



# Fiscal Year 2016-2017 Compensation Schedule

## Effective July 8, 2016

| 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     |
| ACCOUNTANT                     | 3633 | CONF | \$32.56     | \$34.19 | \$35.90 | \$37.69 | \$39.58  | \$2,604.92     | \$2,735.16 | \$2,871.92 | \$3,015.52 | \$3,166.29 |
| ACCOUNTING ASSISTANT           | 3641 | CVEA | \$19.92     | \$20.91 | \$21.96 | \$23.06 | \$24.21  | \$1,593.37     | \$1,673.03 | \$1,756.69 | \$1,844.52 | \$1,936.75 |
| ACCOUNTING ASSISTANT (HRLY)    | 3640 | UCHR | \$19.92     | \$20.91 | \$21.96 | \$23.06 | \$24.21  | \$1,593.37     | \$1,673.03 | \$1,756.69 | \$1,844.52 | \$1,936.75 |
| ACCOUNTING TECH (HOURLY)       | 3676 | UCHR | \$25.20     | \$26.45 | \$27.78 | \$29.17 | \$30.62  | \$2,015.61     | \$2,116.39 | \$2,222.21 | \$2,333.32 | \$2,449.99 |
| ACCOUNTING TECHNICIAN          | 3643 | CONF | \$25.20     | \$26.45 | \$27.78 | \$29.17 | \$30.62  | \$2,015.61     | \$2,116.39 | \$2,222.21 | \$2,333.32 | \$2,449.99 |
| ACCOUNTING TECHNICIAN          | 3675 | CVEA | \$25.20     | \$26.45 | \$27.78 | \$29.17 | \$30.62  | \$2,015.60     | \$2,116.38 | \$2,222.20 | \$2,333.31 | \$2,449.98 |
| ACCOUNTS PAYABLE SUPERVISOR    | 3645 | CVEA | \$28.97     | \$30.42 | \$31.94 | \$33.54 | \$35.22  | \$2,317.95     | \$2,433.85 | \$2,555.54 | \$2,683.32 | \$2,817.48 |
| ADMIN SECRETARY (MAYOR,ATWILL) | 0154 | CONF | \$24.61     | \$25.84 | \$27.14 | \$28.49 | \$29.92  | \$1,969.05     | \$2,067.50 | \$2,170.87 | \$2,279.42 | \$2,393.39 |
| ADMIN SERVICES MANAGER         | 0215 | SM   | \$44.59     | -       | -       | -       | \$54.20  | \$3,567.48     | -          | -          | -          | \$4,336.30 |
| ADMINISTRATIVE SECRETARY       | 0149 | CONF | \$24.61     | \$25.84 | \$27.14 | \$28.49 | \$29.92  | \$1,969.05     | \$2,067.50 | \$2,170.87 | \$2,279.42 | \$2,393.39 |
| ADMINISTRATIVE SECRETARY       | 0179 | CVEA | \$24.61     | \$25.84 | \$27.14 | \$28.49 | \$29.92  | \$1,969.05     | \$2,067.50 | \$2,170.87 | \$2,279.42 | \$2,393.39 |
| ADMINISTRATIVE TECH (HOURLY)   | 0127 | UCHR | \$24.61     | \$25.84 | \$27.14 | \$28.49 | \$29.92  | \$1,969.05     | \$2,067.50 | \$2,170.87 | \$2,279.42 | \$2,393.39 |
| ADMINISTRATIVE TECHNICIAN      | 0147 | CONF | \$24.61     | \$25.84 | \$27.14 | \$28.49 | \$29.92  | \$1,969.05     | \$2,067.50 | \$2,170.87 | \$2,279.42 | \$2,393.39 |
| ADMINISTRATIVE TECHNICIAN      | 0181 | CVEA | \$24.61     | \$25.84 | \$27.14 | \$28.49 | \$29.92  | \$1,969.05     | \$2,067.50 | \$2,170.87 | \$2,279.42 | \$2,393.39 |
| ANIMAL ADOPTION COUNSELOR      | 5310 | CVEA | \$21.30     | \$22.36 | \$23.48 | \$24.66 | \$25.89  | \$1,703.86     | \$1,789.05 | \$1,878.50 | \$1,972.43 | \$2,071.05 |
| 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   | \$51.96     | \$54.56 | \$57.28 | \$60.15 | \$63.16  | \$4,156.65     | \$4,364.48 | \$4,582.71 | \$4,811.84 | \$5,052.44 |
| ANIMAL CARE SPECIALIST         | 5343 | CVEA | \$17.86     | \$18.75 | \$19.69 | \$20.67 | \$21.71  | \$1,428.71     | \$1,500.15 | \$1,575.16 | \$1,653.92 | \$1,736.61 |
| ANIMAL CARE SPECIALIST (HRLY)  | 5344 | UCHR | \$17.86     | \$18.75 | \$19.69 | \$20.67 | \$21.71  | \$1,428.72     | \$1,500.16 | \$1,575.17 | \$1,653.93 | \$1,736.62 |
| ANIMAL CARE SUPERVISOR         | 5319 | CVEA | \$24.80     | \$26.04 | \$27.34 | \$28.71 | \$30.14  | \$1,983.93     | \$2,083.13 | \$2,187.29 | \$2,296.65 | \$2,411.48 |
| ANIMAL CONTROL OFFICER         | 5303 | CVEA | \$21.43     | \$22.50 | \$23.63 | \$24.81 | \$26.05  | \$1,714.46     | \$1,800.18 | \$1,890.19 | \$1,984.70 | \$2,083.93 |
| ANIMAL CONTROL OFFICER (HRLY)  | 5305 | UCHR | \$21.43     | \$22.50 | \$23.63 | \$24.81 | \$26.05  | \$1,714.46     | \$1,800.18 | \$1,890.19 | \$1,984.70 | \$2,083.93 |
| ANIMAL CTRL OFFCR SUPERVISOR   | 5304 | CVEA | \$24.65     | \$25.88 | \$27.17 | \$28.53 | \$29.96  | \$1,971.62     | \$2,070.20 | \$2,173.71 | \$2,282.40 | \$2,396.52 |
| ANIMAL SERVICES SPECIALIST     | 5309 | CVEA | \$19.48     | \$20.46 | \$21.48 | \$22.55 | \$23.68  | \$1,558.60     | \$1,636.53 | \$1,718.36 | \$1,804.27 | \$1,894.49 |
| APPLICATIONS SUPP SPEC HRLY    | 3078 | UCHR | \$33.18     | \$34.84 | \$36.58 | \$38.41 | \$40.33  | \$2,654.59     | \$2,787.32 | \$2,926.68 | \$3,073.02 | \$3,226.67 |
| APPLICATIONS SUPP SPECIALIST   | 3088 | PROF | \$33.18     | \$34.84 | \$36.58 | \$38.41 | \$40.33  | \$2,654.59     | \$2,787.32 | \$2,926.68 | \$3,073.02 | \$3,226.67 |
| APPLICATIONS SUPPORT MANAGER   | 3083 | MM   | \$41.37     | \$43.44 | \$45.61 | \$47.89 | \$50.28  | \$3,309.38     | \$3,474.85 | \$3,648.59 | \$3,831.02 | \$4,022.57 |
| AQUARIST                       | 7741 | CVEA | \$22.18     | \$23.29 | \$24.46 | \$25.68 | \$26.96  | \$1,774.71     | \$1,863.44 | \$1,956.61 | \$2,054.45 | \$2,157.17 |
| AQUATIC SUPERVISOR I           | 7579 | CVEA | \$22.75     | \$23.89 | \$25.08 | \$26.34 | \$27.65  | \$1,820.11     | \$1,911.11 | \$2,006.67 | \$2,107.00 | \$2,212.35 |
| AQUATIC SUPERVISOR II          | 7577 | CVEA | \$25.03     | \$26.28 | \$27.59 | \$28.97 | \$30.42  | \$2,002.11     | \$2,102.22 | \$2,207.33 | \$2,317.69 | \$2,433.58 |
| AQUATIC SUPERVISOR III         | 7575 | CVEA | \$28.78     | \$30.22 | \$31.73 | \$33.32 | \$34.98  | \$2,302.44     | \$2,417.56 | \$2,538.44 | \$2,665.36 | \$2,798.63 |
| ASSISTANT CITY CLERK           | 2210 | SM   | \$39.18     | \$41.13 | \$43.19 | \$45.35 | \$47.62  | \$3,134.05     | \$3,290.75 | \$3,455.28 | \$3,628.04 | \$3,809.54 |
| ASSISTANT DIR OF DEV SERVICES  | 4040 | SM   | \$65.71     | -       | -       | -       | \$79.87  | \$5,256.51     | -          | -          | -          | \$6,389.32 |
| ASSOC ACCOUNTANT               | 3635 | CONF | \$35.82     | \$37.61 | \$39.49 | \$41.46 | \$43.54  | \$2,865.40     | \$3,008.67 | \$3,159.10 | \$3,317.06 | \$3,482.91 |
| ASSOC ENGINEER                 | 6017 | WCE  | \$39.22     | \$41.18 | \$43.24 | \$45.40 | \$47.67  | \$3,137.28     | \$3,294.14 | \$3,458.85 | \$3,631.79 | \$3,813.38 |
| ASSOC LAND SURVEYOR            | 6287 | WCE  | \$39.22     | \$41.18 | \$43.24 | \$45.40 | \$47.67  | \$3,137.28     | \$3,294.14 | \$3,458.85 | \$3,631.79 | \$3,813.38 |
| ASSOC PLAN CHECK ENGINEER      | 4747 | WCE  | \$39.22     | \$41.18 | \$43.24 | \$45.40 | \$47.67  | \$3,137.28     | \$3,294.14 | \$3,458.85 | \$3,631.79 | \$3,813.38 |
| ASSOC PLANNER                  | 4437 | CVEA | \$32.29     | \$33.90 | \$35.59 | \$37.37 | \$39.24  | \$2,582.83     | \$2,711.97 | \$2,847.57 | \$2,989.95 | \$3,139.45 |
| ASSOC PLANNER (HOURLY)         | 4438 | UCHR | \$32.29     | \$33.90 | \$35.59 | \$37.37 | \$39.24  | \$2,582.83     | \$2,711.97 | \$2,847.57 | \$2,989.95 | \$3,139.45 |
| ASST CHIEF OF POLICE           | 5011 | SM   | \$64.46     | -       | -       | -       | \$78.35  | \$5,156.43     | -          | -          | -          | \$6,267.66 |
| ASST CITY ATTORNEY             | 2405 | SM   | \$68.82     | \$72.26 | \$75.87 | \$79.62 | \$83.65  | \$5,505.54     | \$5,780.82 | \$6,069.86 | \$6,369.97 | \$6,692.02 |
| ASST CITY MANAGER/ADMIN        | 2707 | EXEC | \$89.04     | -       | -       | -       | \$107.56 | \$7,123.21     | -          | -          | -          | \$8,604.47 |
| ASST DIR HUMAN RESOURCES       | 3304 | SM   | \$59.95     | -       | -       | -       | \$71.94  | \$4,795.77     | -          | -          | -          | \$5,754.93 |
| ASST DIR OF FINANCE            | 3604 | SM   | \$59.59     | -       | -       | -       | \$71.94  | \$4,766.81     | -          | -          | -          | \$5,754.93 |
| ASST DIR OF PUBLIC WORKS       | 6322 | SM   | \$63.08     | -       | -       | \$74.47 | \$76.15  | \$5,046.27     | -          | -          | \$5,957.44 | \$6,092.31 |
| ASST DIR OF RECREATION         | 7401 | SM   | \$49.22     | -       | -       | -       | \$59.83  | \$3,937.68     | -          | -          | -          | \$4,786.27 |
| ASST DIRECTOR OF ENGINEERING   | 6008 | SM   | \$63.08     | -       | -       | -       | \$76.15  | \$5,046.27     | -          | -          | -          | \$6,092.31 |
| ASST ENGINEER                  | 6015 | WCE  | \$34.10     | \$35.81 | \$37.60 | \$39.48 | \$41.45  | \$2,728.07     | \$2,864.48 | \$3,007.70 | \$3,158.09 | \$3,315.99 |
| ASST LAND SURVEYOR             | 6289 | WCE  | \$34.10     | \$35.81 | \$37.60 | \$39.48 | \$41.45  | \$2,728.07     | \$2,864.48 | \$3,007.70 | \$3,158.09 | \$3,315.99 |
| ASST PLAN CHECK ENGINEER       | 4749 | WCE  | \$34.10     | \$35.81 | \$37.60 | \$39.48 | \$41.45  | \$2,728.06     | \$2,864.47 | \$3,007.69 | \$3,158.08 | \$3,315.98 |
| ASST PLANNER                   | 4439 | CVEA | \$29.35     | \$30.82 | \$32.36 | \$33.98 | \$35.68  | \$2,348.04     | \$2,465.44 | \$2,588.71 | \$2,718.14 | \$2,854.05 |
| AUTOMATED FINGERPRINT TECH     | 5123 | CVEA | \$19.48     | \$20.46 | \$21.48 | \$22.55 | \$23.68  | \$1,558.60     | \$1,636.53 | \$1,718.36 | \$1,804.27 | \$1,894.49 |
| BENEFITS MANAGER               | 3404 | MMCF | \$43.95     | \$46.15 | \$48.45 | \$50.87 | \$53.42  | \$3,515.81     | \$3,691.60 | \$3,876.19 | \$4,069.99 | \$4,273.49 |
| BLDG PROJECT MANAGER           | 6412 | PROF | \$39.26     | \$41.23 | \$43.29 | \$45.45 | \$47.72  | \$3,140.95     | \$3,298.00 | \$3,462.90 | \$3,636.05 | \$3,817.85 |
| BUDGET & ANALYSIS MANAGER      | 2222 | SM   | \$50.74     | -       | -       | -       | \$61.67  | \$4,059.09     | -          | -          | -          | \$4,933.85 |
| BUILDING INSPECTION MGR        | 4769 | MM   | \$41.35     | \$43.41 | \$45.58 | \$47.86 | \$50.26  | \$3,307.69     | \$3,473.08 | \$3,646.73 | \$3,829.07 | \$4,020.52 |
| BUILDING INSPECTOR I           | 4771 | CVEA | \$28.42     | \$29.84 | \$31.33 | \$32.90 | \$34.55  | \$2,273.71     | \$2,387.40 | \$2,506.77 | \$2,632.11 | \$2,763.71 |
| BUILDING INSPECTOR II          | 4773 | CVEA | \$31.26     | \$32.83 | \$34.47 | \$36.19 | \$38.00  | \$2,501.10     | \$2,626.15 | \$2,757.46 | \$2,895.33 | \$3,040.10 |
| BUILDING INSPECTOR II HRLY     | 4774 | UCHR | \$31.26     | \$32.83 | \$34.47 | \$36.19 | \$38.00  | \$2,501.10     | \$2,626.15 | \$2,757.46 | \$2,895.33 | \$3,040.10 |
| BUILDING INSPECTOR III         | 4775 | CVEA | \$34.39     | \$36.11 | \$37.91 | \$39.81 | \$41.80  | \$2,751.20     | \$2,888.76 | \$3,033.20 | \$3,184.86 | \$3,344.10 |
| BUILDING OFFICIAL/CODE ENF MGR | 4780 | SM   | \$62.58     | -       | -       | -       | \$76.06  | \$5,006.19     | -          | -          | -          | \$6,085.07 |
| BUSINESS LICENSE REP           | 4505 | CVEA | \$19.92     | \$20.91 | \$21.96 | \$23.06 | \$24.21  | \$1,593.37     | \$1,673.03 | \$1,756.69 | \$1,844.52 | \$1,936.75 |
| CARPENTER                      | 6444 | CVEA | \$24.80     | \$26.04 | \$27.34 | \$28.71 | \$30.15  | \$1,984.09     | \$2,083.30 | \$2,187.46 | \$2,296.84 | \$2,411.68 |

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 2016-2017 Compensation Schedule

Effective July 8, 2016

| 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     |
| CHIEF OF POLICE               | 5001 | EXEC | \$84.22     | -       | -       | \$100.24 | \$102.37 | \$6,737.47     | -          | -          | \$8,019.53 | \$8,189.44 |
| CHIEF OF STAFF                | 2011 | MMUC | \$34.29     | \$36.01 | \$37.81 | \$39.70  | \$41.68  | \$2,743.40     | \$2,880.57 | \$3,024.59 | \$3,175.82 | \$3,334.61 |
| CHIEF SUSTAINABILITY OFFICER  | 2729 | SM   | \$59.59     | -       | -       | \$70.34  | \$71.94  | \$4,766.81     | -          | -          | \$5,627.51 | \$5,754.93 |
| CITY ATTORNEY (ELECTED)       | 2400 | CATY | -           | -       | -       | -        | \$90.89  | -              | -          | -          | -          | \$7,270.81 |
| CITY CLERK                    | 2201 | CCLK | -           | -       | -       | -        | \$71.46  | -              | -          | -          | -          | \$5,716.62 |
| CITY ENGINEER                 | 6010 | SM   | \$60.01     | -       | -       | -        | \$72.94  | \$4,800.83     | -          | -          | -          | \$5,835.44 |
| CITY MANAGER                  | 2710 | CMGR | -           | -       | -       | -        | \$118.69 | -              | -          | -          | -          | \$9,495.45 |
| CIVIL BCKGRND INVEST (HOURLY) | 5430 | UCHR | \$23.57     | \$24.75 | \$25.99 | \$27.29  | \$28.65  | \$1,885.90     | \$1,980.20 | \$2,079.21 | \$2,183.17 | \$2,292.33 |
| CIVILIAN BACKGROUND INVEST    | 5429 | CVEA | \$23.57     | \$24.75 | \$25.99 | \$27.29  | \$28.65  | \$1,885.90     | \$1,980.19 | \$2,079.20 | \$2,183.16 | \$2,292.32 |
| 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 | \$24.69     | \$25.92 | \$27.22 | \$28.58  | \$30.01  | \$1,974.97     | \$2,073.72 | \$2,177.41 | \$2,286.28 | \$2,400.59 |
| CODE ENF OFFICER I (HOURLY)   | 4776 | UCHR | \$24.69     | \$25.92 | \$27.22 | \$28.58  | \$30.01  | \$1,974.98     | \$2,073.73 | \$2,177.42 | \$2,286.29 | \$2,400.60 |
| CODE ENF OFFICER II           | 4779 | CVEA | \$27.16     | \$28.51 | \$29.94 | \$31.44  | \$33.01  | \$2,172.47     | \$2,281.09 | \$2,395.15 | \$2,514.90 | \$2,640.65 |
| CODE ENF OFFICER II (HOURLY)  | 4778 | UCHR | \$27.16     | \$28.51 | \$29.94 | \$31.44  | \$33.01  | \$2,172.48     | \$2,281.10 | \$2,395.15 | \$2,514.91 | \$2,640.66 |
| CODE ENFORCEMENT TECHNICIAN   | 4789 | CVEA | \$21.47     | \$22.54 | \$23.67 | \$24.85  | \$26.09  | \$1,717.37     | \$1,803.24 | \$1,893.40 | \$1,988.07 | \$2,087.47 |
| COLLECTIONS SUPERVISOR        | 3683 | MM   | \$34.33     | \$36.04 | \$37.84 | \$39.74  | \$41.72  | \$2,746.06     | \$2,883.37 | \$3,027.54 | \$3,178.91 | \$3,337.86 |
| COMMUNITY SERV OFFICER        | 5141 | CVEA | \$19.48     | \$20.46 | \$21.48 | \$22.55  | \$23.68  | \$1,558.60     | \$1,636.53 | \$1,718.36 | \$1,804.27 | \$1,894.49 |
| CONSERVATION SPECIALIST I     | 6200 | CVEA | \$22.44     | \$23.57 | \$24.74 | \$25.98  | \$27.28  | \$1,795.43     | \$1,885.21 | \$1,979.47 | \$2,078.44 | \$2,182.36 |
| CONSERVATION SPECIALIST II    | 6202 | CVEA | \$24.69     | \$25.92 | \$27.22 | \$28.58  | \$30.01  | \$1,974.97     | \$2,073.72 | \$2,177.41 | \$2,286.28 | \$2,400.59 |
| CONSTRUCTION & REPAIR SUPVSR  | 6427 | CVEA | \$34.44     | \$36.16 | \$37.97 | \$39.87  | \$41.86  | \$2,755.17     | \$2,892.93 | \$3,037.57 | \$3,189.45 | \$3,348.93 |
| 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   | -           | -       | -       | -        | \$23.99  | -              | -          | -          | -          | \$1,919.49 |
| CRIME LABORATORY MANAGER      | 5101 | MM   | \$44.45     | \$46.67 | \$49.01 | \$51.46  | \$54.03  | \$3,555.97     | \$3,733.77 | \$3,920.45 | \$4,116.48 | \$4,322.30 |
| CULTURAL ARTS PROGRAM MGR     | 4435 | PROF | \$37.25     | \$39.11 | \$41.07 | \$43.12  | \$45.28  | \$2,980.19     | \$3,129.20 | \$3,285.66 | \$3,449.94 | \$3,622.44 |
| CUSTODIAL SUPERVISOR          | 6667 | CVEA | \$22.79     | \$23.93 | \$25.12 | \$26.38  | \$27.70  | \$1,822.87     | \$1,914.02 | \$2,009.72 | \$2,110.21 | \$2,215.72 |
| CUSTODIAN                     | 6661 | CVEA | \$18.01     | \$18.91 | \$19.86 | \$20.85  | \$21.89  | \$1,441.00     | \$1,513.05 | \$1,588.70 | \$1,668.14 | \$1,751.54 |
| CUSTODIAN (HOURLY)            | 6662 | UCHR | \$18.01     | \$18.91 | \$19.86 | \$20.85  | \$21.89  | \$1,441.00     | \$1,513.05 | \$1,588.70 | \$1,668.14 | \$1,751.54 |
| DELIVERY DRIVER               | 7191 | CVEA | \$16.51     | \$17.34 | \$18.20 | \$19.11  | \$20.07  | \$1,320.92     | \$1,386.97 | \$1,456.32 | \$1,529.14 | \$1,605.59 |
| DELIVERY DRIVER (HOURLY)      | 7192 | UCHR | \$16.19     | \$17.00 | \$17.85 | \$18.74  | \$19.68  | \$1,295.02     | \$1,359.77 | \$1,427.76 | \$1,499.15 | \$1,574.10 |
| DEP CITY MANAGER              | 2705 | EXEC | \$92.85     | -       | -       | -        | \$102.37 | \$7,427.87     | -          | -          | -          | \$8,189.44 |
| DEPUTY CITY ATTORNEY I        | 2410 | PRUC | \$41.13     | \$43.19 | \$45.35 | \$47.62  | \$50.00  | \$3,290.63     | \$3,455.17 | \$3,627.92 | \$3,809.32 | \$3,999.79 |
| DEPUTY CITY ATTORNEY II       | 2408 | PRUC | \$49.36     | \$51.83 | \$54.42 | \$57.14  | \$60.00  | \$3,948.76     | \$4,146.20 | \$4,353.51 | \$4,571.18 | \$4,799.74 |
| DEPUTY CITY ATTY III          | 2411 | SM   | \$61.95     | \$65.05 | \$68.30 | \$71.71  | \$75.30  | \$4,956.01     | \$5,203.81 | \$5,464.00 | \$5,737.19 | \$6,024.02 |
| DEPUTY CITY CLERK I           | 2245 | PRUC | \$25.44     | \$26.71 | \$28.04 | \$29.44  | \$30.92  | \$2,034.84     | \$2,136.58 | \$2,243.41 | \$2,355.58 | \$2,473.36 |
| DEPUTY CITY CLERK II          | 2243 | PRUC | \$27.98     | \$29.38 | \$30.85 | \$32.39  | \$34.01  | \$2,238.33     | \$2,350.25 | \$2,467.76 | \$2,591.15 | \$2,720.71 |
| DEPUTY FIRE CHIEF             | 5505 | SM   | \$64.08     | -       | -       | -        | \$77.89  | \$5,126.47     | -          | -          | -          | \$6,231.27 |
| DETENTION FACILITY MANAGER    | 5130 | MM   | \$44.45     | \$46.67 | \$49.01 | \$51.46  | \$54.03  | \$3,555.97     | \$3,733.77 | \$3,920.45 | \$4,116.48 | \$4,322.30 |
| DEVELOPMENT SERVICES TECH I   | 4542 | CVEA | \$20.31     | \$21.32 | \$22.39 | \$23.51  | \$24.68  | \$1,624.51     | \$1,705.74 | \$1,791.03 | \$1,880.58 | \$1,974.61 |
| DEVELOPMENT SVCS DEPT DIR     | 4039 | EXEC | \$76.89     | -       | -       | \$91.99  | \$93.48  | \$6,151.49     | -          | -          | \$7,359.18 | \$7,478.17 |
| DEVELOPMENT SVCS TECH II      | 4541 | CVEA | \$22.34     | \$23.45 | \$24.63 | \$25.86  | \$27.15  | \$1,786.97     | \$1,876.32 | \$1,970.13 | \$2,068.64 | \$2,172.07 |
| DEVELOPMENT SVCS TECH III     | 4543 | CVEA | \$25.69     | \$26.97 | \$28.32 | \$29.74  | \$31.22  | \$2,055.01     | \$2,157.76 | \$2,265.65 | \$2,378.93 | \$2,497.88 |
| DEVLPMNT SVCS TECH II (HRLY)  | 4544 | UCHR | \$22.34     | \$23.45 | \$24.63 | \$25.86  | \$27.15  | \$1,786.97     | \$1,876.32 | \$1,970.13 | \$2,068.64 | \$2,172.07 |
| DEVLPMNT SVCS COUNTER MGR     | 4547 | MM   | \$42.88     | \$45.02 | \$47.27 | \$49.64  | \$52.12  | \$3,430.30     | \$3,601.81 | \$3,781.90 | \$3,971.00 | \$4,169.55 |
| DIR OF ECON DEVELOPMENT       | 2734 | EXEC | \$71.94     | -       | -       | -        | \$86.77  | \$5,755.35     | -          | -          | -          | \$6,941.82 |
| DIR OF ENG/CITY ENGINEER      | 6006 | EXEC | \$68.14     | -       | -       | -        | \$82.82  | \$5,451.03     | -          | -          | -          | \$6,625.76 |
| DIR OF FINANCE                | 3601 | EXEC | \$77.45     | -       | \$86.77 | -        | \$93.46  | \$6,195.78     | -          | \$6,941.84 | -          | \$7,477.17 |
| DIR OF HUMAN RESOURCES        | 3303 | EXEC | \$71.39     | -       | -       | -        | \$86.77  | \$5,710.85     | -          | -          | -          | \$6,941.81 |
| DIR OF INFO TECH SVCS         | 3001 | EXEC | \$71.39     | -       | \$78.70 | -        | \$86.77  | \$5,710.86     | -          | \$6,296.22 | -          | \$6,941.81 |
| DIR OF LIBRARY                | 7002 | EXEC | \$71.94     | -       | -       | -        | \$86.77  | \$5,755.35     | -          | -          | -          | \$6,941.82 |
| DIR OF PUBLIC WORKS           | 6320 | EXEC | \$76.22     | -       | \$89.86 | -        | \$93.46  | \$6,097.38     | -          | \$7,188.46 | -          | \$7,477.17 |
| DIR OF RECREATION             | 7405 | EXEC | \$62.14     | \$65.25 | \$68.51 | \$71.94  | \$75.53  | \$4,971.32     | \$5,219.88 | \$5,480.88 | \$5,754.92 | \$6,042.67 |
| DIR OF REDEVLPMNT & HOUSING   | 4201 | EXEC | \$68.14     | -       | -       | -        | \$82.82  | \$5,451.03     | -          | -          | -          | \$6,625.76 |
| ELECTRICIAN                   | 6438 | CVEA | \$26.04     | \$27.34 | \$28.71 | \$30.15  | \$31.65  | \$2,083.31     | \$2,187.47 | \$2,296.85 | \$2,411.69 | \$2,532.27 |
| ELECTRONIC/EQUIP INSTALLER    | 6492 | CVEA | \$23.67     | \$24.86 | \$26.10 | \$27.41  | \$28.78  | \$1,893.92     | \$1,988.61 | \$2,088.04 | \$2,192.45 | \$2,302.07 |
| ELECTRONICS TECH SUPERVISOR   | 6472 | CVEA | \$32.94     | \$34.59 | \$36.32 | \$38.14  | \$40.04  | \$2,635.44     | \$2,767.21 | \$2,905.57 | \$3,050.85 | \$3,203.39 |
| ELECTRONICS TECHNICIAN        | 6475 | CVEA | \$28.65     | \$30.08 | \$31.58 | \$33.16  | \$34.82  | \$2,291.69     | \$2,406.27 | \$2,526.58 | \$2,652.91 | \$2,785.56 |
| EMERGENCY SRVCS COORD (HRLY)  | 5565 | UCHR | \$36.31     | \$38.13 | \$40.04 | \$42.04  | \$44.14  | \$2,905.11     | \$3,050.37 | \$3,202.88 | \$3,363.03 | \$3,531.18 |
| EMERGENCY SVCS COORDINATOR    | 5564 | PROF | \$37.04     | \$38.89 | \$40.84 | \$42.88  | \$45.02  | \$2,963.21     | \$3,111.37 | \$3,266.94 | \$3,430.29 | \$3,601.80 |
| EMS NURSE COORDINATOR         | 5567 | PROF | \$46.85     | \$49.19 | \$51.65 | \$54.24  | \$56.95  | \$3,748.11     | \$3,935.51 | \$4,132.29 | \$4,338.91 | \$4,555.85 |
| ENGINEERING TECH I            | 6081 | CVEA | \$24.71     | \$25.95 | \$27.25 | \$28.61  | \$30.04  | \$1,977.15     | \$2,076.00 | \$2,179.80 | \$2,288.79 | \$2,403.23 |
| ENGINEERING TECH II           | 6071 | CVEA | \$27.19     | \$28.55 | \$29.97 | \$31.47  | \$33.04  | \$2,174.86     | \$2,283.60 | \$2,397.78 | \$2,517.67 | \$2,643.55 |
| ENVIRON SUSTAINABILITY MGR    | 6207 | MM   | \$46.57     | \$48.90 | \$51.34 | \$53.91  | \$56.61  | \$3,725.59     | \$3,911.87 | \$4,107.46 | \$4,312.83 | \$4,528.47 |
| ENVIRONMENTAL HLTH SPECIALIST | 6129 | CVEA | \$32.68     | \$34.32 | \$36.04 | \$37.84  | \$39.73  | \$2,614.79     | \$2,745.53 | \$2,882.80 | \$3,026.94 | \$3,178.29 |
| ENVIRONMENTAL SERVICES MGR    | 6205 | MM   | \$46.57     | \$48.90 | \$51.34 | \$53.91  | \$56.61  | \$3,725.59     | \$3,911.87 | \$4,107.46 | \$4,312.83 | \$4,528.47 |



# Fiscal Year 2016-2017 Compensation Schedule

## Effective July 8, 2016

| 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     |
| EQUIPMENT MAINTENANCE MANAGER         | 6505 | MM   | \$36.69     | \$38.52 | \$40.45 | \$42.47 | \$44.59 | \$2,934.93     | \$3,081.68 | \$3,235.76 | \$3,397.55 | \$3,567.43 |
| EQUIPMENT MECHANIC                    | 6542 | CVEA | \$24.57     | \$25.80 | \$27.09 | \$28.45 | \$29.87 | \$1,965.91     | \$2,064.20 | \$2,167.41 | \$2,275.79 | \$2,389.57 |
| EQUIPMENT OPERATOR                    | 6361 | CVEA | \$26.15     | \$27.46 | \$28.84 | \$30.28 | \$31.79 | \$2,092.34     | \$2,196.95 | \$2,306.80 | \$2,422.14 | \$2,543.25 |
| EXECUTIVE SECRETARY                   | 0187 | CONF | \$29.78     | \$31.27 | \$32.83 | \$34.48 | \$36.20 | \$2,382.55     | \$2,501.68 | \$2,626.76 | \$2,758.10 | \$2,896.00 |
| FA ACCOUNTING TECHNICIAN              | 5270 | CONF | \$25.20     | \$26.45 | \$27.78 | \$29.17 | \$30.62 | \$2,015.61     | \$2,116.39 | \$2,222.21 | \$2,333.32 | \$2,449.99 |
| FA ADMIN ANALYST I                    | 5297 | CONF | \$27.67     | \$29.06 | \$30.51 | \$32.04 | \$33.64 | \$2,213.86     | \$2,324.56 | \$2,440.78 | \$2,562.82 | \$2,690.96 |
| FA ADMIN ANALYST II                   | 5296 | CONF | \$30.44     | \$31.96 | \$33.56 | \$35.24 | \$37.00 | \$2,435.25     | \$2,557.01 | \$2,684.86 | \$2,819.11 | \$2,960.06 |
| FA ANALYST                            | 5277 | CONF | \$21.15     | \$22.20 | \$23.31 | \$24.48 | \$25.70 | \$1,691.76     | \$1,776.35 | \$1,865.17 | \$1,958.43 | \$2,056.35 |
| FA DEPUTY DIRECTOR SD LECC            | 5465 | SM   | \$45.99     | -       | -       | \$53.24 | \$55.90 | \$3,679.08     | -          | -          | \$4,258.99 | \$4,471.95 |
| FA DEPUTY EXECUTIVE DIRECTOR          | 5463 | SM   | \$48.79     | -       | -       | -       | \$59.31 | \$3,903.31     | -          | -          | -          | \$4,744.50 |
| FA DIRECTOR OF SD LECC                | 5274 | SM   | \$58.54     | -       | -       | -       | \$71.16 | \$4,591.40     | -          | -          | -          | \$5,580.88 |
| FA EXECUTIVE ASSISTANT                | 5286 | CONF | \$27.09     | \$28.45 | \$29.87 | \$31.36 | \$32.93 | \$2,167.46     | \$2,275.83 | \$2,389.62 | \$2,509.10 | \$2,634.56 |
| FA EXECUTIVE DIRECTOR                 | 5461 | EXEC | \$57.39     | -       | -       | -       | \$69.76 | \$4,591.40     | -          | \$5,062.02 | -          | \$5,580.88 |
| FA FINANCIAL MANAGER                  | 5493 | MMUC | \$45.42     | \$47.69 | \$50.07 | \$52.58 | \$55.21 | \$3,633.54     | \$3,815.22 | \$4,005.98 | \$4,206.28 | \$4,416.59 |
| FA GEOSPATIAL INTEL ANALYST           | 5439 | PRUC | \$39.42     | \$41.39 | \$43.46 | \$45.63 | \$47.92 | \$3,153.63     | \$3,311.31 | \$3,476.87 | \$3,650.72 | \$3,833.25 |
| FA GRAPHIC DESIGNER/WBMSTR            | 5289 | CONF | \$28.63     | \$30.06 | \$31.56 | \$33.14 | \$34.80 | \$2,290.07     | \$2,404.58 | \$2,524.81 | \$2,651.05 | \$2,783.60 |
| FA INFO SECURITY PROGRAM MGR          | 5453 | MMUC | \$45.98     | \$48.28 | \$50.70 | \$53.23 | \$55.89 | \$3,678.72     | \$3,862.66 | \$4,055.79 | \$4,258.58 | \$4,471.51 |
| FA INTELLIGENCE ANALYST               | 5485 | CONF | \$28.63     | \$30.06 | \$31.56 | \$33.14 | \$34.80 | \$2,290.07     | \$2,404.58 | \$2,524.81 | \$2,651.05 | \$2,783.60 |
| FA IVDC-LECC EXEC DIRECTOR            | 5491 | SM   | \$50.02     | \$52.52 | \$55.14 | \$57.90 | \$60.79 | \$4,001.25     | \$4,201.30 | \$4,411.37 | \$4,631.93 | \$4,863.53 |
| FA LECC IT MANAGER                    | 5440 | MMUC | \$42.05     | \$44.15 | \$46.36 | \$48.68 | \$51.11 | \$3,363.87     | \$3,532.06 | \$3,708.66 | \$3,894.10 | \$4,088.80 |
| FA MANAGEMENT ASSISTANT               | 5278 | CONF | \$25.80     | \$27.09 | \$28.45 | \$29.87 | \$31.36 | \$2,064.25     | \$2,167.46 | \$2,275.84 | \$2,389.63 | \$2,509.11 |
| FA MICROCOMPUTER SPECIALIST           | 5443 | PRUC | \$34.19     | \$35.90 | \$37.69 | \$39.58 | \$41.56 | \$2,735.03     | \$2,871.78 | \$3,015.37 | \$3,166.14 | \$3,324.45 |
| FA NTRWK ADMINISTRATOR I              | 5292 | PRUC | \$34.41     | \$36.13 | \$37.93 | \$39.83 | \$41.82 | \$2,752.50     | \$2,890.13 | \$3,034.63 | \$3,186.36 | \$3,345.68 |
| FA NTRWK ADMINISTRATOR II             | 5294 | PRUC | \$37.85     | \$39.74 | \$41.73 | \$43.81 | \$46.00 | \$3,027.75     | \$3,179.14 | \$3,338.10 | \$3,505.00 | \$3,680.25 |
| FA PROGRAM ANALYST                    | 5444 | PRUC | \$40.79     | \$42.83 | \$44.97 | \$47.22 | \$49.58 | \$3,262.98     | \$3,426.13 | \$3,597.44 | \$3,777.31 | \$3,966.18 |
| FA PROGRAM ASSISTANT                  | 5451 | CONF | \$20.61     | \$21.64 | \$22.72 | \$23.86 | \$25.05 | \$1,648.95     | \$1,731.40 | \$1,817.97 | \$1,908.87 | \$2,004.31 |
| FA PROGRAM MANAGER                    | 5445 | SM   | \$45.99     | \$48.29 | \$50.70 | \$53.24 | \$55.90 | \$3,679.08     | \$3,863.04 | \$4,056.18 | \$4,258.99 | \$4,471.95 |
| FA PUBLIC PRIVATE PART & EXER PGM MGR | 5497 | MMUC | \$42.76     | \$44.90 | \$47.15 | \$49.51 | \$51.98 | \$3,421.17     | \$3,592.23 | \$3,771.84 | \$3,960.44 | \$4,158.46 |
| FA RCFL NTRWK ENGINEER                | 5284 | CONF | \$33.22     | \$34.88 | \$36.62 | \$38.46 | \$40.38 | \$2,657.56     | \$2,790.44 | \$2,929.96 | \$3,076.46 | \$3,230.28 |
| FA SR FINANCIAL ANALYST               | 5495 | PRUC | \$31.96     | \$33.56 | \$35.24 | \$37.00 | \$38.85 | \$2,557.02     | \$2,684.87 | \$2,819.11 | \$2,960.07 | \$3,108.07 |
| FA SR INTELLIGENCE ANALYST            | 5483 | PRUC | \$33.66     | \$35.34 | \$37.11 | \$38.97 | \$40.91 | \$2,692.80     | \$2,827.44 | \$2,968.82 | \$3,117.26 | \$3,273.12 |
| FA SR SECRETARY                       | 5477 | CONF | \$21.20     | \$22.26 | \$23.38 | \$24.55 | \$25.77 | \$1,696.30     | \$1,781.11 | \$1,870.17 | \$1,963.67 | \$2,061.86 |
| FA SUPV INTELLIGENCE ANALYST          | 5481 | PRUC | \$37.03     | \$38.88 | \$40.82 | \$42.86 | \$45.01 | \$2,962.08     | \$3,110.18 | \$3,265.69 | \$3,428.98 | \$3,600.43 |
| FACILITIES MANAGER                    | 6425 | MM   | \$41.79     | \$43.87 | \$46.07 | \$48.37 | \$50.79 | \$3,342.85     | \$3,509.99 | \$3,685.49 | \$3,869.76 | \$4,063.25 |
| FACILITY & SUPPLY SPECIALIST          | 5648 | CVEA | \$21.17     | \$22.23 | \$23.35 | \$24.51 | \$25.74 | \$1,693.98     | \$1,778.68 | \$1,867.61 | \$1,960.99 | \$2,059.04 |
| FACILITY & SUPPLY SPEC (HRLY)         | 5646 | UCHR | \$21.17     | \$22.23 | \$23.35 | \$24.51 | \$25.74 | \$1,693.98     | \$1,778.68 | \$1,867.61 | \$1,960.99 | \$2,059.04 |
| FIELD MAINTENANCE SPECIALIST          | 7471 | CVEA | \$19.25     | \$20.21 | \$21.22 | \$22.28 | \$23.40 | \$1,539.99     | \$1,616.99 | \$1,697.84 | \$1,782.73 | \$1,871.86 |
| FINANCE & PURCHASING MGR              | 3625 | SM   | \$55.38     | -       | -       | -       | \$67.32 | \$4,430.76     | -          | -          | -          | \$5,385.62 |
| FIRE APPARATUS MECH                   | 6521 | CVEA | \$29.47     | \$30.95 | \$32.49 | \$34.12 | \$35.82 | \$2,357.86     | \$2,475.76 | \$2,599.54 | \$2,729.52 | \$2,866.00 |
| FIRE BATTALION CHIEF (112 HR)         | 5511 | IAFF | \$35.24     | \$37.00 | \$38.85 | \$40.79 | \$42.83 | \$3,946.63     | \$4,143.96 | \$4,351.16 | \$4,568.72 | \$4,797.15 |
| FIRE BATTALION CHIEF (80 HR)          | 5513 | IAFF | \$49.33     | \$51.80 | \$54.39 | \$57.11 | \$59.96 | \$3,946.63     | \$4,143.96 | \$4,351.16 | \$4,568.72 | \$4,797.15 |
| FIRE CAPTAIN (112 HR)                 | 5583 | IAFF | \$28.29     | \$29.70 | \$31.19 | \$32.74 | \$34.38 | \$3,168.03     | \$3,326.43 | \$3,492.75 | \$3,667.39 | \$3,850.76 |
| FIRE CAPTAIN (80 HR)                  | 5581 | IAFF | \$39.60     | \$41.58 | \$43.66 | \$45.84 | \$48.13 | \$3,168.03     | \$3,326.43 | \$3,492.75 | \$3,667.39 | \$3,850.76 |
| FIRE CAPTAIN (INTERIM)                | 5580 | IAFF | \$28.29     | \$29.70 | \$31.19 | \$32.74 | \$34.38 | \$3,168.03     | \$3,326.43 | \$3,492.75 | \$3,667.39 | \$3,850.76 |
| FIRE CHIEF                            | 5501 | EXEC | \$76.90     | -       | \$91.15 | -       | \$93.47 | \$6,151.76     | -          | \$7,291.91 | -          | \$7,477.19 |
| FIRE DIVISION CHIEF                   | 5507 | MMUC | \$56.47     | \$59.29 | \$62.26 | \$65.37 | \$68.64 | \$4,517.38     | \$4,743.25 | \$4,980.41 | \$5,229.43 | \$5,490.90 |
| FIRE ENG (112 HR)                     | 5603 | IAFF | \$24.12     | \$25.32 | \$26.59 | \$27.92 | \$29.31 | \$2,701.13     | \$2,836.18 | \$2,977.99 | \$3,126.89 | \$3,283.24 |
| FIRE ENG (80 HR)                      | 5601 | IAFF | \$33.76     | \$35.45 | \$37.22 | \$39.09 | \$41.04 | \$2,701.13     | \$2,836.18 | \$2,977.99 | \$3,126.89 | \$3,283.24 |
| FIRE ENGINEER (INTERIM)               | 5602 | IAFF | \$24.12     | \$25.32 | \$26.59 | \$27.92 | \$29.31 | \$2,701.13     | \$2,836.18 | \$2,977.99 | \$3,126.89 | \$3,283.24 |
| FIRE INSP/INVEST I                    | 5530 | IAFF | \$28.56     | \$29.98 | \$31.48 | \$33.06 | \$34.71 | \$2,284.42     | \$2,398.64 | \$2,518.57 | \$2,644.50 | \$2,776.73 |
| FIRE INSP/INVEST I (HRLY)             | 5534 | UCHR | \$28.56     | \$29.98 | \$31.48 | \$33.06 | \$34.71 | \$2,284.42     | \$2,398.64 | \$2,518.57 | \$2,644.50 | \$2,776.73 |
| FIRE INSP/INVEST II                   | 5531 | IAFF | \$31.41     | \$32.98 | \$34.63 | \$36.36 | \$38.18 | \$2,512.85     | \$2,638.50 | \$2,770.42 | \$2,908.94 | \$3,054.39 |
| FIRE INSP/INVEST II HRLY              | 5532 | UCHR | \$31.41     | \$32.98 | \$34.63 | \$36.36 | \$38.18 | \$2,512.85     | \$2,638.50 | \$2,770.42 | \$2,908.94 | \$3,054.39 |
| FIRE PREV ENG/INVEST                  | 5528 | IAFF | \$37.89     | \$39.78 | \$41.77 | \$43.86 | \$46.05 | \$3,030.81     | \$3,182.35 | \$3,341.46 | \$3,508.54 | \$3,683.96 |
| FIRE PREVENTION AIDE                  | 5535 | CVEA | \$13.97     | \$14.67 | \$15.40 | \$16.17 | \$16.98 | \$1,117.51     | \$1,173.39 | \$1,232.06 | \$1,293.66 | \$1,358.34 |
| FIRE PREVENTION AIDE (HRLY)           | 5533 | UCHR | \$13.97     | \$14.67 | \$15.40 | \$16.17 | \$16.98 | \$1,117.51     | \$1,173.39 | \$1,232.06 | \$1,293.66 | \$1,358.34 |
| FIREFIGHTER (112 HR)                  | 5623 | IAFF | \$20.50     | \$21.52 | \$22.60 | \$23.73 | \$24.91 | \$2,295.67     | \$2,410.46 | \$2,530.98 | \$2,657.53 | \$2,790.40 |
| FIREFIGHTER (80 HR)                   | 5621 | IAFF | \$28.70     | \$30.13 | \$31.64 | \$33.22 | \$34.88 | \$2,295.67     | \$2,410.46 | \$2,530.98 | \$2,657.53 | \$2,790.40 |
| FIREFIGHTER/PARAMEDIC (112 HR)        | 5613 | IAFF | \$23.57     | \$24.75 | \$25.99 | \$27.29 | \$28.65 | \$2,640.02     | \$2,772.02 | \$2,910.62 | \$3,056.15 | \$3,208.96 |
| FIREFIGHTER/PARAMEDIC (80 HR)         | 5611 | IAFF | \$33.00     | \$34.65 | \$36.38 | \$38.20 | \$40.11 | \$2,640.02     | \$2,772.02 | \$2,910.62 | \$3,056.15 | \$3,208.96 |
| FISCAL & MANAGEMENT ANALYST           | 0216 | PRCF | \$42.12     | \$44.23 | \$46.44 | \$48.76 | \$51.20 | \$3,369.79     | \$3,538.28 | \$3,715.20 | \$3,900.96 | \$4,096.00 |
| FISCAL OFFICE SPEC (HOURLY)           | 0170 | UCHR | \$18.40     | \$19.32 | \$20.29 | \$21.30 | \$22.37 | \$1,472.00     | \$1,545.60 | \$1,622.88 | \$1,704.02 | \$1,789.22 |
| FISCAL OFFICE SPECIALIST              | 0169 | CVEA | \$18.40     | \$19.32 | \$20.29 | \$21.30 | \$22.37 | \$1,472.00     | \$1,545.60 | \$1,622.88 | \$1,704.02 | \$1,789.22 |
| FLEET INVENTORY CONTROL SPEC          | 6513 | CVEA | \$24.35     | \$25.57 | \$26.85 | \$28.19 | \$29.60 | \$1,948.08     | \$2,045.48 | \$2,147.75 | \$2,255.14 | \$2,367.90 |
| FLEET MANAGER                         | 6501 | MM   | \$40.75     | \$42.79 | \$44.93 | \$47.18 | \$49.54 | \$3,260.39     | \$3,423.41 | \$3,594.58 | \$3,774.31 | \$3,963.03 |

## Fiscal Year 2016-2017 Compensation Schedule

Effective July 8, 2016

| 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     |
| FORENSICS SPECIALIST           | 5114 | CVEA | \$29.18     | \$30.64 | \$32.17 | \$33.78 | \$35.47 | \$2,334.37     | \$2,451.09 | \$2,573.65 | \$2,702.33 | \$2,837.45 |
| GARDENER (SEASONAL)            | 6629 | UCHR | \$18.01     | \$18.91 | \$19.86 | \$20.85 | \$21.89 | \$1,441.00     | \$1,513.05 | \$1,588.70 | \$1,668.14 | \$1,751.54 |
| GARDENER I                     | 6627 | CVEA | \$18.01     | \$18.91 | \$19.86 | \$20.85 | \$21.89 | \$1,441.00     | \$1,513.05 | \$1,588.70 | \$1,668.14 | \$1,751.54 |
| GARDENER II                    | 6623 | CVEA | \$19.81     | \$20.80 | \$21.84 | \$22.94 | \$24.08 | \$1,585.11     | \$1,664.36 | \$1,747.58 | \$1,834.96 | \$1,926.71 |
| GIS MANAGER                    | 3079 | MM   | \$41.78     | \$43.87 | \$46.06 | \$48.36 | \$50.78 | \$3,342.16     | \$3,509.27 | \$3,684.73 | \$3,868.97 | \$4,062.42 |
| GIS SPECIALIST                 | 3081 | CVEA | \$29.38     | \$30.85 | \$32.40 | \$34.02 | \$35.72 | \$2,350.77     | \$2,468.31 | \$2,591.73 | \$2,721.31 | \$2,857.38 |
| GIS SPECIALIST (HOURLY)        | 3092 | UCHR | \$29.38     | \$30.85 | \$32.40 | \$34.02 | \$35.72 | \$2,350.77     | \$2,468.31 | \$2,591.73 | \$2,721.31 | \$2,857.38 |
| GRAFFITI ABATEMENT COORDINATOR | 6339 | CVEA | \$29.90     | \$31.40 | \$32.97 | \$34.62 | \$36.35 | \$2,392.35     | \$2,511.97 | \$2,637.57 | \$2,769.45 | \$2,907.92 |
| GRAPHIC DESIGNER               | 2775 | CVEA | \$26.03     | \$27.33 | \$28.70 | \$30.13 | \$31.64 | \$2,082.47     | \$2,186.59 | \$2,295.92 | \$2,410.72 | \$2,531.25 |
| 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   | \$51.43     | -       | -       | -       | \$62.03 | \$4,114.69     | -          | -          | -          | \$4,962.28 |
| HR ANALYST                     | 3310 | PRCF | \$32.51     | \$34.14 | \$35.85 | \$37.64 | \$39.52 | \$2,601.11     | \$2,731.16 | \$2,867.72 | \$3,011.11 | \$3,161.66 |
| HR OPERATIONS MANAGER          | 3317 | SM   | \$52.97     | -       | -       | -       | \$64.39 | \$4,237.61     | -          | -          | -          | \$5,150.65 |
| HR TECHNICIAN                  | 3315 | CONF | \$23.38     | \$24.55 | \$25.78 | \$27.07 | \$28.42 | \$1,870.60     | \$1,964.13 | \$2,062.33 | \$2,165.45 | \$2,273.72 |
| HVAC TECHNICIAN                | 6430 | CVEA | \$26.04     | \$27.34 | \$28.71 | \$30.15 | \$31.65 | \$2,083.31     | \$2,187.47 | \$2,296.85 | \$2,411.69 | \$2,532.27 |
| INFO TECH MANAGER              | 5104 | SM   | \$50.91     | -       | -       | -       | \$61.09 | \$4,072.98     | -          | -          | -          | \$4,887.77 |
| INFO TECH SUPPORT SPECIALIST   | 3014 | PROF | \$34.19     | \$35.90 | \$37.69 | \$39.58 | \$41.56 | \$2,735.03     | \$2,871.78 | \$3,015.37 | \$3,166.14 | \$3,324.45 |
| INTERN, GRADUATE               | 0269 | UCHR | \$13.33     | \$14.00 | \$14.70 | \$15.43 | \$16.20 | \$1,066.42     | \$1,119.74 | \$1,175.73 | \$1,234.51 | \$1,296.24 |
| INTERN, UNDERGRADUATE          | 0267 | UCHR | \$12.12     | \$12.72 | \$13.36 | \$14.03 | \$14.73 | \$969.47       | \$1,017.95 | \$1,068.84 | \$1,122.29 | \$1,178.40 |
| IT SUPPORT SPECIALIST (HOURLY) | 3002 | UCHR | \$33.52     | \$35.19 | \$36.95 | \$38.80 | \$40.74 | \$2,681.40     | \$2,815.47 | \$2,956.24 | \$3,104.05 | \$3,259.26 |
| LANDSCAPE ARCHITECT            | 4480 | PROF | \$37.25     | \$39.11 | \$41.07 | \$43.12 | \$45.28 | \$2,980.19     | \$3,129.20 | \$3,285.66 | \$3,449.94 | \$3,622.44 |
| LANDSCAPE INSPECTOR            | 6291 | CVEA | \$28.42     | \$29.84 | \$31.33 | \$32.90 | \$34.55 | \$2,273.73     | \$2,387.41 | \$2,506.79 | \$2,632.12 | \$2,763.73 |
| LANDSCAPE PLANNER I            | 4482 | CVEA | \$29.35     | \$30.82 | \$32.36 | \$33.98 | \$35.68 | \$2,348.03     | \$2,465.43 | \$2,588.70 | \$2,718.13 | \$2,854.04 |
| LANDSCAPE PLANNER II           | 4483 | CVEA | \$32.29     | \$33.90 | \$35.59 | \$37.37 | \$39.24 | \$2,582.83     | \$2,711.97 | \$2,847.57 | \$2,989.95 | \$3,139.45 |
| LATENT PRINT EXAMINER          | 5111 | CVEA | \$33.56     | \$35.23 | \$37.00 | \$38.85 | \$40.79 | \$2,684.53     | \$2,818.76 | \$2,959.69 | \$3,107.68 | \$3,263.06 |
| LATENT PRINT EXAMINER HRLY     | 5112 | UCHR | \$33.56     | \$35.23 | \$37.00 | \$38.85 | \$40.79 | \$2,684.53     | \$2,818.76 | \$2,959.69 | \$3,107.68 | \$3,263.06 |
| LAW OFFICE MANAGER             | 2465 | MMUC | \$34.25     | \$35.97 | \$37.77 | \$39.65 | \$41.64 | \$2,740.33     | \$2,877.35 | \$3,021.22 | \$3,172.28 | \$3,330.89 |
| LEAD CUSTODIAN                 | 6663 | CVEA | \$19.81     | \$20.80 | \$21.84 | \$22.94 | \$24.08 | \$1,585.11     | \$1,664.36 | \$1,747.58 | \$1,834.96 | \$1,926.71 |
| LEGAL ASSISTANT                | 0183 | CONF | \$24.86     | \$26.10 | \$27.40 | \$28.77 | \$30.21 | \$1,988.55     | \$2,087.98 | \$2,192.38 | \$2,301.99 | \$2,417.09 |
| LIBRARIAN I                    | 7075 | CVEA | \$23.60     | \$24.78 | \$26.02 | \$27.32 | \$28.69 | \$1,888.12     | \$1,982.52 | \$2,081.65 | \$2,185.73 | \$2,295.02 |
| LIBRARIAN I (HOURLY)           | 7076 | UCHR | \$23.60     | \$24.78 | \$26.02 | \$27.32 | \$28.69 | \$1,888.12     | \$1,982.52 | \$2,081.65 | \$2,185.73 | \$2,295.02 |
| LIBRARIAN II                   | 7073 | CVEA | \$25.96     | \$27.26 | \$28.62 | \$30.05 | \$31.56 | \$2,076.94     | \$2,180.78 | \$2,289.82 | \$2,404.31 | \$2,524.53 |
| LIBRARIAN II (HOURLY)          | 7074 | UCHR | \$25.96     | \$27.26 | \$28.62 | \$30.05 | \$31.56 | \$2,076.94     | \$2,180.78 | \$2,289.82 | \$2,404.31 | \$2,524.53 |
| LIBRARIAN III                  | 7071 | CVEA | \$28.56     | \$29.99 | \$31.49 | \$33.06 | \$34.71 | \$2,284.63     | \$2,398.86 | \$2,518.80 | \$2,644.74 | \$2,776.98 |
| 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 | \$16.98     | \$17.82 | \$18.72 | \$19.65 | \$20.63 | \$1,358.09     | \$1,426.00 | \$1,497.30 | \$1,572.16 | \$1,650.77 |
| LIBRARY ASSOCIATE              | 7091 | CVEA | \$21.46     | \$22.53 | \$23.66 | \$24.84 | \$26.08 | \$1,716.48     | \$1,802.30 | \$1,892.42 | \$1,987.04 | \$2,086.39 |
| LIBRARY ASSOCIATE (HOURLY)     | 7092 | UCHR | \$21.46     | \$22.53 | \$23.66 | \$24.84 | \$26.08 | \$1,716.47     | \$1,802.29 | \$1,892.41 | \$1,987.03 | \$2,086.38 |
| LIBRARY DIGITAL SERVICES MGR   | 7025 | MM   | \$40.50     | \$42.52 | \$44.65 | \$46.88 | \$49.23 | \$3,239.88     | \$3,401.88 | \$3,571.97 | \$3,750.57 | \$3,938.10 |
| LIBRARY OPERATIONS MANAGER     | 7029 | MM   | \$46.59     | \$48.92 | \$51.37 | \$53.94 | \$56.64 | \$3,727.54     | \$3,913.92 | \$4,109.61 | \$4,315.10 | \$4,530.85 |
| LIBRARY TECHNICIAN             | 7121 | CVEA | \$19.52     | \$20.50 | \$21.52 | \$22.60 | \$23.73 | \$1,561.81     | \$1,639.90 | \$1,721.90 | \$1,807.99 | \$1,898.39 |
| LIBRARY TECHNICIAN (HOURLY)    | 7122 | UCHR | \$19.52     | \$20.50 | \$21.52 | \$22.60 | \$23.73 | \$1,561.81     | \$1,639.90 | \$1,721.90 | \$1,807.99 | \$1,898.39 |
| 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 |
| LOCKSMITH                      | 6443 | CVEA | \$24.80     | \$26.04 | \$27.34 | \$28.71 | \$30.15 | \$1,984.09     | \$2,083.30 | \$2,187.46 | \$2,296.84 | \$2,411.68 |
| MAINTENANCE WORKER I           | 6377 | CVEA | \$18.01     | \$18.91 | \$19.86 | \$20.85 | \$21.89 | \$1,441.00     | \$1,513.05 | \$1,588.70 | \$1,668.14 | \$1,751.54 |
| MAINTENANCE WORKER I (HRLY)    | 6379 | UCHR | \$18.01     | \$18.91 | \$19.86 | \$20.85 | \$21.89 | \$1,441.00     | \$1,513.05 | \$1,588.70 | \$1,668.14 | \$1,751.54 |
| MAINTENANCE WORKER II          | 6373 | CVEA | \$19.81     | \$20.80 | \$21.84 | \$22.94 | \$24.08 | \$1,585.11     | \$1,664.36 | \$1,747.58 | \$1,834.96 | \$1,926.71 |
| MAINTENANCE WORKER II HRLY     | 6381 | UCHR | \$19.81     | \$20.80 | \$21.84 | \$22.94 | \$24.08 | \$1,585.11     | \$1,664.36 | \$1,747.58 | \$1,834.96 | \$1,926.71 |
| MANAGEMENT ANALYST             | 0225 | CVEA | \$30.44     | \$31.96 | \$33.56 | \$35.24 | \$37.00 | \$2,435.25     | \$2,557.01 | \$2,684.86 | \$2,819.11 | \$2,960.06 |
| MARKTNG & COMMUNICATIONS MGR   | 2781 | SM   | \$54.18     | -       | \$55.71 | -       | \$65.86 | \$4,334.68     | -          | \$4,456.95 | -          | \$5,268.84 |
| MAYOR                          | 2001 | MY   | -           | -       | -       | -       | \$59.98 | -              | -          | -          | -          | \$4,798.73 |
| MECHANIC ASSISTANT             | 6550 | CVEA | \$19.79     | \$20.78 | \$21.82 | \$22.91 | \$24.06 | \$1,583.31     | \$1,662.48 | \$1,745.60 | \$1,832.88 | \$1,924.53 |
| 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 | \$17.52     | \$18.40 | \$19.32 | \$20.29 | \$21.30 | \$1,401.88     | \$1,471.97 | \$1,545.57 | \$1,622.85 | \$1,703.99 |
| OFFICE SPECIALIST (HOURLY)     | 0160 | UCHR | \$17.52     | \$18.40 | \$19.32 | \$20.29 | \$21.30 | \$1,401.88     | \$1,471.97 | \$1,545.57 | \$1,622.85 | \$1,703.99 |
| OFFICE SPECIALIST (MYR/@WILL)  | 0162 | CVEA | \$17.52     | \$18.40 | \$19.32 | \$20.29 | \$21.30 | \$1,401.88     | \$1,471.97 | \$1,545.57 | \$1,622.85 | \$1,703.99 |
| OFFICE SPECIALIST (MYR/AW/HR)  | 0156 | UCHR | \$17.52     | \$18.40 | \$19.32 | \$20.29 | \$21.30 | \$1,401.88     | \$1,471.97 | \$1,545.57 | \$1,622.85 | \$1,703.99 |
| OPEN SPACE INSPECTOR           | 6311 | CVEA | \$28.42     | \$29.84 | \$31.33 | \$32.90 | \$34.55 | \$2,273.73     | \$2,387.41 | \$2,506.79 | \$2,632.12 | \$2,763.73 |
| OPEN SPACE MANAGER             | 6302 | MM   | \$39.50     | \$41.48 | \$43.55 | \$45.73 | \$48.02 | \$3,160.31     | \$3,318.32 | \$3,484.24 | \$3,658.45 | \$3,841.37 |
| OPS&TELECOM MGR                | 3025 | MM   | \$41.78     | \$43.87 | \$46.06 | \$48.36 | \$50.78 | \$3,342.15     | \$3,509.26 | \$3,684.72 | \$3,868.96 | \$4,062.41 |
| PAINTER                        | 6434 | CVEA | \$23.67     | \$24.86 | \$26.10 | \$27.41 | \$28.78 | \$1,893.92     | \$1,988.61 | \$2,088.04 | \$2,192.45 | \$2,302.07 |
| 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 | \$30.20     | \$31.71 | \$33.30 | \$34.96 | \$36.71 | \$2,416.02     | \$2,536.82 | \$2,663.66 | \$2,796.84 | \$2,936.68 |



# Fiscal Year 2016-2017 Compensation Schedule

## Effective July 8, 2016

| 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     |
| PARKING ENFORCEMENT OFFICER     | 5154 | CVEA | \$17.71     | \$18.60 | \$19.53 | \$20.50 | \$21.53 | \$1,416.91     | \$1,487.75 | \$1,562.14 | \$1,640.25 | \$1,722.26 |
| PARKING METER TECH (HOURLY)     | 3694 | UCHR | \$19.48     | \$20.46 | \$21.48 | \$22.55 | \$23.68 | \$1,558.60     | \$1,636.53 | \$1,718.36 | \$1,804.27 | \$1,894.49 |
| PARKING METER TECHNICIAN        | 3693 | CVEA | \$19.48     | \$20.46 | \$21.48 | \$22.55 | \$23.68 | \$1,558.60     | \$1,636.53 | \$1,718.36 | \$1,804.27 | \$1,894.49 |
| PARKS MANAGER                   | 6604 | MM   | \$39.51     | \$41.48 | \$43.56 | \$45.73 | \$48.02 | \$3,160.52     | \$3,318.55 | \$3,484.48 | \$3,658.70 | \$3,841.64 |
| PARKS OPERATIONS MANAGER        | 6610 | MM   | \$46.33     | \$48.65 | \$51.08 | \$53.63 | \$56.32 | \$3,706.53     | \$3,891.86 | \$4,086.45 | \$4,290.77 | \$4,505.31 |
| PARKS SUPERVISOR                | 6605 | CVEA | \$30.20     | \$31.71 | \$33.30 | \$34.96 | \$36.71 | \$2,416.02     | \$2,536.82 | \$2,663.66 | \$2,796.84 | \$2,936.68 |
| PEACE OFFICER                   | 5061 | POA  | \$34.30     | \$36.02 | \$37.82 | \$39.71 | \$41.69 | \$2,744.04     | \$2,881.24 | \$3,025.30 | \$3,176.57 | \$3,335.39 |
| PERFORMANCE & ORG DEV MGR       | 2758 | SM   | \$51.69     | -       | -       | -       | \$62.03 | \$4,135.26     | -          | -          | -          | \$4,962.28 |
| PLAN CHECK SUPERVISOR           | 4731 | MM   | \$45.63     | \$47.91 | \$50.30 | \$52.82 | \$55.46 | \$3,650.11     | \$3,832.62 | \$4,024.25 | \$4,225.46 | \$4,436.73 |
| PLAN CHECK TECHNICIAN           | 4753 | CVEA | \$27.19     | \$28.55 | \$29.97 | \$31.47 | \$33.04 | \$2,174.87     | \$2,283.61 | \$2,397.79 | \$2,517.68 | \$2,643.56 |
| PLANNING MANAGER                | 4727 | SM   | \$53.84     | -       | -       | -       | \$64.95 | \$4,307.47     | -          | -          | -          | \$5,196.46 |
| PLANNING TECHNICIAN             | 4527 | CVEA | \$22.34     | \$23.45 | \$24.63 | \$25.86 | \$27.15 | \$1,786.97     | \$1,876.32 | \$1,970.13 | \$2,068.64 | \$2,172.07 |
| PLUMBER                         | 6432 | CVEA | \$26.04     | \$27.34 | \$28.71 | \$30.15 | \$31.65 | \$2,083.30     | \$2,187.46 | \$2,296.84 | \$2,411.68 | \$2,532.26 |
| POLICE ADMIN SVCS ADMINISTRATOR | 5025 | SM   | \$52.66     | -       | -       | -       | \$64.01 | \$4,212.83     | -          | -          | -          | \$5,120.54 |
| POLICE AGENT                    | 5051 | POA  | \$37.77     | \$39.66 | \$41.64 | \$43.72 | \$45.91 | \$3,021.63     | \$3,172.71 | \$3,331.35 | \$3,497.91 | \$3,672.81 |
| 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   | \$69.81     | -       | -       | -       | \$84.86 | \$5,584.99     | -          | -          | -          | \$6,788.31 |
| POLICE COMM REL SPECIALIST      | 5258 | CVEA | \$22.87     | \$24.01 | \$25.21 | \$26.48 | \$27.80 | \$1,829.62     | \$1,921.10 | \$2,017.16 | \$2,118.02 | \$2,223.92 |
| POLICE COMM SYSTEMS MANAGER     | 5185 | MM   | \$41.78     | \$43.87 | \$46.06 | \$48.37 | \$50.79 | \$3,342.54     | \$3,509.66 | \$3,685.15 | \$3,869.40 | \$4,062.87 |
| POLICE DISPATCHER               | 5181 | CVEA | \$26.30     | \$27.61 | \$29.00 | \$30.44 | \$31.97 | \$2,103.95     | \$2,209.15 | \$2,319.60 | \$2,435.59 | \$2,557.36 |
| POLICE DISPATCHER (HOURLY)      | 5180 | UCHR | \$26.30     | \$27.61 | \$29.00 | \$30.44 | \$31.97 | \$2,103.95     | \$2,209.15 | \$2,319.60 | \$2,435.59 | \$2,557.36 |
| POLICE DISPATCHER SUPERVISOR    | 5183 | CVEA | \$30.24     | \$31.76 | \$33.34 | \$35.01 | \$36.76 | \$2,419.54     | \$2,540.52 | \$2,667.54 | \$2,800.92 | \$2,940.97 |
| POLICE DISPATCHER TRAINEE       | 5179 | CVEA | \$23.91     | \$25.10 | \$26.36 | \$27.68 | \$29.06 | \$1,912.68     | \$2,008.32 | \$2,108.73 | \$2,214.17 | \$2,324.88 |
| POLICE LIEUTENANT               | 5031 | POA  | \$52.14     | \$54.75 | \$57.49 | \$60.36 | \$63.38 | \$4,171.25     | \$4,379.81 | \$4,598.80 | \$4,828.74 | \$5,070.18 |
| POLICE REC & SUPPORT SUPV       | 5203 | CVEA | \$23.18     | \$24.33 | \$25.55 | \$26.83 | \$28.17 | \$1,854.02     | \$1,946.72 | \$2,044.05 | \$2,146.25 | \$2,253.57 |
| POLICE RECORDS SPEC (HOURLY)    | 0166 | UCHR | \$17.52     | \$18.40 | \$19.32 | \$20.29 | \$21.30 | \$1,401.90     | \$1,472.00 | \$1,545.60 | \$1,622.88 | \$1,704.02 |
| POLICE RECORDS SPECIALIST       | 0165 | CVEA | \$17.52     | \$18.40 | \$19.32 | \$20.29 | \$21.30 | \$1,401.90     | \$1,472.00 | \$1,545.60 | \$1,622.88 | \$1,704.02 |
| POLICE RECRUIT                  | 5071 | CVEA | \$25.79     | \$27.08 | -       | -       | -       | \$2,063.47     | \$2,166.64 | -          | -          | -          |
| POLICE SERGEANT                 | 5041 | POA  | \$43.45     | \$45.62 | \$47.90 | \$50.30 | \$52.81 | \$3,475.78     | \$3,649.57 | \$3,832.04 | \$4,023.65 | \$4,224.83 |
| POLICE SERVICES OFF (HOURLY)    | 5133 | UCHR | \$23.57     | \$24.75 | \$25.99 | \$27.29 | \$28.65 | \$1,885.90     | \$1,980.20 | \$2,079.21 | \$2,183.17 | \$2,292.33 |
| POLICE SERVICES OFFICER         | 5131 | CVEA | \$23.57     | \$24.75 | \$25.99 | \$27.29 | \$28.65 | \$1,885.90     | \$1,980.19 | \$2,079.20 | \$2,183.16 | \$2,292.32 |
| POLICE SERVICES TECHNICIAN      | 5415 | CVEA | \$22.49     | \$23.61 | \$24.80 | \$26.04 | \$27.34 | \$1,799.22     | \$1,889.18 | \$1,983.64 | \$2,082.82 | \$2,186.96 |
| POLICE SUPPORT SERVICES MGR     | 5205 | MM   | \$40.44     | \$42.46 | \$44.59 | \$46.81 | \$49.16 | \$3,235.23     | \$3,396.99 | \$3,566.84 | \$3,745.18 | \$3,932.44 |
| POLICE SVCS OFFICER SUPERVISOR  | 5132 | CVEA | \$27.11     | \$28.47 | \$29.89 | \$31.38 | \$32.95 | \$2,168.77     | \$2,277.21 | \$2,391.07 | \$2,510.63 | \$2,636.16 |
| POLICE SVCS TECH (HOURLY)       | 5416 | UCHR | \$22.49     | \$23.61 | \$24.80 | \$26.04 | \$27.34 | \$1,799.22     | \$1,889.18 | \$1,983.64 | \$2,082.82 | \$2,186.96 |
| POLICE TECH SPECIALIST (HRLY)   | 5108 | UCHR | \$35.56     | \$37.33 | \$39.20 | \$41.16 | \$43.22 | \$2,844.43     | \$2,986.65 | \$3,135.98 | \$3,292.78 | \$3,457.42 |
| POLICE TECHNOLOGY SPECIALIST    | 5107 | CVEA | \$35.56     | \$37.33 | \$39.20 | \$41.16 | \$43.22 | \$2,844.43     | \$2,986.65 | \$3,135.98 | \$3,292.78 | \$3,457.42 |
| POLICY AIDE                     | 2013 | PRUC | \$26.22     | \$27.53 | \$28.91 | \$30.36 | \$31.88 | \$2,097.89     | \$2,202.79 | \$2,312.93 | \$2,428.57 | \$2,550.00 |
| PRINCIPAL CIVIL ENGINEER        | 6021 | MM   | \$50.08     | \$52.59 | \$55.22 | \$57.98 | \$60.88 | \$4,006.69     | \$4,207.02 | \$4,417.37 | \$4,638.24 | \$4,870.15 |
| PRINCIPAL ECONOMIC DEV SPEC     | 2724 | PROF | \$46.57     | \$48.90 | \$51.34 | \$53.91 | \$56.61 | \$3,725.59     | \$3,911.87 | \$4,107.46 | \$4,312.83 | \$4,528.47 |
| PRINCIPAL HR ANALYST            | 3305 | MMCF | \$43.19     | \$45.35 | \$47.61 | \$49.99 | \$52.49 | \$3,454.94     | \$3,627.69 | \$3,809.07 | \$3,999.53 | \$4,199.50 |
| PRINCIPAL LANDSCAPE ARCHITECT   | 4486 | MM   | \$44.45     | \$46.67 | \$49.01 | \$51.46 | \$54.03 | \$3,555.97     | \$3,733.77 | \$3,920.45 | \$4,116.48 | \$4,322.30 |
| PRINCIPAL LIBRARIAN             | 7051 | MM   | \$40.50     | \$42.52 | \$44.65 | \$46.88 | \$49.23 | \$3,239.88     | \$3,401.88 | \$3,571.97 | \$3,750.57 | \$3,938.10 |
| PRINCIPAL MANAGEMENT ANALYST    | 0208 | PROF | \$38.66     | \$40.60 | \$42.63 | \$44.76 | \$47.00 | \$3,093.12     | \$3,247.78 | \$3,410.17 | \$3,580.68 | \$3,759.71 |
| PRINCIPAL MGMT ANALYST (CONF)   | 0214 | PRCF | \$38.66     | \$40.60 | \$42.63 | \$44.76 | \$47.00 | \$3,093.12     | \$3,247.78 | \$3,410.17 | \$3,580.68 | \$3,759.71 |
| PRINCIPAL PLANNER               | 4431 | MM   | \$46.57     | \$48.90 | \$51.34 | \$53.91 | \$56.61 | \$3,725.59     | \$3,911.87 | \$4,107.46 | \$4,312.83 | \$4,528.47 |
| PRINCIPAL PROJECT COORDINATOR   | 4212 | PROF | \$46.57     | \$48.90 | \$51.34 | \$53.91 | \$56.61 | \$3,725.59     | \$3,911.87 | \$4,107.46 | \$4,312.83 | \$4,528.47 |
| PRINCIPAL RECREATION MANAGER    | 7410 | MM   | \$39.51     | \$41.48 | \$43.56 | \$45.73 | \$48.02 | \$3,160.51     | \$3,318.53 | \$3,484.46 | \$3,658.68 | \$3,841.62 |
| PROCUREMENT SPECIALIST          | 3721 | CVEA | \$27.63     | \$29.02 | \$30.47 | \$31.99 | \$33.59 | \$2,210.72     | \$2,321.25 | \$2,437.31 | \$2,559.18 | \$2,687.14 |
| PROGRAMMER ANALYST              | 3090 | PROF | \$33.85     | \$35.54 | \$37.32 | \$39.18 | \$41.14 | \$2,707.68     | \$2,843.07 | \$2,985.22 | \$3,134.48 | \$3,291.20 |
| PROJECT COORDINATOR I           | 4217 | CVEA | \$29.35     | \$30.82 | \$32.36 | \$33.98 | \$35.68 | \$2,348.03     | \$2,465.43 | \$2,588.70 | \$2,718.13 | \$2,854.04 |
| PROJECT COORDINATOR I (HRLY)    | 4218 | UCHR | \$29.35     | \$30.82 | \$32.36 | \$33.98 | \$35.68 | \$2,348.03     | \$2,465.43 | \$2,588.70 | \$2,718.13 | \$2,854.04 |
| PROJECT COORDINATOR II          | 4215 | CVEA | \$32.29     | \$33.90 | \$35.59 | \$37.37 | \$39.24 | \$2,582.83     | \$2,711.97 | \$2,847.57 | \$2,989.95 | \$3,139.45 |
| PROJECT COORDINATOR II (HRLY)   | 4216 | UCHR | \$32.29     | \$33.90 | \$35.59 | \$37.37 | \$39.24 | \$2,582.83     | \$2,711.97 | \$2,847.57 | \$2,989.95 | \$3,139.45 |
| PROPERTY & EVIDENCE SPECIALIST  | 5127 | CVEA | \$19.48     | \$20.46 | \$21.48 | \$22.55 | \$23.68 | \$1,558.60     | \$1,636.53 | \$1,718.36 | \$1,804.27 | \$1,894.49 |
| PUB WORKS SPECIALIST            | 6712 | CVEA | \$22.65     | \$23.79 | \$24.98 | \$26.23 | \$27.54 | \$1,812.39     | \$1,903.00 | \$1,998.15 | \$2,098.06 | \$2,202.97 |
| PUBLIC INFORMATION SPECIALIST   | 2782 | CONF | \$27.82     | \$29.21 | \$30.67 | \$32.20 | \$33.81 | \$2,225.44     | \$2,336.72 | \$2,453.55 | \$2,576.23 | \$2,705.04 |
| PUBLIC SAFETY ANALYST           | 5254 | CVEA | \$30.44     | \$31.96 | \$33.56 | \$35.24 | \$37.00 | \$2,435.25     | \$2,557.01 | \$2,684.86 | \$2,819.11 | \$2,960.06 |
| PUBLIC SAFETY ANALYST (HRLY)    | 5256 | UCHR | \$30.44     | \$31.96 | \$33.56 | \$35.24 | \$37.00 | \$2,435.26     | \$2,557.02 | \$2,684.87 | \$2,819.11 | \$2,960.07 |
| PUBLIC WORKS INSP I             | 6123 | CVEA | \$28.42     | \$29.84 | \$31.33 | \$32.90 | \$34.55 | \$2,273.73     | \$2,387.41 | \$2,506.79 | \$2,632.12 | \$2,763.73 |
| PUBLIC WORKS INSP II            | 6121 | CVEA | \$31.26     | \$32.83 | \$34.47 | \$36.19 | \$38.00 | \$2,501.10     | \$2,626.15 | \$2,757.46 | \$2,895.33 | \$3,040.10 |
| PUBLIC WORKS MANAGER            | 6336 | MM   | \$39.50     | \$41.48 | \$43.55 | \$45.73 | \$48.02 | \$3,160.31     | \$3,318.32 | \$3,484.24 | \$3,658.45 | \$3,841.37 |
| PUBLIC WORKS SUPERVISOR         | 6337 | CVEA | \$30.20     | \$31.71 | \$33.30 | \$34.96 | \$36.71 | \$2,416.02     | \$2,536.82 | \$2,663.66 | \$2,796.84 | \$2,936.68 |
| PUMP MAINT TECHNICIAN           | 6396 | CVEA | \$25.80     | \$27.09 | \$28.44 | \$29.87 | \$31.36 | \$2,064.01     | \$2,167.22 | \$2,275.58 | \$2,389.35 | \$2,508.82 |
| PUMP MAINTENANCE SUPERVISOR     | 6392 | CVEA | \$30.24     | \$31.75 | \$33.33 | \$35.00 | \$36.75 | \$2,418.82     | \$2,539.76 | \$2,666.75 | \$2,800.08 | \$2,940.09 |



# Fiscal Year 2016-2017 Compensation Schedule

## Effective July 8, 2016

| 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            |
| PURCHASING AGENT                      | 3711 | SM   | \$47.32        | -              | -              | -              | \$57.51        | \$3,785.24        | -                 | -                 | -                 | \$4,600.98        |
| RANGE MASTER                          | 5417 | CVEA | \$21.43        | \$22.50        | \$23.63        | \$24.81        | \$26.05        | \$1,714.46        | \$1,800.18        | \$1,890.19        | \$1,984.70        | \$2,083.93        |
| RANGE MASTER (HOURLY)                 | 5418 | UCHR | \$21.01        | \$22.06        | \$23.16        | \$24.32        | \$25.54        | \$1,680.84        | \$1,764.88        | \$1,853.12        | \$1,945.78        | \$2,043.07        |
| 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 | \$43.36        | \$45.53        | \$47.81        | \$50.20        | \$52.71        | \$3,469.11        | \$3,642.56        | \$3,824.69        | \$4,015.92        | \$4,216.72        |
| REC AIDE                              | 7605 | UCHR | \$10.00        | \$10.50        | \$11.03        | \$11.58        | \$12.16        | \$800.32          | \$840.34          | \$882.36          | \$926.48          | \$972.80          |
| REC SPECIALIST                        | 7601 | UCHR | \$15.80        | \$16.59        | \$17.42        | \$18.30        | \$19.21        | \$1,264.33        | \$1,327.55        | \$1,393.92        | \$1,463.62        | \$1,536.80        |
| REC SUPERVISOR I (HOURLY)             | 7426 | UCHR | \$22.75        | \$23.89        | \$25.08        | \$26.34        | \$27.65        | \$1,820.10        | \$1,911.10        | \$2,006.66        | \$2,106.99        | \$2,212.34        |
| RECORDS MANAGER                       | 2211 | MM   | \$32.20        | \$33.81        | \$35.50        | \$37.28        | \$39.14        | \$2,576.31        | \$2,705.13        | \$2,840.38        | \$2,982.40        | \$3,131.52        |
| RECORDS SPECIALIST                    | 2217 | CVEA | \$19.28        | \$20.24        | \$21.25        | \$22.31        | \$23.43        | \$1,542.09        | \$1,619.20        | \$1,700.16        | \$1,785.17        | \$1,874.42        |
| RECREATION LEADER I                   | 7609 | UCHR | \$11.45        | \$12.02        | \$12.63        | \$13.26        | \$13.92        | \$916.16          | \$961.97          | \$1,010.07        | \$1,060.57        | \$1,113.60        |
| RECREATION LEADER II                  | 7607 | UCHR | \$13.17        | \$13.83        | \$14.52        | \$15.25        | \$16.01        | \$1,053.72        | \$1,106.40        | \$1,161.72        | \$1,219.81        | \$1,280.80        |
| RECREATION SUPERVISOR I               | 7425 | CVEA | \$22.75        | \$23.89        | \$25.08        | \$26.34        | \$27.65        | \$1,820.10        | \$1,911.10        | \$2,006.66        | \$2,106.99        | \$2,212.34        |
| RECREATION SUPERVISOR II              | 7423 | CVEA | \$25.03        | \$26.28        | \$27.59        | \$28.97        | \$30.42        | \$2,002.11        | \$2,102.22        | \$2,207.33        | \$2,317.69        | \$2,433.58        |
| RECREATION SUPERVISOR III             | 7422 | CVEA | \$28.78        | \$30.22        | \$31.73        | \$33.32        | \$34.98        | \$2,302.44        | \$2,417.56        | \$2,538.44        | \$2,665.36        | \$2,798.63        |
| RECYCLING SPECIALIST I                | 2742 | CVEA | \$22.44        | \$23.56        | \$24.74        | \$25.98        | \$27.28        | \$1,795.43        | \$1,885.20        | \$1,979.46        | \$2,078.43        | \$2,182.35        |
| RECYCLING SPECIALIST II               | 2744 | CVEA | \$24.69        | \$25.92        | \$27.22        | \$28.58        | \$30.01        | \$1,974.97        | \$2,073.72        | \$2,177.41        | \$2,286.28        | \$2,400.59        |
| REDEVELOPMENT MANAGER                 | 4045 | SM   | \$48.68        | -              | -              | -              | \$59.17        | \$3,894.07        | -                 | -                 | -                 | \$4,733.27        |
| REGISTERED VET TECH (HOURLY)          | 5312 | UCHR | \$21.43        | \$22.50        | \$23.63        | \$24.81        | \$26.05        | \$1,714.46        | \$1,800.18        | \$1,890.19        | \$1,984.70        | \$2,083.93        |
| REGISTERED VETERINARY TECH            | 5307 | CVEA | \$21.43        | \$22.50        | \$23.63        | \$24.81        | \$26.05        | \$1,714.46        | \$1,800.18        | \$1,890.19        | \$1,984.70        | \$2,083.93        |
| RESERVE OFFICER                       | 5081 | UCHR | \$14.24        | \$14.95        | \$15.69        | -              | -              | \$1,139.42        | \$1,195.85        | \$1,255.53        | -                 | -                 |
| RETIRED ANNUITANT - HOMELESS OUTREACH | 9901 | UCHR | \$37.77        | \$39.66        | \$41.64        | \$43.72        | \$45.91        | \$3,021.63        | \$3,172.71        | \$3,331.35        | \$3,497.91        | \$3,672.81        |
| RISK MANAGEMENT SPECIALIST            | 3367 | PRCF | \$32.51        | \$34.14        | \$35.84        | \$37.64        | \$39.52        | \$2,600.99        | \$2,731.04        | \$2,867.59        | \$3,010.97        | \$3,161.52        |
| RISK MANAGER                          | 3361 | SM   | \$49.28        | -              | -              | -              | \$59.90        | \$3,942.28        | -                 | -                 | -                 | \$4,791.92        |
| 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 | \$19.28        | \$20.24        | \$21.25        | \$22.31        | \$23.43        | \$1,542.09        | \$1,619.20        | \$1,700.16        | \$1,785.17        | \$1,874.42        |
| SECRETARY (HOURLY)                    | 0152 | UCHR | \$19.28        | \$20.24        | \$21.25        | \$22.31        | \$23.43        | \$1,542.10        | \$1,619.21        | \$1,700.17        | \$1,785.17        | \$1,874.43        |
| SIGNAL SYSTEMS ENGINEER I             | 6169 | CVEA | \$32.67        | \$34.31        | \$36.02        | \$37.83        | \$39.72        | \$2,613.99        | \$2,744.69        | \$2,881.92        | \$3,026.02        | \$3,177.32        |
| SIGNAL SYSTEMS ENGINEER II            | 6170 | CVEA | \$35.94        | \$37.74        | \$39.63        | \$41.61        | \$43.69        | \$2,875.39        | \$3,019.16        | \$3,170.11        | \$3,328.62        | \$3,495.05        |
| SIGNING&STRIPING SUPERVISOR           | 6355 | CVEA | \$30.20        | \$31.71        | \$33.30        | \$34.96        | \$36.71        | \$2,416.02        | \$2,536.82        | \$2,663.66        | \$2,796.84        | \$2,936.68        |
| SPECIAL EVENTS COORDINATOR            | 2799 | PRUC | \$37.16        | \$39.02        | \$40.97        | \$43.02        | \$45.17        | \$2,972.66        | \$3,121.29        | \$3,277.36        | \$3,441.23        | \$3,613.29        |
| SPECIAL PLANNING PROJ MGR             | 4101 | SM   | \$44.62        | -              | -              | -              | \$54.24        | \$3,569.73        | -                 | -                 | -                 | \$4,339.04        |
| SR ACCOUNTANT                         | 3630 | MMCF | \$39.61        | \$41.59        | \$43.67        | \$45.85        | \$48.14        | \$3,168.48        | \$3,326.90        | \$3,493.25        | \$3,667.91        | \$3,851.31        |
| SR ACCOUNTING ASST                    | 3651 | CVEA | \$22.90        | \$24.05        | \$25.25        | \$26.52        | \$27.84        | \$1,832.37        | \$1,923.99        | \$2,020.19        | \$2,121.20        | \$2,227.26        |
| SR ADMINISTRATIVE SECRETARY           | 0145 | CONF | \$27.07        | \$28.43        | \$29.85        | \$31.34        | \$32.91        | \$2,165.96        | \$2,274.25        | \$2,387.97        | \$2,507.36        | \$2,632.73        |
| SR ADMINISTRATIVE SECRETARY           | 0185 | CVEA | \$27.07        | \$28.43        | \$29.85        | \$31.34        | \$32.91        | \$2,165.96        | \$2,274.25        | \$2,387.97        | \$2,507.36        | \$2,632.73        |
| SR ANIMAL CARE SPECIALIST             | 5345 | CVEA | \$20.54        | \$21.56        | \$22.64        | \$23.77        | \$24.96        | \$1,643.01        | \$1,725.16        | \$1,811.42        | \$1,901.99        | \$1,997.09        |
| SR APPL SUPPORT SPEC (HRLY)           | 3099 | UCHR | \$37.61        | \$39.49        | \$41.46        | \$43.53        | \$45.71        | \$3,008.54        | \$3,158.96        | \$3,316.91        | \$3,482.76        | \$3,656.89        |
| SR APPLICATIONS SUPPORT SPEC          | 3089 | PROF | \$37.61        | \$39.49        | \$41.46        | \$43.53        | \$45.71        | \$3,008.54        | \$3,158.96        | \$3,316.91        | \$3,482.76        | \$3,656.89        |
| SR ASST CITY ATTORNEY                 | 2403 | EXEC | \$74.32        | -              | -              | -              | \$90.34        | \$5,945.98        | -                 | -                 | -                 | \$7,227.37        |
| SR BUILDING INSPECTOR                 | 4781 | CVEA | \$35.95        | \$37.75        | \$39.64        | \$41.62        | \$43.70        | \$2,876.25        | \$3,020.06        | \$3,171.07        | \$3,329.62        | \$3,496.10        |
| SR BUSINESS LICENSE REP               | 4507 | CVEA | \$22.90        | \$24.05        | \$25.25        | \$26.52        | \$27.84        | \$1,832.37        | \$1,923.99        | \$2,020.19        | \$2,121.20        | \$2,227.26        |
| SR CIVIL ENGINEER                     | 6019 | WCE  | \$45.10        | \$47.35        | \$49.72        | \$52.21        | \$54.82        | \$3,607.87        | \$3,788.26        | \$3,977.68        | \$4,176.56        | \$4,385.39        |
| SR CODE ENF OFF (HOURLY)              | 4764 | UCHR | \$34.35        | \$36.07        | \$37.87        | \$39.77        | \$41.76        | \$2,748.18        | \$2,885.59        | \$3,029.87        | \$3,181.36        | \$3,340.43        |
| SR CODE ENFORCEMENT OFF               | 4763 | CVEA | \$34.35        | \$36.07        | \$37.87        | \$39.77        | \$41.76        | \$2,748.17        | \$2,885.58        | \$3,029.86        | \$3,181.35        | \$3,340.42        |
| SR CONSERVATION SPECIALIST            | 6204 | CVEA | \$28.39        | \$29.81        | \$31.30        | \$32.87        | \$34.51        | \$2,271.23        | \$2,384.79        | \$2,504.03        | \$2,629.23        | \$2,760.69        |
| SR COUNCIL ASST                       | 2027 | CONF | \$21.13        | \$22.19        | \$23.30        | \$24.47        | \$25.69        | \$1,690.72        | \$1,775.25        | \$1,864.01        | \$1,957.21        | \$2,055.08        |
| 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 | \$32.18        | \$33.78        | \$35.47        | \$37.25        | \$39.11        | \$2,574.07        | \$2,702.77        | \$2,837.91        | \$2,979.81        | \$3,128.80        |
| SR ECONOMIC DEV SPEC                  | 2725 | PROF | <b>\$37.25</b> | <b>\$39.11</b> | <b>\$41.07</b> | <b>\$43.12</b> | <b>\$45.28</b> | <b>\$2,980.19</b> | <b>\$3,129.20</b> | <b>\$3,285.66</b> | <b>\$3,449.94</b> | <b>\$3,622.44</b> |
| SR ELECTRICIAN                        | 6442 | CVEA | \$29.95        | \$31.44        | \$33.02        | \$34.67        | \$36.40        | \$2,395.80        | \$2,515.59        | \$2,641.37        | \$2,773.44        | \$2,912.11        |
| SR ELECTRONICS TECHNICIAN             | 6471 | CVEA | \$32.94        | \$34.59        | \$36.32        | \$38.14        | \$40.04        | \$2,635.44        | \$2,767.21        | \$2,905.57        | \$3,050.85        | \$3,203.39        |
| SR ENGINEERING TECHNICIAN             | 6059 | CVEA | \$31.26        | \$32.83        | \$34.47        | \$36.19        | \$38.00        | \$2,501.10        | \$2,626.15        | \$2,757.46        | \$2,895.33        | \$3,040.10        |
| SR EQUIPMENT MECHANIC                 | 6512 | CVEA | \$28.26        | \$29.67        | \$31.16        | \$32.71        | \$34.35        | \$2,260.80        | \$2,373.84        | \$2,492.53        | \$2,617.15        | \$2,748.01        |
| SR FIRE INSP/INVEST                   | 5529 | IAFF | \$36.49        | \$38.31        | \$40.23        | \$42.24        | \$44.35        | \$2,918.98        | \$3,064.93        | \$3,218.18        | \$3,379.09        | \$3,548.04        |
| SR FISCAL OFF SPEC (HRLY)             | 0176 | UCHR | \$20.24        | \$21.25        | \$22.31        | \$23.43        | \$24.60        | \$1,619.19        | \$1,700.15        | \$1,785.16        | \$1,874.42        | \$1,968.14        |
| SR FISCAL OFFICE SPECIALIST           | 0141 | CONF | \$20.24        | \$21.25        | \$22.31        | \$23.43        | \$24.60        | \$1,619.19        | \$1,700.15        | \$1,785.16        | \$1,874.42        | \$1,968.14        |
| SR FISCAL OFFICE SPECIALIST           | 0175 | CVEA | \$20.24        | \$21.25        | \$22.31        | \$23.43        | \$24.60        | \$1,619.19        | \$1,700.15        | \$1,785.16        | \$1,874.42        | \$1,968.14        |
| SR GARDENER                           | 6621 | CVEA | \$23.78        | \$24.97        | \$26.21        | \$27.52        | \$28.90        | \$1,902.13        | \$1,997.24        | \$2,097.10        | \$2,201.96        | \$2,312.05        |
| SR GIS SPECIALIST                     | 3080 | CVEA | \$32.32        | \$33.94        | \$35.64        | \$37.42        | \$39.29        | \$2,585.85        | \$2,715.15        | \$2,850.90        | \$2,993.45        | \$3,143.12        |
| SR GRAPHIC DESIGNER                   | 2764 | PROF | \$33.67        | \$35.35        | \$37.12        | \$38.98        | \$40.92        | \$2,693.51        | \$2,828.18        | \$2,969.59        | \$3,118.07        | \$3,273.98        |
| SR HR ANALYST                         | 3308 | PRCF | \$37.39        | \$39.26        | \$41.22        | \$43.28        | \$45.45        | \$2,991.27        | \$3,140.84        | \$3,297.88        | \$3,462.77        | \$3,635.91        |
| SR HUMAN RESOURCES TECHNICIAN         | 3316 | CONF | \$26.89        | \$28.24        | \$29.65        | \$31.13        | \$32.69        | \$2,151.42        | \$2,258.99        | \$2,371.94        | \$2,490.54        | \$2,615.07        |
| SR HVAC TECHNICIAN                    | 6441 | CVEA | \$29.95        | \$31.44        | \$33.02        | \$34.67        | \$36.40        | \$2,395.80        | \$2,515.59        | \$2,641.37        | \$2,773.44        | \$2,912.11        |



# Fiscal Year 2016-2017 Compensation Schedule

Effective July 8, 2016

| 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 INFO TECH SUPPORT SPEC           | 3012        | PROF        | \$37.61        | \$39.49        | \$41.46        | \$43.53        | \$45.71        | \$3,008.54        | \$3,158.96        | \$3,316.91        | \$3,482.76        | \$3,656.89        |
| SR LAND SURVEYOR                    | 6285        | WCE         | \$45.10        | \$47.35        | \$49.72        | \$52.21        | \$54.82        | \$3,607.87        | \$3,788.26        | \$3,977.68        | \$4,176.56        | \$4,385.39        |
| SR LANDSCAPE INSPECTOR              | 6295        | CVEA        | \$32.68        | \$34.32        | \$36.03        | \$37.84        | \$39.73        | \$2,614.78        | \$2,745.52        | \$2,882.79        | \$3,026.93        | \$3,178.28        |
| SR LATENT PRINT EXAMINER            | 5110        | CVEA        | \$35.23        | \$37.00        | \$38.85        | \$40.79        | \$42.83        | \$2,818.75        | \$2,959.69        | \$3,107.67        | \$3,263.06        | \$3,426.21        |
| SR LEGAL ASSISTANT                  | 2463        | CONF        | \$27.34        | \$28.71        | \$30.15        | \$31.65        | \$33.24        | \$2,187.40        | \$2,296.77        | \$2,411.61        | \$2,532.19        | \$2,658.80        |
| SR LIBRARIAN                        | 7053        | MM          | \$31.58        | \$33.16        | \$34.82        | \$36.56        | \$38.38        | \$2,526.28        | \$2,652.59        | \$2,785.22        | \$2,924.49        | \$3,070.71        |
| 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        | \$23.78        | \$24.97        | \$26.21        | \$27.52        | \$28.90        | \$1,902.13        | \$1,997.24        | \$2,097.10        | \$2,201.96        | \$2,312.05        |
| SR MANAGEMENT ANALYST               | 0206        | PROF        | \$35.15        | \$36.91        | \$38.75        | \$40.69        | \$42.72        | \$2,811.91        | \$2,952.51        | \$3,100.13        | \$3,255.14        | \$3,417.90        |
| SR OFFICE SPECIALIST                | 0173        | CVEA        | \$19.28        | \$20.24        | \$21.25        | \$22.31        | \$23.43        | \$1,542.09        | \$1,619.20        | \$1,700.16        | \$1,785.17        | \$1,874.42        |
| SR OFFICE SPECIALIST (HOURLY)       | 0174        | UCHR        | \$19.28        | \$20.24        | \$21.25        | \$22.31        | \$23.43        | \$1,542.10        | \$1,619.21        | \$1,700.17        | \$1,785.17        | \$1,874.43        |
| SR OPEN SPACE INSPECTOR             | 6309        | CVEA        | \$32.68        | \$34.32        | \$36.04        | \$37.84        | \$39.73        | \$2,614.79        | \$2,745.53        | \$2,882.80        | \$3,026.94        | \$3,178.29        |
| SR PARK RANGER                      | 7439        | CVEA        | \$23.78        | \$24.97        | \$26.21        | \$27.52        | \$28.90        | \$1,902.13        | \$1,997.24        | \$2,097.10        | \$2,201.96        | \$2,312.05        |
| SR PLAN CHECK ENGINEER              | 4746        | WCE         | \$43.14        | \$45.29        | \$47.56        | \$49.94        | \$52.43        | \$3,451.01        | \$3,623.57        | \$3,804.74        | \$3,994.98        | \$4,194.73        |
| SR PLAN CHECK TECHNICIAN            | 4751        | CVEA        | \$31.26        | \$32.83        | \$34.47        | \$36.19        | \$38.00        | \$2,501.10        | \$2,626.15        | \$2,757.46        | \$2,895.33        | \$3,040.10        |
| SR PLANNER                          | 4432        | PROF        | \$37.25        | \$39.11        | \$41.07        | \$43.12        | \$45.28        | \$2,980.19        | \$3,129.20        | \$3,285.66        | \$3,449.94        | \$3,622.44        |
| SR PLANNING TECHNICIAN              | 4529        | CVEA        | \$25.69        | \$26.97        | \$28.32        | \$29.74        | \$31.22        | \$2,055.01        | \$2,157.76        | \$2,265.65        | \$2,378.93        | \$2,497.88        |
| <b>SR POLICE RECORDS SPECIALIST</b> | <b>0135</b> | <b>CVEA</b> | <b>\$20.15</b> | <b>\$21.16</b> | <b>\$22.22</b> | <b>\$23.33</b> | <b>\$24.50</b> | <b>\$1,612.20</b> | <b>\$1,692.81</b> | <b>\$1,777.45</b> | <b>\$1,866.32</b> | <b>\$1,959.63</b> |
| SR POLICE TECHNOLOGY SPEC           | 5109        | PROF        | \$40.89        | \$42.93        | \$45.08        | \$47.33        | \$49.70        | \$3,271.10        | \$3,434.65        | \$3,606.39        | \$3,786.71        | \$3,976.04        |
| SR PROCUREMENT SPECIALIST           | 3728        | PROF        | \$30.56        | \$32.08        | \$33.69        | \$35.37        | \$37.14        | \$2,444.55        | \$2,566.77        | \$2,695.11        | \$2,829.87        | \$2,971.36        |
| SR PROGRAMMER ANALYST               | 3091        | PROF        | \$38.70        | \$40.64        | \$42.67        | \$44.80        | \$47.04        | \$3,096.11        | \$3,250.92        | \$3,413.46        | \$3,584.13        | \$3,763.34        |
| SR PROJECT COORDINATOR              | 4214        | PROF        | \$37.25        | \$39.11        | \$41.07        | \$43.12        | \$45.28        | \$2,980.19        | \$3,129.20        | \$3,285.66        | \$3,449.94        | \$3,622.44        |
| SR PROP & EVIDENCE SPECIALIST       | 5125        | CVEA        | \$22.40        | \$23.53        | \$24.70        | \$25.94        | \$27.23        | \$1,792.39        | \$1,882.01        | \$1,976.11        | \$2,074.91        | \$2,178.66        |
| SR PUBLIC SAFETY ANALYST            | 5260        | PROF        | \$33.66        | \$35.34        | \$37.11        | \$38.97        | \$40.91        | \$2,692.83        | \$2,827.47        | \$2,968.84        | \$3,117.29        | \$3,273.15        |
| SR PUBLIC WORKS INSP                | 6101        | CVEA        | \$35.95        | \$37.75        | \$39.64        | \$41.62        | \$43.70        | \$2,876.26        | \$3,020.07        | \$3,171.08        | \$3,329.63        | \$3,496.11        |
| SR PUBLIC WORKS SPECIALIST          | 6702        | CVEA        | \$27.19        | \$28.55        | \$29.97        | \$31.47        | \$33.04        | \$2,174.86        | \$2,283.60        | \$2,397.78        | \$2,517.67        | \$2,643.55        |
| SR RECORDS SPECIALIST               | 2215        | CVEA        | \$22.17        | \$23.28        | \$24.44        | \$25.66        | \$26.94        | \$1,773.41        | \$1,862.08        | \$1,955.18        | \$2,052.94        | \$2,155.59        |
| SR RECREATION MGR                   | 7421        | MM          | \$32.46        | \$34.08        | \$35.78        | \$37.57        | \$39.45        | \$2,596.59        | \$2,726.41        | \$2,862.74        | \$3,005.87        | \$3,156.17        |
| SR RECYCLING SPECIALIST             | 2746        | CVEA        | \$28.39        | \$29.81        | \$31.30        | \$32.87        | \$34.51        | \$2,271.23        | \$2,384.79        | \$2,504.03        | \$2,629.23        | \$2,760.69        |
| SR RISK MANAGEMENT SPECIALIST       | 3365        | PRCF        | \$37.39        | \$39.26        | \$41.22        | \$43.28        | \$45.45        | \$2,991.27        | \$3,140.84        | \$3,297.88        | \$3,462.77        | \$3,635.91        |
| SR SECRETARY                        | 0139        | CONF        | \$21.20        | \$22.26        | \$23.38        | \$24.55        | \$25.77        | \$1,696.30        | \$1,781.12        | \$1,870.18        | \$1,963.68        | \$2,061.87        |
| SR SECRETARY                        | 0177        | CVEA        | \$21.20        | \$22.26        | \$23.38        | \$24.55        | \$25.77        | \$1,696.30        | \$1,781.12        | \$1,870.18        | \$1,963.68        | \$2,061.87        |
| SR SECRETARY (HOURLY)               | 0178        | UCHR        | \$21.20        | \$22.26        | \$23.38        | \$24.55        | \$25.77        | \$1,696.30        | \$1,781.11        | \$1,870.17        | \$1,963.67        | \$2,061.86        |
| SR TREE TRIMMER                     | 6573        | CVEA        | \$26.15        | \$27.46        | \$28.84        | \$30.28        | \$31.79        | \$2,092.34        | \$2,196.95        | \$2,306.80        | \$2,422.14        | \$2,543.25        |
| SR WEBMASTER                        | 2779        | PROF        | \$33.79        | \$35.48        | \$37.26        | \$39.12        | \$41.07        | \$2,703.38        | \$2,838.55        | \$2,980.48        | \$3,129.51        | \$3,285.98        |
| STOREKEEPER                         | 3734        | CVEA        | \$19.81        | \$20.80        | \$21.84        | \$22.94        | \$24.08        | \$1,585.11        | \$1,664.36        | \$1,747.58        | \$1,834.96        | \$1,926.71        |
| STOREKEEPER SUPERVISOR              | 3732        | CVEA        | \$23.78        | \$24.97        | \$26.21        | \$27.52        | \$28.90        | \$1,902.13        | \$1,997.24        | \$2,097.10        | \$2,201.96        | \$2,312.05        |
| STORMWTR COMPLNCE INSP I            | 6127        | CVEA        | \$25.84        | \$27.13        | \$28.49        | \$29.91        | \$31.41        | \$2,067.02        | \$2,170.37        | \$2,278.89        | \$2,392.83        | \$2,512.47        |
| STORMWTR COMPLNCE INSP II           | 6125        | CVEA        | \$28.42        | \$29.84        | \$31.33        | \$32.90        | \$34.55        | \$2,273.73        | \$2,387.41        | \$2,506.79        | \$2,632.12        | \$2,763.73        |
| SURVEY TECHNICIAN I                 | 6151        | CVEA        | \$24.71        | \$25.95        | \$27.25        | \$28.61        | \$30.04        | \$1,977.15        | \$2,076.00        | \$2,179.80        | \$2,288.79        | \$2,403.23        |
| SURVEY TECHNICIAN II                | 6141        | CVEA        | \$27.19        | \$28.55        | \$29.97        | \$31.47        | \$33.04        | \$2,174.86        | \$2,283.60        | \$2,397.78        | \$2,517.67        | \$2,643.55        |
| SYSTEMS/DATABASE ADMINISTRATR       | 3015        | PROF        | \$37.60        | \$39.48        | \$41.46        | \$43.53        | \$45.71        | \$3,008.28        | \$3,158.70        | \$3,316.63        | \$3,482.46        | \$3,656.59        |
| TELECOMMUNICATIONS SPECIALIST       | 3027        | CVEA        | \$22.87        | \$24.02        | \$25.22        | \$26.48        | \$27.80        | \$1,829.79        | \$1,921.28        | \$2,017.34        | \$2,118.21        | \$2,224.12        |
| TINY TOT AIDE                       | 7503        | UCHR        | \$13.17        | \$13.83        | \$14.52        | \$15.25        | \$16.01        | \$1,053.72        | \$1,106.40        | \$1,161.72        | \$1,219.81        | \$1,280.80        |
| TINY TOT SPECIALIST                 | 7505        | UCHR        | \$15.80        | \$16.59        | \$17.42        | \$18.30        | \$19.21        | \$1,264.33        | \$1,327.55        | \$1,393.92        | \$1,463.62        | \$1,536.80        |
| TRAFFIC CONTROL ASSISTANT           | 5155        | UCHR        | -              | -              | -              | -              | \$15.69        | -                 | -                 | -                 | -                 | \$1,255.20        |
| TRAFFIC DEVICES TECH                | 6177        | CVEA        | \$28.65        | \$30.08        | \$31.58        | \$33.16        | \$34.82        | \$2,291.69        | \$2,406.27        | \$2,526.58        | \$2,652.91        | \$2,785.56        |
| TRAFFIC DEVICES TECH SUPV           | 6175        | CVEA        | \$32.94        | \$34.59        | \$36.32        | \$38.14        | \$40.04        | \$2,635.44        | \$2,767.21        | \$2,905.57        | \$3,050.85        | \$3,203.39        |
| TRAFFIC ENGINEER                    | 6024        | PROF        | \$38.88        | \$40.82        | \$42.86        | \$45.01        | \$47.26        | \$3,110.23        | \$3,265.74        | \$3,429.03        | \$3,600.48        | \$3,780.51        |
| 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        | \$22.87        | \$24.01        | \$25.21        | \$26.48        | \$27.80        | \$1,829.62        | \$1,921.10        | \$2,017.16        | \$2,118.02        | \$2,223.92        |
| TRAINING PROGRAMS SPECIALIST        | 5262        | CVEA        | \$22.87        | \$24.01        | \$25.21        | \$26.48        | \$27.80        | \$1,829.62        | \$1,921.10        | \$2,017.16        | \$2,118.02        | \$2,223.92        |
| TRANS ENGINEER W/ CERT              | 6031        | WCE         | \$45.10        | \$47.35        | \$49.72        | \$52.21        | \$54.82        | \$3,607.87        | \$3,788.26        | \$3,977.68        | \$4,176.56        | \$4,385.39        |
| TRANS ENGINEER W/O CERT             | 6033        | WCE         | \$42.95        | \$45.10        | \$47.35        | \$49.72        | \$52.21        | \$3,436.07        | \$3,607.87        | \$3,788.27        | \$3,977.68        | \$4,176.56        |
| TRANSIT MANAGER                     | 6218        | MMUC        | \$46.60        | \$48.93        | \$51.38        | \$53.95        | \$56.65        | \$3,728.26        | \$3,914.68        | \$4,110.41        | \$4,315.93        | \$4,531.73        |
| TREE TRIMMER                        | 6575        | CVEA        | \$21.80        | \$22.88        | \$24.03        | \$25.23        | \$26.49        | \$1,743.62        | \$1,830.80        | \$1,922.34        | \$2,018.45        | \$2,119.38        |
| TREE TRIMMER SUPERVISOR             | 6572        | CVEA        | \$30.08        | \$31.58        | \$33.16        | \$34.82        | \$36.56        | \$2,406.20        | \$2,526.51        | \$2,652.83        | \$2,785.47        | \$2,924.75        |
| VETERINARIAN                        | 5321        | PROF        | \$38.17        | \$40.08        | \$42.08        | \$44.18        | \$46.39        | \$3,053.45        | \$3,206.12        | \$3,366.43        | \$3,534.75        | \$3,711.48        |
| VETERINARIAN (HOURLY)               | 5308        | UCHR        | \$46.77        | \$49.11        | \$51.57        | \$54.15        | \$56.85        | \$3,741.96        | \$3,929.06        | \$4,125.51        | \$4,331.78        | \$4,548.37        |
| VETERINARIAN (PERMITTED)            | 5331        | PROF        | \$53.74        | \$56.43        | \$59.25        | \$62.21        | \$65.32        | \$4,299.25        | \$4,514.21        | \$4,739.92        | \$4,976.92        | \$5,225.77        |
| VETERINARIAN-PERMITTED              | 5322        | UCHR        | \$66.13        | \$69.44        | \$72.91        | \$76.56        | \$80.39        | \$5,290.73        | \$5,555.27        | \$5,833.03        | \$6,124.68        | \$6,430.92        |
| VETERINARY ASSISTANT                | 5325        | CVEA        | \$17.86        | \$18.75        | \$19.69        | \$20.67        | \$21.71        | \$1,428.71        | \$1,500.15        | \$1,575.16        | \$1,653.92        | \$1,736.61        |
| VETERINARY ASSISTANT (HOURLY)       | 5323        | UCHR        | \$17.86        | \$18.75        | \$19.69        | \$20.67        | \$21.71        | \$1,428.72        | \$1,500.16        | \$1,575.17        | \$1,653.93        | \$1,736.62        |
| VOLUNTEER COORD (DEPT)              | 7131        | CVEA        | \$19.52        | \$20.50        | \$21.52        | \$22.60        | \$23.73        | \$1,561.81        | \$1,639.90        | \$1,721.90        | \$1,807.99        | \$1,898.39        |
| VOLUNTEER COORD (DEPT)(HOURLY)      | 7132        | UCHR        | \$19.52        | \$20.50        | \$21.52        | \$22.60        | \$23.73        | \$1,561.81        | \$1,639.90        | \$1,721.90        | \$1,807.99        | \$1,898.39        |

Approved and Adopted:

Resolution No.:



**Fiscal Year 2016-2017 Compensation Schedule**  
Effective July 8, 2016

| 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     |
| WASTEWATER/STRMWTER OPS MGR | 6332 | MM   | \$45.43     | \$47.70 | \$50.09 | \$52.59 | \$55.22 | \$3,634.35     | \$3,816.07 | \$4,006.87 | \$4,207.22 | \$4,417.58 |
| WEBMASTER                   | 2777 | CVEA | \$29.38     | \$30.85 | \$32.40 | \$34.02 | \$35.72 | \$2,350.77     | \$2,468.31 | \$2,591.73 | \$2,721.31 | \$2,857.38 |
| WEBMASTER (HOURLY)          | 2790 | UCHR | \$29.38     | \$30.85 | \$32.40 | \$34.02 | \$35.72 | \$2,350.77     | \$2,468.31 | \$2,591.73 | \$2,721.31 | \$2,857.38 |