



**Fiscal Year 2014-2015 Compensation Schedule**  
**Effective June 27, 2014**

| POSITION TITLE                | PCN  | BARG |         |         |         |         |          | Bi-Weekly Rate |            |            |            |            |
|-------------------------------|------|------|---------|---------|---------|---------|----------|----------------|------------|------------|------------|------------|
|                               |      |      | Step A  | Step B  | Step C  | Step D  | Step E   | Step A         | Step B     | Step C     | Step D     | Step E     |
| ACCOUNTANT                    | 3633 | CONF | \$31.30 | \$32.86 | \$34.51 | \$36.23 | \$38.04  | \$2,503.77     | \$2,628.96 | \$2,760.40 | \$2,898.42 | \$3,043.35 |
| ACCOUNTING ASSISTANT          | 3641 | CVEA | \$19.14 | \$20.10 | \$21.11 | \$22.16 | \$23.27  | \$1,531.49     | \$1,608.07 | \$1,688.47 | \$1,772.90 | \$1,861.54 |
| ACCOUNTING ASSISTANT (HRLY)   | 3640 | UCHR | \$19.14 | \$20.10 | \$21.11 | \$22.16 | \$23.27  | \$1,531.50     | \$1,608.07 | \$1,688.48 | \$1,772.89 | \$1,861.54 |
| ACCOUNTING TECH (HOURLY)      | 3676 | UCHR | \$24.22 | \$25.43 | \$26.70 | \$28.03 | \$29.44  | \$1,937.34     | \$2,034.21 | \$2,135.91 | \$2,242.71 | \$2,354.85 |
| ACCOUNTING TECHNICIAN         | 3643 | CONF | \$24.22 | \$25.43 | \$26.70 | \$28.03 | \$29.44  | \$1,937.34     | \$2,034.21 | \$2,135.92 | \$2,242.72 | \$2,354.85 |
| ACCOUNTING TECHNICIAN         | 3675 | CVEA | \$24.22 | \$25.43 | \$26.70 | \$28.03 | \$29.44  | \$1,937.34     | \$2,034.21 | \$2,135.92 | \$2,242.71 | \$2,354.85 |
| ADMIN AIDE                    | 0201 | CVEA | \$16.11 | \$16.92 | \$17.76 | \$18.65 | \$19.58  | \$1,288.99     | \$1,353.44 | \$1,421.12 | \$1,492.17 | \$1,566.78 |
| ADMIN ANALYST I               | 0203 | CVEA | \$26.60 | \$27.93 | \$29.33 | \$30.79 | \$32.33  | \$2,127.90     | \$2,234.28 | \$2,346.00 | \$2,463.30 | \$2,586.47 |
| ADMIN SERVICES MANAGER        | 0215 | SM   | \$42.86 | --      | --      | --      | \$52.09  | \$3,428.62     | --         | --         | --         | \$4,167.50 |
| ADMINISTRATIVE SECRETARY      | 0149 | CONF | \$23.66 | \$24.84 | \$26.08 | \$27.39 | \$28.76  | \$1,892.59     | \$1,987.22 | \$2,086.58 | \$2,190.91 | \$2,300.45 |
| ADMINISTRATIVE SECRETARY      | 0179 | CVEA | \$23.66 | \$24.84 | \$26.08 | \$27.39 | \$28.76  | \$1,892.59     | \$1,987.22 | \$2,086.58 | \$2,190.91 | \$2,300.45 |
| ADMINISTRATIVE TECHNICIAN     | 0147 | CONF | \$23.66 | \$24.84 | \$26.08 | \$27.39 | \$28.76  | \$1,892.59     | \$1,987.22 | \$2,086.58 | \$2,190.91 | \$2,300.45 |
| ADMINISTRATIVE TECHNICIAN     | 0181 | CVEA | \$23.66 | \$24.84 | \$26.08 | \$27.39 | \$28.76  | \$1,892.59     | \$1,987.22 | \$2,086.58 | \$2,190.91 | \$2,300.45 |
| ANIMAL ADOPTION COUNSELOR     | 5310 | CVEA | \$20.47 | \$21.49 | \$22.57 | \$23.70 | \$24.88  | \$1,637.70     | \$1,719.58 | \$1,805.56 | \$1,895.84 | \$1,990.63 |
| ANIMAL CARE AIDE (HRLY)       | 5316 | UCHR | \$11.32 | \$11.91 | \$12.55 | \$13.20 | \$13.90  | \$905.56       | \$953.01   | \$1,003.78 | \$1,056.21 | \$1,111.98 |
| ANIMAL CARE FAC ADMINISTRATOR | 5327 | SM   | \$49.94 | \$52.43 | \$55.05 | \$57.81 | \$60.70  | \$3,994.85     | \$4,194.59 | \$4,404.32 | \$4,624.54 | \$4,855.77 |
| ANIMAL CARE FACILITY MANAGER  | 5330 | MM   | \$43.15 | \$45.30 | \$47.57 | \$49.95 | \$52.44  | \$3,451.72     | \$3,624.31 | \$3,805.53 | \$3,995.80 | \$4,195.59 |
| ANIMAL CARE FACILITY SUPVR    | 5317 | MM   | \$34.01 | \$35.71 | \$37.50 | \$39.37 | \$41.34  | \$2,720.73     | \$2,856.76 | \$2,999.60 | \$3,149.58 | \$3,307.06 |
| ANIMAL CARE SPECIALIST        | 5343 | CVEA | \$17.17 | \$18.02 | \$18.93 | \$19.87 | \$20.86  | \$1,373.23     | \$1,441.90 | \$1,514.00 | \$1,589.69 | \$1,669.18 |
| ANIMAL CARE SPECIALIST (HRLY) | 5344 | UCHR | \$17.17 | \$18.02 | \$18.92 | \$19.87 | \$20.86  | \$1,373.24     | \$1,441.90 | \$1,513.99 | \$1,589.69 | \$1,669.18 |
| ANIMAL CARE SUPERVISOR        | 5319 | CVEA | \$23.84 | \$25.03 | \$26.28 | \$27.59 | \$28.97  | \$1,906.90     | \$2,002.25 | \$2,102.35 | \$2,207.48 | \$2,317.85 |
| ANIMAL CONTROL OFFICER        | 5303 | CVEA | \$20.60 | \$21.63 | \$22.71 | \$23.85 | \$25.04  | \$1,647.88     | \$1,730.28 | \$1,816.79 | \$1,907.63 | \$2,003.01 |
| ANIMAL CONTROL OFFICER (HRLY) | 5305 | UCHR | \$20.60 | \$21.63 | \$22.71 | \$23.85 | \$25.04  | \$1,647.88     | \$1,730.27 | \$1,816.79 | \$1,907.63 | \$2,003.01 |
| ANIMAL CTRL OFFCR SUPERVISOR  | 5304 | CVEA | \$23.69 | \$24.87 | \$26.12 | \$27.42 | \$28.79  | \$1,895.05     | \$1,989.82 | \$2,089.30 | \$2,193.77 | \$2,303.46 |
| ANIMAL SERVICES SPECIALIST    | 5309 | CVEA | \$18.73 | \$19.66 | \$20.65 | \$21.68 | \$22.76  | \$1,498.07     | \$1,572.98 | \$1,651.63 | \$1,734.21 | \$1,820.92 |
| APPLICATIONS SUPP SPEC HRLY   | 3078 | UCHR | \$32.53 | \$34.16 | \$35.87 | \$37.66 | \$39.54  | \$2,602.54     | \$2,732.67 | \$2,869.29 | \$3,012.76 | \$3,163.40 |
| APPLICATIONS SUPPORT MANAGER  | 3083 | MM   | \$39.76 | \$41.75 | \$43.84 | \$46.03 | \$48.33  | \$3,180.88     | \$3,339.92 | \$3,506.92 | \$3,682.26 | \$3,866.38 |
| APPLICATIONS SUPPORT SPEC     | 3088 | PROF | \$32.53 | \$34.16 | \$35.87 | \$37.66 | \$39.54  | \$2,602.54     | \$2,732.67 | \$2,869.30 | \$3,012.76 | \$3,163.40 |
| AQUARIST                      | 7741 | CVEA | \$21.32 | \$22.39 | \$23.51 | \$24.68 | \$25.92  | \$1,705.79     | \$1,791.08 | \$1,880.64 | \$1,974.67 | \$2,073.40 |
| AQUATIC SUPERVISOR I          | 7579 | CVEA | \$21.87 | \$22.96 | \$24.11 | \$25.31 | \$26.58  | \$1,749.43     | \$1,836.89 | \$1,928.74 | \$2,025.18 | \$2,126.44 |
| AQUATIC SUPERVISOR II         | 7577 | CVEA | \$24.05 | \$25.26 | \$26.52 | \$27.85 | \$29.24  | \$1,924.37     | \$2,020.58 | \$2,121.61 | \$2,227.70 | \$2,339.08 |
| AQUATIC SUPERVISOR III        | 7575 | CVEA | \$27.66 | \$29.05 | \$30.50 | \$32.02 | \$33.62  | \$2,213.02     | \$2,323.67 | \$2,439.87 | \$2,561.86 | \$2,689.95 |
| ASSISTANT CITY CLERK          | 2210 | SM   | \$36.22 | \$38.03 | \$39.93 | \$41.93 | \$44.03  | \$2,897.57     | \$3,042.45 | \$3,194.57 | \$3,354.29 | \$3,522.01 |
| ASSISTANT DIR OF DEV SERVICES | 4040 | SM   | \$63.15 | --      | --      | --      | \$76.76  | \$5,051.90     | --         | --         | --         | \$6,140.61 |
| ASSISTANT LAND SURVEYOR       | 6289 | WCE  | \$32.78 | \$34.42 | \$36.14 | \$37.94 | \$39.84  | \$2,622.14     | \$2,753.24 | \$2,890.91 | \$3,035.45 | \$3,187.22 |
| ASSOC ACCOUNTANT              | 3635 | CONF | \$34.43 | \$36.15 | \$37.96 | \$39.85 | \$41.85  | \$2,754.13     | \$2,891.84 | \$3,036.43 | \$3,188.25 | \$3,347.67 |
| ASSOC ENGINEER                | 6017 | WCE  | \$37.69 | \$39.58 | \$41.56 | \$43.63 | \$45.82  | \$3,015.46     | \$3,166.24 | \$3,324.54 | \$3,490.77 | \$3,665.31 |
| ASSOC PLANNER                 | 4437 | CVEA | \$31.03 | \$32.58 | \$34.21 | \$35.92 | \$37.72  | \$2,482.54     | \$2,606.66 | \$2,737.00 | \$2,873.85 | \$3,017.54 |
| ASSOC PLANNER (HOURLY)        | 4438 | UCHR | \$31.03 | \$32.58 | \$34.21 | \$35.92 | \$37.72  | \$2,482.53     | \$2,606.66 | \$2,736.99 | \$2,873.85 | \$3,017.54 |
| ASSOCIATE LAND SURVEYOR       | 6287 | WCE  | \$37.69 | \$39.58 | \$41.56 | \$43.63 | \$45.82  | \$3,015.46     | \$3,166.23 | \$3,324.54 | \$3,490.77 | \$3,665.31 |
| ASSOCIATE PLAN CHECK ENGINEER | 4747 | WCE  | \$37.69 | \$39.58 | \$41.56 | \$43.63 | \$45.82  | \$3,015.46     | \$3,166.23 | \$3,324.54 | \$3,490.77 | \$3,665.31 |
| ASST CHIEF OF POLICE          | 5011 | SM   | \$61.95 | --      | --      | --      | \$75.30  | \$4,955.71     | --         | --         | --         | \$6,023.69 |
| ASST CITY ATTORNEY            | 2405 | SM   | \$66.14 | \$69.45 | \$72.92 | \$76.53 | \$80.39  | \$5,291.23     | \$5,555.80 | \$5,833.59 | \$6,122.02 | \$6,431.53 |
| ASST CITY MANAGER/ADMIN       | 2707 | EXEC | \$85.57 | --      | --      | --      | \$103.37 | \$6,845.94     | --         | --         | --         | \$8,269.53 |
| ASST DIR HUMAN RESOURCES      | 3304 | SM   | \$57.61 | --      | --      | --      | \$69.14  | \$4,609.10     | --         | --         | --         | \$5,530.92 |
| ASST DIR OF FINANCE           | 3604 | SM   | \$57.27 | --      | --      | --      | \$69.14  | \$4,581.25     | --         | --         | --         | \$5,530.92 |
| ASST DIR OF PUBLIC WORKS      | 6322 | SM   | \$57.27 | --      | --      | --      | \$69.14  | \$4,581.25     | --         | --         | --         | \$5,530.92 |
| ASST DIR OF RECREATION        | 7401 | SM   | \$47.31 | --      | --      | --      | \$57.50  | \$3,784.40     | --         | --         | --         | \$4,599.97 |
| ASST DIRECTOR OF ENGINEERING  | 6008 | SM   | \$57.27 | --      | --      | --      | \$69.14  | \$4,581.25     | --         | --         | --         | \$5,530.92 |
| ASST ENGINEER                 | 6015 | WCE  | \$32.78 | \$34.42 | \$36.14 | \$37.94 | \$39.84  | \$2,622.13     | \$2,753.25 | \$2,890.90 | \$3,035.46 | \$3,187.22 |
| ASST PLANNER                  | 4439 | CVEA | \$28.21 | \$29.62 | \$31.10 | \$32.66 | \$34.29  | \$2,256.85     | \$2,369.69 | \$2,488.18 | \$2,612.59 | \$2,743.22 |
| AUTOMATED FINGERPRINT TECH    | 5123 | CVEA | \$18.73 | \$19.66 | \$20.65 | \$21.68 | \$22.76  | \$1,498.08     | \$1,572.98 | \$1,651.62 | \$1,734.20 | \$1,820.92 |
| BENEFITS MANAGER              | 3404 | MMCF | \$39.32 | \$41.29 | \$43.35 | \$45.52 | \$47.80  | \$3,145.81     | \$3,303.10 | \$3,468.26 | \$3,641.67 | \$3,823.76 |
| BENEFITS TECHNICIAN           | 3401 | CONF | \$22.39 | \$23.51 | \$24.69 | \$25.92 | \$27.22  | \$1,791.39     | \$1,880.96 | \$1,975.01 | \$2,073.76 | \$2,177.45 |
| BENEFITS TECHNICIAN HOURLY    | 3400 | UCHR | \$22.39 | \$23.51 | \$24.69 | \$25.92 | \$27.22  | \$1,791.39     | \$1,880.96 | \$1,975.01 | \$2,073.76 | \$2,177.44 |
| BLDG PROJECT MANAGER          | 6412 | PROF | \$36.54 | \$38.37 | \$40.29 | \$42.30 | \$44.42  | \$2,923.26     | \$3,069.43 | \$3,222.90 | \$3,384.04 | \$3,553.25 |
| BLDG PROJECTS SUPERVISOR      | 6404 | PROF | \$33.23 | \$34.89 | \$36.63 | \$38.47 | \$40.39  | \$2,658.21     | \$2,791.12 | \$2,930.68 | \$3,077.21 | \$3,231.07 |

All position titles designated as Executive ("EXEC") or Senior Management ("SM") have salary bands with a minimum ("Step A") and maximum ("Step E") salary; salary appointments and subsequent adjustments within the approved salary range may be made by the position's appointing authority.



**Fiscal Year 2014-2015 Compensation Schedule**  
**Effective June 27, 2014**

| POSITION TITLE                   | PCN  | BARG | Hourly Rate |         |         |         |          | Bi-Weekly Rate |            |            |            |            |
|----------------------------------|------|------|-------------|---------|---------|---------|----------|----------------|------------|------------|------------|------------|
|                                  |      |      | Step A      | Step B  | Step C  | Step D  | Step E   | Step A         | Step B     | Step C     | Step D     | Step E     |
| BUDGET & ANALYSIS MANAGER        | 2222 | SM   | \$53.62     | --      | --      | --      | \$64.70  | \$4,289.25     | --         | --         | --         | \$5,175.98 |
| BUILDING INSPECTOR I             | 4771 | CVEA | \$27.32     | \$28.68 | \$30.12 | \$31.61 | \$33.21  | \$2,185.42     | \$2,294.69 | \$2,409.43 | \$2,528.74 | \$2,656.40 |
| BUILDING INSPECTOR II            | 4773 | CVEA | \$30.05     | \$31.55 | \$33.13 | \$34.79 | \$36.53  | \$2,403.97     | \$2,524.17 | \$2,650.38 | \$2,782.90 | \$2,922.05 |
| BUILDING INSPECTOR II HRLY       | 4774 | UCHR | \$30.05     | \$31.55 | \$33.13 | \$34.79 | \$36.53  | \$2,403.97     | \$2,524.18 | \$2,650.39 | \$2,782.90 | \$2,922.05 |
| BUILDING INSPECTOR III           | 4775 | CVEA | \$33.05     | \$34.71 | \$36.44 | \$38.26 | \$40.18  | \$2,644.37     | \$2,776.59 | \$2,915.42 | \$3,061.19 | \$3,214.25 |
| BUILDING OFFICIAL/CODE ENF MGR   | 4780 | SM   | \$60.14     | --      | --      | --      | \$73.10  | \$4,811.33     | --         | --         | --         | \$5,848.20 |
| BUILDING PROJECT COORDINATOR     | 6407 | CVEA | \$30.05     | \$31.55 | \$33.13 | \$34.79 | \$36.53  | \$2,403.97     | \$2,524.17 | \$2,650.38 | \$2,782.90 | \$2,922.05 |
| BUSINESS LICENSE REP             | 4505 | CVEA | \$19.14     | \$20.10 | \$21.11 | \$22.16 | \$23.27  | \$1,531.49     | \$1,608.07 | \$1,688.47 | \$1,772.90 | \$1,861.54 |
| CARPENTER                        | 6444 | CVEA | \$23.84     | \$25.03 | \$26.28 | \$27.60 | \$28.98  | \$1,907.05     | \$2,002.41 | \$2,102.53 | \$2,207.65 | \$2,318.03 |
| CBAG DEPUTY DIRECTOR SD LECC     | 5269 | SM   | \$44.20     | --      | --      | \$51.17 | \$53.72  | \$3,535.87     | --         | --         | \$4,093.21 | \$4,297.87 |
| CBAG DEPUTY EXECUTIVE DIRECTOR   | 5273 | SM   | \$46.68     | --      | --      | --      | \$58.46  | \$3,734.34     | --         | --         | --         | \$4,676.66 |
| CBAG DIR OF IV-LECC              | 5268 | SM   | \$44.20     | --      | --      | --      | \$53.72  | \$3,535.87     | --         | --         | --         | \$4,297.87 |
| CBAG EXECUTIVE DIRECTOR          | 5272 | EXEC | \$54.91     | --      | \$60.54 | --      | \$68.76  | \$4,392.69     | --         | \$4,842.94 | --         | \$5,501.14 |
| CBAG PROGRAM MANAGER             | 5285 | MM   | \$44.20     | \$46.41 | \$48.73 | \$51.17 | \$53.72  | \$3,535.87     | \$3,712.66 | \$3,898.29 | \$4,093.21 | \$4,297.87 |
| CHIEF OF POLICE                  | 5001 | EXEC | \$79.37     | --      | --      | \$94.47 | \$96.47  | \$6,349.47     | --         | --         | \$7,557.71 | \$7,717.83 |
| CHIEF OF STAFF                   | 2011 | MMUC | \$29.26     | \$30.72 | \$32.26 | \$33.87 | \$35.56  | \$2,340.68     | \$2,457.72 | \$2,580.60 | \$2,709.63 | \$2,845.12 |
| CHIEF SERVICE OFFICER            | 4030 | SM   | \$30.86     | --      | --      | --      | \$37.51  | \$2,469.06     | --         | --         | --         | \$3,001.16 |
| CIP PROJECTS SUPV                | 6405 | MM   | \$25.30     | \$26.56 | \$27.89 | \$29.28 | \$30.75  | \$2,023.61     | \$2,124.79 | \$2,231.03 | \$2,342.58 | \$2,459.71 |
| CITY ATTORNEY (ELECTED)          | 2400 | CATY | --          | --      | --      | --      | \$103.00 | --             | --         | --         | --         | \$8,240.16 |
| CITY CLERK                       | 2201 | CCLK | --          | --      | --      | --      | \$68.68  | --             | --         | --         | --         | \$5,494.10 |
| CITY ENGINEER                    | 6010 | SM   | \$57.67     | --      | --      | --      | \$70.10  | \$4,613.96     | --         | --         | --         | \$5,608.29 |
| CITY MANAGER                     | 2710 | CMGR | --          | --      | --      | --      | \$114.07 | --             | --         | --         | --         | \$9,125.83 |
| CIVIL BCKGRND INVEST (HOURLY)    | 5430 | UCHR | \$22.66     | \$23.79 | \$24.98 | \$26.23 | \$27.54  | \$1,812.67     | \$1,903.30 | \$1,998.46 | \$2,098.38 | \$2,203.31 |
| CIVILIAN BACKGROUND INVEST       | 5429 | CVEA | \$22.66     | \$23.79 | \$24.98 | \$26.23 | \$27.54  | \$1,812.67     | \$1,903.30 | \$1,998.46 | \$2,098.38 | \$2,203.30 |
| CIVILIAN POLICE INVESTIGATOR     | 5431 | UCHR | \$25.79     | \$27.08 | \$28.43 | \$29.85 | \$31.35  | \$2,063.15     | \$2,166.32 | \$2,274.63 | \$2,388.36 | \$2,507.78 |
| CLERICAL AIDE                    | 0241 | UCHR | \$10.55     | \$11.07 | \$11.63 | \$12.21 | \$12.82  | \$843.66       | \$885.84   | \$930.14   | \$976.64   | \$1,025.47 |
| CODE ENF OFFICER I               | 4777 | CVEA | \$23.73     | \$24.91 | \$26.16 | \$27.47 | \$28.84  | \$1,898.28     | \$1,993.19 | \$2,092.86 | \$2,197.50 | \$2,307.38 |
| CODE ENF OFFICER I (HOURLY)      | 4776 | UCHR | \$23.73     | \$24.91 | \$26.16 | \$27.47 | \$28.84  | \$1,898.29     | \$1,993.19 | \$2,092.86 | \$2,197.50 | \$2,307.38 |
| CODE ENF OFFICER II              | 4779 | CVEA | \$26.10     | \$27.41 | \$28.78 | \$30.22 | \$31.73  | \$2,088.11     | \$2,192.52 | \$2,302.14 | \$2,417.25 | \$2,538.11 |
| CODE ENF OFFICER II (HOURLY)     | 4778 | UCHR | \$26.10     | \$27.41 | \$28.78 | \$30.22 | \$31.73  | \$2,088.11     | \$2,192.51 | \$2,302.15 | \$2,417.25 | \$2,538.11 |
| CODE ENFORCEMENT MANAGER         | 4757 | SM   | \$47.32     | --      | --      | --      | \$57.52  | \$3,785.89     | --         | --         | --         | \$4,601.77 |
| CODE ENFORCEMENT TECHNICIAN      | 4789 | CVEA | \$20.63     | \$21.67 | \$22.75 | \$23.89 | \$25.08  | \$1,650.68     | \$1,733.22 | \$1,819.88 | \$1,910.87 | \$2,006.41 |
| COLLECTIONS SUPERVISOR           | 3683 | MM   | \$32.99     | \$34.64 | \$36.37 | \$38.19 | \$40.10  | \$2,639.43     | \$2,771.41 | \$2,909.98 | \$3,055.48 | \$3,208.25 |
| COLLECTIONS SUPERVISOR HOURLY    | 3687 | UCHR | \$32.99     | \$34.64 | \$36.37 | \$38.19 | \$40.10  | \$2,639.43     | \$2,771.41 | \$2,909.98 | \$3,055.48 | \$3,208.25 |
| COMMUNICATION SYSTEM MGR         | 5161 | MM   | \$29.73     | \$31.21 | \$32.77 | \$34.41 | \$36.13  | \$2,378.22     | \$2,497.13 | \$2,621.99 | \$2,753.09 | \$2,890.74 |
| COMMUNITY SERV OFFICER           | 5141 | CVEA | \$18.73     | \$19.66 | \$20.65 | \$21.68 | \$22.76  | \$1,498.07     | \$1,572.98 | \$1,651.63 | \$1,734.21 | \$1,820.92 |
| COMPUTER PROG/ANALYST            | 3021 | CVEA | \$31.07     | \$32.62 | \$34.25 | \$35.97 | \$37.76  | \$2,485.44     | \$2,609.71 | \$2,740.19 | \$2,877.20 | \$3,021.06 |
| COMPUTER PROGRAMMER              | 3023 | CVEA | \$28.24     | \$29.66 | \$31.14 | \$32.70 | \$34.33  | \$2,259.49     | \$2,372.46 | \$2,491.09 | \$2,615.64 | \$2,746.42 |
| CONSERVATION SPECIALIST I        | 6200 | CVEA | \$21.57     | \$22.65 | \$23.78 | \$24.97 | \$26.22  | \$1,725.70     | \$1,811.99 | \$1,902.59 | \$1,997.73 | \$2,097.61 |
| CONSTITUENT SERVICES MANAGER     | 2038 | PRUC | \$26.89     | \$28.24 | \$29.65 | \$31.13 | \$32.69  | \$2,151.42     | \$2,258.99 | \$2,371.93 | \$2,490.53 | \$2,615.06 |
| CONSTRUCTION & REPAIR SUPERVISOR | 6427 | CVEA | \$33.10     | \$34.76 | \$36.50 | \$38.32 | \$40.24  | \$2,648.18     | \$2,780.59 | \$2,919.62 | \$3,065.60 | \$3,218.88 |
| COUNCIL ASSISTANT                | 2023 | UCHR | \$22.91     | \$24.06 | \$25.26 | \$26.52 | \$27.85  | \$1,832.86     | \$1,924.50 | \$2,020.73 | \$2,121.76 | \$2,227.85 |
| COUNCILPERSON                    | 2003 | CL   | --          | --      | --      | --      | \$23.43  | --             | --         | --         | --         | \$1,874.50 |
| CRIME LABORATORY MANAGER         | 5101 | MM   | \$42.72     | \$44.86 | \$47.10 | \$49.46 | \$51.93  | \$3,417.88     | \$3,588.78 | \$3,768.22 | \$3,956.63 | \$4,154.46 |
| CUSTODIAL & FAC MANAGER          | 6654 | MM   | \$37.46     | \$39.33 | \$41.30 | \$43.36 | \$45.53  | \$2,996.62     | \$3,146.46 | \$3,303.78 | \$3,468.97 | \$3,642.42 |
| CUSTODIAL SUPERVISOR             | 6667 | CVEA | \$21.90     | \$23.00 | \$24.15 | \$25.35 | \$26.62  | \$1,752.09     | \$1,839.69 | \$1,931.68 | \$2,028.26 | \$2,129.68 |
| CUSTODIAN                        | 6661 | CVEA | \$17.31     | \$18.18 | \$19.09 | \$20.04 | \$21.04  | \$1,385.05     | \$1,454.30 | \$1,527.01 | \$1,603.36 | \$1,683.53 |
| CUSTODIAN (HOURLY)               | 6662 | UCHR | \$17.31     | \$18.18 | \$19.09 | \$20.04 | \$21.04  | \$1,385.04     | \$1,454.30 | \$1,527.01 | \$1,603.36 | \$1,683.53 |
| DELIVERY DRIVER                  | 7191 | CVEA | \$15.87     | \$16.66 | \$17.50 | \$18.37 | \$19.29  | \$1,269.63     | \$1,333.11 | \$1,399.77 | \$1,469.75 | \$1,543.24 |
| DELIVERY DRIVER (HOURLY)         | 7192 | UCHR | \$15.87     | \$16.66 | \$17.50 | \$18.37 | \$19.29  | \$1,269.63     | \$1,333.11 | \$1,399.76 | \$1,469.76 | \$1,543.24 |
| DEP CITY MANAGER                 | 2705 | EXEC | \$88.51     | --      | --      | --      | \$97.59  | \$7,081.12     | --         | --         | --         | \$7,806.93 |
| DEPUTY CITY ATTORNEY I           | 2410 | PRUC | \$38.66     | \$40.59 | \$42.62 | \$44.75 | \$46.99  | \$3,092.81     | \$3,247.46 | \$3,409.83 | \$3,580.32 | \$3,759.34 |
| DEPUTY CITY ATTORNEY II          | 2408 | PRUC | \$46.39     | \$48.71 | \$51.15 | \$53.70 | \$56.39  | \$3,711.37     | \$3,896.94 | \$4,091.79 | \$4,296.38 | \$4,511.20 |
| DEPUTY CITY ATTY III             | 2411 | SM   | \$59.54     | \$62.52 | \$65.64 | \$68.92 | \$72.37  | \$4,763.09     | \$5,001.24 | \$5,251.31 | \$5,513.87 | \$5,789.53 |
| DEPUTY CITY CLERK                | 2202 | PRUC | \$26.89     | \$28.24 | \$29.65 | \$31.13 | \$32.69  | \$2,151.41     | \$2,258.98 | \$2,371.93 | \$2,490.53 | \$2,615.06 |
| DEPUTY CITY CLERK I              | 2245 | PRUC | \$24.45     | \$25.67 | \$26.95 | \$28.30 | \$29.72  | \$1,955.83     | \$2,053.62 | \$2,156.30 | \$2,264.11 | \$2,377.32 |
| DEPUTY CITY CLERK II             | 2243 | PRUC | \$26.89     | \$28.24 | \$29.65 | \$31.13 | \$32.69  | \$2,151.41     | \$2,258.98 | \$2,371.93 | \$2,490.53 | \$2,615.06 |
| DEPUTY FIRE CHIEF                | 5505 | SM   | \$59.53     | --      | --      | --      | \$72.35  | \$4,762.11     | --         | --         | --         | \$5,788.37 |
| DEPUTY FIRE CHIEF (INTERIM)      | 5504 | SM   | \$59.53     | --      | --      | --      | \$72.35  | \$4,762.11     | --         | --         | --         | \$5,788.37 |
| DESIGN REVIEW COORDINATOR        | 4472 | PROF | \$32.48     | \$34.10 | \$35.81 | \$37.60 | \$39.48  | \$2,598.44     | \$2,728.36 | \$2,864.78 | \$3,008.02 | \$3,158.42 |
| DETENTION FACILITY MANAGER       | 5130 | MM   | \$42.72     | \$44.86 | \$47.10 | \$49.46 | \$51.93  | \$3,417.88     | \$3,588.78 | \$3,768.22 | \$3,956.63 | \$4,154.46 |
| DEVELOPMENT SERVICES TECH I      | 4542 | CVEA | \$19.52     | \$20.49 | \$21.52 | \$22.59 | \$23.72  | \$1,561.43     | \$1,639.50 | \$1,721.48 | \$1,807.55 | \$1,897.93 |

Approved and adopted:  
Resolution No.:



**Fiscal Year 2014-2015 Compensation Schedule**  
**Effective June 27, 2014**

| POSITION TITLE                | PCN  | BARG | Hourly Rate |         |         |         |         | Bi-Weekly Rate |            |            |            |            |
|-------------------------------|------|------|-------------|---------|---------|---------|---------|----------------|------------|------------|------------|------------|
|                               |      |      | Step A      | Step B  | Step C  | Step D  | Step E  | Step A         | Step B     | Step C     | Step D     | Step E     |
| DEVELOPMENT SVCS DEPT DIR     | 4039 | EXEC | \$73.90     | --      | --      | \$88.41 | \$89.84 | \$5,912.04     | --         | --         | \$7,072.72 | \$7,187.08 |
| DEVELOPMENT SVCS TECH II      | 4541 | CVEA | \$21.47     | \$22.54 | \$23.67 | \$24.85 | \$26.10 | \$1,717.58     | \$1,803.45 | \$1,893.63 | \$1,988.31 | \$2,087.72 |
| DEVELOPMENT SVCS TECH III     | 4543 | CVEA | \$24.69     | \$25.92 | \$27.22 | \$28.58 | \$30.01 | \$1,975.21     | \$2,073.97 | \$2,177.67 | \$2,286.55 | \$2,400.88 |
| DEVLPMNT SVCS TECH II (HRLY)  | 4544 | UCHR | \$21.47     | \$22.54 | \$23.67 | \$24.85 | \$26.10 | \$1,717.57     | \$1,803.46 | \$1,893.63 | \$1,988.31 | \$2,087.72 |
| DEVLPMNT SVCS COUNTER MGR     | 4547 | MM   | \$35.69     | \$37.48 | \$39.35 | \$41.32 | \$43.38 | \$2,855.35     | \$2,998.12 | \$3,148.02 | \$3,305.42 | \$3,470.70 |
| DIR OF ECON DEVELOPMENT       | 2734 | EXEC | \$56.00     | --      | --      | --      | \$79.82 | \$4,479.69     | --         | --         | --         | \$6,385.74 |
| DIR OF ENG/CITY ENGINEER      | 6006 | EXEC | \$65.49     | --      | --      | --      | \$79.60 | \$5,238.85     | --         | --         | --         | \$6,367.85 |
| DIR OF FINANCE                | 3601 | EXEC | \$74.43     | --      | --      | --      | \$89.83 | \$5,954.60     | --         | --         | --         | \$7,186.12 |
| DIR OF INFO TECH SVCS         | 3001 | EXEC | \$64.59     | --      | \$71.21 | --      | \$78.51 | \$5,167.37     | --         | \$5,697.03 | --         | \$6,280.97 |
| DIR OF LIBRARY                | 7002 | EXEC | \$69.14     | --      | --      | --      | \$83.40 | \$5,531.32     | --         | --         | --         | \$6,671.61 |
| DIR OF PUBLIC WORKS           | 6320 | EXEC | \$73.25     | --      | \$86.36 | --      | \$89.83 | \$5,860.03     | --         | \$6,908.65 | --         | \$7,186.12 |
| DIR OF RECREATION             | 7405 | EXEC | \$59.72     | \$62.71 | \$65.84 | \$69.14 | \$72.59 | \$4,777.81     | \$5,016.70 | \$5,267.53 | \$5,530.91 | \$5,807.46 |
| DIR OF REDEVLPMNT & HOUSING   | 4201 | EXEC | \$65.49     | --      | --      | --      | \$79.60 | \$5,238.85     | --         | --         | --         | \$6,367.85 |
| ELECTRICIAN                   | 6438 | CVEA | \$25.03     | \$26.28 | \$27.60 | \$28.98 | \$30.42 | \$2,002.41     | \$2,102.53 | \$2,207.66 | \$2,318.04 | \$2,433.95 |
| ELECTRONIC/EQUIP INSTALLER    | 6492 | CVEA | \$22.75     | \$23.89 | \$25.09 | \$26.34 | \$27.66 | \$1,820.37     | \$1,911.39 | \$2,006.96 | \$2,107.31 | \$2,212.67 |
| ELECTRONICS TECH SUPERVISOR   | 6472 | CVEA | \$31.66     | \$33.25 | \$34.91 | \$36.65 | \$38.49 | \$2,533.10     | \$2,659.75 | \$2,792.74 | \$2,932.38 | \$3,079.00 |
| ELECTRONICS TECHNICIAN        | 6475 | CVEA | \$27.53     | \$28.91 | \$30.36 | \$31.87 | \$33.47 | \$2,202.69     | \$2,312.83 | \$2,428.47 | \$2,549.89 | \$2,677.39 |
| EMERGENCY SRVCS COORD (HRLY)  | 5565 | UCHR | \$35.60     | \$37.38 | \$39.25 | \$41.21 | \$43.27 | \$2,848.15     | \$2,990.55 | \$3,140.08 | \$3,297.08 | \$3,461.94 |
| EMERGENCY SVCS COORDINATOR    | 5563 | MM   | \$35.60     | \$37.38 | \$39.25 | \$41.21 | \$43.27 | \$2,848.15     | \$2,990.55 | \$3,140.08 | \$3,297.08 | \$3,461.94 |
| EMERGENCY SVCS COORDINATOR    | 5564 | PROF | \$35.60     | \$37.38 | \$39.25 | \$41.21 | \$43.27 | \$2,848.15     | \$2,990.55 | \$3,140.08 | \$3,297.08 | \$3,461.94 |
| EMS NURSE COORDINATOR         | 5567 | PROF | \$45.03     | \$47.28 | \$49.65 | \$52.13 | \$54.74 | \$3,602.57     | \$3,782.69 | \$3,971.83 | \$4,170.42 | \$4,378.94 |
| ENGINEERING TECH I            | 6081 | CVEA | \$23.75     | \$24.94 | \$26.19 | \$27.50 | \$28.87 | \$1,900.37     | \$1,995.39 | \$2,095.16 | \$2,199.92 | \$2,309.91 |
| ENGINEERING TECH II           | 6071 | CVEA | \$26.13     | \$27.44 | \$28.81 | \$30.25 | \$31.76 | \$2,090.41     | \$2,194.93 | \$2,304.68 | \$2,419.91 | \$2,540.91 |
| ENVIRON SVCS PROG MGR         | 6201 | MM   | \$35.81     | \$37.60 | \$39.48 | \$41.45 | \$43.52 | \$2,864.46     | \$3,007.68 | \$3,158.07 | \$3,315.97 | \$3,481.77 |
| ENVIRONMENTAL HLTH SPECIALIST | 6129 | CVEA | \$31.42     | \$32.99 | \$34.64 | \$36.37 | \$38.19 | \$2,513.25     | \$2,638.91 | \$2,770.86 | \$2,909.40 | \$3,054.87 |
| ENVIRONMENTAL RESOURCE SPEC   | 4464 | CVEA | \$31.42     | \$32.99 | \$34.64 | \$36.37 | \$38.19 | \$2,513.25     | \$2,638.91 | \$2,770.86 | \$2,909.40 | \$3,054.87 |
| ENVIRONMNTL RESOURCE MGR      | 4463 | MM   | \$35.81     | \$37.60 | \$39.48 | \$41.45 | \$43.52 | \$2,864.46     | \$3,007.68 | \$3,158.07 | \$3,315.97 | \$3,481.77 |
| EQUIPMENT MAINTENANCE MANAGER | 6505 | MM   | \$35.26     | \$37.03 | \$38.88 | \$40.82 | \$42.86 | \$2,820.97     | \$2,962.02 | \$3,110.11 | \$3,265.62 | \$3,428.90 |
| EQUIPMENT MECHANIC            | 6542 | CVEA | \$23.62     | \$24.80 | \$26.04 | \$27.34 | \$28.71 | \$1,889.57     | \$1,984.05 | \$2,083.25 | \$2,187.41 | \$2,296.78 |
| EQUIPMENT OPERATOR            | 6361 | CVEA | \$25.14     | \$26.40 | \$27.72 | \$29.10 | \$30.56 | \$2,011.09     | \$2,111.64 | \$2,217.22 | \$2,328.09 | \$2,444.49 |
| EVIDENCE CONTROL ASST         | 5115 | CVEA | \$18.73     | \$19.66 | \$20.65 | \$21.68 | \$22.76 | \$1,498.07     | \$1,572.98 | \$1,651.63 | \$1,734.21 | \$1,820.92 |
| EVIDENCE CONTROL ASST (HRLY)  | 5117 | UCHR | \$18.73     | \$19.66 | \$20.65 | \$21.68 | \$22.76 | \$1,498.08     | \$1,572.98 | \$1,651.63 | \$1,734.21 | \$1,820.92 |
| EXECUTIVE SECRETARY           | 0187 | CONF | \$28.63     | \$30.06 | \$31.56 | \$33.14 | \$34.79 | \$2,290.03     | \$2,404.53 | \$2,524.76 | \$2,651.00 | \$2,783.55 |
| EXECUTIVE SECRETARY (HOURLY)  | 0188 | UCHR | \$28.63     | \$30.06 | \$31.56 | \$33.14 | \$34.79 | \$2,290.03     | \$2,404.53 | \$2,524.76 | \$2,650.99 | \$2,783.55 |
| FA ACCOUNTING TECHNICIAN      | 5270 | CONF | \$24.22     | \$25.43 | \$26.70 | \$28.03 | \$29.44 | \$1,937.35     | \$2,034.21 | \$2,135.92 | \$2,242.72 | \$2,354.85 |
| FA ADMIN ANALYST I            | 5297 | CONF | \$26.60     | \$27.93 | \$29.33 | \$30.79 | \$32.33 | \$2,127.90     | \$2,234.28 | \$2,346.00 | \$2,463.30 | \$2,586.48 |
| FA ADMIN ANALYST II           | 5296 | CONF | \$29.26     | \$30.72 | \$32.26 | \$33.87 | \$35.56 | \$2,340.68     | \$2,457.73 | \$2,580.60 | \$2,709.63 | \$2,845.12 |
| FA ANALYST                    | 5277 | CONF | \$20.33     | \$21.34 | \$22.41 | \$23.53 | \$24.71 | \$1,626.07     | \$1,707.38 | \$1,792.75 | \$1,882.38 | \$1,976.50 |
| FA DIRECTOR OF SD LECC        | 5274 | SM   | \$57.30     | --      | --      | --      | \$68.76 | \$4,584.28     | --         | --         | --         | \$5,501.13 |
| FA EXECUTIVE ASSISTANT        | 5286 | CONF | \$26.04     | \$27.34 | \$28.71 | \$30.15 | \$31.65 | \$2,083.29     | \$2,187.45 | \$2,296.83 | \$2,411.67 | \$2,532.25 |
| FA GEOSPATIAL INTEL ANALYST   | 5439 | PRUC | \$37.89     | \$39.78 | \$41.77 | \$43.86 | \$46.06 | \$3,031.15     | \$3,182.73 | \$3,341.86 | \$3,508.95 | \$3,684.40 |
| FA GRAPHIC DESIGNER/WBMSTR    | 5289 | CONF | \$27.51     | \$28.89 | \$30.33 | \$31.85 | \$33.44 | \$2,201.15     | \$2,311.21 | \$2,426.60 | \$2,548.11 | \$2,675.51 |
| FA INFO SECURITY PROGRAM MGR  | 5453 | MMUC | \$44.20     | \$46.41 | \$48.73 | \$51.17 | \$53.72 | \$3,535.87     | \$3,712.66 | \$3,898.29 | \$4,093.21 | \$4,297.87 |
| FA LECC IT MANAGER            | 5440 | MMUC | \$40.42     | \$42.44 | \$44.56 | \$46.79 | \$49.13 | \$3,233.24     | \$3,394.91 | \$3,564.65 | \$3,742.88 | \$3,930.03 |
| FA MANAGEMENT ASSISTANT       | 5278 | CONF | \$24.80     | \$26.04 | \$27.34 | \$28.71 | \$30.15 | \$1,984.09     | \$2,083.30 | \$2,187.46 | \$2,296.83 | \$2,411.68 |
| FA MICROCOMPUTER SPECIALIST   | 5443 | PRUC | \$32.86     | \$34.50 | \$36.23 | \$38.04 | \$39.94 | \$2,628.82     | \$2,760.27 | \$2,898.28 | \$3,043.19 | \$3,195.35 |
| FA NTWRK ADMINISTRATOR I      | 5292 | PRUC | \$33.07     | \$34.72 | \$36.46 | \$38.28 | \$40.20 | \$2,645.62     | \$2,777.90 | \$2,916.79 | \$3,062.63 | \$3,215.77 |
| FA NTWRK ADMINISTRATOR II     | 5294 | PRUC | \$36.38     | \$38.20 | \$40.11 | \$42.11 | \$44.22 | \$2,910.18     | \$3,055.68 | \$3,208.47 | \$3,368.90 | \$3,537.34 |
| FA PROGRAM ANALYST            | 5444 | PRUC | \$39.20     | \$41.16 | \$43.22 | \$45.38 | \$47.65 | \$3,136.28     | \$3,293.09 | \$3,457.75 | \$3,630.63 | \$3,812.17 |
| FA PROGRAM ASSISTANT          | 5451 | CONF | \$19.81     | \$20.80 | \$21.84 | \$22.93 | \$24.08 | \$1,584.92     | \$1,664.16 | \$1,747.37 | \$1,834.74 | \$1,926.48 |
| FA PROGRAM MANAGER            | 5445 | SM   | \$44.20     | \$46.41 | \$48.73 | \$51.17 | \$53.72 | \$3,535.87     | \$3,712.66 | \$3,898.29 | \$4,093.21 | \$4,297.87 |
| FA PUBLIC SAFETY ANALYST      | 5265 | CONF | \$29.26     | \$30.72 | \$32.26 | \$33.87 | \$35.56 | \$2,340.67     | \$2,457.69 | \$2,580.59 | \$2,709.61 | \$2,845.09 |
| FA RCFL NETWORK ENGINEER      | 5284 | CONF | \$31.93     | \$33.53 | \$35.20 | \$36.96 | \$38.81 | \$2,554.36     | \$2,682.08 | \$2,816.19 | \$2,957.00 | \$3,104.85 |
| FA SR PUBLIC SAFETY ANALYST   | 5414 | PRUC | \$32.35     | \$33.97 | \$35.67 | \$37.45 | \$39.33 | \$2,588.25     | \$2,717.65 | \$2,853.54 | \$2,996.22 | \$3,146.02 |
| FA SR SECRETARY               | 5477 | CONF | \$20.38     | \$21.40 | \$22.47 | \$23.59 | \$24.77 | \$1,630.43     | \$1,711.96 | \$1,797.56 | \$1,887.43 | \$1,981.80 |
| FACILITIES MANAGER            | 6425 | MM   | \$40.16     | \$42.17 | \$44.28 | \$46.49 | \$48.82 | \$3,213.04     | \$3,373.69 | \$3,542.38 | \$3,719.50 | \$3,905.47 |
| FACILITY & SUPPLY SPECIALIST  | 5648 | CVEA | \$20.35     | \$21.37 | \$22.44 | \$23.56 | \$24.74 | \$1,628.20     | \$1,709.61 | \$1,795.09 | \$1,884.85 | \$1,979.09 |
| FACILITY & SUPPLY SPEC (HRLY) | 5646 | UCHR | \$20.35     | \$21.37 | \$22.44 | \$23.56 | \$24.74 | \$1,628.20     | \$1,709.61 | \$1,795.09 | \$1,884.84 | \$1,979.09 |
| FAMILY & YOUTH LITERACY COORD | 7035 | CVEA | \$24.05     | \$25.26 | \$26.52 | \$27.85 | \$29.24 | \$1,924.37     | \$2,020.58 | \$2,121.61 | \$2,227.69 | \$2,339.08 |
| FIELD MAINTENANCE SPECIALIST  | 7471 | CVEA | \$18.50     | \$19.43 | \$20.40 | \$21.42 | \$22.49 | \$1,480.18     | \$1,554.20 | \$1,631.90 | \$1,713.50 | \$1,799.18 |
| FINANCE MANAGER               | 3623 | SM   | \$45.93     | --      | --      | --      | \$55.83 | \$3,674.27     | --         | --         | --         | \$4,466.09 |
| FIRE APPARATUS MECH           | 6521 | CVEA | \$28.33     | \$29.75 | \$31.23 | \$32.79 | \$34.43 | \$2,266.30     | \$2,379.62 | \$2,498.60 | \$2,623.53 | \$2,754.71 |

Approved and adopted:  
 Resolution No.:



**Fiscal Year 2014-2015 Compensation Schedule**  
Effective June 27, 2014

| POSITION TITLE                 | PCN  | BARG | Hourly Rate |         |         |         |         | Bi-Weekly Rate |            |            |            |            |
|--------------------------------|------|------|-------------|---------|---------|---------|---------|----------------|------------|------------|------------|------------|
|                                |      |      | Step A      | Step B  | Step C  | Step D  | Step E  | Step A         | Step B     | Step C     | Step D     | Step E     |
| FIRE BATTALION CHIEF (112 HR)  | 5511 | IAFF | \$46.49     | \$48.81 | \$51.25 | \$53.82 | \$56.51 | \$3,718.99     | \$3,904.94 | \$4,100.20 | \$4,305.20 | \$4,520.46 |
| FIRE BATTALION CHIEF (80 HR)   | 5513 | IAFF | \$46.49     | \$48.81 | \$51.25 | \$53.82 | \$56.51 | \$3,718.99     | \$3,904.94 | \$4,100.20 | \$4,305.20 | \$4,520.46 |
| FIRE BATTALION CHIEF (INTERIM) | 5540 | IAFF | \$46.49     | \$48.81 | \$51.25 | \$53.81 | \$56.51 | \$3,718.99     | \$3,904.94 | \$4,100.19 | \$4,305.19 | \$4,520.47 |
| FIRE CAPTAIN (112 HR)          | 5583 | IAFF | \$37.32     | \$39.18 | \$41.14 | \$43.20 | \$45.36 | \$2,985.30     | \$3,134.57 | \$3,291.29 | \$3,455.86 | \$3,628.65 |
| FIRE CAPTAIN (80 HR)           | 5581 | IAFF | \$37.32     | \$39.18 | \$41.14 | \$43.20 | \$45.36 | \$2,985.30     | \$3,134.57 | \$3,291.29 | \$3,455.86 | \$3,628.65 |
| FIRE CAPTAIN (INTERIM)         | 5580 | IAFF | \$37.32     | \$39.18 | \$41.14 | \$43.20 | \$45.36 | \$2,985.30     | \$3,134.57 | \$3,291.29 | \$3,455.86 | \$3,628.65 |
| FIRE CHIEF                     | 5501 | EXEC | \$71.43     | --      | \$84.67 | --      | \$86.83 | \$5,714.52     | --         | \$6,773.65 | --         | \$6,946.05 |
| FIRE CHIEF (INTERIM)           | 5502 | EXEC | \$71.43     | --      | --      | --      | \$86.83 | \$5,714.52     | --         | --         | --         | \$6,946.05 |
| FIRE DIVISION CHIEF            | 5507 | MMUC | \$54.27     | \$56.99 | \$59.84 | \$62.83 | \$65.97 | \$4,341.96     | \$4,559.06 | \$4,787.01 | \$5,026.37 | \$5,277.68 |
| FIRE ENG (112 HR)              | 5603 | IAFF | \$31.82     | \$33.41 | \$35.08 | \$36.83 | \$38.67 | \$2,545.33     | \$2,672.60 | \$2,806.23 | \$2,946.54 | \$3,093.87 |
| FIRE ENG (80 HR)               | 5601 | IAFF | \$31.82     | \$33.41 | \$35.08 | \$36.83 | \$38.67 | \$2,545.33     | \$2,672.60 | \$2,806.23 | \$2,946.54 | \$3,093.87 |
| FIRE ENGINEER (INTERIM)        | 5602 | IAFF | \$31.82     | \$33.41 | \$35.08 | \$36.83 | \$38.67 | \$2,545.33     | \$2,672.61 | \$2,806.23 | \$2,946.54 | \$3,093.87 |
| FIRE INSP/INVEST I             | 5530 | IAFF | \$26.91     | \$28.25 | \$29.67 | \$31.15 | \$32.71 | \$2,152.66     | \$2,260.29 | \$2,373.31 | \$2,491.97 | \$2,616.57 |
| FIRE INSP/INVEST II            | 5531 | IAFF | \$29.60     | \$31.08 | \$32.63 | \$34.26 | \$35.98 | \$2,367.92     | \$2,486.31 | \$2,610.63 | \$2,741.15 | \$2,878.22 |
| FIRE INSP/INVEST II HRLY       | 5532 | UCHR | \$30.19     | \$31.70 | \$33.29 | \$34.95 | \$36.70 | \$2,415.28     | \$2,536.04 | \$2,662.84 | \$2,795.97 | \$2,935.78 |
| FIRE PREV ENG/INVEST           | 5528 | IAFF | \$35.70     | \$37.49 | \$39.36 | \$41.33 | \$43.39 | \$2,855.99     | \$2,998.80 | \$3,148.73 | \$3,306.17 | \$3,471.48 |
| FIRE PREVENTION AIDE           | 5533 | UCHR | \$13.43     | \$14.10 | \$14.80 | \$15.54 | \$16.32 | \$1,074.12     | \$1,127.82 | \$1,184.22 | \$1,243.43 | \$1,305.60 |
| FIREFIGHTER (112 HR)           | 5623 | IAFF | \$27.04     | \$28.39 | \$29.81 | \$31.30 | \$32.87 | \$2,163.26     | \$2,271.43 | \$2,385.00 | \$2,504.25 | \$2,629.46 |
| FIREFIGHTER (80 HR)            | 5621 | IAFF | \$27.04     | \$28.39 | \$29.81 | \$31.30 | \$32.87 | \$2,163.26     | \$2,271.43 | \$2,385.00 | \$2,504.25 | \$2,629.46 |
| FIREFIGHTER/PARAMEDIC (112 HR) | 5613 | IAFF | \$31.10     | \$32.65 | \$34.28 | \$36.00 | \$37.80 | \$2,487.75     | \$2,612.14 | \$2,742.75 | \$2,879.89 | \$3,023.88 |
| FIREFIGHTER/PARAMEDIC (80 HR)  | 5611 | IAFF | \$31.10     | \$32.65 | \$34.28 | \$36.00 | \$37.80 | \$2,487.75     | \$2,612.14 | \$2,742.75 | \$2,879.89 | \$3,023.88 |
| FISCAL & MANAGEMENT ANALYST    | 0216 | PRCF | \$40.49     | \$42.51 | \$44.64 | \$46.87 | \$49.21 | \$3,238.94     | \$3,400.89 | \$3,570.93 | \$3,749.47 | \$3,936.95 |
| FISCAL & MGT ANALYST (HOURL)   | 0218 | UCHR | \$40.49     | \$42.51 | \$44.64 | \$46.87 | \$49.21 | \$3,238.94     | \$3,400.89 | \$3,570.93 | \$3,749.47 | \$3,936.94 |
| FISCAL OFFICE SPEC (HOURLY)    | 0170 | UCHR | \$17.69     | \$18.57 | \$19.50 | \$20.47 | \$21.50 | \$1,414.84     | \$1,485.58 | \$1,559.86 | \$1,637.85 | \$1,719.74 |
| FISCAL OFFICE SPECIALIST       | 0169 | CVEA | \$17.69     | \$18.57 | \$19.50 | \$20.47 | \$21.50 | \$1,414.84     | \$1,485.58 | \$1,559.86 | \$1,637.85 | \$1,719.74 |
| FISCAL SERVICES ANALYST        | 3610 | PROF | \$40.09     | \$42.09 | \$44.20 | \$46.41 | \$48.73 | \$3,207.18     | \$3,367.54 | \$3,535.92 | \$3,712.72 | \$3,898.35 |
| FLEET INVENTORY CONTROL SPEC   | 6513 | CVEA | \$23.41     | \$24.58 | \$25.80 | \$27.09 | \$28.45 | \$1,872.43     | \$1,966.05 | \$2,064.35 | \$2,167.57 | \$2,275.95 |
| FLEET MANAGER                  | 6501 | MM   | \$39.17     | \$41.13 | \$43.19 | \$45.35 | \$47.61 | \$3,133.79     | \$3,290.48 | \$3,455.00 | \$3,627.75 | \$3,809.14 |
| FORENSICS SPECIALIST           | 5114 | CVEA | \$28.05     | \$29.45 | \$30.92 | \$32.47 | \$34.09 | \$2,243.72     | \$2,355.91 | \$2,473.70 | \$2,597.39 | \$2,727.26 |
| GARDENER (SEASONAL)            | 6629 | UCHR | \$17.31     | \$18.18 | \$19.09 | \$20.04 | \$21.04 | \$1,385.04     | \$1,454.30 | \$1,527.01 | \$1,603.36 | \$1,683.53 |
| GARDENER I                     | 6627 | CVEA | \$17.31     | \$18.18 | \$19.09 | \$20.04 | \$21.04 | \$1,385.05     | \$1,454.30 | \$1,527.01 | \$1,603.36 | \$1,683.53 |
| GARDENER II                    | 6623 | CVEA | \$19.04     | \$20.00 | \$21.00 | \$22.05 | \$23.15 | \$1,523.56     | \$1,599.73 | \$1,679.72 | \$1,763.71 | \$1,851.89 |
| GIS MANAGER                    | 3079 | MM   | \$40.15     | \$42.16 | \$44.27 | \$46.48 | \$48.81 | \$3,212.37     | \$3,373.00 | \$3,541.64 | \$3,718.73 | \$3,904.66 |
| GIS SPECIALIST                 | 3081 | CVEA | \$28.24     | \$29.66 | \$31.14 | \$32.70 | \$34.33 | \$2,259.49     | \$2,372.46 | \$2,491.09 | \$2,615.64 | \$2,746.42 |
| GIS SPECIALIST (HOURLY)        | 3092 | UCHR | \$28.24     | \$29.66 | \$31.14 | \$32.70 | \$34.33 | \$2,259.49     | \$2,372.47 | \$2,491.09 | \$2,615.64 | \$2,746.42 |
| GRAPHIC DESIGNER               | 2775 | CVEA | \$25.02     | \$26.27 | \$27.58 | \$28.96 | \$30.41 | \$2,001.60     | \$2,101.68 | \$2,206.76 | \$2,317.10 | \$2,432.96 |
| GYMNASTIC SPECIALIST           | 7543 | UCHR | \$15.10     | \$15.86 | \$16.65 | \$17.48 | \$18.36 | \$1,208.09     | \$1,268.50 | \$1,331.92 | \$1,398.52 | \$1,468.44 |
| HOUSING MANAGER                | 4093 | SM   | \$49.43     | --      | --      | --      | \$59.61 | \$3,954.52     | --         | --         | --         | \$4,769.12 |
| HOUSING REHAB SPEC             | 4791 | CVEA | \$26.10     | \$27.41 | \$28.78 | \$30.22 | \$31.73 | \$2,088.11     | \$2,192.52 | \$2,302.14 | \$2,417.25 | \$2,538.11 |
| HR ANALYST                     | 3310 | PRCF | \$29.09     | \$30.55 | \$32.07 | \$33.68 | \$35.36 | \$2,327.38     | \$2,443.74 | \$2,565.93 | \$2,694.23 | \$2,828.94 |
| HR OPERATIONS MANAGER          | 3317 | SM   | \$45.47     | --      | --      | --      | \$55.27 | \$3,637.89     | --         | --         | --         | \$4,421.88 |
| HR TECHNICIAN                  | 3315 | CONF | \$22.47     | \$23.60 | \$24.78 | \$26.02 | \$27.32 | \$1,797.96     | \$1,887.86 | \$1,982.25 | \$2,081.36 | \$2,185.43 |
| HUMAN SERVICE COORD            | 7551 | CVEA | \$24.05     | \$25.26 | \$26.52 | \$27.85 | \$29.24 | \$1,924.37     | \$2,020.58 | \$2,121.61 | \$2,227.69 | \$2,339.08 |
| HVAC TECHNICIAN                | 6430 | CVEA | \$25.03     | \$26.28 | \$27.60 | \$28.98 | \$30.42 | \$2,002.41     | \$2,102.53 | \$2,207.66 | \$2,318.04 | \$2,433.95 |
| INFO TECH MANAGER              | 5104 | SM   | \$48.85     | --      | --      | --      | \$58.62 | \$3,908.30     | --         | --         | --         | \$4,689.97 |
| INFO TECH SUPPORT SPECIALIST   | 3014 | PROF | \$32.86     | \$34.50 | \$36.23 | \$38.04 | \$39.94 | \$2,628.82     | \$2,760.27 | \$2,898.28 | \$3,043.19 | \$3,195.35 |
| INFORMATION SYS TECH           | 3041 | CVEA | \$21.98     | \$23.08 | \$24.24 | \$25.45 | \$26.72 | \$1,758.73     | \$1,846.67 | \$1,939.00 | \$2,035.95 | \$2,137.75 |
| INTERN I                       | 0261 | UCHR | \$9.25      | \$9.71  | \$10.20 | \$10.71 | \$11.25 | \$740.11       | \$777.12   | \$815.98   | \$856.77   | \$899.61   |
| INTERN II                      | 0263 | UCHR | \$10.20     | \$10.71 | \$11.25 | \$11.81 | \$12.40 | \$815.99       | \$856.79   | \$899.62   | \$944.61   | \$991.84   |
| INTERN III                     | 0265 | UCHR | \$11.22     | \$11.78 | \$12.37 | \$12.98 | \$13.63 | \$897.24       | \$942.10   | \$989.20   | \$1,038.66 | \$1,090.60 |
| IT SUPPORT SPECIALIST (HOURLY) | 3002 | UCHR | \$32.86     | \$34.50 | \$36.23 | \$38.04 | \$39.94 | \$2,628.83     | \$2,760.26 | \$2,898.28 | \$3,043.19 | \$3,195.35 |
| LANDSCAPE ARCHITECT            | 4480 | PROF | \$35.81     | \$37.60 | \$39.48 | \$41.45 | \$43.52 | \$2,864.46     | \$3,007.69 | \$3,158.07 | \$3,315.98 | \$3,481.77 |
| LANDSCAPE INSPECTOR            | 6291 | CVEA | \$27.32     | \$28.68 | \$30.12 | \$31.62 | \$33.21 | \$2,185.43     | \$2,294.70 | \$2,409.44 | \$2,529.91 | \$2,656.41 |
| LANDSCAPE PLANNER I            | 4482 | CVEA | \$28.21     | \$29.62 | \$31.10 | \$32.66 | \$34.29 | \$2,256.85     | \$2,369.70 | \$2,488.18 | \$2,612.59 | \$2,743.22 |
| LANDSCAPE PLANNER II           | 4483 | CVEA | \$31.03     | \$32.58 | \$34.21 | \$35.92 | \$37.72 | \$2,482.54     | \$2,606.66 | \$2,737.00 | \$2,873.85 | \$3,017.54 |
| LATENT PRINT EXAMINER          | 5111 | CVEA | \$32.25     | \$33.87 | \$35.56 | \$37.34 | \$39.20 | \$2,580.29     | \$2,709.30 | \$2,844.77 | \$2,987.00 | \$3,136.35 |
| LATENT PRINT EXAMINER HRLY     | 5112 | UCHR | \$32.25     | \$33.87 | \$35.56 | \$37.34 | \$39.20 | \$2,580.29     | \$2,709.30 | \$2,844.76 | \$2,987.00 | \$3,136.35 |
| LAW OFFICE MANAGER             | 2465 | MMUC | \$29.93     | \$31.43 | \$33.00 | \$34.65 | \$36.38 | \$2,394.47     | \$2,514.19 | \$2,639.91 | \$2,771.91 | \$2,910.50 |
| LEAD CUSTODIAN                 | 6663 | CVEA | \$19.04     | \$20.00 | \$21.00 | \$22.05 | \$23.15 | \$1,523.56     | \$1,599.73 | \$1,679.72 | \$1,763.71 | \$1,851.89 |
| LEGAL ASSISTANT                | 0183 | CONF | \$23.89     | \$25.09 | \$26.34 | \$27.66 | \$29.04 | \$1,911.33     | \$2,006.89 | \$2,107.24 | \$2,212.60 | \$2,323.23 |
| LIBRARIAN I                    | 7075 | CVEA | \$22.69     | \$23.82 | \$25.01 | \$26.26 | \$27.57 | \$1,814.80     | \$1,905.54 | \$2,000.82 | \$2,100.86 | \$2,205.91 |
| LIBRARIAN I (HOURLY)           | 7076 | UCHR | \$22.69     | \$23.82 | \$25.01 | \$26.26 | \$27.57 | \$1,814.80     | \$1,905.54 | \$2,000.82 | \$2,100.87 | \$2,205.91 |

Approved and adopted:  
Resolution No.:



**Fiscal Year 2014-2015 Compensation Schedule**  
Effective June 27, 2014

| POSITION TITLE                      | PCN  | BARG | Hourly Rate |         |         |         |         | Bi-Weekly Rate |            |            |            |            |
|-------------------------------------|------|------|-------------|---------|---------|---------|---------|----------------|------------|------------|------------|------------|
|                                     |      |      | Step A      | Step B  | Step C  | Step D  | Step E  | Step A         | Step B     | Step C     | Step D     | Step E     |
| LIBRARIAN II                        | 7073 | CVEA | \$24.95     | \$26.20 | \$27.51 | \$28.89 | \$30.33 | \$1,996.29     | \$2,096.10 | \$2,200.91 | \$2,310.95 | \$2,426.50 |
| LIBRARIAN II (HOURLY)               | 7074 | UCHR | \$24.95     | \$26.20 | \$27.51 | \$28.89 | \$30.33 | \$1,996.29     | \$2,096.10 | \$2,200.91 | \$2,310.95 | \$2,426.50 |
| LIBRARIAN III                       | 7071 | CVEA | \$27.45     | \$28.82 | \$30.26 | \$31.78 | \$33.36 | \$2,195.92     | \$2,305.71 | \$2,421.00 | \$2,542.05 | \$2,669.15 |
| LIBRARY ADMIN COORDINATOR           | 7018 | PROF | \$34.91     | \$36.65 | \$38.48 | \$40.41 | \$42.43 | \$2,792.40     | \$2,932.02 | \$3,078.62 | \$3,232.55 | \$3,394.18 |
| LIBRARY AIDE                        | 7181 | UCHR | \$10.55     | \$11.07 | \$11.63 | \$12.21 | \$12.82 | \$843.66       | \$885.84   | \$930.14   | \$976.64   | \$1,025.47 |
| LIBRARY ASSISTANT                   | 7157 | CVEA | \$16.32     | \$17.13 | \$17.99 | \$18.89 | \$19.83 | \$1,305.36     | \$1,370.63 | \$1,439.15 | \$1,511.11 | \$1,586.67 |
| LIBRARY ASSOCIATE                   | 7091 | CVEA | \$20.62     | \$21.65 | \$22.74 | \$23.87 | \$25.07 | \$1,649.82     | \$1,732.31 | \$1,818.93 | \$1,909.88 | \$2,005.37 |
| LIBRARY ASSOCIATE (HOURLY)          | 7092 | UCHR | \$20.62     | \$21.65 | \$22.74 | \$23.87 | \$25.07 | \$1,649.82     | \$1,732.31 | \$1,818.93 | \$1,909.88 | \$2,005.37 |
| LIBRARY DIGITAL SERVICES MGR        | 7025 | MM   | \$34.91     | \$36.65 | \$38.48 | \$40.41 | \$42.43 | \$2,792.40     | \$2,932.02 | \$3,078.62 | \$3,232.55 | \$3,394.18 |
| LIBRARY OPERATIONS MANAGER          | 7029 | MM   | \$44.79     | \$47.02 | \$49.38 | \$51.84 | \$54.44 | \$3,582.80     | \$3,761.93 | \$3,950.03 | \$4,147.54 | \$4,354.91 |
| LIBRARY TECHNICIAN                  | 7121 | CVEA | \$18.76     | \$19.70 | \$20.69 | \$21.72 | \$22.81 | \$1,501.17     | \$1,576.23 | \$1,655.04 | \$1,737.79 | \$1,824.68 |
| LIBRARY TECHNICIAN (HOURLY)         | 7122 | UCHR | \$18.76     | \$19.70 | \$20.69 | \$21.72 | \$22.81 | \$1,501.17     | \$1,576.23 | \$1,655.04 | \$1,737.79 | \$1,824.68 |
| LIBRARY VISITOR ASSISTANT           | 7185 | UCHR | \$13.25     | \$13.92 | \$14.61 | \$15.34 | \$16.11 | \$1,060.32     | \$1,113.34 | \$1,169.01 | \$1,227.46 | \$1,288.83 |
| LIFEGUARD I                         | 7587 | UCHR | \$13.82     | \$14.52 | \$15.24 | \$16.00 | \$16.80 | \$1,105.96     | \$1,161.26 | \$1,219.33 | \$1,280.29 | \$1,344.31 |
| LIFEGUARD II                        | 7585 | UCHR | \$15.21     | \$15.97 | \$16.77 | \$17.60 | \$18.48 | \$1,216.59     | \$1,277.42 | \$1,341.29 | \$1,408.36 | \$1,478.77 |
| LITERACY & PROGRAMMING COORD        | 7034 | MM   | \$34.91     | \$36.65 | \$38.48 | \$40.41 | \$42.43 | \$2,792.40     | \$2,932.02 | \$3,078.62 | \$3,232.55 | \$3,394.18 |
| LITERACY TEAM COORD                 | 7036 | PROF | \$30.35     | \$31.86 | \$33.46 | \$35.13 | \$36.89 | \$2,427.78     | \$2,549.16 | \$2,676.62 | \$2,810.45 | \$2,950.98 |
| LOCKSMITH                           | 6443 | CVEA | \$23.84     | \$25.03 | \$26.28 | \$27.60 | \$28.98 | \$1,907.05     | \$2,002.41 | \$2,102.53 | \$2,207.65 | \$2,318.03 |
| MAINTENANCE WORKER I                | 6377 | CVEA | \$17.31     | \$18.18 | \$19.09 | \$20.04 | \$21.04 | \$1,385.05     | \$1,454.30 | \$1,527.01 | \$1,603.36 | \$1,683.53 |
| MAINTENANCE WORKER I (HRLY)         | 6379 | UCHR | \$17.31     | \$18.18 | \$19.09 | \$20.04 | \$21.04 | \$1,385.04     | \$1,454.30 | \$1,527.01 | \$1,603.36 | \$1,683.53 |
| MAINTENANCE WORKER II               | 6373 | CVEA | \$19.04     | \$20.00 | \$21.00 | \$22.05 | \$23.15 | \$1,523.56     | \$1,599.73 | \$1,679.72 | \$1,763.71 | \$1,851.89 |
| MAINTENANCE WORKER II HRLY          | 6381 | UCHR | \$19.04     | \$20.00 | \$21.00 | \$22.05 | \$23.15 | \$1,523.55     | \$1,599.74 | \$1,679.72 | \$1,763.70 | \$1,851.89 |
| MANAGEMENT ANALYST                  | 0225 | CVEA | \$29.26     | \$30.72 | \$32.26 | \$33.87 | \$35.56 | \$2,340.68     | \$2,457.72 | \$2,580.60 | \$2,709.63 | \$2,845.12 |
| MARKTNG & COMMUNCTNS MGR            | 2780 | MMUC | \$41.07     | \$43.13 | \$45.28 | \$47.55 | \$49.92 | \$3,285.80     | \$3,450.09 | \$3,622.59 | \$3,803.72 | \$3,993.91 |
| MARKTNG & COMMUNICATIONS MGR        | 2781 | SM   | \$52.07     | --      | \$53.54 | --      | \$63.30 | \$4,165.96     | --         | \$4,283.46 | --         | \$5,063.75 |
| MAYOR                               | 2001 | MY   | --          | --      | --      | --      | \$58.58 | --             | --         | --         | --         | \$4,686.25 |
| MECHANIC ASSISTANT                  | 6550 | CVEA | \$19.02     | \$19.97 | \$20.97 | \$22.02 | \$23.12 | \$1,521.83     | \$1,597.92 | \$1,677.82 | \$1,761.71 | \$1,849.79 |
| MUSEUM ATTENDANT                    | 7215 | UCHR | \$10.94     | \$11.49 | \$12.06 | \$12.67 | \$13.30 | \$875.38       | \$919.15   | \$965.11   | \$1,013.36 | \$1,064.02 |
| OFFICE SPECIALIST                   | 0161 | CVEA | \$16.84     | \$17.69 | \$18.57 | \$19.50 | \$20.47 | \$1,347.46     | \$1,414.84 | \$1,485.58 | \$1,559.86 | \$1,637.83 |
| OFFICE SPECIALIST (HOURLY)          | 0160 | UCHR | \$16.84     | \$17.69 | \$18.57 | \$19.50 | \$20.47 | \$1,347.46     | \$1,414.84 | \$1,485.58 | \$1,559.86 | \$1,637.82 |
| OFFICE SPECIALIST (MYR/@WILL)       | 0162 | CVEA | \$16.84     | \$17.69 | \$18.57 | \$19.50 | \$20.47 | \$1,347.47     | \$1,414.84 | \$1,485.58 | \$1,559.86 | \$1,637.82 |
| OFFICE SPECIALIST (MYR/AW/HR)       | 0156 | UCHR | \$16.84     | \$17.69 | \$18.57 | \$19.50 | \$20.47 | \$1,347.47     | \$1,414.84 | \$1,485.58 | \$1,559.86 | \$1,637.82 |
| OPEN SPACE COORD                    | 6301 | MM   | \$32.61     | \$34.24 | \$35.95 | \$37.75 | \$39.64 | \$2,608.80     | \$2,739.24 | \$2,876.20 | \$3,020.01 | \$3,171.02 |
| OPEN SPACE INSPECTOR                | 6311 | CVEA | \$27.32     | \$28.68 | \$30.12 | \$31.62 | \$33.21 | \$2,185.43     | \$2,294.70 | \$2,409.44 | \$2,529.91 | \$2,656.41 |
| OPEN SPACE MANAGER                  | 6302 | MM   | \$35.96     | \$37.76 | \$39.65 | \$41.63 | \$43.71 | \$2,876.83     | \$3,020.67 | \$3,171.70 | \$3,330.29 | \$3,496.80 |
| OPS&TELECOM MGR                     | 3025 | MM   | \$40.15     | \$42.16 | \$44.27 | \$46.48 | \$48.81 | \$3,212.37     | \$3,372.99 | \$3,541.64 | \$3,718.72 | \$3,904.66 |
| PAINTER                             | 6434 | CVEA | \$22.75     | \$23.89 | \$25.09 | \$26.34 | \$27.66 | \$1,820.37     | \$1,911.39 | \$2,006.96 | \$2,107.31 | \$2,212.68 |
| PARK RANGER                         | 7434 | UCHR | \$13.25     | \$13.91 | \$14.61 | \$15.34 | \$16.10 | \$1,059.90     | \$1,112.89 | \$1,168.53 | \$1,226.96 | \$1,288.31 |
| PARK RANGER SUPERVISOR              | 7441 | CVEA | \$29.03     | \$30.48 | \$32.00 | \$33.60 | \$35.28 | \$2,322.07     | \$2,438.31 | \$2,560.22 | \$2,688.23 | \$2,822.64 |
| PARKING CONTROL OFFICER             | 5151 | CVEA | \$17.02     | \$17.87 | \$18.77 | \$19.71 | \$20.69 | \$1,361.89     | \$1,429.98 | \$1,501.48 | \$1,576.55 | \$1,655.38 |
| PARKING ENFORCEMENT OFFICER         | 5154 | CVEA | \$17.02     | \$17.87 | \$18.77 | \$19.71 | \$20.69 | \$1,361.89     | \$1,429.98 | \$1,501.48 | \$1,576.55 | \$1,655.38 |
| PARKING METER TECH (HOURLY)         | 3694 | UCHR | \$18.73     | \$19.66 | \$20.65 | \$21.68 | \$22.76 | \$1,498.08     | \$1,572.98 | \$1,651.62 | \$1,734.21 | \$1,820.92 |
| PARKING METER TECHNICIAN            | 3693 | CVEA | \$18.73     | \$19.66 | \$20.65 | \$21.68 | \$22.76 | \$1,498.08     | \$1,572.98 | \$1,651.62 | \$1,734.20 | \$1,820.92 |
| PARKS MANAGER                       | 6604 | MM   | \$35.26     | \$37.03 | \$38.88 | \$40.82 | \$42.86 | \$2,820.97     | \$2,962.02 | \$3,110.11 | \$3,265.62 | \$3,428.90 |
| PARKS OPERATIONS MANAGER            | 6610 | MM   | \$44.53     | \$46.76 | \$49.10 | \$51.55 | \$54.13 | \$3,562.60     | \$3,740.73 | \$3,927.77 | \$4,124.15 | \$4,330.36 |
| PARKS SUPERVISOR                    | 6605 | CVEA | \$29.03     | \$30.48 | \$32.00 | \$33.60 | \$35.28 | \$2,322.20     | \$2,438.31 | \$2,560.22 | \$2,688.23 | \$2,822.65 |
| PEACE OFFICER                       | 5061 | POA  | \$32.33     | \$33.95 | \$35.65 | \$37.43 | \$39.30 | \$2,586.52     | \$2,715.84 | \$2,851.64 | \$2,994.22 | \$3,143.93 |
| PERFORMANCE & ORG DEV MGR           | 2758 | SM   | \$49.68     | --      | --      | --      | \$59.61 | \$3,974.30     | --         | --         | --         | \$4,769.12 |
| PERMITS PROCESSING SUPERVISOR       | 4719 | MM   | \$32.99     | \$34.64 | \$36.37 | \$38.19 | \$40.10 | \$2,639.43     | \$2,771.41 | \$2,909.98 | \$3,055.48 | \$3,208.25 |
| PERSONNEL TECHNICIAN                | 3341 | CONF | \$21.98     | \$23.08 | \$24.23 | \$25.45 | \$26.72 | \$1,758.45     | \$1,846.37 | \$1,938.69 | \$2,035.62 | \$2,137.40 |
| PLAN CHECK SUPERVISOR               | 4731 | MM   | \$43.85     | \$46.05 | \$48.35 | \$50.77 | \$53.31 | \$3,508.37     | \$3,683.79 | \$3,867.98 | \$4,061.38 | \$4,264.45 |
| PLANNING MANAGER                    | 4727 | SM   | \$51.31     | --      | --      | --      | \$61.90 | \$4,105.18     | --         | --         | --         | \$4,952.25 |
| PLANNING TECHNICIAN                 | 4527 | CVEA | \$21.47     | \$22.54 | \$23.67 | \$24.85 | \$26.10 | \$1,717.58     | \$1,803.45 | \$1,893.63 | \$1,988.31 | \$2,087.72 |
| PLANS EXAMINER HOURLY               | 4744 | UCHR | \$37.69     | \$39.58 | \$41.56 | \$43.63 | \$45.82 | \$3,015.46     | \$3,166.23 | \$3,324.54 | \$3,490.77 | \$3,665.31 |
| PLUMBER                             | 6432 | CVEA | \$25.03     | \$26.28 | \$27.60 | \$28.98 | \$30.42 | \$2,002.41     | \$2,102.53 | \$2,207.65 | \$2,318.03 | \$2,433.94 |
| POLICE ADMIN SERVICES ADMINISTRATOR | 5025 | SM   | \$50.24     | --      | --      | --      | \$61.07 | \$4,019.29     | --         | --         | --         | \$4,885.47 |
| POLICE AGENT                        | 5051 | POA  | \$35.60     | \$37.38 | \$39.25 | \$41.21 | \$43.27 | \$2,848.18     | \$2,990.58 | \$3,140.11 | \$3,297.12 | \$3,461.97 |
| POLICE CADET                        | 5427 | UCHR | \$11.22     | \$11.78 | \$12.37 | \$12.98 | \$13.63 | \$897.24       | \$942.10   | \$989.20   | \$1,038.66 | \$1,090.60 |
| POLICE CAPTAIN                      | 5022 | SM   | \$61.93     | --      | --      | --      | \$75.27 | \$4,954.10     | --         | --         | --         | \$6,021.74 |
| POLICE COMM REL SPECIALIST          | 5258 | CVEA | \$21.98     | \$23.08 | \$24.24 | \$25.45 | \$26.72 | \$1,758.57     | \$1,846.51 | \$1,938.83 | \$2,035.78 | \$2,137.56 |
| POLICE COMM SYSTEMS MANAGER         | 5185 | MM   | \$39.76     | \$41.75 | \$43.83 | \$46.02 | \$48.33 | \$3,180.63     | \$3,339.65 | \$3,506.64 | \$3,681.96 | \$3,866.07 |
| POLICE DATA SPECIALIST              | 0163 | CVEA | \$16.84     | \$17.69 | \$18.57 | \$19.50 | \$20.47 | \$1,347.46     | \$1,414.84 | \$1,485.58 | \$1,559.86 | \$1,637.85 |

Approved and adopted:  
Resolution No.:



**Fiscal Year 2014-2015 Compensation Schedule**  
Effective June 27, 2014

| POSITION TITLE                  | PCN  | BARG | Hourly Rate |         |         |         |         | Bi-Weekly Rate |            |            |            |            |
|---------------------------------|------|------|-------------|---------|---------|---------|---------|----------------|------------|------------|------------|------------|
|                                 |      |      | Step A      | Step B  | Step C  | Step D  | Step E  | Step A         | Step B     | Step C     | Step D     | Step E     |
| POLICE DISPATCHER               | 5181 | CVEA | \$25.28     | \$26.54 | \$27.87 | \$29.26 | \$30.73 | \$2,022.25     | \$2,123.36 | \$2,229.53 | \$2,341.01 | \$2,458.06 |
| POLICE DISPATCHER (HOURLY)      | 5180 | UCHR | \$25.28     | \$26.54 | \$27.87 | \$29.26 | \$30.73 | \$2,022.25     | \$2,123.37 | \$2,229.53 | \$2,341.01 | \$2,458.06 |
| POLICE DISPATCHER SUPERVISOR    | 5183 | CVEA | \$29.07     | \$30.52 | \$32.05 | \$33.65 | \$35.33 | \$2,325.59     | \$2,441.86 | \$2,563.96 | \$2,692.16 | \$2,826.76 |
| POLICE DISPATCHER TRAINEE       | 5179 | CVEA | \$22.98     | \$24.13 | \$25.34 | \$26.60 | \$27.93 | \$1,838.41     | \$1,930.33 | \$2,026.84 | \$2,128.19 | \$2,234.60 |
| POLICE LIEUTENANT               | 5031 | POA  | \$49.15     | \$51.60 | \$54.19 | \$56.89 | \$59.74 | \$3,931.80     | \$4,128.39 | \$4,334.81 | \$4,551.55 | \$4,779.13 |
| POLICE REC & SUPPORT SUPV       | 5203 | CVEA | \$22.28     | \$23.39 | \$24.56 | \$25.79 | \$27.08 | \$1,782.02     | \$1,871.12 | \$1,964.67 | \$2,062.91 | \$2,166.06 |
| POLICE REC TRANSCRIPT (HRLY)    | 0168 | UCHR | \$16.84     | \$17.69 | \$18.57 | \$19.50 | \$20.47 | \$1,347.46     | \$1,414.84 | \$1,485.58 | \$1,559.86 | \$1,637.85 |
| POLICE RECORDS SPEC (HOURLY)    | 0166 | UCHR | \$16.84     | \$17.69 | \$18.57 | \$19.50 | \$20.47 | \$1,347.46     | \$1,414.84 | \$1,485.58 | \$1,559.86 | \$1,637.85 |
| POLICE RECORDS SPECIALIST       | 0165 | CVEA | \$16.84     | \$17.69 | \$18.57 | \$19.50 | \$20.47 | \$1,347.46     | \$1,414.84 | \$1,485.58 | \$1,559.86 | \$1,637.85 |
| POLICE RECORDS TRANSCRIPTION    | 0167 | CVEA | \$16.84     | \$17.69 | \$18.57 | \$19.50 | \$20.47 | \$1,347.46     | \$1,414.84 | \$1,485.58 | \$1,559.86 | \$1,637.85 |
| POLICE RECRUIT                  | 5071 | CVEA | \$24.79     | \$26.03 | --      | --      | --      | \$1,983.34     | \$2,082.51 | --         | --         | --         |
| POLICE SERGEANT                 | 5041 | POA  | \$40.95     | \$43.00 | \$45.15 | \$47.41 | \$49.78 | \$3,276.25     | \$3,440.07 | \$3,612.07 | \$3,792.67 | \$3,982.31 |
| POLICE SERVICES OFF (HOURLY)    | 5133 | UCHR | \$22.66     | \$23.79 | \$24.98 | \$26.23 | \$27.54 | \$1,812.67     | \$1,903.30 | \$1,998.46 | \$2,098.38 | \$2,203.31 |
| POLICE SERVICES OFFICER         | 5131 | CVEA | \$22.66     | \$23.79 | \$24.98 | \$26.23 | \$27.54 | \$1,812.66     | \$1,903.30 | \$1,998.46 | \$2,098.38 | \$2,203.31 |
| POLICE SERVICES TECHNICIAN      | 5415 | CVEA | \$21.62     | \$22.70 | \$23.83 | \$25.02 | \$26.28 | \$1,729.36     | \$1,815.82 | \$1,906.61 | \$2,001.95 | \$2,102.04 |
| POLICE SUPPORT SERVICES MGR     | 5205 | MM   | \$33.66     | \$35.35 | \$37.11 | \$38.97 | \$40.92 | \$2,692.98     | \$2,827.63 | \$2,969.01 | \$3,117.46 | \$3,273.33 |
| POLICE SVCS OFFICER SUPERVISOR  | 5132 | CVEA | \$26.06     | \$27.37 | \$28.73 | \$30.16 | \$31.67 | \$2,084.56     | \$2,189.83 | \$2,298.22 | \$2,413.14 | \$2,533.79 |
| POLICE SVCS TECH (HOURLY)       | 5416 | UCHR | \$21.62     | \$22.70 | \$23.83 | \$25.02 | \$26.28 | \$1,729.36     | \$1,815.82 | \$1,906.61 | \$2,001.95 | \$2,102.04 |
| POLICE TECHNOLOGY SPECIALIST    | 5107 | CVEA | \$34.17     | \$35.88 | \$37.68 | \$39.56 | \$41.54 | \$2,733.98     | \$2,870.67 | \$3,014.20 | \$3,164.93 | \$3,323.17 |
| POLICE TRAINING & DEV SUPV      | 5264 | PROF | \$33.13     | \$34.78 | \$36.52 | \$38.35 | \$40.27 | \$2,650.24     | \$2,782.75 | \$2,921.90 | \$3,067.99 | \$3,221.39 |
| POLICY AIDE                     | 2013 | PRUC | \$23.66     | \$24.84 | \$26.08 | \$27.39 | \$28.76 | \$1,892.59     | \$1,987.22 | \$2,086.58 | \$2,190.91 | \$2,300.45 |
| PRINCIPAL CIVIL ENGINEER        | 6021 | MM   | \$47.93     | \$50.33 | \$52.85 | \$55.49 | \$58.26 | \$3,834.56     | \$4,026.29 | \$4,227.60 | \$4,438.98 | \$4,660.94 |
| PRINCIPAL ECONOMIC DEV SPEC     | 2724 | PROF | \$42.97     | \$45.12 | \$47.37 | \$49.74 | \$52.23 | \$3,437.36     | \$3,609.23 | \$3,789.69 | \$3,979.17 | \$4,178.13 |
| PRINCIPAL HR ANALYST            | 3306 | PRCF | \$36.80     | \$38.64 | \$40.57 | \$42.60 | \$44.73 | \$2,944.14     | \$3,091.35 | \$3,245.92 | \$3,408.21 | \$3,578.63 |
| PRINCIPAL LANDSCAPE ARCHITECT   | 4486 | MM   | \$42.72     | \$44.86 | \$47.10 | \$49.46 | \$51.93 | \$3,417.89     | \$3,588.78 | \$3,768.22 | \$3,956.63 | \$4,154.46 |
| PRINCIPAL LIBRARIAN             | 7051 | MM   | \$34.91     | \$36.65 | \$38.48 | \$40.41 | \$42.43 | \$2,792.40     | \$2,932.02 | \$3,078.62 | \$3,232.55 | \$3,394.18 |
| PRINCIPAL MANAGEMENT ANALYST    | 0208 | PROF | \$37.16     | \$39.02 | \$40.97 | \$43.02 | \$45.17 | \$2,973.00     | \$3,121.66 | \$3,277.74 | \$3,441.62 | \$3,613.71 |
| PRINCIPAL MGMT ANALYST (CONF)   | 0214 | PRCF | \$37.16     | \$39.02 | \$40.97 | \$43.02 | \$45.17 | \$2,973.00     | \$3,121.66 | \$3,277.74 | \$3,441.62 | \$3,613.71 |
| PRINCIPAL MGT ANALYST (HOURLY)  | 0200 | UCHR | \$36.05     | \$38.26 | \$40.18 | \$42.18 | \$44.29 | \$2,883.75     | \$3,061.04 | \$3,214.09 | \$3,374.79 | \$3,543.54 |
| PRINCIPAL MGT ANALYST (INTERIM) | 0212 | PROF | \$36.76     | \$39.02 | \$40.97 | \$43.02 | \$45.17 | \$2,940.86     | \$3,121.66 | \$3,277.74 | \$3,441.62 | \$3,613.71 |
| PRINCIPAL PLANNER               | 4431 | MM   | \$42.97     | \$45.12 | \$47.37 | \$49.74 | \$52.23 | \$3,437.36     | \$3,609.23 | \$3,789.69 | \$3,979.17 | \$4,178.13 |
| PRINCIPAL PROJECT COORDINATOR   | 4212 | PROF | \$42.97     | \$45.12 | \$47.37 | \$49.74 | \$52.23 | \$3,437.36     | \$3,609.23 | \$3,789.69 | \$3,979.17 | \$4,178.13 |
| PRINCIPAL RECREATION MANAGER    | 7410 | MM   | \$36.23     | \$38.04 | \$39.95 | \$41.94 | \$44.04 | \$2,898.54     | \$3,043.46 | \$3,195.64 | \$3,355.42 | \$3,523.19 |
| PRINCIPAL REVENUE ANALYST       | 3608 | PROF | \$32.48     | \$34.10 | \$35.81 | \$37.60 | \$39.48 | \$2,598.44     | \$2,728.36 | \$2,864.78 | \$3,008.02 | \$3,158.42 |
| PROCUREMENT SPECIALIST          | 3721 | CVEA | \$26.56     | \$27.89 | \$29.28 | \$30.75 | \$32.29 | \$2,124.87     | \$2,231.12 | \$2,342.67 | \$2,459.81 | \$2,582.80 |
| PROGRAMMER ANALYST              | 3090 | PROF | \$32.53     | \$34.16 | \$35.87 | \$37.66 | \$39.54 | \$2,602.54     | \$2,732.67 | \$2,869.30 | \$3,012.76 | \$3,163.40 |
| PROJECT COORDINATOR I           | 4217 | CVEA | \$28.21     | \$29.62 | \$31.10 | \$32.66 | \$34.29 | \$2,256.86     | \$2,369.69 | \$2,488.18 | \$2,612.58 | \$2,743.21 |
| PROJECT COORDINATOR I (HRLY)    | 4218 | UCHR | \$28.21     | \$29.62 | \$31.10 | \$32.66 | \$34.29 | \$2,256.86     | \$2,369.69 | \$2,488.18 | \$2,612.58 | \$2,743.22 |
| PROJECT COORDINATOR II          | 4215 | CVEA | \$31.03     | \$32.58 | \$34.21 | \$35.92 | \$37.72 | \$2,482.54     | \$2,606.66 | \$2,736.99 | \$2,873.85 | \$3,017.54 |
| PROJECT COORDINATOR II (HRLY)   | 4216 | UCHR | \$31.03     | \$32.58 | \$34.21 | \$35.92 | \$37.72 | \$2,482.54     | \$2,606.66 | \$2,736.99 | \$2,873.85 | \$3,017.54 |
| PUB WORKS SPECIALIST            | 6712 | CVEA | \$21.78     | \$22.86 | \$24.01 | \$25.21 | \$26.47 | \$1,742.01     | \$1,829.11 | \$1,920.56 | \$2,016.59 | \$2,117.42 |
| PUBLIC INFO OFFICER (HRLY)      | 5032 | UCHR | \$35.72     | \$37.50 | \$39.38 | \$41.34 | \$43.41 | \$2,857.23     | \$3,000.09 | \$3,150.09 | \$3,307.59 | \$3,472.98 |
| PUBLIC INFO OFFICER (PD)        | 5034 | PROF | \$35.72     | \$37.50 | \$39.38 | \$41.35 | \$43.41 | \$2,857.23     | \$3,000.09 | \$3,150.09 | \$3,307.60 | \$3,472.98 |
| PUBLIC INFORMATION SPECIALIST   | 2782 | CONF | \$23.89     | \$25.09 | \$26.34 | \$27.66 | \$29.04 | \$1,911.33     | \$2,006.89 | \$2,107.24 | \$2,212.60 | \$2,323.23 |
| PUBLIC SAFETY ANALYST           | 5254 | CVEA | \$29.26     | \$30.72 | \$32.26 | \$33.87 | \$35.56 | \$2,340.69     | \$2,457.72 | \$2,580.61 | \$2,709.64 | \$2,845.12 |
| PUBLIC SAFETY ANALYST (HRLY)    | 5256 | UCHR | \$29.26     | \$30.72 | \$32.26 | \$33.87 | \$35.56 | \$2,340.69     | \$2,457.72 | \$2,580.61 | \$2,709.64 | \$2,845.12 |
| PUBLIC WORKS COORDINATOR        | 6324 | PROF | \$32.48     | \$34.10 | \$35.81 | \$37.60 | \$39.48 | \$2,598.44     | \$2,728.36 | \$2,864.78 | \$3,008.02 | \$3,158.42 |
| PUBLIC WORKS INSP I             | 6123 | CVEA | \$27.32     | \$28.68 | \$30.12 | \$31.62 | \$33.21 | \$2,185.43     | \$2,294.70 | \$2,409.44 | \$2,529.91 | \$2,656.41 |
| PUBLIC WORKS INSP II            | 6121 | CVEA | \$30.05     | \$31.55 | \$33.13 | \$34.79 | \$36.53 | \$2,403.97     | \$2,524.17 | \$2,650.38 | \$2,782.90 | \$2,922.05 |
| PUBLIC WORKS MANAGER            | 6336 | MM   | \$35.96     | \$37.76 | \$39.65 | \$41.63 | \$43.71 | \$2,876.83     | \$3,020.67 | \$3,171.70 | \$3,330.29 | \$3,496.80 |
| PUBLIC WORKS SUPERVISOR         | 6337 | CVEA | \$29.03     | \$30.48 | \$32.00 | \$33.60 | \$35.28 | \$2,322.20     | \$2,438.31 | \$2,560.22 | \$2,688.23 | \$2,822.65 |
| PUMP MAINT TECHNICIAN           | 6396 | CVEA | \$24.80     | \$26.04 | \$27.34 | \$28.71 | \$30.14 | \$1,983.87     | \$2,083.06 | \$2,187.22 | \$2,296.58 | \$2,411.41 |
| PUMP MAINTENANCE SUPERVISOR     | 6392 | CVEA | \$29.06     | \$30.51 | \$32.04 | \$33.64 | \$35.32 | \$2,324.89     | \$2,441.14 | \$2,563.20 | \$2,691.35 | \$2,825.92 |
| PURCHASING AGENT                | 3711 | SM   | \$45.47     | --      | --      | --      | \$55.27 | \$3,637.89     | --         | --         | --         | \$4,421.88 |
| RANGE MASTER                    | 5417 | CVEA | \$20.60     | \$21.63 | \$22.71 | \$23.85 | \$25.04 | \$1,647.88     | \$1,730.28 | \$1,816.79 | \$1,907.63 | \$2,003.01 |
| RANGE MASTER (HOURLY)           | 5418 | UCHR | \$20.60     | \$21.63 | \$22.71 | \$23.85 | \$25.04 | \$1,647.88     | \$1,730.27 | \$1,816.79 | \$1,907.63 | \$2,003.01 |
| RCFL NETWORK ENGINEER           | 5450 | UCHR | \$31.93     | \$33.53 | \$35.20 | \$36.96 | \$38.81 | \$2,554.37     | \$2,682.08 | \$2,816.19 | \$2,956.99 | \$3,104.84 |
| REAL PROPERTY MANAGER           | 6037 | MMUC | \$41.68     | \$43.76 | \$45.95 | \$48.25 | \$50.66 | \$3,334.40     | \$3,501.12 | \$3,676.17 | \$3,859.98 | \$4,052.98 |
| REC AIDE                        | 7605 | UCHR | \$9.55      | \$10.03 | \$10.53 | \$11.06 | \$11.61 | \$764.21       | \$802.42   | \$842.54   | \$884.67   | \$928.90   |
| REC SPECIALIST                  | 7601 | UCHR | \$15.10     | \$15.86 | \$16.65 | \$17.48 | \$18.36 | \$1,208.09     | \$1,268.50 | \$1,331.92 | \$1,398.52 | \$1,468.44 |
| REC SUPERVISOR I (HOURLY)       | 7426 | UCHR | \$21.87     | \$22.96 | \$24.11 | \$25.31 | \$26.58 | \$1,749.42     | \$1,836.90 | \$1,928.74 | \$2,025.18 | \$2,126.44 |
| RECORDS MANAGER                 | 2211 | MM   | \$30.95     | \$32.50 | \$34.13 | \$35.83 | \$37.62 | \$2,476.26     | \$2,600.08 | \$2,730.09 | \$2,866.59 | \$3,009.92 |

Approved and adopted:  
Resolution No.:



**Fiscal Year 2014-2015 Compensation Schedule**  
**Effective June 27, 2014**

| POSITION TITLE                      | PCN  | BARG | Hourly Rate |         |         |         |         | Bi-Weekly Rate |            |            |            |            |
|-------------------------------------|------|------|-------------|---------|---------|---------|---------|----------------|------------|------------|------------|------------|
|                                     |      |      | Step A      | Step B  | Step C  | Step D  | Step E  | Step A         | Step B     | Step C     | Step D     | Step E     |
| RECORDS SPECIALIST                  | 2217 | CVEA | \$18.53     | \$19.45 | \$20.43 | \$21.45 | \$22.52 | \$1,482.22     | \$1,556.33 | \$1,634.14 | \$1,715.85 | \$1,801.64 |
| RECREATION LEADER I                 | 7609 | UCHR | \$10.94     | \$11.49 | \$12.06 | \$12.67 | \$13.30 | \$875.38       | \$919.15   | \$965.08   | \$1,013.36 | \$1,064.02 |
| RECREATION LEADER II                | 7607 | UCHR | \$12.58     | \$13.21 | \$13.87 | \$14.56 | \$15.29 | \$1,006.13     | \$1,056.44 | \$1,109.27 | \$1,164.73 | \$1,222.97 |
| RECREATION SUPERVISOR I             | 7425 | CVEA | \$21.87     | \$22.96 | \$24.11 | \$25.31 | \$26.58 | \$1,749.42     | \$1,836.89 | \$1,928.74 | \$2,025.18 | \$2,126.43 |
| RECREATION SUPERVISOR II            | 7423 | CVEA | \$24.05     | \$25.26 | \$26.52 | \$27.85 | \$29.24 | \$1,924.37     | \$2,020.58 | \$2,121.61 | \$2,227.69 | \$2,339.08 |
| RECREATION SUPERVISOR III           | 7422 | CVEA | \$27.66     | \$29.05 | \$30.50 | \$32.02 | \$33.62 | \$2,213.02     | \$2,323.67 | \$2,439.87 | \$2,561.86 | \$2,689.95 |
| RECYCLING SPECIALIST I              | 2742 | CVEA | \$21.57     | \$22.65 | \$23.78 | \$24.97 | \$26.22 | \$1,725.70     | \$1,811.99 | \$1,902.59 | \$1,997.72 | \$2,097.61 |
| RECYCLING SPECIALIST II             | 2744 | CVEA | \$23.73     | \$24.91 | \$26.16 | \$27.47 | \$28.84 | \$1,898.28     | \$1,993.19 | \$2,092.86 | \$2,197.50 | \$2,307.38 |
| REDEVELOPMENT MANAGER               | 4045 | SM   | \$46.78     | --      | --      | --      | \$56.86 | \$3,742.50     | --         | --         | --         | \$4,549.02 |
| REDEVLP COORDINATOR                 | 4042 | PROF | \$44.86     | \$47.10 | \$49.46 | \$51.93 | \$54.53 | \$3,588.78     | \$3,768.22 | \$3,956.63 | \$4,154.47 | \$4,362.19 |
| REGISTERED VET TECH (HOURLY)        | 5312 | UCHR | \$20.60     | \$21.63 | \$22.71 | \$23.85 | \$25.04 | \$1,647.88     | \$1,730.27 | \$1,816.79 | \$1,907.63 | \$2,003.01 |
| REGISTERED VETERINARY TECH          | 5307 | CVEA | \$20.60     | \$21.63 | \$22.71 | \$23.85 | \$25.04 | \$1,647.88     | \$1,730.28 | \$1,816.79 | \$1,907.63 | \$2,003.01 |
| RESERVE OFFICER                     | 5081 | UCHR | \$14.24     | \$14.95 | \$15.69 | --      | --      | \$1,139.42     | \$1,195.85 | \$1,255.53 | --         | --         |
| REVENUE & RECOVERY MANAGER          | 3680 | PROF | \$32.48     | \$34.10 | \$35.81 | \$37.60 | \$39.48 | \$2,598.44     | \$2,728.36 | \$2,864.78 | \$3,008.02 | \$3,158.42 |
| RISK ANALYST                        | 3380 | PROF | \$24.63     | \$25.87 | \$27.16 | \$28.52 | \$29.94 | \$1,970.72     | \$2,069.26 | \$2,172.72 | \$2,281.36 | \$2,395.42 |
| RISK MANAGEMENT SPECIALIST          | 3386 | PROF | \$28.81     | \$30.25 | \$31.76 | \$33.35 | \$35.02 | \$2,304.56     | \$2,419.78 | \$2,540.78 | \$2,667.82 | \$2,801.21 |
| RISK MANAGER                        | 3361 | SM   | \$45.93     | --      | --      | --      | \$55.83 | \$3,674.27     | --         | --         | --         | \$4,466.10 |
| SCHOOL CROSSING GUARD               | 5143 | UCHR | \$10.05     | \$10.55 | \$11.08 | \$11.64 | \$12.22 | \$804.19       | \$844.39   | \$886.62   | \$930.94   | \$977.49   |
| SEASONAL ASSISTANT                  | 0231 | UCHR | \$9.55      | \$10.03 | \$10.53 | \$11.06 | \$11.61 | \$764.21       | \$802.42   | \$842.54   | \$884.67   | \$928.90   |
| SECRETARY                           | 0171 | CVEA | \$18.53     | \$19.45 | \$20.43 | \$21.45 | \$22.52 | \$1,482.21     | \$1,556.32 | \$1,634.14 | \$1,715.85 | \$1,801.64 |
| SECRETARY (HOURLY)                  | 0152 | UCHR | \$18.53     | \$19.45 | \$20.43 | \$21.45 | \$22.52 | \$1,482.21     | \$1,556.32 | \$1,634.14 | \$1,715.85 | \$1,801.64 |
| SENIOR POLICE TECHNOLOGY SPECIALIST | 5109 | CVEA | \$39.30     | \$41.27 | \$43.33 | \$45.50 | \$47.77 | \$3,144.08     | \$3,301.28 | \$3,466.35 | \$3,639.67 | \$3,821.65 |
| SIGNAL SYSTEMS ENGINEER I           | 6169 | CVEA | \$31.41     | \$32.98 | \$34.63 | \$36.36 | \$38.17 | \$2,512.48     | \$2,638.11 | \$2,770.01 | \$2,908.52 | \$3,053.94 |
| SIGNAL SYSTEMS ENGINEER II          | 6170 | CVEA | \$34.55     | \$36.27 | \$38.09 | \$39.99 | \$41.99 | \$2,763.74     | \$2,901.92 | \$3,047.02 | \$3,199.37 | \$3,359.33 |
| SIGNING&STRIPING SUPERVISOR         | 6355 | CVEA | \$29.03     | \$30.48 | \$32.00 | \$33.60 | \$35.28 | \$2,322.20     | \$2,438.31 | \$2,560.22 | \$2,688.23 | \$2,822.65 |
| SPECIAL EVENTS COORDINATOR          | 2799 | PRUC | \$35.72     | \$37.50 | \$39.38 | \$41.34 | \$43.41 | \$2,857.23     | \$3,000.09 | \$3,150.09 | \$3,307.59 | \$3,472.98 |
| SPECIAL EVENTS PLANNER              | 2762 | PROF | \$32.36     | \$33.98 | \$35.68 | \$37.46 | \$39.34 | \$2,588.92     | \$2,718.37 | \$2,854.28 | \$2,997.00 | \$3,146.84 |
| SPECIAL PLANNING PROJ MGR           | 4101 | SM   | \$42.88     | --      | --      | --      | \$52.13 | \$3,430.78     | --         | --         | --         | \$4,170.14 |
| SR ACCOUNTANT                       | 3630 | MMCF | \$38.07     | \$39.97 | \$41.97 | \$44.07 | \$46.27 | \$3,045.44     | \$3,197.71 | \$3,357.60 | \$3,525.48 | \$3,701.75 |
| SR ACCOUNTING ASST                  | 3651 | CVEA | \$22.02     | \$23.12 | \$24.27 | \$25.49 | \$26.76 | \$1,761.22     | \$1,849.29 | \$1,941.75 | \$2,038.84 | \$2,140.78 |
| SR ADMINISTRATIVE SECRETARY         | 0145 | CONF | \$26.02     | \$27.32 | \$28.69 | \$30.13 | \$31.63 | \$2,081.85     | \$2,185.94 | \$2,295.24 | \$2,410.00 | \$2,530.50 |
| SR ADMINISTRATIVE SECRETARY         | 0185 | CVEA | \$26.02     | \$27.32 | \$28.69 | \$30.13 | \$31.63 | \$2,081.85     | \$2,185.94 | \$2,295.24 | \$2,410.00 | \$2,530.50 |
| SR ANIMAL CARE SPECIALIST           | 5345 | CVEA | \$19.74     | \$20.73 | \$21.76 | \$22.85 | \$23.99 | \$1,579.22     | \$1,658.18 | \$1,741.09 | \$1,828.14 | \$1,919.54 |
| SR APPLICATIONS SUPPORT SPEC        | 3089 | PROF | \$36.15     | \$37.95 | \$39.85 | \$41.84 | \$43.94 | \$2,891.71     | \$3,036.30 | \$3,188.11 | \$3,347.52 | \$3,514.89 |
| SR ASST CITY ATTORNEY               | 2403 | EXEC | \$71.43     | --      | --      | --      | \$86.83 | \$5,714.52     | --         | --         | --         | \$6,946.05 |
| SR BENEFITS TECHNICIAN              | 3403 | CONF | \$25.45     | \$26.72 | \$28.06 | \$29.46 | \$30.93 | \$2,035.87     | \$2,137.66 | \$2,244.55 | \$2,356.78 | \$2,474.61 |
| SR BUILDING INSPECTOR               | 4781 | CVEA | \$34.56     | \$36.29 | \$38.10 | \$40.00 | \$42.00 | \$2,764.57     | \$2,902.80 | \$3,047.93 | \$3,200.33 | \$3,360.35 |
| SR BUSINESS LICENSE REP             | 4507 | CVEA | \$22.02     | \$23.12 | \$24.27 | \$25.49 | \$26.76 | \$1,761.22     | \$1,849.29 | \$1,941.75 | \$2,038.84 | \$2,140.78 |
| SR CIVIL ENGINEER                   | 6019 | WCE  | \$43.35     | \$45.51 | \$47.79 | \$50.18 | \$52.69 | \$3,467.77     | \$3,641.17 | \$3,823.23 | \$4,014.39 | \$4,215.10 |
| SR CODE ENF OFF (HOURLY)            | 4764 | UCHR | \$33.02     | \$34.67 | \$36.40 | \$38.22 | \$40.13 | \$2,641.45     | \$2,773.54 | \$2,912.21 | \$3,057.82 | \$3,210.71 |
| SR CODE ENFORCEMENT OFF             | 4763 | CVEA | \$33.02     | \$34.67 | \$36.40 | \$38.22 | \$40.13 | \$2,641.46     | \$2,773.53 | \$2,912.21 | \$3,057.82 | \$3,210.71 |
| SR COUNCIL ASST                     | 2027 | CONF | \$16.05     | \$16.86 | \$17.70 | \$18.58 | \$19.51 | \$1,284.24     | \$1,348.45 | \$1,415.87 | \$1,486.67 | \$1,561.00 |
| SR COUNCIL ASST                     | 2025 | UCHR | \$25.45     | \$26.73 | \$28.06 | \$29.47 | \$30.94 | \$2,036.31     | \$2,138.13 | \$2,245.03 | \$2,357.28 | \$2,475.15 |
| SR DEPUTY CITY CLERK                | 2208 | PRUC | \$30.93     | \$32.47 | \$34.10 | \$35.80 | \$37.59 | \$2,474.12     | \$2,597.83 | \$2,727.72 | \$2,864.10 | \$3,007.31 |
| SR ECONOMIC DEV SPEC                | 2725 | PROF | \$28.24     | \$29.66 | \$31.14 | \$32.69 | \$34.33 | \$2,259.44     | \$2,372.42 | \$2,491.04 | \$2,615.59 | \$2,746.37 |
| SR EDUC SERVICES SUPERVISOR         | 7457 | CVEA | \$27.66     | \$29.05 | \$30.50 | \$32.02 | \$33.62 | \$2,213.02     | \$2,323.67 | \$2,439.87 | \$2,561.86 | \$2,689.95 |
| SR ELECTRICIAN                      | 6442 | CVEA | \$28.78     | \$30.22 | \$31.74 | \$33.32 | \$34.99 | \$2,302.77     | \$2,417.91 | \$2,538.81 | \$2,665.75 | \$2,799.03 |
| SR ENGINEERING TECHNICIAN           | 6059 | CVEA | \$30.05     | \$31.55 | \$33.13 | \$34.79 | \$36.53 | \$2,403.97     | \$2,524.17 | \$2,650.38 | \$2,782.90 | \$2,922.05 |
| SR EQUIPMENT MAINTENANCE SUPV       | 6503 | MM   | \$31.06     | \$32.61 | \$34.24 | \$35.95 | \$37.75 | \$2,484.57     | \$2,608.80 | \$2,739.24 | \$2,876.20 | \$3,020.01 |
| SR EQUIPMENT MECHANIC               | 6512 | CVEA | \$27.16     | \$28.52 | \$29.95 | \$31.44 | \$33.02 | \$2,173.00     | \$2,281.66 | \$2,395.74 | \$2,515.52 | \$2,641.30 |
| SR EVIDENCE CONTROL ASST            | 5119 | CVEA | \$21.53     | \$22.61 | \$23.74 | \$24.93 | \$26.18 | \$1,722.79     | \$1,808.93 | \$1,899.37 | \$1,994.35 | \$2,094.06 |
| SR FIRE INSP/INVEST                 | 5529 | IAFF | \$34.38     | \$36.10 | \$37.91 | \$39.80 | \$41.79 | \$2,750.61     | \$2,888.15 | \$3,032.55 | \$3,184.17 | \$3,343.39 |
| SR FISCAL OFFICE SPECIALIST         | 0141 | CONF | \$19.45     | \$20.43 | \$21.45 | \$22.52 | \$23.65 | \$1,556.32     | \$1,634.14 | \$1,715.85 | \$1,801.64 | \$1,891.72 |
| SR FISCAL OFFICE SPECIALIST         | 0175 | CVEA | \$19.45     | \$20.43 | \$21.45 | \$22.52 | \$23.65 | \$1,556.32     | \$1,634.14 | \$1,715.85 | \$1,801.64 | \$1,891.72 |
| SR GARDENER                         | 6621 | CVEA | \$22.85     | \$24.00 | \$25.20 | \$26.46 | \$27.78 | \$1,828.27     | \$1,919.68 | \$2,015.67 | \$2,116.45 | \$2,222.28 |
| SR GIS SPECIALIST                   | 3080 | CVEA | \$31.07     | \$32.62 | \$34.25 | \$35.97 | \$37.76 | \$2,485.44     | \$2,609.71 | \$2,740.19 | \$2,877.20 | \$3,021.06 |
| SR GRAPHIC DESIGNER                 | 2764 | PROF | \$32.36     | \$33.98 | \$35.68 | \$37.46 | \$39.34 | \$2,588.92     | \$2,718.37 | \$2,854.28 | \$2,997.00 | \$3,146.84 |
| SR HR ANALYST                       | 3308 | PRCF | \$33.46     | \$35.13 | \$36.89 | \$38.73 | \$40.67 | \$2,676.48     | \$2,810.30 | \$2,950.83 | \$3,098.37 | \$3,253.28 |
| SR HUMAN RESOURCES TECHNICIAN       | 3316 | CONF | \$25.85     | \$27.14 | \$28.50 | \$29.92 | \$31.42 | \$2,067.88     | \$2,171.28 | \$2,279.83 | \$2,393.84 | \$2,513.52 |
| SR HVAC TECHNICIAN                  | 6441 | CVEA | \$28.78     | \$30.22 | \$31.74 | \$33.32 | \$34.99 | \$2,302.77     | \$2,417.91 | \$2,538.81 | \$2,665.75 | \$2,799.03 |
| SR INFO TECH SUPPORT SPEC           | 3012 | PROF | \$36.15     | \$37.95 | \$39.85 | \$41.84 | \$43.94 | \$2,891.71     | \$3,036.30 | \$3,188.11 | \$3,347.52 | \$3,514.89 |
| SR LAND SURVEYOR                    | 6285 | WCE  | \$43.35     | \$45.51 | \$47.79 | \$50.18 | \$52.69 | \$3,467.77     | \$3,641.16 | \$3,823.22 | \$4,014.38 | \$4,215.10 |

Approved and adopted:  
Resolution No.:



**Fiscal Year 2014-2015 Compensation Schedule**  
Effective June 27, 2014

| POSITION TITLE                 | PCN  | BARG | Hourly Rate |         |         |         |         | Bi-Weekly Rate |            |            |            |            |
|--------------------------------|------|------|-------------|---------|---------|---------|---------|----------------|------------|------------|------------|------------|
|                                |      |      | Step A      | Step B  | Step C  | Step D  | Step E  | Step A         | Step B     | Step C     | Step D     | Step E     |
| SR LANDSCAPE INSPECTOR         | 6295 | CVEA | \$31.42     | \$32.99 | \$34.64 | \$36.37 | \$38.19 | \$2,513.25     | \$2,638.91 | \$2,770.86 | \$2,909.40 | \$3,054.87 |
| SR LEGAL ASSISTANT             | 2463 | CONF | \$26.28     | \$27.59 | \$28.97 | \$30.42 | \$31.94 | \$2,102.46     | \$2,207.59 | \$2,317.97 | \$2,433.86 | \$2,555.56 |
| SR LIBRARIAN                   | 7053 | MM   | \$30.35     | \$31.87 | \$33.46 | \$35.14 | \$36.89 | \$2,428.18     | \$2,549.59 | \$2,677.07 | \$2,810.92 | \$2,951.47 |
| SR LIFEGUARD                   | 7589 | UCHR | \$16.72     | \$17.55 | \$18.43 | \$19.35 | \$20.32 | \$1,337.40     | \$1,404.27 | \$1,474.48 | \$1,548.21 | \$1,625.62 |
| SR MAINTENANCE WORKER          | 6371 | CVEA | \$22.85     | \$24.00 | \$25.20 | \$26.46 | \$27.78 | \$1,828.27     | \$1,919.68 | \$2,015.67 | \$2,116.45 | \$2,222.28 |
| SR MANAGEMENT ANALYST          | 0206 | PROF | \$33.78     | \$35.47 | \$37.25 | \$39.11 | \$41.06 | \$2,702.72     | \$2,837.86 | \$2,979.76 | \$3,128.74 | \$3,285.18 |
| SR MANAGEMENT ANALYST (HOURLY) | 0210 | UCHR | \$33.78     | \$35.47 | \$37.25 | \$39.11 | \$41.06 | \$2,702.72     | \$2,837.86 | \$2,979.76 | \$3,128.74 | \$3,285.18 |
| SR OFFICE SPECIALIST           | 0173 | CVEA | \$18.53     | \$19.45 | \$20.43 | \$21.45 | \$22.52 | \$1,482.21     | \$1,556.32 | \$1,634.14 | \$1,715.85 | \$1,801.64 |
| SR OFFICE SPECIALIST (HOURLY)  | 0174 | UCHR | \$18.53     | \$19.45 | \$20.43 | \$21.45 | \$22.52 | \$1,482.21     | \$1,556.32 | \$1,634.14 | \$1,715.85 | \$1,801.64 |
| SR OPEN SPACE INSPECTOR        | 6309 | CVEA | \$31.42     | \$32.99 | \$34.64 | \$36.37 | \$38.19 | \$2,513.25     | \$2,638.91 | \$2,770.86 | \$2,909.40 | \$3,054.87 |
| SR PARK RANGER                 | 7439 | CVEA | \$22.85     | \$24.00 | \$25.20 | \$26.46 | \$27.78 | \$1,828.27     | \$1,919.68 | \$2,015.67 | \$2,116.46 | \$2,222.27 |
| SR PLAN CHECK ENGINEER         | 4745 | WCE  | \$41.46     | \$43.54 | \$45.71 | \$48.00 | \$50.40 | \$3,317.01     | \$3,482.86 | \$3,657.00 | \$3,839.85 | \$4,031.84 |
| SR PLANNER                     | 4432 | PROF | \$35.81     | \$37.60 | \$39.48 | \$41.45 | \$43.52 | \$2,864.46     | \$3,007.69 | \$3,158.07 | \$3,315.98 | \$3,481.77 |
| SR PLANNING TECHNICIAN         | 4529 | CVEA | \$24.69     | \$25.92 | \$27.22 | \$28.58 | \$30.01 | \$1,975.21     | \$2,073.97 | \$2,177.67 | \$2,286.55 | \$2,400.88 |
| SR POLICE DATA SPECIALIST      | 0164 | CVEA | \$19.37     | \$20.34 | \$21.36 | \$22.42 | \$23.54 | \$1,549.59     | \$1,627.07 | \$1,708.42 | \$1,793.84 | \$1,883.54 |
| SR PROCUREMENT SPECIALIST      | 3728 | PROF | \$29.37     | \$30.84 | \$32.38 | \$34.00 | \$35.70 | \$2,349.62     | \$2,467.10 | \$2,590.46 | \$2,719.98 | \$2,855.98 |
| SR PROGRAMMER ANALYST          | 3091 | PROF | \$36.50     | \$38.33 | \$40.25 | \$42.26 | \$44.37 | \$2,920.34     | \$3,066.36 | \$3,219.68 | \$3,380.66 | \$3,549.69 |
| SR PROJECT COORDINATOR         | 4214 | PROF | \$35.81     | \$37.60 | \$39.48 | \$41.45 | \$43.52 | \$2,864.47     | \$3,007.69 | \$3,158.07 | \$3,315.97 | \$3,481.78 |
| SR PUBLIC SAFETY ANALYST       | 5260 | PROF | \$32.35     | \$33.97 | \$35.67 | \$37.45 | \$39.33 | \$2,588.26     | \$2,717.67 | \$2,853.56 | \$2,996.23 | \$3,146.05 |
| SR PUBLIC WORKS INSP           | 6101 | CVEA | \$34.56     | \$36.29 | \$38.10 | \$40.00 | \$42.00 | \$2,764.57     | \$2,902.80 | \$3,047.94 | \$3,200.33 | \$3,360.35 |
| SR PUBLIC WORKS SPECIALIST     | 6702 | CVEA | \$26.13     | \$27.44 | \$28.81 | \$30.25 | \$31.76 | \$2,090.41     | \$2,194.93 | \$2,304.68 | \$2,419.91 | \$2,540.91 |
| SR RECORDS SPECIALIST          | 2215 | CVEA | \$21.31     | \$22.37 | \$23.49 | \$24.67 | \$25.90 | \$1,704.54     | \$1,789.77 | \$1,879.26 | \$1,973.23 | \$2,071.89 |
| SR RECREATION MGR              | 7421 | MM   | \$31.20     | \$32.76 | \$34.39 | \$36.11 | \$37.92 | \$2,495.76     | \$2,620.54 | \$2,751.57 | \$2,889.15 | \$3,033.61 |
| SR RISK MANAGEMENT SPECIALIST  | 3385 | PROF | \$33.46     | \$35.13 | \$36.89 | \$38.73 | \$40.67 | \$2,676.48     | \$2,810.30 | \$2,950.83 | \$3,098.37 | \$3,253.28 |
| SR SECRETARY                   | 0139 | CONF | \$20.38     | \$21.40 | \$22.47 | \$23.59 | \$24.77 | \$1,630.43     | \$1,711.95 | \$1,797.55 | \$1,887.43 | \$1,981.80 |
| SR SECRETARY                   | 0177 | CVEA | \$20.38     | \$21.40 | \$22.47 | \$23.59 | \$24.77 | \$1,630.43     | \$1,711.95 | \$1,797.55 | \$1,887.43 | \$1,981.80 |
| SR SECRETARY (HOURLY)          | 0178 | UCHR | \$20.38     | \$21.40 | \$22.47 | \$23.59 | \$24.77 | \$1,630.44     | \$1,711.96 | \$1,797.55 | \$1,887.43 | \$1,981.80 |
| SR TREE TRIMMER                | 6573 | CVEA | \$25.14     | \$26.40 | \$27.72 | \$29.10 | \$30.56 | \$2,011.09     | \$2,111.64 | \$2,217.22 | \$2,328.09 | \$2,444.49 |
| STOREKEEPER                    | 3734 | CVEA | \$19.04     | \$20.00 | \$21.00 | \$22.05 | \$23.15 | \$1,523.56     | \$1,599.73 | \$1,679.72 | \$1,763.71 | \$1,851.89 |
| STOREKEEPER SUPERVISOR         | 3732 | CVEA | \$22.85     | \$24.00 | \$25.20 | \$26.46 | \$27.78 | \$1,828.27     | \$1,919.68 | \$2,015.67 | \$2,116.45 | \$2,222.28 |
| STORMWTR COMPLNCE INSP I       | 6127 | CVEA | \$24.83     | \$26.08 | \$27.38 | \$28.75 | \$30.19 | \$1,986.75     | \$2,086.09 | \$2,190.39 | \$2,299.91 | \$2,414.91 |
| STORMWTR COMPLNCE INSP II      | 6125 | CVEA | \$27.32     | \$28.68 | \$30.12 | \$31.62 | \$33.21 | \$2,185.44     | \$2,294.70 | \$2,409.44 | \$2,529.91 | \$2,656.41 |
| SURVEY TECHNICIAN I            | 6151 | CVEA | \$23.75     | \$24.94 | \$26.19 | \$27.50 | \$28.87 | \$1,900.37     | \$1,995.39 | \$2,095.16 | \$2,199.92 | \$2,309.91 |
| SURVEY TECHNICIAN II           | 6141 | CVEA | \$26.13     | \$27.44 | \$28.81 | \$30.25 | \$31.76 | \$2,090.41     | \$2,194.93 | \$2,304.68 | \$2,419.91 | \$2,540.91 |
| SYSTEMS/DATABASE ADMINISTRATR  | 3015 | PROF | \$36.14     | \$37.95 | \$39.85 | \$41.84 | \$43.93 | \$2,891.47     | \$3,036.05 | \$3,187.85 | \$3,347.24 | \$3,514.60 |
| TELECOMMUNICATIONS SPECIALIST  | 3027 | CVEA | \$21.98     | \$23.08 | \$24.24 | \$25.45 | \$26.72 | \$1,758.74     | \$1,846.66 | \$1,939.00 | \$2,035.95 | \$2,137.75 |
| TINY TOT AIDE                  | 7503 | UCHR | \$12.58     | \$13.21 | \$13.87 | \$14.56 | \$15.29 | \$1,006.13     | \$1,056.44 | \$1,109.27 | \$1,164.73 | \$1,222.97 |
| TINY TOT SPECIALIST            | 7505 | UCHR | \$15.10     | \$15.86 | \$16.65 | \$17.48 | \$18.36 | \$1,208.09     | \$1,268.50 | \$1,331.92 | \$1,398.52 | \$1,468.44 |
| TRAFFIC DEVICES TECH           | 6177 | CVEA | \$27.53     | \$28.91 | \$30.36 | \$31.87 | \$33.47 | \$2,202.69     | \$2,312.83 | \$2,428.47 | \$2,549.89 | \$2,677.39 |
| TRAFFIC DEVICES TECH SUPV      | 6175 | CVEA | \$31.66     | \$33.25 | \$34.91 | \$36.65 | \$38.49 | \$2,533.10     | \$2,659.75 | \$2,792.74 | \$2,932.38 | \$3,079.00 |
| TRAFFIC ENGINEER               | 6024 | PROF | \$37.37     | \$39.24 | \$41.20 | \$43.26 | \$45.42 | \$2,989.46     | \$3,138.93 | \$3,295.88 | \$3,460.68 | \$3,633.71 |
| TRAFFIC OFFICER (HOURLY)       | 5293 | UCHR | \$14.24     | \$14.95 | \$15.69 | --      | --      | \$1,139.42     | \$1,195.84 | \$1,255.53 | --         | --         |
| TRAINING PROGRAM SPEC (HRLY)   | 5250 | UCHR | \$21.98     | \$23.08 | \$24.24 | \$25.45 | \$26.72 | \$1,758.57     | \$1,846.51 | \$1,938.84 | \$2,035.78 | \$2,137.56 |
| TRAINING PROGRAMS SPECIALIST   | 5262 | CVEA | \$21.98     | \$23.08 | \$24.24 | \$25.45 | \$26.72 | \$1,758.57     | \$1,846.51 | \$1,938.83 | \$2,035.78 | \$2,137.56 |
| TRANS ENGINEER W/ CERT         | 6031 | WCE  | \$43.35     | \$45.51 | \$47.79 | \$50.18 | \$52.69 | \$3,467.77     | \$3,641.16 | \$3,823.22 | \$4,014.38 | \$4,215.10 |
| TRANS ENGINEER W/O CERT        | 6033 | WCE  | \$41.28     | \$43.35 | \$45.51 | \$47.79 | \$50.18 | \$3,302.64     | \$3,467.77 | \$3,641.16 | \$3,823.22 | \$4,014.38 |
| TRANSIT MANAGER                | 6218 | MMUC | \$44.79     | \$47.03 | \$49.39 | \$51.85 | \$54.45 | \$3,583.49     | \$3,762.67 | \$3,950.80 | \$4,148.34 | \$4,355.76 |
| TRANSIT OPERATIONS COORD       | 6224 | PROF | \$36.62     | \$38.45 | \$40.37 | \$42.39 | \$44.51 | \$2,929.22     | \$3,075.68 | \$3,229.46 | \$3,390.94 | \$3,560.48 |
| TREASURY AND BUSINESS MANAGER  | 3611 | SM   | \$53.23     | --      | --      | --      | \$64.70 | \$4,258.29     | --         | --         | --         | \$5,175.98 |
| TREE TRIMMER                   | 6575 | CVEA | \$20.95     | \$22.00 | \$23.10 | \$24.25 | \$25.46 | \$1,675.91     | \$1,759.70 | \$1,847.69 | \$1,940.07 | \$2,037.08 |
| TREE TRIMMER SUPERVISOR        | 6572 | CVEA | \$28.91     | \$30.36 | \$31.87 | \$33.47 | \$35.14 | \$2,312.76     | \$2,428.40 | \$2,549.82 | \$2,677.31 | \$2,811.17 |
| URBAN FORESTRY MANAGER         | 3891 | MM   | \$35.26     | \$37.03 | \$38.88 | \$40.82 | \$42.86 | \$2,820.97     | \$2,962.02 | \$3,110.11 | \$3,265.62 | \$3,428.90 |
| VETERINARIAN                   | 5321 | PROF | \$36.69     | \$38.52 | \$40.45 | \$42.47 | \$44.59 | \$2,934.87     | \$3,081.61 | \$3,235.69 | \$3,397.48 | \$3,567.37 |
| VETERINARIAN (HOURLY)          | 5308 | UCHR | \$45.85     | \$48.15 | \$50.56 | \$53.09 | \$55.74 | \$3,667.78     | \$3,852.02 | \$4,044.62 | \$4,246.85 | \$4,459.19 |
| VETERINARIAN (PERMITTED)       | 5331 | PROF | \$51.65     | \$54.24 | \$56.95 | \$59.80 | \$62.79 | \$4,132.31     | \$4,338.92 | \$4,555.87 | \$4,783.66 | \$5,022.84 |
| VETERINARIAN-PERMITTED         | 5322 | UCHR | \$64.84     | \$68.08 | \$71.48 | \$75.06 | \$78.81 | \$5,186.99     | \$5,446.34 | \$5,718.66 | \$6,004.59 | \$6,304.82 |
| VETERINARY ASSISTANT           | 5325 | CVEA | \$17.17     | \$18.02 | \$18.93 | \$19.87 | \$20.86 | \$1,373.23     | \$1,441.90 | \$1,514.00 | \$1,589.69 | \$1,669.18 |
| VETERINARY ASSISTANT (HOURLY)  | 5323 | UCHR | \$17.17     | \$18.02 | \$18.92 | \$19.87 | \$20.86 | \$1,373.24     | \$1,441.90 | \$1,513.99 | \$1,589.69 | \$1,669.18 |
| VOLUNTEER COORD (DEPT)         | 7131 | CVEA | \$18.76     | \$19.70 | \$20.69 | \$21.72 | \$22.81 | \$1,501.17     | \$1,576.23 | \$1,655.04 | \$1,737.79 | \$1,824.68 |
| VOLUNTEER COORD (DEPT)(HOURLY) | 7132 | UCHR | \$18.76     | \$19.70 | \$20.69 | \$21.72 | \$22.81 | \$1,501.17     | \$1,576.23 | \$1,655.04 | \$1,737.79 | \$1,824.68 |
| WASTEWATER COLLECTIONS MGR     | 6334 | MM   | \$40.98     | \$43.03 | \$45.18 | \$47.44 | \$49.81 | \$3,278.51     | \$3,442.44 | \$3,614.56 | \$3,795.29 | \$3,985.05 |
| WEBMASTER                      | 2777 | CVEA | \$28.24     | \$29.66 | \$31.14 | \$32.70 | \$34.33 | \$2,259.49     | \$2,372.46 | \$2,491.09 | \$2,615.64 | \$2,746.42 |

Approved and adopted:  
Resolution No.:





**Fiscal Year 2014-2015 Compensation Schedule**  
Effective June 27, 2014

| POSITION TITLE     | PCN  | BARG | Hourly Rate |         |         |         |         | Bi-Weekly Rate |            |            |            |            |
|--------------------|------|------|-------------|---------|---------|---------|---------|----------------|------------|------------|------------|------------|
|                    |      |      | Step A      | Step B  | Step C  | Step D  | Step E  | Step A         | Step B     | Step C     | Step D     | Step E     |
| WEBMASTER (HOURLY) | 2790 | UCHR | \$28.24     | \$29.66 | \$31.14 | \$32.70 | \$34.33 | \$2,259.49     | \$2,372.47 | \$2,491.09 | \$2,615.64 | \$2,746.42 |
| YOUTH COORDINATOR  | 7481 | CVEA | \$24.05     | \$25.26 | \$26.52 | \$27.85 | \$29.24 | \$1,924.37     | \$2,020.58 | \$2,121.61 | \$2,227.69 | \$2,339.08 |

**International Association of Fire Fighters (IAFF), Local 2180**  
Salaries Effective 12/12/2014

| POSITION TITLE                 | PCN  | BARG | Hourly Rate |         |         |         |         | Bi-Weekly Rate |            |            |            |            |
|--------------------------------|------|------|-------------|---------|---------|---------|---------|----------------|------------|------------|------------|------------|
|                                |      |      | Step A      | Step B  | Step C  | Step D  | Step E  | Step A         | Step B     | Step C     | Step D     | Step E     |
| FIRE BATTALION CHIEF (112 HR)  | 5511 | IAFF | \$33.87     | \$35.56 | \$37.34 | \$39.21 | \$41.17 | \$3,793.37     | \$3,983.04 | \$4,182.19 | \$4,391.30 | \$4,610.87 |
| FIRE BATTALION CHIEF (80 HR)   | 5513 | IAFF | \$47.42     | \$49.79 | \$52.28 | \$54.89 | \$57.64 | \$3,793.37     | \$3,983.04 | \$4,182.19 | \$4,391.30 | \$4,610.87 |
| FIRE BATTALION CHIEF (INTERIM) | 5540 | IAFF | \$33.87     | \$35.56 | \$37.34 | \$39.21 | \$41.17 | \$3,793.38     | \$3,983.05 | \$4,182.20 | \$4,391.31 | \$4,610.88 |
| FIRE CAPTAIN (112 HR)          | 5583 | IAFF | \$27.19     | \$28.55 | \$29.97 | \$31.47 | \$33.05 | \$3,045.01     | \$3,197.26 | \$3,357.12 | \$3,524.97 | \$3,701.22 |
| FIRE CAPTAIN (80 HR)           | 5581 | IAFF | \$38.06     | \$39.97 | \$41.96 | \$44.06 | \$46.27 | \$3,045.01     | \$3,197.26 | \$3,357.12 | \$3,524.97 | \$3,701.22 |
| FIRE CAPTAIN (INTERIM)         | 5580 | IAFF | \$27.19     | \$28.55 | \$29.97 | \$31.47 | \$33.05 | \$3,045.01     | \$3,197.26 | \$3,357.12 | \$3,524.97 | \$3,701.22 |
| FIRE ENG (112 HR)              | 5603 | IAFF | \$23.18     | \$24.34 | \$25.56 | \$26.83 | \$28.18 | \$2,596.24     | \$2,726.05 | \$2,862.36 | \$3,005.47 | \$3,155.75 |
| FIRE ENG (80 HR)               | 5601 | IAFF | \$32.45     | \$34.08 | \$35.78 | \$37.57 | \$39.45 | \$2,596.24     | \$2,726.05 | \$2,862.36 | \$3,005.47 | \$3,155.75 |
| FIRE ENGINEER (INTERIM)        | 5602 | IAFF | \$23.18     | \$24.34 | \$25.56 | \$26.83 | \$28.18 | \$2,596.24     | \$2,726.05 | \$2,862.36 | \$3,005.47 | \$3,155.75 |
| FIRE INSP/INVEST I             | 5530 | IAFF | \$27.45     | \$28.82 | \$30.26 | \$31.77 | \$33.36 | \$2,195.71     | \$2,305.50 | \$2,420.77 | \$2,541.81 | \$2,668.90 |
| FIRE INSP/INVEST II            | 5531 | IAFF | \$30.19     | \$31.70 | \$33.29 | \$34.95 | \$36.70 | \$2,415.28     | \$2,536.04 | \$2,662.84 | \$2,795.99 | \$2,935.78 |
| FIRE INSP/INVEST II HRLY       | 5532 | UCHR | \$30.79     | \$32.33 | \$33.95 | \$35.65 | \$37.43 | \$2,463.58     | \$2,586.76 | \$2,716.10 | \$2,851.90 | \$2,994.50 |
| FIRE PREV ENG/INVEST           | 5528 | IAFF | \$36.41     | \$38.23 | \$40.15 | \$42.15 | \$44.26 | \$2,913.12     | \$3,058.77 | \$3,211.71 | \$3,372.29 | \$3,540.91 |
| FIREFIGHTER (112 HR)           | 5623 | IAFF | \$19.70     | \$20.69 | \$21.72 | \$22.81 | \$23.95 | \$2,206.53     | \$2,316.85 | \$2,432.70 | \$2,554.33 | \$2,682.05 |
| FIREFIGHTER (80 HR)            | 5621 | IAFF | \$27.58     | \$28.96 | \$30.41 | \$31.93 | \$33.53 | \$2,206.53     | \$2,316.85 | \$2,432.70 | \$2,554.33 | \$2,682.05 |
| FIREFIGHTER/PARAMEDIC (112 HR) | 5613 | IAFF | \$22.66     | \$23.79 | \$24.98 | \$26.23 | \$27.54 | \$2,537.51     | \$2,664.38 | \$2,797.60 | \$2,937.48 | \$3,084.36 |
| FIREFIGHTER/PARAMEDIC (80 HR)  | 5611 | IAFF | \$31.72     | \$33.30 | \$34.97 | \$36.72 | \$38.55 | \$2,537.51     | \$2,664.38 | \$2,797.60 | \$2,937.48 | \$3,084.36 |
| SR FIRE INSP/INVEST            | 5529 | IAFF | \$25.05     | \$26.30 | \$27.62 | \$29.00 | \$42.63 | \$2,805.63     | \$2,945.91 | \$3,093.20 | \$3,247.86 | \$3,410.26 |

**Chula Vista Police Officers' Association (POA) Represented Classifications**  
Salaries Effective 12/26/2014

| POSITION TITLE    | PCN  | BARG | Hourly Rate |         |         |         |         | Bi-Weekly Rate |            |            |            |            |
|-------------------|------|------|-------------|---------|---------|---------|---------|----------------|------------|------------|------------|------------|
|                   |      |      | Step A      | Step B  | Step C  | Step D  | Step E  | Step A         | Step B     | Step C     | Step D     | Step E     |
| PEACE OFFICER     | 5061 | POA  | \$33.30     | \$34.97 | \$36.71 | \$38.55 | \$40.48 | \$2,664.11     | \$2,797.32 | \$2,937.19 | \$3,084.05 | \$3,238.25 |
| POLICE AGENT      | 5051 | POA  | \$36.67     | \$38.50 | \$40.43 | \$42.45 | \$44.57 | \$2,933.62     | \$3,080.30 | \$3,234.31 | \$3,396.03 | \$3,565.83 |
| POLICE LIEUTENANT | 5031 | POA  | \$50.62     | \$53.15 | \$55.81 | \$58.60 | \$61.53 | \$4,049.76     | \$4,252.24 | \$4,464.86 | \$4,688.10 | \$4,922.50 |
| POLICE SERGEANT   | 5041 | POA  | \$42.18     | \$44.29 | \$46.51 | \$48.83 | \$51.27 | \$3,374.54     | \$3,543.27 | \$3,720.43 | \$3,906.46 | \$4,101.78 |

**Revised:**

- July 25, 2014
- August 8, 2014
- November 4, 2014
- November 18, 2014
- December 2, 2014