	SC207	Supervisor II	3	UH1.80.027	М	8449.35	8533.84	8619.18	8791.57	8879.48
0112	3020,	Public Works	<del>                                     </del>	0111.00.027		04-7.55	0555.0 .	0015.10	0/31.37	007510
UH1	SC207	Supervisor II	4	UH1.80.027	М	8894.30	8983.25	9073.08	9254.54	9347.09
		Public Works	<del>                                     </del>							1
UH1	SC207	Supervisor II	5	UH1.80.027	М	9362.62	9456.25	9550.81	9741.83	9839.25
		Purchasing			Ī					
UH1	AF053	Supervisor	1	UH1.75.014	М	7850.72	7929.22	8008.52	8168.69	8250.37
		Purchasing				1				
UH1	AF053	Supervisor	2	UH1.75.014	М	8262.44	8345.06	8428.51	8597.08	8683.05
		Purchasing			 					
UH1	AF053	Supervisor	3	UH1.75.014	М	8698.67	8785.66	8873.51	9050.99	9141.50
		Purchasing		Γ ,		<u> </u>	[ ·	<u> </u>		Γ
UH1	AF053	Supervisor	4	UH1.75.014	М	9156.17	9247.73	9340.21	9527.01	9622.28
		Purchasing			i '	· '		'		l
UH1	AF053	Supervisor	5	UH1.75.014	М	9638.15	9734.53	9831.88	10028.52	10128.80
TF1	AP308	Real Estate Agent	1	TF1.75.011	М	7300.33	7373.33	7447.06	7596.00	7671.96
TF1	AP308	Real Estate Agent	2	TF1.75.011	М	7684.01	7760.85	7838.46	7995.23	8075.18
TF1	AP308	Real Estate Agent	3	TF1.75.011	М	8087.90	8168.78	8250.47	8415.47	8499.63
TF1	AP308	Real Estate Agent	4	TF1.75.011	М	8513.69	8598.83	8684.82	8858.51	8947.10
TF1	AP308	Real Estate Agent	5	TF1.75.011	М	8961.31	9050.93	9141.44	9324.27	9417.51
		Real Estate Agent,			i			1		
UM2	AP309	Supervising	1	UM2.75.017	М	9090.80	9181.71	9273.53	9459.00	9553.59
		Real Estate Agent,			 					
UM2	AP309	Supervising	2	UM2.75.017	М	9569.53	9665.22	9761.88	9957.11	10056.68
		Real Estate Agent,			i '	'	'	1		1
UM2	AP309	Supervising	3	UM2.75.017	М	10072.75	10173.48	10275.21	10480.72	10585.53
		Real Estate Agent,			i .					l
UM2	AP309	Supervising	4	UM2.75.017	М	10603.77	10709.81	10816.90	11033.24	11143.57
	4 D 2 O O	Real Estate Agent,	_	LIN 42 7F 017	i 🐧	11160.01	11272 51	11205 24	11012.04	11720 07
UM2	AP309	Supervising  Recentionist to the	5	UM2.75.017	M	11160.91	11272.51	11385.24	11612.94	11729.07
TW1	SS171	Receptionist to the City Attorney	1	TW1.75.002	М	4372.22	4415.94	4460.10	4549.30	4594.79
1007	331/1	Receptionist to the	+	1 00 1.7 3.002	IVI	43/2.22	4415.54	4400.10	4345.30	4334.73
TW1	SS171	City Attorney	2	TW1.75.002	М	4602.59	4648.62	4695.10	4789.01	4836.90
1,4,7	331,1	Receptionist to the	<del></del>	1 ** 1.7 3.332		4002.33	4040.02	7055.10	4703.01	1000.00
TW1	SS171	City Attorney	3	TW1.75.002	М	4844.40	4892.84	4941.77	5040.61	5091.01
		Receptionist to the	†	+ 1	ĺ .					
TW1	SS171	City Attorney	4	TW1.75.002	М	5099.29	5150.28	5201.78	5305.82	5358.88
		Receptionist to the			i					
TW1	SS171	City Attorney	5	TW1.75.002	М	5368.87	5422.56	5476.79	5586.32	5642.18
						·		·	·	

		Receptionist to the			 					
TW1	SS197	City Auditor	1	TW1.75.002	М	4372.22	4415.94	4460.10	4549.30	4594.79
T\4/1	CC107	Receptionist to the		TW/1 75 002	I NA	4602 50	4649.63	460E 10	4700.01	1926 00
TW1	SS197	City Auditor  Receptionist to the	2	TW1.75.002	M	4602.59	4648.62	4695.10	4789.01	4836.90
TW1	SS197	City Auditor	3	TW1.75.002	М	4844.40	4892.84	4941.77	5040.61	5091.01
		Receptionist to the	†		<del></del>	-				
TW1	SS197	City Auditor	4	TW1.75.002	М	5099.29	5150.28	5201.78	5305.82	5358.88
		Receptionist to the	_		 					
TW1	SS197	City Auditor  Receptionist to the	5	TW1.75.002	M	5368.87	5422.56	5476.79	5586.32	5642.18
TW1	SS204	City Auditor, PPT	1	TW1.75.002	М	4372.22	4415.94	4460.10	4549.30	4594.79
1001	33204	Receptionist to the	+ -	1 771.73.002		73/2.22	7713.37	7700.10	7575.50	7334.73
TW1	SS204	City Auditor, PPT	2	TW1.75.002	М	4602.59	4648.62	4695.10	4789.01	4836.90
		Receptionist to the			i					
TW1	SS204	City Auditor, PPT	3	TW1.75.002	М	4844.40	4892.84	4941.77	5040.61	5091.01
	66304	Receptionist to the		T144 75 000		5000 00	5150.20	5304 70	5305.03	5350.00
TW1	SS204	City Auditor, PPT Receptionist to the	4	TW1.75.002	M	5099.29	5150.28	5201.78	5305.82	5358.88
TW1	SS204	City Auditor, PPT	5	TW1.75.002	М	5368.87	5422.56	5476.79	5586.32	5642.18
	3320.	Receptionist to the	+ -	1772.73.332		3300.07	3 122.33	31,05	3300.02	50 12.25
TW1	SS172	City Clerk	1	TW1.75.002	М	4372.22	4415.94	4460.10	4549.30	4594.79
		Receptionist to the			<del></del>					
TW1	SS172	City Clerk	2	TW1.75.002	М	4602.59	4648.62	4695.10	4789.01	4836.90
<b>-</b> \\\/1	CC172	Receptionist to the		TW4 75 000		4044 40	4000.04	40.44.77	5040.61	5001.01
TW1	SS172	City Clerk Receptionist to the	3	TW1.75.002	M	4844.40	4892.84	4941.77	5040.61	5091.01
TW1	SS172	City Clerk	4	TW1.75.002	М	5099.29	5150.28	5201.78	5305.82	5358.88
1	331,2	Receptionist to the	+ .	1 ** 1.7 3.332		3033.23	3130.23	32011.0	3303.02	3330.00
TW1	SS172	City Clerk	5	TW1.75.002	М	5368.87	5422.56	5476.79	5586.32	5642.18
		Recreation General	<b>T</b>		, 					
UM2	MA139	Supervisor	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
11112	N4A120	Recreation General	2	11842 75 012	N 4	7407 70	7572.76	7649 40	7001 46	7070 40
UM2	MA139	Supervisor Recreation General	2	UM2.75.012	M	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	MA139	Supervisor	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28
		Recreation General	+		<del></del>				-	
UM2	MA139	Supervisor	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
		Recreation General	1	T				_		
UM2	MA139	Supervisor	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
UH1	SC209	Recreation Supervisor	1	UH1.75.009	М	6149.86	6211.36	6273.47	6398.94	6462.93
0111	30205	Recreation	1	UH1.73.003	171	0143.00	0211.50	02/3.4/	0330.34	0402.93
UH1	SC209	Supervisor	2	UH1.75.009	М	6474.99	6539.74	6605.14	6737.24	6804.61
		Recreation	1		<del></del>	-			-	
UH1	SC209	Supervisor	3	UH1.75.009	М	6814.83	6882.98	6951.81	7090.84	7161.75
		Recreation			 	.=. 00	3.15.00			
UH1	SC209	Supervisor	4	UH1.75.009	M	7174.28	7246.02	7318.48	7464.85	7539.50
UH1	SC209	Recreation Supervisor	5	UH1.75.009	М	7551.71	7627.23	7703.50	7857.57	7936.15
0111	30203	Recreation Svcs	+ -	0111.75.005	171	/ / / / / /	1021.23	7703.30	7037.37	/330.13
		Manager, Assistant			i I					
UM2	EM111	to	1	UM2.75.015	М	8246.11	8328.57	8411.85	8580.09	8665.89
		Recreation Svcs	<b>T</b>		, 					
		Manager, Assistant			i	0070.07	0765.06	2252 52	2220 50	2420.00
UM2	EM111	to	2	UM2.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90

l										
		Recreation Svcs	1	J	1	•	•	1	•	1
Ι.		Manager, Assistant	1		1	'	'	1	'	
UM2	EM111	to	3	UM2.75.015	М	9136.55	9227.91	9320.19	9506.60	9601.66
1		Recreation Svcs	1	]	1			1		1 ,
UM2	EM111	Manager, Assistant to	4	UM2.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
0.4.2	LIVITAL	Recreation Svcs		01412.73.323		3010.51	3713.00	3010.21	10000	10100.10
4		Manager, Assistant	1	1	1			1		<u> </u>
UM2	EM111	to	5	UM2.75.015	М	10123.41	10224.64	10326.89	10533.42	10638.76
TW1	PP140	Recycling Specialist	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
TW1	PP140	Recycling Specialist	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	PP140	Recycling Specialist	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
TW1	PP140	Recycling Specialist	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
TW1	PP140	Recycling Specialist	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
		Recycling Specialist,								
UH1	PP141	Senior  Recycling Specialist	1	UH1.75.012	М	7120.37	7191.58	7263.49	7408.76	7482.85
UH1	PP141	Recycling Specialist, Senior	2	UH1.75.012	М	7494.52	7569.46	7645.16	7798.06	7876.04
		Recycling Specialist,								
UH1	PP141	Senior  Recycling Specialist	3	UH1.75.012	М	7889.92	7968.82	8048.50	8209.47	8291.57
UH1	PP141	Recycling Specialist, Senior	4	UH1.75.012	М	8304.92	8387.97	8471.85	8641.29	8727.70
	1	Recycling Specialist,		1	I	-	000	J		U. Z. I
UH1	PP141	Senior	5	UH1.75.012	М	8741.15	8828.56	8916.84	9095.18	9186.13
UM2	SC210	Recycling Supervisor	1	UM2.75.015	М	8246.11	8328.57	8411.85	8580.09	8665.89
UM2	SC210	Recycling Supervisor	2	UM2.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
UM2	SC210	Recycling Supervisor	3	UM2.75.015	М	9136.55	9227.91	9320.19	9506.60	9601.66
UM2	SC210	Recycling Supervisor	4	UM2.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
UM2	SC210	Recycling Supervisor	5	UM2.75.015	М	10123.41	10224.64	10326.89	10533.42	10638.76
-\.\.		Rehabilitation		75.005		5004.70	5443.33	5163.44	5300 71	5340.30
TW1	AP312	Advisor I  Rehabilitation	1	TW1.75.005	M	5061.70	5112.32	5163.44	5266.71	5319.38
TW1	AP312	Advisor I	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
		Rehabilitation								
TW1	AP312	Advisor I	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
TW1	AP312	Rehabilitation Advisor I	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
1 44 7	Ar Jiz	Rehabilitation		1 771.73.003		J30J.±¬	J302.11	0021.75	0172.23	0203.03
TW1	AP312	Advisor I	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
		Rehabilitation	_ 			04 07			-207.22	
TW1	AP313	Advisor II  Rehabilitation	1	TW1.75.007	M	5581.27	5637.08	5693.46	5807.32	5865.40
TW1	AP313	Advisor II	2	TW1.75.007	М	5873.73	5932.47	5991.80	6111.63	6172.75
	7	Rehabilitation	<u> </u>		i	-	55.5.	7		
TW1	AP313	Advisor II	3	TW1.75.007	М	6184.17	6246.01	6308.47	6434.64	6498.98
TW1	AP313	Rehabilitation Advisor II	4	TW1.75.007	М	6509.31	6574.40	6640.15	6772.95	6840.68
1 44 =	AL 312	Rehabilitation		1 44 1.7 3.007	171	0303.31	0577.70	0040.15	0//2.55	0040.00
TW1	AP313	Advisor II	5	TW1.75.007	М	6852.41	6920.94	6990.15	7129.95	7201.25
<u> </u>		Rehabilitation	 	== 010	, 					
TW1	AP314	Advisor III	1	TW1.75.010	M	6460.29	6524.90	6590.14	6721.95	6789.17

		Rehabilitation					5050.10			
TW1	AP314	Advisor III	2	TW1.75.010	M	6800.13	6868.13	6936.82	7075.55	7146.31
TW1	AP314	Rehabilitation Advisor III	3	TW1.75.010	М	7157.96	7229.54	7301.83	7447.87	7522.35
1001	AF314	Rehabilitation	3	1001.75.010	IVI	7137.90	7223.34	7301.83	7447.87	7322.33
TW1	AP314	Advisor III	4	TW1.75.010	М	7535.38	7610.73	7686.84	7840.58	7918.98
		Rehabilitation								
TW1	AP314	Advisor III	5	TW1.75.010	М	7932.40	8011.73	8091.84	8253.68	8336.22
		Rehabilitation								
UH1	SC211	Supervisor I	1	UH1.75.013	M	7551.30	7626.82	7703.08	7857.15	7935.72
UH1	SC211	Rehabilitation Supervisor I	2	UH1.75.013	М	7949.02	8028.51	8108.79	8270.97	8353.68
OHI	30211	Rehabilitation		UH1.75.015	IVI	7949.02	6026.51	8108.79	8270.97	0555.00
UH1	SC211	Supervisor I	3	UH1.75.013	М	8366.52	8450.19	8534.69	8705.38	8792.44
		Rehabilitation					0.000.00		0.00.00	
UH1	SC211	Supervisor I	4	UH1.75.013	М	8807.11	8895.18	8984.13	9163.82	9255.46
		Rehabilitation								
UH1	SC211	Supervisor I	5	UH1.75.013	M	9270.85	9363.55	9457.19	9646.33	9742.80
UH1	AP316	Rehabilitation	1	UH1.75.016	М	8654.57	8741.11	8828.53	9005.10	9095.15
OHI	AP310	Supervisor II Rehabilitation	1	UH1.75.016	IVI	8034.37	0/41.11	0020.55	9005.10	9093.13
UH1	AP316	Supervisor II	2	UH1.75.016	М	9110.41	9201.52	9293.53	9479.40	9574.20
		Rehabilitation								
UH1	AP316	Supervisor II	3	UH1.75.016	М	9589.14	9685.03	9781.88	9977.52	10077.29
		Rehabilitation								
UH1	AP316	Supervisor II	4	UH1.75.016	M	10094.00	10194.94	10296.89	10502.83	10607.85
UH1	AP316	Rehabilitation Supervisor II	5	UH1.75.016	М	10624.99	10731.24	10838.55	11055.32	11165.88
OHI	AP310	Reproduction Offset	3	UH1.75.016	IVI	10024.99	10/31.24	10050.55	11055.52	11105.88
TW1	SS181	Supervisor	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
		Reproduction Offset								
TW1	SS181	Supervisor	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
		Reproduction Offset								
TW1	SS181	Supervisor  Reproduction Offset	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
TW1	SS181	Reproduction Offset Supervisor	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
1001	33101	Reproduction Offset	-	1 1 1 1 7 3 . 0 0 3	141	3303.14	3302.17	0021.73	0142.23	0203.03
TW1	SS181	Supervisor	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
		Reprographic Shop								
UH1	SC212	Supervisor	1	UH1.75.008	М	5857.41	5915.98	5975.14	6094.65	6155.59
	66242	Reprographic Shop	_	11114 75 000		C1 CC 22	6227.00	C200.46	C415.00	C400 43
UH1	SC212	Supervisor Reprographic Shop	2	UH1.75.008	М	6166.22	6227.88	6290.16	6415.96	6480.12
UH1	SC212	Supervisor	3	UH1.75.008	М	6489.71	6554.61	6620.15	6752.56	6820.08
J.,, <u>1</u>	00222	Reprographic Shop		52 5.005		0.00.71	555 1.61	3320.13	0.02.00	3323.00
UH1	SC212	Supervisor	4	UH1.75.008	М	6832.81	6901.14	6970.15	7109.56	7180.65
		Reprographic Shop								
UH1	SC212	Supervisor	5	UH1.75.008	M	7192.26	7264.19	7336.83	7483.57	7558.40
TW1	AP319	Retirement Benefits Representative	1	TW1.75.003	М	4728.87	4776.16	4823.92	4920.40	4969.60
1 44 1	AF313	Retirement Benefits	1	1 00 1.75.003	IVI	4/20.0/	4//0.10	4043.34	4320.40	4303.00
TW1	AP319	Representative	2	TW1.75.003	М	4977.94	5027.72	5078.00	5179.56	5231.35
		Retirement Benefits								
TW1	AP319	Representative	3	TW1.75.003	М	5240.50	5292.90	5345.83	5452.75	5507.27
		Retirement Benefits	_							
TW1	AP319	Representative	4	TW1.75.003	М	5516.48	5571.64	5627.36	5739.91	5797.30

l		Retirement Benefits								
TW1	AP319	Representative	5	TW1.75.003	М	5805.94	5864.00	5922.64	6041.09	6101.50
Ι.		Retirement Systems								
UM2	AP384	Accountant	1	UM2.75.014	M	7852.34	7930.87	8010.18	8170.38	8252.08
11842	VD304	Retirement Systems	2	UNA2 75 014	N //	0265 72	0240 20	0421 06	9600 E0	0606 EU
UM2	AP384	Accountant Retirement Systems	2	UM2.75.014	М	8265.72	8348.38	8431.86	8600.50	8686.50
UM2	AP384	Accountant	3	UM2.75.014	М	8701.96	8788.98	8876.87	9054.41	9144.95
01112	711 30 1	Retirement Systems		01412.73.011		0701.30	0700.30	0070.07	303 1.11	3111133
UM2	AP384	Accountant	4	UM2.75.014	M	9159.44	9251.03	9343.54	9530.41	9625.71
		Retirement Systems								
UM2	AP384	Accountant	5	UM2.75.014	M	9641.42	9737.83	9835.21	10031.92	10132.24
UM2	AP320	Revenue Analyst	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
UM2	AP320	Revenue Analyst	2	UM2.75.012	М	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	AP320	Revenue Analyst	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28
		,								
UM2	AP320	Revenue Analyst	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
UM2	AP320	Revenue Analyst	5	UM2.75.012	M	8744.42	8831.86	8920.18	9098.59	9189.57
	66343	Revenue Operations	4	11114 75 044	N 4	7050 72	7020.22	9000 53	0160.60	0250.27
UH1	SC213	Supervisor  Revenue Operations	1	UH1.75.014	М	7850.72	7929.22	8008.52	8168.69	8250.37
UH1	SC213	Supervisor	2	UH1.75.014	М	8262.44	8345.06	8428.51	8597.08	8683.05
	00220	Revenue Operations	-	0.1217.0102.		0202111	00 10100	0.120.01	0007100	0000.00
UH1	SC213	Supervisor	3	UH1.75.014	M	8698.67	8785.66	8873.51	9050.99	9141.50
		Revenue Operations								
UH1	SC213	Supervisor	4	UH1.75.014	M	9156.17	9247.73	9340.21	9527.01	9622.28
	66343	Revenue Operations	-	11114 75 044	D 4	0630.45	0724.52	0024 00	10020 52	10120.00
UH1	SC213	Supervisor Safety & Loss Control	5	UH1.75.014	М	9638.15	9734.53	9831.88	10028.52	10128.80
TW1	AP323	Spec, Asst	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
	7 525	Safety & Loss Control	-			30233	3333.13	3 1217 5	3333.22	5565.52
TW1	AP323	Spec, Asst	2	TW1.75.006	M	5594.34	5650.29	5706.79	5820.92	5879.13
		Safety & Loss Control								
TW1	AP323	Spec, Asst	3	TW1.75.006	M	5888.44	5947.33	6006.80	6126.93	6188.20
T) A / 1	40222	Safety & Loss Control	4	TM4 75 000	N 4	6100.00	6360.06	6222.47	6440.04	CE14.44
TW1	AP323	Spec, Asst Safety & Loss Control	4	TW1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
TW1	AP323	Spec, Asst	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
		Safety & Loss Control							0100100	
TW1	AP322	Specialist	1	TW1.75.009	M	6153.11	6214.64	6276.79	6402.33	6466.35
		Safety & Loss Control								
TW1	AP322	Specialist	2	TW1.75.009	M	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	AP322	Safety & Loss Control Specialist	3	TW1.75.009	М	6818.11	6886.29	6955.15	7004.35	7165 10
1001	AP3ZZ	Safety & Loss Control	3	1001.75.009	IVI	0818.11	0880.29	0955.15	7094.25	7165.19
TW1	AP322	Specialist	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
	7 322	Safety & Loss Control	•	111217 3.003				. 320.17	00.57	7512.25
TW1	AP322	Specialist	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
		Senior Center								
UH1	PP143	Director	1	UH1.80.005	M	5060.06	5110.66	5161.77	5265.01	5317.66
	DD143	Senior Center	2	11111 00 005	N.4	E22C 20	F270.0F	E422.44	FF42.44	FF07 F3
UH1	PP143	Director Senior Center	2	UH1.80.005	М	5326.38	5379.65	5433.44	5542.11	5597.53
UH1	PP143	Director	3	UH1.80.005	М	5605.77	5661.83	5718.45	5832.82	5891.15
J.11	11173	Director	,	3111.00.003	141	3003.77	3001.03	3710.73	3032.02	3031.13

l .	_	Senior Center								
UH1	PP143	Director	4	UH1.80.005	M	5901.51	5960.53	6020.13	6140.53	6201.94
1	DD142	Senior Center	F	4 00 005	N 4	C244 02	6374.05	6226.70	C4C2 F2	CE 20 17
UH1	PP143	Director Senior Center	5	UH1.80.005	M	6211.93	6274.05	6336.79	6463.53	6528.17
UH1	SC218	Director, PPT	1	UH1.75.005	М	5060.06	5110.66	5161.77	5265.01	5317.66
	50225	Senior Center	-	0.12.75.552		3000.00	3110.00	3101	3203.02	3321.00
UH1	SC218	Director, PPT	2	UH1.75.005	M	5326.38	5379.65	5433.44	5542.11	5597.53
		Senior Center								
UH1	SC218	Director, PPT	3	UH1.75.005	M	5605.77	5661.83	5718.45	5832.82	5891.15
	66340	Senior Center	4	11114 75 005		5004 54	5000 53	6020.42	6440.53	6204.04
UH1	SC218	Director, PPT Senior Center	4	UH1.75.005	М	5901.51	5960.53	6020.13	6140.53	6201.94
UH1	SC218	Director, PPT	5	UH1.75.005	М	6211.93	6274.05	6336.79	6463.53	6528.17
	30210	Senior Council Policy	,	01121731003		0211.33	027 1103	0330.73	0.103.33	0320:17
TW1	AP387	Analyst	1	TW1.75.014	M	7852.34	7930.87	8010.18	8170.38	8252.08
		Senior Council Policy								
TW1	AP387	Analyst	2	TW1.75.014	M	8265.71	8348.37	8431.85	8600.49	8686.50
T\A/1	AP387	Senior Council Policy	2	TW1.75.014	М	9701 05	0700 07	9976 96	0054.30	9144.94
TW1	AP387	Analyst Senior Council Policy	3	1001.75.014	IVI	8701.95	8788.97	8876.86	9054.39	9144.94
TW1	AP387	Analyst	4	TW1.75.014	М	9159.43	9251.03	9343.54	9530.41	9625.71
		Senior Council Policy								
TW1	AP387	Analyst	5	TW1.75.014	М	9641.42	9737.83	9835.21	10031.91	10132.23
		Senior Council Policy								
TW1	AP388	Analyst, PPT	1	TW1.75.014	M	7852.34	7930.87	8010.18	8170.38	8252.08
TW1	AP388	Senior Council Policy Analyst, PPT	2	TW1.75.014	М	8265.71	8348.37	8431.85	8600.49	8686.50
1001	Ar 300	Senior Council Policy		1001.75.014	101	8205.71	8348.37	8431.83	8000.43	8080.30
TW1	AP388	Analyst, PPT	3	TW1.75.014	М	8701.95	8788.97	8876.86	9054.39	9144.94
		Senior Council Policy								
TW1	AP388	Analyst, PPT	4	TW1.75.014	М	9159.43	9251.03	9343.54	9530.41	9625.71
T14/4	4.0000	Senior Council Policy	_	T11/4 75 04 4		0644.40	0727.02	0005.04	10001 01	40422.22
TW1	AP388	Analyst, PPT Senior Employment	5	TW1.75.014	М	9641.42	9737.83	9835.21	10031.91	10132.23
TW1	SC219	Coordinator	1	TW1.75.009	М	6153.11	6214.64	6276.79	6402.33	6466.35
	30213	Senior Employment	•	1441.73.003		0133.11	0221101	0270.73	0.102.33	0 100.03
TW1	SC219	Coordinator	2	TW1.75.009	М	6476.63	6541.39	6606.81	6738.94	6806.33
l		Senior Employment								
TW1	SC219	Coordinator	3	TW1.75.009	M	6818.11	6886.29	6955.15	7094.25	7165.19
T\A/1	SC219	Senior Employment Coordinator	4	TW/1 75 000	М	7175.93	7247.69	7320.17	7466 57	75/11/22
TW1	30219	Senior Employment	4	TW1.75.009	IVI	/1/3.93	7247.09	/320.1/	7466.57	7541.23
TW1	SC219	Coordinator	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
		Senior Services Prgm	-							
TW1	PP144	Assistant	1	TW1.75.004	М	4821.51	4869.73	4918.42	5016.79	5066.96
		Senior Services Prgm	_							
TW1	PP144	Assistant	2	TW1.75.004	M	5074.77	5125.52	5176.77	5280.31	5333.11
TW1	PP144	Senior Services Prgm Assistant	3	TW1.75.004	М	5341.09	5394.50	5448.45	5557.42	5612.99
. ** 1	11174	Senior Services Prgm	,	1 111.7 3.004	171	JJ71.UJ	333 <del>7</del> .30	ンイオン・サン	3337.42	3012.33
TW1	PP144	Assistant	4	TW1.75.004	M	5622.12	5678.34	5735.13	5849.83	5908.33
		Senior Services Prgm								
TW1	PP144	Assistant	5	TW1.75.004	M	5919.48	5978.68	6038.47	6159.24	6220.83
T\A/4	DD145	Senior Services Prgm	4	TM/1 75 004	N 4	4024 54	4060 73	4010 40	F01C 70	F06C 0C
TW1	PP145	Assistant, PPT	1	TW1.75.004	М	4821.51	4869.73	4918.42	5016.79	5066.96

No.   P145											
PP146   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services							]				
PP145	TW1	PP145		2	TW1.75.004	M	5074.77	5125.52	5176.77	5280.31	5333.11
No.   P145   Senior Services Prgm   Assistant, PPT   Assistant, PPT   Senior Services Prgm   Assistant, PPT   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services Prgm   Senior Services   Senior			_			l					
PP145   Assistant,PPT	TW1	PP145	· '	3	TW1.75.004	М	5341.09	5394.50	5448.45	5557.42	5612.99
PP145   Senior Services Prgm   5   W1.75.004   M   5919.48   5978.68   6038.47   6159.24   6220.83   Entro Services   Senior Services			_			l					l l
PP145	TW1	PP145		4	TW1.75.004	M	5622.12	5678.34	5735.13	5849.83	5908.33
Second Services   1	l		_	<u> </u>		l _					l
UH1   SC220   Supervisor   Senior Services   Senior Services   Senior Services   Senior Services   Senior Services   Senior Services   Supervisor	TW1	PP145	· · · · · · · · · · · · · · · · · · ·	5	TW1.75.004	M	5919.48	5978.68	6038.47	6159.24	6220.83
SC220   Supervisor   Supervis						١	-322 50	-3-1 60	=3.1.00	= 100.45	
UH1   SC220   Supervisor   Senior Services   Senior Services   Senior Services   Senior Services   Senior Services   Senior Services   Supervisor   3   UH1,75.011   M   7649,39   7725,89   7803,14   7959,21   8038,80	UH1	SC220	•	1	UH1./5.011	M	6902.58	69/1.60	7041.32	7182.15	7253.97
Scale   September   Scale   September   Scale   September   September   Scale   September   Scale   September	,	66330		_	4 7E 044	.,	7266.02	7220 50	7442.00	7501.15	7626 76
UH1   SC220   Supervisor   3	UHI	SC220	<u>'</u>		UH1./5.011	IVI	/266.83	/339.50	/412.89	/561.15	/636./6
SC220   Supervisor	,	56330		,	11111 7E 011	.,	7040.20	7735 90	7002 14	7050 21	0030 00
UH1   SC220   Supervisor	OHI	SCZZU	<u>'</u>	3	UH1./5.U11	IVI	/649.39	//25.89	/803.14	/959.21	8038.80
SC220   Senior Services   Supervisor   Sup	1101	ເຕາາດ		1	1111 75 011	N/I	9051 90	0122 //2	0212 7/	9279 A1	0461 70
UH1   SC220   Supervisor   S   UH1.75.011   M   8476.04   8560.80   8646.41   8819.34   8907.53	OFIT	30220		4	UH1./3.U11	IVI	0031.50	0132.42	0215.74	03/0.01	0401.75
TW1	1141	scaan		_	1111 75 011	N/1	9476.04	8560 80	9646 41	0010 2/	9007 53
TR206   Planner	OHI	30220	<u>'</u>	5	UH1./3.U11	IVI	84/8.04	8500.60	8040.41	8815.54	8907.33
TW1	T\\/1	TP206		1	T\N/1 75 013	N/I	7/78 18	7552 97	7628 50	7781 07	7959 98
TR206   Planner   2   TW1.75.013   M   7871.94   7950.66   8030.17   8190.77   8272.68	1 44 T	INZUU			1 00 1.7 3.0 13	IVI	7470.10	1332.31	7020.50	//01.0/	7636.66
TR206   Sewer Maintenance   Flanner   3   TW1.75.013   M   8286.95   8369.82   8453.52   8622.59   8708.81	T\//1	TR206		2	T\N/1 75 013	M	7871 94	7950.66	8030 17	8190 77	8272 68
TR206   Planner   3   TW1.75.013   M   8286.95   8369.82   8453.52   8622.59   8708.81	1 44 7	111200			1 00 1.7 3.013	IV:	7071.54	7930.00	0030.17	0130.77	02/2.00
TW1   TR206   Sewer Maintenance   4   TW1.75.013   M   8723.19   8810.42   8898.52   9076.49   9167.26	TW1	TR206		3	TW/1 75 013	М	8286 95	8369.82	8453 52	8622 59	8708 81
TR206   Planner	1 44 7	11/200			1 00 1.7 3.013	141	0200.55	0303.02	0433.32	0022.33	8700.01
TR206   Sewer Maintenance   S   TW1.75.013   M   9182.31   9274.13   9366.87   9554.21   9649.75	TW1	TR206		4	TW/1 75,013	М	8723 19	8810 42	8898 52	9076 49	9167.26
TW1	1 ***	111200		-	1 00 1.7 3.0 13		0/23.13	0010.12	0050.52	3070.13	3107.25
UM2   PP146   Prog Sup   1	TW1	TR206		5	TW1.75.013	М	9182.31	9274.13	9366.87	9554.21	9649.75
UM2   PP146   Prog Sup   1		111200			111111111111111111111111111111111111111	.,.	3132.32	32,23	3335.57	333	
UM2   PP146   Prog Sup						l					l l
Solid   Waste/Recycling   2   UM2.75.017   M   9569.53   9665.22   9761.88   9957.11   10056.68	UM2	PP146		1	UM2.75.017	М	9090.80	9181.71	9273.53	9459.00	9553.59
Waste/Recycling			<u> </u>						- '		
UM2				Í							i r
UM2	UM2	PP146		2	UM2.75.017	М	9569.53	9665.22	9761.88	9957.11	10056.68
DM2						<u> </u>					
DM2			Waste/Recycling			l					l l
Solid   Waste/Recycling   Prog Sup   4   UM2.75.017   M   10603.77   10709.81   10816.90   11033.24   11143.57	UM2_	PP146		3	UM2.75.017	M	10072.75	10173.48	10275.21	10480.72	10585. <u>53</u>
UM2         PP146         Prog Sup         4         UM2.75.017         M         10603.77         10709.81         10816.90         11033.24         11143.57           Solid Waste/Recycling UM2         Waste/Recycling Prog Sup         5         UM2.75.017         M         11160.91         11272.51         11385.24         11612.94         11729.07           TW1         AP327         III         1         TW1.75.016         M         8657.83         8744.41         8831.86         9008.49         9098.58           TW1         AP327         III         2         TW1.75.016         M         9113.68         9204.82         9296.86         9482.80         9577.63           TW1         AP327         III         3         TW1.75.016         M         9594.04         9689.98         9786.88         9982.62         10082.44           TW1         AP327         III         4         TW1.75.016         M         10098.91         10199.90         10301.90         10507.94         10613.02           TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04			Solid		1						
UM2         PP146         Prog Sup         4         UM2.75.017         M         10603.77         10709.81         10816.90         11033.24         11143.57           Solid Waste/Recycling UM2         Waste/Recycling Prog Sup         5         UM2.75.017         M         11160.91         11272.51         11385.24         11612.94         11729.07           TW1         AP327         III         1         TW1.75.016         M         8657.83         8744.41         8831.86         9008.49         9098.58           TW1         AP327         III         2         TW1.75.016         M         9113.68         9204.82         9296.86         9482.80         9577.63           TW1         AP327         III         3         TW1.75.016         M         9594.04         9689.98         9786.88         9982.62         10082.44           TW1         AP327         III         4         TW1.75.016         M         10098.91         10199.90         10301.90         10507.94         10613.02           TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04			Waste/Recycling			l	1	ĺ	ĺ	ĺ	
UM2         PP146         Waste/Recycling Prog Sup         5         UM2.75.017         M         11160.91         11272.51         11385.24         11612.94         11729.07           TW1         AP327         III         1         TW1.75.016         M         8657.83         8744.41         8831.86         9008.49         9098.58           TW1         AP327         III         2         TW1.75.016         M         9113.68         9204.82         9296.86         9482.80         9577.63           Spatial Data Analyst         III         3         TW1.75.016         M         9594.04         9689.98         9786.88         9982.62         10082.44           TW1         AP327         III         4         TW1.75.016         M         10098.91         10199.90         10301.90         10507.94         10613.02           TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04           TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04	UM2	PP146	Prog Sup	_ 4	UM2.75.017	M	10603.77	10709.81	10816.90	11033.24	11143.57
UM2         PP146         Prog Sup         5         UM2.75.017         M         11160.91         11272.51         11385.24         11612.94         11729.07           TW1         AP327         III         1         TW1.75.016         M         8657.83         8744.41         8831.86         9008.49         9098.58           TW1         AP327         III         2         TW1.75.016         M         9113.68         9204.82         9296.86         9482.80         9577.63           TW1         AP327         III         3         TW1.75.016         M         9594.04         9689.98         9786.88         9982.62         10082.44           TW1         AP327         III         4         TW1.75.016         M         10098.91         10199.90         10301.90         10507.94         10613.02           TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04           Spatial Data Data Data Data Data Data Data Da											
TW1         AP327         III         1         TW1.75.016         M         8657.83         8744.41         8831.86         9008.49         9098.58           TW1         AP327         III         2         TW1.75.016         M         9113.68         9204.82         9296.86         9482.80         9577.63           TW1         AP327         III         3         TW1.75.016         M         9594.04         9689.98         9786.88         9982.62         10082.44           TW1         AP327         III         4         TW1.75.016         M         10098.91         10199.90         10301.90         10507.94         10613.02           Spatial Data Analyst         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04           Spatial Database         Spatial Database         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04	l					ļ					l l
TW1         AP327         III         1         TW1.75.016         M         8657.83         8744.41         8831.86         9008.49         9098.58           TW1         AP327         III         2         TW1.75.016         M         9113.68         9204.82         9296.86         9482.80         9577.63           TW1         AP327         III         3         TW1.75.016         M         9594.04         9689.98         9786.88         9982.62         10082.44           Spatial Data Analyst         III         4         TW1.75.016         M         10098.91         10199.90         10301.90         10507.94         10613.02           TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04           Spatial Database         Spatial Database         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04	UM2	PP146	- '	5	UM2.75.017	M	11160.91	11272.51	11385.24	11612.94	11729.07
TW1         AP327         III         2         TW1.75.016         M         9113.68         9204.82         9296.86         9482.80         9577.63           TW1         AP327         III         3         TW1.75.016         M         9594.04         9689.98         9786.88         9982.62         10082.44           TW1         AP327         III         4         TW1.75.016         M         10098.91         10199.90         10301.90         10507.94         10613.02           TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04           Spatial Database         Spatial Database         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04	<u> </u>		Spatial Data Analyst		T	<u>—</u> — I					
TW1         AP327         III         2         TW1.75.016         M         9113.68         9204.82         9296.86         9482.80         9577.63           TW1         AP327         III         3         TW1.75.016         M         9594.04         9689.98         9786.88         9982.62         10082.44           TW1         AP327         III         4         TW1.75.016         M         10098.91         10199.90         10301.90         10507.94         10613.02           TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04           Spatial Database         Spatial Database         IIII         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04	TW1	AP327		1	TW1.75.016	M	8657.83	8744.41	8831.86	9008.49	9098.58
TW1         AP327         Spatial Data Analyst III         3         TW1.75.016         M         9594.04         9689.98         9786.88         9982.62         10082.44           TW1         AP327         III         4         TW1.75.016         M         10098.91         10199.90         10301.90         10507.94         10613.02           TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04           Spatial Database         Spatial Database         Image: Control of the property of the prop			· ·			l					l l
TW1         AP327         III         3         TW1.75.016         M         9594.04         9689.98         9786.88         9982.62         10082.44           TW1         AP327         III         4         TW1.75.016         M         10098.91         10199.90         10301.90         10507.94         10613.02           TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04           Spatial Database         Spatial Database         Image: Control of the property	TW1	AP327		2	TW1.75.016	M	9113.68	9204.82	9296.86	9482.80	9577.63
TW1         AP327         Spatial Data Analyst III         4         TW1.75.016         M         10098.91         10199.90         10301.90         10507.94         10613.02           TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04           Spatial Database         Spatial Database         Image: Control of the part of						l					
TW1         AP327         III         4         TW1.75.016         M         10098.91         10199.90         10301.90         10507.94         10613.02           TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04           Spatial Database         Spatial Database         Image: Control of the control	TW1	AP327		3	TW1.75.016	M	9594.04	9689.98	9786.88	9982.62	10082.44
TW1 AP327 III 5 TW1.75.016 M 10629.90 10736.20 10843.56 11060.44 11171.04 Spatial Database	Ι.					l					
TW1         AP327         III         5         TW1.75.016         M         10629.90         10736.20         10843.56         11060.44         11171.04           Spatial Database         Spatial D	TW1	AP327		4	TW1.75.016	M	10098.91	10199.90	10301.90	10507.94	10613.02
Spatial Database	l			<u> </u>		l _					l
	TW1	AP327		5	TW1.75.016	M	10629.90	10736.20	10843.56	11060.44	11171.04
TW1   AP325   Analyst III   1   TW1.75.016   M   8657.83   8744.41   8831.86   9008.49   9098.58			· ·		0.0	l <u>.</u> .					
	TW1	AP325	Analyst III	1	TW1.75.016	M	8657.83	8744.41	8831.86	9008.49	9098.58

l		Spatial Database								
TW1	AP325	Analyst III	2	TW1.75.016	М	9113.68	9204.82	9296.86	9482.80	9577.63
T\4/1	4 D 2 2 E	Spatial Database	,	TW1 75 016	М	0504.04	0000.00	0706 00	0002.62	10002 44
TW1	AP325	Analyst III Spatial Database	3	TW1.75.016	IVI	9594.04	9689.98	9786.88	9982.62	10082.44
TW1	AP325	Analyst III	4	TW1.75.016	М	10098.91	10199.90	10301.90	10507.94	10613.02
		Spatial Database		'						
TW1	AP325	Analyst III	5	TW1.75.016	М	10629.90	10736.20	10843.56	11060.44	11171.04
TW1	AP328	Special Clerkship, PPT	1	TW1.75.036	М	3597.77	3633.75	3670.09	3743.49	3780.92
TW1	AP328	Special Clerkship, PPT	2	TW1.75.036	М	3785.66	3823.51	3861.75	3938.98	3978.37
TW1	AP328	Special Clerkship, PPT	3	TW1.75.036	М	3984.99	4024.84	4065.09	4146.39	4187.85
TW1	AP328	Special Clerkship, PPT	4	TW1.75.036	М	4195.76	4237.72	4280.10	4365.70	4409.36
TW1	AP328	Special Clerkship, PPT	5	TW1.75.036	М	4414.69	4458.84	4503.43	4593.50	4639.43
		Special Events		1						
TW1	AP330	Coordinator	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
T11/4	45330	Special Events		T14/4 75 042	,	7407.00	7572 77	7040 50	7004 47	7070 40
TW1	AP330	Coordinator Special Events	2	TW1.75.012	M	7497.80	7572.77	7648.50	7801.47	7879.49
TW1	AP330	Coordinator	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
		Special Events	 							
TW1	AP330	Coordinator	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
TW1	AP330	Special Events Coordinator	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
1001	AI 330	Sports Program		1 001.73.012		0744.43	0031.00	0320.20	3030.00	3103.33
TW1	SC236	Coordinator	1	TW1.75.007	М	5581.27	5637.08	5693.46	5807.32	5865.40
	22226	Sports Program		75						
TW1	SC236	Coordinator	2	TW1.75.007	М	5873.73	5932.47	5991.80	6111.63	6172.75
TW1	SC236	Sports Program Coordinator	3	TW1.75.007	М	6184.17	6246.01	6308.47	6434.64	6498.98
1	30200	Sports Program		100200		010	02.0.0	0000	0.0	0 100.22
TW1	SC236	Coordinator	4	TW1.75.007	М	6509.31	6574.40	6640.15	6772.95	6840.68
	- 3000	Sports Program			'			-300 45	=:00.05	=======
TW1	SC236	Coordinator Stationary Engineer	5	TW1.75.007	М	6852.41	6920.94	6990.15	7129.95	7201.25
UH1	SC223	Stationary Engineer, Chief	1	UH1.80.014	М	7850.72	7929.22	8008.52	8168.69	8250.37
<u> </u>	30223	Stationary Engineer,				, 550	, , , , , , , , , , , , , , , , , , , ,	5555.52	0100.00	0230.37
UH1	SC223	Chief	2	UH1.80.014	М	8262.44	8345.06	8428.51	8597.08	8683.05
	Γ	Stationary Engineer,	_ 		_					Г <u></u> [
UH1	SC223	Chief	3	UH1.80.014	M	8698.67	8785.66	8873.51	9050.99	9141.50
UH1	SC223	Stationary Engineer, Chief	4	UH1.80.014	М	9156.17	9247.73	9340.21	9527.01	9622.28
0111	30223	Stationary Engineer,	<u>"</u>	0111.00.013		3130.17	3247.73	3370.21	3327.01	3022.20
UH1	SC223	Chief	5	UH1.80.014	М	9638.15	9734.53	9831.88	10028.52	10128.80
UH1	SS187	Storekeeper II	1	UH1.80.004	М	4818.26	4866.44	4915.10	5013.41	5063.54
UH1	SS187	Storekeeper II	2	UH1.80.004	М	5073.15	5123.88	5175.12	5278.62	5331.40
UH1	SS187	Storekeeper II	3	UH1.80.004	М	5339.47	5392.86	5446.79	5555.72	5611.28
UH1	SS187	Storekeeper II	4	UH1.80.004	М	5620.47	5676.68	5733.44	5848.11	5906.59
UH1	SS187	Storekeeper II	5	UH1.80.004	М	5916.21	5975.37	6035.12	6155.83	6217.39
UH1	SS188	Storekeeper III	1	UH1.80.007	М	5578.00	5633.78	5690.11	5803.92	5861.96
UH1	SS188	Storekeeper III	2	UH1.80.007	М	5872.08	5930.80	5990.11	6109.92	6171.01
UH1	SS188	Storekeeper III	3	UH1.80.007	M	6180.89	6242.70	6305.13	6431.23	6495.54
0111	33100	этогексерег пі		0111.00.007		0100.03	0242.70	0303.13	0431.23	0433.34

UH1	SS188	Storekeeper III	4	UH1.80.007	М	6506.02	6571.08	6636.79	6769.53	6837.22
UH1	SS188	Storekeeper III	5	UH1.80.007	М	6849.16	6917.65	6986.83	7126.56	7197.83
UM2	SC225	Support Services Supervisor	1	UM2.75.016	М	8657.85	8744.43	8831.87	9008.51	9098.59
OIVIZ	30223	Support Services	1	01012.73.010	IVI	6037.63	6744.43	0031.07	3008.31	9096.39
UM2	SC225	Supervisor	2	UM2.75.016	М	9113.68	9204.81	9296.86	9482.80	9577.63
	66335	Support Services	2	LINAS 75 046		0504.04	0600.00	0706.00	0002.62	40002.44
UM2	SC225	Supervisor Support Services	3	UM2.75.016	M	9594.04	9689.98	9786.88	9982.62	10082.44
UM2	SC225	Supervisor	4	UM2.75.016	М	10098.91	10199.90	10301.90	10507.94	10613.01
UM2	SC225	Support Services Supervisor	5	UM2.75.016	М	10629.91	10736.21	10843.57	11060.45	11171.05
UIVIZ	30223	Systems Accountant	3	01012.75.016	IVI	10029.91	10750.21	10045.57	11060.45	111/1.05
TW1	AF045	III	1	TW1.75.015	М	8246.09	8328.55	8411.84	8580.07	8665.87
T) A / 1	A F O 4 F	Systems Accountant	2	TW/1 75 015	N 4	0670.07	0765.06	0052.52	0030 50	0120.00
TW1	AF045	III Systems Accountant	2	TW1.75.015	M	8679.07	8765.86	8853.52	9030.59	9120.90
TW1	AF045	III	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
T\A/1	A E O 4 E	Systems Accountant	4	T\M/1 7F 04F	N.4	0616.01	0712.00	0010 21	10006.43	10106 49
TW1	AF045	III Systems Accountant	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
TW1	AF045	III	5	TW1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
TW1	AP332	Systems Analyst I	1	TW1.75.007	М	5581.27	5637.08	5693.46	5807.32	5865.40
TW1	AP332	Systems Analyst I	2	TW1.75.007	М	5873.73	5932.47	5991.80	6111.63	6172.75
TW1	AP332	Systems Analyst I	3	TW1.75.007	М	6184.17	6246.01	6308.47	6434.64	6498.98
TW1	AP332	Systems Analyst I	4	TW1.75.007	М	6509.31	6574.40	6640.15	6772.95	6840.68
TW1	AP332	Systems Analyst I	5	TW1.75.007	М	6852.41	6920.94	6990.15	7129.95	7201.25
TW1	AP333	Systems Analyst II	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
TW1	AP333	Systems Analyst II	2	TW1.75.011	М	7139.98	7211.38	7283.50	7429.17	7503.46
TW1	AP333	Systems Analyst II	3	TW1.75.011	М	7515.76	7590.92	7666.82	7820.16	7898.36
TW1	AP333	Systems Analyst II	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
TW1	AP333	Systems Analyst II	5	TW1.75.011	М	8329.44	8412.73	8496.86	8666.80	8753.46
		Systems Analyst II,								
TW1	AP399	PPT Systems Analyst II	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
TW1	AP399	Systems Analyst II, PPT	2	TW1.75.011	М	7139.98	7211.38	7283.50	7429.17	7503.46
		Systems Analyst II,								
TW1	AP399	PPT Systems Analyst II	3	TW1.75.011	M	7515.76	7590.92	7666.82	7820.16	7898.36
TW1	AP399	Systems Analyst II, PPT	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
	40000	Systems Analyst II,	-			0000 11	0440 =0	0406.00		
TW1	AP399	PPT	5	TW1.75.011	M	8329.44	8412.73	8496.86	8666.80	8753.46
TW1	AP334	Systems Analyst III	1	TW1.75.015	M	8246.09	8328.55	8411.84	8580.07	8665.87
TW1	AP334	Systems Analyst III	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
TW1	AP334	Systems Analyst III	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
TW1	AP334	Systems Analyst III	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
TW1	AP334	Systems Analyst III	5	TW1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
UH1	AF051	Tax Auditor III	1	UH1.75.011	М	6902.58	6971.60	7041.32	7182.15	7253.97
UH1	AF051	Tax Auditor III	2	UH1.75.011	М	7266.83	7339.50	7412.89	7561.15	7636.76
l .										

UH1	AF051	Tax Auditor III	3	UH1.75.011	М	7649.39	7725.89	7803.14	7959.21	8038.80
UH1	AF051	Tax Auditor III	4	UH1.75.011	M	8051.90	8132.42	8213.74	8378.01	8461.79
UH1	AF051	Tax Auditor III	5	UH1.75.011	М	8476.04	8560.80	8646.41	8819.34	8907.53
		Tax Enforcement								
UH1	AF052	Officer III	1	UH1.75.011	M	6902.58	6971.60	7041.32	7182.15	7253.97
11111	AF052	Tax Enforcement Officer III	2	11111 75 011	N 4	7266 92	7220 50	7412.00	7561.15	7626.76
UH1	AFU3Z	Tax Enforcement		UH1.75.011	M	7266.83	7339.50	7412.89	7561.15	7636.76
UH1	AF052	Officer III	3	UH1.75.011	М	7649.39	7725.89	7803.14	7959.21	8038.80
		Tax Enforcement								
UH1	AF052	Officer III	4	UH1.75.011	М	8051.90	8132.42	8213.74	8378.01	8461.79
11111	AF052	Tax Enforcement	5	11111 75 011	N 4	9476 04	9560.90	9646 41	0010 24	9007.53
UH1	AFU52	Officer III Technical	5	UH1.75.011	M	8476.04	8560.80	8646.41	8819.34	8907.53
		Communications								
TW1	AP338	Specialist	1	TW1.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
		Technical								
T) A / 1	AD220	Communications	2	TW/4 75 042	N 4	7407.00	7572.77	7640.50	7004 47	7070 40
TW1	AP338	Specialist Technical	2	TW1.75.012	M	7497.80	7572.77	7648.50	7801.47	7879.49
		Communications								
TW1	AP338	Specialist	3	TW1.75.012	М	7891.55	7970.47	8050.17	8211.18	8293.29
		Technical								
T1444	4.0000	Communications		T144 75 040		0200.40	0204.07	0475.40	064460	0724.42
TW1	AP338	Specialist Technical	4	TW1.75.012	М	8308.19	8391.27	8475.18	8644.69	8731.13
		Communications								
TW1	AP338	Specialist	5	TW1.75.012	М	8744.43	8831.88	8920.20	9098.60	9189.59
		Telecommunication								
TW1	AP339	Systems Engineer	1	TW1.75.015	M	8246.09	8328.55	8411.84	8580.07	8665.87
TW1	AP339	Telecommunication Systems Engineer	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
1001	Al 333	Telecommunication		1 001.7 3.013	141	3073.07	8705.80	0033.32	3030.33	3120.50
TW1	AP339	Systems Engineer	3	TW1.75.015	M	9136.54	9227.91	9320.19	9506.59	9601.66
		Telecommunication								
TW1	AP339	Systems Engineer	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
TW1	AP339	Telecommunication Systems Engineer	5	TW1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
1001	AP339	Telecommunications	3	1001.75.015	IVI	10125.40	10224.64	10320.88	10555.42	10036.70
UH1	SC227	Supervisor	1	UH1.75.001	М	7476.55	7551.31	7626.83	7779.36	7857.16
		Telecommunications								
UH1	SC227	Supervisor	2	UH1.75.001	M	7870.32	7949.02	8028.51	8189.08	8270.97
111111	SC227	Telecommunications	2	1111 75 001	N.A	0202 60	0266 E1	0/E0 10	9610 10	970F 27
UH1	SC227	Supervisor Telecommunications	3	UH1.75.001	M	8283.68	8366.51	8450.18	8619.18	8705.37
UH1	SC227	Supervisor	4	UH1.75.001	М	8719.91	8807.11	8895.18	9073.08	9163.81
		Telecommunications								
UH1	SC227	Supervisor	5	UH1.75.001	M	9179.04	9270.83	9363.54	9550.81	9646.32
111/42	AD242	Training & Public Svcs	4	11042 75 042	N 4	7122.01	7102.22	7265 16	7410 47	7404 57
UM2	AP343	Admin Training & Public Svcs	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
UM2	AP343	Admin	2	UM2.75.012	М	7497.79	7572.76	7648.49	7801.46	7879.48
		Training & Public Svcs								
UM2	AP343	Admin	3	UM2.75.012	М	7891.55	7970.46	8050.17	8211.17	8293.28

		Training & Public Svcs								
UM2	AP343	Admin	4	UM2.75.012	M	8308.18	8391.26	8475.18	8644.68	8731.13
UM2	AP343	Training & Public Svcs Admin	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
UM2	AP435	Training Coordinator	1	UM2.75.012	М	7122.01	7193.23	7265.16	7410.47	7484.57
UM2	AP435	Training Coordinator	2	UM2.75.012	M	7497.79	7572.76	7648.49	7801.46	7879.48
UM2	AP435	Training Coordinator	3	UM2.75.012	M	7891.55	7970.46	8050.17	8211.17	8293.28
UM2	AP435	Training Coordinator	4	UM2.75.012	М	8308.18	8391.26	8475.18	8644.68	8731.13
UM2	AP435	Training Coordinator	5	UM2.75.012	М	8744.42	8831.86	8920.18	9098.59	9189.57
		Transportation								
TW1	AP453	Planner I	1	TW1.75.007	M	5581.27	5637.08	5693.46	5807.32	5865.40
TW1	AP453	Transportation Planner I	2	TW1.75.007	М	5873.73	5932.47	5991.80	6111.63	6172.75
1001	711 433	Transportation		1 441.7 5.007	141	3073.73	3332.47	3331.00	0111.03	0172.73
TW1	AP453	Planner I	3	TW1.75.007	М	6184.17	6246.01	6308.47	6434.64	6498.98
l		Transportation								
TW1	AP453	Planner I	4	TW1.75.007	M	6509.31	6574.40	6640.15	6772.95	6840.68
TW1	AP453	Transportation Planner I	5	TW1.75.007	М	6852.41	6920.94	6990.15	7129.95	7201.25
		Transportation					00 2010 1			
TW1	AP454	Planner II	1	TW1.75.010	М	6460.29	6524.90	6590.14	6721.95	6789.17
T) 4/4	45454	Transportation	•	T144 75 040		6000.43	5050.43	6026.02	7075 55	74.46.24
TW1	AP454	Planner II Transportation	2	TW1.75.010	М	6800.13	6868.13	6936.82	7075.55	7146.31
TW1	AP454	Planner II	3	TW1.75.010	М	7157.96	7229.54	7301.83	7447.87	7522.35
		Transportation								
TW1	AP454	Planner II	4	TW1.75.010	М	7535.38	7610.73	7686.84	7840.58	7918.98
TW1	AP454	Transportation Planner II	5	TW1.75.010	М	7932.40	8011.73	8091.84	8253.68	8336.22
1 4/1	AP454	Transportation	3	1001.75.010	IVI	7932.40	8011.75	0091.04	6233.06	0330.22
TW1	AP455	Planner III	1	TW1.75.013	М	7478.18	7552.97	7628.50	7781.07	7858.88
		Transportation								
TW1	AP455	Planner III	2	TW1.75.013	M	7871.94	7950.66	8030.17	8190.77	8272.68
TW1	AP455	Transportation Planner III	3	TW1.75.013	М	8286.95	8369.82	8453.52	8622.59	8708.81
1001	711 433	Transportation	,	1 441.7 3.013	141	0200.33	0303.02	0433.32	0022.33	0700.01
TW1	AP455	Planner III	4	TW1.75.013	М	8723.19	8810.42	8898.52	9076.49	9167.26
<b> </b> _,		Transportation	_							
TW1	AP455	Planner III Transportation	5	TW1.75.013	М	9182.31	9274.13	9366.87	9554.21	9649.75
UM2	TR187	Planner, Senior	1	UM2.75.018	М	9545.02	9640.47	9736.87	9931.61	10030.93
J	207	Transportation	-	52.7 5.010	.,,	33.3.02	33.0.17	5.55.67	3331.01	
UM2	TR187	Planner, Senior	2	UM2.75.018	М	10048.24	10148.73	10250.21	10455.22	10559.77
	TD40=	Transportation	•			405== 00	40001 ==	40700	4400:0:	4444.00
UM2	TR187	Planner, Senior Transportation	3	UM2.75.018	М	10575.99	10681.75	10788.57	11004.34	11114.38
UM2	TR187	Planner, Senior	4	UM2.75.018	М	11133.15	11244.48	11356.93	11584.06	11699.90
		Transportation	-		**	2-1				110100
UM2	TR187	Planner, Senior	5	UM2.75.018	М	11719.69	11836.89	11955.26	12194.36	12316.31
11044	AD244	Transportation	1	LIM1 75 010	N A	0545.02	0640 47	0726.00	0021.62	10020.02
UM1	AP344	Planner, Senior, PPT Transportation	1	UM1.75.018	М	9545.02	9640.47	9736.88	9931.62	10030.93
UM1	AP344	Planner, Senior, PPT	2	UM1.75.018	М	10048.25	10148.73	10250.22	10455.22	10559.77
I		,	l:	,	1					

11841	AD244	Transportation	,	LIN44 7F 010	N 4	10575 00	10601 75	40700 E7	11004 24	1111120
UM1	AP344	Planner, Senior, PPT Transportation	3	UM1.75.018	M	10575.99	10681.75	10788.57	11004.34	11114.38
UM1	AP344	Planner, Senior, PPT	4	UM1.75.018	М	11133.12	11244.46	11356.90	11584.04	11699.88
UM1	AP344	Transportation Planner, Senior, PPT	5	UM1.75.018	М	11719.69	11836.89	11955.26	12194.36	12316.31
TW1	AF057	Treasury Analyst I	1	TW1.75.006	M	5314.95	5368.10	5421.78	5530.22	5585.52
TW1	AF057	Treasury Analyst I	2	TW1.75.006	M	5594.34	5650.29	5706.79	5820.92	5879.13
TW1	AF057	Treasury Analyst I	3	TW1.75.006	M	5888.44	5947.33	6006.80	6126.93	6188.20
TW1	AF057	Treasury Analyst I	4	TW1.75.006	M	6198.88	6260.86	6323.47	6449.94	6514.44
TW1	AF057	Treasury Analyst I	5	TW1.75.006	M	6525.66	6590.91	6656.82	6789.96	6857.86
TW1	AF057	Treasury Analyst II	1	TW1.75.009	M	6153.11	6214.64	6276.79	6402.33	6466.35
		<u> </u>						6606.81		
TW1	AF058	Treasury Analyst II	2	TW1.75.009	M	6476.63	6541.39		6738.94	6806.33
TW1	AF058	Treasury Analyst II	3	TW1.75.009	M	6818.11	6886.29	6955.15	7094.25	7165.19
TW1	AF058	Treasury Analyst II	4	TW1.75.009	M	7175.93	7247.69	7320.17	7466.57	7541.23
TW1	AF058	Treasury Analyst II	5	TW1.75.009	M	7554.98	7630.53	7706.83	7860.97	7939.58
UH1	AF035	Treasury Analyst III	1	UH1.75.013	M	7551.30	7626.82	7703.08	7857.15	7935.72
UH1	AF035	Treasury Analyst III	2	UH1.75.013	M	7949.02	8028.51	8108.79	8270.97	8353.68
UH1	AF035	Treasury Analyst III	3	UH1.75.013	М	8366.52	8450.19	8534.69	8705.38	8792.44
UH1	AF035	Treasury Analyst III	4	UH1.75.013	М	8807.11	8895.18	8984.13	9163.82	9255.46
UH1	AF035	Treasury Analyst III	5	UH1.75.013	М	9270.85	9363.55	9457.19	9646.33	9742.80
UH1	SC229	Tree Supervisor I	1	UH1.80.010	М	6458.65	6523.24	6588.47	6720.24	6787.45
UH1	SC229	Tree Supervisor I	2	UH1.80.010	М	6798.51	6866.49	6935.16	7073.86	7144.60
UH1	SC229	Tree Supervisor I	3	UH1.80.010	М	7156.32	7227.88	7300.16	7446.16	7520.62
UH1	SC229	Tree Supervisor I	4	UH1.80.010	М	7532.11	7607.44	7683.51	7837.18	7915.55
UH1	SC229	Tree Supervisor I	5	UH1.80.010	М	7929.13	8008.42	8088.50	8250.27	8332.78
UH1	SC230	Tree Supervisor II	1	UH1.80.013	М	7476.55	7551.31	7626.83	7779.36	7857.16
UH1	SC230	Tree Supervisor II	2	UH1.80.013	М	7870.32	7949.02	8028.51	8189.08	8270.97
UH1	SC230	Tree Supervisor II	3	UH1.80.013	М	8283.68	8366.51	8450.18	8619.18	8705.37
UH1	SC230	Tree Supervisor II	4	UH1.80.013	М	8719.91	8807.11	8895.18	9073.08	9163.81
UH1	SC230	Tree Supervisor II	5	UH1.80.013	М	9179.04	9270.83	9363.54	9550.81	9646.32
T\A/1	AD452	Urban Econ Analyst	1	TW/1 75 015	N/I	8246.09	0270 55	0/11 0/	0500.07	0665 07
TW1	AP452	IV-Proj PPT Urban Econ Analyst	1	TW1.75.015	M	8240.09	8328.55	8411.84	8580.07	8665.87
TW1	AP452	IV-Proj PPT	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
TW1	AP452	Urban Econ Analyst	3	TW/1 75 015	N/I	0126 54	9227.91	9320.19	0506 50	0501 66
1 44 7	AP4J2	IV-Proj PPT Urban Econ Analyst	3	TW1.75.015	М	9136.54	3227.31	3320.13	9506.59	9601.66
TW1	AP452	IV-Proj PPT	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
TW1	AP452	Urban Econ Analyst IV-Proj PPT	5	TW1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
1 44 7	AF4J2	Urban Economic		1 00 1.7 3.013	IVI	10123.40	10224.04	10320.00	10333.42	10030.70
TW1	AP345	Analyst I	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
TW1	AP345	Urban Economic Analyst I	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
1001	AF343	Urban Economic		1001.75.005	IVI	3328.02	3381.30	3433.12	3343.82	3399.20
TW1	AP345	Analyst I	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
4					-18	₹ <b>2</b> _				

		Urban Economic			i '					1
TW1	AP345	Analyst I	4	TW1.75.005	M	5903.14	5962.17	6021.79	6142.23	6203.65
		Urban Economic	l _		[					
TW1	AP345	Analyst I	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
T\4/1	A D 2 4 C	Urban Economic	1	TW4 75 000		5050.03	5017.61	5076 70	5006.33	C157.30
TW1	AP346	Analyst II Urban Economic	1	TW1.75.008	M	5859.02	5917.61	5976.79	6096.33	6157.29
TW1	AP346	Analyst II	2	TW1.75.008	М	6167.83	6229.51	6291.81	6417.64	6481.82
1 44 7	Aronu	Urban Economic		1 4 1 . / 3 . 0 0 0	171	0107.03	0229.51	0231.01	0417.04	0401.02
TW1	AP346	Analyst II	3	TW1.75.008	М	6492.96	6557.89	6623.47	6755.94	6823.50
1002	711 3 13	Urban Economic		1 ** 1.7 5.555	<del>``</del>	0432.30	0557.05	0023.17	0,55.5	0025.55
TW1	AP346	Analyst II	4	TW1.75.008	М	6834.44	6902.78	6971.81	7111.25	7182.36
		Urban Economic		†	<del> </del>					
TW1	AP346	Analyst II	5	TW1.75.008	М	7193.89	7265.83	7338.49	7485.26	7560.11
		Urban Economic			i					
TW1	AP347	Analyst II, PPT	1	TW1.75.008	М	5859.02	5917.61	5976.79	6096.33	6157.29
		Urban Economic			 					
TW1	AP347	Analyst II, PPT	2	TW1.75.008	М	6167.83	6229.51	6291.81	6417.64	6481.82
		Urban Economic			i !					i [
TW1	AP347	Analyst II, PPT	3	TW1.75.008	М	6492.96	6557.89	6623.47	6755.94	6823.50
		Urban Economic	_							
TW1	AP347	Analyst II, PPT	4	TW1.75.008	M	6834.44	6902.78	6971.81	7111.25	7182.36
T14/4	10047	Urban Economic	_	T::/4 75 000		7102.00	7265 02	7220.40	7.105.26	75.00.11
TW1	AP347	Analyst II, PPT	5	TW1.75.008	М	7193.89	7265.83	7338.49	7485.26	7560.11
T\A/1	VD346	Urban Economic	1	TW/1 75 011		6702.00	6951.64	6020.15	7050 55	7120 14
TW1	AP348	Analyst III Urban Economic	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
TW1	AP348	Analyst III	2	TW1.75.011	М	7139.98	7211.38	7283.50	7429.17	7503.46
1 44 7	AFJTO	Urban Economic		1 00 1.7 3.011	141	/133.30	/211.50	7203.30	7423.17	/303.40
TW1	AP348	Analyst III	3	TW1.75.011	М	7515.76	7590.92	7666.82	7820.16	7898.36
	7 1 .	Urban Economic			<del></del>		1.2.2.2			75551
TW1	AP348	Analyst III	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
		Urban Economic			1					
TW1	AP348	Analyst III	5	TW1.75.011	М	8329.44	8412.73	8496.86	8666.80	8753.46
		Urban Economic			i					
TW1	AP368	Analyst III (PPT)	1	TW1.75.011	М	6783.80	6851.64	6920.15	7058.55	7129.14
		Urban Economic			_					<u> </u>
TW1	AP368	Analyst III (PPT)	2	TW1.75.011	М	7139.98	7211.38	7283.50	7429.17	7503.46
		Urban Economic	_		i l					
TW1	AP368	Analyst III (PPT)	3	TW1.75.011	М	7515.76	7590.92	7666.82	7820.16	7898.36
T14/4	4.5360	Urban Economic	_	TV44 75 011	i ., !	7042.00	7001.03	0074.05	0222.20	0345 63
TW1	AP368	Analyst III (PPT)	4	TW1.75.011	М	7912.80	7991.93	8071.85	8233.29	8315.62
T\A/1	4D360	Urban Economic	_	TW/1 75 011		9220 44	0412.72	9406.86	9666 80	0752.46
TW1	AP368	Analyst III (PPT) Urban Economic	5	TW1.75.011	М	8329.44	8412.73	8496.86	8666.80	8753.46
TW1	AP349	Analyst IV, Bus Svcs	1	TW1.75.015	М	8246.09	8328.55	8411.84	8580.07	8665.87
1 44 7	AFJTJ	Urban Economic	-	1 00 1.7 3.013	141	0240.03	0320.33	0411.04	8300.07	0003.07
TW1	AP349	Analyst IV, Bus Svcs	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
1112	711 0	Urban Economic		1002.75.5	<del>- '''</del>	50.5.5	0,00.00	0000.0	3000.22	
TW1	AP349	Analyst IV, Bus Svcs	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
		Urban Economic			1					
TW1	AP349	Analyst IV, Bus Svcs	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
		Urban Economic			i					
TW1	AP349	Analyst IV, Bus Svcs	5	TW1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
		Urban Economic			_					<u> </u>
TW1	AP350	Analyst IV, Projects	1	TW1.75.015	М	8246.09	8328.55	8411.84	8580.07	8665.87
4										

		Urban Economic								
TW1	AP350	Analyst IV, Projects Urban Economic	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
TW1	AP350	Analyst IV, Projects	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
1002	711 330	Urban Economic		1441.73.013		3130.31	3227.31	3320.13	3300.33	3001.00
TW1	AP350	Analyst IV, Projects	4	TW1.75.015	M	9616.91	9713.08	9810.21	10006.42	10106.48
		Urban Economic								
TW1	AP350	Analyst IV, Projects	5	TW1.75.015	M	10123.40	10224.64	10326.88	10533.42	10638.76
111142	CC221	Urban Economic Coordinator	1	LINA2 7F 017	N 4	0000 80	0101 71	0272.52	0.450.00	0553.50
UM2	SC231	Urban Economic	1	UM2.75.017	М	9090.80	9181.71	9273.53	9459.00	9553.59
UM2	SC231	Coordinator	2	UM2.75.017	М	9569.53	9665.22	9761.88	9957.11	10056.68
		Urban Economic								
UM2	SC231	Coordinator	3	UM2.75.017	M	10072.75	10173.48	10275.21	10480.72	10585.53
		Urban Economic								
UM2	SC231	Coordinator Urban Economic	4	UM2.75.017	M	10603.77	10709.81	10816.90	11033.24	11143.57
UM2	SC231	Coordinator	5	UM2.75.017	М	11160.91	11272.51	11385.24	11612.94	11729.07
OTVIZ	30231	Vegetation		01412.73.017	141	11100.51	11272.31	11303.24	11012.54	11725.07
		Management								
UH1	SC232	Supervisor	1	UH1.75.012	М	7120.37	7191.58	7263.49	7408.76	7482.85
		Vegetation								
UH1	SC232	Management Supervisor	2	UH1.75.012	М	7494.52	7569.46	7645.16	7798.06	7876.04
0111	30232	Vegetation		0111.73.012	IVI	7434.32	7309.40	7043.10	7798.00	7670.04
		Management								
UH1	SC232	Supervisor	3	UH1.75.012	М	7889.92	7968.82	8048.50	8209.47	8291.57
		Vegetation								
UH1	SC232	Management	4	1111 75 012	М	9204 02	0207.07	8471.85	9641 20	8727.70
OHI	3C232	Supervisor Vegetation	4	UH1.75.012	IVI	8304.92	8387.97	8471.85	8641.29	8/2/./0
		Management								
UH1	SC232	Supervisor	5	UH1.75.012	М	8741.15	8828.56	8916.84	9095.18	9186.13
UM2	AP401	Veterinarian	1	UM2.75.014	М	7852.34	7930.87	8010.18	8170.38	8252.08
UM2	AP402	Veterinarian	1	UM2.75.014	М	7852.34	7930.87	8010.18	8170.38	8252.08
UM2	AP401	Veterinarian	2	UM2.75.014	М	8265.72	8348.38	8431.86	8600.50	8686.50
UM2	AP402	Veterinarian	2	UM2.75.014	М	8265.72	8348.38	8431.86	8600.50	8686.50
UM2	AP401	Veterinarian	3	UM2.75.014	М	8701.96	8788.98	8876.87	9054.41	9144.95
UM2	AP402	Veterinarian	3	UM2.75.014	М	8701.96	8788.98	8876.87	9054.41	9144.95
UM2	AP401	Veterinarian	4	UM2.75.014	М	9159.44	9251.03	9343.54	9530.41	9625.71
UM2	AP402	Veterinarian	4	UM2.75.014	М	9159.44	9251.03	9343.54	9530.41	9625.71
UM2	AP401	Veterinarian	5	UM2.75.014	М	9641.42	9737.83	9835.21	10031.92	10132.24
UM2	AP402	Veterinarian	5	UM2.75.014	М	9641.42	9737.83	9835.21	10031.92	10132.24
		Volunteer Program								
UM2	SC233	Coor, Supervising	1	UM2.75.017	М	9090.80	9181.71	9273.53	9459.00	9553.59
UM2	SC233	Volunteer Program Coor, Supervising	2	UM2.75.017	М	9569.53	9665.22	9761.88	005711	10056.68
UIVIZ	30233	Volunteer Program		OIVIZ./3.U1/	IVI	5.505.53	5005.22	3/01.88	9957.11	10020.08
UM2	SC233	Coor, Supervising	3	UM2.75.017	М	10072.75	10173.48	10275.21	10480.72	10585.53
		Volunteer Program								
UM2	SC233	Coor, Supervising	4	UM2.75.017	М	10603.77	10709.81	10816.90	11033.24	11143.57

		Volunteer Program								
UM2	SC233	Coor, Supervising	5	UM2.75.017	М	11160.91	11272.51	11385.24	11612.94	11729.07
T) 4/4	40254	Volunteer Program		T)4/4 75 005		5064.70	F442.22	5462.44	F266 74	F240 20
TW1	AP351	Specialist Volunteer Program	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
TW1	AP351	Specialist	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
	711 331	Volunteer Program		111173.003		3320.02	3301.30	3 133.12	33 13.02	3333.20
TW1	AP351	Specialist	3	TW1.75.005	М	5609.05	5665.14	5721.79	5836.23	5894.59
		Volunteer Program								
TW1	AP351	Specialist	4	TW1.75.005	M	5903.14	5962.17	6021.79	6142.23	6203.65
T\A/1	AD2E1	Volunteer Program Specialist	_	TW/1 7F 00F	N 4	6215 21	6277.26	6240.14	6466.04	6531.61
TW1	AP351	Volunteer Program	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
TW1	AP352	Specialist I, PPT	1	TW1.75.005	М	5061.70	5112.32	5163.44	5266.71	5319.38
		Volunteer Program								
TW1	AP352	Specialist I, PPT	2	TW1.75.005	М	5328.02	5381.30	5435.12	5543.82	5599.26
		Volunteer Program								
TW1	AP352	Specialist I, PPT	3	TW1.75.005	M	5609.05	5665.14	5721.79	5836.23	5894.59
TW1	AP352	Volunteer Program Specialist I, PPT	4	TW1.75.005	М	5903.14	5962.17	6021.79	6142.23	6203.65
1001	AF332	Volunteer Program	4	1001.75.005	IVI	3903.14	3902.17	0021.79	0142.23	0203.03
TW1	AP352	Specialist I, PPT	5	TW1.75.005	М	6215.21	6277.36	6340.14	6466.94	6531.61
		Volunteer Program								
TW1	AP353	Specialist II	1	TW1.75.009	M	6153.11	6214.64	6276.79	6402.33	6466.35
		Volunteer Program								
TW1	AP353	Specialist II	2	TW1.75.009	M	6476.63	6541.39	6606.81	6738.94	6806.33
TW1	AP353	Volunteer Program Specialist II	3	TW1.75.009	М	6818.11	6886.29	6955.15	7094.25	7165.19
1 44 1	AP333	Volunteer Program	3	1001.75.009	IVI	0010.11	0000.29	0955.15	7094.23	7105.19
TW1	AP353	Specialist II	4	TW1.75.009	М	7175.93	7247.69	7320.17	7466.57	7541.23
		Volunteer Program								
TW1	AP353	Specialist II	5	TW1.75.009	М	7554.98	7630.53	7706.83	7860.97	7939.58
		Watershed Program						0.4.4.05	0-00	
UM2	SC243	Supervisor Watershed Program	1	UM2.75.015	М	8246.11	8328.57	8411.85	8580.09	8665.89
UM2	SC243	Supervisor	2	UM2.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
0.11.2	302.13	Watershed Program		01412.73.013		0073.07	0703.00	0033.32	3030.33	3120.50
UM2	SC243	Supervisor	3	UM2.75.015	М	9136.55	9227.91	9320.19	9506.60	9601.66
		Watershed Program								
UM2	SC243	Supervisor	4	UM2.75.015	M	9616.91	9713.08	9810.21	10006.42	10106.48
11042	56242	Watershed Program	_	11042 75 045	N 4	10122 44	10224.64	10226.00	10522.42	10630.76
UM2	SC243	Supervisor	5	UM2.75.015	M	10123.41	10224.64	10326.89	10533.42	10638.76
TW1	AP364	Web Master	1	TW1.75.015	M	8246.09	8328.55	8411.84	8580.07	8665.87
TW1	AP364	Web Master	2	TW1.75.015	М	8679.07	8765.86	8853.52	9030.59	9120.90
TW1	AP364	Web Master	3	TW1.75.015	М	9136.54	9227.91	9320.19	9506.59	9601.66
TW1	AP364	Web Master	4	TW1.75.015	М	9616.91	9713.08	9810.21	10006.42	10106.48
TW1	AP364	Web Master	5	TW1.75.015	М	10123.40	10224.64	10326.88	10533.42	10638.76
	İ									
TW1	AP398	Web Specialist	1	TW1.75.006	М	5314.95	5368.10	5421.78	5530.22	5585.52
TW1	AP398	Web Specialist	2	TW1.75.006	М	5594.34	5650.29	5706.79	5820.92	5879.13
TW1	AP398	Web Specialist	3	TW1.75.006	М	5888.44	5947.33	6006.80	6126.93	6188.20
TW1	AP398	Web Specialist	4	TW1.75.006	М	6198.88	6260.86	6323.47	6449.94	6514.44
TW1	AP398	Web Specialist	5	TW1.75.006	М	6525.66	6590.91	6656.82	6789.96	6857.86
1,441	1 / 11 330	TTCD OPCCIONSC		. ** 1.7 3.000	141	0323.00	0550.51	0030.02	0,05.50	0037.00

					7/13/2019	7/13/2019	11/2/2019	11/2/2019	1/11/2020	1/11/2020	7/11/2020	7/11/2020	1/9/2021	1/9/2021
REP	CLASS_ NUM	TITLE	GRADE	TYPE	(1%) MINIMUM	(1%) MAXIMUM	(1%) MINIMUM	(1%) MAXIMUM	(1%) MINIMUM	(1%) MAXIMUM	(2%) MINIMUM	(2%) MAXIMUM	(1%) MINIMUM	(1%) MAXIMUM
I INEI	IAOINI	Administrative	GRADE	1111	IVIIIVIIVIOIVI	WAXIIVIOW	IVIIIVIIVIOIVI	WAXIMON	IVIIIVIIVIOIVI	WAXIMON	IVIIIVIIVIOIVI	WAXIMON	IVIIIVIIVIOIVI	
UM2	EM100	Services Manager II	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UM2	MA148	Assistant Fire Marshal-Non Sworn	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
		Assistant to the												
UM1	EM118	Director Assistant to	UM1.75.019	M	10022.11	12306.24	10122.33	12429.31	10223.55	12553.60	10428.03	12804.67	10532.31	12932.72
UM1	EM119	the Director, PPT	UM1.75.019	М	10022.11	12306.24	10122.33	12429.31	10223.55	12553.60	10428.03	12804.67	10532.31	12932.72
UM1	EM241	Associate Director, Library Services	UM1.75.024	М	12791.50	15706.32	12919.42	15863.39	13048.61	16022.02	13309.58	16342.46	13442.68	16505.89
UM2	AP433	Business Analyst IV	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
		Cable TV		141										
UM1	MA106	Station Manager	UM1.75.022	M	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
UM2	EM235	Chief Conservator	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UM1	EM115	City Auditor, Assistant	UM1.75.020	М	10523.70	12920.58	10628.94	13049.78	10735.22	13180.28	10949.93	13443.89	11059.43	13578.33
TA1	SS114	City Council PSE 14	TA1.75.035	М	2306.82	7769.88	2329.89	7847.58	2353.18	7926.05	2400.25	8084.57	2424.25	8165.42
TA1	SS112	City Council PSE 14, PPT	TA1.75.034	М	2306.82	6756.98	2329.89	6824.55	2353.18	6892.79	2400.25	7030.65	2424.25	7100.95
TA1	AP138	City Council PSE-51	TA1.75.037	М	3834.28	8745.18	3872.63	8832.63	3911.35	8920.96	3989.58	9099.38	4029.48	9190.37
		Community Action												
UM2	MA145	Agency Manager Community Housing	UM2.75.019	M	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UM2	EM232	Services Manager	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UM2	EM217	Controller, Assistant	UM2.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27
UM1	EM131	Curator AAMLO, Chief	UM1.75.019	М	10022.11	12306.24	10122.33	12429.31	10223.55	12553.60	10428.03	12804.67	10532.31	12932.72
UM2	AP174	Database Administrator	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
		Deputy City												
TM1	AL021	Attorney II	TM1.75.019	М	10022.11	12306.25	10122.33	12429.31	10223.55	12553.60	10428.02	12804.67	10532.30	12932.72
TM1	AL022	Deputy City Attorney II, PPT	TM1.75.019	М	10022.11	12306.25	10122.33	12429.31	10223.55	12553.60	10428.02	12804.67	10532.30	12932.72
TM1	AL030	Deputy City	TM1.75.021	М	11049.80	13567.58	11160.30	13703.26	11271.90	13840.29	11497.34	14117.10	11612.32	14258.27
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<u> </u>	'	Attorney III	'	1 '	1	1	1	1 '	'	1	'	'	1	ı //
TM1	AL031	Deputy City Attorney III, PPT	TM1.75.021	М	11049.80	13567.58	11160.30	13703.26	11271.90	13840.29	11497.34	14117.10	11612.32	14258.27
TM1	AL040	Deputy City Attorney IV, PPT	TM1.75.023	М	12183.70	14958.01	12305.54	15107.59	12428.59	15258.66	12677.16	15563.84	12803.94	15719.47
TM1	MA117	Deputy City Attorney IV, Senior	TM1.75.023	М	12183.70	14958.01	12305.54	15107.59	12428.59	15258.66	12677.16	15563.84	12803.94	15719.47
U41	EM136	Deputy City Attorney V	U41.75.025	М	13431.99	16490.57	13566.31	16655.47	13701.97	16822.03	13976.01	17158.47	14115.77	17330.05
UM1	EM139	Deputy Director, Econ/Work Dev	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
UM1	EM140	Deputy Director, Housing	UM1.75.024	М	12791.50	15706.32	12919.42	15863.39	13048.61	16022.02	13309.58	16342.46	13442.68	16505.89
UM1	AP177	Deputy Director, Prg Planning & Dev	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
UM1	EM143	Deputy Director/ Building Official	UM1.75.024	М	12791.50	15706.32	12919.42	15863.39	13048.61	16022.02	13309.58	16342.46	13442.68	16505.89
UM1	EM144	Deputy Director/City Planner	UM1.75.024	М	12791.50	15706.32	12919.42	15863.39	13048.61	16022.02	13309.58	16342.46	13442.68	16505.89
UM2	EM233	Development/ Redevelopment Pgrm MGR	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UM1	ET117	Engineer, Civil Principal	UM1.75.040	М	12422.64	15254.41	12546.87	15406.96	12672.34	15561.03	12925.78	15872.25	13055.04	16030.97
UM2	AF041	Financial Analyst, Principal	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UM1	MA162	Fire Communications Manager	UM1.75.027	М	10122.33	12429.31	10223.56	12553.60	10325.79	12679.14	10532.31	12932.72	10637.63	13062.05
UM1	EM225	Fire Division Manager	UM1.75.039	М	11720.38	14390.95	11837.59	14534.86	11955.96	14680.21	12195.08	14973.81	12317.03	15123.55
UM1	MA157	Fire Marshal (Non-Sworn)	UM1.75.039	М	11720.38	14390.95	11837.59	14534.86	11955.96	14680.21	12195.08	14973.81	12317.03	15123.55
UM2	MA128	Information System Administrator	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UM2	SC169	Information Systems Manager I	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UM1	EM187	Information Systems Manager II	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
UM2	EM188	Inspection Services Manager	UM2.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27
UM2	MA129	Librarian, Administrative	UM2.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27
UM1	EM171	Manager, Agency Administrative	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
UM1	EM173	Manager, Building Services	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85

	Manager,												ı
MA107	Pgrm	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
	Manager,												
EM177	Employ Svcs	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
EM178	Manager, Crime Laboratory	UM1.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27
EM170	Manager,	LIM2 75 019	M	10022 10	12306.26	10122 32	12420 32	10223 54	12553 61	10428 01	12804 68	10532 29	12932.73
_	Manager,					-							
EM180		UM1.75.023	M	12183.70	14958.01	12305.53	15107.59	12428.59	15258.66	12677.16	15563.84	12803.93	15719.47
EM181	Emergency Services	UM1.75.023	М	12183.70	14958.01	12305.53	15107.59	12428.59	15258.66	12677.16	15563.84	12803.93	15719.47
	Manager, Environmental												
EM182	Services	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
EM183	Equipment Services	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
EM185	Manager, Housing Development	UM1.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27
EM254	Manager, Human Services	UM1.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27
EM180	Manager,	LIM1 75 020	M	10523.70	12020 58	10628 94	13049 78	10735 22	13180 28	10040 03	13443 89	11059.43	13578.33
	Manager,												
EM190		UM2.75.019	M	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
EM255	Oracle Operations	UM2.75.022	М	11602.05	14245.65	11718.07	14388.10	11835.25	14531.99	12071.96	14822.62	12192.68	14970.85
EM196	Manager, Park Services	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
	Manager, Parks &												
EM197	Recreation Zone	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
	0 '												
EM198	Building Oper	UM1.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27
	Manager, Real Property												
EM201	Asset	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
EM202	Recreation Services	UM1.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27
EM256	Pgm	UM2.75.022	М	11602.05	14245.65	11718.07	14388.10	11835.25	14531.99	12071.96	14822.62	12192.68	14970.85
EM205	Manager, Senior Services	UM1.75.019	М	10022.11	12306.24	10122.33	12429.31	10223.55	12553.60	10428.03	12804.67	10532.31	12932.72
	EM177 EM178 EM179 EM180 EM181 EM182 EM183 EM185 EM254 EM189 EM190 EM255 EM196 EM197 EM198 EM201 EM202 EM256	Capital Improvement Pgrm  Manager, Contact & EM177 Employ Svcs  Manager, EM178 Crime Laboratory  Manager, EM179 Cultural Affairs  Manager, EM180 Electrical Services  Manager, Emregency Services  Manager, Environmental Services  Manager, EM181 Emergency Services  Manager, Environmental Services  Manager, EM182 Services  Manager, EM183 Equipment Services  Manager, EM185 Housing Development  Manager, EM254 Human Services  Manager, EM189 Legal Admin Services  Manager, EM190 Marketing Pgm  Manager, EM255 Oracle Operations  Manager, EM196 Park Services  Manager, Parks & EM197 Recreation Zone  Manager, Planning & EM198 Building Oper  Manager, Real Property EM201 Asset  Manager, Rent Adjustment Pgm  Manager, Rent Adjustment Pgm  Manager, Rent Adjustment Pgm  Manager, Rent Adjustment Pgm  Manager,	Capital Improvement Pgrm UM1.75.022  Manager, Contact & Employ Svcs UM1.75.022  EM177 Employ Svcs UM1.75.022  Manager, UM1.75.021  Manager, UM2.75.019  Manager, UM2.75.019  Manager, UM1.75.023  Manager, UM1.75.023  Manager, UM1.75.023  Manager, UM1.75.023  Manager, UM1.75.023  Manager, UM1.75.023  Manager, UM1.75.023  Manager, UM1.75.023  Manager, UM1.75.023  Manager, UM1.75.023  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.021  Manager, UM1.75.021  Manager, UM1.75.021  Manager, UM1.75.021  Manager, UM1.75.020  Manager, UM1.75.020  Manager, UM1.75.020  Manager, UM2.75.019  Manager, UM2.75.019  Manager, UM2.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.022  Manager, UM1.75.021  Manager, Real Property  EM201 Asset UM1.75.021  Manager, Real Property  EM202 Recreation Services UM1.75.021  Manager, Rent Adjustment UM2.75.022  Manager, Rent Adjustment UM2.75.022  Manager, Rent Adjustment UM2.75.022	Capital Improvement   Pgrm	MA107   Pgm	Capital Improvement Pymm	Capital Improvement Pgm	Capital Improvement   Pgmm	Capital Improvement   Pgm	Capital Improvement   Manager, Contact & Capital Improvement   C	Capital Improvement   Manager,	Capital Improvement   Analysis   Capital Improvement   Analysis   Capital Improvement	Capital Improvement   Pagm

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UM1	MA140	Support Services	UM1.75.019	М	10022.11	12306.24	10122.33	12429.31	10223.55	12553.60	10428.03	12804.67	10532.31	12932.72
UM2	EM253	Manager, Sustainability Pgm	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UM2	EM257	Manager, Technology Pgm	UM2.75.022	М	11602.05	14245.65	11718.07	14388.10	11835.25	14531.99	12071.96	14822.62	12192.68	14970.85
UM1	MA164	Manager, Transportation	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
UM1	EM207	Manager, Youth Services	UM1.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27
UM2	EM208	Manager, Zoning	UM2.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27
TW1	SS143	Mayor's PSE 14	TW1.75.035	М	2306.82	7770.65	2329.89	7848.35	2353.18	7926.84	2400.25	8085.37	2424.25	8166.23
TA1	SS194	Mayor's PSE 14, PPT	TA1.75.034	М	2306.82	6756.98	2329.89	6824.55	2353.18	6892.79	2400.25	7030.65	2424.25	7100.95
		Neighborhood Law Corps												
TM1	AL041	Attorney	TM1.75.035	М	4178.42	5803.46	4220.20	5861.49	4262.41	5920.11	4347.65	6038.51	4391.13	6098.89
UM2	AP383	Network Architect	UM2.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27
		Police Communications												
UM1	MA160	Manager	UM1.75.027	М	10122.33	12429.31	10223.56	12553.60	10325.79	12679.14	10532.31	12932.72	10637.63	13062.05
UM1	MA152	Police Services Manager I	UM1.75.019	М	10022.11	12306.24	10122.33	12429.31	10223.55	12553.60	10428.03	12804.67	10532.31	12932.72
UM1	MA151	Police Services Manager II	UM1.75.023	М	12183.70	14958.01	12305.53	15107.59	12428.59	15258.66	12677.16	15563.84	12803.93	15719.47
UM2	EM216	Project Manager	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UM2	EM226	Project Manager (PPT)	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UM2	EM211	Project Manager II	UM2.75.022	М	11602.05	14245.65	11718.07	14388.10	11835.25	14531.99	12071.96	14822.62	12192.68	14970.85
UM1	EM227	Project Manager II (PPT)	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
UM1	EM212	Project Manager III	UM1.75.025	М	13431.98	16490.56	13566.30	16655.47	13701.96	16822.03	13976.00	17158.47	14115.76	17330.05
UM1	EM213	Project Manager III, PPT	UM1.75.025	М	13431.98	16490.56	13566.30	16655.47	13701.96	16822.03	13976.00	17158.47	14115.76	17330.05
UM1	MA137	Public Works Operations Manager	UM1.75.022	М	11602.06	14245.65	11718.08	14388.10	11835.26	14531.99	12071.97	14822.62	12192.69	14970.85
		Revenue & Tax Admin,												
UM2	AF062	Asst	UM2.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27
UM2	AF059	Revenue Analyst, Principal	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UH1	SC248	Senior Hearing Officer	UH1.75.019	М	10018.85	12301.34	10119.04	12424.36	10220.23	12548.60	10424.64	12799.57	10528.88	12927.57

UM2	MA150	Senior Services Admin PPT	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
		Senior Services												
UM2	MA141	Administrator	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
UM2	AP326	Spatial Data Administrator	UM2.75.019	М	10022.10	12306.26	10122.32	12429.32	10223.54	12553.61	10428.01	12804.68	10532.29	12932.73
TA1	MA102	Special Assistant to the Mayor I	TA1.75.038	М	6113.30	10586.38	6174.43	10692.24	6236.18	10799.17	6360.90	11015.15	6424.51	11125.30
TA1	MA154	Special Assistant to the Mayor I, PPT	TA1.75.038	М	6113.30	10586.38	6174.43	10692.24	6236.18	10799.17	6360.90	11015.15	6424.51	11125.30
UM1	EM215	Special Assistant to the Mayor II	UM1.75.037	М	7483.09	12191.88	7557.92	12313.79	7633.50	12436.93	7786.17	12685.67	7864.03	12812.53
UM1	EM251	Special Assistant to the Mayor II, PPT	UM1.75.037	М	7483.09	12191.88	7557.92	12313.79	7633.50	12436.93	7786.17	12685.67	7864.03	12812.53
U41	MA147	Special Counsel	U41.75.026	М	14103.56	17315.47	14244.59	17488.62	14387.04	17663.51	14674.78	18016.78	14821.53	18196.95
UH1	SC249	Sr. Hearing Officer, PPT	UH1.75.019	М	10018.85	12301.34	10119.04	12424.36	10220.23	12548.60	10424.64	12799.57	10528.88	12927.57
		Treasury Administrator,												
UM2	AF061	Asst	UM2.75.021	М	11049.81	13567.59	11160.31	13703.26	11271.91	13840.30	11497.35	14117.10	11612.32	14258.27

# APPENDIX C CIVIL SERVICE USE OF HEARING OFFICER

### This section shall not apply to Units TM1 and U41.

The Civil Service Board may elect to use a Hearing Officer for appeals of suspensions, fines, demotions or disciplinary discharges filed pursuant to Article 15, Grievance Procedure, of this Agreement.

### 1. Conduct Of Hearings

Hearings will be closed to the public unless otherwise requested by the appellant.

Hearings will be tape recorded. Copies of the tape(s) will be available to the appellant, if desired, for no charge. Transcripts of the taped proceedings will be available upon request, at the requesting party's expense.

Closing arguments shall be oral; provided, however, that either party may elect to submit a closing brief. Such an election must be made following the presentation of closing arguments. Briefs are to be submitted to the Hearing Officer within twenty (20) calendar days of the close of the hearing. Briefs submitted after the deadline shall not be considered by the Hearing Officer.

### 2. Hearing Officer Responsibilities

Hearing Officers shall be responsible for the conduct of the hearing and shall identify the appeal issue, determine relevant facts, assess the credibility of witnesses, evaluate the evidence and render an advisory decision to the Civil Service Board.

The Hearing Officer shall render written findings and recommendations to the Civil Service Board within thirty (30) calendar days of the close of the hearing. If briefs are submitted, the recommendation shall be submitted to the Board within fifty (50) calendar days of the close of the hearing.

The Hearing Officer shall provide the Civil Service Board the following documents which shall constitute the official hearing record:

- 2.1. A summation page delineating the case name, issue, brief summary of the case and his/her recommendation.
- 2.2. A complete written report documenting the findings.
- 2.3. Any documentary evidence, written motions and briefs submitted.
- 2.4. The cassette tape(s) of the hearing.

### 3. Civil Service Board Responsibilities

Upon receipt of a Hearing Officer's recommendation, the Board Secretary shall schedule the case for the next available Civil Service Board meeting. The Board will make every effort to schedule a case within thirty (30) days of receiving the Hearing Officer's recommendation.

In reaching a decision, the Board shall review the hearing record and may review the cassette tape(s) of the hearing. The Board's decision shall be made in accordance with Ordinance No. 8979 C.M.S., as amended, which requires a majority of a quorum to accept, reject or modify an appeal.

Final determinations will be issued in writing, within ten (10) days of the conclusion of the Civil Service Board review of the Hearing Officer's recommendation. Copies of the Board's determination and the recommendation of the Hearing Officer shall be forwarded to the appellant, appellant's representative, City Attorney's Office and the affected City Department.

### 4. Costs

Costs for the Hearing Officer shall be borne equally by the City and the Union as representative of the appellant.

Costs for transcribing hearing tapes shall be borne by the requesting party.

Costs for a copy(s) of the hearing tape shall be borne by the requesting party.

# APPENDIX D MILITARY LEAVE PAY AND BENEFITS

OAKLAND CITY COUNCIL
RESOLUTION No. 77044 C.M.S.

Wilkamsey

RESOLUTION EXTENDING CERTAIN PAY AND BENEFITS TO CITY EMPLOYEE MEMBERS OF THE MILITARY RESERVE RECALLED TO ACTIVE DUTY IN RESPONSE TO THE EVENTS OF SEPTEMBER 11, 2001

WHEREAS, the President of the United States has signed an order to recall persons in the military reserve to active duty in order to combat the terrorist threat to our nation; and

WHEREAS, some of those reservists are City employees; and

WHEREAS, the City of Oakland currently provides military leave continuance of certain pay and benefits for a maximum of 30 calendar days per fiscal year to employees who have been in City service for at least one (1) year and have been ordered to report to active duty; and

WHEREAS, the City Council believes it to be in the public interest to ensure that those employees recalled to active duty during this crisis are able to continue providing for their families while in the service of their country without undue hardship or loss; and

WHEREAS, several City employees have been recalled to active military duty and have or are near to exhausting the 30 calendar days of military leave pay and benefits currently provided for; now, therefore, be it

**RESOLVED:** That any full-time employee of the City of Oakland who has a least one year of service or one year of combined active military service and City service and is involuntarily ordered to active duty shall continue to receive military leave pay and benefits for a period of up to 90 additional calendar days; and be it

FURTHER RESOLVED: That the military leave pay provided for by this resolution shall be discounted by the amount of active duty military pay and allowances received by the employee such that the employee does not receive more than the employee's City base pay; and be it

FURTHER RESOLVED: That the City Council does hereby delegate to the City Manager the authority to consult and confer with the City's employee organizations as to the practical details of calculating the appropriate amount of military leave pay provided for by this resolution such that the employee does not receive more in combined military leave pay and active duty military pay than the employee's City base pay, and to resolve any disputes that arise with regard to same; and be it

**FURTHER RESOLVED:** That the military leave benefits (as distinguished from military leave pay) provided by this resolution shall be the same as those currently provided during the initial 30 days of military leave; and be it

FURTHER RESOLVED: That the City Manager may at his discretion extend the additional period of military leave pay and benefits provided by this resolution, but in no case beyond a total period of one year for any employee; and be it

**FURTHER RESOLVED:** That the City Council will consider further recommendations on this matter that are deemed appropriate by the City Manager after consultation with City staff and employee organizations; and be it

**FURTHER RESOLVED:** That this resolution is intended to address a specific, limited need, and is not intended to create a permanent increased military leave benefit or beneficial past practice.

IN COUNCIL, OAKLAND, CALIFORNI	A, MAR 2 6	<u>2002</u> , 20								
PASSED BY THE FOLLOWING VOTE:										
AYES- BRUNNER, KHANG, MAYNE, NADEL, SPEES, REID, WAY and PRESIDENT DE LA FUENTE - C										
NOES-										
ABSENT-		000								
ABSTENTION-		and all forth								
Excused - Chang,	WAn -2	CEDA FLOYD								
•		City Clerk and Clerk of the Council of the City of Oakland, California								

# APPENDIX E PAY REPORTED TO CALPERS\*

- 1. The following items constitute special compensation for which PERS contributions are made:
  - Special Assignment/Department Counsel Premium Pay
  - Acting Pay
  - Notary Public Pay
  - Bilingual Pay
- 2. The following items constitute regular compensation for which PERS contributions are made:
  - Holiday Pay
  - Sick Leave Pay
  - Vacation Pay
  - Professional Leave Pay
  - Salary

This list includes, but is not limited to, the pay categories (regular and special pay) that are reported to PERS.

# APPENDIX F HEALTH RETIREMENT SAVINGS ARRANGEMENT COMMITTEE

The City and IFPTE Local 21 agree to jointly form a committee of Union and City representatives who will meet on a monthly basis, or as determined by the Committee, over the creation of a Health Retirement Savings Arrangement. The Committee shall consist of no more than six (6) representatives from the Union and shall commence meeting within sixty (60) days of full ratification of this Agreement by City Council. The Committee shall meet and discuss the implementation of a Health Retirement Savings Arrangement that allows unit members that reach the cap on paid sick leave (150 days) to contribute each calendar year up to six (6) days of accrued, paid sick leave to a Health Retirement Savings Arrangement. The contribution into the Health Retirement Savings Arrangement shall be at the ratio of three (3) sick leave days to one (1)day of contribution. Any Health Retirement Savings Arrangement agreed to by the parties must comply with the terms in this Appendix, the operable Memorandum of Understanding between the parties, and state and federal law, including the Internal Revenue Code.

# APPENDIX G TELECOMMUTING

The Telecommuting Agreement for DHS Employees, dated December 13, 2010, shall remain in effect.

The City and Union will meet and confer to develop an Administrative Instruction to set policy that allows Department Heads to establish telecommuting programs in their departments, where appropriate, subject to Citywide guidelines. It is the intent of the parties that this Administrative Instruction will be based on the guidelines already in place for DHS, with such modifications as may be mutually agreed. The final Administrative Instruction will be issued not later than December 31, 2013 unless that date is extended in writing by both parties.

The City's establishment of telecommuting programs is subject to meeting and conferring with the Union. Upon request by the Union, the City agrees to meet and confer regarding Union proposals to establish telecommuting programs in individual departments.

The City will allow telecommuting where there are opportunities for improved employee performance, potential savings to the City, or the ability to meet other goals of the City. Employees with proven and dependable performance may be considered for telecommuting.

Telecommuting means an arrangement where employees work one or more days per week from an alternate work site such as the employee's home with communication access to work via telephone and computer.

## **APPENDIX H** ALTERNATIVE WORK SCHEDULES

### **Letter of Understanding**

# Between the City of Oakland

## International Federation of Professional and Technical Engineers Local 21

### **ALTERNATIVE WORK SCHEDULES**

Pursuant to Article 13.3 of the Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers (IFPTE) Local 21, (hereafter, the Parties), the Parties agree to complete the work anticipated under the previous Memorandum of Understanding (July 1, 2013 through June 30, 2015), to finalize an Administrative Instruction that will govern Alternative Work Schedules. Such work shall begin within ninety (90) days of ratification of this Memorandum of Understanding, and a recommendation to the City Administrator for a final Administrative Instruction governing alternative work schedules shall be made no later than nine (9) months six (6) months one (1) year after ratification of this MOU.

Tayou Date 7-17-2015

Director, Employee Relations

City of Oakland

**Chief Negotiator** 

IFPTE Local 21

Chapter Vice-President

IFPTE Local 21

## **APPENDIX I** PROMPT PAYMENT REMEDY

**Letter of Understanding** 

Between the City of Oakland and International Federation of Professional and Technical Engineers Local 21

### **PROMPT PAYMENT REMEDY**

The City agrees to develop an administrative prompt payment remedy within the process for employee reimbursements. The City will establish a committee with the City Administrator's Office, City departments, and Local 21 members, to advise the City on these administrative issues, with an estimated date of completion of Spring 2016.

Chief Negotiator IFPTE Local 21

Director, Employee Relations

12 Date 7-17-2015

City of Oakland

Rep Date 7/17/15

Oakland Chapter Vice-President

**IFPTE Local 21** 

# APPENDIX J CHANGE IN WORKWEEK

### **Principal Inspection Supervisors**

The parties agree that the workweek of the classification of Principal Inspection Supervisors shall be increased from 37.5 hours per week to 40 hours at the same hourly rate of pay.

The parties shall jointly initiate those steps which may be necessary to implement this change, including any actions before the City Council and the Civil Service Board within 30 days of the ratification of this agreement.

The Oakland City Council has approved this Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers, Local 21 per Resolution No. 87900 on Nov. 5, 2019 and Salary Ordinance No. 13567.

City of Oakland, a Municipal Corporation

Edward D. Reiskin City Administrator

Allyson E. Codk
Assistant Director, Human Resources
Management

**IFPTE Local 21** 

Kristen Schumacher Staff Representative

Anthony Reese Vice President

Zach Goldman Staff Representative

### **IFPTE Local 21 Bargaining Team**

Shahla Azimi
Harry Battiste
Anthony Daquipa
Cheryl Dunaway
Jennifer Foster
Zach Goldman
Calvin Hao
Julia Heath
Mia Janvier

Danita Lee
Iris Merriouns
Teresa Peterson
Anthony Reese
Kristen Schumacher
Jack Steverson
Laura Takeshita
Selia Warren
Nicole Welch

OFFICE OF THE CITY CLERK

2019 NOV -4 PM 1:57

Approved as to Form and Legality

City Attorney's Office

## OAKLAND CITY COUNCIL

RESOLUTION NO. 87900 C.M.S

INTRODUCED BY COUNCILMEMBER PRESIDENT KAPLAN

RESOLUTION APPROVING MEMORANDUM OF UNDERSTANDING BETWEEN THE CITY OF OAKLAND AND THE INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS ("IFPTE") LOCAL 21, REPRESENTING EMPLOYEES IN REPRESENTATION UNITS TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, And U41, COVERING THE PERIOD FROM OF JULY 1, 2019 THROUGH JUNE 30, 2021

WHEREAS, the Tentative Agreement to the Memorandum of Understanding to be entered into between the City of Oakland and the International Federation of Professional and Technical Engineers ("IFPTE"), Local 21 has been presented to the City Council for determination pursuant to Section 3505.1 of the Government Code of the State of California; and

**WHEREAS**, the key provisions of the Tentative Agreement to the Memorandum of Understanding are described in the Report from the City Administrator dated November 5, 2019; and

WHEREAS, the terms and conditions contained in said Tentative Agreement to the Memorandum of Understanding are in the best interests of the City; now, therefore, be it

**RESOLVED:** That said Agreement be, and is, hereby approved; and be it

**FURTHER RESOLVED:** That the provisions of said Tentative Agreement to the Memorandum of Understanding are effective as of July 1, 2019 unless otherwise set forth in the Agreement.

IN COUNCIL, OAKLAND, CALIFORNIA,

NOV 0 5 2019

PASSED BY THE FOLLOWING VOTE:

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

NOES -

ABSENT - Ø

ABSTENTION -

ATTEST: ATONIDA SIMA

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

OFFICE OF THE CITY CLERK OAKLAND

2019 NOV - L. AM II: 2L. INTRODUCED BY COUNCILMEMBER PRESIDENT KAPLAN

APPROVED AS TO FORM AND LEGALITY

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 TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, AND U41 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2019; 2) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, AND U41 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER NOVEMBER 1, 2019; 3) PROVIDE A 2% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, AND U41 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2020; 5) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, AND U41 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANAURY 1, 2021

WHEREAS, the Tentative Agreement to the Memorandum of Understanding between the City of Oakland and the International Federation of Professional and Technical Engineers ("IFPTE"), Local 21 has been approved by the parties pursuant to Section 3505.1 of the Government Code of the State of California; and

WHEREAS, said agreements are approved and include wage increases for employees represented by IFPTE, Local 21 in representation units TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, And U41 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, 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:

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- **SECTION 1.** Effective the first full pay period after July 1, 2019, the classifications in representation units TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, And U41 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and IFPTE, Local 21 are increased by one percent (1%).
- **SECTION 2**. Effective the first full pay period after November 1, 2019, the classifications in representation units TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, And U41 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and IFPTE, Local 21 are increased by one percent (1%).
- **SECTION 3.** Effective the first full pay period after January 1, 2020, the classifications in representation units TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, And U41 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and IFPTE, Local 21 are increased by one percent (1%).
- SECTION 4. Effective the first pay period after July 1, 2020, the classifications in representation units TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, And U41 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and IFPTE, Local 21 are increased by two percent (2%).
- **SECTION 5.** Effective the first full pay period after January 1, 2021, the classifications in representation units TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, And U41 and associated wages listed in the current Memorandum of Understanding between the City of Oakland and IFPTE, Local 21 are increased by one percent (1%).
- **SECTION 6.** 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 7**. Effective Date. This ordinance shall become effective immediately on final adoption if it receives six or more affirmative votes; otherwise it shall become effective upon the seventh day after final adoption.

IN COUNCIL, OAKLAND, CALIFORNIA,

NOV 1 9 2019

PASSED BY THE FOLLOWING VOTE:

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

ATTEST:

NOES - D ABSENT - Ø ABSTENTION - Ø

LATONDA SIMM**Ø**NS

Date of Attestation: NOVember 21, 2019

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

Introduction Date

NOV 0 5 2019

### **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 TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, AND U41 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2019; 2) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, AND U41 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER NOVEMBER 1, 2019; 3) PROVIDE A 2% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, AND U41 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JULY 1, 2020; 5) PROVIDE A 1% WAGE INCREASE TO THE SALARY SCHEDULE OF REPRESENTED UNITS IN TA1, TF1, TM2, TW1, UH1, UM1, UM2, TM1, AND U41 EFFECTIVE THE FIRST FULL PAY PERIOD AFTER JANAURY 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 International Federation of Technical and Professional Engineers (IFPTE), Local 21 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.

