

RESOLUTION NO. 2014-0343

Adopted by the Sacramento City Council

October 21, 2014

APPROVING THE MEMORANDUM OF UNDERSTANDING BETWEEN THE SACRAMENTO CITY EXEMPT EMPLOYEES ASSOCIATION (SCXEA) AND THE CITY OF SACRAMENTO

BACKGROUND

- A. The 2012-2014 collective bargaining agreement between the City of Sacramento and the Sacramento City Exempt Employees Association (SCXEA) was approved by City Council on June 12, 2012. The terms of that agreement stated that the parties would meet to discuss items within the scope of representation not included in the agreement. If agreement were reached on any items, they would be integrated into a final comprehensive Memorandum of Understanding (MOU). If agreement was not reached, the status quo would prevail.
- B. The 2012-2014 collective bargaining unit also stated that the City would perform a total compensation study and negotiate salary range changes with SCXEA based on the study.
- C. The City and SCXEA have reached agreement on a comprehensive Memorandum of Understanding (MOU) and a new salary schedule.

BASED ON THE FACTS SET FORTH IN THE BACKGROUND, THE CITY COUNCIL RESOLVES AS FOLLOWS:

Section 1. The MOU with SCXEA as included as Exhibit A is approved.

Section 2. The salary schedule as included as Exhibit B is approved with an effective date of June 28, 2014.

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- Exhibit A – Memorandum of Understanding
- Exhibit B – June 28, 2014 Salary Schedule

Adopted by the City of Sacramento City Council on October 21, 2014, by the following vote:

Ayes: Members Ashby, Cohn, Fong, Hansen, McCarty, Schenirer, Warren and Mayor Johnson

Noes: None

Abstain: None

Absent: None

Vacant: District 8

Attest:

Digitally signed by Shirley A. Concolino
DN: cn=Shirley A. Concolino, o=City of Sacramento, ou=City Clerk, email=sconcolino@cityofsacramento.org, c=US
Date: 2014.10.28 09:06:09 -07'00'



Shirley Concolino, City Clerk

City of
SACRAMENTO

and

**Sacramento City Exempt
Employees Association
(SCXEA)**

Labor Agreement

**Covering All Employees In The Exempt
Management, Exempt Management Support And
Confidential/Administrative Units**

2012-2014

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PREAMBLE

This AGREEMENT, hereinafter referred to as the Agreement, entered into by and between the CITY OF SACRAMENTO, hereinafter referred to as the City, and the SACRAMENTO CITY EXEMPT EMPLOYEES ASSOCIATION, hereinafter referred to as the Association, has as its purpose the promotion of harmonious labor relations between the City and the Association and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1 – RECOGNITION

1.1 RECOGNITION

The City hereby recognizes the Association as the exclusive bargaining agent for all employees in the Exempt Management, Exempt Management Support, and Confidential/Administrative Units, as defined in the City's Employer-Employee Relations Policy, and agrees to meet and confer and otherwise deal exclusively with the Association on all matters within the scope of representation pertaining to the said employees as authorized by law.

1.2 EMPLOYEES COVERED BY THIS AGREEMENT

Any employee working in a job classification in the Exempt Management, Exempt Management Support, and Confidential/Administrative Units as defined in the [Employer-Employee Relations Policy](#) shall be covered by this Agreement except as hereinafter provided. An employee covered by this Agreement who accepts a temporary appointment to a classification not covered by this Agreement shall continue to be covered by this Agreement for a period of ninety (90) calendar days. Such temporary appointment shall be treated as an out-of-classification assignment. Similarly, a career employee not covered by this Agreement who accepts a temporary appointment to a classification covered by this Agreement shall not fall under the provisions of this Agreement for a period of ninety (90) calendar days. The City shall not make temporary appointments under this provision for the sole purpose of eroding the bargaining units represented by the Association.

1.3 DEFINITIONS

a. As used throughout this Agreement, the terms “Career Employee” and “Non-Career Employee” shall be given the same meaning as set forth in the Rules and Regulations of the Civil Service Board ([Civil Service Rules](#)).

b. As used throughout this Agreement, the term “Exempt Employee” shall mean employees filling classifications identified as exempt from the classified service [pursuant to the City Charter](#) and as identified in the Employer-Employee Relations Policy. Exempt employees are “at-will” employees serving at the pleasure of the Appointing Authority. Nothing in this Agreement shall be construed to be an express or implied

covenant or contract of continued employment, or to create a property right or tenure for any person appointed to positions that are exempt from the classified service. Consequently, just cause is not required for discipline and there are no appeal rights.

c. Eligibility for Benefit and Leave Accrual

- (1) Exempt, career, and non-career +1040 employees shall receive health benefits and leave accruals based on the full-time equivalent (FTE) of the budgeted authorized position (BAP) as follows:
 - (a) 0.8 FTE BAP or higher shall receive full benefits and leave accruals
 - (b) 0.5 up to a 0.79 FTE BAP shall receive one-half (1/2) of the benefits and leave accruals
 - (c) 0.49 or less FTE BAP shall not receive benefits or leave accruals
 - (d) Employees in less than a 0.8 FTE BAP but working thirty (30) or more hours per week shall receive health benefits consistent with the Patient Protection and Affordable Care Act.
- (2) Unless provided otherwise in this Agreement, non-career -1040 employees are not eligible for any health benefits or leave accruals.

ARTICLE 2 – SOLE AGREEMENT

2.1 SOLE AGREEMENT

a. This Agreement, when signed by the parties and approved by the City Council, supersedes all other Agreements between the parties and represents the sole agreement between the parties.

b. Neither party shall be obligated to meet and confer during the term of this Agreement on any matter contained in this Agreement.

c. The waiver of any breach or condition of this Agreement by either party shall not constitute a precedent in the future enforcement of all terms and conditions herein.

ARTICLE 3 – CITY RIGHTS

3.1 RIGHTS VESTED EXCLUSIVELY WITH THE CITY

It is understood and agreed that the City possesses the sole right and authority to operate and direct the employees of the City and its various departments in all aspects, including, but not limited to, all rights and authority exercised by the City prior to the

execution of this Agreement except as expressly modified in this Agreement. Unless specifically in conflict with this Agreement, all management rights shall remain vested exclusively with the City including the right to eliminate, contract or subcontract out functions or services performed by unit personnel.

3.2 FILLING VACANT POSITIONS

The City retains the sole and exclusive right to determine when and if a vacant position will be filled.

ARTICLE 4 – ASSOCIATION RIGHTS

4.1 PAYROLL DEDUCTIONS

a. In addition to continuing existing payroll deductions for group insurance plans to which the City is or shall hereafter be a contracting party, the City agrees to establish payroll deductions for: (1) the normal and regular monthly member dues and (2) the insurance premiums for City or Association plans, not to exceed (3) insurance deductions per member.

b. The above payroll deductions shall be subject to the following conditions:

- (1) Such deductions shall be made pursuant to the terms and conditions set forth in authorization forms approved by the City. Such forms shall be those which are currently used. Any changes or modifications shall be agreed upon between the City and the Association.
- (2) If for any reason an employee does not have sufficient funds due him/her to provide for the payment of any of the above payroll deductions after all other authorized or mandatory deductions or garnishments have been made, if any, no such sums shall be payroll deducted and the Association shall assume the duty of direct collection from the employee.
- (3) Deductions and authorizations shall be separated by type of deductions (Association membership or insurance premiums) and by payee.
- (4) Such deductions shall be made only upon submission to the Benefits Division, Department of Human Resources, of the said authorization form duly completed and executed by the employee and the Association.
- (5) The Association will be responsible for notifying the Director of Human Resources of any changes in the amounts to be payroll deducted from the paychecks of employees who have authorization

forms on file with the City. Such notification shall be in the form of a letter signed by the authorized representative of the Association certifying the change in dues or insurance premiums.

- (6) The Association agrees to indemnify, defend and hold the City harmless against any claims made of any nature whatsoever, and against any suit instituted against the City arising from its deductions for dues or insurance premiums or other programs sponsored by the Association.

- c. Dues deductions shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) pay periods each month.

- d. Dues deduction cards received in Payroll by noon on the last day of a pay period will reflect a deduction on the check for that pay period. There shall be no collection of dues arrearages by the City.

- e. The City will provide SCXEA a single dues check for all SCXEA units each pay period. Included with the check will be a report listing the employees enrolled and the amount the employees paid.

4.2 RELEASE TIME

- a. The City shall develop forms and/or procedures for the creation of an Association release time bank.

- b. Eligible SCXEA Executive Board members shall be allowed to use this leave to attend meetings with the City and for other Association activities not prohibited by law. Use of the leave bank shall be subject to the approval of SCXEA and the employee's supervisor.

- c. Employees may donate up to forty (40) hours each year from accrued leave balances, excluding sick leave. Donations shall be irrevocable and not returnable to the donating employee. The maximum cumulative number of hours donated by all members shall not exceed one hundred and twenty (120) hours per calendar year. Any unused hours in the bank on December 31 shall be carried over into the next calendar year. The total amount of release time in the bank, including any carryover, shall at no time exceed one hundred and twenty (120) hours.

4.3 BULLETIN BOARDS

The City shall provide bulletin boards at work locations mutually agreed upon with the Association for posting Association information, notices and communications. The board size shall be no larger than three (3) feet by four (4) feet unless agreed to otherwise by the parties.

4.4 LIST OF EMPLOYEES

The Association will be given a list of employees each month, by name and department, who have been appointed to classifications represented by the Association. The list will be made available in a timely manner after the first of each month.

ARTICLE 5 – ADMINISTRATIVE REVIEW PROCEDURE

5.1 PURPOSE

The City and Association recognize the desirability of establishing an orderly, systematic, and efficient procedure through which an employee may resolve concerns arising out of the interpretation and application of the express terms of this Agreement, and shall exclude matters for which there are established and applicable Civil Service Board appeals processes.

5.2 PROCEDURE

a. An employee who believes that the City has improperly interpreted or applied any of the express terms of this Agreement should discuss the matter with his or her immediate supervisor and attempt to resolve the matter.

b. If the matter remains unresolved, the employee may present the matter orally or in writing to his or her department director or designee. The department director, or designee, shall meet with the employee and attempt to resolve the matter.

c. If the matter is still unresolved, the employee and the Association may present the matter, in writing, to the City Manager or second in command identified by the City Manager. The City Manager or second in command identified by the City Manager shall meet with the employee and Association to discuss and seek resolution of the matter and shall issue a written response. The written response of the City Manager or second in command identified by the City Manager shall be final and binding.

ARTICLE 6 – SALARY ADJUSTMENTS

6.1 TOTAL COMPENSATION STUDY

The City agrees to conduct a total compensation study of Association-represented classifications. The City expects that the compensation study will be completed by December 2012. The City shall provide the Association a copy of the study pertaining to Association-represented positions when the study is finalized. The City agrees to discuss comparator organizations to be included in the study, elements of the compensation to be included in the study, the survey classifications, and discuss a preliminary report with the Association.

6.2 SALARY RANGES AND EQUITY POOL

a. On or before June 1, 2013, the parties shall have a limited reopener of this Agreement to negotiate salary range changes and the distribution of an equity pool referred to in this Section consistent with the total compensation study referenced in Section 6.1. No employee's salary shall be reduced as a result of these negotiations.

b. The City agrees to create an equity pool equal of two percent (2%) of salary plus salary-related benefits for budgeted Association positions. The initial equity pool shall be based on the information contained in the City Manager's Proposed Fiscal Year 2013-14 Budget. The amount allocated shall not exceed two percent (2%) of the salary plus salary-related benefits for Association positions included in the adopted FY 2013-14 Approved Budget.

c. The equity pool shall be distributed based on negotiations between the parties and shall address salary inequities identified in the total compensation study and recruitment and retention issues. Any changes in salary shall be effective on June 29, 2013. The annualized full cost of any negotiated salary adjustments shall not exceed the amount included in the pool.

d. Police Lieutenants, Police Captains, and Fire Assistant Chiefs shall receive one percent (1%) equity salary increases effective June 30, 2012, and June 29, 2013. The total cost of these increases shall be deducted from the equity pool referred to in this Section.

e. The intent is that the entire equity pool will be distributed as specified in this Section 6.2 (d) and through reopener negotiations as specified in 6.2 (a), (b), and (c).

ARTICLE 7 – SALARY ADMINISTRATION

7.1 RATE OF COMPENSATION UPON RETURN TO CITY SERVICE

An employee covered by Civil Service who is recalled after layoff, reinstated after a leave of absence, or reemployed after resignation shall return at the same rate of pay unless such rate is below the minimum of the classification salary range.

7.2 SALARY CONTINUATION FOR ABSENCES FOR LESS THAN ONE WORK DAY

Except as otherwise provided by City policy or practice, for partial day absences a salaried employee shall be charged leave for each whole hour of absence, or if there is no accrued, useable leave, that employee's pay shall be reduced in an amount equal to the employee's hourly rate of pay for each whole hour of the absence.

7.3 EFFECT OF LEAVE OF ABSENCE WITHOUT PAY UPON COMPENSATION

Time spent on leave of absence without pay of ten (10) or less consecutive workdays shall not affect the pay adjustment eligibility during a rating period. Such leaves

in excess of ten (10) consecutive working days may affect eligibility during a rating period at the discretion of the Appointing Authority.

7.4 LONGEVITY PAY

Employee eligibility for longevity pay shall be determined as provided in [Section 108 of the City Charter](#). The amount of payment after twenty (20) years of service shall be one hundred dollars (\$100), and after twenty-five (25) years of service, an additional two hundred dollars (\$200), for a total of three hundred dollars (\$300). The parties acknowledge that Longevity Pay is provided for in the City Charter and not through this Agreement. In the event that changes are made to the City Charter, those changes shall supersede the provisions of this Agreement regarding Longevity Pay.

7.5 OUT-OF-CLASSIFICATION PAY

If a supervisor assigns an employee to perform the full range of duties of a higher classification, the employee shall receive out-of-classification pay up to a maximum of ten percent (10%) above the employee's rate of pay, or the maximum salary of the higher classification where there is not a ten percent (10%) differential between the classifications. A department head may approve out-of-classification pay greater than ten percent (10%) with written justification and approval by the appropriate Charter Officer.

ARTICLE 8 – HEALTH AND WELFARE

8.1 CITY INSURANCE CONTRIBUTION TO FULL AND PART-TIME EMPLOYEES

a. The City shall administer a Cafeteria Plan benefits program for employees consistent with [Internal Revenue Code Section 125](#).

(1) Employee Only

- (a) Effective January 1, 2014, the City shall contribute \$696 monthly for a single employee enrolled in a City-sponsored health insurance plan.
- (b) Effective January 1, 2015, the City shall contribute \$721 monthly for a single employee enrolled in a City-sponsored health insurance plan.

(2) Employee Plus One Dependent

Effective January 1, 2014, the City shall contribute \$883 monthly for an employee plus one (1) dependent enrolled in a City-sponsored health insurance plan.

(3) Employee Plus Two or More Dependents

Effective January 1, 2014, the City shall contribute \$1,243 monthly for an employee plus two (2) or more dependents enrolled in a City-sponsored health insurance plan.

b. For employees enrolled in an Account-Based Health Plan (ABHP), as defined by the City, the contributions shall be as specified above. To the extent that the premium for the ABHP is less than the monthly City contribution any excess City contribution shall be credited to the employee's Health Savings Account (HSA), to the extent allowed by law. If the excess contribution exceeds the annual HSA limit allowed by law, the employee will receive a cash payment for the excess contribution.

c. Career employees who have enrolled in an ABHP by December 31, 2013, shall have their HSA credited with a one-time City contribution of \$2,000 on or before January 31, 2014.

8.2 COVERED DEPENDENTS

a. An employee who has established a domestic partnership consistent with Sacramento City Code Section 2.120.020 may cover the domestic partner under the employee's City-sponsored health plan. The employee will pay for the premium difference for the domestic partner coverage.

b. An employee who has a domestic partner, and is registered with the [Secretary of State of the State of California](#), may cover the domestic partner and/or the domestic partner's children as qualified dependents under Section 8.1.

c. The definition of dependent child for purposes of health insurance shall be as determined under the Patient Protection and Affordable Care Act (PPACA). The definition of dependent child for purposes of dental and vision insurance shall be as outlined in certificates of coverage and related insurance contracts. As of the date of this Agreement, that definition includes an adult child up to age 26, grandchildren living in the employee grandparent's home, disabled children, step-children, adopted children, wards and foster children provided they qualify as the subscriber's or subscriber's lawful spouse's dependent under IRS rules and regulations.

8.3 CASH-BACK LIMITS

a. The cash-back of City dollars from the IRS Section 125 Plan shall be limited to \$200 per month for employees who waive enrollment in a City-sponsored group health plan.

b. New employees or employees who are not receiving the cash-back as of June 30, 2012, shall not be eligible for the cash-back option.

c. Employees transferring to classifications covered by this Agreement who are receiving cash-back at the time of transfer may maintain the cash-back option as long as they continuously waive City-sponsored health insurance.

8.4 LIFE INSURANCE

a. Basic Life Insurance

The City will provide basic life insurance in an amount of \$50,000 to each eligible employee at no charge. This benefit shall not be prorated for part-time employees.

b. Insurance Over \$50,000

Employees may purchase out-of-pocket supplemental life insurance in the amount of up to three (3) times annual salary subject to limitations specified by the insurance carrier.

8.5 LONG-TERM DISABILITY

Employees in the Exempt Management and Exempt Management Support Units shall receive City-paid long-term disability insurance.

8.6 STATE DISABILITY INSURANCE (SDI) ELECTION

At the request of the Association, the Exempt Management, Exempt Management Support and Confidential/Administrative Units may each participate in an election to enroll in the SDI program. Such election will be held pursuant to the regulations of the State of California.

8.7 FLEXIBLE SPENDING ACCOUNTS

The City shall offer a Flexible Spending Account (FSA) program to employees as permitted by Internal Revenue Service Regulations.

8.8 RETIREES OR SURVIVOR DEPENDENTS

Eligible City retirees or survivor dependents shall receive City retiree insurance contributions for health, dental, and vision insurance benefits as follows:

a. Retiree Insurance Contribution

The City retiree insurance contribution will be up to a maximum of \$300 per month for the retiree or \$365 for a retiree with dependent(s).

b. Retiree Insurance Contributions for Employees Retiring On or After July 1, 1992, are as follows:

- (1) Except as provided below, to be eligible for the City retiree insurance contribution for retiree only, the employee must retire from active service with a minimum of ten (10) full years of City service for a service or ordinary disability retirement, and be minimum age 50.
- (2) Employees retiring with thirty (30) or more years of service shall be eligible for the City's retiree insurance contribution effective with the date of retirement without regard to age.
- (3) The City's retiree insurance contribution shall be as follows:
 - (a) Employees with a minimum of ten (10) full years of service but less than fifteen (15) full years of service shall be eligible to receive fifty percent (50%) of the City's retiree insurance contribution identified in subsection (a) above.
 - (b) Employees with a minimum fifteen (15) full years of service but less than twenty (20) full years of service shall be eligible to receive seventy-five percent (75%) of the City's retiree insurance contribution identified in subsection (a) above.
 - (c) Employees with a minimum of twenty (20) full years of service shall be eligible to receive one hundred percent (100%) of the City's retiree insurance contribution identified in (a) above.
- (4) There shall be no eligibility for the City's retiree insurance contribution if the employee elects to take a deferred retirement.
- (5) There shall be no City retiree insurance contribution for retirees with less than ten (10) full years of City service.

c. Retiree Insurance Contributions for Persons in Deferred Retirement Status as of January 1, 1991, are as follows:

- (1) Employees who elected a deferred retirement prior to January 1, 1991, and who retired on or after July 1, 1992, and before June 29, 2012, shall be eligible for the City's retiree insurance contribution as follows:
 - (a) A retiree with at least ten (10) full years of City service, and who is at least fifty (50) years of age, shall be eligible for fifty percent (50%) of the City's retiree insurance contribution as identified in subsection (a) above.
 - (b) A retiree with twenty (20) full years or more of City service, and

who is at least fifty (50) years of age, shall be eligible for one hundred percent (100%) of the City's retiree insurance contribution as identified in subsection (a) above.

- (2) Employees who elected a deferred retirement prior to January 1, 1991, and did not retire on or before June 29, 2012, shall not be eligible for the City's retiree insurance contribution.

d. Industrial Disability or Death in Line of Duty Survivors

Retirees who receive industrial disability pensions or death in the line of duty survivors will be entitled to one hundred percent (100%) of the City retiree insurance contribution regardless of years of service.

e. Survivor Dependents Benefits

Survivor dependents of eligible employees or retirees shall be entitled to the same benefit amount as the employee was eligible to at the time of death.

f. Medicare Supplement

In order to maintain eligibility for the City retiree insurance contribution, each eligible retiree and dependent must enroll in Medicare Parts A and B immediately after becoming eligible for such benefits.

g. Limitation Clause

No employee or retiree shall have any rights provided by this Section after December 26, 2014.

h. Elimination of Retirees or Survivor Dependents Benefits

No employee hired on or after June 30, 2012, shall be eligible for any benefits provided by this Section. Employees transferring into classifications covered by this Agreement after June 30, 2012, shall be eligible for the benefits provided by this Section only if the transferring employee was eligible for retiree or survivor dependent benefits at the time of transfer.

ARTICLE 9 – RETIREMENT

9.1 PUBLIC EMPLOYEES RETIREMENT SYSTEM (PERS) RETIREMENT PLAN

a. Member Contribution to PERS Retirement Plan – Classic Members

- (1) Effective June 30, 2012, police safety employees and miscellaneous employees shall pay the full member contribution, 9% and 7% respectively, to the PERS retirement plan.

- (2) Effective January 1, 2013, fire safety employees shall pay the 9.81% value of the employer share of PERS. The City shall pay up to nine percent (9%) of the member contribution to the PERS retirement plan on behalf of fire safety employees. Such payments shall be reported to PERS as additional compensation for the purpose of retirement benefit calculations.
- (3) Effective June 30, 2012, any payments made to employees covered by the Sacramento City Employees Retirement System (SCERS) to compensate them for other unit employees receiving a partial or full employer pick-up of the member contribution to PERS shall cease.

b. Member Contribution to PERS Retirement Plan – New Members

Employees hired after December 31, 2012, shall be members in the PERS on terms consistent with the Public Employees’ Pension Reform Act (PEPRA). Employees who are “new members” shall contribute fifty percent (50%) of the total normal cost as required by PEPRA.

9.2 DEFERRED COMPENSATION PLAN

Employees may participate in the City's Deferred Compensation 457 Plan to the extent provided by law.

9.3 SECTION 401(a) MONEY PURCHASE PLAN

The City’s established IRS Section 401(a) Plans shall be available to eligible employees and participation for eligible employees shall be mandatory. The Plans shall conform to all IRS requirements. Contributions to the Plan shall be as follows:

a. Exempt Management Unit

The City shall contribute four percent (4%) of salary and the employee shall contribute five percent (5%) to the Plan.

b. Exempt Management Support Unit

Effective June 28, 2014, the City shall contribute four percent (4%) of salary and the employee shall contribute five percent (5%) to the Plan.

c. Confidential/Administrative Unit

Effective December 29, 2012, the City shall contribute two percent (2%) of salary and the employee shall contribute zero percent (0%) to the Plan.

ARTICLE 10 – HOURS OF WORK

10.1 HOURS OF EMPLOYMENT

a. The normal work period for employees shall begin at 12:01 a.m. Saturday and end at 12:00 midnight the following Friday.

b. The normal workweek for full-time employees who are covered by the overtime provisions of the Fair Labor Standards Act (FLSA) shall consist of forty (40) hours of work during the seven (7) day normal work period.

c. The normal workweek shall not apply to employees exempt from the overtime provisions of the FLSA. These employees are expected to work whatever time is required to perform the duties of their positions.

d. The workweek for part-time employees shall be determined by the Appointing Authority.

10.2 VOLUNTARY WORK FURLOUGH PROGRAM

The City's Voluntary Work Furlough/Reduced Workweek Program shall be applicable to all employees. The benefit plan of eligible employees shall not be reduced or prorated by participation in such work reductions.

10.3 TELECOMMUTING PROGRAM

Confidential/Administrative employees may participate, at the discretion of the Appointing Authority, in the City's Telecommuting Program.

10.4 ALTERNATIVE WORK SCHEDULE PROGRAM

Employees may participate, at the sole discretion of the Appointing Authority, in an alternative work schedule program such as 9/80 or 4/10 schedules. Employee participation in an alternative work schedule program shall be dependent on employee performance, shall not disrupt department operations, and may require a change in the employee's workweek or work period at the City's discretion.

10.5 EMERGENCY RESPONSE BY FIRE MANAGEMENT

When a Fire Assistant Chief is required to respond to a call for mutual aid during an emergency or disaster, or a strike team, and works in excess of the employee's regular work schedule, the employee shall be paid at the regular hourly rate for the duration of the call-up.

10.6 EMERGENCY RESPONSE BY POLICE MANAGEMENT

When a Police Lieutenant or a Police Captain is required to respond to a call for mutual aid, during an emergency or disaster, and works in excess of the employee's

regular work schedule, the employee shall be paid at the regular hourly rate for the duration of the call-up.

10.7 POLICE LIEUTENANT COVERAGE

When a Police Lieutenant is required to work for another Lieutenant during the employee's scheduled time off, the employee shall be paid at the regular hourly rate for all hours worked on the additional shift.

ARTICLE 11 – OVERTIME COMPENSATION

11.1 OVERTIME COMPENSATION FOR FLSA COVERED EMPLOYEES

a. Effective June 29, 2013, overtime shall be paid in accordance with the FLSA and shall be compensated for such overtime with pay at one and one-half (1-1/2) times the applicable rate of pay in cash payment or compensating time off (CTO) as determined by the Appointing Authority.

b. Employees may accrue up to one hundred and twenty (120) hours of CTO. The City may cash out those CTO hours accumulated in excess of eighty (80) hours at any time provided that the use of such time off has not been previously approved.

c. The use of accrued CTO shall be at the discretion of the Appointing Authority. Employees who request use of accrued CTO shall be permitted to use such time within a reasonable period after making the request if the use of CTO does not unduly disrupt the operations of the work unit.

d. Upon termination from City service, employees shall be paid for any unused CTO hours at the applicable rate of pay.

11.2 OVERTIME FOR NON-CAREER EMPLOYEES

a. Non-career employees who are required to work in excess of forty (40) hours per week shall be compensated for such overtime with pay at one and one-half (1-1/2) times the applicable rate of pay in cash payment.

b. The Appointing Authority may establish a flexible work schedule consisting of more than an eight (8) hour day in a forty (40) hour workweek.

ARTICLE 12 – LEAVES

12.1 ACCRUAL OF LEAVES OVER 24 PAY PERIODS

Unless provided otherwise in this Article, the accrual of all leaves shall occur over twenty-four (24) pay periods per year, which shall be the first two (2) pay periods of each month.

12.2 HOLIDAYS

a. Recognized Holidays

Except as otherwise provided, the following shall be recognized holidays:

<u>Holiday</u>	<u>Date</u>
New Year's Day	January 1
Martin Luther King's Birthday	Third Monday in January
Washington's Birthday	Third Monday in February
Cesar Chavez's Birthday	Last Monday in March
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veteran's Day	November 11
Thanksgiving Day	Fourth Thursday in November
Day after Thanksgiving Day	Friday after Thanksgiving
Christmas Eve (4 hours)	December 24
Christmas Day	December 25
New Year's Eve (4 hours)	December 31

b. Eligibility

To be eligible for holiday pay, the employee shall work the scheduled workday before and after the recognized holiday. Paid time shall be considered hours worked for the purpose of holiday pay eligibility.

c. Holiday Observance Monday-Friday Schedule (Traditional Work Schedule)

If an employee's scheduled days off are Saturday and Sunday during a standard City workweek in which a recognized holiday falls, the following shall apply:

- (1) If the recognized holiday falls on a Saturday, the preceding Friday shall be considered the employee's holiday.
- (2) If the recognized holiday falls on a Sunday, the following Monday shall be considered the employee's holiday.

d. Holiday Observance For Employees on a Weekend Schedule

If an employee's scheduled days off are other than Saturday and Sunday during the standard City workweek in which a recognized holiday falls, the following shall apply:

- (1) The actual dates as listed above shall be considered as the employee's holiday.

- (2) If the recognized holiday falls on the employee's scheduled day off, the employee shall accrue holiday credit for the hours of the holiday benefit.

e. Holiday Observance For Employees on an Alternative Schedule

If an employee is on an alternative Monday through Friday schedule and a recognized holiday falls on the employee's scheduled day off, the employee shall accrue holiday credit for the hours of the holiday benefit.

f. Exempt Employee Holiday Accrual

Exempt management and exempt management support employees, other than Fire Management and Police Lieutenants and Captains, who are required by their supervisors to work on a holiday shall receive Holiday Earned Credit for those hours actually worked on a holiday up to a maximum of eight (8) hours for a full holiday or four (4) hours for a half holiday.

g. Floating Holidays

(1) Accrual

Each full-time employee shall accrue one eight (8) hour floating holiday per year at the rate of twenty (20) minutes per pay period. The employee shall accrue floating holiday credit for each pay period for which the employee is paid twenty (20) or more hours of salary.

(2) Administration

- (a) The scheduling of floating holiday time must be approved in advance by the Appointing Authority or designated representative.
- (b) An employee may carry over from the preceding calendar year a maximum of eight (8) hours of floating holiday accrual. Except for the eight (8) hour carry-over, all accumulated floating time not used by the end of the pay period which includes January 8 shall be paid to the employee in cash at the straight-time rate on the payday covering that pay period.
- (c) An employee terminating for any reason shall be paid for all accrued floating holiday time at the straight-time rate.

h. Closure of Operations on Half Holidays

The Association recognizes the right of the City to close operations on Christmas Eve or New Year's Eve. If operations are closed on a designated half holiday,

employees are expected to account for their time by using an appropriate form of paid leave or unpaid time off consistent with City policy.

i. Holiday Hours for Fire Management

- (1) Fire Assistant Chiefs assigned to fire suppression duty shall receive holiday benefits equal to, and on the same terms and conditions as, those holiday benefits granted by the City to employees in the Fire Department Unit. Such employees shall not receive any other holiday benefits under this Section.
- (2) Fire Assistant Chiefs not assigned to fire suppression duty shall receive, for so long as they hold such assignments, 127.4 holiday hours per fiscal year, for which they shall be paid in cash, with their regular paycheck, in twenty-six (26) equal bi-weekly installments. Such employees shall be eligible to receive the recognized holidays but not the floating holidays under this Section.

j. Holiday Hours for Police Captains and Police Lieutenants

Police Captains and Police Lieutenants regularly scheduled to work on a recognized holiday shall receive holiday credit for the hours worked on the holiday. Holiday credit accumulations shall be limited to a maximum carry-over of forty (40) hours from the preceding calendar year. Effective the pay period which includes January 8 of each year, earned holiday hours in excess of forty (40) shall be paid to the employee in cash at the employee's regular rate of pay for that pay period, unless an exception is authorized by the City Manager under appropriate circumstances.

k. Holiday Credit Accumulation

Employees may accumulate holiday credit up to a maximum of eighty (80) hours. Holiday credit may be taken by the employee at the discretion of the department head.

12.3 VACATION

a. Employees shall be entitled to vacation allowances pursuant to the provisions of [Section 107 of the City Charter](#). The parties acknowledge that vacation is provided for in the City Charter and not through this Agreement. In the event that changes are made to the City Charter, those changes shall supersede the provisions of this Agreement regarding vacation. Based on length of City service, the accrued annual vacation allowances shall be as follows:

<u>Annual Vacation Allowance</u>	<u>Length of Service</u>
10 days	to 5 years
15 days	to 15 years
20 days	16 or more years

b. Vacation allowance administration shall be in accordance with the Civil Service Rules, unless an exception is authorized by the City Manager under appropriate circumstances. Employees may accumulate up to a cap of 480 vacation hours. Once the cap is reached, there shall be no further accrual until the balance falls below 480 hours.

12.4 MANAGEMENT LEAVE TIME

a. Employees exempt from the overtime provisions of the FLSA shall not accrue compensating time off or earn overtime pay for time worked in excess of eight (8) hours per day or forty (40) hours per week.

b. Employees determined by the City to be exempt from the overtime provisions of the FLSA shall be credited with eighty (80) hours of management leave time each fiscal year. Such time will be posted the first pay period in July. Employees appointed after July 1 of a fiscal year shall be entitled to a prorata share of eighty (80) hours of management leave time based upon the number of full months remaining in that fiscal year. Management leave time shall be useable upon being credited, subject to the approval of the immediate supervisor.

c. Management leave time shall not accumulate from fiscal year to fiscal year. There shall be no cash out of management leave time at any time.

12.5 ADMINISTRATIVE LEAVE TIME

a. Confidential/Administrative employees shall be credited with twenty (20) hours of administrative leave time each fiscal year. Such time will be posted the first pay period in July. Confidential/Administrative employees hired after July 1 of a fiscal year shall be entitled to a prorata share of twenty (20) hours of administrative leave time based upon the number of full months remaining in that fiscal year. Administrative leave time shall be useable upon being credited, subject to the approval of the immediate supervisor.

b. Administrative leave time shall not accumulate from fiscal year to fiscal year. There shall be no cash out of administrative leave time at any time.

12.6 SICK LEAVE

a. Accrual and Usage

- (1) A full-time employee shall accrue sick leave credits at the rate of eight (8) hours per month, which may be used by the employee in the event of illness or injury which is not job-related. As outlined in the Civil Service Rules, one-third (1/3) of the accrued sick leave may be used after exhaustion of injury-on-duty time; however, the combination of temporary disability payments and sick leave shall not exceed one hundred percent (100%) of the employee's regular rate of pay.

- (2) An employee eligible to accumulate sick leave credits may in January of each year receive a cash payment for twenty-five percent (25%) of the unused portion of sick leave credits accumulated during the preceding calendar year from January 1 through December 31, provided the employee shall have to his/her credit on December 31 immediately preceding the date for payment, a total of at least sixty (60) sick leave days (480 hours) accumulated. The employee shall be paid for such percentage of sick leave accumulation at the rate of pay which the employee was receiving on January 1 of each year in which payment is made. The amount of time for which an employee is paid shall be deducted from the employee's total accumulation.
 - (3) An eligible employee may elect to receive cash payments for accumulated sick leave by notifying the Payroll Section, Department of Finance, in writing of such election no later than December 1 of each year.
- b. Sick Leave Cash-Out/Conversion to PERS Service Credit
- (1) PERS
 - (a) PERS members hired prior to January 1, 2005, with more than twenty (20) years of City service, shall be eligible to cash out sick leave and/or convert sick leave to PERS service credit as follows:
 - (i) Eligible employees, or persons entitled by law to the possession of the estate of a deceased employee, may receive payment for thirty-three and one-third percent (33-1/3%) of the sick leave credits accumulated (to the nearest full day) by the employee on the date of such retirement, resignation, layoff, or death.
 - (ii) In the alternative, eligible employees may convert any or all of their total sick leave credits accrued as of the date of their retirement pursuant to the PERS contract with the City. If the employee converts less than the full balance of sick leave to service credit, the employee may receive payment for thirty-three and one-third percent (33-1/3%) of the remaining sick leave credits after conversion to PERS.
 - (b) PERS members hired on or after January 1, 2005, shall not be eligible for payment of any portion of accumulated sick leave credits, though employees may convert the sick leave balance to service credit pursuant to the PERS contract with the City upon separation of employment for retirement.

- (c) No employee whose services are terminated by reason of discharge for cause shall be eligible for payment of any portion of accumulated sick leave credits.

(2) SCERS

Upon termination of any employee in SCERS eligible to accumulate sick leave credits for reasons of retirement, resignation and/or layoff after service for a period of not less than two (2) years, or death, such employee, or those entitled by law to the possession of the estate of a deceased employee, shall receive payment for thirty-three and one-third percent (33-1/3%) of the total sick leave credits accumulated (to the nearest full day) by the employee on the date of such retirement, resignation, layoff, or death. No employee whose services are terminated by reason of discharge for cause, or by reason of resignation or layoff prior to the completion of two (2) years of service, shall be eligible for payment of any portion of accumulated sick leave credits.

c. Reinstatement of Sick Leave After Return From Layoff

An employee who is laid off and receives payment for thirty-three and one-third percent (33-1/3%) of his/her total accumulated sick leave credits shall be credited with the remaining sixty-six and two-thirds percent (66-2/3%) of his/her accumulated sick leave credits if and when said employee is recalled. If said employee thereafter leaves City service after being recalled and is entitled to payment of his/her accumulated sick leave credits under this Section, said employee, if otherwise eligible, shall only receive payment for thirty-three and one-third percent (33-1/3%) of those sick leave credits which accrued after the date of recall.

d. Except as provided herein, no payments made or sick leave credits accumulated shall be construed or deemed to constitute retirement benefits payable to employees of the City.

e. The administration of sick leave privileges and benefits shall be applied to all employees as outlined in the Civil Service Rules.

12.7 INJURY-ON-DUTY

a. Employees shall receive injury in the performance of duty benefits consistent with [Section 253 of the City Charter](#). The parties acknowledge that injury in the performance of duty benefits are provided for in the City of Sacramento Charter and not through this Agreement. In the event that changes are made to the City Charter, those changes shall supersede the provisions of this Agreement.

b. If the employee qualifies for temporary disability benefits after exhausting the one-year leave of absence for workplace injuries described in Charter Section 253, the employee may use accrued leave balances to replace any loss of income. The employee

may use full or partial days of leave for this purpose, but in no event shall the cumulative amount received from temporary disability payments and the use of leave balances exceed the hourly rate of pay of the employee as of the date of injury.

12.8 COURT LEAVE

a. When an employee is absent from work to testify in response to a properly served subpoena issued by a court of competent jurisdiction in a non-work-related matter to which the employee is not a party, to serve on a jury, or to report for jury duty examination, the employee shall be granted pay for those hours which the employee is absent for such reason. The City may require the employee to elect to be on telephone alert for jury duty and remain on the job until such time as called to testify or serve jury duty. When an employee is required to be on telephone alert, the employee will cooperate with the court or jury commissioner and the City will be responsible to ensure that the employee is available. Pay for work time lost shall be computed at the employee's regular rate of pay at the time of such absence.

b. If a swing shift or graveyard shift employee has served in excess of one-half the scheduled shift in court or on jury duty, the employee will notify the supervisor in advance of the start time so he/she will be excused from the shift. If the employee is in court or on jury duty less than one half the shift, the employee will be required to work.

c. In lieu of the shift after service on court leave, a graveyard shift employee may request to take off the shift prior to court leave, provided that if the employee serves less than one-half of the shift, he/she will be required to use vacation or other leave accruals to cover the shift.

d. To receive pay for work time lost, an employee must provide the City with a statement signed by an official of the court certifying the employee's service as a witness or juror or appearance in court for such purposes, the date or dates of attendance, the time released from attendance and the compensation paid exclusive of any transportation and subsistence allowance.

e. The City reserves the right to require the employee to reimburse the City for all witness fees or jury remuneration received, less transportation and subsistence allowance.

12.9 CITY-PAID PARENTAL LEAVE

Pursuant to the City's Parental Leave Policy, full-time employees who have completed at least three (3) years of City service from the most recent date of hire are eligible for City-paid Parental Pay of up to four (4) weeks [one hundred-sixty (160) hours] of continuous paid time off.

12.10 CATASTROPHIC LEAVE PLAN

Employees are entitled to catastrophic leave pursuant to the City's Catastrophic Leave Policy.

12.11 PERSONAL TIME OFF FOR CONFIDENTIAL/ADMINISTRATIVE EMPLOYEES

a. Accrual For Confidential/Administrative Non-Exempt Employees

In addition to the floating holidays specified in Section 12.2, each Confidential/Administrative (non-exempt) employee shall receive the equivalent of twenty-four (24) hours of annual paid personal time off on an accrual basis. The employee shall accrue such credit for each pay period for which the employee is paid twenty (20) or more hours of salary.

b. Accrual For Confidential/Administrative (Exempt) Employees

In addition to the floating holidays specified above, each Confidential/Administrative (Exempt) employee shall receive the equivalent of thirty-two (32) hours of annual paid personal time off on an accrual basis. The employee shall accrue such credit for each pay period for which the employee is paid twenty (20) or more hours of salary.

c. Administration

Personal time off shall be administered in the same manner as specified above for floating holidays, except the eight (8) hour maximum carry-over shall apply to both floating holidays and personal time off in the aggregate.

12.12 PERSONAL LEAVE

a. Full-time career employees who have completed ten (10) full years of City service shall be credited with twenty-four (24) hours of personal leave in January of each applicable year. Part-time career employees shall be credited with a prorated amount of time based on their regular schedule.

b. Use of personal leave shall not cause overtime.

c. Personal leave shall not accumulate from year to year and shall have no cash value. If an employee is unable to use all of the time by the end of the calendar year based on operational need, the Department may approve carry-over to the next year. In all other cases, the time shall be forfeited.

12.13 MEDICAL LEAVE

a. Employees shall be eligible for the federal Family Medical Leave Act (FMLA), state California Family Rights Act (CFRA), the Pregnancy Disability Leave Act (PDL) consistent with City Policy.

b. The duration of FMLA/CFRA leave cannot exceed twelve weeks. The employee must use their accrued leave during the FMLA/CFRA leave, except that they may retain up to forty (40) hours of accrued leave at the time leave without pay commences. The employee may not then resume paid leave until after returning to work.

c. To the extent allowed by law, FMLA/CFRA leaves shall be used concurrently.

12.14 CITY-PAID BEREAVEMENT LEAVE

An employee may receive up to twenty-four (24) hours of City-paid Bereavement Leave based on the death of the employee's spouse, parent, sibling, child, grandchild or grandparent as defined herein. The employee may use sick leave as outlined in the Civil Service Rules for additional time off or to attend to other death, bereavement or funeral needs.

12.15 DAILY HOUR VALUE

The hour value of a leave day for vacation, sick leave or other paid leave shall be 11.2 hours for Fire Assistant Chiefs not assigned to fire suppression duty.

ARTICLE 13 – SPECIAL ALLOWANCES

13.1 POLICE AND FIRE UNIFORM ALLOWANCE

a. Safety management personnel employed in the Police Department shall receive a uniform allowance equal to, and on the same terms and conditions as, the uniform allowance granted to employees in the Police Department Unit.

b. Safety management personnel employed in the Fire Department shall receive a uniform allowance equal to, and on the same terms and conditions as, the uniform allowance granted to employees in the Fire Department Unit.

c. Civilian managers of the Police Department shall receive a uniform allowance equal to the highest uniform allowance granted to the represented employees whom they manage.

13.2 TUITION REIMBURSEMENT

Employees are entitled to tuition reimbursement pursuant to the Educational Assistance Program as referenced in the City's Employee Development Policy.

13.3 STATE OF CALIFORNIA BAR DUES

The actual cost of mandatory State Bar dues shall be paid for employees in attorney classifications in the City Attorney's Office. In the sole discretion of the City Attorney, the City Attorney may approve reimbursement, from the budget of the employing department, for other licensed City employee attorneys whose legal skills and abilities represent a significant benefit to the City. The City Attorney may authorize such reimbursement after the paying department has produced documentation showing payment was made by the employee receiving the reimbursement.

13.4 REQUIRED LICENSES AND CERTIFICATIONS

Where the City requires that an employee maintain a license and/or certification, the Department Head or designee may, on a case-by-case basis, reimburse the employee for costs associated with the renewal of such license. This Section shall not apply to driver licenses.

13.5 CONTINUING EDUCATION

When the City requires that an employee maintain a license or certificate, which mandates continuing education units (CEUs) to maintain the license or certificate, the employee is responsible for obtaining the CEUs. The City may provide the needed CEUs or reimburse the employee for the cost of such training.

13.6 BILINGUAL PAY

a. The City may authorize bilingual pay when it is determined to be necessary for the operation. The City shall determine what languages are appropriate for such pay and the number of employees to be certified. To be eligible for bilingual pay the employee must be determined to be verbally proficient, and if necessary for the assignment, proficient in the written language. The City will arrange the certification and testing process and authorize the bilingual pay.

b. Bilingual pay shall be paid at the rate of forty dollars (\$40) monthly for any pay period in which the employee is certified. An employee who is receiving bilingual pay may be required to provide assistance to any City operations.

13.7 TECHNOLOGY ALLOWANCE

a. If the City requires an Exempt Management or Exempt Management Support employee to be generally accessible via cellular telephone for the conduct of City-related business, the City shall either provide a technology allowance or a City-issued cellular phone in lieu of a technology allowance in accordance with the provisions of this Section.

b. Exempt Management and Exempt Management Support employees may be authorized a monthly technology allowance of up to one-hundred dollars (\$100). At the discretion of the Appointing Authority, or as delegated by the City Manager to a department head, the City may provide a City-issued cellular phone in lieu of a technology allowance. Use of City-provided cellular telephones shall be discontinued upon receipt of the technology allowance by the employee.

c. Upon approval of the technology allowance, the employee shall provide and maintain a personal cellular telephone and service that is available to conduct City-related business. The employee shall provide and the City may publish the cellular telephone number to designated individuals and organizations with whom the employee normally conducts City-related business.

13.8 NOTARY PAY

A Confidential/Administrative employee who is required to maintain, or who obtains for City benefit, a notary registration shall receive a monthly certification pay of thirty dollars (\$30).

ARTICLE 14 – TRANSPORTATION

14.1 TRANSPORTATION AND PARKING

a. Transportation Allowances

(1) Reimbursement for Use of Privately-Owned Vehicles

- (i) The City Manager/Charter Officers may offer up to \$400 per month as reimbursement for the use of privately-owned vehicles on City business as compensation in lieu of the use of City vehicles on City business for Exempt Management and Exempt Management Support employees.
- (ii) With the authorization of the City Manager/Charter Officers, Confidential/Administrative employees may receive up to \$100 per month as reimbursement for the use of privately-owned vehicles with or without City-provided parking.
- (iii) Reimbursement for out-of-town travel shall be at the general mileage reimbursement rate (minus 25 miles for individuals receiving a monthly vehicle allowance) or comparable coach airfare, whichever is lower.

Any vehicle operated on City business by any employee receiving a monthly vehicle allowance shall be insured against liability in persons and property, including wrongful death, in an amount no less than the minimum State of California required vehicle coverage for bodily injury and property damage. The monthly vehicle allowance shall be in lieu of the payment of all mileage, except for out-of-county travel on official business of the City, and in lieu of the use of City-owned vehicles.

(2) Sacramento Regional Transit District (SRTD)

Full-time employees who utilize SRTD for home-to-work transportation are eligible to receive an eighty percent (80%) City-paid SRTD monthly non-zone sticker pass in lieu of the City-paid parking. The employee must notify the Department of Finance, Revenue Division, prior to the first day of the month to obtain the monthly pass discount for that month. An employee who receives a

reimbursement for use of a privately-owned vehicle shall not be eligible for benefits under this Section.

(3) Other Public Transportation

Eligible full-time employees, as described above, who regularly utilize other public transportation regulated by the Public Utilities Commission or the equivalent for home-to-work commuting are eligible for monthly transit pass reimbursement up to eighty percent (80%) of the cost in lieu of City-paid parking, up to a maximum of \$120.00. The employee must present the required proof of purchase to the Department of Finance, Revenue Division, prior to the first day of the following month to obtain reimbursement. An employee who receives a reimbursement for use of a privately-owned vehicle shall not be eligible for benefits under this Section.

(4) Downtown Parking Subsidy for Employees Assigned Downtown

Eligible full-time Confidential/Administrative employees, who work in the downtown area, shall receive a \$90.00 per month downtown parking subsidy. Part-time career confidential/ administrative employees who work in the downtown area shall receive \$60.00 per month downtown parking subsidy.

b. City-Provided Parking

Exempt Management and Exempt Management Support employees shall receive City-provided parking. At the discretion of the City, Exempt Confidential/Administrative employees are eligible for City-provided parking.

c. Discounted Parking Rates

Discounted parking will be available to Confidential/Administrative employees, on a first-come, first-serve basis, for parking spaces in the Memorial Garage at a cost of seventy percent (70%) of the regular Memorial Garage monthly rate. This provision shall remain in effect until further notice by the City.

d. City Vehicle Retention

The City Manager/Charter Officers may authorize overnight home retention of City vehicles for public safety assignments, on-call assignments, and other special or emergency assignments.

ARTICLE 15 – LAYOFF**15.1 PURPOSE**

This Article provides the procedure to be followed when an employee covered by Civil Service is to be displaced/laid off from his/her position.

15.2 DEFINITIONS

a. Layoff: A layoff shall be defined as the dismissal or displacement of at least one employee due to lack of work, lack of funds, abolishment of position, or for other reasons not reflecting discredit on an employee.

b. Classification Seniority: Classification seniority shall be defined as the effective date of probationary appointment to the employee's present job classification including any permanent career time spent in a higher job classification, but less any time spent in a lower job classification. The term higher classification shall mean a job classification in which the top rate of pay is greater than the top rate of pay of the employee's present job classification. For any employee whose position has been reallocated in accordance with the applicable Civil Service Board Rules and Regulations, classification seniority shall be mutually established by the City and the Association. For a part-time career employee, classification seniority shall be prorated.

c. City Service Seniority: City service seniority shall be defined as the effective date of appointment to the employee's first permanent career position, or as the effective date of appointment to the employee's first full-time position (or positions) which immediately preceded an appointment to a permanent career position, whichever is greater. For a part-time career employee, City seniority shall be prorated.

d. Hire Date Seniority: Hire date seniority shall be defined as the employee's first date of hire to any position with the City.

e. Seniority Adjustments: Classification seniority and City service seniority shall be adjusted (reduced) in calendar days to reflect time spent on layoff from City service. There shall be no adjustment for time spent on an approved unpaid leave of absence.

f. Termination of Seniority: Termination of classification seniority and City service seniority shall occur upon:

- (1) Resignation, except that any employee who is appointed from a reemployment list and completes a probationary period, if any, in the position to which he/she was reemployed may count the seniority which he/she accumulated prior to resignation.
- (2) Discharge
- (3) Retirement

- (4) Layoff in excess of five (5) consecutive years out of the City service
- (5) Failure to comply, report, or respond to a recall notice within fourteen (14) calendar days from the date of postmark on the recall notice.

15.3 PROCEDURE

a. Within each job classification in each department in which a layoff occurs, employees shall be laid off in the following order: first, all non-career employees; second, all probationary employees in the order of their classification seniority; and, third, permanent career employees in the order of their classification seniority, beginning with the employee with the least such seniority. In the event that two (2) or more employees have an equal amount of classification seniority, the senior employee shall be determined on the basis of greater City service seniority. If two (2) or more employees have an equal amount of City service seniority, the senior employee shall be determined on the basis of greater hire date seniority, or by lowest random number in the event of a tie.

b. Any non-career or probationary employee who is affected by a layoff or displaced by a downgrading employee shall return to the last department and job classification in which the employee holds permanent status, if any. If the employee has not held permanent status in another job classification, he/she shall be laid off; the name of such employee may be restored to an eligible list in accordance with applicable Civil Service Rules.

c. A career employee with permanent status in a Unit 10 classification who is to be laid off or displaced has the right to downgrade, within the department, to a Unit 10 classification within the series in which the employee's classification falls, and to a Unit 10 classification in which the employee previously held permanent status. If there are any non-career employees in such lower classification, the non-career employee with the least City service seniority shall be displaced. If there are no non-career employees in the lower classification, the probationary employee with the least City service seniority shall be displaced. If there are neither non-career nor probationary employees in the lower classification, the permanent career employee with the least City service seniority shall be displaced, provided that the downgrading employee has greater City service seniority.

d. An employee may accept layoff in lieu of the opportunity to downgrade by providing written notification to the City within forty-eight (48) hours of receiving notice of layoff. Where the employee accepts a layoff in lieu of a downgrade, said employee shall forfeit all recall rights except to a vacancy within the same classification within the department from which the employee was laid off.

e. Notice of Layoff shall be sent by certified mail to all affected employee(s). Such notice shall be postmarked at least fourteen (14) calendar days in advance of the effective date of layoff and mailed to the employee's address currently printed on the employee's paycheck, and shall be deemed appropriate notice.

15.4 SALARY IN EVENT OF DOWNGRADE

An employee who is downgraded pursuant to this Article shall be placed in the salary range of the new classification closest to the monthly pay rate received immediately prior to the downgrade providing that there is no increase in pay.

15.5 FRINGE BENEFITS

Upon layoff, employees shall be paid for accrued leave balances and similar benefits, as applicable. Employees being recalled who received a sick leave payoff at the time of layoff, shall have the uncompensated portion of their sick leave balance restored; provided, however, that only those sick leave hours accrued after recall shall be applied to sick leave payoff related to a subsequent termination.

15.6 RECALL

a. When a vacancy exists and employees are to be recalled to a job classification, the laid-off or downgraded employee(s) eligible to return to that job classification, within the department, shall be recalled based on most classification seniority. When a recall list exists and an employee is on a reinstatement list due to a medical leave of absence, such employee will be merged with employees on the established layoff eligibility list based on seniority. Non-career employees shall have no recall rights.

b. Permanent career employees shall be entitled to recall rights for a period of five (5) consecutive years from the effective date of layoff or downgrade. When a vacancy exists and employees are to be recalled, notice of the opening(s) shall be sent to the mailing address as shown in the City's payroll system. To expedite recall, more than one employee may be notified of an opening. This recall notice shall be by certified mail and the employee shall have fourteen (14) calendar days to report to work from the date of postmark on the recall notice.

15.7 GENERAL

a. A seniority list shall be made available free of cost to the Association on the first working day in September of each year, and after review with the Association, said list shall be posted by each Department and copies made available for ready inspection.

b. The City shall immediately provide the Association the recall list of those employees who have been laid off.

c. The City or the Association shall have the right, at any time during the term of this Agreement, to initiate discussions between the parties as to possible alternatives to layoff. The City, however, retains the right to proceed with layoffs according to the procedures set forth in this Agreement at any time, including, but not limited to that time, if any, during which an impasse on layoff alternatives is being resolved.

d. An administrative review filed regarding this Article shall be submitted directly to the second level of the procedure as set forth in Article 5.

ARTICLE 16 – DISCIPLINE

16.1 DISCIPLINE

Discipline for employees in the classified service shall be applied in accordance with Rule 12 of the Civil Service Rules.

16.2 LETTER OF REPRIMAND

a. A letter of reprimand issued to a civil service employee shall not be appealable to the Civil Service Board, except the employee may have an administrative review of the reprimand by submitting a request in writing within seven (7) calendar days to the Director of Human Resources. The Director or designee will schedule a private meeting within seven (7) calendar days of receipt of the written request to hear the employee's response. A final written decision will be rendered by the Director or designee within seven (7) calendar days of the meeting.

b. A letter of reprimand will be withdrawn from an employee's official personnel file two (2) years from the date of issue, provided there has not been additional formal discipline imposed during the two-year period. This Section 16.2(b) shall also apply to Exempt Management and Exempt Management Support employees.

16.3 RELEASE TIME FOR DISCIPLINE HEARINGS

Employees shall not suffer a loss of compensation for time spent testifying as a witness in a City of Sacramento disciplinary hearing.

16.4 WITHDRAWAL OF APPEAL

The employee may withdraw the appeal at any time after it has been filed and before the Civil Service Board has determined the matter. An appeal shall be deemed withdrawn if the employee fails to respond within thirty (30) days to a written request by the City to schedule a hearing or otherwise participate in the appeal process. The written request shall be certified and sent to the employee's mailing address as shown in the City's payroll system.

ARTICLE 17 – MISCELLANEOUS

17.1 CIVIL SERVICE RULES

In the event that any Civil Service Rule is in conflict with this Agreement, the Agreement shall control.

17.2 SAVINGS CLAUSE

If any provision of this Agreement or the application of such provision should be rendered or declared invalid by any decree of a court of competent jurisdiction or by the reason of any existing or subsequently enacted legislation, the remaining parts or portions of this Agreement shall remain in full force and effect.

17.3 NEW OR REVISED JOB CLASSIFICATIONS

It is recognized that the establishment of new or revised job classifications within the Units covered by this Agreement may be warranted because of changes in job content or services offered by the City. When changes are necessary, the City shall prepare and submit to the Association the proposed descriptions for such job classifications.

a. Civil Service Classifications

- (1) For civil service classifications the City will provide proposed job classifications to the Association not less than fifteen (15) days prior to submission to the Civil Service Board.
- (2) The Association and the City shall meet prior to submission of the proposed descriptions to the Civil Service Board and shall make every reasonable effort to reach agreement on a joint proposal to the Civil Service Board.

b. Non-Civil Service Classifications

- (1) For non-civil service classifications the City will provide proposed job classifications to the Association not less than fifteen (15) days prior to changes by the Department of Human Resources.
- (2) The Association and the City shall meet prior to approval of the proposed descriptions by the Department of Human Resources.

17.4 STAFF AIDE POSITIONS

The classification of Staff Aide may be used when a classification is needed either pending establishment of a regular classification or a position is funded for a limited time and no appropriate classification exists. A person may be appointed to such classification for a maximum period of twelve (12) months. The salary range shall be established by the Human Resources Director.

17.5 MODIFIED/ALTERNATIVE DUTY POLICY

The City's Modified/Alternative Duty Policy shall be applicable to eligible employees who have been injured on-the-job.

17.6 OFF-DUTY EMPLOYMENT

a. Exempt Management, Exempt Management Support, Exempt Confidential/Administrative (exempt) employees shall not engage in any other employment, work, profession, business or enterprise that is inconsistent, incompatible, in conflict with or adversely affects the performance of their duties, or that is inimical to the most effective performance of the mission of City management or the best interests of the City.

b. Exempt employees shall not accept any off-duty employment without the express consent, in advance, of the City Manager/Charter Officer or designated representative.

c. An exempt employee shall not work:

- (1) In any employment which will tend to bring discredit upon City management, or which is detrimental to City goals, or which will reduce an individual's efficiency or usefulness as a City employee.
- (2) In any employment requiring an affiliation, membership or allegiance tending to influence conduct in a manner inconsistent with the proper discharge of responsibilities to the City or the public interest.
- (3) In any employment for any other municipality or political subdivision of the state or federal government (except by express permission of the City Manager).
- (4) In any off-duty position while on sick leave or injured-on-duty status.

d. An exempt employee may request authorization for off-duty employment by forwarding a letter of request to his/her department head. The letter should provide details concerning the type of employment, expected duration of employment, and the employer's name.

e. The department head will notify each exempt employee of action taken on the request for off-duty employment by indicating such action on the letter of request and returning it to the individual. A copy of the letter will be retained in the office of the department head.

f. Authorization for off-duty employment may be revoked by the department head at any time it has been determined that the provisions of this Section have not been followed. The department head will notify the employee, by letter, of actions taken to revoke previous authorization for off-duty employment.

g. Off-duty employment of Confidential/Administrative (non-exempt) employees shall be covered by the Civil Service Rules.

17.7 TIME OFF FOR EXAMINATIONS

If a request is made by an employee, such employee shall be released from duty without loss of compensation while competing in City examinations and interviews. When possible, the employee must give the immediate supervisor at least three (3) working days' advance notice. Employees shall not be compensated for examination and interview time which occurs during non-duty hours.

17.8 PAYROLL ERRORS

a. In the event an error has been made, including but not limited to the payment of an employee's salary, overtime payment or leave accruals, balances or usages, the City shall, for purposes of future compensation, adjust such compensation to the correct amount, and give written notice to the employee.

b. In the event an employee received an overpayment, the City and employee shall agree upon a repayment schedule utilizing one, or a combination of, the following elements:

- (1) Lump sum payment by the employee;
- (2) A one-time deduction from available accrued leave balances except sick leave equivalent to the overpayment at the employee's current hourly rate;
- (3) A repayment schedule through payroll deduction; and/or
- (4) Other means, as may be mutually agreed between the parties.

c. No repayment schedule shall exceed fifty-two (52) pay periods in duration, except that if the employee does not agree to a voluntary repayment schedule, the overpayment collection shall not exceed twenty-six (26) pay periods.

d. No action shall be taken to enforce repayment of an overpayment, or to correct an underpayment, unless action is taken within two (2) years from the ending date of the pay period in which the error is discovered. "Action is taken" as used in this Section shall mean written notice to the employee in the case of an overpayment, or written or oral notice to the City in the case of an underpayment error.

17.9 RETIREE COURT APPEARANCE FEES

A retired City employee who is subpoenaed to appear in court on behalf of the City in his or her capacity as a former City employee shall receive a court appearance fee if the employee reports at the time specified for his or her particular testimony regardless of whether the employee is ultimately required to testify. The court appearance fee shall be one hundred twenty-five dollars (\$125) for a full day or seventy-five dollars (\$75) for a half day, which is defined as four (4) hours or less. Nothing herein shall serve to establish an

employment relationship for any purpose, including, but not limited to, employee benefits, reimbursements, compensation, court cancellation fee, or any other rights.

17.10 LAYOFFS AND TERMINATIONS

a. The City shall give consideration to the length of service with the City when making layoff and termination decisions related to budgetary position reductions for non-classified employees; however, nothing in this provision shall require the City to make layoff or termination decisions based on length of service with the City.

b. There shall be no deficit-related layoffs or terminations of bargaining unit personnel for Fiscal Year 2012-13. Layoffs or terminations of bargaining unit personnel resulting from department reorganizations, restructures, or loss of grant or other specific funding included in the FY 2012-13 approved or amended City Budget are not subject to this restriction.

17.11 TERM

a. This Agreement shall remain in full force and effect from June 16, 2012, to and including December 26, 2014.

b. The provisions of this Agreement shall be effective on the effective date stated above except as otherwise specifically provided.

DATED: October 21, 2014

SACRAMENTO CITY EXEMPT
EMPLOYEES ASSOCIATION

CITY OF SACRAMENTO

BY: _____
Dee Contreras
SCXEA Chief Negotiator

BY: _____
Geri Hamby
Director of Human Resources

Murray Levison
SCXEA President

Shelley Banks-Robinson
Labor Relations Manager

Janice Conerly-Coleman
Negotiating Committee Member

Barbara Katen
Negotiating Committee Member

Marc Robles
Negotiating Committee Member



**Salary Schedule
As of 6/28/2014
Salaries with Ranges**

CUSALSCH

<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001914 \ 311 Manager MGTE \ 181	73,756.80 2,836.80 35.460000	92,206.40 3,546.40 44.330000	110,656.00 4,256.00 53.200000
001700 \ Accountant Auditor MGTE \ 004	56,002.66 2,153.95 26.924357	70,003.33 2,692.44 33.655447	84,003.99 3,230.92 40.386536
001701 \ Accounting Manager MGTE \ 005	75,682.00 2,910.85 36.385577	94,603.00 3,638.58 45.482212	113,524.00 4,366.31 54.578846
014000 \ Administrative Analyst MSUP \ 001	56,949.20 2,190.35 27.379423	71,186.50 2,737.94 34.224279	85,423.80 3,285.53 41.069135
020032 \ Administrative Analyst (Rep20) EXMD \ 010	55,183.00 2,122.42 26.530288	68,979.00 2,653.04 33.162981	82,775.00 3,183.65 39.795673
010701 \ Administrative Assistant CONF \ 003	42,948.00 1,651.85 20.648077	53,685.00 2,064.81 25.810096	64,422.00 2,477.77 30.972115
010800 \ Administrative Asst (Conf/Ex) CONF \ 018	42,948.00 1,651.85 20.648077	53,685.00 2,064.81 25.810096	64,422.00 2,477.77 30.972115
001702 \ Administrative Officer MGTE \ 006	68,300.00 2,626.92 32.836538	85,375.00 3,283.65 41.045673	102,450.00 3,940.38 49.254808
010807 \ Administrative Tech (Conf/Ex) CONF \ 024	42,810.00 1,646.54 20.581410	53,512.00 2,058.15 25.726763	64,214.00 2,469.77 30.872115
010702 \ Administrative Technician CONF \ 004	42,810.00 1,646.54 20.581731	53,512.00 2,058.15 25.726923	64,214.00 2,469.77 30.872115
001845 \ Animal Care Services Manager MGTE \ 122	80,610.00 3,100.38 38.754808	100,762.00 3,875.46 48.2472014	120,914.00 4,650.54 58.131731



**Salary Schedule
As of 6/28/2014
Salaries with Ranges**

CUSALSCH

<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
010703 \ Applications Developer CONF \ 005	57,447.00	71,809.00	86,171.00
	2,209.50	2,761.88	3,314.27
	27.618750	34.523558	41.428365
001703 \ Arts Administrator MGTE \ 007	62,644.12	78,305.15	93,966.18
	2,409.39	3,011.74	3,614.08
	30.117366	37.646708	45.176049
001859 \ Arts in Public Places Spec MGTE \ 130	56,949.20	71,186.50	85,423.80
	2,190.35	2,737.94	3,285.53
	27.379423	34.224279	41.069135
020001 \ Assistant City Attorney EXMG \ 110	132,080.00	165,100.00	198,120.00
	5,080.00	6,350.00	7,620.00
	63.500000	79.375000	95.250000
021014 \ Assistant City Auditor MCSA \ 045	67,354.00	84,192.50	101,031.00
	2,590.54	3,238.17	3,885.81
	32.381731	40.477164	48.572596
020002 \ Assistant City Clerk EXMG \ 010	60,976.28	76,220.35	91,464.42
	2,345.24	2,931.55	3,517.86
	29.315519	36.644399	43.973279
020003 \ Assistant City Manager EXMG \ 210	136,021.00	170,026.00	204,031.00
	5,231.58	6,539.46	7,847.35
	65.394712	81.743270	98.091827
020004 \ Assistant City Treasurer EXMG \ 170	119,656.00	149,570.00	179,484.00
	4,602.15	5,752.69	6,903.23
	57.526923	71.908654	86.290385
021013 \ Auditor MCSA \ 035	49,783.00	62,229.00	74,675.00
	1,914.73	2,393.42	2,872.12
	23.934135	29.917789	35.901442
001837 \ Banking Operations Manager MGTE \ 012	68,114.40	85,143.00	102,171.60
	2,619.78	3,274.73	3,929.68
	32.747307	40.934134	49.120961
020005 \ Budget Manager EXMG \ 040	81,115.84	101,394.80	121,673.76
	3,119.84	3,899.80	4,679.76
	38.998000	47.50014	58.497000

CUSALSCH

**Salary Schedule
As of 6/28/2014
Salaries with Ranges**

<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001709 \ Business Services Manager MGTE \ 013	86,399.50 3,323.06 41.538221	107,999.38 4,153.82 51.922777	129,599.25 4,984.59 62.307332
001912 \ Camp Sacramento Supervisor MGTE \ 178	60,738.96 2,336.11 29.201423	75,923.70 2,920.14 36.501779	91,108.44 3,504.17 43.802134
001711 \ Chief Building Inspector MGTE \ 014	65,396.94 2,515.27 31.440838	81,746.18 3,144.08 39.301048	98,095.41 3,772.90 47.161257
001712 \ Chief Building Official MGTE \ 015	94,985.00 3,653.27 45.665865	118,731.00 4,566.58 57.082212	142,477.00 5,479.88 68.498558
020030 \ Chief Information Officer EXMG \ 085	130,000.00 5,000.00 62.500000	162,500.00 6,250.00 78.125000	195,000.00 7,500.00 93.750000
001714 \ Chief Investment Officer MGTE \ 017	114,432.19 4,401.24 55.015477	143,040.24 5,501.55 68.769346	171,648.29 6,601.86 82.523215
021006 \ Chief of Staff to the Mayor MCSA \ 070	73,764.00 2,837.08 35.463462	92,205.00 3,546.35 44.329327	110,646.00 4,255.62 53.195192
020006 \ City Attorney COFF \ 001	157,708.00 6,065.69 75.821154	197,135.00 7,582.12 94.776443	236,562.00 9,098.54 113.731731
020007 \ City Auditor EXMG \ 090	106,593.00 4,099.73 51.246635	133,241.00 5,124.65 64.058174	159,889.00 6,149.58 76.869712
020008 \ City Clerk COFF \ 002	116,452.00 4,478.92 55.986538	145,562.00 5,598.54 69.981731	174,672.00 6,718.15 83.976923
021002 \ City Council MCNL \ 002	50,000.00 1,923.08 24.038462	62,500.00 2,403.85 24.038462	75,000.00 2,884.62 24.038462

**Salary Schedule
As of 6/28/2014
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CUSALSCH

Job Code \ Description Salary Plan \ Grade	Minimum	Midpoint	Maximum
020009 \ City Manager COFF \ 003	187,357.00 7,206.04 90,075481	234,196.00 9,007.54 112,594231	281,035.00 10,809.04 135,112981
020010 \ City Treasurer COFF \ 004	149,886.00 5,764.85 72,060577	187,357.00 7,206.04 90,075481	224,828.00 8,647.23 108,090385
001861 \ Code Enforcement Manager MGTE \ 131	81,774.00 3,145.15 39,314423	102,218.00 3,931.46 49,143269	122,662.00 4,717.77 58,972115
001280 \ Contract and Compliance Spoist MGTE \ 173	59,796.66 2,299.87 28,748395	74,745.83 2,874.84 35,935494	89,694.99 3,449.81 43,122592
001723 \ Convention Center General Mgr MGTE \ 020	99,849.00 3,840.35 48,004327	124,811.00 4,800.42 60,005289	149,773.00 5,760.50 72,006250
021007 \ Council Operations Manager MCSA \ 080	76,496.00 2,942.15 36,776923	95,620.00 3,677.69 45,971154	114,744.00 4,413.23 55,165385
001727 \ Curator of Art MGTE \ 023	75,130.00 2,889.62 36,120193	93,912.50 3,612.02 45,150241	112,695.00 4,334.42 54,180289
001728 \ Curator of Education MGTE \ 024	75,130.00 2,889.62 36,120193	93,912.50 3,612.02 45,150241	112,695.00 4,334.42 54,180289
001899 \ Curator of History MGTE \ 161	75,130.00 2,889.62 36,120193	93,912.50 3,612.02 45,150241	112,695.00 4,334.42 54,180289
001729 \ Debt Analyst MGTE \ 025	62,225.18 2,393.28 29,915953	77,781.48 2,991.60 37,394941	93,337.77 3,589.91 44,873929
001900 \ Deputy Chief Building Official MGTE \ 162	83,362.00 3,206.23 40,077800	104,202.00 4,007.77 50,091,2014	125,042.00 4,809.31 60,116346



**Salary Schedule
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CUSALSCH

Job Code \ Description Salary Plan \ Grade	Minimum	Midpoint	Maximum
001730 \ Deputy City Attorney I MGTE \ 026	75,443.00	94,304.00	113,165.00
	2,901.65	3,627.08	4,352.50
	36.270673	45.338462	54.406250
001731 \ Deputy City Attorney II MGTE \ 027	81,478.00	101,848.00	122,218.00
	3,133.77	3,917.23	4,700.69
	39.172115	48.965385	58.758654
010705 \ Deputy City Clerk CONF \ 007	42,864.54	53,580.67	64,296.80
	1,648.64	2,060.80	2,472.95
	20.607950	25.759938	30.911925
001889 \ Deputy Convntn Ctr General Mgr MGTE \ 152	84,871.37	106,089.21	127,307.05
	3,264.28	4,080.35	4,896.43
	40.803542	51.004428	61.205313
020011 \ Deputy Police Chief PEXM \ 010	120,704.00	150,880.00	181,056.00
	4,642.46	5,803.08	6,963.69
	58.030769	72.538462	87.046154
020012 \ Director of Community Developmt EXMG \ 180	124,930.00	156,162.00	187,394.00
	4,805.00	6,006.23	7,207.46
	60.062500	75.077885	90.093269
020013 \ Director of Convntion&Culture EXMG \ 120	113,464.00	141,830.00	170,196.00
	4,364.00	5,455.00	6,546.00
	54.550000	68.187500	81.825000
020014 \ Director of Economic Developmnt EXMG \ 070	124,930.00	156,162.00	187,394.00
	4,805.00	6,006.23	7,207.46
	60.062500	75.077885	90.093269
020015 \ Director of Finance EXMG \ 100	123,186.70	153,983.38	184,780.05
	4,737.95	5,922.44	7,106.93
	59.224375	74.030469	88.836563
020016 \ Director of General Services EXMG \ 140	117,312.00	146,646.50	175,981.00
	4,512.00	5,640.25	6,768.50
	56.400000	70.503125	84.606250
020017 \ Director of Govtl Affairs EXMG \ 080	102,877.00	128,596.00	154,315.00
	3,956.81	4,946.00	5,935.19
	49.460000	62.500000	74.189904



**Salary Schedule
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CUSALSCH

Job Code \ Description Salary Plan \ Grade	Minimum	Midpoint	Maximum
020018 \ Director of Human Resources EXMG \ 160	119,213.00 4,585.12 57,313942	149,016.00 5,731.38 71,642308	178,819.00 6,877.65 85,970673
020019 \ Director of Parks & Recreation EXMG \ 130	122,013.44 4,692.82 58,660308	152,516.84 5,866.03 73,325404	183,020.24 7,039.24 87,990500
020021 \ Director of Public Works EXMG \ 150	128,677.21 4,949.12 61,864043	160,846.52 6,186.40 77,330055	193,015.82 7,423.69 92,796067
020020 \ Director of PubSafety Acctblty EXMG \ 060	95,164.00 3,660.15 45,751923	118,955.00 4,575.19 57,189904	142,746.00 5,490.23 68,627885
020022 \ Director of Utilities EXMG \ 190	129,155.41 4,967.52 62,093947	161,444.27 6,209.40 77,617435	193,733.12 7,451.27 93,140923
021004 \ District Director MCSA \ 050	68,300.00 2,626.92 32,836538	85,375.00 3,283.65 41,045673	102,450.00 3,940.38 49,254808
001745 \ Economic Development Manager MGTE \ 039	89,725.00 3,450.96 43,137019	112,156.00 4,313.69 53,921154	134,587.00 5,176.42 64,705288
001904 \ E-Government Manager MGTE \ 170	79,826.00 3,070.23 38,377885	99,783.00 3,837.81 47,972597	119,740.00 4,605.38 57,567308
001746 \ Emergency Communications Mgr MGTE \ 164	77,863.00 2,994.73 37,434135	97,328.50 3,743.40 46,792549	116,794.00 4,492.08 56,150962
001913 \ EMS Coordinator MGTE \ 180	68,300.00 2,626.92 32,836539	85,375.00 3,283.65 41,045674	102,450.00 3,940.38 49,254808
001884 \ Engineering Manager MGTE \ 147	105,974.00 4,075.92 50,949000	132,468.00 5,094.92 66,552000	158,962.00 6,113.92 76,424038



**Salary Schedule
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CUSALSCH

<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001809 \ Envntal Health & Safety Officer MGTE \ 091	67,780.53	84,725.67	101,670.80
	2,606.94	3,258.68	3,910.42
	32,586794	40,733493	48,880191
001810 \ Envntal Health & Safety Spclst MGTE \ 092	61,618.00	77,023.00	92,428.00
	2,369.92	2,962.42	3,554.92
	29,624038	37,030288	44,436538
001748 \ Equal Employment Specialist MGTE \ 040	55,732.00	69,665.00	83,598.00
	2,143.54	2,679.42	3,215.31
	26,794231	33,492789	40,191346
001749 \ Events Services Manager MGTE \ 041	69,098.00	86,372.00	103,646.00
	2,657.62	3,322.00	3,986.38
	33,220192	41,525000	49,829808
001750 \ Events Services Supervisor MGTE \ 042	58,732.73	73,415.92	88,099.10
	2,258.95	2,823.69	3,388.43
	28,236891	35,296114	42,355336
020031 \ Executive Assistant (CMO) MCSB \ 030	42,948.00	53,685.00	64,422.00
	1,651.85	2,064.81	2,477.77
	20,648077	25,810096	30,972115
021009 \ Executive Assistant (MC) MCSB \ 030	42,948.00	53,685.00	64,422.00
	1,651.85	2,064.81	2,477.77
	20,648077	25,810096	30,972115
020023 \ Executive Director SAC CCOMWVP EXMG \ 050	93,782.00	117,227.00	140,672.00
	3,607.00	4,508.73	5,410.46
	45,087500	56,359135	67,630769
001751 \ Facilities & Real Prop Supt MGTE \ 043	76,449.00	95,561.25	114,673.50
	2,940.35	3,675.43	4,410.52
	36,754327	45,942909	55,131490
001880 \ Facilities Manager MGTE \ 143	89,940.00	112,425.00	134,910.00
	3,459.23	4,324.04	5,188.85
	43,240385	54,050481	64,860577
001753 \ Fire Assistant Chief FM56 \ 001	105,318.58	131,648.23	157,977.87
	4,050.71	5,063.39	6,076.07
	36,167000	45,288000	54,250642

**Salary Schedule
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Salaries with Ranges**

CUSALSCH

Job Code \ Description Salary Plan \ Grade	Minimum	Midpoint	Maximum
020024 \ Fire Chief FM40 \ 001	138,673.60	173,336.80	208,000.00
	5,333.60	6,666.80	8,000.00
	66.670000	83.335000	100.000000
020025 \ Fire Deputy Chief FM40 \ 002	117,133.91	146,417.32	175,700.72
	4,505.15	5,631.44	6,757.72
	56.314380	70.392940	84.471500
001881 \ Fleet Manager MGTE \ 144	85,636.00	107,045.00	128,454.00
	3,293.69	4,117.12	4,940.54
	41.171154	51.463943	61.756731
001905 \ Historic District Manager MGTE \ 172	89,863.80	112,329.75	134,795.70
	3,456.30	4,320.38	5,184.45
	43.203750	54.004688	64.805625
020038 \ HR Manager (Rep20) EXMG \ 042	87,198.00	108,998.00	130,798.00
	3,353.77	4,192.23	5,030.69
	41.922115	52.402885	62.883654
001851 \ Human Resources Manager MGTE \ 124	87,198.00	108,998.00	130,798.00
	3,353.77	4,192.23	5,030.69
	41.922115	52.402885	62.883654
021008 \ Independent Budget Analyst MCSA \ 090	106,600.00	133,244.80	159,889.60
	4,100.00	5,124.80	6,149.60
	51.250000	64.060000	76.870000
001763 \ Integrated Waste Collectns Supt MGTE \ 054	79,527.00	99,409.00	119,291.00
	3,058.73	3,823.42	4,588.12
	38.234135	47.792789	57.351442
001764 \ Integrated Waste General Mgr MGTE \ 055	87,091.00	108,864.00	130,637.00
	3,349.65	4,187.08	5,024.50
	41.870673	52.338462	62.806250
001765 \ Integrated Waste General Supv MGTE \ 056	71,574.60	89,468.25	107,361.90
	2,752.87	3,441.09	4,129.30
	34.410865	43.013581	51.616297
001766 \ Integrated Waste Planning Supt MGTE \ 057	79,527.00	99,409.00	119,291.00
	3,058.73	3,823.42	4,588.12
	38.234135	47.792789	57.351442

**Salary Schedule
As of 6/28/2014
Salaries with Ranges**

CUSALSCH

<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
014001 \ Investigator MSUP \ 002	51,674.75	64,593.44	77,512.13
	1,987.49	2,484.36	2,981.24
	24,843,632	31,054,540	37,265,448
001767 \ Investment Officer MGTE \ 058	81,056.13	101,320.17	121,584.20
	3,117.54	3,896.93	4,676.32
	38,969,295	48,711,619	58,453,943
001890 \ Investment Operations Analyst MGTE \ 153	68,114.40	85,143.00	102,171.60
	2,619.78	3,274.73	3,929.68
	32,747,307	40,934,134	49,120,961
001761 \ IT Manager MGTE \ 052	80,782.00	100,978.00	121,174.00
	3,107.00	3,883.77	4,660.54
	38,837,500	48,547,116	58,256,731
001762 \ IT Supervisor MGTE \ 053	69,727.00	87,159.00	104,591.00
	2,681.81	3,352.27	4,022.73
	33,522,596	41,903,366	50,284,135
001744 \ Junior Development Project Mgr MGTE \ 038	68,639.37	85,799.22	102,959.06
	2,639.98	3,299.97	3,959.96
	32,999,697	41,249,622	49,499,546
020034 \ Labor Relations Analyst EXMG \ 005	56,215.00	70,269.00	84,323.00
	2,162.12	2,702.65	3,243.19
	27,026,442	33,783,173	40,539,904
020036 \ Labor Relations Officer EXMG \ 015	61,837.00	77,296.00	92,755.00
	2,378.35	2,972.92	3,567.50
	29,729,327	37,161,539	44,593,750
001853 \ Law Office Administrator MGTE \ 126	68,300.00	85,375.00	102,450.00
	2,626.92	3,283.65	3,940.38
	32,836,538	41,045,673	49,254,808
010803 \ Legal Secretary (Ex) CONF \ 021	42,948.00	53,685.00	64,422.00
	1,651.85	2,064.81	2,477.77
	20,648,077	25,810,096	30,972,115
010719 \ Legal Staff Assistant CONF \ 030	32,855.22	41,069.03	49,282.83
	1,263.66	1,579.58	1,895.49
	15,795,700	19,747,201	23,693,668



**Salary Schedule
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Salaries with Ranges**

CUSALSCH

<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
010809 \ Legal Staff Assistant (Ex) CONF \ 025	32,855.22	41,069.03	49,282.83
	1,263.66	1,579.58	1,895.49
	15,795779	19,744724	23,693668
001770 \ Licensed Land Surveyor MGTE \ 165	67,300.00	84,125.00	100,950.00
	2,588.46	3,235.58	3,882.69
	32,355769	40,444712	48,533654
001772 \ Management Analyst MGTE \ 061	56,949.20	71,186.50	85,423.80
	2,190.35	2,737.94	3,285.53
	27,379423	34,224279	41,069135
001773 \ Marina Manager MGTE \ 062	68,300.00	85,375.00	102,450.00
	2,626.92	3,283.65	3,940.38
	32,836538	41,045673	49,254808
021001 \ Mayor MCNL \ 001	100,000.00	125,000.00	150,000.00
	3,846.15	4,807.69	5,769.23
	48,076923	60,096154	72,115385
021012 \ Mayor/Council Student Intern MCST \ 050	16,640.00	20,800.00	24,960.00
	640.00	800.00	960.00
	8,000000	10,000000	12,000000
020027 \ Media & Communications Officer EXMG \ 020	70,887.27	88,609.09	106,330.91
	2,726.43	3,408.04	4,089.65
	34,080418	42,600524	51,120630
001775 \ Media & Communications Spclst MGTE \ 064	59,796.66	74,745.83	89,694.99
	2,299.87	2,874.84	3,449.81
	28,748395	35,935494	43,122592
001776 \ Metropolitan Arts Manager MGTE \ 065	75,130.00	93,912.50	112,695.00
	2,889.62	3,612.02	4,334.42
	36,120193	45,150241	54,180289
001778 \ Neighborhood Services Area Mgr MGTE \ 067	79,826.00	99,783.00	119,740.00
	3,070.23	3,837.81	4,605.38
	38,377885	47,972597	57,567308
001901 \ Neighborhood Services Manager MGTE \ 167	106,435.00	133,044.00	159,653.00
	4,093.65	5,117.08	6,140.50
	51,170600	65,440000	76,756250

**Salary Schedule
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Salaries with Ranges**

CUSALSCH

<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001777 \ New Growth Manager MGTE \ 066	95,253.00 3,663.58 45,794.712	119,066.00 4,579.46 57,243.270	142,879.00 5,495.35 68,691.827
001802 \ Operations General Supervisor MGTE \ 086	68,300.00 2,626.92 32,836.539	85,375.00 3,283.65 41,045.674	102,450.00 3,940.38 49,254.808
001896 \ Operations Manager MGTE \ 158	99,714.00 3,835.15 47,939.423	124,642.00 4,793.92 59,924.039	149,570.00 5,752.69 71,908.654
001780 \ Organizational Dev Spclst MGTE \ 068	61,618.00 2,369.92 29,624.038	77,023.00 2,962.42 37,030.288	92,428.00 3,554.92 44,436.538
010804 \ Paralegal (Ex) CONF \ 022	46,977.05 1,806.81 22,585.120	58,721.31 2,258.51 28,231.400	70,465.57 2,710.21 33,877.680
001781 \ Park Maintenance Manager MGTE \ 069	77,612.00 2,985.08 37,313.462	97,015.00 3,731.35 46,641.827	116,418.00 4,477.62 55,970.192
001782 \ Park Maintenance Superintendent MGTE \ 070	69,850.80 2,686.57 33,582.115	87,313.50 3,358.21 41,977.644	104,776.20 4,029.85 50,373.173
001869 \ Park Plan Design & Dvlpmt Mgr MGTE \ 135	87,866.00 3,379.46 42,243.269	109,833.00 4,224.35 52,804.327	131,800.00 5,069.23 63,365.385
001882 \ Parking Manager MGTE \ 145	87,091.00 3,349.65 41,870.673	108,864.00 4,187.08 52,338.462	130,637.00 5,024.50 62,806.250
010707 \ Payroll Technician CONF \ 008	42,810.00 1,646.54 20,581.731	53,512.00 2,058.15 25,726.923	64,214.00 2,469.77 30,872.115
001784 \ Permit Services Manager MGTE \ 071	72,663.27 2,794.74 34,934.269	90,829.09 3,493.43 45,678.201	108,994.91 4,192.11 52,401.397

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**Salary Schedule
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Salaries with Ranges**

<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001785 \ Personnel Analyst MGTE \ 072	55,732.00	69,665.00	83,598.00
	2,143.54	2,679.42	3,215.31
	26,794.231	33,492.789	40,191.346
010708 \ Personnel Technician CONF \ 009	42,810.00	53,512.00	64,214.00
	1,646.54	2,058.15	2,469.77
	20,581.731	25,726.923	30,872.115
001786 \ Planning Director MGTE \ 073	96,783.87	120,979.84	145,175.80
	3,722.46	4,653.07	5,583.68
	46,530.705	58,163.381	69,796.057
001787 \ Plant Services Manager MGTE \ 074	91,069.00	113,836.00	136,603.00
	3,502.65	4,378.31	5,253.96
	43,783.173	54,728.846	65,674.519
001788 \ Police Administrative Manager MGTE \ 075	77,862.00	97,328.00	116,794.00
	2,994.69	3,743.38	4,492.08
	37,433.654	46,792.308	56,150.962
001789 \ Police Captain MGTP \ 076	116,046.40	145,058.00	174,069.60
	4,463.32	5,579.15	6,694.98
	55,791.539	69,739.424	83,687.308
020028 \ Police Chief PEXM \ 020	146,660.80	183,330.40	220,000.00
	5,640.80	7,051.17	8,461.54
	70,510.000	88,139.616	105,769.231
001870 \ Police Lieutenant MGTP \ 136	96,706.00	120,882.00	145,058.00
	3,719.46	4,649.31	5,579.15
	46,493.269	58,116.346	69,739.423
020033 \ Prin Management Analyst Rep20 EXMG \ 032	76,496.00	95,620.00	114,744.00
	2,942.15	3,677.69	4,413.23
	36,776.923	45,971.154	55,165.385
001791 \ Principal Accountant MGTE \ 078	65,163.00	81,454.00	97,745.00
	2,506.27	3,132.85	3,759.42
	31,328.365	39,160.577	46,992.788
001828 \ Principal Applications Develpr MGTE \ 109	69,727.00	87,159.00	104,591.00
	2,681.81	3,352.27	4,022.73
	33,522.500	40,320.000	47,117.500



**Salary Schedule
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Salaries with Ranges**

CUSALSCH

<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001793 \ Principal Building Inspector MGTE \ 079	75,025.20	93,781.50	112,537.80
	2,885.58	3,606.98	4,328.38
	36,069807	45,087259	54,104711
001872 \ Principal Management Analyst MGTE \ 138	76,496.00	95,620.00	114,744.00
	2,942.15	3,677.69	4,413.23
	36,776923	45,971154	55,165385
001795 \ Principal Planner MGTE \ 080	82,266.29	102,832.86	123,399.43
	3,164.09	3,955.11	4,746.13
	39,551099	49,438874	59,326648
001796 \ Principal Systems Engineer MGTE \ 081	69,727.00	87,159.00	104,591.00
	2,681.81	3,352.27	4,022.73
	33,522596	41,903366	50,284135
001797 \ Procurement Services Manager MGTE \ 082	75,130.00	93,912.50	112,695.00
	2,889.62	3,612.02	4,334.42
	36,120193	45,150241	54,180289
014003 \ Program Analyst MSUP \ 004	56,949.20	71,186.50	85,423.80
	2,190.35	2,737.94	3,285.53
	27,379423	34,224279	41,069135
001798 \ Program Manager MGTE \ 083	75,130.00	93,912.50	112,695.00
	2,889.62	3,612.02	4,334.42
	36,120193	45,150241	54,180289
001799 \ Program Specialist MGTE \ 084	68,300.00	85,375.00	102,450.00
	2,626.92	3,283.65	3,940.38
	32,836538	41,045673	49,254808
001805 \ Recreation General Supervisor MGTE \ 089	60,738.96	75,923.70	91,108.44
	2,336.11	2,920.14	3,504.17
	29,201423	36,501779	43,802134
001803 \ Recreation Manager MGTE \ 087	79,398.00	99,247.00	119,096.00
	3,053.77	3,817.19	4,580.62
	38,172115	47,714904	57,257692
001804 \ Recreation Superintendent MGTE \ 088	67,487.73	84,359.67	101,231.60
	2,595.68	3,244.60	3,893.52
	32,446023	40,517520	48,669038

**Salary Schedule
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<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001806 \ Revenue Manager MGTE \ 090	75,682.00	94,603.00	113,524.00
	2,910.85	3,638.58	4,366.31
	36,385,577	45,482,212	54,578,846
001864 \ Risk Manager MGTE \ 166	95,918.00	119,898.00	143,878.00
	3,689.15	4,611.46	5,533.77
	46,114,423	57,643,269	69,172,115
001556 \ SAFCA Counsel MGTE \ 003	81,478.00	101,848.00	122,218.00
	3,133.77	3,917.23	4,700.69
	39,172,115	48,965,385	58,758,654
001908 \ SAFCA Deputy Director MGTE \ 176	117,858.00	147,323.00	176,788.00
	4,533.00	5,666.27	6,799.54
	56,662,500	70,828,366	84,994,231
001907 \ SAFCA Dir of Planning MGTE \ 175	117,858.00	147,323.00	176,788.00
	4,533.00	5,666.27	6,799.54
	56,662,500	70,828,366	84,994,231
020029 \ SAFCA Executive Director EXMG \ 200	135,990.40	169,998.40	204,006.40
	5,230.40	6,538.40	7,846.40
	65,380,000	81,730,000	98,080,000
001811 \ Senior Accountant Auditor MGTE \ 093	62,225.18	77,781.48	93,337.77
	2,393.28	2,991.60	3,589.91
	29,915,953	37,394,941	44,873,929
001138 \ Senior Admin Services Officer MGTE \ 001	68,300.00	85,375.00	102,450.00
	2,626.92	3,283.65	3,940.38
	32,836,538	41,045,673	49,254,808
001812 \ Senior Applications Developer MGTE \ 094	66,638.00	83,298.00	99,958.00
	2,563.00	3,203.77	3,844.54
	32,037,500	40,047,116	48,056,731
001813 \ Senior Architect MGTE \ 095	80,120.40	100,150.50	120,180.60
	3,081.55	3,851.94	4,622.33
	38,519,423	48,149,279	57,779,134
021003 \ Senior Auditor MCSA \ 040	58,567.00	73,209.00	87,851.00
	2,252.58	2,815.73	3,378.88
	28,157,200	35,662,200	42,236,058



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<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001814 \ Senior Debt Analyst MGTE \ 096	71,558.96 2,752.27 34,403,345	89,448.70 3,440.33 43,004,182	107,338.44 4,128.40 51,605,018
001815 \ Senior Deputy City Attorney MGTE \ 097	106,315.65 4,089.06 51,113,293	132,894.30 5,111.32 63,891,491	159,472.95 6,133.58 76,669,688
014004 \ Senior Deputy City Clerk MSUP \ 005	47,150.99 1,813.50 22,668,745	58,938.74 2,266.87 28,335,932	70,726.49 2,720.25 34,003,118
001816 \ Senior Development Project Mgr MGTE \ 098	76,265.97 2,933.31 36,666,330	95,332.46 3,666.63 45,832,913	114,398.95 4,399.96 54,999,495
001817 \ Senior Engineer MGTE \ 099	81,070.62 3,118.10 38,976,259	101,338.28 3,897.63 48,720,324	121,605.93 4,677.15 58,464,389
001818 \ Senior Investment Officer MGTE \ 100	95,360.16 3,667.70 45,846,230	119,200.20 4,584.62 57,307,788	143,040.24 5,501.55 68,769,345
001819 \ Senior Landscape Architect MGTE \ 101	71,718.00 2,758.38 34,479,808	89,648.00 3,448.00 43,100,000	107,578.00 4,137.62 51,720,192
010811 \ Senior Legal Staff Asst (Ex) CONF \ 032	37,783.50 1,453.21 18,165,145	47,229.38 1,816.51 22,706,432	56,675.25 2,179.82 27,247,718
001820 \ Senior Management Analyst MGTE \ 102	68,300.00 2,626.92 32,836,538	85,375.00 3,283.65 41,045,673	102,450.00 3,940.38 49,254,808
001821 \ Senior Personnel Analyst MGTE \ 103	61,618.00 2,369.92 29,624,038	77,023.00 2,962.42 37,030,288	92,428.00 3,554.92 44,436,538
001822 \ Senior Planner MGTE \ 104	69,926.34 2,689.47 33,618,463	87,407.93 3,361.84 41,210,220	104,889.51 4,034.21 50,427,650

**Salary Schedule
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<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
010712 \ Senior Staff Assistant CONF \ 012	37,048.00 1,424.92 17,811,538	46,310.00 1,781.15 22,264,423	55,572.00 2,137.38 26,717,308
001823 \ Senior Systems Engineer MGTE \ 105	66,881.00 2,572.35 32,154,327	83,601.00 3,215.42 40,192,789	100,321.00 3,858.50 48,231,250
001852 \ Special Assistant to City Atty MGTE \ 125	47,242.80 1,817.03 22,712,885	59,053.50 2,271.29 28,391,106	70,864.20 2,725.55 34,069,327
021005 \ Special Assistant to the Mayor MCSA \ 060	72,398.00 2,784.54 34,806,731	90,498.00 3,480.69 43,508,654	108,598.00 4,176.85 52,210,577
001885 \ Special Projects Engineer MGTE \ 148	81,070.62 3,118.10 38,976,259	101,338.28 3,897.63 48,720,324	121,605.93 4,677.15 58,464,389
001855 \ Special Projects Manager MGTE \ 127	76,496.00 2,942.15 36,776,923	95,620.00 3,677.69 45,971,154	114,744.00 4,413.23 55,165,385
020035 \ Special Projects Manager EXMG \ 034	76,496.00 2,942.15 36,776,923	95,620.00 3,677.69 45,971,154	114,744.00 4,413.23 55,165,385
02000A \ Staff Aide EXMG \ 001	25,000.00 961.54 12,019,231	62,500.00 2,403.85 30,048,077	100,000.00 3,846.15 48,076,923
010721 \ Staff Aide (Conf/Admin) CONF \ 016	25,000.00 961.54 12,019,231	37,500.00 1,442.31 18,028,847	50,000.00 1,923.08 24,038,462
001856 \ Staff Aide (Management) MGTE \ 128	25,000.00 961.54 12,019,231	62,500.00 2,403.85 30,048,077	100,000.00 3,846.15 48,076,923
02100A \ Staff Aide (MCSA) MCSA \ 001	25,001.60 961.60 12,020,000	62,504.00 2,404.00 30,050,000	100,006.40 3,846.40 48,080,000

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CUSALSCH

Job Code \ Description Salary Plan \ Grade	Minimum	Midpoint	Maximum
02100B \ Staff Aide (MCSB) MCSB \ 001	25,001.60	37,502.40	50,003.20
	961.60	1,442.40	1,923.20
	12.020000	18.030000	24.040000
010713 \ Staff Assistant CONF \ 013	32,855.22	41,069.03	49,282.83
	1,263.66	1,579.58	1,895.49
	15.795779	19.744724	23.693668
010806 \ Staff Assistant (Ex) CONF \ 023	32,855.22	41,069.03	49,282.83
	1,263.66	1,579.58	1,895.49
	15.795779	19.744724	23.693668
021010 \ Staff Assistant-Mayor Council MCSB \ 020	32,052.80	40,060.80	48,068.80
	1,232.80	1,540.80	1,848.80
	15.410000	19.260000	23.110000
014006 \ Stores Administrator MSUP \ 007	56,949.20	71,186.50	85,423.80
	2,190.35	2,737.94	3,285.53
	27.379423	34.224279	41.069135
001883 \ Streets Manager MGTE \ 146	78,022.00	97,528.00	117,034.00
	3,000.85	3,751.08	4,501.31
	37.510577	46.888462	56.266346
001827 \ Supervising Animal Care Ofcr MGTE \ 108	73,597.00	91,996.00	110,395.00
	2,830.65	3,538.31	4,245.96
	35.383173	44.228846	53.074519
001829 \ Supervising Architect MGTE \ 110	89,022.00	111,278.00	133,534.00
	3,423.92	4,279.92	5,135.92
	42.799038	53.499038	64.199038
020037 \ Supervising Deputy City Atty EXMG \ 092	118,060.00	147,575.50	177,091.00
	4,540.77	5,675.98	6,811.19
	56.759615	70.949760	85.139904
001831 \ Supervising Engineer MGTE \ 112	90,078.47	112,598.09	135,117.70
	3,464.56	4,330.70	5,196.83
	43.306955	54.133694	64.960432
001832 \ Supervising Financial Analyst MGTE \ 113	75,130.00	93,912.50	112,695.00
	2,889.62	3,612.02	4,334.42
	36.120100	45.250200	54.180289



**Salary Schedule
As of 6/28/2014
Salaries with Ranges**

CUSALSCH

<u>Job Code \ Description Salary Plan \ Grade</u>	<u>Minimum</u>	<u>Midpoint</u>	<u>Maximum</u>
001898 \ Supervising Landscape Architect MGTE \ 160	78,890.00 3,034.23 37,927,885	98,613.00 3,792.81 47,410,097	118,336.00 4,551.38 56,892,308
010816 \ Supervising Legal Secretary CONF \ 028	49,390.20 1,899.62 23,745,288	61,737.75 2,374.53 29,681,610	74,085.30 2,849.43 35,617,932
001834 \ Support Services Manager MGTE \ 115	75,130.00 2,889.62 36,120,193	93,912.50 3,612.02 45,150,241	112,695.00 4,334.42 54,180,289
020039 \ Support Services Manager EXMG \ 035	73,764.00 2,837.08 35,463,462	92,205.00 3,546.35 44,329,327	110,646.00 4,255.62 53,195,192
010714 \ Systems Engineer CONF \ 014	59,715.00 2,296.73 28,709,135	74,644.00 2,870.92 35,886,539	89,573.00 3,445.12 43,063,942
001857 \ Training Specialist MGTE \ 129	61,618.00 2,369.92 29,624,038	77,023.00 2,962.42 37,030,288	92,428.00 3,554.92 44,436,538
001836 \ Treasury Analyst MGTE \ 117	62,225.18 2,393.28 29,915,953	77,781.48 2,991.60 37,394,941	93,337.77 3,589.91 44,873,929
010715 \ Treasury Assistant CONF \ 033	43,717.00 1,681.42 21,017,788	54,646.00 2,101.77 26,272,115	65,575.00 2,522.12 31,526,442
001801 \ Treasury Manager MGTE \ 085	90,819.20 3,493.05 43,663,077	113,524.00 4,366.31 54,578,846	136,228.80 5,239.57 65,494,615
001894 \ Urban Design Manager MGTE \ 156	89,022.00 3,423.92 42,799,038	111,278.00 4,279.92 53,499,038	133,534.00 5,135.92 64,199,038
001841 \ Util Operations & Maint Supt MGTE \ 120	81,311.00 3,127.35 39,091,800	101,639.00 3,909.19 39,091,800	121,967.00 4,691.04 58,637,981

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**Salary Schedule
As of 6/28/2014
Salaries with Ranges**

Job Code \ Description Salary Plan \ Grade	Minimum	Midpoint	Maximum
001839 \ Utility Construction Coord MGTE \ 118	73,180.20	91,475.25	109,770.30
	2,814.62	3,518.28	4,221.93
	35,182789	43,978486	52,774183
001875 \ Veterinarian MGTE \ 140	71,992.00	89,990.00	107,988.00
	2,768.92	3,461.15	4,153.38
	34,611538	43,264423	51,917308
014005 \ Workers' Compensatn Claims Rep MSUP \ 006	61,518.00	76,897.00	92,276.00
	2,366.08	2,957.58	3,549.08
	29,575962	36,969712	44,363462

**Salary Schedule
As of 6/28/2014
Salaries with Steps**

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016001 \ Account Clerk I OFFT \ 001	Yearly Bi - weekly Hourly	29,199.89 1,123.07 14,038.407	30,659.88 1,179.23 14,740.327	32,192.87 1,238.19 15,477.343	33,802.52 1,300.10 16,251.211	35,492.64 1,365.10 17,063.771	37,267.28 1,433.36 17,916.960	39,130.64 1,505.02 18,812.808	41,087.17 1,580.28 19,753.448
016002 \ Account Clerk II OFFT \ 002	Yearly Bi - weekly Hourly	33,676.64 1,295.26 16,190.691	35,360.47 1,360.02 17,000.225	37,128.49 1,428.02 17,850.237	38,984.92 1,499.42 18,742.749	40,934.16 1,574.39 19,679.886	42,980.87 1,653.11 20,663.880	45,129.91 1,735.77 21,697.074	47,386.41 1,822.55 22,781.928
016003 \ Accounting Technician OFFT \ 003	Yearly Bi - weekly Hourly	35,763.89 1,375.53 17,194.179	37,552.09 1,444.31 18,053.888	39,429.69 1,516.53 18,956.582	41,401.18 1,592.35 19,904.411	43,471.24 1,671.97 20,899.632	45,644.80 1,755.57 21,944.613	47,927.04 1,843.35 23,041.844	50,323.39 1,935.51 24,193.936
003647 \ Animal Care Technician OPMT \ 029	Yearly Bi - weekly Hourly	31,763.56 1,221.68 15,270.944	33,351.74 1,282.76 16,034.491	35,019.33 1,346.90 16,836.216	36,770.30 1,414.24 17,678.027	38,608.81 1,484.95 18,561.928	40,539.25 1,559.20 19,490.024	42,566.21 1,637.16 20,464.526	44,694.52 1,719.02 21,487.752
003600 \ Animal Control Officer I OPMT \ 073	Yearly Bi - weekly Hourly	38,659.68 1,486.91 18,586.385	40,595.44 1,561.36 19,517.040	42,622.30 1,639.32 20,491.489	44,753.41 1,721.29 21,516.064	46,991.08 1,807.35 22,591.867	49,340.64 1,897.72 23,721.460	51,807.67 1,992.60 24,907.533	54,398.05 2,092.23 26,152.910
003601 \ Animal Control Officer II OPMT \ 001	Yearly Bi - weekly Hourly	40,592.66 1,561.26 19,515.704	42,622.30 1,639.32 20,491.490	44,753.41 1,721.29 21,516.064	46,991.08 1,807.35 22,591.867	49,340.64 1,897.72 23,721.461	51,807.67 1,992.60 24,907.534	54,398.05 2,092.23 26,152.910	57,117.96 2,196.84 27,460.556
017001 \ Arborist/Urban Forester PROF \ 001	Yearly Bi - weekly Hourly	51,779.81 1,991.53 24,894.138	54,368.80 2,091.11 26,138.845	57,087.24 2,195.66 27,445.787	59,941.60 2,305.45 28,818.076	62,938.68 2,420.72 30,258.980	66,085.61 2,541.75 31,771.929	69,389.89 2,668.84 33,360.526	72,859.39 2,802.28 35,028.552
016214 \ Architectural Technician I OFFT \ 081	Yearly Bi - weekly Hourly	41,410.56 1,592.71 19,908.924	43,481.09 1,672.35 20,904.371	45,655.15 1,755.97 21,949.589	47,937.90 1,843.77 23,047.069	50,334.80 1,935.95 24,199.422	52,851.54 2,032.75 25,409.393	55,494.12 2,134.39 26,679.863	58,268.82 2,241.11 28,013.856
016215 \ Architectural Technician II OFFT \ 082	Yearly Bi - weekly Hourly	43,481.06 1,672.35 20,904.356	45,655.11 1,755.97 21,949.574	47,937.87 1,843.76 23,047.052	50,334.76 1,935.95 24,199.405	52,851.50 2,032.75 25,409.375	55,494.08 2,134.39 26,679.844	58,268.78 2,241.11 28,013.836	61,182.22 2,353.16 29,414.528
016216 \ Architectural Technician III OFFT \ 083	Yearly Bi - weekly Hourly	47,829.29 1,839.59 22,994.851	50,220.75 1,931.57 24,144.593	52,731.79 2,028.15 25,351.823	55,368.38 2,129.55 26,619.414	58,136.80 2,236.03 27,950.385	61,043.64 2,347.83 29,347.904	64,095.82 2,465.22 30,815.299	67,300.61 2,588.49 32,356.064
017018 \ Archivist PROF \ 010	Yearly Bi - weekly Hourly	45,524.35 1,750.94 21,886.705	47,800.56 1,838.48 22,994.421	50,190.59 1,930.41 24,140.092	52,700.12 2,026.93 25,336.597	55,335.13 2,128.27 26,603.427	58,101.88 2,234.69 27,933.598	61,006.98 2,346.42 29,104.792	64,057.33 2,463.74 30,194.921

**Salary Schedule
As of 6/28/2014
Salaries with Steps**

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017010 \ Art Museum Registrar PROF \ 006	Yearly 1,595.91 19,948910	43,568.42 1,675.71 20,946356	45,746.84 1,759.49 21,993674	48,034.18 1,847.47 23,093357	50,435.89 1,939.84 24,248025	52,957.69 2,036.83 25,460426	55,605.57 2,138.68 26,733448	58,385.85 2,245.61 28,070120
016108 \ Arts Program Assistant OFFT \ 059	Yearly 1,399.98 17,499726	38,219.40 1,469.98 18,374712	40,130.37 1,543.48 19,293448	42,136.89 1,620.65 20,258120	44,243.73 1,701.68 21,271026	46,455.92 1,786.77 22,334578	48,778.72 1,876.10 23,451307	51,217.65 1,969.91 24,623872
016109 \ Arts Program Coordinator OFFT \ 060	Yearly 1,912.43 23,905432	52,209.46 2,008.06 25,100704	54,819.94 2,108.46 26,355739	57,560.93 2,213.88 27,673526	60,438.98 2,324.58 29,057202	63,460.93 2,440.81 30,510063	66,633.98 2,562.85 32,035566	69,965.68 2,690.99 33,637344
011014 \ Assistant Architect WCOE \ 005	Yearly 2,344.00 29,300046	41,463.33 2,461.20 30,765048	43,536.49 2,584.26 32,303300	45,713.31 2,713.48 33,918465	47,998.98 2,849.15 35,614388	50,398.93 2,991.61 37,395108	52,918.88 3,141.19 39,264863	55,564.82 3,298.25 41,228106
015010 \ Assistant Box Office Supv SUPV \ 001	Yearly 1,518.80 18,985039	39,488.88 1,594.74 19,934291	41,463.33 1,674.48 20,931005	43,536.49 1,758.20 21,977555	45,713.31 1,846.11 23,076433	47,998.98 1,938.42 24,230255	50,398.93 2,035.34 25,441768	52,918.88 2,137.11 26,713856
011011 \ Assistant Civil Engineer WCOE \ 002	Yearly 2,344.00 29,300046	63,991.30 2,461.20 30,765048	67,190.86 2,584.26 32,303300	70,550.41 2,713.48 33,918465	74,077.93 2,849.15 35,614388	77,781.83 2,991.61 37,395108	81,670.92 3,141.19 39,264863	85,754.46 3,298.25 41,228106
003912 \ Assistant Code Enforcemnt Ofcr OPMT \ 062	Yearly 1,323.75 16,546867	36,138.36 1,389.94 17,374211	37,945.28 1,459.43 18,242921	39,842.54 1,532.41 19,155067	41,834.67 1,609.03 20,112821	43,926.40 1,689.48 21,118462	46,122.72 1,773.95 22,174385	48,428.86 1,862.65 23,283104
011019 \ Assistant Electrical Engineer WCOE \ 010	Yearly 2,344.00 29,300046	63,991.30 2,461.20 30,765048	67,190.86 2,584.26 32,303300	70,550.41 2,713.48 33,918465	74,077.93 2,849.15 35,614388	77,781.83 2,991.61 37,395108	81,670.92 3,141.19 39,264863	85,754.46 3,298.25 41,228106
011021 \ Assistant Mechanical Engineer WCOE \ 012	Yearly 2,344.00 29,300046	63,991.30 2,461.20 30,765048	67,190.86 2,584.26 32,303300	70,550.41 2,713.48 33,918465	74,077.93 2,849.15 35,614388	77,781.83 2,991.61 37,395108	81,670.92 3,141.19 39,264863	85,754.46 3,298.25 41,228106
017002 \ Assistant Planner PROF \ 002	Yearly 1,870.54 23,381774	51,065.80 1,964.07 24,550863	53,619.08 2,062.27 25,778406	56,300.04 2,165.39 27,067326	59,115.04 2,273.66 28,420692	62,070.79 2,387.34 29,841727	65,174.33 2,506.71 31,333813	68,433.05 2,632.04 32,900504
007903 \ Assistant WtrCrsConCtrlSpocist WATR \ 005	Yearly 2,078.40 25,980030	54,814.04 2,108.23 26,056902	57,554.74 2,213.64 27,140549	60,432.48 2,324.33 28,270076	63,454.10 2,440.54 29,406780	66,626.81 2,562.57 30,506780	69,958.15 2,690.70 31,641111	73,456.06 2,825.23 32,786441

**Salary Schedule
As of 6/28/2014
Salaries with Steps**

CUSALSCH

Job Code \ Description Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
011015 \ Associate Architect WCOE \ 006	Yearly 2,844.98 Hourly 35.562248	77,667.95 2,987.23 37.340360	81,551.35 3,136.59 39.207378	85,628.91 3,293.42 41.167747	89,910.36 3,458.09 43.226135	94,405.88 3,631.00 45.387442	99,126.17 3,812.55 47.656814	104,082.48 4,003.17 50.039654
011012 \ Associate Civil Engineer WCOE \ 003	Yearly 2,844.98 Hourly 35.562248	77,667.95 2,987.23 37.340360	81,551.35 3,136.59 39.207378	85,628.91 3,293.42 41.167747	89,910.36 3,458.09 43.226135	94,405.88 3,631.00 45.387442	99,126.17 3,812.55 47.656814	104,082.48 4,003.17 50.039654
017023 \ Associate Curator of Art PROF \ 012	Yearly 1,750.94 Hourly 21.886705	47,800.56 1,838.48 22.981040	50,190.59 1,930.41 24.130092	52,700.12 2,026.93 25.336597	55,335.13 2,128.27 26.603427	58,101.88 2,234.69 27.933598	61,006.98 2,346.42 29.330278	64,057.33 2,463.74 30.796792
011020 \ Associate Electrical Engineer WCOE \ 011	Yearly 2,844.98 Hourly 35.562248	77,667.95 2,987.23 37.340360	81,551.35 3,136.59 39.207378	85,628.91 3,293.42 41.167747	89,910.36 3,458.09 43.226135	94,405.88 3,631.00 45.387442	99,126.17 3,812.55 47.656814	104,082.48 4,003.17 50.039654
011016 \ Associate Landscape Architect WCOE \ 007	Yearly 2,759.08 Hourly 34.488489	75,322.86 2,897.03 36.212914	79,089.01 3,041.88 38.023560	83,043.46 3,193.98 39.924738	87,195.63 3,353.68 41.920974	91,555.41 3,521.36 44.017023	96,133.18 3,697.43 46.217874	100,939.84 3,882.30 48.528768
011022 \ Associate Mechanical Engineer WCOE \ 013	Yearly 2,844.98 Hourly 35.562248	77,667.95 2,987.23 37.340360	81,551.35 3,136.59 39.207378	85,628.91 3,293.42 41.167747	89,910.36 3,458.09 43.226135	94,405.88 3,631.00 45.387442	99,126.17 3,812.55 47.656814	104,082.48 4,003.17 50.039654
017003 \ Associate Planner PROF \ 003	Yearly 1,849.87 Hourly 23.123402	51,703.93 1,988.61 24.857657	55,581.72 2,137.76 26.721982	59,750.35 2,298.09 28.726130	64,231.63 2,470.45 30.880590	69,049.00 2,655.73 33.196634	74,227.68 2,854.91 35.686382	79,794.75 3,069.03 38.362861
006001 \ Blacksmith Welder BLDG \ 001	Yearly 1,849.87 Hourly 23.123402	51,703.93 1,988.61 24.857657	55,581.72 2,137.76 26.721982	59,750.35 2,298.09 28.726130	64,231.63 2,470.45 30.880590	69,049.00 2,655.73 33.196634	74,227.68 2,854.91 35.686382	79,794.75 3,069.03 38.362861
016903 \ Booking Coordinator OFFT \ 103	Yearly 1,528.72 Hourly 19.109061	41,734.19 1,605.16 20.064514	43,820.90 1,685.42 21.067740	46,011.94 1,769.69 22.121127	48,312.54 1,858.17 23.227183	50,728.17 1,951.08 24.388542	53,264.58 2,048.64 25.607970	55,927.81 2,151.07 26.888368
016941 \ Boutique Operator OFFT \ 117	Yearly 1,134.31 Hourly 14.178837	30,966.58 1,191.02 14.887779	32,514.91 1,250.57 15.632168	34,140.66 1,313.10 16.413777	35,847.69 1,378.76 17.234465	37,640.07 1,447.70 18.096189	39,522.08 1,520.08 19.000998	41,498.18 1,596.08 19.951048
016011 \ Building Inspector I OFFT \ 010	Yearly 2,010.21 Hourly 25.127622	54,878.73 2,110.72 25.127622	57,622.66 2,216.26 27.43204	60,503.80 2,327.07 29.088364	63,528.99 2,443.42 30.542782	66,705.44 2,565.59 32.069921	70,040.71 2,693.87 33.661088	73,542.74 2,828.57 35.661088

**Salary Schedule
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CUSALSCH

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016012 \ Building Inspector II OFFT \ 011	Yearly 54,878.79 Bi - weekly 2,110.72 Hourly 26.384033	57,622.73 2,216.26 27.703235	60,503.86 2,327.07 29.088396	63,529.06 2,443.43 30.542816	66,705.51 2,565.60 32.069957	70,040.79 2,693.88 33.673455	73,542.83 2,828.57 35.357128	77,219.97 2,970.00 37.124984
016229 \ Building Inspector III OFFT \ 095	Yearly 57,623.11 Bi - weekly 2,216.27 Hourly 27.703416	60,504.26 2,327.09 29.088587	63,529.47 2,443.44 30.543016	66,705.95 2,565.61 32.070167	70,041.24 2,693.89 33.673675	73,543.31 2,828.59 35.357359	77,220.47 2,970.02 37.125227	81,081.50 3,118.52 38.981488
016230 \ Building Inspector IV OFFT \ 096	Yearly 60,504.09 Bi - weekly 2,327.08 Hourly 29.088505	63,529.29 2,443.43 30.542930	66,705.76 2,565.61 32.070077	70,041.05 2,693.89 33.673581	73,543.10 2,828.58 35.357260	77,220.26 2,970.01 37.125123	81,081.27 3,118.51 38.981379	85,135.33 3,274.44 40.930448
003603 \ Building Maintenance Worker OPMT \ 002	Yearly 37,948.61 Bi - weekly 1,459.56 Hourly 18.244526	39,846.04 1,532.54 19.156752	41,838.35 1,609.17 20.114590	43,930.26 1,689.63 21.120319	46,126.78 1,774.11 22.176335	48,433.12 1,862.81 23.285152	50,854.77 1,955.95 24.449410	53,397.51 2,053.75 25.671880
016013 \ Building Technician OFFT \ 012	Yearly 43,388.97 Bi - weekly 1,668.81 Hourly 20.860083	45,558.42 1,752.25 21.903087	47,836.34 1,839.86 22.998242	50,228.16 1,931.85 24.148154	52,739.57 2,028.44 25.355562	55,376.55 2,129.87 26.623340	58,145.38 2,236.36 27.954507	61,052.64 2,348.18 29.352232
016014 \ Burglary/Robbery Alarm Insp OFFT \ 013	Yearly 44,786.58 Bi - weekly 1,722.56 Hourly 21.532007	47,025.90 1,808.69 22.608607	49,377.20 1,899.12 23.739038	51,846.06 1,994.08 24.925989	54,438.36 2,093.78 26.172289	57,160.28 2,198.47 27.480903	60,018.29 2,308.40 28.854949	63,019.21 2,423.82 30.297696
016015 \ Buyer I OFFT \ 014	Yearly 38,516.66 Bi - weekly 1,481.41 Hourly 18.517626	40,442.50 1,555.48 19.443508	42,464.62 1,633.25 20.415683	44,587.85 1,714.92 21.436467	46,817.25 1,800.66 22.508291	49,158.11 1,890.70 23.633705	51,616.01 1,985.23 24.815390	54,196.81 2,084.49 26.056160
016016 \ Buyer II OFFT \ 015	Yearly 45,842.42 Bi - weekly 1,763.17 Hourly 22.039627	48,134.55 1,851.33 23.141608	50,541.27 1,943.90 24.298688	53,068.34 2,041.09 25.513623	55,721.75 2,143.14 26.789304	58,507.84 2,250.30 28.128769	61,433.23 2,362.82 29.535208	64,504.89 2,480.96 31.011968
016017 \ Buyer III OFFT \ 016	Yearly 52,609.36 Bi - weekly 2,023.44 Hourly 25.292961	55,239.83 2,124.61 26.557609	58,001.82 2,230.84 27.885489	60,901.91 2,342.38 29.279764	63,947.00 2,459.50 30.743752	67,144.36 2,582.48 32.280940	70,501.57 2,711.60 33.894987	74,026.65 2,847.18 35.589736
006002 \ Carpenter BLDG \ 002	Yearly 44,671.80 Bi - weekly 1,718.15 Hourly 21.476826	48,022.18 1,847.01 23.087588	51,623.85 1,985.53 24.819157	55,495.64 2,134.45 26.680594	59,657.81 2,294.53 28.681639	64,132.15 2,466.62 30.832762	68,942.06 2,651.62 33.145219	74,112.71 2,850.49 35.631110
016018 \ Cashier OFFT \ 017	Yearly 28,349.89 Bi - weekly 1,090.38 Hourly 13.629754	29,767.38 1,144.90 1,202.14	31,255.75 1,202.14 1,262.25	32,818.54 1,262.25 1,325.36	34,459.47 1,325.36 1,391.63	36,182.44 1,391.63 1,461.21	37,991.56 1,461.21 1,534.27	39,891.14 1,534.27 1,608.32

**Salary Schedule
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Job Code \ Description Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
016232 \ Central Services Assistant I OFFT \ 098	Yearly 28,349.89 Bi - weekly 1,090.38 Hourly 13.629754	29,767.38 1,144.90 14.311241	31,255.75 1,202.14 15.026803	32,818.54 1,262.25 15.778143	34,459.47 1,325.36 16.567051	36,182.44 1,391.63 17.395403	37,991.56 1,461.21 18.265173	39,891.14 1,534.27 19.178432
016233 \ Central Services Assistant II OFFT \ 099	Yearly 31,487.76 Bi - weekly 1,211.07 Hourly 15.138348	33,062.15 1,271.62 15.895265	34,715.26 1,335.20 16.690029	36,451.02 1,401.96 17.524530	38,273.58 1,472.06 18.400757	40,187.25 1,545.66 19.320795	42,196.62 1,622.95 20.286834	44,306.45 1,704.09 21.301176
016234 \ Central Services Assistant III OFFT \ 100	Yearly 33,385.16 Bi - weekly 1,284.04 Hourly 16.050556	35,054.42 1,348.25 16.853084	36,807.14 1,415.66 17.695738	38,647.49 1,486.44 18.580525	40,579.87 1,560.76 19.509551	42,608.86 1,638.80 20.485029	44,739.30 1,720.74 21.509280	46,976.27 1,806.78 22.584744
015012 \ Central Services Supervisor SUPV \ 002	Yearly 52,609.36 Bi - weekly 2,023.44 Hourly 25.292961	55,239.83 2,124.61 26.557609	58,001.82 2,230.84 27.885489	60,901.91 2,342.38 29.279764	63,947.00 2,459.50 30.743752	67,144.36 2,582.48 32.280940	70,501.57 2,711.60 33.894987	74,026.65 2,847.18 35.589736
015013 \ Central Stores Supervisor SUPV \ 003	Yearly 36,988.39 Bi - weekly 1,422.63 Hourly 17.782879	38,837.81 1,493.76 18.672023	40,779.70 1,568.45 19.605624	42,818.68 1,646.87 20.585905	44,959.62 1,729.22 21.615200	47,207.60 1,815.68 22.695960	49,567.98 1,906.46 23.830758	52,046.38 2,001.78 25.022296
015014 \ Chief Museum Attendant SUPV \ 004	Yearly 23,451.44 Bi - weekly 901.98 Hourly 11.274732	24,624.01 947.08 11.838468	25,855.22 994.43 12.430392	27,147.98 1,044.15 13.051911	28,505.38 1,096.36 13.704507	29,930.64 1,151.18 14.389732	31,427.18 1,208.74 15.109219	32,998.53 1,269.17 15.864680
016950 \ Child Care Assistant OFFT \ 122	Yearly 19,498.06 Bi - weekly 749.93 Hourly 9.374069	20,472.97 787.42 9.842773	21,496.62 826.79 10.334912	22,571.45 868.13 10.851657	23,700.02 911.54 11.394240	24,853.39 963.07 11.913589	26,042.76 1,052.15 12.500088	27,273.15 1,157.30 13.263437
016104 \ Claims Collector OFFT \ 058	Yearly 34,563.99 Bi - weekly 1,329.38 Hourly 16.617304	36,292.19 1,395.85 17.448170	38,106.80 1,465.65 18.320578	40,012.14 1,538.93 19.236607	42,012.75 1,615.87 20.198437	44,113.39 1,696.67 21.208359	46,319.06 1,781.50 22.268777	48,635.01 1,870.58 23.382216
016019 \ Clerk I OFFT \ 018	Yearly 26,051.86 Bi - weekly 1,001.99 Hourly 12.524934	27,354.46 1,052.09 13.151181	28,722.18 1,104.70 13.808740	30,158.29 1,159.93 14.499177	31,666.20 1,217.93 15.224136	33,249.51 1,278.83 15.985342	34,911.99 1,342.77 16.784610	36,657.59 1,409.91 17.623840
016020 \ Clerk II OFFT \ 019	Yearly 29,199.89 Bi - weekly 1,123.07 Hourly 14.038407	30,659.88 1,179.23 14.740327	32,192.87 1,238.19 15.477343	33,802.52 1,300.10 16.251211	35,492.64 1,365.10 17.063771	37,267.28 1,433.36 17.916960	39,130.64 1,505.02 18.812808	41,087.17 1,580.28 19.753448
016021 \ Clerk III OFFT \ 020	Yearly 32,432.62 Bi - weekly 1,247.41 Hourly 15.592604	34,054.25 1,309.78 16.066321	35,756.96 1,375.27 16.740846	37,544.81 1,444.03 17.400388	39,422.05 1,516.23 18.052908	41,393.15 1,592.04 18.900553	43,462.81 1,671.65 19.909660	45,635.95 1,755.23 20.959660

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016114 \ Code Enforcement Officer OFFT \ 065	Yearly 44,881.74 Bi - weekly 1,726.22 Hourly 21.577758	47,125.82 1,812.53 22.656646	49,482.11 1,903.16 23.789478	51,956.22 1,998.32 24.978952	54,554.03 2,098.23 26.227899	57,281.73 2,203.14 27.539294	60,145.82 2,313.30 28.916259	63,153.11 2,428.97 30.362072
016922 \ Communications Assistant OFFT \ 108	Yearly 41,656.23 Bi - weekly 1,602.16 Hourly 20.027034	43,739.04 1,682.27 21.028386	45,925.99 1,766.38 22.079805	48,222.29 1,854.70 23.183795	50,633.41 1,947.44 24.342985	53,165.08 2,044.81 25.560134	55,823.33 2,147.05 26.838141	58,614.50 2,254.40 28.180048
003656 \ Community Center Attendant I OPMT \ 038	Yearly 31,487.76 Bi - weekly 1,211.07 Hourly 15.138348	33,062.15 1,271.62 15.895265	34,715.26 1,335.20 16.690029	36,451.02 1,401.96 17.524530	38,273.58 1,472.06 18.400757	40,187.25 1,545.66 19.320795	42,196.62 1,622.95 20.286834	44,306.45 1,704.09 21.301176
003657 \ Community Center Attendant II OPMT \ 039	Yearly 35,428.44 Bi - weekly 1,362.63 Hourly 17.032905	37,199.86 1,430.76 17.884550	39,059.86 1,502.30 18.778778	41,012.85 1,577.42 19.717717	43,063.49 1,656.29 20.703603	45,216.67 1,739.10 21.738783	47,477.50 1,826.06 22.825722	49,851.38 1,917.36 23.967008
002036 \ Community Service Officer POAM \ 015	Yearly 47,541.45 Bi - weekly 1,828.52 Hourly 22.856468	49,918.53 1,919.94 23.999291	52,414.45 2,015.94 25.199255	55,035.17 2,116.74 26.459218	57,786.93 2,222.57 27.782179			
002037 \ Community Service Officer (LT) POAM \ 010	Yearly 47,541.45 Bi - weekly 1,828.52 Hourly 22.856468	49,918.53 1,919.94 23.999291	52,414.45 2,015.94 25.199255	55,035.17 2,116.74 26.459218	57,786.93 2,222.57 27.782179			
016023 \ Community Service Rep I OFFT \ 021	Yearly 32,695.81 Bi - weekly 1,257.53 Hourly 15.719140	34,330.60 1,320.41 16.505097	36,047.13 1,386.43 17.330351	37,849.49 1,455.75 18.196869	39,741.96 1,528.54 19.106712	41,729.06 1,604.96 20.062048	43,815.51 1,685.21 21.065150	46,006.29 1,769.47 22.118408
016125 \ Community Service Rep II OFFT \ 067	Yearly 36,228.79 Bi - weekly 1,393.41 Hourly 17.417685	38,040.22 1,463.09 18.288569	39,942.24 1,536.24 19.202998	41,939.35 1,613.05 20.163148	44,036.31 1,693.70 21.171305	46,238.13 1,778.39 22.229870	48,550.04 1,867.31 23.341364	50,977.54 1,960.67 24.508432
015017 \ Computer Operations Supervisor SUPV \ 005	Yearly 55,329.54 Bi - weekly 2,128.06 Hourly 26.600740	58,096.02 2,234.46 27.930777	61,000.82 2,346.19 29.327315	64,050.86 2,463.49 30.793681	67,253.40 2,586.67 32.333365	70,616.07 2,716.00 33.950034	74,146.87 2,851.80 35.647535	77,854.22 2,994.39 37.429912
016024 \ Computer Operator I OFFT \ 022	Yearly 41,656.23 Bi - weekly 1,602.16 Hourly 20.027034	43,739.04 1,682.27 21.028386	45,925.99 1,766.38 22.079805	48,222.29 1,854.70 23.183795	50,633.41 1,947.44 24.342985	53,165.08 2,044.81 25.560134	55,823.33 2,147.05 26.838141	58,614.50 2,254.40 28.180048
016231 \ Computer Operator II OFFT \ 097	Yearly 43,739.03 Bi - weekly 1,682.27 Hourly 21.028378	45,925.98 1,766.38 22.079291	48,222.28 1,854.70 23.183787	50,633.39 1,947.44 24.342976	53,165.06 2,044.81 25.560125	55,823.32 2,147.05 26.838132	58,614.48 2,254.40 28.180040	61,545.20 2,367.12 29.109400

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015104 \ Concrete Construction Leadwrkr SUPV \ 060	Yearly Bi - weekly Hourly	51,812.86 1,992.80 24.910029	54,403.50 2,092.44 26.155530	57,123.68 2,197.06 27.463307	59,979.86 2,306.92 28.836472	62,978.86 2,422.26 30.278296	66,127.80 2,543.38 31.792210	69,434.19 2,670.55 33.381821	72,905.90 2,804.07 35.050912
016025 \ Construction Inspector I OFFT \ 023	Yearly Bi - weekly Hourly	46,044.43 1,770.94 22.136746	48,346.65 1,859.49 23.243583	50,763.99 1,952.46 24.405762	53,302.18 2,050.08 25.626050	55,967.29 2,152.59 26.907353	58,765.66 2,260.22 28.252720	61,703.94 2,373.23 29.665356	64,789.14 2,491.89 31.148624
016026 \ Construction Inspector II OFFT \ 024	Yearly Bi - weekly Hourly	51,758.13 1,990.70 24.883716	54,346.04 2,090.23 26.127902	57,063.34 2,194.74 27.434297	59,916.51 2,304.48 28.806012	62,912.33 2,419.71 30.246313	66,057.95 2,540.69 31.758629	69,360.85 2,667.72 33.346560	72,828.89 2,801.11 35.013888
016027 \ Construction Inspector III OFFT \ 025	Yearly Bi - weekly Hourly	54,345.95 2,090.23 26.127858	57,063.24 2,194.74 27.434251	59,916.40 2,304.48 28.805963	62,912.23 2,419.70 30.246262	66,057.84 2,540.69 31.758575	69,360.73 2,667.72 33.346503	72,828.76 2,801.11 35.013829	76,470.20 2,941.16 36.764520
003909 \ Cultural Facilities Attendant OPMT \ 059	Yearly Bi - weekly Hourly	33,385.16 1,284.04 16.050556	35,054.42 1,348.25 16.853084	36,807.14 1,415.66 17.695738	38,647.49 1,486.44 18.580525	40,579.87 1,560.76 19.509551	42,608.86 1,638.80 20.485029	44,739.30 1,720.74 21.509280	46,976.27 1,806.78 22.584744
015088 \ Curator of Historical Exhibits SUPV \ 047	Yearly Bi - weekly Hourly	45,658.10 1,756.08 21.951008	47,941.00 1,843.88 23.048558	50,338.05 1,936.08 24.200986	52,854.95 2,032.88 25.411035	55,497.70 2,134.53 26.681587	58,272.59 2,241.25 28.015666	61,186.22 2,353.32 29.416450	64,245.53 2,470.98 30.887272
015018 \ Custodial Supervisor SUPV \ 006	Yearly Bi - weekly Hourly	35,559.12 1,367.66 17.095729	37,337.07 1,436.04 17.950516	39,203.93 1,507.84 18.848042	41,164.12 1,583.24 19.790444	43,222.33 1,662.40 20.779966	45,383.45 1,745.52 21.818964	47,652.62 1,832.79 22.909912	50,035.25 1,924.43 24.055408
003606 \ Custodian I OPMT \ 003	Yearly Bi - weekly Hourly	28,349.89 1,090.38 13.629754	29,767.38 1,144.90 14.311241	31,255.75 1,202.14 15.026803	32,818.54 1,262.25 15.778143	34,459.47 1,325.36 16.567051	36,182.44 1,391.63 17.395403	37,991.56 1,461.21 18.265173	39,891.14 1,534.27 19.178432
003922 \ Custodian II OPMT \ 067	Yearly Bi - weekly Hourly	29,767.01 1,144.89 14.311064	31,255.36 1,202.13 15.026617	32,818.13 1,262.24 15.777948	34,459.04 1,325.35 16.566845	36,181.99 1,391.62 17.395188	37,991.09 1,461.20 18.264947	39,890.64 1,534.26 19.178194	41,885.18 1,610.97 20.137104
016971 \ Customer Service Assistant OFFT \ 131	Yearly Bi - weekly Hourly	32,689.20 1,257.28 15.715961	34,323.66 1,320.14 16.501760	36,039.84 1,386.15 17.326847	37,841.84 1,455.46 18.193190	39,733.93 1,528.23 19.102849	41,720.62 1,604.64 20.057992	43,806.65 1,684.87 21.060891	45,996.99 1,769.11 22.113936
016972 \ Customer Service Rep OFFT \ 132	Yearly Bi - weekly Hourly	34,350.15 1,321.16 16.514494	36,067.66 1,387.22 17.047230	37,871.04 1,456.58 18.117592	39,764.59 1,529.41 19.117592	41,752.82 1,605.88 20.073471	43,840.46 1,686.17 21.077145	46,032.48 1,770.48 22.149452	48,334.11 1,859.00 23.194552

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016973 \ Customer Service Specialist OFFT \ 133	Yearly 38,833.97 Bi - weekly 1,493.61 Hourly 18.670178	40,775.67 1,568.29 19.603687	42,814.45 1,646.71 20.583872	44,955.18 1,729.05 21.613065	47,202.94 1,815.50 22.693719	49,563.08 1,906.27 23.828405	52,041.24 2,001.59 25.019825	54,643.30 2,101.67 26.270816
015098 \ Customer Service Supervisor SUPV \ 055	Yearly 44,260.50 Bi - weekly 1,702.33 Hourly 21.279084	46,473.52 1,787.44 22.343038	48,797.20 1,876.82 23.460190	51,237.06 1,970.66 24.633200	53,798.91 2,069.19 25.864860	56,488.85 2,172.65 27.158102	59,313.30 2,281.28 28.516008	62,278.96 2,395.34 29.941808
016914 \ Customer Service Trainee OFFT \ 106	Yearly 29,564.85 Bi - weekly 1,137.11 Hourly 14.213871	31,043.10 1,193.97 14.924565	32,595.25 1,253.66 15.670793	34,225.01 1,316.35 16.454333	35,936.26 1,382.16 17.277049	37,733.08 1,451.27 18.140902	39,619.73 1,523.84 19.047947	41,600.72 1,600.03 20.000344
016126 \ Data Entry Technician OFFT \ 068	Yearly 29,199.89 Bi - weekly 1,123.07 Hourly 14.038407	30,659.88 1,179.23 14.740327	32,192.87 1,238.19 15.477343	33,802.52 1,300.10 16.251211	35,492.64 1,365.10 17.063771	37,267.28 1,433.36 17.916960	39,130.64 1,505.02 18.812808	41,087.17 1,580.28 19.753448
016217 \ Department Systems Spclst I OFFT \ 084	Yearly 52,130.02 Bi - weekly 2,005.00 Hourly 25.062507	54,736.52 2,105.25 26.315632	57,473.34 2,210.51 27.631414	60,347.01 2,321.04 29.012985	63,364.36 2,437.09 30.463634	66,532.58 2,558.95 31.986815	69,859.20 2,686.89 33.586156	73,352.17 2,821.24 35.265464
016218 \ Department Systems Spclst II OFFT \ 085	Yearly 57,349.15 Bi - weekly 2,205.74 Hourly 27.571707	60,216.61 2,316.02 28.950292	63,227.44 2,431.82 30.397807	66,388.81 2,553.42 31.917697	69,708.25 2,681.09 33.513582	73,193.66 2,815.14 35.189261	76,853.35 2,955.90 36.948724	80,696.01 3,103.69 38.796160
016004 \ Development Services Tech I OFFT \ 004	Yearly 43,388.97 Bi - weekly 1,668.81 Hourly 20.860083	45,558.42 1,752.25 21.903087	47,836.34 1,839.86 22.998242	50,228.16 1,931.85 24.148154	52,739.57 2,028.44 25.355562	55,376.55 2,129.87 26.623340	58,145.38 2,236.36 27.954507	61,052.64 2,348.18 29.352232
016005 \ Development Services Tech II OFFT \ 005	Yearly 45,558.32 Bi - weekly 1,752.24 Hourly 21.903039	47,836.24 1,839.86 22.998191	50,228.05 1,931.85 24.148101	52,739.45 2,028.44 25.355506	55,376.42 2,129.86 26.623281	58,145.25 2,236.36 27.954445	61,052.51 2,348.17 29.352168	64,105.13 2,465.58 30.819776
016006 \ Development Services Tech III OFFT \ 006	Yearly 47,836.21 Bi - weekly 1,839.85 Hourly 22.998177	50,228.02 1,931.85 24.148085	52,739.42 2,028.44 25.355490	55,376.39 2,129.86 26.623264	58,145.21 2,236.35 27.954427	61,052.47 2,348.17 29.352149	64,105.09 2,465.58 30.819756	67,310.35 2,588.86 32.360744
002049 \ Dispatcher I POAM \ 020	Yearly 46,654.33 Bi - weekly 1,794.40 Hourly 22.429967	48,987.05 1,884.12 23.551465	51,436.40 1,978.32 24.729039	54,008.22 2,077.24 25.965490	56,708.63 2,181.10 27.263765	59,544.45 2,292.44 28.729039	62,436.40 2,403.85 30.263765	65,436.40 2,592.44 31.263765
002050 \ Dispatcher II POAM \ 021	Yearly 57,047.81 Bi - weekly 2,194.15 Hourly 27.426831	59,900.20 2,303.85 28.729039	62,895.21 2,419.05 30.263765	66,039.97 2,540.00 31.749985	69,341.97 2,667.00 33.337485	72,729.03 2,838.00 35.337485	76,166.08 3,027.00 38.337485	79,654.08 3,222.00 41.337485

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002051 \ Dispatcher III POAM \ 022	Yearly 65,507.21	68,782.57	72,221.70	75,832.78	79,624.42			
	Bi - weekly 2,519.51	2,645.48	2,777.76	2,916.65	3,062.48			
	Hourly 31.493850	33.068543	34.721970	36.458069	38.280972			
007901 \ DOU O & M Serviceworker App WATR \ 003	Yearly 34,007.66	35,708.04	37,493.44	41,242.78				
	Bi - weekly 1,307.99	1,373.39	1,442.06	1,586.26				
	Hourly 16.349834	17.167326	18.025692	19.828261				
007002 \ DOU Ops and Maintenance Ldwkr WATR \ 002	Yearly 52,203.85	54,814.04	57,554.74	60,432.48	63,454.10	66,626.81	69,958.15	73,456.06
	Bi - weekly 2,007.84	2,108.23	2,213.64	2,324.33	2,440.54	2,562.57	2,690.70	2,825.23
	Hourly 25.098003	26.352903	27.670549	29.054076	30.506780	32.032119	33.633725	35.315411
007015 \ DOU Ops and Maintenance Spec WATR \ 007	Yearly 49,795.20	52,290.65	54,905.18	57,650.44	60,532.96	63,559.61	66,737.59	70,074.47
	Bi - weekly 1,915.20	2,011.18	2,111.74	2,217.32	2,328.19	2,444.60	2,566.83	2,695.17
	Hourly 23.940000	25.139736	26.396722	27.716558	29.102386	30.557506	32.085381	33.689650
007001 \ DOU Ops and Maintenance Srwvkr WATR \ 001	Yearly 47,429.16	49,800.62	52,290.65	54,905.18	57,650.44	60,532.97	63,559.61	66,737.59
	Bi - weekly 1,824.20	1,915.41	2,011.18	2,111.74	2,217.32	2,328.19	2,444.60	2,566.83
	Hourly 22.802481	23.942605	25.139736	26.396722	27.716559	29.102387	30.557506	32.085381
015103 \ DOU Ops and Maintenance Sup SUPV \ 059	Yearly 60,026.91	63,028.25	66,179.66	69,488.65	72,963.08	76,611.23	80,441.79	84,463.88
	Bi - weekly 2,308.73	2,424.16	2,545.37	2,672.64	2,806.27	2,946.59	3,093.92	3,248.61
	Hourly 28.859089	30.302043	31.817145	33.408003	35.078403	36.832323	38.673939	40.607636
015020 \ Drainage Supervisor SUPV \ 007	Yearly 43,486.75	45,661.09	47,944.14	50,341.35	52,858.41	55,501.34	58,276.40	61,190.22
	Bi - weekly 1,672.57	1,756.20	1,844.01	1,936.21	2,033.02	2,134.67	2,241.40	2,353.47
	Hourly 20.907091	21.952445	23.050067	24.202571	25.412699	26.683334	28.017501	29.418376
016201 \ Elder Care Assistant OFFT \ 071	Yearly 19,463.83	20,437.02	21,458.87	22,531.81	23,658.40	24,841.32	26,075.44	27,354.44
	Bi - weekly 748.61	786.04	825.34	866.61	909.94	955.44	1,003.44	1,052.44
	Hourly 9.357609	9.825490	10.316764	10.832602	11.374232	11.942944	12.542944	13.174232
016039 \ Electrical Constructn Insp I OFFT \ 026	Yearly 43,814.51	46,005.24	48,305.50	50,720.77	53,256.81	55,919.65	58,715.63	61,651.42
	Bi - weekly 1,685.17	1,769.43	1,857.90	1,950.80	2,048.34	2,150.76	2,258.29	2,371.21
	Hourly 21.064669	22.117902	23.223797	24.384987	25.604236	26.884448	28.228670	29.640104
016040 \ Electrical Constructn Insp II OFFT \ 027	Yearly 48,206.71	50,617.04	53,147.90	55,805.29	58,595.56	61,525.33	64,601.60	67,831.68
	Bi - weekly 1,854.10	1,946.81	2,044.15	2,146.36	2,253.68	2,366.36	2,484.68	2,608.91
	Hourly 23.176302	24.335117	25.551873	26.829466	28.170940	29.579487	31.058461	32.611384
016041 \ Electrical Constructn Insp III OFFT \ 028	Yearly 51,263.57	53,826.75	56,518.08	59,343.99	62,311.19	65,426.75	68,698.08	72,132.99
	Bi - weekly 1,971.68	2,070.26	2,173.77	2,282.46	2,396.58	2,516.41	2,642.23	2,774.35
	Hourly 24.645945	25.806421	27.014155	28.270762	29.575301	31.455166	33.229669	35.109320

**Salary Schedule
As of 6/28/2014
Salaries with Steps**

CUSALSCH

Job Code \ Description Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
006004 \ Electrician BLDG \ 003	Yearly 50,595.29	54,389.93	58,469.18	62,854.37	67,568.44	72,636.08	78,083.78	83,940.07
	Bi - weekly 1,945.97	2,091.92	2,248.81	2,417.48	2,598.79	2,793.70	3,003.22	3,228.46
	Hourly 24,324,657	26,149,006	28,110,182	30,218,446	32,484,829	34,921,191	37,540,281	40,355,802
006007 \ Electrician Lineworker BLDG \ 005	Yearly 49,107.30	52,790.34	56,749.62	61,005.84	65,581.28	70,499.88	75,787.37	81,471.42
	Bi - weekly 1,888.74	2,030.40	2,182.68	2,346.38	2,522.36	2,711.53	2,914.90	3,133.52
	Hourly 23,609,277	25,379,973	27,283,471	29,329,731	31,529,461	33,894,171	36,436,233	39,168,951
006006 \ Electrician Supervisor BLDG \ 004	Yearly 58,705.51	63,108.42	67,841.56	72,929.67	78,399.40	84,279.35	90,600.30	97,395.33
	Bi - weekly 2,257.90	2,427.25	2,609.29	2,804.99	3,015.36	3,241.51	3,484.63	3,745.97
	Hourly 28,223,803	30,340,588	32,616,132	35,062,342	37,692,018	40,518,919	43,557,838	46,824,676
003615 \ Electronic Maint Tech I OPMT \ 007	Yearly 50,299.65	52,814.63	55,455.37	58,228.13	61,139.54	64,196.52	67,406.34	70,776.66
	Bi - weekly 1,934.60	2,031.33	2,132.90	2,239.54	2,351.52	2,469.10	2,592.55	2,722.18
	Hourly 24,182,524	25,391,650	26,661,233	27,994,295	29,394,009	30,863,710	32,406,895	34,027,240
003616 \ Electronic Maint Tech II OPMT \ 008	Yearly 52,814.75	55,455.49	58,228.26	61,139.67	64,196.66	67,406.49	70,776.81	74,315.65
	Bi - weekly 2,031.34	2,132.90	2,239.55	2,351.53	2,469.10	2,592.56	2,722.19	2,858.29
	Hourly 25,391,706	26,661,291	27,994,356	29,394,073	30,863,777	32,406,966	34,027,314	35,728,680
003614 \ Electronic Maint Tech Trnee OPMT \ 006	Yearly 45,726.97	48,013.32	50,413.98	52,934.68	55,581.42	58,360.49	61,278.51	64,342.44
	Bi - weekly 1,758.73	1,846.67	1,939.00	2,035.95	2,137.75	2,244.63	2,356.87	2,474.71
	Hourly 21,984,120	23,083,326	24,237,492	25,449,366	26,721,835	28,057,927	29,460,823	30,933,864
015044 \ Enforcement & Collections Supv SUPV \ 021	Yearly 45,145.85	47,403.14	49,773.30	52,261.97	54,875.07	57,618.82	60,499.76	63,524.75
	Bi - weekly 1,736.38	1,823.20	1,914.36	2,010.08	2,110.58	2,216.11	2,326.91	2,443.26
	Hourly 21,704,737	22,789,973	23,929,472	25,125,946	26,382,243	27,701,355	29,086,423	30,540,744
003608 \ Engineering Aide I OPMT \ 004	Yearly 34,872.85	36,616.49	38,447.31	40,369.68	42,388.16	44,507.57	46,732.95	49,069.60
	Bi - weekly 1,341.26	1,408.33	1,478.74	1,552.68	1,630.31	1,711.83	1,797.42	1,887.29
	Hourly 16,765,791	17,604,081	18,484,285	19,408,499	20,378,924	21,397,870	22,467,764	23,591,152
003609 \ Engineering Aide II OPMT \ 005	Yearly 39,438.15	41,410.06	43,480.56	45,654.59	47,937.32	50,334.18	52,850.89	55,493.44
	Bi - weekly 1,516.85	1,592.69	1,672.33	1,755.95	1,843.74	1,935.93	2,032.73	2,134.36
	Hourly 18,960,648	19,908,681	20,904,115	21,949,320	23,046,786	24,199,126	25,409,082	26,679,536
016930 \ Engineering Technician I OFFT \ 110	Yearly 41,410.41	43,480.93	45,654.98	47,937.73	50,334.61	52,851.34	55,493.91	58,268.60
	Bi - weekly 1,592.71	1,672.34	1,755.96	1,843.76	1,935.95	2,032.74	2,134.38	2,241.10
	Hourly 19,908,851	20,904,293	21,949,508	23,046,983	24,199,332	25,409,299	26,679,764	28,013,752
016931 \ Engineering Technician II OFFT \ 111	Yearly 43,480.91	45,654.95	47,937.70	50,334.58	52,851.31	55,493.88	58,268.57	61,182.00
	Bi - weekly 1,672.34	1,755.96	1,843.76	1,935.95	2,032.74	2,134.38	2,241.10	2,353.15
	Hourly 20,904,282	21,949,921	23,046,971	24,199,319	25,409,285	26,679,750	28,010,424	29,410,424

**Salary Schedule
As of 6/28/2014
Salaries with Steps**

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016939 \ Engineering Technician III OFFT \ 116	Yearly 1,839.59 Hourly 22.994851	50,220.75 1,931.57 24,144,593	52,731.79 2,028.15 25,351,823	55,368.38 2,129.55 26,619,414	58,136.80 2,236.03 27,950,385	61,043.64 2,347.83 29,347,904	64,095.82 2,465.22 30,815,299	67,300.61 2,588.49 32,356,064
012057 \ Equipment Body Mechanic I IAMA \ 010	Yearly 1,745.42 Hourly 21.817759	47,649.99 1,832.69 22,908,647	50,032.49 1,924.33 24,054,080	52,534.11 2,020.54 25,256,783	55,160.82 2,121.57 26,519,623	57,918.86 2,227.65 27,845,604	60,814.80 2,339.03 29,237,884	63,855.54 2,455.98 30,699,778
012002 \ Equipment Body Mechanic II IAMA \ 001	Yearly 1,910.15 Hourly 23.876921	52,147.20 2,005.66 25,070,767	54,754.55 2,105.94 26,324,305	57,492.28 2,211.24 27,640,520	60,366.90 2,321.80 29,022,546	63,385.24 2,437.89 30,473,673	66,554.50 2,559.79 31,997,357	69,882.23 2,687.78 33,597,225
012058 \ Equipment Body Mechanic III IAMA \ 011	Yearly 2,017.71 Hourly 25.221354	55,083.44 2,118.59 26,482,422	57,837.61 2,224.52 27,806,543	60,729.49 2,335.75 29,196,870	63,765.97 2,452.54 30,656,714	66,954.26 2,575.16 32,189,549	70,301.98 2,703.92 33,799,027	73,817.07 2,839.12 35,488,978
015053 \ Equipment Maint Supv SUPV \ 026	Yearly 2,117.46 Hourly 26.468217	57,806.59 2,223.33 27,791,628	60,696.92 2,334.50 29,181,210	63,731.76 2,451.22 30,640,270	66,918.35 2,573.78 32,172,284	70,264.27 2,702.47 33,780,898	73,777.48 2,837.60 35,469,943	77,466.36 2,979.48 37,243,440
012009 \ Equipment Mechanic I IAMA \ 006	Yearly 1,745.42 Hourly 21.817759	47,649.99 1,832.69 22,908,647	50,032.49 1,924.33 24,054,080	52,534.11 2,020.54 25,256,783	55,160.82 2,121.57 26,519,623	57,918.86 2,227.65 27,845,604	60,814.80 2,339.03 29,237,884	63,855.54 2,455.98 30,699,778
012003 \ Equipment Mechanic II IAMA \ 002	Yearly 1,910.15 Hourly 23.876921	52,147.20 2,005.66 25,070,767	54,754.55 2,105.94 26,324,305	57,492.28 2,211.24 27,640,520	60,366.90 2,321.80 29,022,546	63,385.24 2,437.89 30,473,673	66,554.50 2,559.79 31,997,357	69,882.23 2,687.78 33,597,225
012004 \ Equipment Mechanic III IAMA \ 003	Yearly 2,017.71 Hourly 25.221354	55,083.44 2,118.59 26,482,422	57,837.61 2,224.52 27,806,543	60,729.49 2,335.75 29,196,870	63,765.97 2,452.54 30,656,714	66,954.26 2,575.16 32,189,549	70,301.98 2,703.92 33,799,027	73,817.07 2,839.12 35,488,978
012006 \ Equipment Serviceworker IAMA \ 005	Yearly 33,860.63 Bi - weekly 1,302.33 Hourly 16.279150	35,553.67 1,367.45 17,093,108	37,331.35 1,435.82 17,947,763	39,197.91 1,507.61 18,845,151	41,157.81 1,582.99 19,787,409	43,215.70 1,662.14 20,776,779	45,376.49 1,745.25 21,815,618	47,645.31 1,832.51 22,906,399
016043 \ Events Coordinator OFFT \ 029	Yearly 1,518.80 Hourly 18.985039	41,463.33 1,594.74 19,934,291	43,536.49 1,674.48 20,931,005	45,713.31 1,758.20 21,977,555	47,998.98 1,846.11 23,076,433	50,398.93 1,938.42 24,230,255	52,918.88 2,035.34 25,441,768	55,564.82 2,137.11 26,713,856
016044 \ Exhibits Coordinator OFFT \ 030	Yearly 34,722.19 Bi - weekly 1,335.47 Hourly 16.693359	36,458.30 1,402.24 20,500,021	38,281.21 1,472.35 21,444,428	40,195.27 1,545.97 22,400,082	42,205.04 1,623.27 23,350,082	44,315.29 1,704.43 24,300,082	46,531.05 1,789.66 25,200,082	48,857.60 1,879.14 26,100,082

**Salary Schedule
As of 6/28/2014
Salaries with Steps**

CUSALSCH

Job Code \ Description Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
016916 \ Facility Drawings Technician OFFT \ 107	Yearly 43,388.97	45,558.42	47,836.34	50,228.16	52,739.57	55,376.55	58,145.38	61,052.64
	Bi - weekly 1,668.81	1,752.25	1,839.86	1,931.85	2,028.44	2,129.87	2,236.36	2,348.18
	Hourly 20.860083	21.903087	22.998242	24.148154	25.355562	26.623340	27.954507	29.352232
015092 \ Financial Services Supervisor SUPV \ 049	Yearly 42,128.81	44,235.25	46,447.01	48,769.37	51,207.83	53,768.23	56,456.64	59,279.47
	Bi - weekly 1,620.34	1,701.36	1,786.42	1,875.74	1,969.53	2,068.01	2,171.41	2,279.98
	Hourly 20.254236	21.266948	22.330295	23.446810	24.619150	25.850108	27.142613	28.499744
016974 \ Fingerprint Clerk OFFT \ 134	Yearly 36,834.81	38,676.55	40,610.37	42,640.89	44,772.94	47,011.58	49,362.17	51,830.27
	Bi - weekly 1,416.72	1,487.56	1,561.94	1,640.03	1,722.04	1,808.14	1,898.54	1,993.47
	Hourly 17.709042	18.594494	19.524218	20.500429	21.525451	22.601723	23.731810	24.918400
005170 \ Fire Battalion Chief FR56 \ 007	Yearly 97,382.73	102,251.87	107,364.46	112,732.68	118,369.32			
	Bi - weekly 3,745.49	3,932.76	4,129.40	4,335.87	4,552.67			
	Hourly 33.441872	35.113966	36.869664	38.713147	40.648804			
FA7 \ Fire Battalion Chief (Admin) FR40 \ FA7	Yearly 105,171.65	110,430.24	115,951.75	121,749.33	127,836.80			
	Bi - weekly 4,045.06	4,247.32	4,459.68	4,682.67	4,916.80			
	Hourly 50.563294	53.091459	55.746032	58.533330	61.460000			
005020 \ Fire Captain FR56 \ 002	Yearly 75,513.91	79,289.60	83,254.08	87,416.78	91,787.62			
	Bi - weekly 2,904.38	3,049.60	3,202.08	3,362.18	3,530.29			
	Hourly 25.931973	27.228571	28.590000	30.019500	31.520475			
FA5 \ Fire Captain (Admin) FR40 \ FA5	Yearly 81,283.01	85,347.16	89,614.51	94,095.24	98,800.00			
	Bi - weekly 3,126.27	3,282.58	3,446.71	3,619.05	3,800.00			
	Hourly 39.078368	41.032286	43.083900	45.238095	47.500000			
005150 \ Fire Captain (Paramedic) FR56 \ 005	Yearly 78,534.51	82,461.24	86,584.30	90,913.51	95,459.19			
	Bi - weekly 3,020.56	3,171.59	3,330.17	3,496.67	3,671.51			
	Hourly 26.969269	28.317732	29.733619	31.220300	32.781315			
FA6 \ Fire Captain (Paramedic-Admin) FR40 \ FA6	Yearly 84,198.07	88,407.97	92,828.37	97,469.79	102,343.28			
	Bi - weekly 3,238.39	3,400.31	3,570.32	3,748.84	3,936.28			
	Hourly 40.479841	42.503833	44.629025	46.860476	49.203500			
005050 \ Fire Engineer FR56 \ 003	Yearly 66,794.19	70,133.90	73,640.60	77,322.63	81,188.76			
	Bi - weekly 2,569.01	2,697.46	2,832.33	2,973.95	3,122.64			
	Hourly 22.937566	24.084444	25.288667	26.553100	27.880755			
FA3 \ Fire Engineer (Admin) FR40 \ FA3	Yearly 71,888.40	75,482.82	79,256.96	83,219.81	87,380.80			
	Bi - weekly 2,764.94	2,903.19	3,048.34	3,200.76	3,360.80			
	Hourly 34.561731	36.099121	37.744308	39.400954	42.010000			

**Salary Schedule
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Job Code \ Description Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
005141 \ Fire Engineer (PAR) FR56 \ 004	Yearly 69,465.90 Bi - weekly 2,671.77 Hourly 23.855048	72,939.19 2,805.35 25.047800	76,586.15 2,945.62 26.300190	80,415.46 3,092.90 27.615200	84,436.24 3,247.55 28.995960			
FA4 \ Fire Engineer(Paramedic-Admin) FR40 \ FA4	Yearly 74,349.48 Bi - weekly 2,859.60 Hourly 35.744942	78,066.95 3,002.58 37.532189	81,970.30 3,152.70 39.408798	86,068.82 3,310.34 41.379238	90,372.26 3,475.86 43.448200			
005067 \ Fire Investigator I FR40 \ 004	Yearly 66,799.33 Bi - weekly 2,569.21 Hourly 32.115063	70,139.30 2,697.67 33.720816	73,646.26 2,832.55 35.406857	77,328.58 2,974.18 37.177200	81,195.01 3,122.88 39.036060			
005068 \ Fire Investigator II FR40 \ 005	Yearly 75,478.87 Bi - weekly 2,903.03 Hourly 36.287917	79,252.81 3,048.19 38.102313	83,215.45 3,200.59 40.007429	87,376.22 3,360.62 42.007800	91,745.04 3,528.66 44.108190			
005065 \ Fire Prevention Officer I FR40 \ 002	Yearly 57,874.00 Bi - weekly 2,225.92 Hourly 27.824036	60,767.70 2,337.22 29.215238	63,806.08 2,454.08 30.676000	66,996.38 2,576.78 32.209800	70,346.20 2,705.62 33.820290			
005066 \ Fire Prevention Officer II FR40 \ 003	Yearly 62,463.16 Bi - weekly 2,402.43 Hourly 30.030364	65,586.32 2,522.55 31.531882	68,865.63 2,648.68 33.108476	72,308.91 2,781.11 34.763900	75,924.36 2,920.17 36.502095			
005064 \ Fire Prevention Officer Trnee FR40 \ 001	Yearly 45,370.42 Bi - weekly 1,745.02 Hourly 21.812700	47,638.94 1,832.27 22.903335						
011018 \ Fire Protection Engineer WCOE \ 009	Yearly 75,448.70 Bi - weekly 2,901.87 Hourly 36.273414	79,221.14 3,046.97 38.087085	83,182.19 3,199.32 39.991439	87,341.30 3,359.28 41.991011	91,708.37 3,527.24 44.090562	96,293.79 3,703.61 46.295090	101,108.48 3,888.79 48.609844	106,163.90 4,083.23 51.040336
012014 \ Fire Service Worker IAMA \ 009	Yearly 39,115.86 Bi - weekly 1,504.46 Hourly 18.805703	41,071.66 1,579.68 19.745989	43,125.24 1,658.66 20.733288	45,281.50 1,741.60 21.769952	47,545.58 1,828.68 22.858450	49,922.86 1,920.11 24.001373	52,419.00 2,016.12 25.201441	55,039.95 2,116.92 26.461513
005010 \ Firefighter FR56 \ 001	Yearly 56,211.50 Bi - weekly 2,161.98 Hourly 19.303401	59,022.08 2,270.08 20.268571	61,973.18 2,383.58 21.282000	65,071.84 2,502.76 22.346100	68,325.44 2,627.90 23.463405			
FA1 \ Firefighter (Admin) FR40 \ FA1	Yearly 60,316.10 Bi - weekly 2,319.85 Hourly 28.998123	63,331.90 2,435.84 20.404021	66,498.50 2,557.63 20.740431	69,823.42 2,685.52 33.568952	73,314.59 2,819.79 35.247400			

**Salary Schedule
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Job Code \ Description Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
005160 \ Firefighter (Par) FR56 \ 006	Yearly 61,832.63 Bi - weekly 2,378.18 Hourly 21.233733	64,924.26 2,497.09 22.295420	68,170.47 2,621.94 23.410190	71,579.00 2,753.04 24.580700	75,157.95 2,890.69 25.809735	78,746.80 3,077.44 27.224700	82,335.75 3,264.99 28.939700	85,924.70 3,452.54 30.069700
FA2 \ Firefighter (Paramedic-Admin) FR40 \ FA2	Yearly 66,335.66 Bi - weekly 2,551.37 Hourly 31.892144	69,652.44 2,678.94 33.486751	73,135.06 2,812.89 35.161088	76,791.82 2,953.53 36.919143	80,631.41 3,101.21 38.765100	84,561.00 3,288.76 40.615100	88,390.59 3,477.31 42.460100	92,220.18 3,666.86 44.205100
016045 \ Fleet Management Technician OFFT \ 031	Yearly 50,331.78 Bi - weekly 1,935.84 Hourly 24.197972	52,848.37 2,032.63 25.407870	55,490.79 2,134.26 26.678264	58,265.33 2,240.97 28.012177	61,178.60 2,353.02 29.412786	64,237.52 2,470.67 30.883425	67,449.40 2,594.21 32.427596	70,821.87 2,723.92 34.048976
016976 \ Fleet Service Coordinator OFFT \ 136	Yearly 36,113.02 Bi - weekly 1,388.96 Hourly 17.362029	37,918.67 1,458.41 18.230131	39,814.61 1,531.33 19.141637	41,805.34 1,607.90 20.098719	43,895.60 1,688.29 21.103655	46,090.38 1,772.71 22.158838	48,394.90 1,861.34 23.266780	50,814.65 1,954.41 24.430119
016047 \ Forensic Investigator I OFFT \ 032	Yearly 45,156.46 Bi - weekly 1,736.79 Hourly 21.709836	47,414.28 1,823.63 22.795328	49,785.00 1,914.81 23.935095	52,274.25 2,010.55 25.131849	54,887.96 2,111.08 26.388442	57,632.36 2,216.63 27.707864	60,513.98 2,327.46 29.093257	63,539.67 2,443.83 30.547920
016048 \ Forensic Investigator II OFFT \ 033	Yearly 49,672.11 Bi - weekly 1,910.47 Hourly 23.880820	52,155.71 2,005.99 25.074861	54,763.50 2,106.29 26.328604	57,501.67 2,211.60 27.645034	60,376.76 2,322.18 29.027286	63,395.59 2,438.29 30.478650	66,565.37 2,560.21 32.002583	69,893.64 2,688.22 33.602712
003681 \ General Helper OPMT \ 052	Yearly 19,121.81 Bi - weekly 735.45 Hourly 9.193180	20,077.91 772.23 9.652839	21,081.80 810.84 10.135481	22,135.89 851.38 10.642255	23,242.69 893.95 11.174368	24,404.82 938.65 11.733087	25,625.06 985.58 12.319741	26,906.31 1,034.86 12.935728
012010 \ General Repair Worker IAMA \ 007	Yearly 38,791.96 Bi - weekly 1,492.00 Hourly 18.649982	40,731.56 1,566.60 19.582481	42,768.14 1,644.93 20.561605	44,906.55 1,727.17 21.589685	47,151.87 1,813.53 22.669170	49,509.47 1,904.21 23.802628	51,984.94 1,999.42 24.992759	54,584.19 2,099.39 26.242397
006061 \ Generator Technician BLDG \ 023	Yearly 55,558.38 Bi - weekly 2,136.86 Hourly 26.710761	58,336.30 2,243.70 28.046299	61,253.12 2,355.89 29.448614	64,315.77 2,473.68 30.921045	67,531.56 2,597.37 32.467097	70,908.14 2,727.24 34.090452	74,453.55 2,863.60 35.794974	78,176.22 3,006.78 37.584723
017026 \ GIS Specialist I PROF \ 014	Yearly 54,445.72 Bi - weekly 2,094.07 Hourly 26.175826	57,168.00 2,198.77 27.484617	60,026.40 2,308.71 28.858848	63,027.73 2,424.14 30.301791	66,179.11 2,545.35 31.816880	69,488.07 2,672.62 33.407724	72,962.47 2,806.25 35.078110	76,610.59 2,946.56 36.832016
017027 \ GIS Specialist II PROF \ 015	Yearly 59,892.69 Bi - weekly 2,303.56 Hourly 28.794562	62,887.32 2,418.74 29.936492	66,031.69 2,539.68 30.146004	69,333.27 2,666.66 33.333305	72,799.94 2,800.00 34.999970	76,439.93 2,940.00 36.749968	80,261.93 3,087.00 38.566774	84,275.03 3,241.35 40.100640

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017028 \ GIS Specialist III PROF \ 016	65,879.88 2,533.84 31.673020	69,173.88 2,660.53 33.256671	72,632.57 2,793.56 34.919505	76,264.20 2,933.24 36.665480	80,077.41 3,079.90 38.498754	84,081.28 3,233.90 40.423692	88,285.34 3,395.59 42.444876	92,699.61 3,565.37 44.567120
003618 \ Golf Course Marshal OPMT \ 009	33,948.29 1,305.70 16.321291	35,645.70 1,370.99 17.137356	37,427.99 1,439.54 17.994224	39,299.39 1,511.51 18.893935	41,264.36 1,587.09 19.838632	43,327.57 1,666.45 20.830563	45,493.95 1,749.77 21.872091	47,768.65 1,837.26 22.965696
015021 \ Golf Course Supervisor SUPV \ 008	46,014.30 1,769.78 22.122259	48,315.01 1,858.27 23.228372	50,730.77 1,951.18 24.389791	53,267.30 2,048.74 25.609280	55,930.67 2,151.18 26.889744	58,727.20 2,258.74 28.234231	61,663.56 2,371.68 29.645943	64,746.74 2,490.26 31.128240
017015 \ Graphic Designer PROF \ 009	45,524.35 1,750.94 21.886705	47,800.56 1,838.48 22.981040	50,190.59 1,930.41 24.130092	52,700.12 2,026.93 25.336597	55,335.13 2,128.27 26.603427	58,101.88 2,234.69 27.933598	61,006.98 2,346.42 29.330278	64,057.33 2,463.74 30.796792
016957 \ Graphics Assistant OFFT \ 127	31,487.76 1,211.07 15.138348	33,062.15 1,271.62 15.895265	34,715.26 1,335.20 16.690029	36,451.02 1,401.96 17.524530	38,273.58 1,472.06 18.400757	40,187.25 1,545.66 19.320795	42,196.62 1,622.95 20.286834	44,306.45 1,704.09 21.301176
003619 \ Greenskeeper OPMT \ 010	33,939.06 1,305.35 16.316857	35,636.02 1,370.62 17.132700	37,417.82 1,439.15 17.989335	39,288.71 1,511.10 18.888801	41,253.14 1,586.66 19.833241	43,315.80 1,665.99 20.824903	45,481.59 1,749.29 21.866149	47,755.67 1,836.76 22.959456
016977 \ Health Coverage Representative OFFT \ 138	30,683.27 1,180.13 14.751573	32,217.43 1,239.13 15.489151	33,828.31 1,301.09 16.263609	35,519.72 1,366.14 17.076789	37,295.71 1,434.45 17.930629	39,262.41 1,510.09 18.876160	41,118.52 1,581.48 19.768518	43,174.44 1,660.56 20.756944
015106 \ Health Coverage Supervisor SUPV \ 062	46,938.24 1,805.32 22.566463	49,285.16 1,895.58 23.694786	51,749.41 1,990.36 24.879526	54,336.88 2,089.88 26.123502	57,053.73 2,194.37 27.429677	59,906.42 2,304.09 28.801161	62,901.74 2,419.30 30.241219	66,046.82 2,540.26 31.753280
004010 \ HVAC Systems Mechanic PLNT \ 006	55,669.75 2,141.14 26.764304	58,453.24 2,248.20 28.102520	61,375.90 2,360.61 29.507646	64,444.70 2,478.64 30.983028	67,666.93 2,602.57 32.532179	71,050.28 2,732.70 34.158788	74,602.79 2,869.34 35.866728	78,332.93 3,012.81 37.660064
003648 \ Instrument Technician I OPMT \ 030	46,907.80 1,804.15 22.551829	49,253.19 1,894.35 23.679420	51,715.85 1,989.07 24.863391	54,301.65 2,088.52 26.106561	57,016.73 2,192.95 27.411889	59,867.57 2,302.60 28.782483	62,860.95 2,417.73 30.221608	66,003.99 2,538.62 31.732688
003649 \ Instrument Technician II OPMT \ 031	52,814.75 2,031.34 25.391706	55,455.49 2,132.90 26.666921	58,228.26 2,239.55 27.944356	61,139.67 2,351.53 29.394073	64,196.66 2,469.10 30.863777	67,406.49 2,592.56 32.406966	70,776.81 2,722.19 34.229175	74,315.65 2,858.29 35.104680

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003646 \ Instrument Technician Trainee OPMT \ 028	Yearly Bi - weekly Hourly	42,629.37 1,639.59 20,494,890	44,760.84 1,721.57 21,519,634	46,998.88 1,807.65 22,595,616	49,348.83 1,898.03 23,725,397	51,816.27 1,992.93 24,911,667	54,407.08 2,092.58 26,157,250	57,127.43 2,197.21 27,465,112	59,983.81 2,307.07 28,838,368
015087 \ Instrumentation Supervisor SUPV \ 046	Yearly Bi - weekly Hourly	58,420.37 2,246.94 28,086,717	61,341.39 2,359.28 29,491,053	64,408.46 2,477.25 30,965,606	67,628.88 2,601.11 32,513,886	71,010.33 2,731.17 34,139,581	74,560.85 2,867.72 35,846,560	78,288.89 3,011.11 37,638,888	82,203.33 3,161.67 39,520,832
003921 \ Irrigation Technician OPMT \ 066	Yearly Bi - weekly Hourly	37,948.61 1,459.56 18,244,526	39,846.04 1,532.54 19,156,752	41,838.35 1,609.17 20,114,590	43,930.26 1,689.63 21,120,319	46,126.78 1,774.11 22,176,335	48,433.12 1,862.81 23,285,152	50,854.77 1,955.95 24,449,410	53,397.51 2,053.75 25,671,880
016219 \ IT Support Specialist I OFFT \ 086	Yearly Bi - weekly Hourly	54,445.72 2,094.07 26,175,826	57,168.00 2,198.77 27,484,617	60,026.40 2,308.71 28,858,848	63,027.73 2,424.14 30,301,791	66,179.11 2,545.35 31,816,880	69,488.07 2,672.62 33,407,724	72,962.47 2,806.25 35,078,110	76,610.59 2,946.56 36,832,016
016220 \ IT Support Specialist II OFFT \ 087	Yearly Bi - weekly Hourly	59,892.69 2,303.56 28,794,562	62,887.32 2,418.74 30,234,290	66,031.69 2,539.68 31,746,004	69,333.27 2,666.66 33,333,305	72,799.94 2,800.00 34,999,970	76,439.93 2,940.00 36,749,968	80,261.93 3,087.00 38,587,467	84,275.03 3,241.35 40,516,840
016221 \ IT Trainee OFFT \ 088	Yearly Bi - weekly Hourly	41,656.23 1,602.16 20,027,034	43,739.04 1,682.27 21,028,386	45,925.99 1,766.38 22,079,805	48,222.29 1,854.70 23,183,795	50,633.41 1,947.44 24,342,985	53,165.08 2,044.81 25,560,134	55,823.33 2,147.05 26,838,141	58,614.50 2,254.40 28,180,048
011013 \ Junior Architect WCOE \ 004	Yearly Bi - weekly Hourly	49,964.41 1,921.71 24,021,351	52,462.63 2,017.79 25,222,419	55,085.76 2,118.68 26,483,540	57,840.05 2,224.62 27,807,717	60,732.05 2,335.85 29,198,103	63,768.66 2,452.64 30,658,008	66,957.09 2,575.27 32,190,908	70,304.94 2,704.04 33,800,454
011010 \ Junior Engineer WCOE \ 001	Yearly Bi - weekly Hourly	49,964.41 1,921.71 24,021,351	52,462.63 2,017.79 25,222,419	55,085.76 2,118.68 26,483,540	57,840.05 2,224.62 27,807,717	60,732.05 2,335.85 29,198,103	63,768.66 2,452.64 30,658,008	66,957.09 2,575.27 32,190,908	70,304.94 2,704.04 33,800,454
011024 \ Junior Landscape Assistant WCOE \ 015	Yearly Bi - weekly Hourly	49,964.41 1,921.71 24,021,351	52,462.63 2,017.79 25,222,419	55,085.76 2,118.68 26,483,540	57,840.05 2,224.62 27,807,717	60,732.05 2,335.85 29,198,103	63,768.66 2,452.64 30,658,008	66,957.09 2,575.27 32,190,908	70,304.94 2,704.04 33,800,454
017004 \ Junior Planner PROF \ 004	Yearly Bi - weekly Hourly	44,020.52 1,693.10 21,163,709	46,221.54 1,777.75 22,221,895	48,532.62 1,866.64 23,332,989	50,959.25 1,959.97 24,499,639	53,507.21 2,057.97 25,724,621	56,182.57 2,160.87 27,010,852	58,991.70 2,268.91 28,361,394	61,941.29 2,382.36 29,779,464
004001 \ Junior Plant Operator PLNT \ 001	Yearly Bi - weekly Hourly	41,049.13 1,578.81 19,735,160	43,101.59 1,657.75 20,145,014	45,256.67 1,740.64 20,745,014	47,519.50 1,827.67 22,845,915	49,895.48 1,919.06 23,988,210	52,390.25 2,015.01 25,187,621	55,009.76 2,115.76 26,499,765	57,760.25 2,221.55 27,999,521

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016053 \ Key Data Operator I OFFT \ 034	Yearly 1,090.38 13,629,754	29,767.38 1,144.90 14,311,241	31,255.75 1,202.14 15,026,803	32,818.54 1,262.25 15,778,143	34,459.47 1,325.36 16,567,051	36,182.44 1,391.63 17,395,403	37,991.56 1,461.21 18,265,173	39,891.14 1,534.27 19,178,432
016945 \ Key Data Operator I (UNPY) OFFT \ 119	Yearly 1,090.38 13,629,754	29,767.38 1,144.90 14,311,241	31,255.75 1,202.14 15,026,803	32,818.54 1,262.25 15,778,143	34,459.47 1,325.36 16,567,051	36,182.44 1,391.63 17,395,403	37,991.56 1,461.21 18,265,173	39,891.14 1,534.27 19,178,432
003673 \ Landfill Equipment Operator OPMT \ 048	Yearly 1,576.59 19,707,370	43,040.90 1,655.42 20,692,738	45,192.94 1,738.19 21,727,375	47,452.59 1,825.10 22,813,744	49,825.22 1,916.35 23,954,431	52,316.48 2,012.17 25,152,152	54,932.30 2,112.78 26,409,760	57,678.92 2,218.42 27,730,248
003674 \ Landfill Equipment Operator R2 OPMT \ 049	Yearly 2,329.29 29,116,086	63,589.53 2,445.75 30,571,890	66,769.01 2,568.04 32,100,484	70,107.46 2,696.44 33,705,509	73,612.83 2,831.26 35,390,784	77,362.77 3,011.15 37,181,995	81,274.12 3,196.71 39,160,206	85,345.43 3,392.92 41,243,127
011017 \ Landscape Assistant WCOE \ 008	Yearly 2,246.97 28,087,085	61,342.19 2,359.32 29,491,439	64,409.30 2,477.28 30,968,011	67,629.77 2,601.14 32,514,311	71,011.26 2,731.20 34,140,027	74,561.82 2,867.76 35,847,028	78,289.91 3,011.15 37,639,380	82,204.41 3,161.71 39,521,349
016209 \ Landscape Technician I OFFT \ 077	Yearly 1,592.71 19,908,851	43,480.93 1,672.34 20,904,293	45,654.98 1,755.96 21,949,508	47,937.73 1,843.76 23,046,983	50,334.61 1,935.95 24,199,332	52,851.34 2,032.74 25,409,299	55,493.91 2,134.38 26,679,764	58,268.60 2,241.10 28,013,752
016054 \ Landscape Technician II OFFT \ 035	Yearly 1,672.34 20,904,282	45,654.95 1,755.96 21,949,496	47,937.70 1,843.76 23,046,971	50,334.58 1,935.95 24,199,319	52,851.31 2,032.74 25,409,285	55,493.88 2,134.38 26,679,750	58,268.57 2,241.10 28,013,737	61,182.00 2,353.15 29,414,424
016926 \ Lead Forensic Investigator OFFT \ 109	Yearly 2,101.52 26,268,954	57,371.39 2,206.59 27,582,401	60,239.97 2,316.92 28,961,522	63,251.96 2,432.77 30,409,598	66,414.56 2,554.41 31,930,078	69,735.29 2,682.13 33,526,581	73,222.05 2,816.23 35,202,910	76,883.16 2,957.04 36,963,056
006009 \ Machinist BLDG \ 006	Yearly 1,924.18 24,052,220	53,780.77 2,068.49 25,856,137	57,814.32 2,223.63 27,795,347	62,150.40 2,390.40 29,879,998	66,811.68 2,569.68 32,120,998	71,822.55 2,762.41 34,530,073	77,209.24 2,969.59 37,119,828	82,999.94 3,192.31 39,903,815
006011 \ Machinist Helper BLDG \ 008	Yearly 1,542.05 19,275,672	43,100.40 1,657.71 20,721,347	46,332.93 1,782.04 22,275,448	49,807.90 1,915.69 23,946,107	53,543.50 2,059.37 25,742,065	57,559.26 2,213.82 27,672,720	61,876.20 2,379.85 29,748,174	66,516.92 2,558.34 31,979,287
006010 \ Machinist Supervisor BLDG \ 007	Yearly 2,234.60 27,932,471	62,457.00 2,402.19 29,060,402	67,141.28 2,582.36 30,749,462	72,176.88 2,776.03 32,700,421	77,590.14 2,984.24 34,700,293	83,409.40 3,208.05 37,302,953	89,665.11 3,448.66 40,100,674	96,389.99 3,707.31 43,104,442

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003651 \ Maintenance Worker OPMT \ 033	Yearly 31,487.30 Bi - weekly 1,211.05 Hourly 15,138126	33,061.67 1,271.60 15,895033	34,714.75 1,335.18 16,689784	36,450.49 1,401.94 17,524274	38,273.01 1,472.04 18,400487	40,186.67 1,545.64 19,320512	42,196.00 1,622.92 20,286537	44,305.80 1,704.07 21,300864
003650 \ Marina&Boating Facilities Attd OPMT \ 032	Yearly 33,385.16 Bi - weekly 1,284.04 Hourly 16,050556	35,054.42 1,348.25 16,853084	36,807.14 1,415.66 17,695738	38,647.49 1,486.44 18,580525	40,579.87 1,560.76 19,509551	42,608.86 1,638.80 20,485029	44,739.30 1,720.74 21,509280	46,976.27 1,806.78 22,584744
015056 \ Marina&Boating Facilities Supv SUPV \ 028	Yearly 47,838.05 Bi - weekly 1,839.93 Hourly 22,999064	50,229.96 1,931.92 24,149017	52,741.45 2,028.52 25,356468	55,378.53 2,129.94 26,624291	58,147.45 2,236.44 27,955505	61,054.82 2,348.26 29,353281	64,107.57 2,465.68 30,820945	67,312.94 2,588.96 32,361992
006054 \ Mechanical Maintenance Supv BLDG \ 016	Yearly 55,722.58 Bi - weekly 2,143.18 Hourly 26,789701	59,901.77 2,303.91 28,798928	64,394.40 2,476.71 30,958848	69,223.99 2,662.46 33,280762	74,415.78 2,862.15 35,776819	79,996.97 3,076.81 38,460080	85,996.74 3,307.57 41,344586	92,446.49 3,555.63 44,445430
016118 \ Media & Computer Specialist OFFT \ 066	Yearly 45,524.35 Bi - weekly 1,750.94 Hourly 21,886705	47,800.56 1,838.48 22,981040	50,190.59 1,930.41 24,130092	52,700.12 2,026.93 25,336597	55,335.13 2,128.27 26,603427	58,101.88 2,234.69 27,933598	61,006.98 2,346.42 29,330278	64,057.33 2,463.74 30,796792
017013 \ Media Production Specialist I PROF \ 007	Yearly 40,675.56 Bi - weekly 1,564.44 Hourly 19,555557	42,709.34 1,642.67 20,533334	44,844.80 1,724.80 21,560001	47,087.04 1,811.04 22,638001	49,441.39 1,901.59 23,769901	51,913.46 1,996.67 24,958396	54,509.14 2,096.51 26,206316	57,234.60 2,201.33 27,516632
017025 \ Media Production Specialist II PROF \ 013	Yearly 45,524.35 Bi - weekly 1,750.94 Hourly 21,886705	47,800.56 1,838.48 22,981040	50,190.59 1,930.41 24,130092	52,700.12 2,026.93 25,336597	55,335.13 2,128.27 26,603427	58,101.88 2,234.69 27,933598	61,006.98 2,346.42 29,330278	64,057.33 2,463.74 30,796792
003621 \ Meter Reader OPMT \ 011	Yearly 29,206.19 Bi - weekly 1,123.31 Hourly 14,041437	30,666.50 1,179.48 14,743509	32,199.82 1,238.45 15,480684	33,809.82 1,300.38 16,254719	35,500.30 1,365.40 17,067454	37,275.32 1,433.67 17,920827	39,139.09 1,505.35 18,816869	41,096.04 1,580.62 19,757712
015094 \ Meter Reading Supervisor SUPV \ 051	Yearly 42,926.54 Bi - weekly 1,651.02 Hourly 20,637759	45,072.87 1,733.57 21,669647	47,326.51 1,820.25 22,753130	49,692.84 1,911.26 23,890786	52,177.48 2,006.83 25,085326	54,786.35 2,107.17 26,339592	57,525.67 2,212.53 27,656571	60,401.95 2,323.15 29,039400
016110 \ Microcomputer Sys Specialist OFFT \ 061	Yearly 45,524.35 Bi - weekly 1,750.94 Hourly 21,886705	47,800.56 1,838.48 22,981040	50,190.59 1,930.41 24,130092	52,700.12 2,026.93 25,336597	55,335.13 2,128.27 26,603427	58,101.88 2,234.69 27,933598	61,006.98 2,346.42 29,330278	64,057.33 2,463.74 30,796792
003625 \ Motor Sweeper Operator OPMT \ 012	Yearly 40,978.57 Bi - weekly 1,576.10 Hourly 19,701235	43,027.50 1,654.90 20,666921	45,178.87 1,737.65 20,740612	47,437.82 1,824.53 22,806642	49,809.71 1,915.76 23,946974	52,300.19 2,011.55 25,144323	54,915.20 2,112.12 26,419978	57,660.96 2,217.73 27,104616

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017014 \ Museum Registrar PROF \ 008	Yearly 1,595.91 19,948910	43,568.42 1,675.71 20,946356	45,746.84 1,759.49 21,993674	48,034.18 1,847.47 23,093357	50,435.89 1,939.84 24,248025	52,957.69 2,036.83 25,460426	55,605.57 2,138.68 26,733448	58,385.85 2,245.61 28,070120
015086 \ Museum Security Supervisor SUPV \ 045	Yearly 1,464.33 18,304098	39,976.15 1,537.54 19,219303	41,974.96 1,614.42 20,180268	44,073.70 1,695.14 21,189281	46,277.39 1,779.90 22,248745	48,591.26 1,868.89 23,361183	51,020.82 1,962.34 24,529242	53,571.86 2,060.46 25,755704
016968 \ Neighborhood Rsres Coord I OFFT \ 129	Yearly 1,555.01 19,437595	42,451.71 1,632.76 20,409475	44,574.29 1,714.40 21,429948	46,803.01 1,800.12 22,501446	49,143.16 1,890.12 23,626518	51,600.32 1,984.63 24,807844	54,180.33 2,083.86 26,048236	56,889.35 2,188.05 27,350648
016969 \ Neighborhood Rsres Coord II OFFT \ 130	Yearly 1,752.40 21,904961	47,840.44 1,840.02 23,000209	50,232.46 1,932.02 24,150220	52,744.08 2,028.62 25,357731	55,381.28 2,130.05 26,625617	58,150.35 2,236.55 27,956898	61,057.87 2,348.38 29,354743	64,110.76 2,465.80 30,822480
015024 \ Office Supervisor SUPV \ 009	Yearly 1,211.07 15,138348	41,175.51 1,583.67 19,795918	43,234.29 1,662.86 20,785714	45,396.00 1,746.00 21,825000	47,665.80 1,833.30 22,916250	50,049.09 1,924.97 24,062063	52,551.55 2,021.21 25,265166	55,179.12 2,122.27 26,528424
016064 \ Offset Equipment Operator OFFT \ 036	Yearly 1,211.07 15,138348	33,062.15 1,271.62 15,895265	34,715.26 1,335.20 16,690029	36,451.02 1,401.96 17,524530	38,273.58 1,472.06 18,400757	40,187.25 1,545.66 19,320795	42,196.62 1,622.95 20,286834	44,306.45 1,704.09 21,301176
006012 \ Painter BLDG \ 009	Yearly 1,725.50 21,568731	48,227.68 1,854.91 23,186386	51,844.76 1,994.03 24,925365	55,733.12 2,143.58 26,794767	59,913.10 2,304.35 28,804375	64,406.58 2,477.18 30,964703	69,237.08 2,662.96 33,287056	74,429.86 2,862.69 35,783585
003666 \ Park Equipment Operator OPMT \ 046	Yearly 1,477.99 18,474906	40,349.19 1,551.89 19,398651	42,366.66 1,629.49 20,368584	44,484.99 1,710.96 21,387013	46,709.24 1,796.51 22,456364	49,044.70 1,886.33 23,579182	51,496.93 1,980.65 24,758141	54,071.78 2,079.68 25,996048
003910 \ Park Maint Worker I (Pest) OPMT \ 060	Yearly 1,241.36 15,516993	33,889.11 1,303.43 16,292843	35,583.57 1,368.60 17,107485	37,362.75 1,437.03 17,962860	39,230.88 1,508.88 18,861002	41,192.43 1,584.32 19,804053	43,252.05 1,663.54 20,794255	45,414.65 1,746.72 21,833968
003911 \ Park Maint Worker II (Pest) OPMT \ 061	Yearly 1,402.20 17,527443	38,279.94 1,472.31 18,403815	40,193.93 1,545.92 19,324006	42,203.63 1,623.22 20,290206	44,313.81 1,704.38 21,304716	46,529.50 1,789.60 22,369952	48,855.98 1,879.08 23,488450	51,298.77 1,973.03 24,662872
003927 \ Park Maintenance Worker OPMT \ 072	Yearly 908.38 11,354703	24,798.67 953.80 20,455521	26,038.61 1,001.48 21,455561	27,340.54 1,051.56 22,501448	28,707.56 1,104.14 23,626518	30,142.94 1,159.34 24,807844	31,650.09 1,217.31 26,048236	33,232.59 1,278.18 27,350648

**Salary Schedule
As of 6/28/2014
Salaries with Steps**

CUSALSCH

Job Code \ Description Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
003653 \ Park Maintenance Worker I OPMT \ 035	Yearly Bi - weekly Hourly	31,487.76 1,211.07 15.138348	33,062.15 1,271.62 15.895265	34,715.26 1,335.20 16.690029	36,451.02 1,401.96 17.524530	38,273.58 1,472.06 18.400757	40,187.25 1,545.66 19.320795	42,196.62 1,622.95 20.286834	44,306.45 1,704.09 21.301176
003654 \ Park Maintenance Worker II OPMT \ 036	Yearly Bi - weekly Hourly	35,567.11 1,367.97 17.099573	37,345.47 1,436.36 17.954551	39,212.74 1,508.18 18.852279	41,173.38 1,583.59 19.794893	43,232.05 1,662.77 20.784638	45,393.65 1,745.91 21.823869	47,663.33 1,833.21 22.915063	50,046.50 1,924.87 24.060816
003655 \ Park Maintenance Worker III OPMT \ 037	Yearly Bi - weekly Hourly	36,114.41 1,389.02 17.362695	37,920.13 1,458.47 18.230830	39,816.13 1,531.39 19.142372	41,806.94 1,607.96 20.099490	43,897.29 1,688.36 21.104465	46,092.15 1,772.78 22.159688	48,396.76 1,861.41 23.267672	50,816.60 1,954.48 24.431056
002061 \ Park Safety Ranger POAM \ 051	Yearly Bi - weekly Hourly	44,878.67 1,726.10 21.576285	47,122.61 1,812.41 22.655099	49,478.74 1,903.03 23.787854	51,952.67 1,998.18 24.977247	54,550.31 2,098.09 26.226109	57,277.82 2,202.99 27.537415	60,141.72 2,313.14 28.914286	63,148.80 2,428.80 30.360000
002060 \ Park Safety Ranger Assistant POAM \ 050	Yearly Bi - weekly Hourly	42,741.59 1,643.91 20.548843	44,878.67 1,726.10 21.576285	47,122.61 1,812.41 22.655099	49,478.74 1,903.03 23.787854	51,952.67 1,998.18 24.977247	54,550.31 2,098.09 26.226109	57,277.82 2,202.99 27.537415	60,141.72 2,313.14 28.914286
002062 \ Park Safety Ranger Supervisor POAM \ 052	Yearly Bi - weekly Hourly	49,366.54 1,898.71 23.733914	51,834.87 1,993.65 24.920609	54,426.61 2,093.33 26.166640	57,147.94 2,198.00 27.474972	60,005.34 2,307.90 28.848720	63,005.60 2,423.29 30.291156	66,155.89 2,544.46 31.805714	69,463.68 2,671.68 33.396000
003630 \ Parking Enforcement Officer OPMT \ 016	Yearly Bi - weekly Hourly	32,760.38 1,260.01 15.750182	34,398.40 1,323.02 16.537691	36,118.32 1,389.17 17.364576	37,924.23 1,458.62 18.232805	39,820.45 1,531.56 19.144445	41,811.47 1,608.13 20.101667	43,902.04 1,688.54 21.106750	46,097.14 1,772.97 22.162088
015025 \ Parking Enforcement Supervisor SUPV \ 010	Yearly Bi - weekly Hourly	35,928.70 1,381.87 17.273411	37,725.13 1,450.97 18.137082	39,611.39 1,523.51 19.043936	41,591.96 1,599.69 19.996132	43,671.55 1,679.68 20.995939	45,855.13 1,763.66 22.045736	48,147.89 1,851.84 23.148023	50,555.28 1,944.43 24.305424
015055 \ Parking Facilities Maint Supv SUPV \ 027	Yearly Bi - weekly Hourly	44,786.58 1,722.56 21.532007	47,025.90 1,808.69 22.608607	49,377.20 1,899.12 23.739038	51,846.06 1,994.08 24.925989	54,438.36 2,093.78 26.172289	57,160.28 2,198.47 27.480903	60,018.29 2,308.40 28.854949	63,019.21 2,423.82 30.297696
003627 \ Parking Lot Attendant OPMT \ 013	Yearly Bi - weekly Hourly	29,491.98 1,134.31 14.178837	30,966.58 1,191.02 14.887779	32,514.91 1,250.57 15.632168	34,140.66 1,313.10 16.413777	35,847.69 1,378.76 17.234465	37,640.07 1,447.70 18.096189	39,522.08 1,520.08 19.000998	41,498.18 1,596.08 19.951048
015026 \ Parking Lot Supervisor SUPV \ 011	Yearly Bi - weekly Hourly	35,319.91 1,358.46 16.980724	37,085.90 1,426.38 17.996211	38,940.20 1,497.70 19.141248	40,887.21 1,572.58 19.657311	42,931.57 1,651.21 20.640176	45,078.15 1,733.77 21.672185	47,332.05 1,820.46 22.944584	49,698.66 1,911.49 24.944584

**Salary Schedule
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Salaries with Steps**

CUSALSCH

Job Code \ Description Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	
003628 \ Parking Meter Coin Collector OPMT \ 014	Yearly Bi - weekly Hourly	31,487.76 1,211.07 15.138348	33,062.15 1,271.62 15.895265	34,715.26 1,335.20 16.690029	36,451.02 1,401.96 17.524530	38,273.58 1,472.06 18.400757	40,187.25 1,545.66 19.320795	42,196.62 1,622.95 20.286834	44,306.45 1,704.09 21.301176
015085 \ Parking Meter Collection Supv SUPV \ 044	Yearly Bi - weekly Hourly	38,799.38 1,492.28 18.653549	40,739.35 1,566.90 19.586226	42,776.32 1,645.24 20.565537	44,915.13 1,727.51 21.593814	47,160.89 1,813.88 22.673505	49,518.93 1,904.57 23.807180	51,994.88 1,999.80 24.997539	54,594.63 2,099.79 26.247416
015027 \ Parking Meter Repair Supv SUPV \ 012	Yearly Bi - weekly Hourly	38,799.38 1,492.28 18.653549	40,739.35 1,566.90 19.586226	42,776.32 1,645.24 20.565537	44,915.13 1,727.51 21.593814	47,160.89 1,813.88 22.673505	49,518.93 1,904.57 23.807180	51,994.88 1,999.80 24.997539	54,594.63 2,099.79 26.247416
003629 \ Parking Meter Repair Worker OPMT \ 015	Yearly Bi - weekly Hourly	34,722.19 1,335.47 16.693359	36,458.30 1,402.24 17.528027	38,281.21 1,472.35 18.404428	40,195.27 1,545.97 19.324649	42,205.04 1,623.27 20.290882	44,315.29 1,704.43 21.305426	46,531.05 1,789.66 22.370697	48,857.60 1,879.14 23.489232
015028 \ Parks Supervisor SUPV \ 013	Yearly Bi - weekly Hourly	46,939.47 1,805.36 22.567055	49,286.45 1,895.63 23.695407	51,750.77 1,990.41 24.880178	54,338.31 2,089.93 26.124187	57,055.22 2,194.43 27.430396	59,907.99 2,304.15 28.801916	62,903.38 2,419.36 30.242011	66,048.55 2,540.33 31.754112
016065 \ Personnel Transactions Coord OFFT \ 037	Yearly Bi - weekly Hourly	32,695.81 1,257.53 15.719140	34,330.60 1,320.41 16.505097	36,047.13 1,386.43 17.330351	37,849.49 1,455.75 18.196889	39,741.96 1,528.54 19.106712	41,729.06 1,604.96 20.062048	43,815.51 1,685.21 21.065150	46,006.29 1,769.47 22.118408
016111 \ Planning Technician I OFFT \ 062	Yearly Bi - weekly Hourly	35,506.23 1,365.62 17.070304	37,281.54 1,433.91 17.923819	39,145.62 1,505.60 18.820010	41,102.90 1,580.88 19.761011	43,158.05 1,659.92 20.749061	45,315.95 1,742.92 21.786514	47,581.75 1,830.07 22.875840	49,960.84 1,921.57 24.019632
016112 \ Planning Technician II OFFT \ 063	Yearly Bi - weekly Hourly	39,057.96 1,502.23 18.777867	41,010.86 1,577.34 19.716760	43,061.40 1,656.21 20.702598	45,214.47 1,739.02 21.737728	47,475.20 1,825.97 22.824614	49,848.96 1,917.27 23.965845	52,341.41 2,013.13 25.164137	54,958.48 2,113.79 26.422344
016007 \ Plans Examiner I OFFT \ 007	Yearly Bi - weekly Hourly	45,877.32 1,764.51 22.056404	48,171.19 1,852.74 23.159225	50,579.75 1,945.37 24.317186	53,108.73 2,042.64 25.533045	55,764.17 2,144.78 26.809697	58,552.38 2,252.01 28.150182	61,480.00 2,364.62 29.557691	64,554.00 2,482.85 31.035576
016008 \ Plans Examiner II OFFT \ 008	Yearly Bi - weekly Hourly	48,299.56 1,857.68 23.220944	50,714.54 1,950.56 24.381991	53,250.27 2,048.09 25.601091	55,912.78 2,150.49 26.881145	58,708.42 2,258.02 28.225202	61,643.84 2,370.92 29.636463	64,726.04 2,489.46 31.118286	67,962.34 2,613.94 32.674200
016009 \ Plans Examiner III OFFT \ 009	Yearly Bi - weekly Hourly	56,493.31 2,172.82 27.160245	59,317.98 2,281.46 28.508521	62,283.87 2,395.53 29.944170	65,398.07 2,515.31 31.441378	68,667.97 2,641.08 33.013447	72,101.37 2,773.13 34.664120	75,706.44 2,911.79 36.999881	79,491.76 3,057.38 38.407192

**Salary Schedule
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Salaries with Steps**

CUSALSCH

Job Code \ Description Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
004002 \ Plant Operator PLNT \ 002	Yearly 1,891.17 23.639629	51,628.95 1,985.73 24.821610	54,210.40 2,085.02 26.062691	56,920.92 2,189.27 27.365825	59,766.96 2,298.73 28.734117	62,755.31 2,413.67 30.170823	65,893.08 2,534.35 31.679364	69,187.73 2,661.07 33.263332
006014 \ Plumber BLDG \ 010	Yearly 1,850.22 23.127773	51,713.70 1,988.99 24.862355	55,592.23 2,138.16 26.727032	59,761.65 2,298.52 28.731560	64,243.77 2,470.91 30.886427	69,062.05 2,656.23 33.202909	74,241.70 2,855.45 35.693127	79,809.83 3,069.61 38.370111
006264 \ Plumber Apprentice BLDG \ 021	Yearly 1,342.37 16.779581	36,646.61 1,409.48 17.618560	38,478.94 1,479.96 18.499488	40,402.88 1,553.96 19.424462	42,423.03 1,631.65 20.395685	44,544.18 1,713.24 21.415470	46,771.39 1,798.90 22.486243	49,109.95 1,888.84 23.610555
016066 \ Police Clerk I OFFT \ 038	Yearly 1,001.99 12.524934	27,354.46 1,052.09 13.151181	28,722.18 1,104.70 13.808740	30,158.29 1,159.93 14.499177	31,666.20 1,217.93 15.224136	33,249.51 1,278.83 15.985342	34,911.99 1,342.77 16.784610	36,657.59 1,409.91 17.623840
016067 \ Police Clerk II OFFT \ 039	Yearly 1,123.07 14.038407	30,659.88 1,179.23 14.740327	32,192.87 1,238.19 15.477343	33,802.52 1,300.10 16.251211	35,492.64 1,365.10 17.063771	37,267.28 1,433.36 17.916960	39,130.64 1,505.02 18.812808	41,087.17 1,580.28 19.753448
016943 \ Police Clerk II (UNPY) OFFT \ 118	Yearly 1,247.41 15.592604	34,054.25 1,309.78 16.372234	35,756.96 1,375.27 17.190846	37,544.81 1,444.03 18.050388	39,422.05 1,516.23 18.952908	41,393.15 1,592.04 19.900553	43,462.81 1,671.65 20.895581	45,635.95 1,755.23 21.940360
002027 \ Police Officer SPOA \ 002	Yearly 2,287.61 28.595103	62,451.71 2,401.99 30.024858	65,574.29 2,522.09 31.526101	68,853.00 2,648.19 33.102406	72,295.65 2,780.60 34.757526	76,009.96 2,969.10 36.600553	80,000.00 3,200.00 38.500000	84,000.00 3,400.00 40.500000
016933 \ Police Records Specialist I OFFT \ 113	Yearly 1,268.61 15.857575	34,632.94 1,332.04 16.650453	36,364.59 1,398.64 17.482976	38,182.82 1,468.57 18.357125	40,091.96 1,542.00 19.274981	42,096.56 1,619.10 20.238730	44,201.39 1,700.05 21.250667	46,411.46 1,785.06 22.313200
016934 \ Police Records Specialist II OFFT \ 114	Yearly 1,458.90 18.236248	39,827.97 1,531.84 19.148060	41,819.36 1,608.44 20.105463	43,910.33 1,688.86 21.110736	46,105.85 1,773.30 22.166273	48,411.14 1,861.97 23.274587	50,831.70 1,955.07 24.438316	53,373.28 2,052.82 25.660232
016935 \ Police Records Specialist III OFFT \ 115	Yearly 1,604.79 20.059850	43,810.71 1,685.03 20.145985	46,001.25 1,769.28 21.221784	48,301.31 1,857.74 23.221784	50,716.38 1,950.63 24.382874	53,252.20 2,048.16 25.602017	55,914.81 2,150.57 26.800000	58,710.55 2,258.10 28.000000

**Salary Schedule
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015101 \ Police Records Supervisor SUPV \ 057	45,897.00 1,765.27 22,065865	48,191.85 1,853.53 23,169158	50,601.44 1,946.21 24,327616	53,131.51 2,043.52 25,543997	55,788.09 2,145.70 26,821197	58,577.50 2,252.98 28,162257	61,506.37 2,365.63 29,570370	64,581.69 2,483.91 31,048888
002015 \ Police Sergeant SPOA \ 001	77,713.06 2,988.96 37,362050	81,598.72 3,138.41 39,230152	85,678.65 3,295.33 41,191660	89,962.59 3,460.10 43,251243	94,460.71 3,633.10 45,413805	99,000.00 3,816.20 47,627426	103,637.21 4,002.90 49,894318	108,374.42 4,199.00 52,261840
017037 \ Process Control Systems Splst PROF \ 023	65,879.88 2,533.84 31,673020	69,173.88 2,660.53 33,256671	69,173.88 2,660.53 33,256671	76,264.20 2,933.24 36,665480	80,077.41 3,079.90 38,498754	84,081.28 3,233.90 40,423692	88,285.34 3,395.59 42,444876	92,699.61 3,565.37 44,567120
016210 \ Program Coordinator OFFT \ 078	36,039.23 1,386.12 17,326553	37,841.19 1,455.43 18,192881	39,733.25 1,528.20 19,102525	41,719.91 1,604.61 20,057651	43,805.91 1,684.84 21,060533	45,996.21 1,769.08 22,113560	48,296.02 1,857.54 23,219238	50,710.82 1,950.42 24,380200
016211 \ Program Developer OFFT \ 079	30,683.27 1,180.13 14,751573	32,217.43 1,239.13 15,489151	33,828.31 1,301.09 16,263609	35,519.72 1,366.14 17,076789	37,295.71 1,434.45 17,930629	39,160.49 1,506.17 18,827160	41,118.52 1,581.48 19,768518	43,174.44 1,660.56 20,756944
016949 \ Program Leader OFFT \ 121	25,561.91 983.15 12,289380	26,840.01 1,032.31 12,903849	28,182.01 1,083.92 13,549042	29,591.11 1,138.12 14,226494	31,070.66 1,195.03 14,937818	32,624.20 1,254.78 15,684709	34,255.41 1,317.52 16,468945	35,968.18 1,383.39 17,292392
015091 \ Program Supervisor SUPV \ 048	46,938.24 1,805.32 22,566463	49,285.16 1,895.58 23,694786	51,749.41 1,990.36 24,879526	54,336.88 2,089.88 26,123502	57,053.73 2,194.37 27,429677	59,906.42 2,304.09 28,801161	62,901.74 2,419.30 30,241219	66,046.82 2,540.26 31,753280
016071 \ Property Assistant OFFT \ 041	36,445.86 1,401.76 17,522047	38,268.15 1,471.85 18,398150	40,181.56 1,545.44 19,318057	42,190.64 1,622.72 20,283960	44,300.17 1,703.85 21,298158	46,515.18 1,789.05 22,363066	48,840.94 1,878.50 23,481219	51,282.98 1,972.42 24,655280
017022 \ Public Information Coordinator PROF \ 011	42,887.03 1,649.50 20,618764	45,031.38 1,731.98 21,649703	47,282.95 1,818.58 22,732188	49,647.10 1,909.50 23,868797	52,129.45 2,004.98 25,062237	54,735.93 2,105.23 26,315349	57,472.72 2,210.49 27,631116	60,346.36 2,321.01 29,012672
017032 \ Real Property Agent I PROF \ 019	48,332.46 1,858.94 23,236761	50,749.09 1,951.89 24,398599	53,286.54 2,049.48 25,618529	55,950.87 2,151.96 26,899455	58,748.41 2,259.55 28,244428	61,685.83 2,372.53 29,656649	64,770.12 2,491.16 31,139482	68,008.63 2,615.72 32,696456
017033 \ Real Property Agent II PROF \ 020	55,762.46 2,144.71 26,808873	58,550.58 2,251.95 28,000121	61,478.11 2,364.54 29,145782	64,552.01 2,482.77 31,034621	67,779.61 2,606.91 32,586352	71,168.59 2,737.25 34,215670	74,727.02 2,874.12 35,926119	78,463.37 3,017.82 37,102776

**Salary Schedule
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Job Code \ Description Salary Plan \ Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
017034 \ Real Property Agent III PROF \ 021	61,800.69 2,376.95 29,711,869	64,890.72 2,495.80 31,197,463	68,135.26 2,620.59 32,757,336	71,542.02 2,751.62 34,395,203	75,119.12 2,889.20 36,114,963	78,875.08 3,033.66 37,920,711	82,818.83 3,185.34 39,816,747	86,959.78 3,344.61 41,807,584
003926 \ Registered Veterinary Tech OPMT \ 071	42,856.13 1,648.31 20,603,908	44,998.94 1,730.73 21,634,104	47,248.88 1,817.26 22,715,809	49,611.33 1,908.13 23,851,599	52,091.89 2,003.53 25,044,179	54,696.49 2,103.71 26,296,388	57,431.31 2,208.90 27,611,208	60,302.88 2,319.34 28,991,768
016953 \ Revenue Services Rep OFFT \ 125	33,676.64 1,295.26 16,190,691	35,360.47 1,360.02 17,000,225	37,128.49 1,428.02 17,850,237	38,984.92 1,499.42 18,742,749	40,934.16 1,574.39 19,679,886	42,980.87 1,653.11 20,663,880	45,129.91 1,735.77 21,697,074	47,386.41 1,822.55 22,781,928
016952 \ Revenue Services Trainee OFFT \ 124	28,689.64 1,103.45 13,793,097	30,124.12 1,158.62 14,482,751	31,630.33 1,216.55 15,206,889	33,211.85 1,277.38 15,967,233	34,872.44 1,341.25 16,765,595	36,616.06 1,408.31 17,603,875	38,446.86 1,478.73 18,484,069	40,369.21 1,552.66 19,408,272
015076 \ Revenue Supervisor SUPV \ 039	43,393.12 1,668.97 20,862,079	45,562.78 1,752.41 21,905,183	47,840.92 1,840.04 23,000,442	50,232.97 1,932.04 24,150,464	52,744.61 2,028.64 25,357,987	55,381.85 2,130.07 26,625,887	58,150.94 2,236.57 27,957,181	61,058.48 2,348.40 29,355,040
006262 \ Roofer BLDG \ 020	44,671.80 1,718.15 21,476,826	48,022.18 1,847.01 23,087,588	51,623.85 1,985.53 24,819,157	55,495.64 2,134.45 26,680,594	59,657.81 2,294.53 28,681,639	64,132.15 2,466.62 30,832,762	68,942.06 2,651.62 33,145,219	74,112.71 2,850.49 35,631,110
003662 \ Sanitation Worker I OPMT \ 043	34,565.07 1,329.43 16,617,822	36,293.32 1,395.90 17,448,713	38,107.99 1,465.69 18,321,148	40,013.39 1,538.98 19,237,206	42,014.06 1,615.93 20,199,066	44,114.76 1,696.72 21,209,020	46,320.50 1,781.56 22,269,470	48,636.52 1,870.64 23,382,944
003913 \ Sanitation Worker I (NODL) OPMT \ 063	31,875.79 1,225.99 15,324,899	33,469.58 1,287.29 16,091,144	35,143.06 1,351.66 16,895,701	36,900.21 1,419.24 17,740,486	38,745.22 1,490.20 18,627,511	40,682.48 1,564.71 19,558,886	42,716.61 1,642.95 20,536,830	44,852.44 1,725.09 21,563,672
003663 \ Sanitation Worker II OPMT \ 044	38,435.49 1,478.29 18,478,602	40,357.27 1,552.20 19,402,532	42,375.13 1,629.81 20,372,658	44,493.89 1,711.30 21,391,291	46,718.58 1,796.87 22,460,856	49,054.51 1,886.71 23,583,898	51,507.23 1,981.05 24,763,093	54,082.60 2,080.10 26,001,248
003664 \ Sanitation Worker III OPMT \ 045	40,978.57 1,576.10 19,701,235	43,027.50 1,654.90 20,686,297	45,178.87 1,737.65 21,720,612	47,437.82 1,824.53 22,806,642	49,809.71 1,915.76 23,946,974	52,300.19 2,011.55 25,144,323	54,915.20 2,112.12 26,401,539	57,660.96 2,217.73 27,721,616
016205 \ Secretary OFFT \ 075	34,386.74 1,322.57 16,532,085	36,106.07 1,388.70 17,558,821	37,911.38 1,458.13 18,624,624	39,806.95 1,531.04 19,137,955	41,797.29 1,607.59 20,094,853	43,887.16 1,687.97 21,099,595	46,081.52 1,772.37 22,145,841	48,385.59 1,860.98 23,202,504

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016081 \ Secretary to the Planning Commsn OFFT \ 044	Yearly 33,050.94 Bi - weekly 1,271.19 Hourly 15,889874	34,703.48 1,334.75 16,684367	36,438.66 1,401.49 17,518586	38,260.59 1,471.56 18,394515	40,173.62 1,545.14 19,314241	42,182.30 1,622.40 20,279953	44,291.42 1,703.52 21,293950	46,505.99 1,788.69 22,358648
003641 \ Security Guard OPMT \ 025	Yearly 28,349.89 Bi - weekly 1,090.38 Hourly 13,629754	29,767.38 1,144.90 14,311241	31,255.75 1,202.14 15,026803	32,818.54 1,262.25 15,778143	34,459.47 1,325.36 16,567051	36,182.44 1,391.63 17,395403	37,991.56 1,461.21 18,265173	39,891.14 1,534.27 19,178432
015064 \ Senior Accounting Technician SUPV \ 032	Yearly 39,349.60 Bi - weekly 1,513.45 Hourly 18,918075	41,317.08 1,589.12 19,863979	43,382.93 1,668.57 20,857178	45,552.08 1,752.00 21,900037	47,829.68 1,839.60 22,995039	50,221.17 1,931.58 24,144791	52,732.22 2,028.16 25,352030	55,368.84 2,129.57 26,619632
015097 \ Senior Animal Care Technician SUPV \ 054	Yearly 35,713.78 Bi - weekly 1,373.61 Hourly 17,170084	37,499.46 1,442.29 18,028588	39,374.44 1,514.40 18,930017	41,343.16 1,590.12 19,876518	43,410.32 1,669.63 20,870344	45,580.83 1,753.11 21,913861	47,859.87 1,840.76 23,009554	50,252.87 1,932.80 24,160032
015033 \ Senior Animal Control Officer SUPV \ 015	Yearly 42,622.30 Bi - weekly 1,639.32 Hourly 20,491490	44,753.41 1,721.29 21,516064	46,991.09 1,807.35 22,591868	49,340.64 1,897.72 23,721461	51,807.67 1,992.60 24,907534	54,398.06 2,092.23 26,152911	57,117.96 2,196.84 27,460556	59,973.86 2,306.69 28,833584
003632 \ Senior Building Maint Worker OPMT \ 017	Yearly 39,960.69 Bi - weekly 1,536.95 Hourly 19,211871	41,958.73 1,613.80 20,172465	44,056.66 1,694.49 21,181088	46,259.50 1,779.21 22,240142	48,572.47 1,868.17 23,352149	51,001.10 1,961.58 24,519757	53,551.15 2,059.66 25,745745	56,228.71 2,162.64 27,033032
006256 \ Senior Carpenter BLDG \ 017	Yearly 46,902.92 Bi - weekly 1,803.96 Hourly 22,549479	50,420.64 1,939.26 24,240690	54,202.18 2,084.70 26,058741	58,267.35 2,241.05 28,013147	62,637.40 2,409.13 30,114133	67,335.20 2,589.82 32,372693	72,385.34 2,784.05 34,800645	77,814.24 2,992.86 37,410693
016235 \ Senior Central Services Asst OFFT \ 101	Yearly 35,904.10 Bi - weekly 1,380.93 Hourly 17,261585	37,699.30 1,449.97 18,124665	39,584.27 1,522.47 19,030898	41,563.48 1,598.60 19,982443	43,641.66 1,678.53 20,981565	45,823.74 1,762.45 22,030643	48,114.92 1,850.57 23,132175	50,520.67 1,943.10 24,288784
016103 \ Senior Claims Collector OFFT \ 057	Yearly 39,746.85 Bi - weekly 1,528.72 Hourly 19,109061	41,734.19 1,605.16 20,064514	43,820.90 1,685.42 21,067740	46,011.94 1,769.69 22,121127	48,312.54 1,858.17 23,227183	50,728.17 1,951.08 24,388542	53,264.58 2,048.64 25,607970	55,927.81 2,151.07 26,888368
015066 \ Senior Code Enforcement Ofcr SUPV \ 034	Yearly 50,511.04 Bi - weekly 1,942.73 Hourly 24,284152	53,036.59 2,039.87 25,498359	55,688.42 2,141.86 26,773277	58,472.84 2,248.96 28,111941	61,396.48 2,361.40 29,517538	64,466.30 2,479.47 30,993415	67,689.62 2,603.45 32,543086	71,074.10 2,733.62 34,170240
016908 \ Senior Computer Operator OFFT \ 104	Yearly 51,475.11 Bi - weekly 1,979.81 Hourly 24,747647	54,048.86 2,078.80 25,956221	56,751.30 2,182.74 27,244280	59,588.87 2,291.88 28,648494	62,568.31 2,406.47 30,080919	65,696.73 2,526.80 31,584965	68,981.56 2,653.14 33,169850	72,430.64 2,785.79 34,304424

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003678 \ Senior Custodian OPMT \ 050	Yearly 1,211.07 15,138348	33,062.15 1,271.62 15,895265	34,715.26 1,335.20 16,690029	36,451.02 1,401.96 17,524530	38,273.58 1,472.06 18,400757	40,187.25 1,545.66 19,320795	42,196.62 1,622.95 20,286834	44,306.45 1,704.09 21,301176
016912 \ Senior Customer Service Rep OFFT \ 105	Yearly 1,361.96 17,024479	37,181.46 1,430.06 17,875703	39,040.54 1,501.56 18,769488	40,992.56 1,576.64 19,707963	43,042.19 1,655.47 20,693361	45,194.30 1,738.24 21,728029	47,454.01 1,825.15 22,814430	49,826.72 1,916.41 23,955152
016127 \ Senior Data Entry Technician OFFT \ 069	Yearly 1,247.41 15,592604	34,054.25 1,309.78 16,372234	35,756.96 1,375.27 17,190846	37,544.81 1,444.03 18,050388	39,422.05 1,516.23 18,952908	41,393.15 1,592.04 19,900553	43,462.81 1,671.65 20,895581	45,635.95 1,755.23 21,940360
016222 \ Senior Department Sys Splct OFFT \ 089	Yearly 2,426.30 30,328729	66,237.95 2,547.61 31,845166	69,549.84 2,674.99 33,437424	73,027.33 2,808.74 35,109295	76,678.70 2,949.18 36,864760	80,512.64 3,096.64 38,707998	84,538.27 3,251.47 40,643398	88,765.18 3,414.05 42,675568
006266 \ Senior Electrician BLDG \ 022	Yearly 2,018.21 25,227674	56,409.08 2,169.58 27,119750	60,639.76 2,332.30 29,153731	65,187.74 2,507.22 31,340261	70,076.82 2,695.26 33,690780	75,332.59 2,897.41 36,217589	80,982.53 3,114.71 38,933908	87,056.22 3,348.32 41,853951
003633 \ Senior Electronic Maint Tech OPMT \ 018	Yearly 1,985.81 27,486522	60,030.56 2,308.87 28,860848	63,032.09 2,424.31 30,303890	66,183.70 2,545.53 31,819085	69,492.88 2,672.80 33,410039	72,967.53 2,806.44 35,080541	76,615.90 2,946.77 36,834568	80,446.70 3,094.10 38,676296
016932 \ Senior Engineering Technician OFFT \ 112	Yearly 1,367.37 17,092086	54,212.70 1,435.74 17,946688	56,923.34 1,507.52 18,844023	59,769.51 1,582.90 19,786224	62,757.98 1,662.04 20,775535	65,895.88 1,745.14 21,814312	69,190.67 1,832.40 22,905028	72,650.21 1,924.02 24,050279
012007 \ Senior Equipment Service Wrkr IAMA \ 013	Yearly 1,367.37 17,092086	37,329.11 1,435.74 17,946688	39,195.57 1,507.52 18,844023	41,155.35 1,582.90 19,786224	43,213.11 1,662.04 20,775535	45,373.77 1,745.14 21,814312	47,642.46 1,832.40 22,905028	50,024.58 1,924.02 24,050279
005159 \ Senior Fire Prevention Officer FR40 \ 007	Yearly 2,644.17 33,052154	72,185.91 2,776.38 34,704762	75,795.20 2,915.20 36,440000	79,584.96 3,060.96 38,262000	83,564.21 3,214.01 40,175100	87,642.46 3,406.96 42,050279	91,832.40 3,614.01 44,000000	96,124.02 3,828.02 46,000000
006062 \ Senior Generator Technician BLDG \ 024	Yearly 2,273.25 28,415667	62,059.82 2,386.92 29,836450	65,162.81 2,506.26 31,328273	68,420.95 2,631.57 32,894686	71,842.00 2,763.15 34,539421	75,434.10 2,901.31 36,266392	79,205.80 3,046.38 38,079711	83,166.09 3,198.70 39,983697
004011 \ Senior HVAC Systems Mechanic PLNT \ 007	Yearly 2,355.26 29,440690	64,298.47 2,473.02 25,907221	67,513.39 2,596.67 28,445361	70,889.06 2,726.50 30,081279	74,433.51 2,862.83 31,355343	78,155.19 3,005.97 32,645610	82,062.95 3,156.27 34,314008	86,166.10 3,314.08 36,100008

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016223 \ Senior IT Support Spclst OFFT \ 090	Yearly 65,879.88 Bi - weekly 2,533.84 Hourly 31.673020	69,173.88 2,660.53 33.256671	72,632.57 2,793.56 34.919505	76,264.20 2,933.24 36.665480	80,077.41 3,079.90 38.498754	84,081.28 3,233.90 40.423692	88,285.34 3,395.59 42.444876	92,699.61 3,565.37 44.567120
016083 \ Senior Key Data Operator OFFT \ 045	Yearly 31,487.76 Bi - weekly 1,211.07 Hourly 15.138348	33,062.15 1,271.62 15.895265	34,715.26 1,335.20 16.690029	36,451.02 1,401.96 17.524530	38,273.58 1,472.06 18.400757	40,187.25 1,545.66 19.320795	42,196.62 1,622.95 20.286834	44,306.45 1,704.09 21.301176
016208 \ Senior Landfill Engn Tech OFFT \ 076	Yearly 51,631.15 Bi - weekly 1,985.81 Hourly 24.822666	54,212.70 2,085.10 26.063799	56,923.34 2,189.36 27.366989	59,769.51 2,298.83 28.735339	62,757.98 2,413.77 30.172106	65,895.88 2,534.46 31.680711	69,190.67 2,661.18 33.264747	72,650.21 2,794.24 34.927984
003652 \ Senior Maintenance Worker OPMT \ 034	Yearly 34,866.39 Bi - weekly 1,341.01 Hourly 16.762687	36,609.71 1,408.07 17.600821	38,440.19 1,478.47 18.480862	40,362.20 1,552.39 19.404906	42,380.31 1,630.01 20.375151	44,499.33 1,711.51 21.393908	46,724.30 1,797.09 22.463604	49,060.51 1,886.94 23.586784
006051 \ Senior Painter BLDG \ 013	Yearly 47,685.21 Bi - weekly 1,834.05 Hourly 22.925582	51,261.60 1,971.60 24.645000	55,106.22 2,119.47 26.493375	59,239.19 2,278.43 28.480379	63,682.13 2,449.31 30.616407	68,458.29 2,633.01 32.912637	73,592.66 2,830.49 35.381085	79,112.11 3,042.77 38.034667
003668 \ Senior Parking Lot Attendant OPMT \ 047	Yearly 32,527.62 Bi - weekly 1,251.06 Hourly 15.638281	34,154.01 1,313.62 16.420195	35,861.71 1,379.30 17.241205	37,654.79 1,448.26 18.103265	39,537.53 1,520.67 19.008428	41,514.41 1,596.71 19.958850	43,590.13 1,676.54 20.956792	45,769.64 1,760.37 22.004632
015067 \ Senior Parking Lot Supervisor SUPV \ 035	Yearly 44,786.58 Bi - weekly 1,722.56 Hourly 21.532007	47,025.90 1,808.69 22.608607	49,377.20 1,899.12 23.739038	51,846.06 1,994.08 24.925989	54,438.36 2,093.78 26.172289	57,160.28 2,198.47 27.480903	60,018.29 2,308.40 28.854949	63,019.21 2,423.82 30.297696
016131 \ Senior Personnel Trans Coord OFFT \ 070	Yearly 35,974.20 Bi - weekly 1,383.62 Hourly 17.295289	37,772.91 1,452.80 18.160053	39,661.56 1,525.44 19.068056	41,644.64 1,601.72 20.021459	43,726.86 1,681.80 21.022531	45,913.21 1,765.89 22.073658	48,208.87 1,854.19 23.177341	50,619.31 1,946.90 24.336208
004003 \ Senior Plant Operator PLNT \ 003	Yearly 59,061.43 Bi - weekly 2,271.59 Hourly 28.394918	62,014.50 2,385.17 29.814664	65,115.23 2,504.43 31.305397	68,370.99 2,629.65 32.870667	71,789.54 2,761.14 34.514201	75,379.02 2,899.19 36.239911	79,147.96 3,044.15 38.051906	83,105.36 3,196.36 39.954502
006258 \ Senior Plumber BLDG \ 018	Yearly 53,069.03 Bi - weekly 2,041.12 Hourly 25.513958	57,049.21 2,194.20 27.427505	61,327.90 2,358.77 29.484568	65,927.49 2,535.67 31.695910	70,872.06 2,725.85 34.073104	76,187.46 2,930.29 36.628586	81,901.52 3,150.06 39.375730	88,044.13 3,386.31 42.328910
015082 \ Senior Police Records Supv SUPV \ 042	Yearly 50,486.59 Bi - weekly 1,941.79 Hourly 24.272400	53,010.92 2,038.88 26.140821	55,661.47 2,140.83 27.403321	58,444.54 2,247.87 28.098337	61,366.77 2,360.26 29.503254	64,435.11 2,478.27 30.978416	67,656.86 2,602.19 32.220687	71,039.70 2,732.30 34.104704

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016072 \ Senior Property Assistant OFFT \ 042	Yearly 39,475.05 Bi - weekly 1,518.27 Hourly 18.978387	41,448.80 1,594.18 19.927306	43,521.24 1,673.89 20.923671	45,697.30 1,757.59 21.969855	47,982.16 1,845.47 23.068348	50,381.27 1,937.74 24.221765	52,900.33 2,034.63 25.432853	55,545.35 2,136.36 26.704496
016954 \ Senior Revenue Services Rep OFFT \ 126	Yearly 37,053.73 Bi - weekly 1,425.14 Hourly 17.814291	38,906.41 1,496.40 18.705005	40,851.73 1,571.22 19.640256	42,894.32 1,649.78 20.622268	45,039.04 1,732.27 21.653382	47,290.99 1,818.88 22.736051	49,655.53 1,909.83 23.872853	52,138.31 2,005.32 25.066496
016951 \ Senior School Crossing Guard OFFT \ 123	Yearly 31,499.76 Bi - weekly 1,211.53 Hourly 15.144113	33,074.74 1,272.11 15.901319	34,728.48 1,335.71 16.696385	36,464.90 1,402.50 17.531204	38,288.15 1,472.62 18.407764	40,202.56 1,546.25 19.328152	42,212.69 1,623.56 20.294560	44,323.32 1,704.74 21.309288
006260 \ Senior Sheet Metal Worker BLDG \ 019	Yearly 46,902.92 Bi - weekly 1,803.96 Hourly 22.549479	50,420.64 1,939.26 24.240690	54,202.18 2,084.70 26.058741	58,267.35 2,241.05 28.013147	62,637.40 2,409.13 30.114133	67,335.20 2,589.82 32.372693	72,385.34 2,784.05 34.800645	77,814.24 2,992.86 37.410693
004004 \ Senior Stationary Engineer PLNT \ 004	Yearly 57,009.40 Bi - weekly 2,192.67 Hourly 27.408364	59,859.87 2,302.30 28.778782	62,852.86 2,417.42 30.217721	65,995.50 2,538.29 31.728607	69,295.28 2,665.20 33.315037	72,760.04 2,798.46 34.980789	76,398.04 2,938.39 36.729829	80,217.95 3,085.31 38.566320
015105 \ Senior Store Keeper SUPV \ 061	Yearly 36,988.39 Bi - weekly 1,422.63 Hourly 17.782880	38,837.80 1,493.76 18.672020	40,779.69 1,568.45 19.605620	42,818.67 1,646.87 20.585900	44,959.62 1,729.22 21.615200	47,207.60 1,815.68 22.695960	49,567.98 1,906.46 23.830760	52,046.38 2,001.78 25.022300
015096 \ Senior Supervising Bldg Insp SUPV \ 053	Yearly 63,528.97 Bi - weekly 2,443.42 Hourly 30.542775	66,705.42 2,565.59 32.069914	70,040.69 2,693.87 33.673410	73,542.73 2,828.57 35.357080	77,219.86 2,969.99 37.124934	81,080.86 3,118.49 38.981181	85,134.90 3,274.42 40.930240	89,391.64 3,438.14 42.976752
003923 \ Senior Telecommunications Tech OPMT \ 068	Yearly 55,455.60 Bi - weekly 2,132.91 Hourly 26.661347	58,228.38 2,239.55 27.994414	61,139.80 2,351.53 29.394135	64,196.79 2,469.11 30.863841	67,406.63 2,592.56 32.407033	70,776.96 2,722.19 34.027385	74,315.81 2,858.30 35.728754	78,031.60 3,001.22 37.515192
015079 \ Senior Traffic Ctrl&Light Supv SUPV \ 041	Yearly 58,947.07 Bi - weekly 2,267.19 Hourly 28.339936	61,894.42 2,380.55 29.756933	64,989.14 2,499.58 31.244779	68,238.60 2,624.56 32.807018	71,650.53 2,755.79 34.447369	75,233.06 2,893.58 36.169738	78,994.71 3,038.26 37.978225	82,944.44 3,190.17 39.877136
003661 \ Senior Tree Maintenance Worker OPMT \ 042	Yearly 39,727.78 Bi - weekly 1,527.99 Hourly 19.099896	41,714.17 1,604.39 20.054891	43,799.88 1,684.61 21.057636	45,989.88 1,768.84 22.110517	48,289.37 1,857.28 23.216043	50,703.84 1,950.15 24.376845	53,239.03 2,047.66 25.595688	55,900.98 2,150.04 26.875472
003680 \ Senior Tree Pruner OPMT \ 051	Yearly 41,938.49 Bi - weekly 1,613.02 Hourly 20.162734	44,035.41 1,693.67 20.749721	46,237.18 1,778.35 21.494415	48,549.04 1,867.27 23.340885	50,976.49 1,960.63 24.507930	53,525.32 2,058.67 25.733326	56,201.58 2,161.60 27.049992	59,011.66 2,269.68 28.104992

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016228 \ Senior Utility Cust Svc Tech OFFT \ 094	Yearly 38,072.52 Bi - weekly 1,464.33 Hourly 18.304098	39,976.15 1,537.54 19.219303	41,974.96 1,614.42 20.180268	44,073.70 1,695.14 21.189281	46,277.39 1,779.90 22.248745	48,591.26 1,868.89 23.361183	51,020.82 1,962.34 24.529242	53,571.86 2,060.46 25.755704
016902 \ Service Contract Inspector OFFT \ 102	Yearly 37,289.25 Bi - weekly 1,434.20 Hourly 17.927522	39,153.71 1,505.91 18.823898	41,111.39 1,581.21 19.765093	43,166.96 1,660.27 20.753348	45,325.31 1,743.28 21.791015	47,591.58 1,830.45 22.880566	49,971.16 1,921.97 24.024594	52,469.71 2,018.07 25.225824
006052 \ Sheet Metal Worker BLDG \ 014	Yearly 44,671.80 Bi - weekly 1,718.15 Hourly 21.476826	48,022.18 1,847.01 23.087588	51,623.85 1,985.53 24.819157	55,495.64 2,134.45 26.680594	59,657.81 2,294.53 28.681639	64,132.15 2,466.62 30.832762	68,942.06 2,651.62 33.145219	74,112.71 2,850.49 35.631110
015075 \ Solid Waste Maint Supervisor SUPV \ 038	Yearly 45,248.24 Bi - weekly 1,740.32 Hourly 21.753961	47,510.65 1,827.33 22.841659	49,886.18 1,918.70 23.983742	52,380.49 2,014.63 25.182929	54,999.52 2,115.37 26.442076	57,749.49 2,221.13 27.764180	60,636.97 2,332.19 29.152389	63,668.82 2,448.80 30.610008
015032 \ Solid Waste Supervisor SUPV \ 014	Yearly 45,754.18 Bi - weekly 1,759.78 Hourly 21.997202	48,041.89 1,847.76 23.097062	50,443.98 1,940.15 24.251915	52,966.18 2,037.16 25.464511	55,614.49 2,139.02 26.737736	58,395.22 2,245.97 28.074623	61,314.98 2,358.27 29.478354	64,380.73 2,476.18 30.952272
015005 \ Staff Aide (Supervisory) SUPV \ 062	Yearly 46,938.24 Bi - weekly 1,805.32 Hourly 22.566463	49,285.16 1,895.58 23.694786	51,749.41 1,990.36 24.879526	54,336.88 2,089.88 26.123502	57,053.73 2,194.37 27.429677	59,906.42 2,304.09 28.801161	62,901.74 2,419.30 30.241219	66,046.82 2,540.26 31.753280
006016 \ Stagehand I BLDG \ 011	Yearly 42,234.92 Bi - weekly 1,624.42 Hourly 20.305252	44,346.67 1,705.64 21.320515	46,564.01 1,790.92 22.386641	48,892.21 1,880.47 23.505868	51,336.82 1,974.49 24.681161	53,903.66 2,073.22 25.915219	56,598.84 2,176.88 27.210980	59,428.78 2,285.72 28.571529
006017 \ Stagehand II BLDG \ 012	Yearly 46,467.07 Bi - weekly 1,787.20 Hourly 22.339938	48,790.43 1,876.55 23.456935	51,229.94 1,970.38 24.629781	53,791.44 2,068.90 25.861270	56,481.02 2,172.35 27.154334	59,305.07 2,280.96 28.512051	62,270.32 2,395.01 29.937653	65,383.84 2,514.76 31.434536
004005 \ Stationary Engineer PLNT \ 005	Yearly 51,821.01 Bi - weekly 1,993.12 Hourly 24.913946	54,412.06 2,092.77 26.159643	57,132.66 2,197.41 27.467626	59,989.30 2,307.28 28.841007	62,988.76 2,422.64 30.283057	66,138.20 2,543.78 31.797210	69,445.11 2,670.97 33.387070	72,917.36 2,804.51 35.056424
016084 \ Stenographer Clerk I OFFT \ 046	Yearly 28,349.89 Bi - weekly 1,090.38 Hourly 13.629754	29,767.38 1,144.90 14.311241	31,255.75 1,202.14 15.026803	32,818.54 1,262.25 15.778143	34,459.47 1,325.36 16.567051	36,182.44 1,391.63 17.395403	37,991.56 1,461.21 18.265173	39,891.14 1,534.27 19.178432
016085 \ Stenographer Clerk II OFFT \ 047	Yearly 29,491.98 Bi - weekly 1,134.31 Hourly 14.178837	30,966.58 1,191.02 14.667721	32,514.91 1,250.57 15.421168	34,140.66 1,313.10 16.413777	35,847.69 1,378.76 17.234465	37,640.07 1,447.70 18.096189	39,522.08 1,520.08 19.099899	41,498.18 1,596.08 20.094048

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016086 \ Stenographer Clerk III OFFT \ 048	Yearly 33,050.94 Bi - weekly 1,271.19 Hourly 15,889874	34,703.48 1,334.75 16,684367	36,438.66 1,401.49 17,518586	38,260.59 1,471.56 18,394515	40,173.62 1,545.14 19,314241	42,182.30 1,622.40 20,279953	44,291.42 1,703.52 21,293950	46,505.99 1,788.69 22,358648
016087 \ Storekeeper OFFT \ 049	Yearly 34,393.35 Bi - weekly 1,322.82 Hourly 16,535263	36,113.01 1,388.96 17,362026	37,918.67 1,458.41 18,230128	39,814.60 1,531.33 19,141634	41,805.33 1,607.90 20,098716	43,895.60 1,688.29 21,103652	46,090.38 1,772.71 22,158834	48,394.89 1,861.34 23,266776
016088 \ Stores Clerk I OFFT \ 050	Yearly 28,349.89 Bi - weekly 1,090.38 Hourly 13,629754	29,767.38 1,144.90 14,311241	31,255.75 1,202.14 15,026803	32,818.54 1,262.25 15,778143	34,459.47 1,325.36 16,567051	36,182.44 1,391.63 17,395403	37,991.56 1,461.21 18,265173	39,891.14 1,534.27 19,178432
016089 \ Stores Clerk II OFFT \ 051	Yearly 31,487.76 Bi - weekly 1,211.07 Hourly 15,138348	33,062.15 1,271.62 15,895265	34,715.26 1,335.20 16,690029	36,451.02 1,401.96 17,524530	38,273.58 1,472.06 18,400757	40,187.25 1,545.66 19,320795	42,196.62 1,622.95 20,286834	44,306.45 1,704.09 21,301176
003687 \ Street Construction Equip Optr OPMT \ 056	Yearly 51,812.86 Bi - weekly 1,992.80 Hourly 24,910029	54,403.50 2,092.44 26,155530	57,123.68 2,197.06 27,463307	59,979.86 2,306.92 28,836472	62,978.86 2,422.26 30,278296	66,127.80 2,543.38 31,792210	69,434.19 2,670.55 33,381821	72,905.90 2,804.07 35,050912
003688 \ Street Construction Laborer OPMT \ 057	Yearly 47,001.58 Bi - weekly 1,807.75 Hourly 22,596915	49,351.66 1,898.14 23,726760	51,819.24 1,993.05 24,913098	54,410.21 2,092.70 26,158753	57,130.72 2,197.34 27,466691	59,987.25 2,307.20 28,840025	62,986.62 2,422.56 30,282027	66,135.95 2,543.69 31,796128
003690 \ Street Construction Lbr Trnee OPMT \ 058	Yearly 36,246.80 Bi - weekly 1,394.11 Hourly 17,426344	57,131.68 2,197.37 27,467156	59,988.27 2,307.24 28,840514	62,987.68 2,422.60 30,282539	66,137.07 2,543.73 31,796666	69,443.92 2,670.92 33,386500	72,916.12 2,804.47 35,055825	76,561.92 2,944.69 36,808616
015099 \ Street Maintenance Supv SUPV \ 056	Yearly 54,411.13 Bi - weekly 2,092.74 Hourly 26,159196	57,131.68 2,197.37 27,467156	59,988.27 2,307.24 28,840514	62,987.68 2,422.60 30,282539	66,137.07 2,543.73 31,796666	69,443.92 2,670.92 33,386500	72,916.12 2,804.47 35,055825	76,561.92 2,944.69 36,808616
006053 \ Structural Maintenance Supv BLDG \ 015	Yearly 55,679.27 Bi - weekly 2,141.51 Hourly 26,768878	59,855.21 2,302.12 28,776544	64,344.35 2,474.78 30,934784	69,170.18 2,660.39 33,254893	74,357.94 2,859.92 35,749010	79,934.79 3,074.41 38,430186	85,929.90 3,305.00 41,312450	92,374.64 3,552.87 44,410884
015095 \ Supervising Building Inspector SUPV \ 052	Yearly 60,504.09 Bi - weekly 2,327.08 Hourly 29,088505	63,529.29 2,443.43 30,542930	66,705.76 2,565.61 32,070077	70,041.05 2,693.89 33,673581	73,543.10 2,828.58 35,357260	77,220.26 2,970.01 37,125123	81,081.27 3,118.51 38,981379	85,135.33 3,274.44 40,930448
015038 \ Supervising Cashier SUPV \ 017	Yearly 38,072.52 Bi - weekly 1,464.33 Hourly 18,304098	39,976.15 1,537.54 19,308802	41,974.96 1,614.42 20,140268	44,073.70 1,695.14 21,189281	46,277.39 1,779.90 22,248745	48,591.26 1,868.89 23,361183	51,020.82 1,962.34 24,519704	53,571.86 2,060.46 25,704704

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015058 \ Supervising Community Ctr Attd SUPV \ 029	Yearly 40,402.68 Bi - weekly 1,553.95 Hourly 19,424,365	42,422.81 1,631.65 20,395,583	44,543.95 1,713.23 21,415,362	46,771.15 1,798.89 22,486,130	49,109.71 1,888.83 23,610,437	51,565.20 1,983.28 24,790,959	54,143.46 2,082.44 26,030,507	56,850.63 2,186.56 27,332,032
015071 \ Supervising Community Svc Rep SUPV \ 036	Yearly 41,664.38 Bi - weekly 1,602.48 Hourly 20,030,951	43,747.60 1,682.60 21,032,499	45,934.98 1,766.73 22,084,124	48,231.73 1,855.07 23,188,330	50,643.31 1,947.82 24,347,746	53,175.48 2,045.21 25,565,134	55,834.25 2,147.47 26,843,390	58,625.97 2,254.84 28,185,560
015074 \ Supervising Construction Insp SUPV \ 037	Yearly 60,000.76 Bi - weekly 2,307.72 Hourly 28,846,521	63,000.80 2,423.11 30,288,847	66,150.84 2,544.26 31,803,289	69,458.38 2,671.48 33,393,454	72,931.30 2,805.05 35,063,127	76,577.87 2,945.30 36,816,283	80,406.76 3,092.57 38,657,097	84,427.10 3,247.20 40,589,952
015039 \ Supervising Dispatcher SUPV \ 018	Yearly 66,938.19 Bi - weekly 2,574.55 Hourly 32,181,822	70,285.10 2,703.27 33,790,914	73,799.36 2,838.44 35,480,459	77,489.32 2,980.36 37,254,482	81,363.79 3,129.38 39,117,206	85,431.98 3,285.85 41,073,067	89,703.58 3,450.14 43,126,720	94,188.76 3,622.64 45,283,056
012059 \ Supervising Fire Svc Worker IAMA \ 012	Yearly 44,983.27 Bi - weekly 1,730.13 Hourly 21,626,574	47,232.44 1,816.63 22,707,903	49,594.06 1,907.46 23,843,298	52,073.76 2,002.84 25,035,463	54,677.45 2,102.98 26,287,236	57,411.32 2,208.13 27,601,598	60,281.89 2,318.53 28,981,678	63,295.99 2,434.46 30,430,762
015060 \ Supervising Forensic Invstg SUPV \ 030	Yearly 60,103.31 Bi - weekly 2,311.67 Hourly 28,895,820	63,108.47 2,427.25 30,340,611	66,263.89 2,548.61 31,857,641	69,577.09 2,676.04 33,450,523	73,055.94 2,809.84 35,123,049	76,708.74 2,950.34 36,879,202	80,544.18 3,097.85 38,723,162	84,571.39 3,252.75 40,659,320
006063 \ Supervising Generator Tech BLDG \ 025	Yearly 64,244.26 Bi - weekly 2,470.93 Hourly 30,886,662	67,456.47 2,594.48 32,430,995	70,829.29 2,724.20 34,052,545	74,370.76 2,860.41 35,755,172	78,089.30 3,003.43 37,542,931	81,993.76 3,153.61 39,420,077	86,093.45 3,311.29 41,391,081	90,398.12 3,476.85 43,460,635
015084 \ Supervising Graphic Designer SUPV \ 043	Yearly 50,160.68 Bi - weekly 1,929.26 Hourly 24,115,709	52,668.71 2,025.72 25,321,494	55,302.14 2,127.01 26,587,569	58,067.25 2,233.36 27,916,947	60,970.61 2,345.02 29,312,795	64,019.14 2,462.27 30,778,434	67,220.10 2,585.39 32,317,356	70,581.11 2,714.66 33,933,224
015040 \ Supervising Plant Operator SUPV \ 019	Yearly 76,909.93 Bi - weekly 2,958.07 Hourly 36,975,929	80,755.43 3,105.98 38,824,726	84,793.20 3,261.28 40,765,962	89,032.86 3,424.34 42,804,260	93,484.50 3,595.56 44,944,473	98,158.73 3,775.34 47,191,697	103,066.66 3,964.10 49,551,281	108,220.00 4,162.31 52,028,845
015041 \ Supervising Police Clerk SUPV \ 020	Yearly 39,214.77 Bi - weekly 1,508.26 Hourly 18,853,256	41,175.51 1,583.67 19,795,918	43,234.29 1,662.86 20,785,714	45,396.00 1,746.00 21,825,000	47,665.80 1,833.30 22,916,250	50,049.09 1,924.97 24,062,063	52,551.55 2,021.21 25,265,166	55,179.12 2,122.27 26,528,424
015062 \ Supervising Property Assistant SUPV \ 031	Yearly 42,393.70 Bi - weekly 1,630.53 Hourly 20,381,584	44,513.38 1,712.05 21,406,621	46,739.05 1,797.66 22,490,697	49,076.00 1,887.54 23,594,232	51,529.80 1,981.92 24,773,943	54,106.29 2,081.01 26,012,640	56,811.61 2,185.06 27,100,936	59,652.19 2,294.31 28,100,936

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015065 \ Supervising Surveyor SUPV \ 033	Yearly 59,053.91 Bi - weekly 2,271.30 Hourly 28.391304	62,006.61 2,384.87 29.810869	65,106.94 2,504.11 31.301413	68,362.29 2,629.32 32.866483	71,780.40 2,760.78 34.509808	75,369.42 2,898.82 36.235298	79,137.89 3,043.77 38.047063	83,094.79 3,195.95 39.949416
015035 \ Supervising Water Quality Chem SUPV \ 016	Yearly 65,418.06 Bi - weekly 2,516.08 Hourly 31.450992	68,688.97 2,641.88 33.023541	72,123.42 2,773.98 34.674719	75,729.59 2,912.68 36.408455	79,516.06 3,058.31 38.228877	83,491.87 3,211.23 40.140321	87,666.46 3,371.79 42.147337	92,049.78 3,540.38 44.254704
016113 \ Surveillance Equipment Tech OFFT \ 064	Yearly 37,289.25 Bi - weekly 1,434.20 Hourly 17.927522	39,153.71 1,505.91 18.823898	41,111.39 1,581.21 19.765093	43,166.96 1,660.27 20.753348	45,325.31 1,743.28 21.791015	47,591.58 1,830.45 22.880566	49,971.16 1,921.97 24.024594	52,469.71 2,018.07 25.225824
015102 \ Survey Party Chief SUPV \ 058	Yearly 54,345.95 Bi - weekly 2,090.23 Hourly 26.127858	57,063.24 2,194.74 27.434251	59,916.40 2,304.48 28.805963	62,912.23 2,419.70 30.246262	66,057.84 2,540.69 31.758575	69,360.73 2,667.72 33.346503	72,828.76 2,801.11 35.013829	76,470.20 2,941.16 36.764520
003924 \ Survey Technician I OPMT \ 069	Yearly 35,574.03 Bi - weekly 1,368.23 Hourly 17.102899	37,352.73 1,436.64 17.958044	39,220.37 1,508.48 18.855946	41,181.39 1,583.90 19.798743	43,240.45 1,663.09 20.788680	45,402.48 1,746.25 21.828114	47,672.60 1,833.56 22.919520	50,056.23 1,925.24 24.065496
003925 \ Survey Technician II OPMT \ 070	Yearly 40,231.11 Bi - weekly 1,547.35 Hourly 19.341880	42,242.67 1,624.72 20.308974	44,354.80 1,705.95 21.324423	46,572.54 1,791.25 22.390644	48,901.17 1,880.81 23.510176	51,346.23 1,974.85 24.685685	53,913.54 2,073.60 25.919970	56,609.21 2,177.28 27.215968
011023 \ Telecommunications Engineer I WCOE \ 014	Yearly 67,680.92 Bi - weekly 2,603.11 Hourly 32.538902	71,064.96 2,733.27 34.165847	74,618.21 2,869.93 35.874139	78,349.12 3,013.43 37.667846	82,266.58 3,164.10 39.551238	86,379.90 3,322.30 41.528800	90,698.90 3,488.42 43.605240	95,233.84 3,662.84 45.785502
011025 \ Telecommunications Engn II WCOE \ 016	Yearly 73,969.48 Bi - weekly 2,844.98 Hourly 35.562248	77,667.95 2,987.23 37.340360	81,551.35 3,136.59 39.207378	85,628.91 3,293.42 41.167747	89,910.36 3,458.09 43.226135	94,405.88 3,631.00 45.387442	99,126.17 3,812.55 47.656814	104,082.48 4,003.17 50.039654
011026 \ Telecommunications Engn III WCOE \ 017	Yearly 77,667.78 Bi - weekly 2,987.22 Hourly 37.340277	81,551.17 3,136.58 39.207291	85,628.72 3,293.41 41.167656	89,910.16 3,458.08 43.226038	94,405.67 3,630.99 45.387340	99,125.95 3,812.54 47.656707	104,082.25 4,003.16 50.039543	109,286.36 4,203.32 52.541520
015077 \ Telecommunications Supv SUPV \ 040	Yearly 60,737.00 Bi - weekly 2,336.04 Hourly 29.200480	63,773.85 2,452.84 30.660504	66,962.54 2,575.48 32.193529	70,310.67 2,704.26 33.803206	73,826.20 2,839.47 35.493366	77,517.51 2,981.44 37.268034	81,393.39 3,130.51 39.131436	85,463.06 3,287.04 41.088008
017029 \ Telecommunications SysAnls I PROF \ 017	Yearly 54,445.72 Bi - weekly 2,094.07 Hourly 26.175826	57,168.00 2,198.77 27.945848	60,026.40 2,308.71 29.445848	63,027.73 2,424.14 30.301791	66,179.11 2,545.35 31.816880	69,488.07 2,672.62 33.407724	72,962.47 2,806.25 35.461920	76,610.59 2,946.56 38.162016

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017030 \ Telecommunications SysAnls II PROF \ 018	Yearly 59,892.69	62,887.32	66,031.69	69,333.27	72,799.94	76,439.93	80,261.93	84,275.03
	Bi - weekly 2,303.56	2,418.74	2,539.68	2,666.66	2,800.00	2,940.00	3,087.00	3,241.35
	Hourly 28,794,562	30,234,290	31,746,004	33,333,305	34,999,970	36,749,968	38,587,467	40,516,840
017035 \ Telecommunications SysAnls III PROF \ 022	Yearly 65,879.88	69,173.88	72,632.57	76,264.20	80,077.41	84,081.28	88,285.34	92,699.61
	Bi - weekly 2,533.84	2,660.53	2,793.56	2,933.24	3,079.90	3,233.90	3,395.59	3,565.37
	Hourly 31,673,020	33,256,671	34,919,505	36,665,480	38,498,754	40,423,692	42,444,876	44,567,120
003683 \ Telecommunications Tech I OPMT \ 054	Yearly 50,299.65	52,814.63	55,455.37	58,228.13	61,139.54	64,196.52	67,406.34	70,776.66
	Bi - weekly 1,934.60	2,031.33	2,132.90	2,239.54	2,351.52	2,469.10	2,592.55	2,722.18
	Hourly 24,182,524	25,391,650	26,661,233	27,994,295	29,394,009	30,863,710	32,406,895	34,027,240
003684 \ Telecommunications Tech II OPMT \ 055	Yearly 52,814.75	55,455.49	58,228.26	61,139.67	64,196.66	67,406.49	70,776.81	74,315.65
	Bi - weekly 2,031.34	2,132.90	2,239.55	2,351.53	2,469.10	2,592.56	2,722.19	2,858.29
	Hourly 25,391,706	26,661,291	27,994,356	29,394,073	30,863,777	32,406,966	34,027,314	35,728,680
003682 \ Telecommunications Tech Trnee OPMT \ 053	Yearly 45,726.97	48,013.32	50,413.98	52,934.68	55,581.42	58,360.49	61,278.51	64,342.44
	Bi - weekly 1,758.73	1,846.67	1,939.00	2,035.95	2,137.75	2,244.63	2,356.87	2,474.71
	Hourly 21,984,120	23,083,326	24,237,492	25,449,366	26,721,835	28,057,927	29,460,823	30,933,864
016091 \ Ticket Seller OFFT \ 052	Yearly 29,491.98	30,966.58	32,514.91	34,140.66	35,847.69	37,640.07	39,522.08	41,498.18
	Bi - weekly 1,134.31	1,191.02	1,250.57	1,313.10	1,378.76	1,447.70	1,520.08	1,596.08
	Hourly 14,178,837	14,887,779	15,632,168	16,413,777	17,234,465	18,096,189	19,000,998	19,951,048
015045 \ Traffic Ctrl&Light Supv SUPV \ 022	Yearly 62,591.35	65,720.91	69,006.96	72,457.31	76,080.17	79,884.18	83,878.39	88,072.31
	Bi - weekly 2,407.36	2,527.73	2,654.11	2,786.82	2,926.16	3,072.47	3,226.09	3,387.40
	Hourly 30,091,993	31,596,593	33,176,422	34,835,243	36,577,006	38,405,856	40,326,149	42,342,456
003637 \ Traffic Ctrl&Light Tech I OPMT \ 021	Yearly 46,863.53	49,206.71	51,667.04	54,250.39	56,962.91	59,811.06	62,801.61	65,941.69
	Bi - weekly 1,802.44	1,892.57	1,987.19	2,086.55	2,190.88	2,300.43	2,415.45	2,536.22
	Hourly 22,530,543	23,657,070	24,839,923	26,081,919	27,386,015	28,755,316	30,193,082	31,702,736
003636 \ Traffic Ctrl&Light Tech II OPMT \ 020	Yearly 51,555.82	54,133.61	56,840.29	59,682.30	62,666.42	65,799.74	69,089.72	72,544.21
	Bi - weekly 1,982.92	2,082.06	2,186.16	2,295.47	2,410.25	2,530.76	2,657.30	2,790.16
	Hourly 24,786,450	26,025,772	27,327,061	28,693,414	30,128,085	31,634,489	33,216,213	34,877,024
003635 \ Traffic Ctrl&Light Tech Trnee OPMT \ 019	Yearly 41,631.33	43,712.89	45,898.54	48,193.46	50,603.14	53,133.29	55,789.96	58,579.46
	Bi - weekly 1,601.20	1,681.27	1,765.33	1,853.59	1,946.27	2,043.59	2,145.77	2,253.06
	Hourly 20,015,060	21,015,813	22,066,604	23,169,934	24,328,431	25,544,853	26,822,095	28,163,200
016202 \ Traffic Investigator I OFFT \ 072	Yearly 38,170.61	40,079.14	42,083.10	44,187.25	46,396.61	48,716.44	51,152.26	53,709.88
	Bi - weekly 1,468.10	1,541.51	1,618.58	1,699.51	1,784.49	1,873.71	1,967.39	2,065.76
	Hourly 18,351,253	19,068,121	19,842,257	20,674,389	21,549,663	22,471,366	23,441,366	24,461,366

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016203 \ Traffic Investigator III OFFT \ 073	Yearly 42,991.72	45,141.31	47,398.37	49,768.29	52,256.71	54,869.54	57,613.02	60,493.67
	Bi - weekly 1,653.53	1,736.20	1,823.01	1,914.17	2,009.87	2,110.37	2,215.89	2,326.68
	Hourly 20.669098	21.702553	22.787680	23.927064	25.123417	26.379588	27.698568	29.083496
016204 \ Traffic Investigator III OFFT \ 074	Yearly 47,368.39	49,736.81	52,223.65	54,834.84	57,576.58	60,455.41	63,478.18	66,652.09
	Bi - weekly 1,821.86	1,912.95	2,008.60	2,109.03	2,214.48	2,325.21	2,441.47	2,563.54
	Hourly 22.773266	23.911929	25.107526	26.362902	27.681047	29.065099	30.518354	32.044272
008004 \ Traffic Supervisor TRAF \ 004	Yearly 50,384.82	52,904.06	55,549.27	58,326.73	61,243.07	64,305.22	67,520.48	70,896.51
	Bi - weekly 1,937.88	2,034.77	2,136.51	2,243.34	2,355.50	2,473.28	2,596.94	2,726.79
	Hourly 24.223472	25.434646	26.706378	28.041697	29.443782	30.915971	32.461770	34.084858
008001 \ Traffic Worker I TRAF \ 001	Yearly 39,195.50	41,155.27	43,213.03	45,373.69	47,642.37	50,024.49	52,525.71	55,152.00
	Bi - weekly 1,507.52	1,582.89	1,662.04	1,745.14	1,832.40	1,924.02	2,020.22	2,121.23
	Hourly 18.843988	19.786187	20.775497	21.814272	22.904985	24.050234	25.252746	26.515383
008002 \ Traffic Worker II TRAF \ 002	Yearly 43,100.78	45,255.82	47,518.61	49,894.54	52,389.27	55,008.73	57,759.17	60,647.13
	Bi - weekly 1,657.72	1,740.61	1,827.64	1,919.02	2,014.97	2,115.72	2,221.51	2,332.58
	Hourly 20.721529	21.757606	22.845486	23.987760	25.187148	26.446506	27.768831	29.157273
008003 \ Traffic Worker III TRAF \ 003	Yearly 45,800.85	48,090.89	50,495.44	53,020.21	55,671.22	58,454.78	61,377.52	64,446.40
	Bi - weekly 1,761.57	1,849.65	1,942.13	2,039.24	2,141.20	2,248.26	2,360.67	2,478.71
	Hourly 22.019640	23.120622	24.276653	25.490486	26.765010	28.103261	29.508424	30.983845
008005 \ Traffic Worker Trainee TRAF \ 005	Yearly 34,384.00	36,103.19	37,908.36	39,803.77	41,793.96	43,883.66	46,077.84	48,381.73
	Bi - weekly 1,322.46	1,388.58	1,458.01	1,530.91	1,607.46	1,687.83	1,772.22	1,860.84
	Hourly 16.530767	17.357305	18.225171	19.136429	20.093251	21.097913	22.152809	23.260449
016965 \ Transportation Sys Mgt Coord OFFT \ 128	Yearly 39,488.88	41,463.33	43,536.49	45,713.31	47,998.98	50,398.93	52,918.88	55,564.82
	Bi - weekly 1,518.80	1,594.74	1,674.48	1,758.20	1,846.11	1,938.42	2,035.34	2,137.11
	Hourly 18.985039	19.934291	20.931005	21.977555	23.076433	24.230255	25.441768	26.713856
015046 \ Tree Maintenance Supervisor SUPV \ 023	Yearly 48,831.02	51,272.57	53,836.20	56,528.01	59,354.41	62,322.14	65,438.24	68,710.15
	Bi - weekly 1,878.12	1,972.02	2,070.62	2,174.15	2,282.86	2,397.01	2,516.86	2,642.70
	Hourly 23.476454	24.650276	25.882790	27.176930	28.535776	29.962565	31.460693	33.033728
003660 \ Tree Maintenance Worker OPMT \ 041	Yearly 37,518.00	39,393.90	41,363.60	43,431.78	45,603.37	47,883.54	50,277.71	52,791.60
	Bi - weekly 1,443.00	1,515.15	1,590.91	1,670.45	1,753.98	1,841.67	1,933.76	2,030.45
	Hourly 18.037502	18.939377	19.886345	20.880663	21.924696	23.020931	24.171977	25.380576
003917 \ Tree Maintenance Worker Trnee OPMT \ 065	Yearly 32,140.37	33,747.39	35,434.76	37,206.49	39,066.82	41,020.16	43,071.17	45,224.72
	Bi - weekly 1,236.17	1,297.98	1,362.88	1,431.02	1,502.57	1,577.70	1,656.58	1,739.41
	Hourly 15.452100	16.366102	17.325940	18.341737	19.414524	20.545330	21.734176	22.971111

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003639 \ Tree Pruner I OPMT \ 023	Yearly 35,407.84 Bi - weekly 1,361.84 Hourly 17,023001	37,178.23 1,429.93 17,874151	39,037.15 1,501.43 18,767859	40,989.00 1,576.50 19,706252	43,038.45 1,655.33 20,691564	45,190.38 1,738.09 21,726142	47,449.90 1,825.00 22,812450	49,822.39 1,916.25 23,953072
003640 \ Tree Pruner II OPMT \ 024	Yearly 38,948.66 Bi - weekly 1,498.03 Hourly 18,725316	40,896.09 1,572.93 19,661582	42,940.90 1,651.57 20,644661	45,087.94 1,734.15 21,676894	47,342.34 1,820.86 22,760739	49,709.45 1,911.90 23,898776	52,194.93 2,007.50 25,093714	54,804.67 2,107.87 26,348400
015047 \ Tree Pruner Supervisor SUPV \ 024	Yearly 47,873.41 Bi - weekly 1,841.29 Hourly 23,016063	50,267.08 1,933.35 24,166866	52,780.44 2,030.02 25,375209	55,419.46 2,131.52 26,643970	58,190.43 2,238.09 27,976168	61,099.95 2,350.00 29,374977	64,154.95 2,467.50 30,843726	67,362.70 2,590.87 32,385912
003638 \ Tree Pruner Trainee OPMT \ 022	Yearly 30,939.09 Bi - weekly 1,189.96 Hourly 14,874560	32,486.04 1,249.46 15,618288	34,110.34 1,311.94 16,399203	35,815.86 1,377.53 17,219163	37,606.65 1,446.41 18,080121	39,486.98 1,518.73 18,984127	41,461.33 1,594.67 19,933333	43,534.40 1,674.40 20,930000
016094 \ Typist Clerk I OFFT \ 053	Yearly 26,051.86 Bi - weekly 1,001.99 Hourly 12,524934	27,354.46 1,052.09 13,151181	28,722.18 1,104.70 13,808740	30,158.29 1,159.93 14,499177	31,666.20 1,217.93 15,224136	33,249.51 1,278.83 15,985342	34,911.99 1,342.77 16,784610	36,657.59 1,409.91 17,623840
016095 \ Typist Clerk II OFFT \ 054	Yearly 29,199.89 Bi - weekly 1,123.07 Hourly 14,038407	30,659.88 1,179.23 14,740327	32,192.87 1,238.19 15,477343	33,802.52 1,300.10 16,251211	35,492.64 1,365.10 17,063771	37,267.28 1,433.36 17,916960	39,130.64 1,505.02 18,812808	41,087.17 1,580.28 19,753448
016096 \ Typist Clerk III OFFT \ 055	Yearly 32,432.62 Bi - weekly 1,247.41 Hourly 15,592604	34,054.25 1,309.78 16,372234	35,756.96 1,375.27 17,190846	37,544.81 1,444.03 18,050388	39,422.05 1,516.23 18,952908	41,393.15 1,592.04 19,900553	43,462.81 1,671.65 20,895581	45,635.95 1,755.23 21,940360
007010 \ Utilities Locator WATR \ 006	Yearly 48,614.89 Bi - weekly 1,869.80 Hourly 23,372544	51,045.64 1,963.29 24,541171	53,597.92 2,061.46 25,768229	56,277.81 2,164.53 27,056641	59,091.70 2,272.76 28,409473	62,046.29 2,386.40 29,829946	65,148.60 2,505.72 31,321444	68,406.03 2,631.00 32,887516
015093 \ Utility Customer Svc Supv SUPV \ 050	Yearly 42,128.81 Bi - weekly 1,620.34 Hourly 20,254236	44,235.25 1,701.36 21,266948	46,447.01 1,786.42 22,330295	48,769.37 1,875.74 23,446810	51,207.83 1,969.53 24,619150	53,768.23 2,068.01 25,850108	56,456.64 2,171.41 27,142613	59,279.47 2,279.98 28,499744
016224 \ Utility Customer Svc Tech I OFFT \ 091	Yearly 28,349.89 Bi - weekly 1,090.38 Hourly 13,629754	29,767.38 1,144.90 14,311241	31,255.75 1,202.14 15,026803	32,818.54 1,262.25 15,778143	34,459.47 1,325.36 16,567051	36,182.44 1,391.63 17,395403	37,991.56 1,461.21 18,265173	39,891.14 1,534.27 19,178432
016225 \ Utility Customer Svc Tech II OFFT \ 092	Yearly 31,487.76 Bi - weekly 1,211.07 Hourly 15,138348	33,062.15 1,271.62 16,066621	34,715.26 1,335.20 17,040029	36,451.02 1,401.96 17,524530	38,273.58 1,472.06 18,400757	40,187.25 1,545.66 19,320795	42,196.62 1,622.95 20,104176	44,306.45 1,704.09 21,04176

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016226 \ Utility Customer Svc Tech III OFFT \ 093	Yearly 34,722.19 Bi - weekly 1,335.47 Hourly 16.693359	36,458.30 1,402.24 17.528027	38,281.21 1,472.35 18.404428	40,195.27 1,545.97 19.324649	42,205.04 1,623.27 20.290882	44,315.29 1,704.43 21.305426	46,531.05 1,789.66 22.370697	48,857.60 1,879.14 23.489232
016946 \ Utility Serv Inspect (UNPY) OFFT \ 120	Yearly 33,948.29 Bi - weekly 1,305.70 Hourly 16.321291	35,645.70 1,370.99 17.137356	37,427.99 1,439.54 17.994224	39,299.39 1,511.51 18.893935	41,264.36 1,587.09 19.838632	43,327.57 1,666.45 20.830563	45,493.95 1,749.77 21.872091	47,768.65 1,837.26 22.965696
016099 \ Utility Services Inspector OFFT \ 056	Yearly 33,948.29 Bi - weekly 1,305.70 Hourly 16.321291	35,645.70 1,370.99 17.137356	37,427.99 1,439.54 17.994224	39,299.39 1,511.51 18.893935	41,264.36 1,587.09 19.838632	43,327.57 1,666.45 20.830563	45,493.95 1,749.77 21.872091	47,768.65 1,837.26 22.965696
012013 \ Vehicle Pool Serwworker IAMA \ 008	Yearly 34,859.13 Bi - weekly 1,340.74 Hourly 16.759197	36,602.09 1,407.77 17.597157	38,432.19 1,478.16 18.477015	40,353.80 1,552.07 19.400865	42,371.49 1,629.67 20.370908	44,490.06 1,711.16 21.389454	46,714.57 1,796.71 22.458927	49,050.30 1,886.55 23.581873
012005 \ Vehicle Service Attendant IAMA \ 004	Yearly 30,139.79 Bi - weekly 1,159.22 Hourly 14.490285	31,646.78 1,217.18 15.214799	33,229.12 1,278.04 15.975539	34,890.58 1,341.95 16.774316	36,635.11 1,409.04 17.613032	38,466.86 1,479.49 18.493683	40,390.20 1,553.47 19.418367	42,409.72 1,631.14 20.389286
016978 \ Water Conservation Rep OFFT \ 139	Yearly 33,948.29 Bi - weekly 1,305.70 Hourly 16.321291	35,645.70 1,370.99 17.137356	37,427.99 1,439.54 17.994224	39,299.39 1,511.51 18.893935	41,264.36 1,587.09 19.838632	43,327.57 1,666.45 20.830563	45,493.95 1,749.77 21.872091	47,768.65 1,837.26 22.965696
016975 \ Water Conservation Specialist OFFT \ 135	Yearly 35,645.67 Bi - weekly 1,370.99 Hourly 17.137341	37,427.95 1,439.54 17.994208	39,299.35 1,511.51 18.893919	41,264.32 1,587.09 19.838615	43,327.53 1,666.44 20.830545	45,493.91 1,749.77 21.872073	47,768.61 1,837.25 22.965676	50,157.04 1,929.12 24.113960
015107 \ Water Conservation Supervisor SUPV \ 051	Yearly 42,926.54 Bi - weekly 1,651.02 Hourly 20.637759	45,072.87 1,733.57 21.669647	47,326.51 1,820.25 22.753130	49,692.84 1,911.26 23.890786	52,177.48 2,006.83 25.085326	54,786.35 2,107.17 26.339592	57,525.67 2,212.53 27.656571	60,401.95 2,323.15 29.039400
007902 \ Water Cross Conn Ctrl Spclst WATR \ 004	Yearly 60,026.91 Bi - weekly 2,308.73 Hourly 28.859089	63,028.25 2,424.16 30.302043	66,179.66 2,545.37 31.817145	69,488.65 2,672.64 33.408003	72,963.08 2,806.27 35.078403	76,611.23 2,946.59 36.832323	80,441.79 3,093.92 38.673939	84,463.88 3,248.61 40.607636
017008 \ Water Quality Chemist PROF \ 005	Yearly 57,561.00 Bi - weekly 2,213.88 Hourly 27.673556	60,439.05 2,324.58 29.057234	63,461.00 2,440.81 30.510095	66,634.05 2,562.85 32.035600	69,965.75 2,690.99 33.637380	73,464.04 2,825.54 35.319249	77,137.24 2,966.82 37.085211	80,994.10 3,115.16 38.939472
016080 \ Water Quality Lab Tech OFFT \ 043	Yearly 38,593.84 Bi - weekly 1,484.38 Hourly 18.554730	40,523.53 1,558.60 16.961621	42,549.71 1,636.53 17.455899	44,677.19 1,718.35 18.455899	46,911.05 1,804.27 19.553390	49,256.60 1,894.48 20.681059	51,719.43 1,989.21 22.553390	54,305.41 2,088.67 24.104568

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003915 \ Water Waste Inspector OPMT \ 064	Yearly 813.81 10.172647	22,217.06 854.50 10.681279	23,327.91 897.23 11.215343	24,494.31 942.09 11.776111	25,719.03 989.19 12.364916	27,004.98 1,038.65 12.983162	28,355.23 1,090.59 13.632320	29,772.99 1,145.11 14.313936
016213 \ Zoning Investigator OFFT \ 080	Yearly 54,713.99 2,104.38 26.304801	57,449.69 2,209.60 27.620041	60,322.17 2,320.08 29.001043	63,338.28 2,436.09 30.451095	66,505.19 2,557.89 31.973649	69,830.45 2,685.79 33.572332	73,321.97 2,820.08 35.250949	76,988.07 2,961.08 37.013496
003642 \ Zoo Attendant I OPMT \ 026	Yearly 32,870.91 1,264.27 15.803324	34,514.46 1,327.48 16.593490	36,240.18 1,393.85 17.423165	38,052.19 1,463.55 18.294323	39,954.80 1,536.72 19.209039	41,952.54 1,613.56 20.169491	44,050.17 1,694.24 21.177966	46,252.68 1,778.95 22.236864
003643 \ Zoo Attendant II OPMT \ 027	Yearly 35,539.59 1,366.91 17.086343	37,316.57 1,435.25 17.940660	39,182.40 1,507.02 18.837693	41,141.52 1,582.37 19.779577	43,198.60 1,661.48 20.768556	45,358.53 1,744.56 21.806984	47,626.45 1,831.79 22.897333	50,007.78 1,923.38 24.042200
015051 \ Zoo Supervisor SUPV \ 025	Yearly 44,674.19 1,718.24 21.477978	46,907.90 1,804.15 22.551877	49,253.30 1,894.36 23.679471	51,715.96 1,989.08 24.863444	54,301.76 2,088.53 26.106617	57,016.85 2,192.96 27.411947	59,867.69 2,302.60 28.782545	62,861.08 2,417.73 30.221672

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009031 \ Arts & Crafts Specialist TEMP \ 024	764.05 9.550600	802.26 10.028200	842.37 10.529600	884.48 11.056000	928.70 11.608800	975.14 12.189200	1,023.90 12.798700	1,075.09 13.438600
009018 \ Assistant Caretaker DALY \ 001	52.24	57.46	63.20					
009019 \ Assistant Cook DALY \ 002	52.24	57.46	63.20					
009070 \ Assistant Greenskeeper TEMP \ 039	790.79 9.884838	830.33 10.379080	871.84 10.898034	915.43 11.442936	961.21 12.015083	1,009.27 12.615837	1,059.73 13.246629	1,112.72 13.908960
009119 \ Assistant Pool Manager TEMP \ 053	794.50 9.931300	834.23 10.427900	875.94 10.949200	919.74 11.496700	965.72 12.071500	1,014.01 12.675100	1,064.71 13.308900	1,117.95 13.974400
009001 \ Assistant Proctor TEMP \ 001	750.04 9.375500	787.54 9.844200	826.92 10.336500	868.26 10.853200	911.67 11.395900			
009120 \ Building Maint Labr Trnee TEMP \ 054	947.74 11.846800							
009127 \ Cache Logistics Coordinator TEMP \ 061	1,606.55 20.081900	1,686.88 21.086000	1,771.23 22.140400	1,859.78 23.247300	1,952.78 24.409700	2,050.42 25.630200	2,152.94 26.911700	2,260.58 28.257200
009045 \ Camp Aide DALY \ 007	38.15	41.96	46.16					
009022 \ Camp Recreation Leader DALY \ 003	43.87	48.25	53.08					
009046 \ Caretaker DALY \ 008	84.38	93.14	102.46	112.00	124.03			

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009012 \ Cashier (Community Svcs) TEMP \ 012	720.00 9.000000	755.87 9.448400	793.67 9.920900	833.36 10.417000				
009003 \ Clerical Assistant TEMP \ 003	734.90 9.186200	771.64 9.645500	810.22 10.127700	850.73 10.634100	893.27 11.165900	937.93 11.724100	984.83 12.310400	
009113 \ Dispatcher Recruit TEMP \ 048	1,489.50 18.618800							
009093 \ Events Associate TEMP \ 042	753.92 9.424000	791.62 9.895200	831.19 10.389900	872.75 10.909400	916.39 11.454900	962.21 12.027600		
009067 \ Events Duty Person TEMP \ 036	1,252.41 15.655100	1,315.03 16.437900	1,380.78 17.259800	1,449.82 18.122800	1,522.32 19.029000	1,598.44 19.980500	1,678.36 20.979500	1,762.27 22.028400
009092 \ Events Usher TEMP \ 041	739.53 9.244100	776.50 9.706300	815.33 10.191600					
005083 \ Fire Recruit FR40 \ 006	1,544.27 19.303410							
009024 \ First Cook DALY \ 004	84.68	93.14	102.46	112.00	124.03			
009065 \ Golf Marshal/Player Assistant TEMP \ 035	737.78 9.222300	774.67 9.683400	813.42 10.167700	854.08 10.676000	896.78 11.209800	941.62 11.770300	988.70 12.358800	1,038.14 12.976800
009005 \ Graduate Student Trainee TEMP \ 005	942.58 11.782200	1,038.96 12.987000	1,135.33 14.191600	1,231.72 15.396500				

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009025 \ Host DALY \ 005	52.24	57.46	63.20					
009107 \ Human Services Program Coord TEMP \ 046	1,261.85 15.773095	1,324.94 16.561749	1,391.19 17.389837	1,460.75 18.259329	1,533.78 19.172295	1,610.47 20.130910	1,691.00 21.137455	1,775.55 22.194328
009125 \ Instructor TEMP \ 058	2,362.22 29.527700	2,598.43 32.480400	2,834.66 35.433200					
009049 \ Law Clerk TEMP \ 031	1,135.41 14.192600	1,192.18 14.902200	1,251.78 15.647200	1,314.37 16.429600	1,380.09 17.251100	1,449.10 18.113700	1,521.54 19.019300	1,597.62 19.970300
009094 \ Lead Events Associate TEMP \ 043	1,041.15 13.014400	1,093.21 13.665100	1,147.87 14.348400	1,205.26 15.065800	1,265.52 15.819000	1,328.79 16.609900		
009013 \ Lifeguard TEMP \ 013	726.97 9.087100	763.32 9.541500	801.48 10.018500	841.56 10.519500	883.63 11.045400			
009061 \ Marina Aide TEMP \ 032	785.01 9.812600	824.26 10.303300	865.47 10.818400	908.74 11.359300	954.18 11.927200	1,001.89 12.523600	1,051.98 13.149800	1,104.58 13.807200
009130 \ Mayor Council Intern TEMP \ 064	961.60 12.020000	1,923.20 24.040000						
009131 \ Mayor Council Student Intern TEMP \ 065	720.00 9.000000	960.00 12.000000						
009027 \ Nurse DALY \ 006	52.24	57.46	63.20					

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009126 \ Pilot TEMP \ 059	2,834.66 35,433,200	3,070.88 38,386,000	3,307.10 41,338,800					
009104 \ Police Background Assistant TEMP \ 044	2,482.05 31,025,600							
002035 \ Police Cadet SPOA \ 003	1,698.54 21,231,800							
009123 \ Police Recruit TEMP \ 056	1,682.38 21,029,700	1,766.50 22,081,200	1,854.82 23,185,200	1,947.56 24,344,500				
009014 \ Pool Attendant TEMP \ 014	732.42 9,155,300	769.05 9,613,100	807.50 10,093,800					
009015 \ Pool Manager TEMP \ 015	868.54 10,856,800	911.97 11,399,600	957.58 11,969,700	1,005.46 12,568,200	1,055.73 13,196,600	1,108.51 13,856,400	1,163.94 14,549,300	1,222.14 15,276,800
009007 \ Proctor TEMP \ 007	824.31 10,303,900	865.53 10,819,100	908.80 11,360,000	954.25 11,928,100	1,001.96 12,524,500	1,052.06 13,150,700		
009048 \ Program Director DALY \ 009	84.68	93.14	102.46	112.00	124.03			
009064 \ Promotions Specialist TEMP \ 034	785.01 9,812,600	824.26 10,303,300	865.47 10,818,400	908.74 11,359,300	954.18 11,927,200	1,001.89 12,523,600	1,051.98 13,149,800	1,104.58 13,807,200
009037 \ Public Service Aide TEMP \ 025	749.36 9,367,000	786.82 9,835,300	826.16 10,327,000	867.47 10,843,400				

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009039 \ Recreation Aide TEMP \ 027	Bi-weekly Hourly 749.93 9.374069	787.42 9.842773	826.79 10.334912	868.13 10.851657	911.54 11.394240			
009038 \ Recreation Leader (Spcl Needs) TEMP \ 026	Bi-weekly Hourly 748.61 9.357609	786.04 9.825490	825.34 10.316764	866.61 10.832602	909.94 11.374232	955.44 11.942944		
009063 \ Relief Clerical Assistant TEMP \ 033	Bi-weekly Hourly 1,079.87 13.498400	1,199.43 14.992900	1,222.30 15.278800	1,357.44 16.968000				
009128 \ Reserve Community Service Off TEMP \ 062	Bi-weekly Hourly 1,714.89 21.436100							
009115 \ Reserve Dispatcher TEMP \ 049	Bi-weekly Hourly 2,160.69 27.008600							
009006 \ Reserve Police Officer I TEMP \ 006	Bi-weekly Hourly 2,240.00 28.000000	2,600.00 32.500000	2,880.00 36.000000					
009004 \ Reserve Police Officer II TEMP \ 004	Bi-weekly Hourly 2,080.00 26.000000							
009002 \ Reserve Police Officer III TEMP \ 002	Bi-weekly Hourly 2,000.00 25.000000							
009121 \ Reserve Police Records Spec TEMP \ 055	Bi-weekly Hourly 1,556.82 19.460300							
009020 \ Reserve Police Sergeant TEMP \ 019	Bi-weekly Hourly 3,280.00 41.000000							

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009021 \ Reserve Property Assistant TEMP \ 060	Bi-weekly Hourly 1,544.86 19.310800							
009008 \ School Crossing Guard TEMP \ 008	Bi-weekly Hourly 724.31 9.053900							
009117 \ Security Officer TEMP \ 051	Bi-weekly Hourly 1,982.83 24.785400							
009016 \ Senior Lifeguard TEMP \ 016	Bi-weekly Hourly 758.45 9.480600	796.38 9.954700	836.19 10.452400	878.00 10.975000	921.90 11.523700	967.99 12.099900	1,016.38 12.704800	1,067.21 13.340100
009118 \ Senior Recreation Aide TEMP \ 052	Bi-weekly Hourly 796.98 9.982297	836.83 10.460412	878.67 10.983432	922.61 11.532604	968.74 12.109234	1,017.18 12.714696	1,068.03 13.350430	1,121.44 14.017952
009106 \ Special Program Leader TEMP \ 045	Bi-weekly Hourly 983.15 12.289380	1,032.31 12.903849	1,083.92 13.549042	1,138.12 14.226494	1,195.03 14.937818	1,254.78 15.684709	1,317.52 16.468945	1,383.39 17.292392
009116 \ Staff Aide TEMP \ 050	Bi-weekly Hourly 1,600.00 20.000000	7,847.20 98.090000						
009108 \ Student Trainee (Engn, Comptr) TEMP \ 047	Bi-weekly Hourly 1,049.70 13.121300	1,146.07 14.325900	1,242.46 15.530700	1,338.83 16.735400				
009009 \ Student Trainee (Most Majors) TEMP \ 009	Bi-weekly Hourly 808.72 10.109000	905.09 11.313600	1,001.47 12.518400	1,097.85 13.723100				
009071 \ Student Trainee (Paramedic) TEMP \ 040	Bi-weekly Hourly 1,049.70 13.121300	1,146.07 14.325900	1,242.46 15.530700	1,338.83 16.735400				

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009010 \ Ticket Seller (Exempt) TEMP \ 010	928.18 11.602200	974.59 12.182400	1,023.32 12.791500	1,074.49 13.431100	1,128.21 14.102600	1,184.62 14.807700	1,243.85 15.548100	1,306.04 16.325500
009124 \ Tutor TEMP \ 057	1,133.86 14.173300	1,322.84 16.535500	1,511.82 18.897700					
009011 \ Utility Worker TEMP \ 011	748.61 9.357609	786.04 9.825490	825.34 10.316764	866.61 10.832602	909.94 11.374232	955.44 11.942944		
009069 \ Vehicle Service Aide TEMP \ 038	731.94 9.149200	768.54 9.606700	806.96 10.087000	847.31 10.591400	889.68 11.121000			
009068 \ Youth Aide TEMP \ 037	720.00 9.000000							